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ITF
INTERNATIONAL
TRANSPORT WORKERS' FEDERATION

75th ANNIVERSARY
AND
30th CONGRESS

VIENNA
28th JULY to 6th AUGUST 1971

REPORT ON ACTIVITIES

FOR THE YEARS
1968, 1969 and 1970



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OBITUARIES

Lennart Franzén, formerly ITF Swedish translator and an employee of the Swedish Railwaymen's Union up to the time of his death, died of a heart attack in February 1968.

Einar Haugen, Vice-President of the Norwegian Seamen's Union and Chairman of the ITF Fishermen's Section since 1950, died following a long illness on 13 March 1968 at the age of 62.

Sture Christiansson, former President of the Swedish Railwaymen's Union and a member of the ITF Executive Committee from 1946 to 1951, died on 4 May 1968 at the age of 75.

Henry Hildebrand, Head of the Maritime Workers' and Dockers' Section of the German Transport Workers' Union and Chairman of the ITF Inland Navigation Section, died on 1 May 1968 at the age of 66. He was also a member of the committees of the ITF Dockers', Fishermen's, Seafarers' and Special Seafarers' Sections.

Emil Edvardsen, President of the Norwegian Railwaymen's Union and of the Nordic Railwaymen's Union, died of a heart attack on 25 September 1968 at the age of 64.

Johann Mladoschowitz of the Austrian Transport Workers' Union and a member of the ITF Inland Navigation Section Committee, died on 24 September 1968.

Andreas Thaler, General Secretary of the Austrian Railwaymen's Union from 1945 to 1958 and a member of the ITF Executive Committee from 1954 until his retirement, died on 7 October 1968 at the age of 73.

C. J. Leurs, Treasurer of the Luxembourg Railwaymen's Union and a member of the ITF General Council since 1948, died on 25 November 1968 at the age of 58.

George Harrison, President of the US Brotherhood of Railway Clerks for 35 years and long-time member of the ITF General Council, died in December 1968 at the age of 73.

Jean Jarrigion, former Secretary of the French Railwaymen's Federation, ITF pioneer and member of the ITF Executive Committee and General Council from 1932 to 1940, died on 25 December 1968 at the age of 88.

Daniel Carmichael, M.B.E., Assistant General Secretary of the British Merchant Navy and Airline Officers' Association died on 20 February 1969 at the age of 66, shortly before he was due to retire.

John Conroy, General President of the Irish Transport and General Workers' Union and first President of the Irish Congress of Trade Unions, died in Dublin on 13 February 1969 at the age of 64.

Percy Knight, former National Organiser and Assistant General Secretary of the British National Union of Seamen died in January 1969 at the age of 77.

Hylton Lee, General Secretary of the Merchant Service Guild of Australia died suddenly on 19 February 1969.

Viggo Wivel, former President of the Danish Transport and General Workers' Union, died on 12 June 1969 following a long period of illness, at the age of 69. He retired from the Presidency of his union in September 1968.

Richard Eriksen, Vice-President of the Danish Transport and General Workers' Union (DASF), died in April 1969 at the age of 68.

R. C. (Bob) Coutts, President of the 1969 American Train Dispatchers' Association and Director of Regional Affairs for the ITF from September 1957 until May 1958, died in May 1969 at the age of 69.

Emile Laflamme, ICFTU representative in New York and former ITF representative in Africa died on 8 May 1969 at the age of 59. Based in Lagos, Nigeria, from 1961 to 1967, he soon won the respect and admiration of the Africans he served and it was with great reluctance that they finally accepted his decision to return home when his health and that of his wife began to suffer from the strain of the unrelenting demands made on them by his duties.

Cept. W. H. Coombs, co-founder and first General Secretary of the British Merchant Navy and Airline Officers' Association, died at the end of June 1969 at the age of 75.

C. Jansen in de Wal, a veteran of the Dutch Transport Workers' Union and a well-known figure in ITF Section work during his period of active union service, died on 4 July 1969 at the age of 72.

Hilbert Asklund, former representative of the Swedish Transport Workers' Union in Gothenburg and member of the union's council died in January 1970 at the age of 71.

Oskar Deubler, former Vice-President of the Austrian Transport Workers' Union, died on 1 January 1970 at the age of 77.

Einar Carlbring, president of the Swedish Commercial Workers' Union (HTF) from 1937-1942, died at the age of 89.

Oiva Lappalainen, long-time member and officer of the Finnish Seamen's Union and well-known in Finland as a poet and a writer on the sea and seafarers, died on 4 February 1970 at the age of 62.

Albert Griffiths, General Secretary of the British Associated Society of Locomotive Engineers and Firemen (ASLEF) and a member of the General Council of the ITF, died on 13 February 1970 aged 61.

Johan S. Thore, President of the Swedish Seamen's Union and General Secretary of the Scandinavian Transport Workers' Federation, died on 24 February 1970 of a heart attack. He was nearly 65 years old. At the time of his death he was a member of the ITF Seafarers' Section Committee and its sub-committee on Asian Seamen's Problems and was well known for his determined action in support of the ITF campaign against flags-of-convenience ships and his vigorous opposition to the Greek Military Junta. The General Secretary represented the ITF at his funeral in Gothenburg on 5 March.

Jacobus H. Oldenbroek, General Secretary of the ITF from 1943 until he was appointed the first General Secretary of the International Confederation of Free Trade Unions in 1950, died on 7 March 1970 at the age of 72 following a heart attack. The General Secretary represented the ITF at his funeral in London on 13 March.

Brother Oldenbroek spent nearly thirty years of his long life in the service of the ITF. He joined us in 1921, as Secretary to the then General Secretary Edo Finmen, with whom he worked closely until the latter's death in 1942. Oldenbroek was made Assistant General Secretary in 1938 and when Finmen died he took over the post of Acting General Secretary, a difficult post indeed at this time of world crisis. When he was confirmed in his post by the first post-war Congress Brother Oldenbroek was able to develop those policies which had seen the ITF, largely thanks to himself, safely through the war years.

Brother Oldenbroek continued his life of service to the trade union movement when he left the ITF to become General Secretary of the International Confederation of Free Trade Unions in 1950, a post which he held for ten years. With his death, the international trade union movement has lost a great leader.

Jean Möri, Secretary of the Union Syndicate Suisse until his retirement, at the end of 1969, died unexpectedly on 30 April 1970 at the age of 68. Möri was unanimously elected to preside over the 1969 International Labour Conference held during the 50th anniversary celebrations of the ILO. This marked the culmination of over twenty years of exceptional service to the ILO.

Frank Noakes, Secretary Treasurer of the US Maintenance of Way Employees, died on 5 May 1970 at the age of 66, following a brief illness. Brother Noakes did much to further solidarity between U.S. and Mexican unions.

Fred D. Nicoll, Executive Vice-President of the ITF-affiliated Canadian Brotherhood of Railway, Transport and General Workers, died in Ottawa at the age of 63 on 29 May 1970.

John Fox, former Vice-President of the Seafarers' International Union of North America, died on 1 August 1970 following a long illness.

Hedley Stone, national treasurer of the National Maritime Union of America for sixteen years, died on 7 October 1970 after a long illness. He was 73 years old.

John F. "Red" Moran, International Vice-President of the U.S. International Longshoremen's Association for the past 11 years, has died at the age of 59.

Georges De Crom, General Secretary of the Dockers' Section of the Belgian Transport Workers' Union, died on 11 November 1970 of a heart attack. He was 63. Brother de Crom was an active member of the Section Committee of the ITF Dockers' Section.

George Lascaris died in Athens on 19 November 1970 at the age of 81. Founder of the Greek General Confederation of Labour (GSEE) in 1918, General Secretary of the Railwaymen's Federation from 1926 to 1936, Lascaris represented Greek workers in many international forums including the ILO, the ICFTU and the ITF.

Captain Charles Crooks, Secretary-Treasurer of the U.S. International Organisation of Masters, Mates and Pilots died on 29 December 1970 at the age of 50.

FOREWORD

One of the problems which any General Secretary has in writing a Foreword to the ITF's Report on Activities in the sheer impossibility of doing so in any form which does anything like justice to the vast number and range of activities carried on by the Federation—all of them equally necessary to some group which we represent and varying rather in their urgency than their importance. An organization which not only spans the whole world geographically, but which is intimately involved with the day-to-day industrial and social development of a uniquely international industry (which in reality is perhaps better described as an interlocking complex of individual industries and sub-industries) cannot be otherwise than in a constant state of proliferation of its activities.

It is sometimes perhaps difficult even for our own members, particularly those concerned only with the work of one Industrial Section, to grasp exactly how widely cast the Federation's net of activity has become and how infinitely more complicated are its current tasks and responsibilities than they were even five or ten years ago—not to mention any attempt at comparing these with the position as it was when the ITF first set out on its journey as an international trade union organization exactly three-quarters of a century ago.

There has been a tendency in the past to measure the level of the ITF's activity in terms of the number of industrial disputes — both national and international—in which it has intervened to provide help and assistance to its affiliates or the number of meetings and conferences which have been organized to discuss the urgent problems of individual sections or sub-sections of its membership. However, it has to be recognized—and this is especially true of the last decade—that this is in fact no more than part of the total story.

The increasing complexity of the problems facing transport workers of all kinds in both the technological and economic spheres has meant that if the ITF is to play an effective rôle in defending the interests of its membership it has, for instance, to be more active than was originally the case in international official organizations (and particularly the specialized agencies of the United Nations) concerned with individual transport industries. In addition, it also has to be recognized that the greater geographical spread of the ITF's membership and the strong emphasis which has been put during the last few years on the development of the ITF's relations with transport workers' unions in the African, Asian, Latin American and Caribbean Regions has inevitably resulted in a stepping-up of the Federation's activities in these areas, whether this be in the form of closer ITF involvement in industrial disputes affecting transport workers' unions there; the organization of separate regional conferences covering all the affiliates in a particular continent or individual sections of these; or the provision of trade union education and training for both officials and lay workers in the form of courses and seminars.

If one examines the present Report on Activities it is immediately apparent just how much these newer tasks and responsibilities have been reflected in the work of the ITF during the three years which have elapsed since our Wiesbaden Congress in 1968. If one takes, for example, the question of our increasingly effective rôle in official international organizations concerned with the transport industries, one is struck at once by the much wider scope of our activity within bodies such as the Inter-Governmental Maritime Consultative Organisation (IMCO), the International Civil Aviation Organization (ICAO), the various organs of the European Economic Community, and meetings of the Conference of European Ministers of Transport—to mention only a few.

If I may single out one instance of the scope of such activity and of the vastly increased amount of work which it involves for the ITF Secretariat and for the ITF as a whole, I would perhaps—although recognizing that such selection is certain to be invidious—draw attention to the work which has been carried out on behalf of civil aviation workers during the period under review.

One of the major problems—and possibly the most urgent one—facing this group of workers during the last two to three years has been that of the constantly-growing menace of aerial hijackings and sabotage of civil aircraft for both political and private ends. This of course is not an industrial problem as such, but nevertheless is one which can affect every one of our members in civil aviation and creates the greatest possible threat both to their personal safety and to the future of their industry. The ITF has therefore deployed every possible resource and device during the inter-Congress period to ensure that this terrible threat to our membership has been dealt with and countered to the greatest possible extent. This has involved not only continual representations to governments and organizations in the many individual cases of hijackings which have taken place during the period under review (and there have been close on 200 such incidents, several of them resulting in the loss of crew members' lives), but also the evolution of practical proposals to prevent and punish future hijackings together with the arguing of these and the securing of their adoption by inter-governmental bodies such as the United Nations Organization, ICAO and the European Civil Aviation Conference, as well as regular consultation and co-operation with other international organizations representing aviation personnel.

We can, I think, now be very well satisfied with the results of the work which has been done by the ITF in mobilizing opinion and concrete international action against this grave threat, even though recognizing that there may still be a great deal to be done. Nevertheless, I would emphasize that this **one** issue affecting just **one** ITF Industrial Section has, in all its ramifications, occupied the major time and effort of the ITF Officers concerned with Civil Aviation for a period of some-

thing like two years. This, of course, is in addition to carrying on the normal day-to-day activities of that Section in the purely industrial sphere, and organizing and preparing for the regular meetings and conferences which it holds as a matter of course.

Nor is that by any means an isolated example. One has only to look at the additional activity which has been developed on behalf of the seafarers and allied groups within IMCO during the years 1968 to 1970 to see that this is a story which can be duplicated in the case of other ITF Industrial Sections.

I would emphasize again here that this has by no means been at the expense of the more normal work of the Sections in the international sphere. On the contrary, rather the opposite has been the case, and I would here quote one significant sidelight on this aspect of our work. In October 1970, the ITF and its seafarers' affiliates participated in—and in fact dominated the Workers' Side of—a highly successful Maritime Session of the ILO, certainly one of the most traditional sides of the ITF's activity within official international organizations. In fact, it is perhaps no exaggeration to claim that this particular Session was one of the most productive held for seafarers in recent years. Although this in itself was extremely gratifying, I would also draw attention to a comment which was made in this connection on the ITF's activities within the ILO by the ILO's Director-General. Speaking at a General Conference of the International Trade Secretariats held a few weeks later, he held up this Conference and the ITF's work within the ILO in general as a model of what could be done in the international field by ITS's on behalf of their affiliates. The ITF, he said, as a result of its thorough preparation for such Conferences and the effective use which it made of the ILO and its machinery, achieved maximum and concrete benefit from its participation in the work of the Organization. I would underline that this kind of tribute from the ILO is very rare indeed.

Turning to the other field in which the ITF's activities have certainly expanded considerably—namely the Regions—I would also stress the large number and variety of meetings and conferences which have taken place during 1968-70. Trade union seminars and courses have been held in, for example, Nairobi (Kenya), Indonesia, Singapore, Penang, Costa Rica and Mexico City. For the first time in the ITF's history, a full Section Conference—that of the railwaymen—was held in the Latin American Continent, attended by railway workers from all over the world, including very many from Latin and North America. I would also mention—although strictly speaking this does not fall within the purview of regional activities as such—that a second Section Conference, this time of the civil aviation workers—took place in the United States, something which had also never happened before. In addition, however, we were able to organize a separate Latin American Civil Aviation Workers' Conference in Mexico City, an ITF Inter-American Regional Conference in the same city, and a special Caribbean Confer-

ence on Transport Economics in Trinidad. Both the ITF Secretariat and the Latin American Regional Office have also been closely involved in industrial disputes affecting our affiliates in the Regions.

All of these activities are vitally necessary if the ITF is to develop into a truly world-wide transport workers' International not just in name but also in fact. There can, however, be no doubt that all of them conspire to throw new burdens on the ITF's resources and finances; on its Officers, Regional Representatives and staff. To meet all these new commitments and responsibilities effectively and to undertake the extra work which they entail would imply that the ITF's growth in membership and financial and material capability should keep pace with its increased activity. Unfortunately, it cannot be said that this is the case. In fact, almost the opposite is true. At a period when it could have been anticipated that there would be a considerable expansion in the ITF's overall membership because of its increased activity both in the newer (and developing) industries and in the Regions, the overall position has decreased. There has, of course, been the expected expansion among certain sections of our industrial membership, as well as in the Regions, but this has been completely nullified by a factor over which the ITF has no control, namely the effects of technological change, rationalization and re-organization nationally on the older transport industries. As a result, the ITF has lost many thousands of members—particularly in the railway industry—and this is a process which may continue for some time into the future.

As the ITF prepares to move into a fresh period of activity, it will therefore be facing a new and challenging problem: that of ensuring that the constantly-growing extension and complexity of its task can be matched by appropriate resources. The ITF is and has been doing more for its membership than at any previous period of its existence, and certainly on a much wider front—both industrially and geographically. If, however, it is to continue to advance along this path; to develop and not to stagnate or even to fall back, then the problem of matching the tools to the job will have to be solved—and solved quickly. For that we will need the understanding and co-operation of all our affiliates, large and small alike; whether they come from the old-established or the newer transport sectors; from industrialized or developing countries. If that is forthcoming—and I am sure that it will be—then I am certain that this problem, like so many others during the past 75 years, can be overcome, and the ITF can go on to tackle its new tasks with confidence and effectiveness.

C. H. BLYTH,

General Secretary.

I

GOVERNING BODIES & INTERNAL ORGANISATION

CONGRESS

The 29th Congress of the ITF, held in Wiesbaden from 28th July to 3rd August 1968, was attended by over 400 delegates and advisers representing 159 affiliated unions in Argentina, Australia, Austria, Belgium, Canada, Ceylon, Denmark, Ecuador, Estonia (Exile), Faroe Islands, Finland, France, Germany, Ghana, Great Britain, Greece, Guatemala, Honduras, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Korea, Lebanon, Luxembourg, Malaysia, Malta, Mexico, Netherlands, Nicaragua, Nigeria, Norway, Peru, Philippines, Senegal, Singapore, Spain (Exile), Sweden, Switzerland, Trinidad, Tunisia, Turkey, United States, Uruguay, Venezuela and Vietnam.

Hans Düby of the Swiss Railwaymen's Union was re-elected as President of the ITF; Frank Cousins of the British Transport and General Workers' Union was elected as Vice-President; and Charles Blyth, formerly Assistant General Secretary, was elected as General Secretary in succession to Hans Imhof.

Resolutions on the following subjects were adopted by Congress:

- (a) **Re-establishment of free trade unionism in Greece;**
- (b) **Trade and Development;**
- (c) **Frequency of Meetings of ILO Industrial Committees and Analogous Bodies;**
- (d) **The ILO and Civil Aviation;**
- (e) **International Labour Office Machinery;**
- (f) **Eustaquio Tolosa** (see also under Regional Activities: (Latin America and Caribbean));
- (g) **Container Transport;**
- (h) **Conflict in Danish Shipping Industry;**
- (i) **LAN Chile Workers' Dispute;**
- (j) **Hi-jacking of aircraft;**
- (k) **Employment of Naval Personnel on Merchant Ships in Uruguay;**
- (l) **Lines of Promotion (Merchant Marine);**
- (m) **Limitation of Overtime (Ships' Crews);**

- (n) **Annual Leave for Seafarers;**
- (o) **Forty Hour Week for Seafarers;**
- (p) **Surplus Shipping Tonnage;**
- (q) **Containers and Unit Loads;**
- (r) **Dockers and the EEC;**
- (s) **Solidarity with the Italian Dockers;**
- (t) **Free and Concessionary Travel for certain Categories of Civil Aviation Workers;**
- (u) **An Experts' Meeting on Safety;**
- (v) **Revision of ILO Convention No. 67 concerning the Regulation of Hours of Work and Rest Periods in Road Transport;**
- (w) **Fishermen and the ILO;**
- (x) **Argentine Fishermen;**
- (y) **Policy of the Eighth ITF Section;**
- (z) **Violation of International Labour Conventions by the Argentine Government.**

Resolutions on the following subjects were remitted to the Executive Board for its attention:

- (i) **ITF Headquarters;**
- (ii) **Amendment to Motion on ITF Headquarters;**
- (iii) **Establishment of an autonomous ITF Fund for the Financing of Research;**
- (iv) **Establishment of an ITF European Regional Organization;**
- (v) **ITF Activities in Africa;**
- (vi) **Regional Activities in Africa;**
- (vii) **Resolution on Nigeria.**

The motion on **ITF Headquarters** called for an enquiry into the location of the headquarters and the possibility of setting up a branch office in Geneva. The amendment called for the establishment of the headquarters in Geneva and the creation of a building fund to which affiliates should be asked to contribute generously. At its meeting in November 1968, the Executive Board agreed that the Secretariat should carry out the enquiry the motion proposed and that the amendment should not be accepted, on the grounds that it anticipated the outcome

of the enquiry and so went so far beyond the terms of the motion itself as to amount to its negation. At its meeting in May 1969, the Board considered a report from the Secretariat and agreed that, as the matter of liaison in Geneva between the ITF, other ITS's and the various international organizations appeared to be adequately catered for by the work of the ICFTU Office in Geneva, there would be little to be gained at the present time by the establishment of an ITF Office in Geneva.

The motion on the **Establishment of an autonomous ITF Fund for the financing of Research** was considered by the Executive Board at its meeting in November 1968. The Board decided that the amount that would be needed to expand the ITF Research Department by recruiting additional qualified staff to carry out the kind of research envisaged in the motion would be far in excess of what affiliates could be expected to contribute.

The motion on the **Establishment of an ITF European Regional Organization** was the subject of exhaustive consultations with European affiliates, which revealed that there was broad agreement on the need for closer contact among them on European affairs. The great majority, however, did not support the formal establishment of a European Regional Organization and instead favoured the convening of regular conferences of European affiliates, where their policies could be reviewed and, if possible, harmonized. At its meeting in June 1970, the Executive Board agreed that the first such conference should be held in 1971.

The motion on **ITF Activities in Africa** was considered at the Executive Board Meeting in November 1968, when the Board agreed to take note of it and to ask the Secretariat to bear the various proposals it contained in mind in implementing sectional and regional policies as decided by the sections and the Executive Board.

At its meeting in November 1968, the Board considered the motion on **Regional Activities in Africa** and noted that it accorded with the approach adopted by the ITF to African problems in emphasizing the need for trade union education, an end to government interference in trade union affairs and the affiliation of all transport workers' unions with the ITF. The Board therefore approved the motion's sentiments and noted that the part of the motion concerning a new regional policy in Africa was related to proposals that the Board was considering at that time in connection with the future of the ITF Lagos Office.

The motion on **Nigeria** was considered by the Executive Board in November 1968, when it was agreed that the Executive Board should express its sympathy and solidarity with its Nigerian affiliates in the difficulties they were meeting as a result of the deplorable civil war and should affirm its readiness to help them within the limits of the ITF's many commitments.

GENERAL COUNCIL

At the end of 1970, the General Council consisted of the following members:

<i>Country or Group</i>	<i>Titular Members</i>	<i>Deputy Members</i>
<i>Europe and Middle East</i>		
1. Austria	F. Prechtl	<i>J. Roposs</i>
2. Belgium, Luxembourg, and Netherlands ...	R. Dekeyzer (Belgium) J. Schneider 1) (Luxembourg) G. J. H. Alink (Netherlands)	<i>P. Potums</i> (Belgium) <i>vacant</i> (Luxembourg) <i>W. Ch. van Zuylen</i> (Netherlands)
3. Denmark, Faroes, Ice- land, Finland ...	P. Oivio (Finland) <i>vacant</i> (Denmark) B. Jensen (Denmark)	<i>J. Sigurdsson</i> (Iceland) <i>vacant</i> (Finland) <i>E. Rasmussen</i> (Denmark)
4. France	R. Lapeyre 2)	<i>vacant</i>
5. Germany	H. Kluncker H. Jacobi Ph. Seibert F. Schreiber	<i>B. Frank</i> <i>W. Matthies</i> <i>L. Raupp</i> <i>F. Fasshauer</i>
6. Great Britain and Irish Republic	F. Cousins (Great Britain) S. F. Greene (Great Britain) W. Hogarth (Great Britain) A. P. Coldrick (Great Britain)	<i>A. Kitson</i> (Great Britain) <i>D. S. Tennant</i> (Great Britain) <i>vacant</i> 3) (Great Britain) <i>J. Hughes</i> (Great Britain)
7. Greece	*(see footnote)	*(see footnote)
8. Italy, Malta and Cyprus	F. Giorgi (Italy)	<i>A. Caruana</i> (Malta)
9. Norway	O. Karling	<i>O. Tennfjord</i>
10. Sweden	E. Svensson	<i>H. Ericson</i>
11. Switzerland	H. Düby	<i>vacant</i>
12. Israel, Jordan, Leb- anon, Turkey ...	Y. Yagol (Israel) S. Akova (Turkey)	<i>Y. Saltz</i> (Israel) (Lebanon) <i>vacant</i>

13. Estonia, Poland and Spain A. H. Vizcaino (Spain) *N. Metslov* (Estonia)
- Africa*
14. Ghana, Madagascar, Malawi, Mauritius, Nigeria, Rhodesia, Senegal, Sierra Leone, Somalia, South Africa, Tunisia, Uganda, United Arab Republic A. M'Baye (Senegal) *V. M. I. Jack* (Nigeria)
J. R. Baiden 4) (Ghana) *vacant* (Ghana)
- Asia and Australasia*
15. Japan Y. Kanbe *M. Ibe*
K. Kihata *H. Sekine*
16. Aden, Australia, Burma, China (Taiwan), Hong Kong, India, Indonesia, Korea, Malaysia, Pakistan, Philippines, Singapore, Vietnam ... R. S. Oca (Philippines) *B. K. J. Tambunan* (Indonesia)
M. Chatterjee (India) *Nguyen-Van-Hoac* (Vietnam)
Chan Hyuk Lee (Korea) *Hashim bin Idris* (Singapore)
- Latin America and Caribbean*
17. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Curacao, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela ... H. Alonso (Argentina) *A Del Gaudio* (Uruguay)
H. Hernandez (Venezuela) *H. Rivadeneyra* *Motato* (Ecuador)
J. R. Flores (Mexico) *M. A. Altamirano* (Honduras)
18. Barbados, Grenada, Guyana, Jamaica, St. Lucia, Trinidad ... C. Braithwaite (Trinidad) *R. Francis* (Jamaica)
- North America*
19. Canada W. Smith *D. N. Secord*
C. Smith *W. C. Macgregor*
R. Smeal *D. J. Kennedy*

20. U.S.A. and Bermuda	J. Elliott (U.S.A.)	<i>E. Oliver</i> (U.S.A.)
	T. W. Gleason (U.S.A.)	<i>J. Bowers</i> (U.S.A.)
	L. Zosel (U.S.A.)	<i>R. McKay</i> (U.S.A.)
	D. S. Beattie (U.S.A.)	<i>J. A. Wahle</i> (U.S.A.)
	R. Faupl (U.S.A.)	<i>F. Heisler</i> (U.S.A.)
	P. Hall (U.S.A.)	<i>E. Shepard</i> (U.S.A.)
	J. Curran (U.S.A.)	<i>S. Wall</i> (U.S.A.)

- 1) C. J. Leurs died 25 November 1968
- 2) R. Degris resigned June 1970
- 3) A. Griffiths died 13 February 1970
- 4) J. Kotey withdrawn 1969

*All Greek affiliates were suspended from ITF membership in November 1968

EXECUTIVE BOARD

At the end of 1970, the Executive Board was made up of the following members:

H. Düby (Switzerland), *President*
 F. Cousins (Great Britain), *Vice-President*
 G. H. J. Alink (Netherlands)
 H. Alonso (Argentina)
 D. S. Beattie (U.S.A.)
 L. Buonaccorsi (France) (Co-opted November 1970)
 R. Dekeyzer (Belgium)
 J. Elliott (U.S.A.)
 S. F. Greene (Great Britain)
 H. Hernandez (Venezuela)
 O. Karling (Norway)
 K. Kihata (Japan)
 H. Kluncker (Germany)
 J. R. Baiden (Ghana) (Co-opted November 1969)
 A. M'Baye (Senegal)
 R. S. Oca (Philippines)
 F. Prechtel (Austria)
 Ph. Seibert (Germany)
 Ch. Smith (Canada)

W. J. Smith (Canada)
E. Svensson (Sweden)
Y. Yagol (Israel)
E. Tolosa (Argentina; Honorary Member)
C. H. Blyth (General Secretary)

New members of the Board elected at the ITF's 29th Congress held in Wiesbaden from 28 July to 3 August 1968 were:

F. Cousins (who was also elected Vice-President); H. Alonso; K. Kihata; H. Kluncker; J. Kotey; E. Svensson, together with C. H. Blyth (General Secretary, in succession to H. Imhof).

Outgoing members were: R. Kamisawa (Japan); G. Kugoth (Germany); H. Nicholas (Great Britain), who retired from his union, the Transport & General Workers' Union, to take up an appointment as General Secretary of the British Labour Party; A. E. Okon (Nigeria); H. Petersson (Sweden, formerly ITF Vice-President, who had reached retirement age in his own organization), as well as H. Imhof (former General Secretary).

J. R. Baiden (Ghana) was co-opted to the Board in November 1969 to replace J. Kotey who had been withdrawn by his organization. L. Buonaccorsi (France) was co-opted in November 1970 to replace R. Degrès who had resigned.

The Executive Board met on five occasions during 1968: 8-10 May in London; during the Wiesbaden Congress period on 26/27 July, 31 July, 2 August, and 3 August (all in Wiesbaden); and from 4 to 6 November in London. The Board met twice in both 1969 and 1970: 28/29 May 1969 in Paris, 18 November 1969 in Mexico City, 3/4 June 1970 in Brissago (Switzerland) and 27/28 November 1970 in London.

At all its meetings, with the exception of those held in connection with the Wiesbaden Congress (which were mainly concerned with Congress arrangements and decisions) the Executive Board gave consideration *inter alia* to a number of standing agenda items such as the ITF's Finances; Regional Activities; Sectional Activities; Relations with International Organizations; Applications for Affiliation; Unions in Arrears; and Requests for Assistance. The practice of supplying all affiliated organizations with a summary of the main decisions reached at each meeting of the Board was continued throughout the period under review.

At its meeting in Brissago on 3 and 4 June 1970 the Board established a special committee to examine closely the problems that face the ITF and the measures that should be taken to meet them consisting of the President, Vice President, J. R. Baiden, F. Prechtl, E. Svensson, Y. Yagol and the General Secretary. The special committee held its first meeting in London on 27 November 1970.

MANAGEMENT COMMITTEE

At the end of 1970 the Management Committee was composed as follows:

H. Düby (President)	S. F. Greene (Great Britain)
F. Cousins (Vice-President)	D. S. Beattie (United States)
Ph. Scibert (Germany)	R. Dekeyzer (Belgium)
C. H. Blyth (General Secretary)	

Meetings were held on 28 and 29 March, 7 May, 4 November 1968 and 20 February 1969 in London; on 27 May 1969 in Paris; 7 September 1969 in London and 17 November 1969 in Mexico City; on 10 February 1970 in London; 2 June 1970 in Brissago; 28 July and 27 November 1970 in London.

PUBLICATIONS

In accordance with a decision taken at the Executive Board Meeting held in Innsbruck from 2 to 5 November, 1967, the ITF Journal was issued at quarterly intervals during 1968 in a multi-lingual edition, containing at least one article in each of the five official ITF languages (English, German, French, Spanish, Swedish), with summaries of such articles in the other four languages. During the course of this experiment, a number of practical difficulties concerning choice of material and the maintaining of a balance between the interests of the various ITF Industrial Sections were experienced. Delays in publication were also created by the need to have the material available in all languages at the same time, due to the fact that the ITF's translators were often engaged on other work concerned with the preparation and holding of conferences.

These problems were drawn to the attention of the ITF Management Committee when it met in February 1969 and as a result it was decided to revert to separate English and German versions of the Journal (i.e. covering the two largest language groups in the ITF) with effect from the Summer 1969 issue. It was also agreed to concentrate ITF information in Spanish (the third largest language group) in the magazine "Transporte" issue by the Lima Office, thus avoiding duplication of material; and to circularize the ITF's Scandinavian affiliates to find out whether there was any demand for a separate ITF Journal in Swedish. Finally, it was agreed that the existing French Newsletter should be extended in scope by including in as many issues as possible French versions of important articles appearing in the ITF Journal or other articles of particular interest to our French-speaking membership.

All ITF affiliates were informed of these changes, which took effect as from mid-1969. Replies received from our Scandinavian affiliates showed that the overwhelming majority of them were satisfied with receiving the ITF Journal in English together with the existing Newsletter in Swedish, so that the idea of issuing a separate Swedish Journal was not proceeded with.

Since that period, the Journal in both English and German has continued to appear on a quarterly basis, and the ITF Newsletter in English, German, Swedish and French at monthly intervals.

The Latin American Regional Office in Lima published both its Journal "Transporte" and a fortnightly Newsletter "Boletin de Noticias" during the first half of 1968. Owing to pressure of other work, however, it was decided to suspend publication of the "Boletin" with effect from July of that year and to concentrate on more frequent issues of "Transporte", which has since appeared on a more or less regular bi-monthly basis.

The ITF Journal and Newsletter in Japanese published by the Tokyo Office have appeared throughout the period at quarterly and monthly intervals respectively.

So far as the Arabic-language Newsletter was concerned, this was originally issued from Beirut with the cooperation (translation and despatch facilities) of the ICFTU's Beirut Office. When this latter was closed, such facilities were no longer available. An alternative arrangement concerning translation was then made with Bro. Bechara of the League of Lebanese Transport Trade Unions, but this too came to an end at the close of 1968. Efforts to resume publication in the Arab-speaking area have so far not met with success, but were continuing when this Report was written.

RESEARCH AND INFORMATION DEPARTMENT

During the first part of 1968 the Research and Information Department was mainly occupied with finalizing the ITF Study on "Containerization". The study had been undertaken by the Department in co-operation with several experts on the subject, namely, O. Brinkman (OeTV, Germany), R. Masson (NBV, Netherlands), W. Mikkelsen (GdED, Germany) and Dr. K. Kühne (EEC, Brussels). As a result of this work an Inter-Section Meeting was held in London on 18-19 April 1968 to discuss a report drawn up by the experts and to consider the outline of a Statement on the social and trade union aspects of this development which was later adopted by the Wiesbaden Congress. The study was published by the Secretariat in English, German, French, Spanish and Swedish and contained the text of the Statement which is also included in the annex of this report.

A number of changes in the staffing of the Department took place in the autumn of 1968 with the aim of adapting it to modern requirements and to enable its work to be co-ordinated as far as possible with that of the industrial sections.

Throughout the period under review the department continued to assist affiliates with individual enquiries concerning inter alia conditions of work of various categories of transport workers, noise protection in ships' engine rooms, shipboard safety committees, medical examination of seamen, pension schemes and sundry legislation. A number of surveys, covering among other things check-off systems for seafarers and the seafarer's right to strike were carried out and researches were instituted into the following subjects among others: loss-of-licence insurance schemes (pilots and flight engineers), the extent of hiring female crew members on board ship, port relief systems, the effects of the introduction of Boeing 747s on collective agreements for flying staff, unmanned engine-room operation, employment of foreign nationals and seasonal staff as Cabin Attendants. In addition, the Department provided affiliates with information on the following subjects: conditions of German flying staff, job evaluation scheme for the Dutch merchant navy, Swedish dockers' settlement, Middle East war risk bonus, German fishermen's pay, rates of pay for Belgian inland navigation workers, seafarers' agreements for container vessels and radio officers' pay, compensation and duties.

THE SECRETARIAT

C. H. Blyth was elected General Secretary by the 29th Congress held in Wiesbaden in July-August 1968 to succeed H. Imhof. The August 1968 meeting of the Executive Board on the recommendation of the Civil Aviation Section conference confirmed the appointment of M. S. Hoda as Secretary of that section. In November 1968 the Executive Board appointed C. Iddon Secretary of the Railwaymen's and Road Transport Workers' Sections, A. Selander Secretary of the Research and Information Section to replace U. Hauser who resigned in October, and K. A. Golding Secretary in charge of Publications and Assistant to the General Secretary. Mrs. Lina Kant retired in May 1968 on reaching her 70th birthday after a total of 42 years' service with the ITF, initially as a translator and later as a multi-lingual shorthand typist.

An ITF Superannuation Fund was introduced on 1 January 1969 for the staff and officers of the ITF based in London to replace the Staff Savings Fund. F. Cousins, who signed the Trust Deed on behalf of the ITF, and Sir Sydney Greene were appointed Trustees representing the ITF Management. H. Lewis and G. Brothers were elected as Trustees to represent the officers and staff.

The former Office Manager of the ITF Lagos Office, B. R. Udogwu, was temporarily employed at the Secretariat from February 1969 to May 1970, when he took up his assignment as ITF Field Representative in Ghana. On 31 December 1969, E. Downing, Editorial Assistant, retired early at the age of 62 on health grounds after 16 years' service. R. Santley, Section Secretary, Maritime Sections, retired on 27 February 1970 at the age of 65 after more than 46 years' service with the ITF. In recognition of his life time's service, characterized by complete loyalty and outstanding ability, he was presented with the ITF Gold Badge at the Executive Board meeting in May 1970. A reorganization of the work of the Secretariat early in 1970 resulted in two members of staff, Mrs. E. Lanyi (Private Secretary) and Mrs. G. Pratelli (General Clerk) being declared redundant in March.

During the period under review the following members of staff resigned: 1968: Miss S. V. Reed (shorthand-typist, February), Miss W. Tamplin (general clerk, April), C. Jackson (personal assistant to the General Secretary, May), Miss M. Parsons, shorthand-typist, June), Miss G. Stock, (shorthand-typist, August), Mrs. J. Moutou (editorial assistant, December). 1969: R. Meier (accounts assistant, May), Mrs. K. Bensen (editorial assistant, July), Miss C. Vissuzaine (shorthand-typist, October) and T. Wood (section assistant, October). 1970: Miss C. Meuris (shorthand-typist, July).

The following members of staff entered the service of the ITF: 1968: Miss A. Harkness (February), Miss L. Pickett (July), Miss I. Stoll (September), all shorthand-typists, Miss H. Whiteley, Assistant to Finance Officer/Translator (April) and R. Meier, accounts assistant. 1969: Miss I. M. Norlén (March) and Miss C. S. Meuris (December), both shorthand-typists. 1970: Miss M. Bertucci (shorthand-typist, September).

At the end of 1970 the Secretariat comprised:

- C. H. Blyth, General Secretary.
- H. Lewis, Assistant General Secretary.
- K. A. Golding, Secretary, Publications Department.
- M. S. Hoda, Section Secretary, Civil Aviation.
- C. Iddon, Section Secretary, Railways, Road Transport and Inland Waterways.
- A. Selander, Secretary, Research and Information Department.
- Miss M. Bertucci, Shorthand-typist.
- G. Brothers, Section Assistant.
- Mrs. M. Bussell, General Clerk.
- Mrs. A. Collarbone (née Harkness), Shorthand-typist.
- Mrs. A. Coombs (née Jansson), Translator-interpreter.
- W. Curd, General Clerk.

Mrs. G. Eady, Copy-typist.
 Miss A. Earney, Private Secretary.
 G. Goberdhan, Finance Officer.
 Mrs. M. Guinane, Telephonist-General Clerk.
 B. Laughton, Office Manager.
 Mrs. E. M. Leigh, Personal Assistant to the General Secretary.
 Mrs. L. Mascard (née Pickett), Shorthand-typist.
 Mrs. E. More, Assistant to Finance Officer.
 Miss M. Norlén, Shorthand-typist.
 S. R. Robinson, Translator-interpreter.
 Miss I. Stoll, Shorthand-typist.
 Miss M. Stephenson, Accounts Assistant.
 E. Thomas, General Clerk.
 Miss H. Whiteley, Editorial Assistant.
 Mrs. S. Woodward (née Everitt), General Clerk.
 W. Wünsche, Translator-interpreter.

ITF REPRESENTATION

During the period under review the ITF received a great number of invitations to be represented at the meetings and congresses of affiliated and friendly organizations. Although in some cases it was only possible to send a written message, the ITF was represented by fraternal delegates at the following assemblies:

1968

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|------------------|--|
| 29 March—5 April | 23rd Conference of the International Federation of Air Line Pilots' Associations, Oslo—H. Imhof. |
| 22—26 April | Annual Conference of Trade Union Council of South Africa—H. Lewis. |
| 29 April—2 May | Congress of Turkish Railwaymen's Federation, Istanbul—H. Imhof. |
| 15—17 May | Congress of Danish Railwaymen's Union, Copenhagen—M. S. Hoda. |
| 4—7 May | Congress of Railwaymen's Section of Belgian Public Service Workers' Union, Brussels—H. Imhof. |
| 20—22 May | Statutory Congress of Belgian Public Service Workers' Union, Brussels—R. Dekeyzer. |
| 20—24 May | Conference of British Transport Salaried Staffs' Association, Scarborough—C. H. Blyth. |

- 30 May—1 June Congress of French Port and Allied Workers' Union, Rouen—R. Santley.
- 30 June—6 July Congress of German Transport and Public Service Workers' Union, Munich—H. Imhof.
- 22—24 July Congress of Finnish Seamen's Union, Helsinki—C. H. Blyth.
- 1—15 September Congress of Danish Transport and General Workers' Union, Copenhagen—H. Pettersson.
- 19—22 September Congress of Austrian Railwaymen's Union, Vienna—C. H. Blyth.
- 7—11 October Congress of German Railwaymen's Union, Bremen—C. H. Blyth
- 18—23 November Norwegian Railwaymen's Union Congress, Oslo—C. Iddon.

1969

- 14—15 January ITS General Conference, Geneva—C. H. Blyth and H. Lewis.
- 20—27 March 24th IFALPA Conference, Amsterdam — M. S. Hoda.
- 27—29 March First European Regional Conference of Public Services International (PSI), Vienna—H. Lewis.
- 4—10 June 23rd Ordinary Congress of Swedish Railwaymen's Union, Stockholm—C. Iddon.
- 6—8 June 18th Ordinary Congress of Swiss Transport and Commercial Workers' Union (VHTL), Lucerne—C. H. Blyth.
- 12—15 June 53rd Session of the International Labour Conference, Geneva—C. H. Blyth.
- 2—8 July 9th World Congress of the International Confederation of Free Trade Unions, Brussels—C. H. Blyth and H. Lewis.
- 25—27 July Cultural Seminar of Finnish Seamen's Union, Kotka—K. A. Golding.
- 10—16 August 24th Ordinary Congress of Swedish Transport Workers' Union, Stockholm—H. Lewis and A. Selander.
- 24—29 August 8th Ordinary Congress of Swedish Seamen's Union, Gothenburg—C. H. Blyth.
- 22—25 September 31st Ordinary Congress of Norwegian Transport Workers' Union, Oslo—K. A. Golding.

- 2--8 October AFL-CIO Convention, Atlantic City, USA—C. H. Blyth.
- 4--6 November 53rd Congress of Finnish Locomotivemen's Union, Helsinki—E. Svensson.
- 29--30 November 50th Jubilee Congress of Swiss Railwaymen's Union (SEV), Bern—C. H. Blyth.
- 2--5 December National Congress of French Railwaymen's Union, F.O., Paris—C. H. Blyth.

1970

- 11--18 March 25th IFALPA Annual Conference, London—K. A. Golding.
- 13--17 April General Congress of Turkish Railway Workers' Trade Union, Ankara—H. Düby.
- 25--27 April V. Congress of Finnish Transport Workers' Union, Helsinki—C. Iddon.
- 5--6 May Conference of International Federation of Air-line Dispatchers' Associations, Copenhagen—M. S. Hoda.
- 12--14 May Congress of Danish Locomotivemen's Union, Copenhagen—H. Lewis.
- 14--15 May Constituent Congress of Swedish State Employees' Union, Stockholm—H. Lewis.
- 21--23 May 7th Congress of Austrian Transport Workers' Union (HTV), Vienna—C. H. Blyth.
- 30--31 May 48th Congress of Luxembourg Transport Workers, Luxembourg—C. H. Blyth.
- 9--12 June Congress of Irish Transport & General Workers' Union, Kilkee—H. Lewis.
- 21--27 August Seminar of Nordic Railwaymen's Union, Tyrväntö, Finland—C. Iddon.
- 11--19 September Convention of Canadian Brotherhood of Railway, Transport and General Workers, Quebec—C. H. Blyth.
- 24--26 September Convention of International Association of Machinists, Miami—C. H. Blyth.
- 20--23 October 5th Congress of Nederlandse Bond van Vervoerspersoneel (NBV), Utrecht—H. Lewis.
- 26--30 October Congress of the Public Services International (PSI), Rome—H. Düby.
- 18--19 November ITS General Conference, Geneva—C. H. Blyth and H. Lewis.

II

MEMBERSHIP

At the end of 1970 ITF affiliated membership totalled 4,416,877 members from 322 unions in 81 countries.

New affiliations in 1968

<i>Country</i>	<i>Organizations</i>
Argentina	Centro de Jefes y Oficiales Maquinistas Navales (Merchant Officers).
Australia	Australian Licensed Aircraft Engineers' Association.
Bolivia	Federación Nacional de Maquinistas, Foguistas y Encendedores de Bolivia.
Chile	Federación Nacional de Empleados Ferroviarios de Departamentos de Chile.
Costa Rica	Unión Nacional de Marineros de Costa Rica Confederación Costarricense de Trabajadores Democraticos.
Curaçao	Algemene Haven Unie.
Ecuador	Unión de Marineros Mercantes del Ecuador. Asociación de Trabajadores en Embarques de Frutas (Port Workers).
Gt. Britain	Association of Scientific, Technical and Managerial Staffs.
Ghana	General Transport and Petroleum Workers Union of TUC. Maritime and Dockworkers' Union of TUC. Private Road Transport Union of TUC.
Guatemala	Sindicato General de Trabajadores de los Empresas Compesgua y Pesca, S.A. Sindicato de Trabajadores de la Empresa Portuana Nacional Champerico. Sindicato Unión de Trabajadores en Servicios Aereos.
Jamaica	Jamaica Maritime Union.

<i>Country</i>	<i>Organizations</i>
Lebanon	Syndicat des Employés des Compagnies de Voyages, du Tourisme et Maritimes du Liban. Syndicat des Employés des Dédouaneurs de Beyrouth. Syndicate of Middle East Airlines' Airliban Employees and Labourers.
Malaysia	Malaysia-Singapore Airlines Employees' Union. Georgetown City Council Transport Employees' Union. Port Swettenham Authority Staff Union.
Mexico	Sindicato de Empleados de Radio Aeronautica Mexicana. Asociación Sindical de Sobrecargos de Aviación de México. Sindicato Nacional de Técnicos y Trabajadores de Aeronaves de México.
Nicaragua	Sindicato de Trabajadores y Empleados de Lineas Aereas y Similares (STELAS).
Nigeria	Amalgamated Dockers, Transport and General Workers' Union. Benin Taxi Drivers and Owners' Union. Nigerian Union of Seamen. Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers.
Peru	Federación de Trabajadores Maritimos y Portuarios de la Zona Norte del Peru.
Taiwan	Chinese Federation of Railway Workers.

New affiliations in 1969

Bolivia	Confederación Sindical de Trabajadores, Ferroviarios, Aeronavegación Luz-Fuerza y Teléfonos de Bolivia.
Chile	Asociación de Trabajadores de Lan Chile. Asociación de Empleados Ferroviarios—Red Norte.
Fiji	Transport Workers' Union.
Mexico	Asociación Sindical Oficiales de Maquinas de la Marina Mercante Nacional de México.

<i>Country</i>	<i>Organizations</i>
Nicaragua	Sindicato de Trabajadores de Agencias Maritimas, Oficios Varios.
Peru	Asociación de Oficiales de la Marina Mercante Nacional al Servicio de la Cia Peruana de Vapores.
Singapore	Singapore Port Workers' Union.
El Salvador	Sindicato Gremial de Pilotos Automovilistas de El Salvador. Sindicato de la Industria Portuaria de El Salvador.
Uruguay	Unión de Capitanes y Oficiales del Transporte Maritimo. Sindicato de Obreros y Empleados de CODESA. Unión de Motoristas, Obreros, Tecnicos y Administrativos de la Administración Nacional de Puertos.

New affiliations in 1970

(*Accepted by Executive Board, November 1970—affiliation effective from 1 January 1971).

Argentina	Unión Personal Aeronavegación de Entes Privados. Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina.
Bolivia	*Asociación de Tecnicos Aeronauticos Cochabamba. *Administración de Aeropuertos y Servicios Auxiliares a la Navegación Aerea. *Sindicato de Aeronavegación LAB Santa Cruz—Oriente.
Costa Rica	*Sindicato de Trabajadores de la Northern Railway Company.
Ecuador	*Sindicato General de Trabajadores de Ecuatoriana de Aviación.
Honduras	*Sindicato de Trabajadores de la Empresa Nacional Portuaria.
Japan	Japan Airline Workers' Union. Japan Airline Cabin Attendants' Union.

<i>Country</i>	<i>Organizations</i>
Kenya	*Railway African Union.
Mexico	Orden de Capitanes y Pilots Navales de la República Mexicana. *La Union de Maquinistas Ayudantes y Mecanicos de Combustion Interna del Golfo de México y Terrestres del Estado de Veracruz.
Nicaragua	Sindicato de Estibadores Empleados y Oficinistas del Muelle de Corinto. *Sindicato de Trabajadores Unidos de San Juan del Sur.
Nigeria	*Deck Staff Union/Inland Waterways Department.
Panama	*Sindicato Industrial de Empleados de Lineas Aereas y Similares.
Paraguay	Asociación de Profesionales Taximetrístas del Paraguay.
Peru	Sindicato de Estibadores del Cabataje Mayor del Callao. Sindicato de Trabajadores de la Compañía Braniff International. *Sociedad Empleados Tarjadores Maritimos del Callao.
El Salvador	*Sindicato de la Industria Pesquera.
Tunisia	*Fédération Générale des Transports de Tunisie.
Uruguay	Asociación de Guardianes de Agencias Marítimas del Puerto de Montevideo.

LIST OF AFFILIATED ORGANIZATIONS

Country

Organization

Membership

Sections**
Represented

31st December, 1970

1 2 3 4 5 6 7 8

Argentina

Sociedad de Personal Ferroviarios de Locomotoras La Fraternidad	22,000	x							
Sindicato de Obreros Maritimos Unidos ...	10,000				x				
Circulo de Electricistas Navales	555		x		x	x			
Sindicato Unico Portuarios Argentinos, 'SUPA'	14,550*			x					
Sindicato Encargados Apuntadores Maritimos	695			x					
Asociación Argentina de Aeronavegantes ...	650								x
Centro de Capitanes de Ultramar y Oficiales de la Marine Mercante	1,025					x			
Centro de Comisarios Navales de Argentina ...	510					x			
Centro de Jefes y Oficiales Maquinistas Navales —Profesional y Mutual	1,500					x			
Union Personal Aeronavegación de Entes Privados UPADEP	822								x
Centro de Jefes y Oficiales Navales de Radio- comunicaciones de Argentina	400					x			

Australia

Flight Stewards' Association	550								x
Australasian Airline Flight Engineers' Association	260								x
Federated Clerks' Union of Australia	2,800	x			x				x
Federated Marine Stewards' and Pantrymen's Association of Australasia	1,000					x			
Motor Transport and Chauffeurs' Association ...	3,000		x						
Merchant Service Guild of Australia	1,100					x			
Australian Licensed Aircraft Engineers' Association	1,400								x

Austria

Gewerkschaft der Eisenbahner	99,870	x							
Gewerkschaft der Bediensteten im Handel, Transport und Verkehr	26,000		x	x	x				x x

Barbados

The Barbados Workers' Union	1,736		x	x	x			x	x
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Belgium

Belgische Transportarbeidersbond	16,330		x	x	x	x	x		x
Secteur Tramways, Vicinaux et Autobus de la Centrale Générale des Services Publics ...	10,000		x						
Secteur Cheminots de la Centrale Générale des Services Publics	19,000	x							
Secteur Aviation de la Centrale Générale des Services Publics	500								x
Centrale des Métallurgistes de Belgique ...	1,300								x

Bermuda

Bermuda Industrial Union	752		x	x	x				*
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Bolivia

Sindicato Lloyd Aéreo Boliviano Base La Paz ...	85								x
Federación de Maquinistas Foguistas y Encendedores de Bolivia	300	x							
Confederación Sindical de Trabajadores Ferroviarios, Aeronavegación, Luz-Fuerza y Telefonas de Bolivia	7,270	x							x

Brazil

Confederacao Nacional dos Trabalhadores em Transportes Terrestres	50,000*	x	x	x					
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Country	Organization	Membership 31st December, 1970	Sections** Represented							
			1	2	3	4	5	6	7	8
Burma										
	Union of Burma Seamen's Union	878*						X		
Canada										
	Canadian Brotherhood of Railway, Transport & General Workers	30,003	X	X	X	X	X			X
	Canadian Airline Dispatchers' Association	94								X
	Canadian Air Line Flight Attendants' Asso- ciation	2,466								X
	Canadian Merchant Service Guild	3,670					X			
	Seafarers International Union (SIU) of Canada	3,750					X			
Ceylon										
	Independent Harbour Workers' Union	1,169				X				
Chile										
	Confederación Marítima de Chile (COMACH)	10,500*						X		
	Asociación de Trabajadores de Lan Chile	1,810								X
	Asociación de Empleados Ferroviarios Red Norte FFCC del Estado	320	X							
	Federación de Empleados Ferroviarios de Departamentos (FEDA)	1,300	X							
Colombia										
	Sindicato Nacional de Trabajadores Avianca	2,800*								X
	Union de Marinos Mercantes de Colombia	1,000					X			
	Asociación Colombiana de Mecánicos de Aviación	545								X
	Asociación Nacional de Empleados de la Flota Mercante Gran-colombiana	300						X		
Costa Rica										
	Unión Ferroviaria Nacional Ferrocarril Eléc- trico al Pacifico	825	X							
	Unión de Taximetristas Costarricenses	70		X						
	Unión Nacional de Marinos de Costa Rica	75						X		
Curacao										
	Union of Curacao Traffic and Transport Workers	350		X						
	Algemene Haven Unie	350					X			
Cyprus										
	Fmagusta General Turkish Dock Workers' Trade Union	347*						X		
	Limasol and District Military, Government, Agricultural and General Turkish Workers' Union	250*						X		
	Federation of Transport and Agricultural Workers	370	X				X			
	Cyprus Airways Employees' Trade Union	200								X
Denmark										
	Dansk Arbejdsmands- og Specialarbejder For- bund	38,304		X		X		X		X
	Dansk Jernbane Forbund	9,676	X							
	Dansk Lokomotivmands Forening	1,700	X							
	Sømaendenes Forbund i Danmark	5,483						X		
	Søfyrbødernes Forbund i Danmark	1,400						X		
	Sø-Restaurationsens Forbund i Danmark	1,550						X		
	Privatbanefunktionærernes Forbund	280	X							
	Dansk Lokomotivmands Forbund	100	X							
	Skandinaviske Flygnavigatør Forening	26								X
	Radiotelegrafistforeningen	915						X		

Country	Organization	Membership 31st December, 1970	Sections** Represented									
			1	2	3	4	5	6	7	8		
	Dansk Styrmandsforening	1,844					X					
	Danmarks Skibsførerforening	580					X					
	Maskinmestrenes Forening	1,700					X					
	Dansk Funktionærforbund	612										X
Dominican Republic	Federación Nacional de Transporte Dominicano (FENETRADO)	5,000*		X								
Ecuador	Comité de Empresa 'Braniff International Airways'	100										X
	Sindicato Ferroviario Ecuatoriano	1,700*	X									
	Unión Marinos Mercante del Ecuador	1,315			X	X	X					
	Asociación de Trabajadores en Embarques de Frutas de la Provincia del Guayas	600				X						
Estonia (exile)	Eesti Meremeeste Union	965					X					
Faroe Islands	Føroya Fiskemannafelag	3,135						X				
Fiji Islands	Transport Workers' Union	385		X								
Finland	Finska Järnvägsmannaförbundet	21,500	X									
	Finska Lokmannaförbundet	5,118	X									
	Finlands Maskinbefälsförbund	1,300			X		X					
	Finlands Sjömans-Union	12,162					X					
	Bil- och Transportbranschens Arbetareförbund i Finland	7,500		X		X						X
	Finlands Skeppsbefälsförbund	2,268			X		X					
	Lots- och Fyrmannaförbundet	498					X					
	Finlands Radiotelegrafistförbund	200					X					
	Finlands Hamnarbetsledareförbund	560				X						
	Ilmakuljetusalan Ammatilitto	853									X	
France	Fédération Nationale des Ports et Docks et Assimilés F.O.	5,000*			X	X						
	Fédération des Officiers de la Marine Marchande F.O.	590*					X					
	Fédération Nationale F.O. des Transports	2,250		X								
	Fédération Syndicaliste F.O. des Cheminots	25,000	X									
	Fédération des Travaux Publics et des Transports F.O.	6,000									X	
	Fédération Autonome des Cadres	13,450	X									
	Syndicat National du Personnel Navigant Commercial	2,200									X	
	Syndicat National des Officiers Radios de l'Aviation Civile	102									X	
	Syndicat National des Officiers Mécaniciens de l'Aviation Civile	600									X	
	Syndicat National des Pilots de Ligne	1,250									X	
Germany	Gewerkschaft öffentliche Dienste Transport und Verkehr	143,500	X	X	X	X	X	X	X	X	X	X
	Gewerkschaft der Eisenbahner Deutschlands	401,000	X	X								
Ghana	Railway & Ports Workers' Union of TUC	8,000	X			X						
	Maritime & Dock Workers' Union of TUC	4,000				X	X					

Country	LIST OF AFFILIATED ORGANIZATIONS Organization	Membership 31st December, 1970	Sections** Represented																	
			1	2	3	4	5	6	7	8										
	Ghana Private Road Transport Union of TUC	39,000		x																
	General Transport and Petroleum Workers' Union of TUC (Ghana)	2,000*			x															x
Great Britain																				
	National Union of Railwaymen	198,713	x	x	x	x														
	National Union of Seamen	50,921						x												
	Associated Society of Locomotive Engineers and Firemen	29,500	x																	
	Transport Salaried Staffs' Association	69,346	x	x	x	x														x
	Union of Shop Distributive and Allied Workers	40,000		x																
	Transport and General Workers' Union ...	350,000		x			x			x										x
	The Merchant Navy and Airline Officers' Association	21,000									x									x
	Radio and Electronic Officers' Union	2,497								x	x									x
	Scottish Commercial Motormen's Union ...	10,000		x																
	United Road Transport Union	10,000		x																
	Association of Scientific Technical and Managerial Staffs	2,000																		x
Grenada																				
	Grenada Seamen and Water-front Workers' Union	500								x	x									
Guatemala																				
	Sindicato de Acción y Mejoramiento Ferrocarrilero	2,682	x																	
	Sindicato de Trabajadores de las Empresas Compesgua y Pesca S.A.	75																		x
	Sindicato de Trabajadores de la Empresa Portuaria Nacional Champerico (STENPCH)	350								x										
	Sindicato Union de Trabajadores en Servicios Aéreos (UTSA)	250																		x
Guyana																				
	Guyana Air Transport Trade Union	130																		x
	Transport Workers' Union	1,850*		x																
	Guyana Labour Union	1,626			x	x														
	General Workers' Union	237		x																
Honduras																				
	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras	367	x																	
	Sindicato Maritimo Nacional de Honduras ...	700				x				x	x									
	Sindicato Industrial de Trabajadores de Transportes Aéreos de Honduras	160																		x
	Sindicato de Trabajadores de la Tela Railroad Company (SITRATERCO)	700	x							x										
Hong Kong																				
	Kowloon-Canton Railway Workers' Union ...	130*	x																	
Iceland																				
	Sailors' and Fishermen's Union	2,656																		x
India																				
	All India Railwaymen's Federation	50,000*	x																	
	The Maritime Union of India	1,956																		x
	Transport and Dock Workers' Union	12,600*	x	x																
	National Union of Seamen of India	11,805*																		x
	Calcutta Port Shramik Union	24,918*	x		x	x														
	Indian Flight Engineers Association	95																		x
	The Indian Flight Navigators' Guild	64																		x

Country	Organization	Membership 31st December, 1970	Sections** Represented											
			1	2	3	4	5	6	7	8				
	Bombay Port Trust Employees' Union ...	5,391*				X								
	National Union of Seafarers ...	12,000*						X						
	Bombay Port Pilotage Services Assoc. ...	48*						X						
	All India Aircraft Engineers' Assoc. ...	654											X	
Indonesia														
	Persatuan Buruh Kereta Api ...	1,500*	X											
	Serikat Buruh Penerbangan ...	500											X	
	Serikat Buruh Perhubungan dan Transport ...	2,500*		X		X								
Irish Republic														
	Irish Transport and General Workers Union ...	5,001	X	X		X	X						X	
Israel														
	Israel Seamen's Union ...	4,000						X						
	National Union of Government Employees (railwaymen) ...	2,000	X											
	Transport Workers' Division of Histadrut ...	23,500		X		X								
Italy														
	Sindacato Italiano Unitario Ferrovieri ...	5,000*	X											
	Federazione Italiana Lavoratori del Mare ...	11,647						X						
	Federazione Italiana Lavoratori dei Porti ...	5,000*					X							
	Federazione Italiana Lavoratori Aviazione Civile ...	1,000*											X	
	Sindacato Autonomo Unificato Ferrovieri Italiani ...	34,000*	X											
	Unione Italiana Marittimi ...	6,135*						X						
	Unione Italiana Pescatori ...	2,658*							X					
	Unione Italiana Lavoratori Trasporti Ausiliari Traffico e Portuali ...	3,500*					X							
	Federazione Nazionale dei Liberi Sindacati Lavoratori della Pesca ...	6,712*										X		
	Associazione Nazionale Professionale Assistenti di Volo Aviazione Civile ...	400											X	
Jamaica														
	National Workers' Union ...	3,627*	X	X		X		X	X	X				
	Jamaica Maritime Union ...	375			X			X	X					
Japan														
	All-Japan Seamen's Union ...	105,000						X	X					
	National Railway Workers' Union ...	250,000*	X											
	National Federation of Municipal Transport Workers' Unions ...	40,000*		X										
	Japan Travel Bureau Trade Union ...	9,000*												X
	Nippon National Railway Motive Power Workers ...	50,000*	X											
	All Japan Express Workers' Union ...	30,000*		X			X							
	Japan Air Lines Workers' Union (Zennikkoro)	7,500											X	
	Japan Air Lines Cabin Attendants' Union (Kyakujo) ...	1,620											X	
Jordan														
	Drivers & Car Workers' Union ...	4,500*		X										
	Drivers & Labourers Mechanical Transport Vehicles in Jordan ...	1,303			X									
	Railway Workers' Union ...	436	X											
Korea														
	Korean Railway Workers' Union ...	35,000*	X											
	National Dockers' Union ...	18,995*					X							

Country	LIST OF AFFILIATED ORGANIZATIONS Organization	Membership 31st December, 1970	Sections** Represented							
			1	2	3	4	5	6	7	8
Lebanon										
	Syndicat des Employés et Ouvriers de la Compagnie du Port de Beyrouth	850						x		
	Syndicat des Employés des Dédouaneurs de Beyrouth	800								x
	Syndicat des Employés des Compagnies de Voyages, du Tourisme et Maritimes du Liban	800								x
	Syndicate of Middle East Airlines (MEA) Air Liban Airline Employees and Labourers ...	1,846								x
Luxembourg										
	Fédération Nationale des Cheminots et des Travailleurs du Transport Luxembourgeois ...	5,812	x	x						x x
Madagascar										
	Fédération des Cheminots	600	x							
	Syndicat des Travailleurs Malgaches de L'Aéronautique (STMA) (Air Madagascar) ...	150								x
Malawi										
	Railways Asian Union	51	x							
	Railway Workers' Union	2,908*	x							
	Transport & General Workers' Union	150		x						
Malaysia										
	Transport Workers' Union	4,000*		x						
	Harbor Trade Union	2,500						x		
	Railwaymen's Union of Malaya	12,000	x							
	Airline Employees' Union	320								x
	The Sabah Land Transport Workers' Union ...	600		x						
	Port Swettenham Authority Staff Union ...	600				x	x			x
	Georgetown City Council Transport Employees' Union	262		x						
	Malaysia-Singapore Airlines Employees' Union	101								x
Malta										
	General Workers' Union Port and Industries Section	1,500	x	x	x	x				x
Mauritius										
	Transport and General Workers' Union ...	1,890	x			x				
Mexico										
	Sindicato Nacional de Alijadores Empleados en Agencias Aduanales Marinos Cargaduría y Similares de la R.M.	3,000*								x
	Unión Nacional de Marineros, Fogneros, Mayordomos, Cocineros, Camareros y Similares del Golfo de México	250						x		
	Asociación Sindical de Pilotos Aviadores ...	617								x
	Sindicato de Trabajadores Ferrocarrileros de la Republica Mexicana	90,000*	x							
	Sindicato Nacional de Trabajadores de Aviación y Similares	2,300								x
	Sindicato de Empleados de Radio Aeronautica Mexicana (SERAM)	320								x
	Asociación Sindical de Sobrecargos de Aviación de México	500								x
	Sindicato Nacional de Tecnicos y Trabajadores de Aeronavales de México	3,600								x
	Asociación Sindical Oficiales de Maquinas de la Marina Mercante Nacional	370								x

Country	Organization	Membership 31st December, 1970	Sections** Represented											
			1	2	3	4	5	6	7	8				
	Orden de Capitanes y Pilotes Navales de la Republica Mexicana	216							X					
Netherlands														
	Nederlandse Bond van Vervoerspersoneel ...	44,001	X	X	X	X							X	
	Federatie van Werknemersorganisaties in de Zeevaart	10,204							X	X				
	Algemene Bond "Mercurius"	1,689			X								X	
	Vereniging van KLM Boordwerktuigkundigen	305											X	
	Vereniging van KLM Cabinepersoneel	1,142											X	
New Zealand														
	Federated Seamens Union of New Zealand ...	2,115							X					
	New Zealand Waterside Workers' Federation													
	Industrial Association of Workers	5,000							X					
Nicaragua														
	Sindicato de Trabajadores y Empleados de Lineas Aereas y Similares (STELAS) ...	50											X	
	Sindicato de Trabajadores de Agencias Maritimas Oficios Varios	200							X					
	Sindicato de Estibadores Empleados y Oficinas del Muelle de Corinto	600							X					
Nigeria														
	Railway Technical Staff Association of Nigeria	1,713*	X											
	Nigerian Transport Staff Union	1,250*												X
	Nigerian Railway Permanent Way Workers' Union	6,500*	X											
	Railway and Port Transport Staff Union ...	3,004*	X						X					
	Nigerian Port Authority Workers' Union ...	5,654*							X					
	Nigerian Motor Drivers' Union and Allied Transport Workers	2,550*							X					
	Amalgamated Union of Lagos Municipal Bus Workers	1,200*							X					
	Marine Floating Staff Union	586*								X				
	Delta Pilots' Union	65								X				
	Federal Taxi Drivers' Union	500							X					
	Amalgamated Dockworkers Transport & General Workers' Union	2,000							X	X				
	Nigerian Union of Seamen	2,000								X				
	Benin Taxi Drivers' and Owners' Union ...	500							X					
	Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers	1,850	X											
Norway														
	Norsk Jernbaneforbund	16,733	X	X										
	Norsk Lokomotivmandsforbund	1,860	X											
	Norsk Sjømannsforbund	29,800							X		X	X		X
	Det Norske Maskinistforbund	3,600									X	X		
	Norsk Styrmandsforening	4,400									X	X		
	Norsk Transportarbeiderforbund	17,881							X	X				X
	Norsk Jern- og Metalarbeiderforbund ...	800											X	
Pakistan														
	Flight Engineers' and Navigators' Association ...	70											X	
	National Seamen's Union	915*								X			X	
	Society of Aircraft Engineers of Pakistan ...	200											X	
	Organisation of Karachi Port Trust Workers ...	3,510*							X					
	West Pakistan Aviation Employees' Federation	523											X	

Country	LIST OF AFFILIATED ORGANIZATIONS Organization	Membership 31st December, 1970	Sections** Represented							
			1	2	3	4	5	6	7	8
Panama										
	Sindicato de Chóferes de Taxi de Panamá ...	71		x						
	Sindicato de Conductores de Taxi Pequeños ...	50		x						
Paraguay										
	Liga de Obreros Marítimos de Paraguay ...	3,000*						x		
	Asociación de Profesionales Taximetristas del Paraguay ...	300		x						
Peru										
	Sindicato de Trabajadores de la Cia de Aviacion "Faucett" ...	300		x						x
	Federación de Chóferes y Anexos del Perú ...	30,000*		x						
	Federación Nacional de Trabajadores Ferroviarios del Perú ...	7,000*	x							
	Sindicato Unico de Trabajadores Maritimos y Portuarios Puerto Chimbote ...	310				x	x			
	Sindicato Unico de Empleados y Obreros de la Cia de Aviacion Braniff Airways ...	200								x
	Unión de Oficiales de la Marina Mercante del Perú ...	300					x			
	Federación de Trabajadores Maritimos y Portuarios de la Zona Norte del Perú ...	1,525		x	x	x				
	Sindicato de Estibadores del Cabotaje Mayor del Callao ...	1,000					x			
	Asociación de Oficiales de la Marina Mercante Nacional—CPV ...	200						x		
	Sindicato de Trabajadores de la Cia Braniff International ...	80								x
Philippines										
	Philippine Transport and General Workers' Organisation ...	10,000	x	x	x	x	x	x	x	x
Poland (exile)										
	Association of Polish Merchant Navy Officers in London, Seamen incorporated ...	108						x		
Rhodesia										
	Rhodesian Railway Workers' Union ...	4,500		x						
	Railway Associated Workers' Union ...	11,050*		x						
	Rhodesian Transport Workers' Union ...	707*			x					
	Air Transport Workers' Association ...	320								x
El Salvador										
	Sindicato de la Industria Portuaria de El Salvador (SIPES) ...	795				x	x			
	Sindicato Gremial de Pilotos Automovilistas de El Salvador ...	600		x						
St. Lucia										
	St. Lucia Seamen's and Waterfront Workers' Trade Union ...	529*					x	x		
Senegal										
	Fédération Sénégalaise des Travailleurs du Transport (FSIT) ...	6,000*					x	x	x	
Sierra Leone										
	Sierra Leone Article Seamen's Union ...	1,001*						x		
	Railway Workers' Union ...	950		x						
Singapore										
	Singapore Air Transport Workers' Union ...	1,900								x
	Singapore Traction Co. Employees' Union ...	3,129		x						
	Singapore Port Workers' Union ...	5,135					x			

Country	LIST OF AFFILIATED ORGANIZATIONS		Sections** Represented							
	Organization	Membership 31st December, 1970	1	2	3	4	5	6	7	8
South Africa										
	South African Council of Transport Workers	2,500		x						
	Trawler and Line Fishermen's Union	500							x	
Somalia										
	Sindicato Lavoratori Portuali	1,500*				x				
Spain (underground)										
	UGT Ferrovianos y Transportes	6,926*	x	x		x	x			
Sweden										
	Statsanställdas Förbund	41,108	x	x						
	Svenska Sjöfolksförbundet	16,361			x		x			
	Svenska Maskinbefälsförbundet	3,070					x			
	Svenska Transportarbetareförbundet	40,836		x		x			x	x
	Handelstjänstemannaförbundet	10,750							x	x
	Sveriges Fartygbefälsförening	4,643					x			
Switzerland										
	Schweizerischer Eisenbahnerverband	40,827	x							
	Verband der Handels Transport und Lebens- mittelarbeiter der Schweiz	8,132		x	x	x	x			
	Schweizerischer Verband des Personals öffent- licher Dienste	1,405							x	
Taiwan										
	National Chinese Seamen's Union	16,396*					x			
	Chinese Federation of Railway Workers' Unions	5,500	x							
Trinidad										
	Seamen and Waterfront Workers' Trade Union	5,484				x	x			x
	Communication and Transport Trade Union ...	913							x	
Tunisia										
	Fédération Générale des Cheminots de Tunisie	3,623	x							
	Fédération Tunisienne des Ports et Docks ...	1,200*				x				
Turkey										
	Turkish Railway Workers' Trade Union Federation (DYF-IS)	31,207	x							
	Turkish Civil Aviation Trade Union (HAVA-IS)	1,447							x	
	National Port and Land Stevedores Union of Turkey	7,000				x				
	Turkish Road Transport Workers' Federation ...	9,000		x						
	Turkish Seafarers' Federation (TURK DENIZ ULAS-IS)	15,000						x		
United Arab Republic										
	United Arab Navigation Company Trade Union Committee	5,575*						x		
United States										
	Seafarers' International Union of North America	62,500			x		x			
	The Radio Officers' Union	800					x			
	International Association of Machinists & Aerospace Workers	100,000							x	
	Transport Workers' Union of America	75,000	x	x	x	x			x	
	National Maritime Union of America	50,000			x		x			
	International Organization of Masters, Mates and Pilots	10,500						x		
	Amalgamated Transit Union	121,435		x						
	Flight Engineers' International Association ...	1,800							x	
	American Radio Association	1,000						x		
	National Marine Engineers' Beneficial Association	9,000						x		

Country	LIST OF AFFILIATED ORGANIZATIONS		Sections** Represented							
	Organization	Membership 31st December, 1970	1	2	3	4	5	6	7	8
	Airline Dispatchers' Association	926								x
	International Longshoremen's Association	50,000				x				
	Congress of Railway Unions	451,000	x							
Uruguay										
	Unión Centros de Marineros	700					x			
	Sindicato Autónomo Estibadores de Ultramar del Uruguay	700				x				
	Asociación de Apuntadores del Puerto de Montevideo	147				x				
	Sociedad de Obreros Toneleros del Puerto de Montevideo	70				x				
	Sociedad de Capataces de Estiba Sección Carga Blanca	50				x				
	Sindicato Autónomo de Obreros del Omnibus... ..	400*		x						
	Organización de Empleados y Obreros de Omnibus Interdepartamentales	600*		x						
	Unión de Capitanes y Oficiales del Transporte Marítimo	175					x			
	Sindicato de Obreros y Empleados de C.O.D.E.S.A.	65		x						
	Unión de Motoristas, Obreros, Técnicos y Administrativos de la Administración Nacional de Puertos (Uruguay)	250					x			
	Sindicato Autonomo del Omnibus de Salto	52		x						
	Asociación de Guardianes de Agencias Maritimas del Puerto de Montevideo	100					x			
Venezuela										
	Federación de Trabajadores de Transporte de Venezuela	56,000*		x						
	Federación de Trabajadores Portuarios de Venezuela	7,000					x			
Vietnam										
	Vietnamese Transport Workers' Federation	11,025*		x	x		x	x	x	

* affiliation fees paid at a reduced rate

** 1 Railways, 2 Road Transport, 3 Inland Navigation, 4 Ports and Docks, 5 Shipping, 6 Fisheries, 7 Civil Aviation, 8 Allied Industries and Services

III

RELATIONS WITH AFFILIATED ORGANIZATIONS

1.

During the three-year period since the Wiesbaden Congress, it has been found necessary to remove several trade union organizations from the list of affiliates of the ITF. With the exception of the Greek affiliates, this has been because of the failure of these unions to meet their financial obligations to the ITF. In all of these cases, they have first been informed of their financial position vis-a-vis affiliation fees and it has been pointed out to them that continued failure to meet their obligations would result in either suspension from affiliation or the ITF's regarding their affiliation as having lapsed.

Sympathetic consideration has been given to unions in serious financial difficulties and to those which, because of severe exchange control difficulties were unable to transfer funds to meet their affiliation fees. In no case has any action been taken by the ITF unless a union was at least two years overdue in payment of affiliation fees.

2.

Greece

With regard to the Greek affiliates, the ITF Executive Board decided at its meeting in November 1968 to suspend all Greek affiliates on the grounds that, under the military government which had seized power in April 1967, Greek trade unions were no longer able to function in a free and democratic manner as required by the ITF Constitution as one of the conditions of affiliation.

In arriving at its decision, the Executive Board took into consideration the fact that the Greek military junta had removed from office many senior trade union officials and had replaced them with persons who were apparently prepared to collaborate with the junta by accepting and operating within the repressive conditions imposed by the junta on the work of the trade unions.

This was particularly true in the case of the civil aviation unions, where many persons engaged in trade union work and ranging from flight captains to flight hostesses were not only forbidden to engage in any trade union work, but were also dismissed from their employment. Several of these later had their jobs restored but the ban on their engaging in trade union work persisted.

On 21 April 1969, the junta, then celebrating the second anniversary of its seizure of power, announced that three Articles of the Constitution, which had been suspended, would be restored. These were those concerned with the "inviolability of the home" (Art. 13); "the right of peaceful assembly" (Art. 18); and "freedom of association" (Art. 19). Unfortunately this was simply window-dressing designed to appease international opinion. Article 13, for example, states simply that "no house search can take place *except in cases and in the manner prescribed by law*". Article 18 provides for the right of peaceful assembly "*in accordance with the law*". As the government rules largely by decree, the emptiness of these Articles is obvious. Article 19 prohibits the formation of any association whose aims or activities are directed against the principles governing the form of the State, the social system or the security of the State. Restrictions can be imposed on the freedom of association of public servants, employees of local authorities, or those employed by publicly-owned undertakings or public utilities. Any strike with political aims or "unrelated to the material or the moral interests of the workers" is forbidden. Strike action by public service workers is completely prohibited and participation in it is considered "as an act of resignation by the participant"—in other words he is dismissed.

Contact with persons and information from Greece have shown that the Executive Board decision was a correct one. However, by suspending and not expelling, the Board has left the way open for the suspension to be lifted as soon as it can be shown that the trade union movement in Greece is able, as a matter of reality rather than appearance, to perform its trade union functions without coercion or interference by any outside body, governmental or otherwise.

IV

DISPUTES AND INDUSTRIAL ACTIONS

3.

Hi-jacking of El Al Boeing 707

On 23 July 1968, a Boeing 707 operated by El Al was hi-jacked by members of an Arab organization shortly after leaving Rome and was forcibly diverted to Algiers, where its crew members and some of its passengers were detained for several weeks. This incident was the subject of a resolution adopted by the ITF's Congress in Wiesbaden, which condemned this and similar acts of air piracy as being in gross violation of international laws and agreements and as posing an intolerable threat to the safety and well-being of airline crews and passengers.

After the failure of attempts by the ITF and the International Federation of Air Line Pilots' Associations (IFALPA) to secure the release of the crew members through diplomatic negotiation, it was decided, on 13 August, to take action in collaboration with IFALPA by requesting affiliates in France, Italy and Switzerland to deny servicing facilities to Algeria's national airline, Air Algérie. On 15 August 1968, a delegation composed of ITF French civil aviation affiliates visited Algeria and had a long discussion with the Minister of Foreign Affairs, M. Bouteflika. On 17 August, we were informed that an understanding had been reached with the Algerian Government, which promised that the crew and passengers would be released between 26 and 31 August. In accordance with this understanding the crew was released on 31 August.

4.

Strike of Danish navigating and radio officers

Members of the above-mentioned Danish affiliates went on strike against the Danish Shipowners' Federation at midnight on 7 May 1968. The strike arose out of a claim submitted jointly by the Masters', Mates' and Radio Officers' Unions as far back as February 1967, designed to bring rates up to the normal national level.

The situation was discussed at a meeting of the ITF Executive Board held from 8 to 10 May, when full support was pledged to the Danish unions and all affiliates, particularly seafarers' and dockers' unions, were requested to assist them (see resolution on page 108). A special meeting of North West European seafarers' and dockers' unions was also called by the ITF in Bremen on 17 May 1968, at which the General Secretary was instructed: (a) to address a cable to the Government and Parliament of Denmark suggesting that they use all their influence in order to promote a solution acceptable to the striking organizations; (b) to inform all affiliated seafarers' and dockers' organizations about the situation; (c) to urgently call a further conference should developments require further discussions or decisions.

Thanks to the co-operation of our US affiliates many Danish ships were successfully picketed in American ports before the Danish Parliament enacted legislation on 24 May compelling the unions to call off the strike and setting up a compulsory arbitration board. The board back-dated a 5% increase to 1 April 1967 and a further 2% to 1 April 1968 and reduced working hours to 42½ from 1 June 1968. A number of other decisions were mainly to the advantage of the ship owners. A further resolution in support of the Danish unions was adopted at the ITF Congress in Wiesbaden in July following a threat by one shipowner to sue for damages arising out of the strike.

5.

Civil aviation dispute in Chile

A strike of employees of the Chilean State Airline, LAN-Chile, ended on 14 September 1968, having lasted for over four months. The strike had received the full support of the ITF in a resolution adopted by the Wiesbaden Congress. Some £865 were received in response to the ITF's request to affiliates to donate towards the relief measures arranged by the union to alleviate the hardship suffered by the strikers and their families. A feature of the strike was the practical solidarity given by ITF affiliates in North America and co-ordinated by Frank Heisler of the International Association of Machinists.

6.

ITF action on the Warsaw Pact invasion of Czechoslovakia

Following the invasion of Czechoslovakia by the five Warsaw Pact countries during the night of 20/21 August 1968, the ITF Secretariat immediately contacted the European affiliates likely to be affected. The ICFTU was also contacted and a cable supporting its condemnation of the invasion was sent to the United Nations. The Management Committee authorised the calling of a boycott against Russian, Polish, Bulgarian, Hungarian and East German transport with effect from 27 August but subsequently postponed it, pending the development of a clearer situation in Czechoslovakia. It was agreed that the position should be kept under continual review and that if further action was necessary the Secretariat should again approach the Management Committee. At a conference on Czechoslovakia organized by the ICFTU in September, the ITF gave an assurance that, if assistance to refugees became necessary, it would give this favourable consideration. The ITF Executive Board meeting held in London on 4-5 November 1968 adopted a resolution on the subject (see page 123).

7.

ITF Assistance for crew of arrested Iranian ship

The Iranian-owned vessel *Cyrus II* was arrested on 11 November 1968 when it put into the South African port Durban on a return trip from the Persian Gulf, writs being attached to the ship in respect of money owed by the owners, the Naviran Shipping Company of Teheran. The crew, members of the ITF-affiliated National Union of Seafarers of India, Bombay, were as a result placed in considerable financial difficulties. No wages had been paid to them for some time before the arrest of the vessel, and the owners provided no help towards their repatriation. The alternative to repatriation was detention in an immigration centre.

On being informed of the crew's position, the ITF advanced sufficient funds to tide them over their enforced stay in Durban. It also undertook to meet the considerable costs of arranging a maritime lien on the vessel in respect of wages and repatriation. In this matter, the Trade Union Council of South Africa (TUCSA) acted on our behalf. The ITF-affiliated South African Council of Transport Workers also donated money to the members of the crew in order to assist them over the Christmas period.

The ITF also contacted the Indian Seamen's Welfare Officer in London and requested him to initiate diplomatic efforts to have the crew repatriated. As a result, this was eventually done and the ITF made a further advance to each crew member to cover incidental expenses during the voyage. A message was also sent to the National Union of Seafarers of India, requesting them to assist the crew on their arrival in Bombay. The crew were asked to formulate their claims against the owner from Bombay. Since the Second and Third Officers were of Iraqi and Iranian nationality respectively, the ITF additionally contacted their Embassies in London and advised them of the position.

The legal proceedings in respect of the crew's claims were complicated further when the Captain of the vessel who had been handling the case in Durban was killed in a motor accident in the middle of 1969. Having ensured that the crew's interests were fully protected the ITF left the conclusion of the case in the hands of the National Union of Seafarers of India and the Indian authorities.

8.

Cyprus Airways Employees Union strike

This union organized a 24-hour warning strike on 21 January 1969 in support of its claims for a collective contract instead of the existing piece-meal agreements and a 20 per cent increase in pay based on a heavy increase in the cost of living. Negotiations had broken down over the Company's refusal to recognise the union's right to negotiate on behalf of managerial and supervisory groups hitherto represented by it. The

ITF informed aviation affiliates in countries trafficked by Cyprus Airways of the dispute and also wrote to the Company's General Manager underlining our support for the union's position. A further strike of unlimited duration was called on 15 March and aviation unions in Israel, Lebanon, Turkey and the U.K. were asked by the ITF to give practical support to the strikers. A cable was also sent to the General Manager urging immediate and realistic negotiations for a settlement. We were later informed by the union that the strike had been ended on 2 April, after an agreement had been reached providing for increases of up to 15 per cent in pay and proper union representation. The Israeli aviation workers donated the sum of £100 to assist the Cyprus union.

9.

Faroese fishermen's strike

At the beginning of February 1969, the ITF-affiliated Faroese Fishermen's Union informed us that it was taking strike action in support of demands for higher minimum pay and remuneration as well as for an increase in government subsidies to the fishing industry. At the request of the union, the Secretariat asked affiliates to withhold outfitting and other facilities for any vessels operating out of foreign ports. Later in the month, the Faroese union informed us that the strike had been ended following acceptance of proposals for increases in minimum pay and subsidies made by the official conciliator.

10.

Lock-out of IAM members by National Airlines

In accordance with a request from the US International Association of Machinists (IAM), more than 1,000 of whose members were locked out by National Airlines in January 1969, the ITF requested support from affiliates and other friendly organizations. The dispute arose from the suspension of three IAM mechanics at New York's Kennedy International Airport when they refused to move aircraft from terminal to hangar with two-man crews—which the IAM considers an unsafe operation. The airline locked out mechanics and aircraft inspectors who supported the three men's stand. After fighting the case through the courts during the summer, with the lock-out still in progress, the IAM appealed for further support from the ITF as a result of which British affiliates successfully 'blacked' National services to London. The dispute was finally settled satisfactorily in May 1970.

11.

Transport Workers' Union of America dispute with Pan-American Airlines

In response to a request from the Transport Workers' Union of America, civil aviation affiliates were informed on 14 April 1969 by circular of a possible strike by the union against Pan-American Airlines and asked to

provide all possible assistance. The union later informed us that an extremely satisfactory settlement, providing inter alia for increases of 25.5 per cent in hourly rates and higher pension benefits, had been reached shortly before the strike deadline (midnight on 17 April). The TWU expressed strong appreciation of the assistance received from the ITF and its affiliates.

12.

French cabin attendants' strikes

The ITF affiliated French Cabin Attendants' Union (SNPNC) staged a series of seven strikes against the three French airlines UTA, Air France and Air Inter from November 1969 to March 1970 in protest against the French Government decision to replace state licensing of cabin attendants by an airline licensing system. Prior to the first of the strikes, the ITF General Secretary sent a telegram to the French Minister of Transport calling upon him to reconsider his position 'on this proposed retrograde step' in the interests of national and international airline safety. The ITF Civil Aviation Section Committee meeting in Utrecht in December 1969 adopted a resolution pledging support to the SNPNC and urging the French Government to reconsider its decision. A compromise agreement was finally signed and brought into operation before the French State Council in November 1970 declared illegal the airline licensing system and in the public interest ordered a return to State licensing.

13.

Hull fishing dispute

A request for support received from the British Transport and General Workers' Union on behalf of its fishermen members in the port of Hull who had been on strike since 13 February 1970 for improved pay and 100% union membership was circulated to affiliates in Northern Europe on 10 March. They were requested to refuse bunkering and landing facilities to vessels manned by scab labour. The strike ended after nine weeks when the men accepted an improved offer for seagoing pay and continuing talks on holiday and shore pay.

14.

Braniff International Airways dispute

The Director of the ITF Latin American Regional Office, Medardo Gomero, was asked in March 1970 to intervene in a dispute which had arisen following an attempt by the Braniff International airline to cut its labour force in a number of Latin American centres, particularly Argentina. The dispute was subsequently aggravated by Braniff's arbitrary dismissal of 130 Argentinian employees and remained unresolved at the end of the year. Despite strong intervention by the ITF's North American civil aviation affiliates, the company refused to negotiate purposefully with the Argentinian affiliate concerned (UPADEP).

15.

Dispute in the Danish fishing industry

On 21 April 1970 the Danish Transport and General Workers' Union advised us that negotiations had broken down with the Esbjerg fishing vessel owners' organization and that it intended to call a strike with effect from 1 May. It had also given the Danish Employers' Association notice of intended sympathetic action. The request for boycott action against vessels attempting to use other ports was circularised to the North European affiliates concerned immediately. The strike took place from 20 May until 11 June. Further negotiations resulted in agreement over most of the issues in dispute, but the remaining question of annual leave with pay prevented a final settlement being reached. ITF support was again requested when the union gave notice of a further strike due to start on 25 August as a result of a previously agreed arbitration formula being rejected by the Danish fishing vessel owners' associations. The strike was postponed pending the ruling of the arbitration court as to its legality which when it came on 20 October was entirely in the union's favour and considerably extended the right of unions to take sympathy actions in Denmark. At the time this report was prepared (January 1971) it seemed likely that negotiations would be resumed shortly.

16.

Transport Workers' Union of America dispute with Sabena

At the request of the Transport Workers' Union of America the ITF intervened in a dispute involving the dismissal of Sabena staff in Montreal and the negotiations of a new collective agreement. The basis for a settlement was reached at a meeting held in Brussels on 8 May 1970 between SABENA officials, the TWU, the Belgian CGSP (Civil Aviation Section) and the ITF.

17.

Colombian aviation workers' dispute with Avianca

The ITF's Colombian civil aviation unions SINTRAVAL and ACMA began negotiations on new collective contracts with AVIANCA airline in June 1970. AVIANCA presented counter-proposals which would have taken away benefits the unions had achieved through collective bargaining and dismissed several workers. The Government does not permit strikes on airlines, considering them as public service enterprises, and it is forbidden to hold labour meetings without the permission of the military authorities. A resolution calling for the application of the fullest possible international solidarity action by ITF aviation affiliates in the event that AVIANCA did not meet the unions' claims was adopted at the ITF Civil Aviation Section Conference in September 1970 and forwarded by the Secretariat to the Management of AVIANCA. (See page 149).

18.

Colombian seafarers' dispute with Flota Grancolombiana

In July 1970, two of the ITF's Colombian seafarers' affiliates, UNIMAR and ANEGRA, presented claims for contract improvements to the Flota Grancolombiana Shipping Company. By the end of the year, no progress had been made in the negotiations and the unions anticipated having to take strike action early in 1971. At their request, the ITF circularized its seafarers' and dockers' unions in Europe, North America and Japan, advising them of this possibility and requesting their solidarity.

19.

British Transport and General Workers' Union national dock strike

A national ports strike began in Britain on 14 July 1970 after negotiations had failed on a claim for a basic wage of £20 per week. The great majority of British dockers belong to the Transport and General Workers' Union (TGWU). The ITF requested affiliated dockers' unions to support the TGWU by refusing to handle diverted cargoes and by sending messages to the TGWU expressing their solidarity. The response to this appeal was very gratifying. Belgian and Dutch affiliates immediately introduced a ban on the handling of British cargoes, and Swedish and Norwegian affiliates at once gave notice of their intention to do likewise (action in those countries commenced on 21 and 26 July respectively). In Germany, contractual obligations prevented action in the ports, but the Transport and Public Service Workers' Union (OeTV) issued a special circular to its seafarer members, instructing them to do no cargo handling work in British ports. The French Dockers' Federation (FO), also instructed its members to boycott British cargoes. Expressions of support were received from farther afield, notably from dockers' organizations in Italy and India, both of which gave assurances that their members would refuse to handle British cargoes. The strike ended on 3 August after the dockers accepted a settlement proposed by a committee set up by the government to investigate the dispute.

20.

BRAC strike against Northwest Orient Airlines

Some 3,500 employees of Northwest Orient Airlines, members of the ITF-affiliated Brotherhood of Railway & Airline Clerks, went on strike on 8 July 1970 to enforce their demands that they should be given parity in wages and conditions with workers of other US airlines. Negotiations on the claim began in 1969 and continued long after the existing contract expired on 1 November. When the airline brought in management personnel to operate some of their international flights, including those to Japan, Korea, Singapore and the Philippines, the ITF cabled its

affiliates in these countries requesting them to demonstrate their solidarity with our US affiliate. The Conference of the ITF Civil Aviation Section, Miami, 28 September—1 October 1970, pledged its support for the BRAC as the strike entered its fourth month. (See Resolutions on page 149). The dispute was finally settled on 14 December when a new agreement was overwhelmingly ratified by the membership.

21.

Strike of Malta public transport employees

Public transport employees in Malta, members of the ITF-affiliated Malta General Workers' Union (GWU), came out on strike on 16 August 1970 in protest against the failure of the Malta government to establish a Public Transport Workers' Board. The strike, which had been scheduled to end after three days, was extended to other sections of GWU workers when it became clear that the government would not back down without a fight. Under pressure, the government finally agreed to the establishment of the Public Transport Workers' Board and the strike was finally called off after the government gave an assurance that it would set up a Commission consisting of representatives of the government, the GWU and the bus owners to study the transport situation in Malta. At the request of the Maltese union, the ITF contacted its affiliates in France and Italy requesting them not to handle vessels and aircraft bound for the island.

22.

International boycott action in support of Californian grape pickers

Following approaches made to the ITF in February 1969 by the European Representative of the AFL-CIO United Farm Workers' Organizing Committee (UFWOC), for support in the international trade union and consumer boycott of California table grapes organized by the union, the ITF contacted affiliates in Sweden, Finland, Norway, Belgium, the Netherlands, and the United Kingdom and requested them to refuse to handle such cargoes entering their ports. As a result, action was taken by these organizations to boycott any consignments arriving. In addition, circulars, articles and other material was despatched to all affiliates informing them of the background to the struggle being waged by the United Farm Workers to ensure proper trade union protection for the Californian grape pickers and requesting that they should take all possible action to support this by publicity means, trade union action or the organization of consumer boycotts. The boycott was ended by the UFWOC on 1 September 1970 following the successful conclusion of its five-year-long struggle for union recognition. A letter of appreciation from Cesar Chavez, Director of the UFWOC, for the international support given to the campaign was later received at the ITF secretariat.

Tema portworkers' dispute (Ghana)

See item 31

Karachi portworkers' strike

See item 39

Strike of Calcutta bargemen

See item 38

Dockers' strike in Ceylon

See item 47

Indian public service workers' strike

See item 38

V

REGIONAL ACTIVITIES

GENERAL

23.

At its meeting in May 1969, the Executive Board decided to adopt a new approach to the budgeting of the ITF's Regional Activities. The previous practice had been to compose budgeted income of two elements: an allocation from the ITF's affiliation fee income and voluntary contributions. The first had been reasonably predictable; the second had been a matter as much of hope as of expectation. The Board decided that it would be far sounder budgetary practice in future to budget only for income allocated from affiliation fees and to direct expenditure in accordance with that income to the maintenance of a basic structure for the ITF's Regional Activities: for example, the maintenance of Regional representation. Further regional activities built upon that structure would be devised and implemented by the Secretariat, which was given authority to seek the co-operation of affiliates and other organizations where necessary and appropriate. Aside from the improvement that this new approach would bring to the ITF's budgeting, the Board felt that by associating affiliates closely with specific activities rather than seeking general contributions, their interest could more readily be aroused and sustained. Experience since the adoption of these new procedures, though short, has borne out the Board's hopes.

AFRICA

24.

The ITF's activities in Africa were reviewed in the course of 1968, in particular with regard to the position of the Lagos Office which had been established originally as a base from which the ITF's work in West Africa would be directed. Since the departure of the former ITF African Representative, Emile Lafamme, in June 1967, the Office has been in the charge of the Office Manager, Ben Udogwu, but its jurisdiction had been limited to Nigeria and the position of African Representative had been left vacant. After extensive consultation with African affiliates, a number of measures were decided upon by the Executive Board at its meeting in November 1968, the most important being:

- (a) that the Lagos Office should be closed with effect from 1 February 1969;
- (b) that the staff, other than the Office Manager, should receive reasonable severance pay;

- (c) that B. R. Udogwu, the Office Manager, should be temporarily employed at ITF Headquarters with effect from 1 February 1969; and
- (d) that the next meeting of the Executive Board should be given a report on the possible form and scope of the ITF's future activities in Africa, in particular with regard to the establishment of a regional office.

25.

In conveying these decisions to the African affiliates, the General Secretary emphasized that they in no way signified any intention on the part of the ITF to abandon its African interests but were practical recognition of the hard fact that, for a variety of reasons, the Lagos Office could no longer fulfil its original purpose and the cost of maintaining it could not therefore be justified.

26.

This assurance of the ITF's continuing interest in Africa was vindicated in February 1970, when the Management Committee agreed that Udogwu should be assigned to Ghana, from where he would work as ITF Field Representative for Africa, his main functions being to maintain liaison with affiliates and to prepare and conduct educational activities.

27.

Prior to his departure, he had directed a six-day seminar from 14 to 19 January 1970 for forty-three branch officers drawn from the Railway African Union (RAU) and the Transport and Allied Workers' Union (TAWU) of Kenya. Topics discussed in the seminar included: techniques of union organization; basic economics; collective bargaining; shop stewardship; grievance handling; the rôle of the government in industrial relations; the trade union legislation; trade union history; and the work of the ITF. Most of the discussions were closely related to the day-to-day problems faced by the participants in their respective unions. The seminar marked a further stage in the steady strengthening of the ITF's relationship with **Kenya** transport workers' unions, which culminated later in the year in applications for re-affiliation from the TAWU and RAU.

28.

The **Nigerian** affiliates, indeed the Nigerian trade union movement generally, continued throughout 1968 and 1969 to suffer the effects, direct and indirect, of the civil war. Directly, many experienced a substantial loss of membership and thus of income, since parts of the country were either in "Biafran" hands or in war zones where normal life

was impossible. Indirectly, the pursuit of collective bargaining gains was inhibited by what most of the unions recognized voluntarily as being overriding national interests. Emergency laws on the settlement of industrial disputes were far from draconian but the relatively free rein allowed to unions previously in the matter of strikes and other militant action was greatly tightened. In the circumstances, Nigerian affiliates did well to maintain their organization at the present level and one notable acquisition for the ITF was the reaffiliation of the locomotive-men's union, the Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers of Nigeria, a powerful, ably-led union which had once before been affiliated with the ITF but had withdrawn some years ago when its leadership had fallen into the wrong hands. The dockers' organization, the Amalgamated Dock Workers', Transport and General Workers' Union, which had been formed largely at the ITF's prompting by the merging of a number of unions, unfortunately failed to fulfil its promise and to take full advantage of the opportunities opened to it by its official recognition as sole representative of the dockers in Lagos and at the end of 1970 was virtually defunct.

29.

On his arrival in Africa, Udogwu gave immediate and high priority to re-establishing contacts with our Nigerian affiliates. His first project in Nigeria was to prepare and carry out a seminar in October 1970 for twenty-five members (branch officials) of the Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers.

30.

In **Rhodesia**, the ITF maintained its support of the joint ICFTU/ITS project under which a representative, Bill Lawrence, is stationed there and the ITS's, through him, help their affiliates. The Transport Workers' Union and the Air Transport Workers' Association were given assistance materially and by the provision of training but the Railway Associated Workers' Union was able, as in the past, to manage its affairs unaided and, indeed, maintained its position as one of the best unions in the continent. Despite the restrictions imposed by the Smith régime on anything smacking of political involvement, unions in Rhodesia were left comparatively free to pursue industrial goals and to use standing negotiating machinery where it had been established for example on the railways.

31.

Since the fall of the Nkrumah régime in **Ghana**, the transport unions have steadily re-established their contacts with the ITF to the point where all the major unions are now affiliated. One particularly serious dispute occurred in the course of 1968 to disturb what had been a reason-

able industrial scene when, in September, some 2,000 dockers were dismissed in the port of Tema for taking part, allegedly, in a wildcat strike. It took many months of negotiation by the dockers' union, the Maritime and Dock Workers' Union, and the support of the Ghana TUC and the ITF before the men were reinstated on satisfactory terms. In general, however, the trade union movement and the government have managed their relationship with great forbearance, given the irrefutably parlous state of the country's economy, with all the consequent appeals from the government for restraint and austerity and the natural desire of the unions to improve their members' conditions. At the time of the re-introduction of civilian rule in 1969, the unions declared their political neutrality and this action has undoubtedly contributed to the frankness and mutual respect which has been a feature of the government's and the unions' dealings with each other. The ITF helped sponsor a course for members of the Maritime and Dock Workers' Union in 1969 and further courses for other affiliates are planned.

32.

In **Senegal**, the ITF's affiliate, which covers maritime and port workers, has maintained its independent position in very difficult circumstances.

33.

In **Tunisia**, the Railwaymen's Federation has remained a powerful and influential force and, towards the end of 1970, the ITF's presence was significantly strengthened by the affiliation of the Transport Workers' Federation.

34.

In the **Malagasy Republic**, the ITF's civil aviation and railwaymen's affiliates have had to contend with difficulties arising from an active WFTU influence but, towards the end of the period under review, there were signs that they had weathered their problems well.

ASIA

35.

The ITF's Asian Office has been maintained in Kuala Lumpur and is the base from which the ITF's Asian Representative, Donald U'ren, works. The Asian Representative's duties are basically to maintain regular contact with affiliates, to advise them on any problems that they bring to the ITF's attention, to explore any possibility of extending the ITF's membership and influence in the Region and generally to act as a link between the Region and the ITF Headquarters, conveying the Region's views and needs to London and propagating ITF policy whenever and wherever he can within the Region. To this end, he travels extensively

throughout Asia and for the rest attends in his Office to purely Asian affairs that do not require reference to Headquarters.

36.

In the course of 1969, the Executive Board examined the scope and functions of the ITF's Japanese Office in Tokyo, having regard to the necessity to conserve the ITF's resources at a time when the ITF's finances as a whole were under extreme pressure. After consultation with the Japanese affiliates, it was reluctantly decided to dispense with the services of T. Yamazaki, Assistant to the Director, and Mrs. Higuchi, Translator/Typist. The intention is to have a one-man office, currently administered by Kahei Kawazoe.

37.

The largest single block of ITF membership is to be found in **Japan**, the railwaymen's and seafarers' organizations being particularly strong. The national economy has continued to expand rapidly, to the point where Japan now ranks as one of the world's industrial giants, but trade union membership has not expanded with commensurate speed. Without doubt, the continuing divisions in the trade union movement hinder a full and rapid realization of the massive potential embodied by a huge and increasingly sophisticated industrial work force.

38.

The outstanding event in **India** over the period was the calling of a twenty-four hour strike in September by a number of organizations in the public services, including the All India Railwaymen's Federation (AIRF). The strike was intended to hasten the conclusions of negotiations that had been in train for some time and which concerned claims for improvements in pay and conditions. The strike was declared illegal by the Indian Government but was nevertheless conducted and, regrettably, was marked by wide-spread violence, as a result of which a number of railwaymen were killed and many more injured. The Government's first reaction was to take severe disciplinary action against the strikers, though later they relented a little and adopted a more moderate approach. Even so, the bitterness that the strike and its aftermath engendered will not quickly be forgotten. The need for conciliatory gestures on the part of the Government in the interest of better industrial relations in the future was put very forcibly in a letter from the General Secretary to the Prime Minister of India. Of the other Indian affiliates, organizations such as the Transport and Dock Workers' Union (Bombay), the Calcutta Port Shramik Union and the Maritime Union of India, maintained their position as being among the best in the country and extended their full and willing co-operation to the ITF whenever the need arose. The port industry also had its share of troubles, in particular a strike of Calcutta bargemen of more than nine weeks, led by the Calcutta Port Shramik

Union, which ended with an interim wage award and the reference of the dispute to an arbitration tribunal. Labour/management relations in the civil aviation industry have also been poor and serious disputes have involved both ground and flying staff. The management of Air India in particular exhibited an unhealthy eagerness to apply ham-fisted disciplinary action at the slightest hint of militancy from the unions and thus in more than one instance provoked major problems from minor causes.

39.

In Pakistan, the political convulsions which led eventually to the downfall of the Ayub Khan regime had their impact on the trade unions which, at the best of times, are divided among themselves. For some time, meetings, strikes and demonstrations were banned or restricted and some employers were quick to take advantage of the situation. However, towards the end of 1969 the Government promulgated a new policy on industrial relations to which the ITF, after consulting with its Pakistani affiliates, gave a warm welcome. The new policy placed emphasis on the settlement of disputes by free collective bargaining and thus implicitly rejected the previous practices whereby grievances were submitted to arbitration courts where they could often remain unsettled for years. The frustration engendered by the old approach was exemplified by the dispute in the Karachi Port Trust over claims made by the organization of Karachi Port Trust Workers, which went unanswered for some two years. On 5 March 1969 the union finally called a strike which ended after a week in a commitment to meet at least part of the grievances. The ITF lent its full moral support to the union.

40.

The ITFs, the ICFTU and a number of friendly organizations, such as the Friedrich Ebert Foundation and the International Co-operative Alliance, have concerted their efforts in Indonesia. A co-ordinator, Enzo Friso (formerly in charge of the ICFTU Office in Beirut) was stationed there at the end of 1968 and all parties were to co-ordinate their work with him and through an organization set up by all the Indonesian national centres and independent unions for that purpose. Indonesia poses special problems, politically and with regard to its trade union structure, which make a co-ordinated approach imperative and though, at the time of writing, there is no certainty of success, there is at least good reason to hope for it. A seminar for members of the Indonesian Railwaymen's Union (PBKA) was conducted by the Friedrich Ebert Foundation in conjunction with the ITF in August 1968. In September 1969, again in conjunction with the Friedrich Ebert Foundation, a seminar was held for representatives of transport workers' unions, including a number which were not yet affiliated with the ITF. The seminar was very successful in achieving its twin objectives: to provide basic training in trade union practices and to encourage a spirit of co-operation and unity among the transport workers' unions.

41.

The ITF's affiliates in **Malaysia** have had to contend with the repercussions of the political disturbances which followed the national elections in 1969. Their relationship with the ITF remains close and there is every hope that they will eventually emerge largely unscathed from the difficulties through which their country is passing.

42.

In **Singapore**, the ITF is represented by three of the most powerful unions in the country: the busmen's, dockers' and civil aviation workers' unions. They have made informal but effective arrangements to consult regularly with each other on matters of common concern to themselves and to the ITF.

43.

In the **Philippines**, the ITF's affiliate, the Philippine Transport and General Workers' Organization, was strengthened towards the end of 1969 by the affiliation of a large civil aviation union and the unification of the Filipino movement as a whole was achieved with the founding of the PLC. In conjunction with the BRAC, the ITF conducted a highly successful leadership training seminar in the Philippines in November 1969.

44.

The free trade union movement in **Vietnam** has shown commendable resilience in the face of appalling difficulties. In September 1969, the ITF undertook a project jointly with the BRAC to assist members of the Vietnam Transport Workers' Federation in the operation of a co-operative transport enterprise.

45.

In November 1968, the ITF helped sponsor a leadership training seminar for its affiliates in the **Republic of Korea**. The Railwaymen's union remains one of the strongest in the country. The dockers' and seafarers' organizations have more difficult fields to cover and the seafarers in particular are handicapped by the dearth of job opportunities for their members.

46.

A regional seminar attended by representatives of affiliates in seven Asian countries was held in **Singapore** in October 1968. Organized jointly by the ITF and the BRAC, the seminar covered topics such as trade union organization and administration, communication techniques and collective bargaining procedures.

47.

The ITF gained, in the course of 1968, the affiliation of the railway-men's organization in **Taiwan** and the affiliation of the Independent Harbour Workers' Union in **Ceylon**. The latter was of particular significance since the ITF had had no affiliate in that country for a number of years. Furthermore, the Independent Harbour Workers' Union is a comparatively new organization, created with the aim of concentrating strictly on trade union objectives, as was confirmed in December 1969 when it led a strike in pursuit of improvements in wages and other benefits. Despite great pressure from the government and employers, the strike was sustained for over two months and ended in a satisfactory settlement. The ITF's Asian Regional Representative visited Ceylon in the course of the dispute to assist the union.

48.

From 2 to 9 December 1970, the ITF, in collaboration with the BRAC, conducted a Regional Seminar in Penang, Malaysia, on Technological Change in the Maritime Industry. Its purpose was to help the ITF's seafarer and docker affiliates to cope with the problems arising from radical developments, such as containerization, and papers were given by Roger Dekeyzer, President of the Belgian Transport Workers' Union and Member of the ITF Executive Board, and Douglas S. Tennant, General Secretary of the British Merchant Navy and Airline Officers' Association and Chairman of the ITF Seafarers' Section. The project was administered by the ITF's Asian Regional Representative.

LATIN AMERICA AND THE CARIBBEAN

49.

In July 1968, Manuel Medrano resigned as Director of the ITF Regional Office in Lima to take a post with the Organization of American States. Medardo Gomero, formerly Assistant Director, was appointed to succeed him by the Executive Board in August 1968 and the vacancy created by his promotion has not been filled. Instead, he has made use of the assistance of a number of special representatives and field workers who were released by their unions to take temporary assignments with the ITF. They included: Humberto Aguilar Escobar, Carlos Andrade, Eduardo Arrocha Gío, Victor Cerrón G., Elías Costilla, Francisco Cuadros, Gustavo Falconí Fernandez, Juan Fonseca Sanchez, Ariel del Gaudio, Fortunato Jara R., Sigifredo Madariaga Ramirez, Alfonso Mendoza Ortega, Mario del Mestre, Mirto Noblem, Alfonso Peña Ramos, Julio Suarez Santizo, Enrique Venturini and John E. White.

50.

Furthermore, the ITF's activities in the Region have benefited from invaluable support from the American Brotherhood of Railway and Airline Clerks (BRAC) and, in particular, from the services of the BRAC's International Director, Jack F. Otero, himself a former Director of the ITF's Regional Office, and his Assistant, Joan Goodin.

51.

The ITF's First Inter-American Conference took place in Mexico City from 9 to 14 November. The one hundred delegates from 42 unions were drawn from 17 countries in the Western Hemisphere. By bringing together its affiliates from North and South America and the Caribbean, the ITF met a long-standing demand from its Latin American unions that their relationship with their colleagues in the North should be strengthened, particularly since increasingly the North American unions had been able to give practical solidarity to Latin American affiliates that were involved in serious disputes. Prominent among the Conference's decisions was the adoption of two declarations. The first reaffirmed the unions' determination to promote international solidarity in defence of freedom of association, the right to strike and the right to bargain freely. The Declaration also demanded that Governments in the less developed countries should ensure that international capital investment was so regulated as to protect national companies. The second Declaration was directed against dictatorial régimes which were roundly condemned, as were those Governments of other countries which assisted them in any way. The remaining twelve Resolutions dealt both with general aspects of the ITF's work—for example, the need for affiliates to co-operate closely at national as well as international level and for special efforts to be made by the affiliates themselves to increase the ITF's resources—and with matters of concern to specific sections of the ITF's membership—for example, job security on the railways and the observance of international standards in the maritime industry. The ITF's Mexican affiliates acted as host to the Conference and the President of the Mexican Railwaymen's Union, José Romero Flores, presided, assisted by four Vice Presidents: Cesáreo Melgarejo (Argentina), Eugene Blakeney (Bermuda), John Peterpaul (USA) and Humberto Hernandez (Venezuela). The Conference was prepared and generally directed by Medardo Gomero. Harold Lewis, ITF Assistant General Secretary, acted as Secretary to the Conference.

52.

In May 1968, a seminar on Automation in the Railway Industry was held in Mexico City. Organized in collaboration with the Organization of American States (OAS), it was attended by twenty-three railwaymen's leaders from Argentina, Chile, Bolivia, Peru, Ecuador, Colombia, Venezuela, Costa Rica, Guatemala, Mexico and the United States. The

ITF was represented by Medardo Gomero. The participants heard lectures on such themes as: technological changes on the railways and their impact on national economies, railway workers and trade unions, specific measures taken by railway unions to meet the challenge of automation, and the rôle of collective bargaining in adapting to technological changes. Discussions covered conditions in different countries, the employees' share in increased productivity and the protection of workers' rights and training. Special attention was paid to the work of the ITF and its Railwaymen's Section.

53.

Representatives of transport workers' unions in the **Caribbean** met in Trinidad on 27 and 28 June 1969 for the First ITF-BRAC Caribbean Conference on Transport Economics. Drawn from unions in Barbados, Bermuda, Curacao, Grenada, Guyana, Jamaica and Trinidad and Tobago, the delegates were joined by Harold Lewis, Assistant General Secretary, Jack F. Otero, Director of the International Affairs Department of the American Brotherhood of Railway and Airline Clerks (BRAC), and Medardo Gomero, the ITF's Regional Director for Latin America and the Caribbean. Two items of the Conference agenda were the subject of special papers: the first, delivered by Mr. S. De Castro of the University of the West Indies, was a review of Caribbean Economic Structure and its effects on the transportation industry; the second, delivered by Senator Conrad O'Brien of Trinidad and Tobago, was an analysis of the Caribbean tourist trade. In addition, the agenda included a review of problems and goals common to all affiliates, a consideration of approaches to closer rapport and co-ordination amongst ITF Caribbean affiliates, and a review of future ITF activities in the Region.

54.

The first Latin American conference of civil aviation workers took place in Mexico City from 16 to 21 February, organised on the initiative of the Mexican Civil Aviation Workers' Federation (FASTA), in collaboration with the ITF and the BRAC. The seminar also received technical assistance from the Organization of American States. The Conference was attended by fifty-two delegates from thirteen countries and was designed to promote a spirit of solidarity within the Region in the face of developments in the civil aviation industry which posed threats to the standards and job security of civil aviation workers. The lecturers included FASTA officials, representatives of the Mexican civil aviation authorities, Medardo Gomero, and Jack Otero. The Conference concluded with the adoption of a Declaration covering the need for strong trade union organization in the industry, the defense of trade union freedoms and of the right to strike, the promotion of free collective bargaining, the need for adequate measures in the fields of industrial medicine, hygiene and safety, and the rights of trade unions to take part

in national planning. The Declaration concluded with calls for the creation of a civil aviation department within the ILO and for international solidarity.

55.

Thirty-two leaders of seafarers' and dockers' unions in Argentina, Colombia, Venezuela, Costa Rica, Chile, Ecuador and Uruguay attended a seminar on Technological Changes in the Maritime Industry which took place in San José, Costa Rica, from 13 to 18 July. The seminar was organized by the ITF in collaboration with the Friedrich Ebert Foundation. Medardo Gómero, the Director of the ITF office for Latin America and the Caribbean, was responsible for the organization and conduct of the project. The seminar's deliberations were based on lectures on Technological Change in the Shipping and Dock Industries, which were presented respectively by Douglas Tennant (Chairman of the ITF Seafarers' Section and General Secretary of the British Merchant Navy and Airlines Officers' Association) and Roger Dekeyzer (Member of the ITF Executive Board and President of the Belgian Transport Workers' Union). To these, the participants added contributions based on their own experiences and problems, from which a number of recommendations emerged. These concerned: the creation of machinery within the Latin American and Caribbean Region to give specialized attention to seafarers' and dockers' affairs; the need for effective solidarity among the maritime affiliates; support for the proposals adopted at the Preparatory Technical Maritime Conference in Genoa (September 1969); and a request for action through the ILO on the setting of minimum standards in dock work on matters such as the size of gangs, guaranteed earnings and job security. The seminar also asked the ITF to appeal to the Argentinian Government to restore in full the civil rights of Eustaquio Tolosa, former President of the Argentinian Dock Workers' Union (SUPA) who was presently prohibited from taking an active part in trade union activities.

56.

A seminar for ITF Caribbean affiliates was held in Puerto Rico from 24 to 28 August 1970 with the collaboration of the American Brotherhood of Railway and Airline Clerks. Fourteen trade union leaders from Barbados, Bermuda, Trinidad, Jamaica, St. Lucia, Curacao and Guyana participated and discussed: participation of trade unions in social development; participation of trade union leaders in a technological society; collective bargaining; administration of collective agreements; regional and international solidarity; and ITF activities in the Caribbean Area. Lecturers included representatives of the University of Puerto Rico; P. Huegel, Eduardo Arrocha (General Secretary of Sindicato Nacional de Tecnicos y Trabajadores de Aeronavales of Mexico)

and M. Gomero. The seminar provided a valuable opportunity for the Caribbean affiliates to get together to discuss mutual problems and the participants concluded that co-ordinated effort was the only way to face the problems arising from technological change in their respective countries. It was agreed that they would provide Gomero with reports on their activities in their own countries, to be published in a bi-monthly Caribbean News Bulletin, beginning in September 1970.

57.

In September 1970, a seminar on Collective Bargaining in the Transport Industry was held in Buenos Aires. The twenty-two participants were drawn from six countries in the south of Latin America (Argentina, Bolivia, Chile, Paraguay, Peru, Uruguay) and Mexico and the topics included: an introduction to collective bargaining; labour/management relations, preparatory work; implementation of collective agreements; collective bargaining and technological change; research and statistics; and the structure, function and aims of the ITF. The seminar was organized by Enrique Venturini, in collaboration with Medardo Gomero.

58.

The continual pressure exerted by the ITF to obtain the release from prison of Eustaquio Tolosa, former President of the Argentinian Dockers' Union (SUPA) and an Honorary Member of the ITF Executive Board, was rewarded in January 1969. He had been arrested in January 1967 for leading a dock strike and, after a long delay, had been tried and sentenced to five years imprisonment for calling on the ITF for international support. His release was made conditional on his not taking part in trade union or political activities and the ITF has continued to press for the lifting of these restrictions. At the time of his arrest, his union's affairs had been placed under government control and when fresh elections for union offices were held in 1970, candidates loyal to Tolosa were elected by a large majority, though he himself was debarred. The Tolosa case had earlier been the subject of investigation by the ILO Committee on Freedom of Association, which had upheld complaints made by the ITF concerning Tolosa's imprisonment.

59.

In addition to the regional conferences and seminars specifically reported here, Gomero and his assistants have carried out an intensive programme of national and local activities. Some 90 seminars and other educational projects were completed in the period 1968 to 1970, involving no fewer than some 1,800 "teaching days". Gomero also arranged international support within the Region in the case of 24 industrial disputes over the same period.

VI

SECTIONAL ACTIVITIES

RAILWAYMEN'S SECTION

60.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1970 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
(a) Africa		
Central Africa	A. J. Mhangu (Rhodesia)	(Malawi)
North Africa	(Tunisia)	(Tunisia)
West Africa	E. C. Okei-Achamba (Nigeria)	Prince Samuel Mammah (Sierra Leone)
(b) Asia		
India	P. Alvares	U. Purohit
Indonesia	R. A. Santoso	
Japan	Y. Kanbe	S. Goto
Malaysia	Lim Lye Huat	
Philippines	B. U. Tupaz	
South Korea	Lee Chan Hyuk	Suh Jun Kyung
(c) Europe		
Austria	K. Kirchner	E. Ulbrich
Benelux	P. Potums (Belgium)	G. J. H. Alink (Netherlands)
France	L. Buonaccorsi	R. Decoudun
Germany	H. Frieser	H. Vomberg H. Wittkopp
Great Britain	Sir Sidney Greene, <i>Chairman</i>	A. P. Coldrick
Italy	B. Costantini	E. Bartolini
Scandinavia	E. Greve Petersen (Denmark)	†E. Halvorsen (Norway)
Switzerland	E. Haudenschild, <i>Vice-Chairman</i>	
Turkey	S. Akova	N. Timucin
(d) Latin America		
Argentina, Chile, Uruguay	A. Martin (Argentina)	W. A. Caulia (Uruguay)
Bolivia, Peru	Manuel Milart N. (Peru)	(Bolivia)
Colombia, Ecuador, Venezuela	A. Salinas (Venezuela)	J. D. Montenegro (Colombia)
Mexico, Central America	(Mexico)	M. T. Alvarado B. (Costa Rica)
(e) North America		
Canada	C. Smith	
U.S.A.	D. S. Beattie	J. F. Otero

†E. Edvardsen (Norway), elected at Congress, died September 1968.

61.

Transport Policy Sub-Committee

The composition of this sub-committee, established at the Section conference, in Mexico City, is as follows:

F. Prechtl	Railwaymen's Union, Austria
P. Potums	CGSP Cheminots, Belgium
H. Frieser	GdED, Germany
W. Mikkelsen	
J. Marson	FNCTTL, Luxembourg
J. Mulder	NBV, Netherlands
E. Haudenschild	SEV, Switzerland

At the time this report was prepared, preparations were being made for a Meeting of the Sub-committee early in 1971.

62.

Urban Transport Sub-Committee

For the Railway membership of this sub-committee see para. 69 below.

63.

MEETINGS

Section Committee, London, 15 & 16 February 1968

Sir Sidney Greene, Section Chairman, presided and a total of 16 delegates were present. The meeting discussed the ITF's relations with other international organizations; automatic couplings; transport policy and the financial situation of the railways; rationalization and modernization; technical and other assistance to unions in developing countries; and the next Section Conference in 1969.

The meeting decided that the Secretariat should undertake a number of surveys on the following:

- (i) the level of union contributions and how they are collected;
- (ii) social institutions administered by (a) railwaymen's unions; and (b) railwaymen's unions in conjunction with railway administrations;
- (iii) the effects of modernization and rationalization on railway employment;
- (iv) transport policies in a number of countries.

The Committee was pleased to accept an invitation from the Mexican Railwaymen's Union to hold the next Section Conference in Mexico in the autumn of 1969.

The Committee received with extreme concern a report that the members of the Guatemalan Railwaymen's Union (SAMF) had had to

take strike action against the International Railway of Central America in their attempts to obtain payment of several months' wages due to them. The meeting adopted a Resolution pledging solidarity with SAMF and supporting any appeal made by the ITF Executive Board for financial contributions. (See page 125).

64.

Section Committee, London, 29 & 30 July, 1969

The meeting was primarily concerned with the Section Working Programme, the social consequences of rationalization and modernization measures, the introduction of automatic couplings, urban transport, transport policy and preparations for the Mexico Section Conference. The Committee approved a Draft Report on Transport Policy prepared by the Secretariat for submission to the Section Conference. It was agreed to ask Eli Oliver to act as Rapporteur on Latin American Railwaymen's Problems. The Committee endorsed the Executive Board's decision to appoint C. Iddon Section Secretary.

65.

Section Conference, Mexico City, 11-15 November, 1969

The Section Conference was held in Mexico City at the Headquarters of the Mexican Railwaymen's Union (STFRM) who acted as hosts. The Conference was attended by 94 delegates from 23 countries, including 26 participants from Latin American countries and 21 from Canada and the United States.

Sir Sidney Greenc, Section Chairman, presided, assisted by E. Haudenschild (Section Vice-Chairman) and Don José Romero Flores, National Secretary of the Mexican Railwaymen's Union, who was elected Honorary Vice-Chairman of the Conference. Don José Ramón del Cueto was elected Chairman of the Resolutions Committee. The Conference was formally opened by Ing. José Antonio Padilla Segura, Minister of Communications.

The two main agenda items were concerned with Transport Policy and with Latin American Railwaymen's Problems. A Report prepared by the Secretariat on the first item was introduced by C. Iddon, Section Secretary. The Report, previously approved by the Section Committee, reviewed the past policy of the Section in this sphere and gave particular attention to the normalisation of accounts of railway undertakings, the compensation of public service obligations fulfilled by the railways and the allocation of infra-structure costs. The Report included a review of the most recent developments in Transport Policy in 13 countries. At the end of a very lively and wide-ranging discussion, it was agreed to adopt two resolutions: one setting out the main principles of Section policy in these areas; the other dealing with the practical organization of future work on Transport Policy. (See pages 125-129).

The holding of the first full ITF Section Conference outside Europe provided an opportunity for participants from outside Latin America to gain a much better insight into the particular problems of railwaymen in this part of the world. An extensive Report on the problems of Latin American Railwaymen was introduced by Eli Oliver, who has done a considerable amount of work in the past for the benefit of railwaymen's affiliates in Latin America. At the end of an extremely fruitful and interesting debate, the Conference adopted 5 resolutions dealing with Latin American questions on the basis of proposals put forward by affiliated organizations. (See pages 130-132).

At the end of the Conference H. Düby, President of the ITF, the Section Chairman and C. H. Blyth, ITF General Secretary, expressed warm appreciation of the magnificent hospitality offered by the Mexican union.

66.

SECTION WORKING PROGRAMME

The current work of the Secretariat is mainly concerned with the preparation of documentation for consideration by the Transport Policy Subcommittee and the Urban Transport Committee.

ROAD TRANSPORT WORKERS' SECTION

67.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1970 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Austria	A. Peham	J. Prinz
Belgium	E. Baudet	M. Vergracht
Denmark	B. Jensen	C. Christensen
Finland	M. Veirto	U. Rautiainen
France	P. Felce	R. Boucard
Germany	B. Frank	K. Haussig
	W. Matthies	H. Vomberg
Great Britain	J. Jones	K. Jackson
	J. Hughes	J. Moore
		A. Kitson
Israel	S. Perry	
Japan	M. Ibe	K. Kai
Netherlands	H. Koppens	C. de Vries
	(<i>Chairman</i>)	
Nigeria	V. Jack	
Norway	H. Bakke	W. Kolsbod
Sweden	H. Ericson	S. Jönsson
	(<i>Vice-Chairman</i>)	
Switzerland	Vacant	
Venezuela	J. Gonzalez	

68.

The Meeting of the Section Committee held in London on 15-16 January 1969, endorsed the Executive Board's appointment of C. Iddon as Section Secretary and appointed two Sub-Committees: one to deal with urban transport; the other to deal with drivers' working hours, driving hours and rest periods, safety and health questions, training of drivers and generally to prepare ITF policy in connection with the Ninth Session of the ILO Inland Transport Committee (1971) which has road transport questions on the Agenda.

69.

Urban Transport Sub-Committee

The composition of the Urban Transport Committee, which also has members from the Railwaymen's Section, is as follows:

Road Transport Members

M. Vergracht	Secteur Tramways, Vicinaux et Autobus de la CGSP, Belgium;
W. Matthies	OeTV, Germany;
L. Smith	TGWU, Great Britain;
P. L. Oosterbaan	NBV, Netherlands.

Railway Members

W. Mikkelsen	GdED, Germany;
F. Lane	NUR, Great Britain;
A. P. Coldrick	TSSA, Great Britain.
D. Mackenzie	

70.

Section Sub-Committee

The composition of the Sub-Committee set up to deal with drivers' working hours, driving hours and rest periods, safety and health questions, etc., is as follows:

H. W. Koppens	Section Chairman;
H. Ericson	Section Vice-Chairman;
A. Egli	VHTL, Switzerland;
K. Haussig	OeTV, Germany;
K. Jackson	TGWU, Great Britain.

It was agreed that representatives of other British unions might attend meetings of this Sub-Committee, if they so wished.

71.

MEETINGS

The following Section Meetings have been held in the period since the last Congress:

- 22 October 1968, London: ad-hoc Meeting (AETR);
- 15-16 January 1969, London: Section Committee;
- 31 January 1969, London: Section Sub-Committee;
- 28-29 April 1969, London: Section Sub-Committee;
- 9-11 June 1969, Villingen: Section Committee;
- 25-26 February 1970, London: Section Sub-Committee;
- 8-9 June 1970, Zürich: Section Sub-Committee.

A further Meeting of the Sub-Committee was due to be held in April 1971.

The Committee and Sub-Committee have dealt with the following matters: Hours of Work, Driving Time and Rest Periods; Vocational Training in Road Transport; The Construction of Vehicles; Urban Transport; The ITF Agreement on Legal Assistance to Drivers Abroad; Safety and Health in Road Transport; The Revision of ILO Convention No. 67; The Revision of the AETR; and the Agenda of the Ninth Session of the ILO Inland Transport Committee (1971). In addition, by special arrangement with the German Transport & Public Service Workers' Union (OeTV) in conjunction with Messrs. Kienzle of Villingen, the Committee has heard a series of lectures and taken part in a general discussion on the use of the tachograph (June, 1969). By arrangement with the Transport & General Workers' Union and the British Road Transport Industry Training Board (RTITB), members of the Sub-Committee visited the RTITB School at High Ercall (February, 1970).

These Meetings have been mainly concerned with the Revision of the AETR and ILO Convention No. 67. These items are reported on separately below. A summary of the documentation prepared by the Secretariat in conjunction with these items is given in the footnote to the Report on the Revision of the AETR (item 78 below).

A joint meeting of ITF and PSI (Public Services International) affiliates on Urban Transport Questions was held in London in July 1970 (for details see separate item below).

72.

Section Conference, 4-6 November, 1970, London

The Conference was attended by 46 delegates from 20 unions in the following 13 countries: Austria, Belgium, Eire, Finland, Germany, Great

Britain, Japan, Luxembourg, Netherlands, Norway, Sweden, Singapore and Switzerland. The British road transport affiliates: Scottish Commercial Motormen's Union, Transport and General Workers' Union, United Road Transport Union and the Union of Shop, Distributive and Allied Workers were the hosts. The Conference gave particular attention to reports dealing with recent developments in the European Communities, the revision of the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR), Vocational Training in Road Transport, Working Conditions in Urban Transport and proposals to revise the ILO Convention concerning the Regulation of Hours of Work and Rest Periods in Road Transport (Convention No. 67).

73.

The Conference agreed that the Sub-Committee would be regularly convened to review current developments in the EC affecting road transport inside and outside the EC. It was also agreed that other European affiliates not directly represented on the Sub-Committee might attend these meetings if they wished and that the Secretary of the ITF "Brussels" Committee should be a member, *ex officio*.

74.

The Conference noted with satisfaction that representatives of Governments within the United Nations Economic Commission for Europe (ECE) had now reached agreement on a revised draft of the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR). The Conference noted the efforts of the Section Committee and the Sub-Committee in representing the workers' view-point in the negotiations leading to the revision of the Agreement. At the same time, the Conference regretted any attempts that might be made by recourse to the institutions of the EC to weaken the standards on driving hours and rest periods obtaining throughout the EC area by reason of the implementation of the Decision of the Council of Ministers (No. 543/69) of 25 March 1969 and emphasized the necessity for complementing these regulations at an early date by further regulations dealing with working hours based on the concept of social progress and the upward harmonisation of working conditions throughout the three inland transport sectors.

75.

The Conference approved recommendations put forward by the Sub-Committee for the revision of ILO Convention No. 67 and agreed that the Secretariat should approach the International Labour Office at an early date with a view to instituting the necessary procedures within the ILO for the revision of this Convention.

76.

The Conference reviewed current progress at national level with regard to vocational training in road transport and re-affirmed the conclusions on this subject adopted by the Section Conference held in Stuttgart in 1967. It was agreed that these recommendations would form the basis of the workers' representations at the Ninth Session of the ILO Inland Transport Committee.

77.

The Conference noted, finally, the progress that had already been achieved in examining the various difficulties in securing a major improvement in working conditions of employees of urban transport undertakings and requested the Section Committee to continue this work as a matter of urgency.

78.

Revision of the AETR

A special meeting of the Sub-Committee on Road Transport of the ECE held in Geneva in April 1970, agreed on the final text of a revised version of the European Agreement concerning The Work Of Crews Of Vehicles Engaged In International Road Transport (AETR).

The original Agreement, concluded in Geneva in 1962, had never received the required number of ratifications for it to come into force. Among the countries which had ratified were certain countries of the European Communities. However, by the time general interest revived in bringing the AETR into force, it had become apparent that various measures in the social field being taken by the European Communities in pursuance of the common transport policy envisaged under the Treaty of Rome would make it impossible for the countries of the Community to ratify the AETR in its original form. Thus, a set of regulations adopted by the EC Council of Ministers in March 1969 dealing with certain working conditions in national and international road transport differed materially from the provisions of the AETR. In addition, Article 234 of the Treaty of Rome requires EC countries to denounce any international bilateral or multilateral agreements which are contrary to regulations adopted by the EC. The EC Governments therefore took the view that the AETR should be revised so as to reflect the social progress which had been made in the Communities and embodied in the more stringent provisions of the regulations.

In the event, the revised AETR concluded in 1970 is very largely based on the EC regulations. The main difficulty, overcome through a number of ECE meetings, has been the replacement of the original daily driving limit of 9 hours by a new limitation of 8 hours. The solution adopted here was to agree on a transitional period ending on 31 December

1973, during which the contracting parties of the AETR would be able to apply a 9 hour daily driving limit. As far as their own territory was concerned, the European Communities would apply to their own drivers the 8 hour limit prescribed under their regulations, whilst allowing drivers from outside the Communities to drive the 9 hours allowed under the transitional provision of the AETR.

Six meetings of the Section Committee and the Sub-Committee have been held since January 1969 and have been very largely concerned with an exchange of views between unions from the EC countries and the other European unions concerning the desirability of certain of the proposed amendments to the original AETR. The EC unions were particularly concerned that the revision of the AETR should not lead their respective governments to enter into any commitments which would weaken the Community regulations, either with regard to the envisaged limits on driving hours or with regard to the date of their implementation throughout the area of the European Communities. On the other hand, the British unions particularly were anxious about the possible implications of reducing the 9 hour daily driving limit of the original AETR to the 8 hours prescribed by the EC regulations. The measure of agreement finally reached with regard to the transitional period also entailed specific difficulties for the EC unions in so far as there appeared to be at one time a feeling that this might lead to postponement of the implementation of the Community regulations on the 8 hour daily driving limit.

All these meetings considered extensive documentation prepared by the Secretariat* comparing the provisions of the original AETR and those of the EC regulations and setting out the existing national regulations of the various European countries on drivers' hours of work, driving time and rest periods (maximum uninterrupted driving hours, maximum daily driving hours, minimum daily rest periods, maximum weekly driving hours, minimum weekly rest periods, maximum daily working hours, maximum weekly working hours and the definition of working hours) together with improvements in these provisions which affiliates considered desirable.

*"Hours of Work, Driving Time and Rest Periods" (69/Rt.1/3), "AETR/EEC" (69/Rt.1/3a), "Amendments proposed by Great Britain and Sweden to EEC Amendments to AETR" (69/Rt.1/3b), "Secretariat Draft Statement (AETR/EEC)" (69/Rt.2/1), "AETR/EEC Regulations (Draft Statement submitted by the Swedish Transport Workers' Union)" (69/Rt.2/2), "AETR-EEC Regulations (Note submitted by VHTL)" (69/Rt.2/3), "Revision of the AETR—Draft Statement" (69/Rt.3/2a), "Comparison of the National Legislative Provisions concerning Drivers' Hours of Work, Driving Time and Rest Periods" (69/Rt.3/3), "Working Hours, Driving Hours, Rest Periods and Other Conditions in Road Transport (including points for discussion proposed by the British affiliates)" (69/Rt.4/3) and "Working Hours—Definition and Components; Regulatory Limits" (70/Rt.1/3).

Following the pattern set at a special ad hoc Meeting of affiliates held in October 1968 to consider representation of the ITF point of view at a forthcoming meeting organized by the European Conference of Ministers of Transport (CEMT) to consider the revision of the AETR, a number of these ITF meetings adopted statements for submission to the various meetings of the ECE Sub-Committee on Road Transport specially convened to consider the revision of the AETR.

In these Statements the ITF affiliates were, first of all, concerned to hasten the conclusion of an Agreement on working conditions in international road transport which would be valid for all European countries and, at the same time, that these efforts should not prejudice the enforcement of corresponding regulations for both national and international road transport throughout the area of the European Communities. The ITF unions were also anxious to see a provision in the revised AETR which would lay down specific limits for daily and weekly working hours (not provided for either in the original AETR or in the EC regulations of March 1969*). The ITF unions have also pressed strongly for the retention of the provisions of the original AETR (Articles 10, 11 and 12) dealing with wages and allowances, sickness and industrial accidents and return to place of residence. The statement adopted by the meeting held in April 1969 dealt specifically with the question of the transitional period (see above).

*An EC Commission draft for a second series of EC regulations dealing with working hours is currently under discussion within the framework of the Communities' consultative machinery.

A further difficulty has been the strong feeling of the British affiliates that the organization of road haulage operations in the British Isles and the international journeys carried out by British vehicles would be seriously affected by the 8 hour daily driving limits envisaged in the revised AETR. This problem has also to be seen in conjunction with the current staged reduction of working hours in road transport in Great Britain. The transitional period included in the revised AETR represents a certain measure of accommodation by the EC Governments in this area. Unfortunately, the resulting state of affairs is not entirely satisfactory to the British unions, and, indeed, this concession has also given rise to certain internal difficulties within the EC.

The ITF was represented at all of these special ECE meetings, the delegations having been approved at the ITF meetings beforehand. On each occasion, the Secretariat reported back on the current progress of the negotiations in Geneva.

79.

Urban Transport

Following the decision of the Section Committee in January 1969, to give particular attention to the problems of workers in Urban Transport and

the difficulties facing Urban Transport undertakings, an extensive survey into these matters was carried out by the ITF Secretariat with the cooperation of the Secretariat of the Public Services International (PSI). The results of the survey were considered at a joint ITF/PSI Meeting on Urban Transport Questions held in London on 14-15 July 1970, and attended by representatives of 12 unions from Austria, Denmark, Germany, Gt. Britain, Netherlands, Norway, Sweden and Switzerland with membership in Urban Transport Services. During the discussions on the Report, certain speakers felt that the emphasis should be on consideration of certain specific aspects of working conditions, particularly the length of weekly rest periods, and on reaching agreement on proposed amendments to the Recommendations adopted in 1965 by the ILO Committee of Experts on Working Conditions in Urban Transport so as to provide a more appropriate set of principles for application to urban transport in Europe. Other speakers felt that the meeting should consider three basic areas: the mechanics of operation, i.e. the problems arising from congestion and competition from private cars; the financing of urban public transport, with a view to establishing a common approach on grants and subsidies and fare structures; and the harmonization of legislation governing speeds, hours of work, driving times, mileage limits, overtime limits, etc.

After a long discussion devoted to such aspects as fare structures, public authority grants for urban transport operations, the extent of overtime working and working at weekends, modernization and introduction of new techniques, the meeting unanimously **adopted** the following statement:

“A joint meeting of ITF and PSI affiliated unions held in London on 14 and 15 July 1970 gave consideration to problems relating to working conditions in urban transport. The meeting decided to recommend that the future work of the two Internationals should be governed by the following principles:

1. Urban transport undertakings perform an important public service task for the benefit of the entire community. The principle of financial self-sufficiency is consequently not to be allied to urban transport undertakings. In so far as urban transport undertakings continue to pursue the aim of financial self-sufficiency, this should not be allowed to impair wages and working conditions in this sector. This implies that the Government or other appropriate authority should provide grants and subsidies for the maintenance of adequate public transport services to urban communities. The essential nature of these services and the benefits accruing to the community fully justify this type of public financing. Particular attention is to be given to the manifest advantages of such grants and subsidies being paid on a regular basis within the framework of a comprehensive planned forecast of the community's particular needs.

2. Earnings of employees in urban transport services should be comparable with those paid to other workers having the same status, responsibility and performing work of an equally exacting character. The wage level in urban transport services should also take full account of various characteristics peculiar to urban transport operations, namely inconvenient working hours. At the same time, every effort should be made to reduce the extent of irregular working hours and inconvenient shift-working, which make for unattractive working conditions and impede recruitment, by rearrangement of working schedules and the deployment of staff specially recruited for this purpose.
3. The main improvements necessary in working conditions relate to the shortening of working hours, the general implementation of the principle of the 5-day week and the reduction of long spread-overs. The 5-day week should on no account be exceeded, and staff required to work at weekends and on Public Holidays to maintain essential services should be compensated by an equal number of days off plus further time off in compensation for actually working on these days.

The meeting requested the Secretariat to carry out further investigations of working conditions in urban transport services."

The Joint Meeting also agreed to reconstitute the Joint ITF/PSI Committee on Urban Transport Questions (Stappung, Matthies, Barazetti and Iddon); that the Joint Committee would work out an appropriate questionnaire dealing with a limited number of specific aspects of working conditions which were felt to be of particular interest; that the Joint Committee would carry out a revision of the provisions of the Recommendations of the ILO Committee of Experts on Working Conditions in Urban Transport (1965) in the light of suggestions made at the meeting.

The Joint ITF/PSI Committee on Urban Transport Questions met in Hamburg on 4 and 5 August 1970.

The meeting drew up a new questionnaire for a Survey on Working Conditions in Urban Transport and drafted a programme of aims for consideration by a further Joint ITF/PSI Meeting on Urban Transport, these aims being based on the Recommendations of the ILO Committee of Experts on Urban Transport Questions (1965).

The Joint ITF/PSI Committee decided that future work should be concentrated mainly on the following questions:

- a) Job security and pension provisions for urban transport staff (including retirement pensions, life insurance, and measures for the early retirement or re-employment of vehicle crews);
- b) Medical services (medical officers);

- c) New working methods on the administration side (computerisation, particularly with regard to rostering and the effects on staff);
- d) New trends in vehicle maintenance (introduction of new vehicle types, rationalisation of maintenance work, centralization of workshops, authorisation to accept work from outside, introduction of piece work and bonus systems);
- e) Vehicle crews (simplification and mechanisation of ticket issue, employment of women on public transport vehicles).

With regard to the Recommendations of the ILO Committee of Experts on Urban Transport Questions (1965), the Joint Committee adopted specific recommendations concerning working hours, spread-over, nightwork, rest days and annual leave and shift rotas.

80.

INTERNATIONAL LABOUR ORGANISATION

ILO Inland Transport Committee, Ninth Session

In addition to the General Report, which will deal with the effect given to previous resolutions and recommendations of the Inland Transport Committee and with recent developments in inland transport, the two principal agenda items for the Ninth Session are both concerned with road-transport questions:

“Working conditions and safety provisions applying to persons employed in road transport.” (Agenda Item 2)

“Basic and advanced vocational training in road transport.” (Agenda Item 3)

This compares with the wording proposed by the ITF:

“Working conditions of and safety provisions applying to persons employed in road transport, with particular reference to drivers.”

(2)

“Problems relating to vocational training and workers’ training for promotion in road transport, with particular reference to drivers and to conditions in developing countries.” (3)

The Report of the ILO Governing Body meeting which approved the new wording indicates that, in spite of the deletion of the reference to developing countries in the wording of Agenda Item 3, the Report to be prepared for this item will deal with “any special problem arising in particular groups of countries, including developing countries.”

The Ninth Session was to have been held in May 1971 but, at the time this Report was prepared, the most definite information available from the International Labour Office was that the February-March

Meeting of the ILO Governing Body would be considering the dates of the Inland Transport Committee and that the Workers' Group of the Governing Body would be pressing for the meeting to be held some time in 1971.

81.

Revision of ILO Convention 67

A resolution was adopted by the 1968 ITF Congress concerning the amendment of ILO Convention 67, which dates from 1939 and has so far been ratified by only 4 countries (CAR, Cuba, Peru, Uruguay).

At a meeting held in January 1969, the Section Committee decided to appoint a Sub-Committee to be principally concerned with safety and working conditions in road transport with a view to consideration of working conditions in road transport at the Ninth Session of the ILO Inland Transport Committee to be held in May 1971 and the desirability of amending ILO Convention 67. A number of specific amendments recommended by the Sub-Committee were approved by the Section Conference held in November, 1970.

INLAND NAVIGATION SECTION

82.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1970 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Austria	Anton Lux*	A. Pcham
Belgium	L. Eggers	
France	J. Duniau	
Germany	H. Diers	H. Mollers
Great Britain	P. Henderson	
Netherlands	P. Mol	

*J. Mladoshowitz died 24th September, 1968, and was replaced by Anton Lux.

83.

MEETINGS

Inter-Section Conference. London, 28-29 April 1968

The Inland Navigation Section was represented at the ITF Inter-Section Conference which adopted a statement on the subject of containerization and technological change. The text of this statement including the part relating to the inland navigation industry will be found in the Annex to this Report.

84.

Section Conference, Wiesbaden, 28 July 1968

This was a Section Conference held during the ITF Triennial Congress. It was attended by 22 delegates from eight countries including India, and observers from the European Economic Community and the Committee of ITF Unions in the EEC. Vice-Chairman P. Mol (Netherlands) presided.

The Section activities reported in the ITF Year Books for 1966-68 were approved, as was also a Working Programme for the coming three-year period, which dealt mainly with the Section Conference due to meet in London in the following August and the ILO Meeting on Inland Navigation due to meet in Geneva in the following October.

H. Diers of Germany was elected Chairman of the Section, as successor to the late Henry Hildebrand, and P. Mol of the Netherlands was re-elected Vice-Chairman.

85.

Section Conference, London, 28-29 August 1968

Delegates attended from six countries, as well as an observer from the ITF Committee of Unions in the EEC. Section Chairman Hans Diers (Germany) presided.

The agenda comprised the following items: Report of the Secretariat; Proposed International Programme for Inland Navigation Workers; ILO Meeting on Inland Navigation; Safety on Inland Waterways; Education of Boatmen's Children; Technological Change in Inland Navigation; and Regional Developments.

Three resolutions were adopted. One asked the ILO to take up the question of safety on inland waterways. Another, also addressed to the ILO, asked that an enquiry be made into the present position with respect to educational opportunities for boatmen's children in different countries. The third resolution endorsed, in respect of inland navigation, the conclusions adopted by the ITF Congress in Wiesbaden on the social implications of technological developments. The proposed International Programme was referred to a further meeting of a sub-committee, which was to meet in Holland in the following January. Finally, the Section expressed a wish that renewed attention be given to the problems of the Danubian region.

86.

Programme Committee

The Committee, set up by the 1968 Section Conference to continue consideration of an International Programme for the Section, met in

Utrecht, Holland, on 7-8 January 1969 and drew up a draft International Action Programme. This has been circulated to affiliated Unions pending endorsement by the next Section Conference.

87.

Meeting on problems of Danube boatmen

An exploratory meeting, held under the auspices of the ITF in Vienna on 12-13 June, 1969, was attended by delegates from the Austrian and German Transport Workers' Unions who discussed the special social and trade union problems of the crews of vessels navigating on the Danube.

Among the questions considered were ways and means of promoting joint trade union action on the Danube and the possibility of bringing about an ILO Conference on Danubian Navigation, similar to those held for Rhine navigation over the years. It was agreed that the contacts established by the meeting were useful and should be continued at appropriate intervals.

88.

Section Meeting, Basle, 25-26 November 1970

The Agenda of this Meeting included: the outlook with regard to ratification of the ILO Agreement concerning working conditions on Rhine vessels; implementation of the revised manning scales; current Collective Agreements in the European Inland Navigation sector; working hours in the European Inland Navigation sector; progress with regard to the introduction of new types of navigation (continuous; semi-continuous, etc.); recent developments affecting Inland Navigation within the EEC; workers' representation on the Export Committees of the Central Rhine Commission.

89.

RHINE NAVIGATION

The negotiations which had been going on since 1963 under the auspices of the Central Rhine Commission on the subject of new manning scales for navigation on the Rhine were finally brought to a conclusion in the course of 1968. The new regulations, which will apply to all forms of navigation (normal, semi-continuous and continuous), to all types of craft (barges, tugs, motor freighters and pushboats), and to all flags operating on the Rhine (Belgium, France, Germany, Netherlands, Switzerland), came into force on 1 August 1968.

Enforcement machinery for the various regulations applicable to set out in a Protocol to the 1963 Revised ILO Agreement concerning Working Conditions on Rhine Vessels, adopted by an inter-governmental conference held in Geneva from 8-13 November 1969 under the joint

auspices of the ILO and the Central Rhine Commission. This Protocol provides for a system of sanctions for infringements of the provisions concerning rest periods, manning scales, etc., and will come into force upon ratification by the five countries concerned.

90.

INTERNATIONAL LABOUR ORGANIZATION

ILO Meeting of Experts, Geneva, 22-31 October 1968

This meeting, which was preceded by a preliminary meeting of ITF participants on 21 October, was composed of six members drawn from government circles, six from among employers' circles and six from among workers' representatives. Four of the six workers' participants were nominees of ITF unions and were accompanied by technical advisers. The agenda comprised three items: minimum age for admission to employment; medical examination; vocational training and certificates of competency.

After detailed discussions, the meeting unanimously adopted conclusions concerning the subjects of discussion. These, together with a resolution which was also adopted unanimously and which asked the ILO to take urgent steps with a view to the preparation and adoption of international instruments on those subjects, were considered by the ILO Governing Body at its meeting of February 1969. As a result, work on the instruments is to commence early in 1972.

DOCKERS' SECTION

91.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1970 was as follows:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Austria	R. Gryc	A. Peham
Belgium	A. Vervliet*	
Finland	S. Tompuri	
France	J. Duniau	
Germany	H. Diers	B. Frank
Great Britain	T. O'Leary (<i>Chairman</i>)	
India	K. A. Khan	S. K. Sethye
Italy	A. Ortolani	L. Betti
Malta	A. Caruana	
Netherlands	W. Hulsker (<i>Vice-Chairman</i>)	
Norway	H. Nicolaysen	
Philippines	R. Oca	
Sweden	G. Gustafsson	
U.S.A.	T. W. Gleason	

*replaced G. de Crom, died 11 November 1970.

92.

MEETINGS

Section Conference, London, March 1968

The Section Conference held in London in March was attended by 18 delegates from 10 countries, including Guyana and the United States. The ILO and the Committee of ITF Unions in the EEC were represented by observers.

The subjects discussed covered the maximum permissible weight to be carried by one worker, containers and unit load systems, dangerous and unhealthy cargoes, safety of dock work, and the dockers' rôle in relation to the flags-of-convenience problem. These matters are further referred to below.

93.

Fair Practices Committee, London, March 1968

The meeting of this body, besides reviewing past activities and achievements in the ITF campaign against flags of convenience, also noted the emergence of a new disquieting development described as the "crews of convenience" problem, i.e. the tendency to replace European crews by low-paid Asian seamen. Dockers' unions were asked to consider anew what assistance they could render to seafarers to intensify the struggle against harmful practices.

A report on the meeting, covering policy aspects and future activities, is given under the heading "Special Seafarers' Section" on page 93.

94.

Inter-Section Conference, London, April 1968

This was a joint conference of the various Sections of the ITF affected by the new developments in cargo-handling, particularly the advent of unit load systems, such as containers, pallets, roll-on roll-off, etc. It adopted a statement, now forming part of the ITF's study on containerization, which dealt with these problems from the point of view of the different Sections, including the Dockers, and set out the main points of the policy to be pursued by the ITF and its affiliates in this regard in future developments. (See Annex.)

95.

Section Conference, Wiesbaden, July 1968

This was the Dockers' Section Conference held during the 1968 Congress of the ITF. It reviewed Section activities since the 1965 Congress and discussed the working programme for the coming period, especially ITF participation in the ILO meeting on Dock Labour, due to meet in Rotterdam in April 1969.

The Section adopted resolutions which: formulated international policy in respect of containerization and technological development; expressed solidarity with the Danish seafarers in their continuing difficulties with their shipowners; supported the idea of setting up within the EEC a Joint Advisory Committee to deal with the social problems of port labour in the Community; declared wholehearted solidarity with the Italian dockworkers in their struggle to safeguard jobs and maintain labour standards.

The full texts of the resolutions are given on pages 71-81 of the Proceedings of the 29th Congress.

96.

Meeting on Containerization, Bremen, January 1970

An ITF Dockers' Meeting took place in Bremen on 19-20 January to discuss the impact of containerization and other developments in cargo handling on the port labour situation in different countries. Thirty delegates attended from Austria, Belgium, Curacao, Denmark, Germany, Finland, France, Holland, Italy, Sweden, Switzerland and the United States together with an observer from the ITF "Brussels Committee" also present. The Chairman of the ITF Dockers' Section, T. O'Leary, was at the last moment unable to attend, owing to illness. W. Hulsker of the Dutch Transport Workers' Union, Section Vice-Chairman, presided.

Previous discussions held under the auspices of the ITF and the ILO on the effects of containerization and other modern cargo handling methods on dock labour conditions had already resulted in the formulation of general directives on the subject and the meeting in Bremen concentrated on proposals to draw up an international model agreement for dock work which would promote uniform developments in dock labour conditions and serve as a basis for national negotiations.

Consideration was given to various aspects of the subject, such as pay differentials, working hours, shift systems, fringe benefits, labour flexibility and guaranteed employment. It was agreed that the benefits of technological development and increased productivity of dock operations should be enjoyed by dock labour as a whole and that an international model agreement should be drawn up on such lines. A committee, comprising members from eight countries (Belgium, France, Germany, Holland, Italy, Sweden, United Kingdom and the United States) was set up to work out the terms of such an agreement. The text of the resolution adopted is given on page 136.

97.

Committee on Model International Agreement, Rotterdam, April 1970

The first meeting of the ITF Committee on a Model International Agreement for Dock Work took place in Rotterdam on 6 and 7 April, 1970.

Representatives of dockers' unions in France, Germany, Great Britain, Italy, Netherlands, Sweden and the United States took part and Tim O'Leary, Chairman of the ITF Dockers' Section, presided. The aim of the meeting was to consider for the first time the drawing up of a model agreement that would lay down basic principles which national organizations could apply on matters such as hours of work, pay, manning, security of employment and changes in working methods and techniques. The discussions had as their background the rapid and widespread introduction of new cargo handling techniques, in particular containers, with all the consequences that these carried for dock workers. The meeting's conclusions were distributed among the unions concerned for their further consideration and comments.

98.

INTERNATIONAL LABOUR ORGANIZATION

Tripartite Technical Meeting of the ILO, Rotterdam, April 1969

This was a Tripartite Technical Meeting of the ILO, in which all the workers' participants, with one exception, were nominated by the ITF. It was the outcome of the conversation which ITF representatives had with the Director-General of the ILO in June 1967. The social repercussions of unit-load systems was the main item on the agenda and the result of the eleven-day discussion between government, employers' and workers' representatives was the unanimous adoption of a set of conclusions on the container problem and various related matters, viz, vocational training and retraining of dockworkers and the safety, health and welfare of dockworkers.

The conclusions of the ILO meeting were circulated to dockers' affiliates by ITF Circular No. 60/D.13 of 2 May 1969. As noted in the circular, one of the key passages of the ILO conclusions on the social repercussions of unit-load systems stated that "*positive steps should be taken by all parties concerned to avert or minimise as far as possible reduction of the work force by appropriate measures without prejudice to the efficient conduct of dock work operations.* Except in case of dismissals on disciplinary grounds, adequate provisions should be made to protect dockworkers in case of unavoidable reductions of the labour force". Another important passage stated: "Regular full-time employment is aimed at for all dockworkers. Until regular full-time employment is possible, guarantees of employment and/or income should be provided, the extent and nature of which should depend on the economic and social situation of the country concerned".

Especially important, in view of the all too common tendency to forge ahead with reorganization plans without proper and previous consultation on the social factors, is the recommendation that "*machinery should be set up in each country and/or port for assessing the probable*

impact of changes in cargo-handling methods”, and that “those directly concerned with the movement of cargo through ports (including the employers’ and workers’ organizations of the port industry) should participate in such machinery”. Special mention was made of the developing countries, with regard to which it was recommended that they should “aim at an intermediate technology which would make economical use of foreign exchange and be relatively labour-intensive through, for instance, increased palletization”.

Particular importance attaches also to a passage in the Rotterdam conclusions which linked measures for increasing the efficiency of work in ports to social standards: “*Such measures should be accompanied by agreements concerning the regulation of employment and incomes and by improvements in conditions of work.*” “Dock workers should share in the benefits secured by the introduction of new methods of cargo handling.” The conclusions went on to specify in some detail the improvements which should come about under various heads, such as labour legislation, labour inspection, working hours, weekly rest, paid holidays, safeguards on shift work, appropriate payment methods and pension and retirement schemes.

SEAFARERS’ SECTION

99.

SECTION COMMITTEE

At the end of 1970 the composition of the Committee was:

Argentina	M. Rodriguez, E. Venturini	
Belgium	W. Cassiers, R. Dekeyzer	
Denmark	P. Møller-Hansen, ¹ S. Bøje Larsen, K. Mol-Sørensen, A. C. Hansen, N. Metslov	E. Udby Hansen G. Andersen, S. Fønsskov
Estonia	O. Keitele	
Finland	H. Rake	
Germany	D. S. Tennant, (Chairman)	
Great Britain	W. Hogarth	
India	K. Khadiilkar	
Israel	Y. Yagol, E. Rapoport	
Italy	F. Giorgi	
Jamaica	C. Francis	
Japan	K. Kihata, M. Murakami	

Netherlands	W.Ch. van Zuylen
Norway	O. Karling,
	L. Lerstad
Sweden	G. Klang, ²
	S. Wiebe
Switzerland	K. Rebsamen
Uruguay	A. del Gaudio
U.S.A.	E. Shepard,
	S. Wall,
	J. Curran (<i>Vice-Chairman</i>)

100.

Asian Seamen's Committee

At the end of 1970 the composition of the Committee was:

Denmark	S. Fønsskov
Germany	H. Rake ³
Great Britain	W. Hogarth,
	D. S. Tennant
Netherlands	W.Ch. van Zuylen
Norway	O. Karling
India	K. Khadilkar
Sweden	G. Klang ²

101.

Automation Committee

At the end of 1970 the composition of the Committee was:

Belgium	W. Cassiers
Denmark	P. Møller-Hansen ¹
Germany	H. Rake ³
Great Britain	W. Hogarth,
	D. S. Tennant
Italy	F. Giorgi
Japan	K. Murakami
Netherlands	W.Ch. van Zuylen
Sweden	S. Wiebe
Uruguay	A. del Gaudio
U.S.A.	E. Shepard,
	S. Wall

¹ Replaced J. Nielsen.

² Replaced Johan S. Thore who died on 24 February 1970.

³ Replaced H. Wiemers.

102.

MEETINGS

Fair Practices Committee, London, March 1968

A Meeting of the ITF Fair Practices Committee was held in London from 21-22 March, 1968. Several members of the ITF Seafarers' Section participated (see item 131 below).

103.

Inter-Section Conference on Containerization, London, April 1968

A special ITF Inter-Section Conference on Containerization was held in London from 18-19 April, 1968, in which several members of the ITF Seafarers' Section participated (see item 94 above).

104.

Section Conference, Wiesbaden, July 1968

A Conference of the Section was held on 28 July, 1968, in conjunction with the ITF Congress in Wiesbaden and was attended by 65 delegates and advisers from 21 countries. W. Hogarth (NUS, Great Britain) was elected Chairman and Rapporteur for the meeting.

105.

Automation Committee, London, December 1968

The ITF Committee on Shipboard Automation held a meeting in London from 12-13 December, 1968, and discussed the labour problems caused by shipboard technological developments and the introduction of ever larger ships. A resolution was adopted which expressed the views of seafarers on these problems and indicated the lines along which solutions should be sought (see page 137).

It stressed the great importance of improved vocational training to meet the need for properly trained personnel. In this connection a preparatory discussion took place on a meeting of a Joint ILO/IMCO Committee on Maritime Safety Training due to open in London on 17 December 1968 (see item 122). The meeting noted also that the question of vocational training of seafarers would figure prominently on the agenda of the Preparatory Technical Maritime Conference of the ILO due to be held in September 1969.

106.

Ad Hoc Meeting on Container Consortia, Rotterdam, February 1969

A Meeting of ITF seafarers' affiliates concerned with the Atlantic Container Line (ACL) was held in Rotterdam on 24 February, 1969, and was attended by representatives of seafarers' affiliates from the Netherlands, Sweden and the United Kingdom. Its purpose was to consider the possibility of harmonising salaries and working conditions of crews in the service of ACL and similar consortia. Conclusions were come to concerning the payment of a container bonus; the collection of additional information on various aspects of container ship operation; the manning standards and practices of such vessels; the amount of leave to be given to the crews concerned; and the need for appropriate

crew amenities on container and comparable ships. Meetings to follow up these discussions would be arranged as and when necessary. A Press statement issued following the meeting was widely reproduced in the shipping press.

107.

Section Conference, Genoa, September 1969

The ITF Seafarers' Section met in Genoa from 12-13 September, 1969, on the eve of the ILO Preparatory Technical Maritime Conference (see item 113 below). Over 70 delegates and advisers from some 40 affiliates in 18 countries attended. Advance consideration was given to the matters on the agenda of the ILO Conference.

108.

Ad Hoc Meeting on Coastal and Short Sea Trades, London, September 1970

Representatives of ITF seafarers' affiliates in Europe met in London on 2 September 1970 to discuss the increasingly harmful effects on seafarers' conditions of work of the fierce competition among shipowners in the coastal and short sea trades of Europe and to agree on action designed to contain this threat. The meeting undertook a review of past activities and recent developments in this field and decided that social justice for the seafarers concerned could only be achieved through co-ordinated action within the framework of the ITF. The delegates arrived at a basic formula for such action, envisaging the maintenance, in principle, of a three-watch system related to work load. A further meeting was scheduled for February 1971.

109.

Radio Officers' Conference, London, September 1970

Delegates from ITF affiliated Radio Officers' organizations in nine countries met in London from 15-16 September 1970 to discuss developments at IMCO where a series of attacks on the world-wide radio telegraph sea safety network had been launched by certain governments and international agencies (see item 123). After a thorough discussion of all developments at IMCO and of other developments in the field of maritime radio safety, the organizations represented adopted a comprehensive position paper embodying a policy for radio officer affiliates of the ITF, consistent with the principles laid down in the International Seafarers' Charter. The Radio Officers' Section which met on the eve of the 55th (Maritime) Session of the International Labour Conference (see Item 110 below).

110.

Section Conference, Geneva, October 1970

A Conference of the Section was held from 9-10 October mainly to prepare the work at the forthcoming 55th (Maritime) Session of the International Labour Conference. 55 delegates and advisers from 30 organizations in 14 countries were in attendance (see item 115, page 87).

The Conference also approved a policy statement referred to it by the ITF Radio Officers' Conference which was held in September 1970 (see previous item and page 138).

111.

INTERNATIONAL LABOUR ORGANISATION (ILO)

ILO Seminar on Maritime Training for Asian Countries

A Seminar on Maritime Training for Asian Countries, organized under the UN Development Programme by the International Labour Office and the Danish Board of Technical Co-operation with Developing Countries, was held at Holte (Denmark) from 29 September to 19 October 1968. 25 participants from 10 Asian countries attended. The ITF was represented by D. S. Tennant (MNAOA, Great Britain).

112.

Joint ILO/IMCO Committee on Training

The First Session of the Joint Committee was held in London from 17-20 December at IMCO Headquarters, London. The Seafarers' Members on the ILO delegation were T. F. O'Callaghan (USA), J. D. Randeri (India), D. S. Tennant (UK), W. Ch. van Zuylen (Netherlands) and H. Wiemers (Germany), all from ITF-affiliated unions. The ITF was represented by observers.

The Committee, which met to consider, inter alia, the appropriateness of international formulation of standards for training and qualifications both of officers and crew on large ships, agreed to revise and update the "Document for Guidance—1964" which had been prepared by the previous Joint ILO/IMCO Committee.

The Committee recommended that the "Document for Guidance—1968", if approved by the appropriate bodies of IMCO and the ILO, should be sent to the Member States of both organizations.

The Joint Committee held its Second Session at ILO headquarters in Geneva from 4-8 May 1970. The ITF was again represented by observers.

The Committee took up the revision of the "Document for Guidance—1968", which was adopted at its first session and recommended that the revised "Document for Guidance—1970", when approved by the appropriate bodies of the ILO and IMCO, should be transmitted to the Member States of both organizations for distribution among all bodies and institutions concerned with the training of seafarers. The document has since been approved by the ILO Governing Body and is soon expected to receive the approval of the IMCO Assembly. The Committee also recommended that a further session should be held to keep the document up to date in the light of technological progress. This recommendation is being considered by the Director-General of the ILO and the Secretary-General of IMCO.

113.

ILO Preparatory Technical Maritime Conference

The Conference was held in Genoa from 15 to 26 September 1969 with the object of preparing the ground for the Maritime Session of the International Labour Conference, due to meet in 1970.

The ITF group played a predominant rôle in the Seafarers' Group of the Conference: J. S. Thore (Sweden) was elected Vice-Chairman of the Conference, D. S. Tennant, F. Giorgi and C. H. Blyth, respectively, Chairman, Vice-Chairman and Secretary of the Seafarers' Group. On the Conference's Steering Committee, the ITF accounted for the four titular members and three of the four substitute members, while ITF affiliates also held practically all the titular seats on the six Technical Committees set up by the Conference.

The Proposed Conclusions drawn up by the Technical Committees on the six subjects of discussion: Crew Accommodation; International Minimum Wage for Able Seamen; Technical Developments; Accident Prevention; Vocational Training; and Welfare on Board and in Port, were to form the basis of a second discussion at the 1970 Conference (see item 115).

114.

ILO Maritime Training Seminar for the Developing Countries

The ILO held a Maritime Training Seminar in Singapore from 23 April to 6 May 1970, the object of which was to upgrade the training of seafarers in the developing regions of the world. The Seminar, which was organized in conjunction with the UN Development Programme, examined maritime training conditions in Singapore and paid special attention to the development of a model pre-sea training course for use at national pre-sea training centres. Donald U'ren, Asian Representative, attended the Seminar on behalf of the ITF.

115.

55th (Maritime) Session of the International Labour Conference

A total of 534 delegates and technical advisers from 65 Member States of the ILO participated in the work of the 55th (Maritime) Session of the International Labour Conference which was held in Geneva from 14-30 October. Representatives of ITF-affiliated seafarers' organizations, attending the ILO Conference as Workers' Delegates, Advisers and Observers played a dominant rôle at the Conference, some of them in the capacity of Seafarers' Vice-Chairmen of all the Technical Committees established by the Conference. H. Weimers (OeTV, Germany) was elected Seafarers' Vice-President of the Conference, D .S. Tennant (MNAOA, Great Britain) acted as Chairman of the Seafarers' Group and C. H. Blyth (ITF General Secretary) served as Secretary to the Group.

From the seafarers' point of view, the Conference was a highly successful one, thanks to the hard work and unity of purpose displayed by the Group. Large numbers of new international standards were adopted during the Session, namely:

- A Resolution on the revision of minimum wages in the light of downward changes in the value of money which have occurred since the adoption of the 1958 ILO Recommendation (the recommended equivalent for the 1958 figures of £25 or \$70 as an AB's basic monthly minimum are £42 or \$100);
- A Convention on crew accommodation and two Recommendations on air conditioning and the control of harmful noise respectively;
- A Convention and Recommendation on accident prevention;
- A Recommendation on seafarers' welfare both at sea and in port;
- A Recommendation on employment problems arising from technical developments on board ship;
- A Recommendation on vocational training of seafarers aimed at, inter alia, the reduction of accident risks, the provision of retraining facilities and of opportunities for upgrading and promotion.

In addition, the Conference adopted a number of Resolutions requesting the International Labour Organisation to study a wide variety of questions of importance to seafarers, including, for example, continuity of employment; industrial relations in the shipping industry; the revision of Convention 91 on paid vacations for seafarers as well as of other Conventions on seafarers' working and living conditions; compensatory leave; the improvement of sewage disposal methods on ships in port; the protection of young seafarers; flags of convenience (application of ILO standards to seafarers employed on foreign vessels); and the holding of regional maritime conferences, which were considered of particular importance to developing countries with merchant fleets.

Finally, the Conference was called upon to review the membership of the Joint Maritime Commission, which was last determined in 1958, and in this regard both the Seafarers' and the Shipowners' Groups communicated to the President of the Conference that since the composition of the Joint Maritime Commission was fixed by the ILO Governing Body at 15 regular and 5 deputy members on each side the number of members of the ILO had increased considerably and that therefore modest increase in the regular membership from 15 to 18 would seem appropriate. They also agreed to propose such an increase to the Governing Body. On the assumption that this proposal would be accepted by the Governing Body the two groups met separately to select the members of the Joint Maritime Commission (see next item).

116.

Joint Maritime Commission

The seafarers' membership of the Joint Maritime Commission, as proposed by the Seafarers' Group at the 55th (Maritime) Session of the International Labour Conference and as approved and noted by the ILO Governing Body at its meeting in November 1970, is as follows:

Seafarer regular members:

W. Hogarth (United Kingdom);
P. Hall (United States; substitute: S. Wall);
H. Rake (Federal Republic of Germany);
W. van Zuylen (Netherlands);
L. McLaughlin (Canada);
K. Mols-Sørensen (Denmark);
J. Randeri (India);
E. Tollerud (Norway);
E. Venturini (Argentina);
S. Wiebe (Sweden);
K. Kihata (Japan);
O. Keitele (Finland);
P. Geraghty (Australia);
F. Giorgi (Italy);
W. Cassiers (Belgium);
Y. Yagol (Israel);
V. Petrikeevev (USSR);
A. Gruênais (France).

Seafarer deputy members:

J. K. Smith-Mensah (Ghana);
M. Berezecki (Poland);
A. Osman (United Arab Republic);
D. Zerjal (Yugoslavia);
C. Salas Núñez (Chile).

117.

INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANISATION (IMCO)

General

The agendas of a number of meetings held by IMCO from 1968-70 contained items which were of interest to seafarers in general and to the ITF in particular. The ITF was represented through the observer status held by the ICFTU at meetings of the following IMCO bodies: Council, Assembly, Maritime Safety Committee, Sub-Committee on Safety Navigation, Sub-Committee on Radiocommunications, Sub-Committee on Containers and Cargoes, Sub-Committee on Life-Saving Appliances, Sub-Committee on Fire Protection and the Joint ILO/IMCO Committee on Maritime Training (see item 112).

The following are some of the subjects of special interest to the ITF which were discussed at these meetings: problems arising out of the Torrey Canyon incident, standards for training qualifications and certification of officers and crew, amendments to the 1960 SOLAS Convention, the Convention on Load Lines, Containers and their carriage at sea, automation in ships, radio telephony on ships and the radio distress system at sea and Life-Saving appliances.

118.

International Conference on Tonnage Measurement of Ships

This Conference which was held in London from 27 May to 23 June 1969, adopted the International Convention on Tonnage Measurement of Ships (1969). Apart from providing a unified system of tonnage measurement, the Convention simplifies the determination of gross and net tonnage in comparison with the existing national tonnage measurement regulations. It will come into force 24 months after it has been accepted by 25 states representing together not less than 65% of the world's merchant shipping. At the time of writing 3 member states had accepted the Convention.

119.

International Legal Conference on Marine Pollution Damage

This Conference, which was held in Brussels from 10 to 29 November 1969, adopted and opened for signature two international Conventions, viz. (1) The International Convention Relating to Intervention on the High Seas in Cases of Oil Pollution Casualties (Public Law) and (2) The International Convention on Civil Liability for Oil Pollution Damage (Private Law). The Conference also appointed a Working Group to deal with the establishment, organization and administration of an International Compensation Fund. It is envisaged to hold an international legal conference towards the end of 1971 to consider and adopt an appropriate compensation scheme.

120.

International Maritime Dangerous Goods Code

Progress was made in the development of further annexes to this Code, involving mainly the compilation of medical first-aid recommendations for use in accidents connected with the carriage of dangerous goods (here IMCO co-operates with WHO and ILO) and formulation of provisions relating to the use of portable tanks for dangerous liquids. Progress was also made in the field of explosive articles and substances.

121.

Merchant Ship Search and Rescue

IMCO has prepared a manual for the guidance of Masters and others involved in distress incidents at sea, which contains instructions concerning action to be taken by vessels in distress and by those participating in search and rescue operations. The manual has been recommended to Member Governments for immediate implementation. In addition to the manual IMCO intends to study the preparation of an international organizational plan for the definition of areas of responsibility for search and rescue services.

122.

Safety of Navigation

Considerable progress has been made by IMCO in the direction of introducing measures and policies designed to promote the safety of navigation, the most important results being the compulsory carriage of navigational equipment and separation of traffic at sea. Also work on the revision of the International Regulations for Preventing Collisions at Sea is well in hand and the organization is also considering the use of space techniques for determining ships' positions.

123.

Radiocommunications

The appropriate Sub-Committee has been hard at work on the revision of the Maritime Distress System, covering a wide range of technical and operational aspects with a view to achieving either an early improvement in the present system or a reshaped future system, involving the use of space telecommunication techniques. Consideration has been given to operational requirements in regard to safety, efficiency and economy and a tentative list of such requirements has been sent to governments with the future ITU Space Conference (scheduled for June, 1971) in mind. Preliminary consideration has also been given to the radiocommunications requirements of drilling platforms, hydrofoil boats and air-cushion vehicles.

The ITF and its Radio Officer affiliates have been extremely busy on this particular Sub-Committee, resisting attempts by certain governments and international agencies to undermine the world-wide maritime radio safety network at the expense of the radio officer. A radio policy position was adopted by a meeting of ITF Radio Officer affiliates in September 1970 and later endorsed by the Seafarers' Section in October the same year (see items 109-110 above). This policy will be pursued by the ITF at the next meeting of the IMCO Sub-Committee on Radio-communications which was scheduled for January 1971). The ITF has been represented at the Sessions of this Sub-Committee by K. Murphy, Radio and Electronic Officers' Union, United Kingdom.

124.

Life-saving appliances

Consideration has been given at IMCO to requirements in respect of life-saving appliances for air-cushion vehicles and mobile off-shore units (drilling platforms etc.) with the ultimate aim of including such requirements in a comprehensive safety code. Also under consideration are amendments to the provisions in the 1960 SOLAS Convention regarding life-saving appliances for passenger ships on short international runs and the provision of special fire-resisting lifeboats for tankers.

125.

Code for ships carrying dangerous chemicals in bulk

A comprehensive Code for the construction and equipment of ships carrying dangerous chemicals in bulk is expected to be finalized early in 1971.

126.

Subdivision and damage stability of ships

Extensive amendments to the regulations of the 1960 SOLAS Convention concerning subdivision requirements for passenger ships are being prepared with a view to putting forward formal proposals in 1971. Plans are also under way to examine, as a next step, the subdivision of cargo ships and of new types of craft (air-cushion vehicles, hydrofoils, drilling rigs, etc.).

127.

Fire safety

IMCO is currently working on recommendations concerning the fire safety of ships under automated control, of mobile off-shore units and of air-cushion vehicles. A Recommendation has already been adopted concerning fire safety measures for hydrofoil boats. IMCO is also pursuing studies on fresh requirements for structural fire protection and fire fighting equipment for tankers.

128.

Future Activities

Apart from pursuing its normal work through its already established institutions, IMCO is hoping to arrange the following conferences, either singly or jointly:

A Conference on International Container Traffic in Geneva in 1972 (jointly with the United Nations) at which it is envisaged to adopt a Convention on the safety of maritime containers.

An International Conference on Special Trade Passenger Ships in London from 27 September to 4 October 1971 (concerned with the conveyance of large numbers of special trade passengers by sea on international voyages).

A Conference on the creation of an International Compensation Fund for Oil Pollution Damage in Brussels from 16 to 18 December 1971.

A Conference on the Revision of the Collision Regulations possibly 1972.

IMCO is also envisaging holding in the near future a **Conference on the Legal Status of ODAS** and a **Conference on Maritime Pollution**.

129.

MARITIME LAW

A Diplomatic Conference on Maritime Law took place in Brussels in February 1968 under the auspices of the Comité Maritime International. The ITF was represented by an observer, W. Cassiers (BTB, Belgium).

GENERAL

Latin American Seminar on Technological Changes in the Maritime Industry

(See Report on page 59, item 55).

Asian Seminar on Technological Changes in the Maritime Industry, Penang.

(See Report on page 56, item 48).

Flags-of-Convenience

This subject is dealt with under the heading of Special Seafarers' Section on page 93.

Industrial Disputes

Disputes involving ITF-affiliated seafarers' organizations are reported on pages, 39, 40, 44 and 45.

SPECIAL SEAFARERS' SECTION

130.

FAIR PRACTICES COMMITTEE

At the end of 1970 the composition of the Committee was as follows:

<i>Country</i>	<i>Seafarers</i>	<i>Dockers</i>
Argentina	—	E. Tolosa
Belgium	W. Cassiers	A. Vervliet ¹
Canada	W. Smith	—
Finland	O. Keitele	—
Germany	B. Frank ²	H. Diers
Great Britain	D. S. Tennant	T. O'Leary
	W. Hogarth	
Italy	F. Giorgi	—
Japan	K. Kihata	—
Netherlands	W. Ch. van Zuylen	W. Hulsker
Norway	E. Tollerud	—
Sweden	—	H. Ericson ³
U.S.A.	J. Curran	T. W. Gleason
	P. Hall	

¹ replaces G. de Crom, died 11 November 1970

² replaces H. Wiemers, resigned October 1970

³ replaces E. Larsson, retired August 1969

The Chairmen of the Dockers' and Seafarers' Sections respectively (T. O'Leary and D. S. Tennant) continue to act as Co-Chairmen of the Fair Practices Committee.

The Pan-Hellenic Seamen's Federation, whose then General Secretary, C. Hadjitheodorou, was elected as the Greek representative on the Committee, was in company with all other Greek affiliates suspended from ITF membership by the Executive Board at its meeting in November 1968 (see item 2 above).

131.

MEETINGS

Fair Practices Committee, London, 21-22 March 1968

The meeting adopted the Financial Report for the Seafarers International Assistance Protection and Welfare Fund for 1967 subject to audit and approved the grants and loans made by the Welfare Fund Small Sub-committee. Details of the new grants approved are given under item 136 below. After noting the continued growth of flag-of-convenience tonnage and that no slackening of the rate of growth was anticipated the following recommendations were approved, (1) That there should be closer contact between individual members of the Special Seafarers' Section and the ITF; (2) That there should be a propaganda campaign amongst crews of Panlibhon ships; (3) That every effort should be made

to gain greater adverse publicity aimed at the operators of Panlibhon ships and the flag-of-convenience countries; (4) That consideration should be given to means of intensifying the boycott campaign, possibly by concentration upon one Panlibhon company at a time. This to be done within the general framework of the overall boycott campaign and without any change in the policy of the ITF towards Panlibhon ships and their operators. The growing practice of employing Asian seamen at low rates in preference to seamen from the country of the flag was reviewed with concern and a resolution on 'Crews of convenience' proposed by the Swedish Seamen's Union was adopted (see annex for text). The Committee also discussed some proposed amendments to the ITF Constitution affecting the Special Seafarers' Section before they were submitted to the Executive Board and was firmly of the opinion that the administration of the Special Section and Welfare Fund should remain unchanged.

132.

Joint Seafarers' and Dockers' Conference, Wiesbaden, July 1968

The conference elected the Fair Practices Committee and the co-chairmen, adopted the section working programme and agreed to the following clarification of the concept of a flag of convenience;

"Where, in the case of vessels sailing under the flags of countries which are not considered to be traditional maritime countries, the ownership and control of the vessel is found to lie elsewhere than in the country of the flag the vessel is flying, it is to be considered as sailing under a flag of convenience."

133.

FLAG-OF-CONVENIENCE TONNAGE

The comparative figures given below show the continued increase in registrations under flags-of-convenience.

Country	1 December 1970		1 December 1967	
	No. of Vessels	Total GRT	No of Vessels	Total GRT
Liberia	1,896	32,839,289	1,505	23,114,839
Panama	858	6,054,357	724	5,029,206
Cyprus	227	1,345,085	72	457,672
Somalia	83	425,205		
Lebanon	76	260,869	116	481,504
Honduras	46	95,474	45	85,455
Malta	10	34,760	13	54,750

134.

BOYCOTTS AND NEW AGREEMENTS

During the period under review, 99 Panlibhon ships have been brought under ITF Custodian Agreements either by boycott action or the pos-

sibility of boycott action being taken against them in Sweden, Finland and the United Kingdom. By far the most new agreements have been concluded as a result of action by our Swedish affiliates who have continued to check every flag-of-convenience vessel passing through Swedish ports. However, our German, Italian, Japanese, Norwegian, Dutch and Swiss affiliates have co-operated with the ITF in securing voluntary agreements. In addition to these a number of voluntary agreements have been concluded directly through the ITF. The number of vessels at present under ITF agreement is far lower than in previous years but this is entirely due to the fact that, owing to the suspension of the Greek Seamen's Federation from the ITF in November 1968, we now refuse to conclude agreements through that organization. Despite approaches from the ITF, the Greek flag-of-convenience ship-owners have not agreed to renew agreements directly with the ITF. This, to a great extent, is no doubt due to the fact in January 1969 the Secretariat learned that Mr. Hadjitheodorou, General Secretary of the suspended Panhellenic Seamen's Federation, was planning to issue his own version of the ITF Blue Certificate to flag-of-convenience vessels of Greek ownership. The ITF immediately informed the ITF affiliated seafarers' and dockers' unions of this, emphasizing that such "certificates" had no validity so far as the ITF was concerned and that ships carrying them should be treated as if they had no ITF certificate.

In November 1969 the owners of the Liberian flag ANNA C, which was under boycott in the Swedish port of Karlshamn, were granted an interim injunction by the British High Court against the Assistant General Secretary of the ITF, Harold Lewis, ordering him to withdraw any instructions to boycott the vessel. The General Secretary was abroad on business at the time. On the application of the ITF the Court suspended the injunction the day after it had granted it pending further hearings and finally lifted it on 10 November. In their application to the Court the owners, the West African Steamship Company of Monrovia, had sought (a) to obtain an order from the court to withdraw any instructions to boycott the ANNA C; (b) to prevent the issuing of any similar instructions; (c) to obtain damages for interference with contracts and for intimidation; and (d) to have the court declare unlawful the practice of requiring vessels to obtain Blue Certificates. The court proceedings, which took place from 4 to 10 November, concerned only the attempt to have emergency action taken against the ITF's General Secretary and Assistant General Secretary. The requests for injunctions withdrawing any instructions, and preventing the issuing of similar instructions were heard in the course of the next few weeks but the application for damages and what amounted to a declaration that the ITF's campaign against flags-of-convenience was unlawful were not likely to be heard for a very long time. There have been no further court hearings but, during 1970, the ANNA C. was sold.

135.**ASSISTANCE TO SHIPS' CREWS**

Enquiries concerning the terms of custodian collective agreements have been dealt with and help given on these matters to members of the Special Seafarers' Section. Assistance was also rendered to the crews of Greek-flag ships on which sub-standard wages and conditions were being applied. In February 1969, the National Maritime Union of America assisted the Costa Rican and Guatemalan crew members of the ms ARION; in June 1969, the ITF acted on behalf of the Pakistani and Indonesian crew of the ORIENT EXPLORER and in October 1970 the British National Union of Seamen and the Transport and General Workers Union helped four Arab crew members of the JACARANDA obtain repatriation. Affiliated unions were asked to report to the ITF any similar evidence of sub-standard conditions aboard Greek flag vessels after the first two cases.

The menace of flag-of-convenience vessels sailing in an unseaworthy condition and usually with deplorable living conditions on board continues. Wherever possible and notably in the cases of the Panamanian KATHY HOPE MALINE and the Cyprus flag ADEL, PETROS and SUERTE, we have, with the aid of our British, Norwegian and Swedish affiliates, ensured that at least minimum safety standards were complied with and conditions on board improved.

136.**SEAFARERS' INTERNATIONAL ASSISTANCE, WELFARE AND PROTECTION FUND**

During the period under review, the following grants were made from the Welfare Fund:

1968

<i>Europoort Seamen's Welfare Centre, Rotterdam,</i>	£
towards providing accommodation, recreational and other welfare facilities for seafarers of all nationalities visiting the port	15,000
<i>National Union of Seamen, United Kingdom,</i>	
towards the building of a new wing at the union's convalescent home for seamen	5,000
<i>Dreadnought Seamen's Hospital, Greenwich,</i>	
towards the cost of improving catering facilities for seafarers	4,000
<i>United Seamen's Service, U.S.A.,</i>	
towards providing medical services for seamen	3,000
<i>Sailors' Children's Society, Hull,</i>	
towards the work of the Society	1,000

1969

<i>De Haven Sports Ground, Belgium,</i> towards providing Sports Ground for Seafarers and Dockers	3,500
<i>Missions to Seamen, Vlissingen,</i> For purchase of 16mm sound projector	310
<i>Norwegian Seamen's Union,</i> Cost of transport connected with International Seafarers Football Competition	150
<i>Seamen's Home, Amsterdam,</i> Cost of modernization of bedrooms and furniture	2,500
<i>United Seamen's Service, U.S.A.,</i> towards cost of World Wide Welfare work	3,500
<i>German Transport Workers' Union,</i> towards cost of Seafarers Safety and Training Centre ...	4,000
<i>Missions to Seamen, Antwerp,</i> For purchase of Colour Television set	500

1970

<i>Dreadnought Seamen's Hospital, London,</i> For installation of V.H.F. staff location system	625
<i>Norwegian Seamen's Union,</i> towards cost of organization of Seafarers International Sports week	750
<i>Seafarers' and Dockers' Education Seminar in Costa Rica,</i> Part cost	2,000
<i>Swedish Seamen's Union,</i> towards cost of maintaining Rosenhill sports field, Gothenburg	1,500
<i>Seamen's Welfare Centre, Terneuzen,</i> towards refurnishing the Centre	1,000
<i>Israeli Seamen's Union,</i> towards cost of establishing Seamen's Welfare Centre in Haifa	5,000
<i>National Union of Seamen, United Kingdom,</i> towards cost of re-establishment of Henry Radcliffe Con- valescent home for Seafarers	5,000

FISHERMEN'S SECTION

137.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1970 was as follows:

<i>Country</i>	<i>Member</i>
Argentina	Juan Carlos Ruiz
Belgium	R. Dekeyzer (Chairman)
Denmark	Borge Jensen
Faroe Islands	J. Jakupsstovu
Finland	R. Herdin
Germany	H. Rake
Great Britain	A. D. Shenton
Iceland	J. Sigurdsson
Jamaica	R. Francis
Japan	G. Nakano
Netherlands	C. Roodenburg
Norway	K. Kristoffersen
Vietnam	Dao Van An

The Section Vice-Chairman, H. Wiemers, Germany, left his union at the end of 1970. His place on the Committee was taken by H. Rake.

138.

MEETINGS

Committee on the Safety of Fishermen and Fishing Vessels, Ostend, June, 1968.

The Committee comprised members from Belgium, Germany, Japan, the Netherlands, Norway, the United States and the United Kingdom. A representative of the ILO was also present.

The meeting discussed several working papers on the safety of fishermen and fishing vessels which had been prepared by members of the Committee and the ITF Secretariat. It was agreed that the views expressed by the Committee should form the basis of the position to be taken by the fishermen's participants in the ILO/FAO/IMCO meeting to be held in Geneva in September 1968 to draw up Part A of an International Safety Code for the Fishing Industry (see items 140, 141, 144 and 148 below) and be communicated to the ILO. The Committee expressed the hope that the work proceeding on Part B of the Code would be expedited.

Finally, the Committee adopted a statement on social conditions in the fishing industry in relation to the question of safety, and agreed that this also should be communicated to the ILO (see Annex).

139.

Section Conference, Wiesbaden, July 1968

The Conference was attended by 21 delegates and advisers from 11 countries: Belgium, Faroes, Finland, France, Germany, Great Britain, Jamaica, Japan, Netherlands, Norway, Vietnam and Observers from the ILO Maritime Branch and the ECE. R. Dekeyzer (Belgium) was in the Chair. The Conference paid tribute to the work of Einar Haugen the deceased Chairman of the Section and elected R. Dekeyzer as its new Chairman and H. Wiemers (Germany) Vice-Chairman. The Conference reviewed activities since the last Congress and the proposed working programme. It was agreed to hold a preliminary meeting of the ITF group attending the joint ILO/FAO/IMCO meeting in Geneva in September, 1968. The Chairman stressed the importance of unions keeping pressure on their Governments for ratification of ILO instruments affecting fishermen. Two resolutions were adopted: one on Fishermen and the ILO, and the other on Argentine Fishermen. (See pages 80 and 81 of the Proceedings of the 29th ITF Congress.)

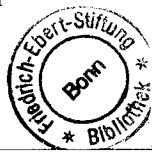
140.

Section Conference, Bremerhaven, June, 1970.

The Conference was held in Bremerhaven (Germany) from 15 to 16 June, 1970. Some twenty-five delegates from Belgium, Denmark, Federal Germany, Finland, Holland, Japan, Norway and the U.S.A. attended together with observers from the Agricultural and Fisheries Department of the EEC and the ITF Brussels Committee.

The Conference reviewed the effect given to the resolutions adopted at the Section Conference held in 1967 and took note of the progress made with the International Safety Code for the Fishing Industry sponsored jointly by the ILO, IMCO and FAO, part A (for skippers and crews) of which had already been finalized. A Working Party was set up to undertake the necessary preparatory work with regard to part B (for owners and builders) composed of delegates from Federal Germany, Japan, the Netherlands, North America and Norway.

The previously envisaged internationally co-ordinated system of support vessels (with facilities for medical care, repairs and weather information) for fishing fleets at the fishing grounds were again discussed on the basis of information received from affiliates and from IMCO concerning the extent to which such facilities already existed in various countries. It was agreed that this matter should be strongly pursued at IMCO. Other subjects dealt with by the Conference included the preparation of a practical manual for fishing vessel crews based on the ILO/IMCO/FAO Code, the appointment of safety delegates or committees on board fishing vessels, working and living conditions on board fishing vessels and developments in the fisheries sector of the European Economic Community.



The Conference assured the Danish Fishermen's union (DASF) of the ITF's continued support for their members who were engaged in a long-drawn dispute over bargaining rights (see item above).

Finally, the Conference took note of the ILO's future programme for dealing with fishermen's questions and considered the part which the ITF and its fishermen's affiliates could play in this connection. The following are some of the objectives formulated by the delegates:

- The fixed element of fishermen's earnings should be increased in relation to catch money, so as to ensure an adequate guaranteed wage.
- Working hours should not exceed eight a day during journeys to and from fishing grounds or during stays in ports.
- At fishing grounds, there should be an uninterrupted rest of at least eight hours in 24 and adequate breaks for meals.
- Adequate leave with pay should be provided, comprising an annual holiday and, at the end of the trip, compensatory leave to offset week-ends and Public Holidays spent at sea.
- Effective provision should be made for registration of fishermen and regularity of employment.
- Improved training schemes and upgrading of fishermen's certificates.
- Improvement of crew quarters and facilities in accordance with present-day notions.

141.

INTERNATIONAL LABOUR ORGANIZATION

Joint ILO/IMCO/FAO Meeting of Consultants on Safety on Board Fishing Vessels, Geneva, September, 1968.

The proposal for an international safety code for the fishing industry has been urged by the ITF Fishermen's Section for many years past, for instance at ILO meetings in 1962 and 1965. Specific proposals were made on the subject by the Conferences of the Section in Hull in October 1967 and in Bremerhaven in June 1970 and by the ITF Committee on Fishermen's Safety in Ostend in June 1968. Meanwhile the ILO had begun to prepare a draft of an international safety code and enlisted the co-operation of the Inter-Governmental Maritime Consultative Organization (IMCO) and the UN Food and Agriculture Organization (FAO) in the project.

A Joint ILO/IMCO/FAO Meeting took place in Geneva from 4—13 September 1968 and drew up the final draft of Part A (Safety and Health Practice for Skippers and Crew) of a Code of Safety for Fishermen and Fishing Vessels. The Workers' participants in this meeting were nominated by the ITF namely R. Dekeyzer (Belgium), A. D. Shenton (United Kingdom) and A. Skinner (United States), who were accompanied by advisers from the Faroe Islands, Germany, Japan and the ITF. Part A, dealing with such matters as navigational equipment, aids to navigation, weather and danger information, safety of the vessel, protective clothing and equipment etc., was subsequently endorsed by the governing bodies of the ILO, IMCO and FAO and communicated to governments with a view to publication and dissemination.

Part B of the Code, concerned with safety and health requirements with respect to the construction and equipment of fishing vessels, has already been given preliminary consideration by various Sub-Committees of IMCO's Maritime Safety Committee (see item 144 below). It is expected that a further joint ILO/IMCO/FAO Meeting will be held in early 1973 to finalize the matter.

142.

Future Activities

The ILO intends to hold a tripartite meeting in 1972 to consider working hours and manning, stabilization of earnings and employment and medical care on board and a Preparatory Technical Conference on Fishermen's Questions has been scheduled by the organization for 1975. An item on fishermen's questions has also been included in the agenda of the ILO General Conference to be held in 1977 for final discussion and formal adoption of draft instruments agreed by the Preparatory Conference. Although it was too early to say, at the time this report was written, whether the ILO would be able to adhere to this time schedule, particularly in view of its recent financial difficulties, the ITF will endeavour to impress upon the ILO Governing Body that there should be no delay in the holding of these meetings and that if anything they ought to be held sooner than hitherto envisaged.

143.

INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION

General

In accordance with the wishes expressed at several ITF Fishermen's Meetings the ITF Secretariat has been represented at a number of IMCO meetings concerned with various aspects of the safety of fishing vessels. The Secretariat has been assisted in this work by D. Shenton and M. Neve (Transport and General Workers' Union, Great Britain).

144.

Sub-Committee on Safety of Fishing Vessels

IMCO's Sub-Committee on the Safety of Fishing Vessels has met several times during the period under review and has adopted draft and preliminary recommendations concerning inter alia the following safety aspects: stability criteria and construction of fishing vessels affecting the vessel's stability and crew safety. It has also considered the following subjects of particular interest to fishermen: standards and practices on icing, freeboard of fishing vessels, and accuracy of stability information for fishing vessels. In order to progress the considerable work involved in developing Part B of the IMCO/ILO/FAO Code of Safety for Fishermen and Fishing Vessels (see item 141 above) the Sub-Committee has further appointed an ad hoc working group, which has already proposed several amendments to the first draft. Several Chapters of the proposed Code have also been passed on to other Sub-Committees for consideration, for instance those on Safety of Navigation, Life-saving Appliances and Radiocommunications. The IMCO Assembly has been exercising overall control over the work programme in respect of Part B of the Code through the Maritime Safety Committee.

145.

Future Activities

The final meeting of IMCO, ILO and FAO on Part B of the International Safety Code for Fishermen and Fishing Vessels is expected to be held in 1973 (cf. above). The next meetings of the Sub-Committee on Fishing Vessels are scheduled for March and September 1971. The ultimate aim of IMCO is to prepare a convention of safety of fishing vessels and/or amendments to the 1960 Safety of Life at Sea Convention (SOLAS).

146.

EUROPEAN ECONOMIC COMMUNITY

On 6 June 1968, the EEC Commission submitted to the EEC Council two drafts of regulations, one destined to establish a common structure and a common market for the Community's fisheries sector, and the other to lift the common custom tariffs applicable to certain species of fish.

A propos of common structure and common market, it is planned to bring about uniformity in the deep-sea fisheries, both in the economic and the social spheres, in respect of access to and exploitation and protection of fishery resources, as well as of measures for improving the methods of catching and marketing fish.

The first of the draft regulations provides, in Articles 10 and 11, for the possibility of taking action of a social character, particularly in the spheres of vocational training and education and of improving working and living conditions in the industry. Under the heading of vocational training, the necessary preliminary studies have already been put in hand under the auspices of the Commission authorities.

The carrying out of a common social policy for the Community's fishing industry requires in the first place an accurate knowledge of the actual situation in the Community countries. To this end, the Commission in 1963 already carried out and published the results of an extensive enquiry into the social conditions prevailing in the fishing industries. Following consultations which took place in November 1968 and in which the two sides of the industry were represented on a Community-wide basis, a further survey was published to bring the 1963 findings up to date. It contained a detailed description, country by country, of the provisions of laws, regulations and collective agreements concerning matters such as recruitment and engagement methods, physical and professional standards, working hours, rest periods, rates of pay, living conditions on board, social security, vocational training and enforcement procedures. Further, a first attempt was made to give a statistical survey of the number of vessels and men engaged in the fishing industry. The survey was intended to provide the foundation for formulating the objectives to be pursued by the proposed common social policy and for determining the relative priority of the different objectives.

An especially important development was the establishment, in June 1968, of a Joint Advisory Council for the Community Fishing Industry, composed of employers' and workers' members and specifically designed to advise the authorities on the social problems of the industry. Unfortunately, owing to lack of agreement among the employers on the question of their representation, the Council did not meet until June 1970. At this first meeting, R. Dekeyzer, President of the Belgian Transport Workers' Union and Chairman of the ITF Fishermen's Section, was unanimously elected Chairman of the Council. Of the workers' seats on the Council, eight were held by representatives of ITF affiliates, viz. R. Dekeyzer (Belgium), B. Frank, H. Wiemers (Germany), P. Bauchet (France), E. R. Cipola, N. Fusco (Italy), W. Hulsker, J. Koningh (Netherlands). The meeting also appointed three working parties to deal with the following subjects: (1) ways and means of implementing the report on the social situation in the deep-sea fishing industry of the EEC; (2) condition of life and work; and (3) professional training, job recognition and problems connected with the shortage of personnel in deep-sea fishing.

The Working Parties met for the first time on 8 and 9 October, 1970 when they elected their Chairmen and Rapporteurs. Working Party No. 1 decided to revise the Commission's report by 15 December, 1970 and to give it a "bipartite" nature. Working Party No. 2 will concentrate, in the first instance, on the following aspects of fishermen's conditions: the minimum age for entrance into the fishing industry, the maximum age, retirement (age and benefit as a percentage of wages), definition of various methods of payments, safety on board and nationality of fishermen. The Workers' side intended to produce a Draft Memorandum stating which of the above subjects would lend themselves to harmonization, to be added to the Rapporteur's report. At its next meeting the Working Party will investigate the possibility of concluding an agreement on an EEC basis. Working Party No. 3 will produce a Memorandum expressing the concern of the trade unions in relation to the question of professional training to be attached to the Rapporteur's report. The Working Parties are scheduled to meet again in February or March 1971.

From the fore-going, it appears that the activities of the EEC in the fishing sector are now progressing rapidly and although no actual final policy decisions have yet been taken on the above-mentioned spheres of common structure, common market or common social policy, the introduction of a common fisheries policy is imminent.

The ITF's special activities with regard to developments in the Common Market countries are co-ordinated through the ITF's "Brussels" Committee, of which the Secretary is B. Jonckheere.

147.

COUNCIL OF EUROPE

The Consultative Assembly of the Council of Europe has recommended application and implementation of the Joint FAO/ILO/IMCO Code of Safety for Fishermen and Fishing Vessels (of which Part B is not yet finalized) by the European fishing industries (see items 138, 141, 144 and 145 above).

INDUSTRIAL DISPUTES

Disputes involving ITF-affiliated fishermen's organizations are reported under items 9, 13 and 15 above.

CIVIL AVIATION SECTION

148.

SECTION COMMITTEE AND SUB-COMMITTEES

At the end of 1970 the Section Committee was composed of the following:

<i>Name</i>	<i>Category</i>	<i>Country</i>	<i>Union</i>
J. K. Post (<i>Section Chairman</i>)		Netherlands	NBV
D. S. Tennant (<i>Section Vice-Chairman</i>)	Flight Navigators	Gt. Britain	MNAOA
J. Soto Reyes	Pilots	Mexico	ASPA
J. Wahle	Flight Engineers	USA	FEIA
J. Cousins	Cabin Staff	Gt. Britain	TGWU
J. Peterpaul	Ground Staff (Mechanics)	USA	IAM
A. Guilotte	Ground Staff	Sweden	TWU
R. Leiby	Flight Dispatchers	USA	ALDA
T. Preis	Other Categories	Germany	OeTV

149.

At the end of 1970 the **Flight Engineers' Technical Committee** was composed of the following:

<i>Name</i>	<i>Country</i>	<i>Union</i>
S. R. Clifford-Smith <i>Chairman</i>	Gt. Britain	MNAOA
O. Withers	Gt. Britain	MNAOA
J. Wahle	USA	FEIA
W. Schreuder	Netherlands	KLM Flight Engineers
R. Porat	Israel	Histadrut
G. Boulay	France	SNOMAC
i. Green	Australia	Flight Engineers
R. Degenkolbe	Germany	OeTV

150.

At the end of 1970 the **Safety Committee** was composed of the following:

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. Peterpaul <i>Chairman</i>	USA	IAM
W. Schmid	Germany	OeTV
S. Ash	Israel	Histadrut
W. Schreuder	Netherlands	KLM Flight Engineers
R. Chadwick	Gt. Britain	MNAOA
I. Claesson	Sweden	HTF
Y. Canavet	France	SNPNC
M. Lootens	Belgium	CGSP
R. Smeal	Canada	CALFAA
R. Leiby	USA	ALDA

151.

GENERAL

During the period under review the aerospace industry has witnessed the height of scientific and technological achievement culminating with man's landing on the moon as well as the extremely destructive and dangerous activities symbolised by the spate of hijackings during the last few years. In fact an exceptionally wide variety of activities have kept the civil aviation section more busy than ever before during these last 3 years and the section's ability to act positively and swiftly in dealing with these matters proves beyond doubt that the section is in a position to render valuable service to the affiliates.

152.

MEETINGS

Section Conference, Wiesbaden, 29 July 1968

A full Conference of the Civil Aviation Section was held during the 29th ITF Congress and was attended by 64 delegates and advisers from 19 countries. The Conference adopted resolutions on "The ILO and Civil Aviation", "Hijacking of Aircraft", "Free and Concessionary Air Travel for Certain Categories of Civil Aviation Workers" and "Container Transport". For the first time, a Section Committee of the Civil Aviation Section was elected by the Section Conference.

153.

International Cabin Attendants' Seminar and Conference, Paris, 15 to 18 April 1969

More than 50 representatives of both affiliated and non-affiliated cabin attendants' unions from 18 countries attended this. The Conference discussed Licensing and Training of Cabin Crews, Crew Complement, Flight and Duty Time Limitations and Seating, Eating and Toilet Facilities. A number of safety demands for the Boeing 747 were drawn up and it was emphasised that any attempt by airlines to economise in this area would be strongly opposed.

154.

Section Conference, Miami, 28 September to 1 October 1970

The U.S. aviation affiliates TWU, IAM and BRAC acted as hosts to the conference which was attended by 105 delegates from 22 countries. The most important item on the agenda was the question of hijacking and sabotage on which the conference adopted a resolution. The conference also discussed "Occupational Hazards of Civil Aviation Personnel, Relations with International Governmental Organizations ILO and ICAO, Flight and Duty Time Limitations on Social Grounds, Problems for Aviation Personnel arising out of the Introduction of high-capacity (wide-bodied) aircraft, a Loss of Licence Insurance Scheme and Activities in

Civil Aviation organized jointly by the ITF Regional Office (Lima) and Latin American affiliates. The meeting adopted 9 resolutions and Guide Lines for Flight Time Limitations on Social Grounds: Airline Security, ILO activity in the field of civil aviation, Inadequate airport aids and facilities, The adverse effects of aircraft noise, Solidarity with SIELAS, Panama, in its conflict with Pan American and Braniff Airlines, Solidarity with the "Comité de Empresa Braniff International Airways", Ecuador, in its conflict with Braniff Airways, Solidarity with UPADEP, Argentina in its conflict with Braniff Airways, Solidarity with SINTRAVA, ACMA and ACAV, Colombia, in their conflict with AVIANCA Airlines, and Solidarity with BRAC, USA, on strike against North-west Orient Airlines (see Annex, Resolutions 24 to 33).

155.

Section Committee

Three meetings of the Section Committee were held during this period, London December 1968, Utrecht December 1969 and Miami September 1970. The meeting in London evolved a working programme for the years 1969 and 1970 and discussed matters concerning the ILO. The Utrecht meeting considered, among other things: Occupational Hazards, Problems concerning the Boeing 747, and Flight and Duty Time Limitations on Social Grounds. It also approved the form of documentation for the Section Conference. The meeting in Miami gave preliminary consideration to the work of the Section Conference.

156.

Flight Time Limitations Committee

This Committee met 5 times during the period under review and produced a paper on Flight and Duty Time Limitations on Safety Grounds, which was adopted as an ITF Policy Statement by the Wiesbaden Section Conference. The policy statement was circularized to all affiliates (see Circular No. 135/CA.39 of 11 December 1968). The Committee was disbanded after it had finished its work.

157.

Flight Engineers Technical Committee

During the period under review, 10 meetings of the Flight Engineers' Technical Committee were held. The Committee considered specific problems concerning Flight Engineers, as well as general technical matters. It produced working papers on a wide variety of subjects. Some of the important areas covered by the Technical Committee were:

- (i) Air Bus A300B: criticising the two engined concept on the grounds of safety. (Mr. Pradal, Joint Director of Sud Aviation, attended one of the meetings to explain the manufacturer's point of view);
- (ii) Boeing 747 and related problems, such as the formation of airline groups (ATLAS, KUSS), Flight Engineers' Training, Crew Complement, Salaries, etc;

- (iii) SST — Concorde: Flight Deck Layout, Flight Test Results and other developments;
- (iv) Standardization of Warning Systems; and
- (v) ICAO PEL/TRG/MED meeting: Flight Engineers' Representation concerning Changes in Licensing Requirements.

158.

Safety Committee

Seven meetings of the Safety Committee were held during the period, including a special meeting in London, held in May 1970, to discuss the ITF's submission to ICAO on unlawful attacks against civil aircraft and to appoint an ITF delegation to the 17th Extraordinary Session of the ICAO Assembly. The Safety Committee also discussed and issued policy statements on Modified Fuel, Airport Aids and Facilities, Licensing of Cabin Attendants, Union Participation in Accident Investigation and Collision Avoidance Systems. All these policy statements have been circularized to affiliates. One meeting was also addressed by the Chief Scientific Secretary of the International Commission on Radiological Protection (ICRP), who lectured on "Biological Hazards of Cosmic Radiation".

159.

Unlawful Interference with and Attacks Against Civil Air Transport

During the period the ITF's involvement in action designed to combat the epidemic of hijacking and attacks against civil air transport has been very deep. This subject has been the dominant theme in almost all our meetings and conferences during the last three years. In addition, two special meetings of the ITF were convened in the first half of 1970 to consider this question and the memorandum which was later submitted to ICAO. At the request of the ITF, just after the multiple hijacking to Jordan in 1970, the ICAO Secretary General called a special meeting of the chiefs of IFALPA, IATA and the ITF to consider this problem. The ITF attended almost all the meetings convened by ICAO on this subject (see item 160). In addition, the ITF was also represented at a special meeting called by the FAA-USA in Washington in January 1971, which was convened to consider progress in the field of anti-hijacking and anti-sabotage security measures and devices.

160.

RELATIONS WITH INTERNATIONAL ORGANISATIONS

International Civil Aviation Organization (ICAO)

The ITF activities within ICAO can be divided under two headings (i) hijacking and sabotage (ii) others.

The ITF fully co-operated with ICAO on seeking solutions to the problems of hijacking and attacks on aircraft and installations. The ITF was well represented at the 17th Extraordinary Session of ICAO, held in

Montreal in June 1970 which was convened to deal with the question of security at airports as well as at the ICAO Legal Sub-Committee meeting held in London in October 1970 to draft a convention on the subject. The ITF also attended the Diplomatic Conference in The Hague where the final convention on hijacking was adopted by 77 participating states and signed immediately by 50 of them.

The ITF also attended the Personnel Licensing Divisional meeting held in Montreal in October/November 1970, which discussed the question of changes in the Licensing Requirements of Flight Engineers, upgrading of the Licensing of Flight Operation Officers from Recommended Practices to a Standard and Standardization of Cabin Attendants training.

161.

International Labour Organization (ILO)

Following the decisions taken at Amersfoort and Wiesbaden, the ITF approached the ILO a number of times stressing the need to convene a tripartite meeting on civil aviation. On 8 August 1970 a memorandum was submitted to the Director-General of the ILO reiterating in very strong terms our demand for the establishment of regular machinery to deal with the urgent problems of civil aviation. At the time this report was written it was understood that the ILO Office in a supplementary draft proposal had recommended to the Governing Body that the conditions of employment of ground and flying staff should be studied by the ILO and based on these studies a technical meeting on civil aviation should be convened at an early date.

162.

International Federation of Air Line Pilots' Associations (IFALPA)

Relations between the ITF and IFALPA have been close during the period. Observers from the two organizations were represented at each others' conferences. Information and views on a variety of subjects of mutual concern were regularly exchanged. Especially in the field of hijacking and attacks there has been excellent co-operation between the two organizations (see also item 174).

163.

International Air Transport Association (IATA)

The ITF's co-operation with IATA on seeking solutions to the problems of hijacking and attacks on civil aircraft has also been close. At the end of the ICAO Assembly meeting in June, a joint Press Statement was issued by the ITF, IATA and IFALPA, appreciating the undivided desire of governments to respond to the world-wide call for action against hijacking and sabotage. The three organizations pledged full support in developing and implementing the measures agreed at the ICAO Assembly.

ALLIED INDUSTRIES AND SERVICES SECTION

164.

GENERAL

The inaugural Conference of this section was held during the Wiesbaden Congress in July 1968 and a five-member section committee representing Germany, Sweden, the Netherlands and Japan was elected. The Secretariat was instructed to invite further nominations in order that adequate representation of all categories in the different regions could be achieved.

165.

SECTION COMMITTEE

At the end of 1970 the composition of the section committee was as follows:—

<i>Name</i>	<i>Country</i>	<i>Union</i>
W. Darmstädter	Austria	HTV
R. Dekeyzer	Belgium	BTB
L. Larsen	Denmark	Funktionaerforbund
R. Decoudun	France	FAC
R. Lanoiselée	France	FAC
J. Querment	France	Fédération des Cheminots
R. Ruffin	France	Fédération des Cheminots
K. Haussig (<i>Vice-Chairman</i>)	Germany	OeTV
A. P. Coldrick (<i>Chairman</i>)	Great Britain	TSSA
D. A. Mackenzie	Great Britain	TSSA
N. Odake	Japan	TBWU
S. Jönsson	Sweden	TWU
J. Jeppson	Sweden	HTF
L. E. Dennis	USA	BRAC

166.

MEETINGS

The first meeting of a fully constituted section committee was held in London on 14 October 1969.

The meeting endorsed the ITF Management Committee's decision that the activities of the section should be confined to existing ITF affiliates and it should cater for minority groups who belong to the other industrial sections of the ITF but whose problems cannot be given adequate attention by those sections owing to the smallness of the sub-group involved.

The committee further decided that a questionnaire should be sent out to all affiliates and on the basis of the information received, a comprehensive document should be prepared for the consideration of the next section meeting. The questionnaire was sent out on 22 October 1969 and a reminder on 8 January 1970, but only nine out of the twenty unions included in the section answered the questionnaires.

VII

RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

Various aspects of our relations with Inter-Governmental Organizations which primarily affect various individual ITF Sections are dealt with elsewhere in this Report. Cross references are given below under the different organizations.

167.

International Labour Organization (ILO)

Road Transport Workers' Section matters are dealt with under items 72, 75, 76, 80 and 81; Inland Navigation under item 90; Dockers under item 98; Seafarers' under items 111-116; Fishermen's under items 141-142; and Civil Aviation under item 161.

168.

International Civil Aviation Organization (ICAO)

The work of the Civil Aviation Section within ICAO is summarised under items 159-160.

169.

Inter-Governmental Maritime Consultative Organization (IMCO)

The work of the Seafarers' and Fishermen's Sections within IMCO is summarised under items 117-128 and 143-145 respectively.

170.

United Nations Commission for Europe (ECE)

The work of the Road Transport Workers' Section within the Subcommittee on Road Transport of the ECE in connection with the revision of the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR) is reported on under items 74 and 78.

171.

European Conference of Ministers of Transport (CEMT)

Preliminary discussions under the auspices of the CEMT concerning the revision of the European Agreement concerning the work of crews of vehicles engaged in international road transport (AETR) are dealt with in the section of this report concerning the Road Transport Workers' Section (see items 74 and 78 above).

It is usual for the CEMT to invite the various international organizations every year to give their views on the subjects figuring on the CEMT Agenda, usually in conjunction with the presentation of the CEMT Annual Report. For some years past, the ITF has regularly attended these meetings organised by the CEMT at its Paris Headquarters. Normally, a member of the ITF Secretariat discusses the Annual Report and any other special documents issued by the CEMT with representatives of the French railwaymen's affiliates, FO and FAC, a statement is drawn up and then presented to the CEMT.

This procedure has been followed on a number of occasions in the period covered by this Report. Thus, at the 1968 and 1969 Annual Hearings, the ITF was represented by J. Bauche (FAC), L. Buonaccorsi (FO) and C. Iddon, and at the 1970 Annual Hearing by R. Decoudun (FAC) and C. Iddon.

At the 1968 Hearing, there were, in addition to the Annual Report, a number of special documents on which the CEMT sought the views of the international organizations. The most important of these, concerning the public service obligations of railway undertakings, presented certain difficulties in that the Railwaymen's Section had not at that time worked out a detailed policy on the subject. A further complication was the fact that this question was, at the time, under active consideration within the European Economic Community, and it was thought advisable to refrain from making any detailed statement which might prejudice any action which ITF affiliates in the Common Market might wish to take in the course of normal consultation by the Community authorities. This particular subject was subsequently given full consideration by the ITF Railwaymen's Section and is taken up in the Resolution on Transport Policy adopted by the 1969 Railwaymen's Section Conference (for text see end of this Report).

In addition to the Annual Report, the main items considered at the 1969 Hearing were Reports on the effects of containerisation on railways, the introduction of automatic couplings and the closer alignment of rail rates and costs. Statements worked out by the ITF Secretariat in conjunction with our French affiliates were presented on both occasions.

The 1970 Hearing was concerned with a number of important questions, including measures to improve traffic in towns, road safety, accidents involving tankers, the future development of rail transport, international rail transport and the introduction of automatic couplings on European railways.

The ITF has also been represented at a number of further Hearings devoted to particular subjects.

Thus, an additional Hearing was held in Paris on 15 January 1969, concerned with containerization and the use of roll-on roll-off. The main agenda item of interest to the ITF at this dealt with the social problems involved in the utilization of unit load methods. The ITF submitted a statement setting out the present policy of the various Industrial Sections on social matters.

In 1970 the ITF was represented and submitted statements at special meetings concerned with Measures to improve Traffic Movement in Urban Areas (April), Combined Transport (16 September) and Determination of Appropriate Systems of Taxation of Vehicles based on the use of Infra-structure (27 October).

VIII

RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

172

International Confederation of Free Trade Unions (ICFTU)

Throughout the period under review, the ITF continued to maintain a close working relationship with the ICFTU and consultations between the two organizations took place on major issues such as the situation of the trade unions in Greece (see also item 2), the invasion of Czechoslovakia by the Warsaw Pact countries (see also item 6), and on measures to assist the Spanish trade unions, South Africa and Rhodesia.

At the General Conference of the International Trade Secretariats (ITSS) held in Geneva from 18 to 19 November, 1970, the ITF General Secretary, Charles Blyth, was elected one of the ITS representatives on the ICFTU Executive Board. As in previous years, the ITF was able to enjoy the assistance and co-operation of the ICFTU's Geneva Office in its relations with the ILO and other official international organizations working in Geneva.

173.

Public Services' International (PSI)

A report on the co-operation between the ITF and the PSI on urban transport matters is given under item 79.

174.

International Federation of Air Line Pilots' Associations (IFALPA)

Relations with IFALPA, following their re-establishment during 1966, continued to be very close during the period under review, particularly in relation to the problem of air hijacking and sabotage. ITF representatives attended the IFALPA Annual Conferences held in 1968, 1969 and 1970, whilst IFALPA observers were present at the Wiesbaden Congress of 1968, at the Miami Beach ITF World Aviation Workers' Conference in 1970, and at special meetings called by the ITF on the hijacking problem. The two Federations also co-operated in a joint international action to secure the release of the crew members and male Israeli passengers of the El Al Boeing hijacked to Algiers in 1968 (for further details see item 3 above), as well as maintaining close liaison and mutual exchange of information on action concerning a number of hijacking incidents which occurred in 1969 and 1970.

The IFALPA Conference held in March 1970 adopted a unanimous resolution welcoming the initiative taken by the ITF in calling for an international conference on air piracy and giving its support to this proposal. Liaison between the two organizations was especially good at the ICAO Extraordinary Assembly held later in 1970, and, at an IFALPA meeting held in Washington following this and attended by the ITF General Secretary, it was agreed that a joint policy on aerial piracy and sabotage should be worked out. At a diplomatic conference held in London in September 1970 to discuss the draft of an international Convention on illegal interference, joint proposals were submitted concerning sanctions against States giving aid or sanctuary to saboteurs or hijackers, and a joint draft resolution for discussion within the UN General Assembly was also drawn up. In December 1970, at the diplomatic conference held in The Hague which approved a convention against hijacking, the ITF and IFALPA delegations again worked closely together and, where necessary and desirable, made joint statements to the conference.

175.

Committee of ITF Unions in the European Economic Community

Common Transport Policy: present and future

The concentration of previous years on drawing up the major principles of the Common Transport Policy has, in the last three years, been succeeded by a more practical phase entailing certain specific measures.

Road Transport

Liberalization measures include regulations adopted by the Council of Ministers of the Communities for establishing a Community quota of 1,200 authorizations for the international transport of goods between member states. This provides a certain scope for increasing the volume of international transport above the level existing under bilateral arrangements.

One of the principal measures has been that of regulating the *harmonization of certain social conditions in road transport*; this regulation came into effect on 1 October 1969 and limits driving hours to 8 hours between two daily rest periods and to 48 hours per week and 92 hours per fortnight.

Problems arising from the existence of parallel regulations under the AETR have been the subject of discussion in governmental circles as well as among trade union and employers' organizations. As of 1 January 1975 the *mechanical control device* (tachograph) will be introduced in road transport throughout the Common Market territory. Proposals on *vocational training* in road transport have also been put forward. Some start at least has also been made in introducing regulations on *prices and conditions of transport of goods* between member states of the EEC.

A great number of problems are still outstanding:

- regulation on working hours, overtime, etc. (In road transport commonly referred to as the "second set" of social regulations);
- harmonization of the systems of taxation on utility vehicles, a problem linked to that of charging for the use of the infra-structures;
- access to the Market in road transport;
- weights and dimensions of road transport vehicles.

Railways

During 1969 the Council of Ministers of the Common Market adopted certain measures concerning State intervention, including public service obligations (road, rail and inland navigation), and the *normalization of accounts of railway undertakings*. These two regulations provide, for the first time, a statutory basis for applying standards of compensation, thus replacing the fragmentary and intermittent remedies adopted by member states in previous years. These two sets of regulations go some way towards clarifying the economic and financial situation of the railway undertakings and also entail a certain improvement for the railways. In December 1970 the Council of Ministers adopted an important resolution inviting the railway undertakings of the six member states to increase co-operation in the technical, commercial and operational fields and putting forward certain suggestions as to the sectors where such co-operation could most usefully be fostered. Social measures on train staff are under preparation.

Inland Navigation

There are provisions in hand for a structural re-organization of the inland navigation freight market. These provisions aim at reducing over-capacity and scrapping obsolete tonnage and at the harmonization of existing measures adopted at national level. Social measures are also under preparation.

General

The EEC authorities have also been calling for action in the maritime and civil aviation sectors.

The implementation of the Common Transport Policy in the EEC is only just beginning.

There still exists considerable lack of balance between the three means of transport. A number of proposals have been awaiting a final decision by the Council of Ministers for some years: regulations on access to the market in road transport and inland navigation, regulation on rates and conditions of transport, the harmonization of certain conditions of competition as well as measures to be taken on the pricing of rates of the infra-structures. The adoption of these measures is essential for the balanced development of the common policy dealing with the three methods of inland transport.

To complement these proposals, other measures are envisaged, including the all-important question of financial relations between states and railway undertakings, working conditions in transport, the co-ordination of investment in transport infra-structures, infra-structure pricing and road safety.

Activities

During the last three years the *Committee of ITF Unions in the EEC*—to which are affiliated the railway, road transport and inland navigation unions of the member states of the EEC — has carried on its normal work under the Chairmanship of Ph. Seibert (GdED, Germany) and the Committee's Secretary, B. Jonckheere. This work has been carried out in association with the various EEC bodies: the respective Ministers of Transport generally sympathetic to trade union interests, the Commission of the European Communities, the Economic and Social Committee and the European parliament.

As well as these working relations, the Committee of ITF Unions in the EEC has been regularly associated — although not as much as it should be — with the work of the EEC in the field of transport, through its contracts with the Common Market authorities in Brussels, by means of statements, through participating at information meetings and consultation in connection with the various problems affecting workers in the various means of transport.

The problems with which the transport unions have been particularly concerned over recent years include:

- current state and future outlook with regard to the Common Transport Policy
- the structural re-organization of inland navigation in Europe as well as the problems arising out of the financial situation of the railways (normalization of accounts, financial relations between railway undertakings and governments)
- the harmonization of conditions of competition between the respective means of transport
- most important of all—the work of the EEC on the harmonization of conditions of employment in transport (road, inland navigation and railways).

Ever since the inception of the EEC, the trade unions have been mainly concerned with the social issues. The EEC transport unions of the member states have thus insisted throughout that working conditions must be harmonized internationally at a level corresponding:

- on the one hand, to the social interests of the workers concerned, and
- on the other, to the needs of the community as a whole (an adequate level of public investment, road safety, etc.) as well as to the economic requirements of the undertakings themselves.

The first set of social regulations for road transport which came into effect on 1 October 1969 constitutes the first step in that direction. It will have to be complemented by other regulations as much for the benefit of road transport workers — where abuse is most common — as for the benefit of workers in the inland navigation and railways sectors.

The Joint Consultative Committees of the EEC Commission constitute an appropriate international forum for arguing workers' interests. It might even be said that these proceedings foreshadow the beginnings of collective bargaining on a European scale.

IX GENERAL

176.

South Africa

The General Secretary wrote to the South African Prime Minister and Minister of Labour in May 1969 strongly condemning the arbitrary dismissal and eviction from their homes of African dockers at Durban who had taken part in spontaneous strike action in protest at the low level of their wages. The letter also demanded that all port workers in the Republic be afforded the fundamental democratic right of forming free trade unions able, in accordance with ILO Conventions 87 and 98, to negotiate with the employers on all aspects of their pay and conditions.

The South African government took a further step towards strengthening its official policy of apartheid when a new decree banning all Africans from holding white-collar and all jobs of a skilled nature in urban areas came into effect on 3 May 1970. It was reported that in the Transvaal alone (mainly in Johannesburg), 10,000 Africans would lose their jobs. The vacancies will be filled by whites, but even before the decree white labour was scarce. In its efforts to remove all Africans from South African cities, the government launched a vigorous campaign to attract white immigrants from Europe and elsewhere. In 1969, it is believed that 40,000 Europeans from Austria, Belgium, Germany, Great Britain, Italy, the Netherlands and Switzerland emigrated to South Africa. Many more will be needed to fill the vacancies left by the forced removal of Africans. An appeal was published in the ITF Newsletter (May) urging affiliated unions to support ICFTU policy and actively discourage their members from emigrating to South Africa.

177.

Rhodesia

Following the holding of a so-called national referendum, involving mainly Europeans, by the illegal Rhodesian régime in June 1969, which gave approval to the declaration of a Rhodesian Republic and the introduction of a new Constitution heavily weighted in favour of permanent European supremacy, the ITF issued a statement condemning these moves towards apartheid as the final rejection by a tiny minority of the basic principles of democracy and of the maintenance of human rights. Affiliates were also requested to urge their Governments to give full effect to the mandatory sanctions approved by the UN Security Council. In addition, they were asked to publicize the movement of Rhodesia cargoes by sea or air to their own countries and to report these to the appropriate national authorities or to the ITF.

RESOLUTIONS

RESOLUTIONS ADOPTED BY THE ITF EXECUTIVE BOARD

1. The Middle East Crisis

In view of the grave and unresolved situation in the Middle East, the Executive Board of the ITF, meeting in London from 8 to 10 May, 1968,

REAFFIRMS AND ENDORSES the following resolution:-

"This meeting of the Executive Board of the International Transport Workers' Federation held in Innsbruck from 2—4 November, 1967;

HAVING CONSIDERED a report on the ITF's actions during the recent Middle East crisis

ENDORSES the statement issued by the General Secretary on 19 June 1967 concerning a political settlement of the crisis, the closing of the Gulf of Aqaba and the Suez Canal, and freedom of navigation;

SUPPORTS FULLY the statement on the Middle East issued by the Executive Board of the ICFTU at its meeting from 4—6 October 1967, in particular its view that "a peaceful solution of the conflict in the Middle East cannot be found without the governments directly concerned" and its appeal "to the United Nations, to third governments and to international organizations to support and encourage all peaceful initiatives designed to arrive at bilateral negotiations between the Arab States and the State of Israel which should bring about a lasting settlement of the points in dispute and make the Middle East a grouping of prosperous countries co-operating for economic and social progress in peace and in mutual confidence".

CALLS for the reopening at the earliest possible opportunity of the Suez Canal, the closing of which has substantially harmed the economic and social interests of workers in a number of countries and, in particular

REQUESTS the Secretariat to pursue its efforts to secure the safety and reasonable comfort of those seafarers aboard vessels presently stranded in the Canal."

2. Conflict in Danish Shipping Industry

This Meeting of the Executive Board of the ITF held in London from 8 to 10 May 1968,

HAVING BEEN INFORMED that the Danish Mates and Radio Officers have been on strike since midnight on Tuesday, 7 May,

HAVING NOTED that pledges of support for the strike have been given by other sections of the Danish labour and trade union movement,

DEPLORING the intransigent attitude of the Danish shipowners concerned, who, in spite of substantial concessions made by the Mates and Radio Officers on their initial claims, in attempts to achieve a compromise solution, have refused to reciprocate in the slightest degree, but have adhered rigidly to their original position,

NOTING that the wage scales of Danish Mates and Radio Officers have steadily lagged behind the wage standards of other comparable categories of Danish workers and that consequently, the present wage claims of the Danish Mates and Radio Officers are fully justified,

NOTING IN PARTICULAR that the Danish Mates and Radio Officers have exercised considerable patience and restraint in face of the delaying tactics used by the shipowners during the past twelve months, have scrupulously complied with the requirements of Danish industrial law, and that soundings of the memberships of the two unions have resulted in large majorities in favour of such action,

RECALLING the resolution which was adopted by the ITF Seafarers' Section in London in April 1967, which noted and deplored the paradox of a reactionary group of shipowners who shamed a state, world-renowned for its high standards of democracy and fair play, to the point of flouting, in the case of the Shipmasters, ILO Convention No. 98 concerning the Right to Organise and Collective Bargaining, which Convention the Danish Government has ratified,

NOTING that the same shipowners did not deign to respond to an appeal of the ITF that they should try to find a negotiated settlement of the dispute with the Danish maritime unions, but preferred openly to ridicule the ITF in any role it could play in helping to solve the conflict,

CONGRATULATES the Danish Mates and Radio Officers in their determined and valiant stand against a feudally-minded group of shipowners,

PLEDGES the fullest possible support in the struggle,

APPEALS to all ITF-affiliated unions, particularly those of dockers and seafarers, to take such action as is open to them in support of the Danish Mates and Radio Officers.

3. Czechoslovakia

This meeting of the Executive Board of the ITF held in London on 4 and 5 November 1968,

HAVING RECEIVED a report of the action taken by the ITF in response to the invasion of Czechoslovakia in August by the armies of Russia, Poland, Hungary, Bulgaria and East Germany,

ENDORSES those actions and REITERATES its unqualified condemnation of the invasion and of the repressive measures subsequently imposed on the Czech Government and people by a naked show of force;

NOTES that the full extent and nature of those measures and the ability of the Czech people to resist or modify them have still to be ascertained; and

INSTRUCTS the Secretariat to follow developments closely and, in consultation with the Executive Board or, in an emergency, with the Management Committee to initiate and implement whatever steps could be of practical value to the Czech people.

4. Resolution on the Situation in the Middle East

This meeting of the Executive Board of the ITF held in Paris on 28 and 29 May 1969,

Having further considered the situation in the Middle East,

ENDORSES unreservedly the statement adopted by the Management Committee at its meeting on 20 February 1969 condemning any acts of violence against civil aircraft;

IS ALARMED at the prospect that outrages of the kind that have been committed against aircraft may well be perpetuated against other forms of transport;

REQUESTS the General Secretary, in consultation with the Management Committee, to take prompt and appropriate action in the interests of the ITF and its affiliates should the need arise; and **CALLS** once more for the negotiation of a durable peace between Israel and its Arab neighbours so that the workers of those countries may devote themselves to their social and economic advancement free from fear and harassment.

RESOLUTIONS ADOPTED BY ITF SECTION MEETINGS RAILWAYMEN

5. Strike of Guatemalan Railwaymen (SAMF)

This meeting of the ITF Railwaymen's Section Committee held in London, 15—17 February 1968;

HAVING LEARNED of the current strike; conducted by the ITF railwaymen's affiliate in Guatemala, the Sindicato de Acción y Mejoramiento Ferrocarrilero (SAMF),

DECLARES its whole-hearted support for SAMF's struggle to protect its members from the intolerable treatment to which their employers, IRCA, have subjected them;

In particular **DEPLORES AND CONDEMNS** the employers' failure to meet such basic obligations as the payment of wages and other benefits for months on end;

CALLS UPON the employers to meet their debts to the workers and their union immediately and in full, and to adopt in future a policy of consistent and complete observance of the collective agreement between SAMF and IRCA;

WELCOMES the sympathetic approach of the Government of Guatemala towards the workers' case;

PLEDGES the ITF's co-operation in those plans of the union aimed at restoring its members' rights and achieving an efficiency of operation by appropriate steps at management level, the fruits of which would be fairly shared by the workers; and

SUPPORTS any appeal the Executive Board may authorize for financial contributions from affiliated organizations to the strikers.

6. Transport Policy

THE RAILWAYMEN'S SECTION CONFERENCE of the INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF), held in Mexico City from 11-15 November 1969, has carried out a wide-ranging examination of recent developments in the field of TRANSPORT POLICY and of the *principles* on which a sound Transport Policy must be based. The Conference was particularly concerned with measures of transport policy likely to affect the financial situation of the railways, their future structure and organization, and the rôle of rail transport within a properly co-ordinated transport economy, conceived in the public interest.

Technological advance, increasing trade and communication between nations, the rising standard of living in the richer countries, changes in the distribution of population and in the pattern of production and distribution, particularly the decline of old heavy industries, the emergence of many new leading sectors and the radical transformation of the fuel and energy sector have all tended to focus attention on the inherent weaknesses and deficiencies of the existing transport apparatus, at the same time demonstrating society's fundamental inability to come to grips with the vast social, economic and administrative problems involved in remedying these defects.

The ITF RAILWAYMEN'S SECTION is also keenly aware of the special character of transport policy problems arising in the poorer nations and of the crippling effects which a failure to resolve these problems is likely to have on the future economic growth of these nations and on the wellbeing of their citizens. Hitherto, consideration at international level of transport policy problems has been very largely concentrated on the European experience. The INTERNATIONAL TRANSPORT WORKERS' FEDERATION is conscious of the need to bring these discussions on to a truly world-wide basis, to promote a broader exchange of views between its affiliates in all continents and to contribute to a more universal approach by the inter-governmental and other official international bodies concerned with these questions. Whilst recognizing the efforts of such bodies as the European Conference of Ministers of Transport and the regional organizations of the United Nations, particularly the Transport Divisions of the United Nations Economic Commission for Europe, the ITF is very much alive to the dangers of regional "compartmentalization" and of possible inequities in the allocation of resources for the functioning of such bodies, to the detriment of the poorer nations. In particular, the over-riding need for massive investment in new infra-structure in the developing countries calls for greater general awareness of the criteria to be employed in determining a rational allocation of scarce resources between various possible investment projects.

The ITF RAILWAYMEN'S SECTION recognises that general social and economic trends over recent decades have, with one important exception, tended to have severe adverse effects on the financial situation of the railways and to inhibit the improvement of wages and working conditions of those employed in the industry to the extent that they have not benefited as much as would have been reasonable from the increasing prosperity which is generally characteristic of the industrialised countries.

Many of the social and economic problems involved might already have been resolved, had society only been able to treat them with the necessary resolve, generosity and breadth of vision. Instead,

there has been an increasing concern with "profitability" as a yardstick of efficiency in what is essentially a public service area. Beyond a certain point, we have no concern with refuting so-called economic arguments based on nothing more than the conventions of accountability and the money market. It is one thing to advocate that society should know exactly how much it costs to provide any given social service; quite another to advocate that everything shall be scrapped that cannot be run at a profit. The entire transport sector is a public sector to the extent that the effective functioning of the aggregate of transport installations, operations and services can only be properly assessed in relation to a wide range of social and economic factors.

It is, therefore, illusory and futile to pretend to be able to make serious, rational decisions entailing a re-shaping of the transport sector on the basis of an examination of the accounts of a particular undertaking or even on the basis of a comparison of the accounts of several undertakings which are held to be in competition with one another. Transport Policy measures have to be conceived in conjunction with measures in other fields in furtherance of the specific social and economic objectives which the community has set itself.

Transport Policy must, therefore, inevitably be linked with various areas of social and economic policy dealing with *int. al.* urban and regional development, the location of industry and distribution of population, income distribution and universal access to community amenities and institutions. A community's transport system will, in the last resort, be judged on the extent to which it promotes the free flow of goods and services commensurate with a high standard of living and fair distribution of incomes, increases geographical and social mobility, encourages all citizens to play a full life in the community, increases freedom of choice with regard to a man's place of work and place of residence, assists in providing new opportunities in education and recreation and wider access to the social services; in short, by the extent to which it promotes a wide and generous distribution of the community's resources among all citizens, overcoming the adverse effects of isolation, separation and neglect. To this extent, we contend that the conventions of accounting and banking are, in the last resort, irrelevant to the problems with which Transport Policy is really concerned. It is not so much that we reject the calculations on the grounds of inaccuracy, but rather that we refuse to accept the balancing of income and expenditure as some sort of Supreme Good to which every other consideration must be subordinated.

Naturally, we accept that a community's interest are ill-served by a transport system which is truly wasteful and that proper accounting procedures provide a useful tool for assessing relative efficiency, given a proper understanding of the prevailing conditions and agreed social and economic objectives. In this particular context, the ITF has always advocated and continues to advocate normalization of accounts of railway undertakings, a proper assessment of the incidence of charges on railway undertakings arising from fulfilment of their public service obligations and full compensation for these charges and an equitable solution of the problems arising in connection with the charging of infra-structure costs to users. The Conference has examined in detail recent developments in these three areas of transport policy and has arrived at the following conclusions:

Normalization of Accounts

The accounts of railway undertakings should be normalized and full compensation be paid in respect of all the items figuring in the recommendations presented by the International Union of Railways

(UIC) in their Memorandum to the European Conference of Ministers of Transport (ECMT) in 1957. We welcome the progress that has been made in this area within the European Economic Community as embodied in the Decision taken by the EEC Council of Ministers in March 1969 but would, at the same time, express some disappointment at the partial nature of the solutions recommended, both with regard to the force of the action suggested or recommended in certain cases and with regard to the number of items qualifying for normalization. At the same time, we are particularly concerned to avoid a situation where the payment of compensation in respect of certain social benefits enjoyed by railway staff (particularly pensions, health facilities and social security provisions) might be advanced as an argument for reducing the level of these benefits. In the absence of a final solution in respect of the allocation of infra-structure costs, we suggest that it would have been reasonable to compensate the railway undertakings in full for all expenditure in connection with the construction, maintenance, replacement, operation, inspection and supervision of level crossings and bridges.

Public Service Obligations

Although we appreciate the recognition in the Decision taken by the EEC Council of Ministers in March 1969, of the need to compensate transport undertakings for the charges resulting from the fulfilment of certain public service obligations, we regret the emphasis placed on the abolition of public service obligations and the implication that these obligations are something of an anachronism. There is, of course, scope for a complete review of the whole concept of public service and for an adaptation of the concept to modern requirements. As long as a need persists for such services, they should be retained, provided the railway undertakings are fully compensated.

Allocation of Infra-Structure Costs

It will not be possible to achieve anything like equalisation of conditions of competition between road, rail and inland navigation in the absence of a fair system of assessing and charging infra-structure costs to users. We welcome the recent interest shown in this question, notably in the United Kingdom and the European Economic Community, and advocate that this work should be followed up towards a practical solution as a matter of urgency. In particular, we recommend that any system to be devised should entail application of the so-called Fourth Power Law (derived from the AASHO Tests) in such a way that the annual outlay on construction, improvement, repair and maintenance, excluding the costs of acquiring new land, should be shared out among all road users with a direct weighting for the average annual mileage of the given tonnage class and for the axle loading, raised to the fourth power. Congestion charges should be fixed for each type of vehicle on the basis of scientific tests and an agreed monetary evaluation of time lost by other road users, the proceeds of such charges to be devoted to the construction of new infra-structure and to appropriate means of bringing about an improved utilisation of existing infra-structure in conformity with agreed priorities as regards the optimum allocation of resources and the preservation of amenity. The railways might then be reasonably expected to continue to pay their full infra-structure costs. As far as inland navigation is concerned, the emphasis has to be placed on re-examination of the financing of new projects and the probable distribution of benefits accruing to the community from the traffic that will be generated. Many projects for new infra-structure designed

to promote industrial development within the context of regional policy are in need of urgent re-appraisal with a view to establishing how far the original objectives are still valid and whether they might not be more easily attained by improved utilisation of existing infra-structure. This implies a proper co-ordination of investment in infra-structure.

The financial situation of the railways and the opportunities open to them for playing a full rôle within the context of a co-ordinated transport system depend, to a large extent, on a range of governmental measures regulating the financial relations between the State and railway undertakings, the degree of autonomy which the railway undertakings have in organizing their operations, and various other measures applicable throughout one or several transport sectors. Such measures include regulations governing access to the market in road and inland waterway transport, regulations designed to promote safety, regulations governing working conditions of various categories of transport workers, regulations governing the fixing and publication of rates and fiscal measures applied specifically to transport. The particular combination of measures in operation in a given country at any given time may be intended to help bring about a calculated division of traffic between the respective carriers and means of transport; they may be intended to regulate and stabilize competition between carriers and means of transport, relate conditions of competition to long-term investment objectives; they may be concerned with achieving all these objectives and at the same time with adapting the existing transport system to changes in the economic, demographic or political structure. With such a wide range of options both with regard to aims and means, it is hardly surprising that the transport policies pursued by many governments fail to do any of these things effectively or that the existing regulatory framework should be a residual, fragmentary or provisional character. In such a state of affairs, it is, of course, difficult to voice any opinion about the effectiveness or desirability of any particular measures, seen in isolation. Our concern is that any decisions taken with regard to any of these items of Transport Policy should be firmly rooted in the general principles set out above.

The inception of many transport policy measures which have recently been enacted or are at present under active consideration with a view to legislation, predates a number of technological developments which are likely to enhance the competitive position of the railways. This is to say that a number of policies which have not yet been fully implemented, are already obsolete, in as much as they are based on premises which no longer hold good. This applies particularly to policies intended to bring about a drastic reduction of all rail services, both by total or partial abandonment of railway lines in many instances. Such curtailment has dire economic results on communities affected by the change and should not be countenanced without full public enquiry. Moreover, full account has to be taken of the massive social investment required in providing new infra-structure. It applies, in particular, to such ill-conceived policies as the abandonment of inter-city passenger services in the USA, and in other countries encountering the same problem, where the fundamental operating economics are likely to be radically altered with the advent of the Advanced Passenger Train. It applies to the failure to take into account:

—the greater economic advantages of moving freight by rail which will result from the development of containerization, from the greater train-loads made possible by the imminent introduction of

automatic couplings on European railways and from the longer average hauls arising from the development of trade between nations, particularly within the context of a strengthened and enlarged European Economic Community;

- the importance of new concepts being developed in the field of urban transport in response to the particular challenge presented by the advent of the megalopolis;
- the particular advantages the railways will derive in the future from the fundamental principle of railway movements which lend themselves pre-eminently to continuous technological improvement in line with the latest developments in cybernetics.

The railwaymen's unions affiliated to the International Transport Workers' Federation **HAVE DECIDED** to give priority to following closely, acting in co-operation with the other sections of the ITF, all developments in the field of transport policy with a view to formulating detailed policy on the specific items and to making the strongest representations to their national governments and the inter-governmental organizations, maintaining their firm belief in the fundamental viability of their industry in a changing world.

7. The appointment of a Sub-committee on Transport Policy

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969,

HAVING CARRIED OUT a wide-ranging examination of recent developments in the field of Transport Policy and of the principles on which a sound Transport Policy must be based;

ENDORSES the decision of the Railwaymen's Section Committee to set up a Sub-committee to examine these questions further;

CALLS UPON all affiliated Railwaymen's Organizations to give the Sub-Committee whatever assistance it may require in carrying out its work;

REQUESTS the ITF Executive Board and Secretariat to provide the necessary facilities;

LAYS DOWN THE FOLLOWING MAIN PRINCIPLES TO GUIDE THE SUB-COMMITTEE IN ITS WORK:

- the Sub-Committee shall deal with all aspects of Transport Policy, giving particular consideration to specific items suggested by affiliates;
- affiliates are to report to the Secretariat any significant developments in their countries and the Secretariat shall prepare the necessary documentation for the Sub-Committee, on the understanding that the Sub-Committee works in one language;
- the Secretariat shall keep the Section informed regularly on the work of the Sub-Committee;
- the Sub-Committee shall have within its terms of reference all developments in the field of rationalization and modernization and the introduction of new techniques and pay particular attention to safety considerations;

—the Sub-Committee shall assist the Secretariat in preparing detailed Memoranda on matters coming within its terms of reference for submission to inter-governmental organizations and shall also seek ways and means of giving greater attention to transport policy developments outside Europe.

8. **Defence of Democracy**

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969 has resolved to adopt the following resolution:

WHEREAS, rail transport in every part of the world has the same basic complex responsibility of proving safe, efficient and adequate services in national and, to an increasing extent, in international transport; and

WHEREAS, adequate railway services depend not only on the installation and the maintenance of the most modern equipment, permanent way and structure, but also on the welfare of railway employees, whose health and morale, major prerequisites to safe and efficient service, are not to be attained without free collective bargaining; and

WHEREAS, co-ordination of rail, road, water and air transport is everywhere among the most pressing needs so as to avoid ruinous competition and attain maximum utilization of each mode of transport; and

WHEREAS, in all nations, but especially in the developing countries, the highest priority is to be given to providing adequate services to the people and industries of the area, an objective which is not to be subordinated to the motive of private gain at no matter what cost in impaired public service; and

WHEREAS, the provision of adequate transport services must, by virtue of the close relationship between governments and transport undertakings, depend on the existence of a stable, effective, democratic government, responsive to the needs of the people and of industry generally; and

WHEREAS, transport workers in industrialized countries have been able, under democratically elected governments, to play an active part in the adaptation of railway policy and operations in conformity with steadily changing technological factors, whilst, on the other hand, railway workers in less developed countries, particularly many Latin American countries, have not been able as yet to obtain from their governments policies likely to assure safe and adequate railway services; and

WHEREAS, in certain of these Latin American countries, governments democratically elected have been overthrown by military force as soon as needed social reform has been undertaken; the desires of the military clique and its backers have been made primary government objectives, to the detriment of the general population, vital railway and other transport industries, and the basic rights of transport workers; and

WHEREAS, these military cliques have, after usurping governmental authority, sought external financial assistance, and other national governments as well as international agencies have been prevailed upon to supply such assistance, thus serving to undermine democracy

contributing to governmental inefficiency and instability and to the hardships of the people suffering under military despotism; and

WHEREAS, that financial assistance, and the other types of aid being given to military regimes by governments not only in the more developed areas bordering on those under arbitrary military rule, are in fact defeating the very purposes of industrial development, international amity, and human progress they are meant to serve, and are encouraging an intensification of the international antagonism upon which military rulers rely for excusing their exorbitant demands upon governmental resources; and

WHEREAS, aid to military despots will inevitably encourage similarly inclined factions in other countries to embark on similar adventures, spreading the abhorrent virus of dictatorship to areas now under democratic government, lending support to Communist contentions that reform can be achieved only by their own type of terrorist despotism; therefore

BE IT RESOLVED, that the railwaymen's section of the International Transport Workers' Federation calls upon all ITF affiliates to lend their full support and solidarity to the efforts of the ITF regional office in Lima, in its endeavours to bring about the full restoration of trade union rights for railwaymen in those countries where military governments have either abolished or curtailed the right of railway workers to associate freely in trade unions, to engage in collective bargaining with their employers, and to resort to strike action as the ultimate means of achieving better working, social and economic conditions;

BE IT FURTHER RESOLVED, that the ITF Secretariat be asked to petition the agencies controlling international assistance and the various national affiliates be asked to petition their respective governments and to enlist the assistance of other labour central bodies within these nations, so as to deny all military, financial and technical assistance to those dictatorial governments in Latin America which have no respect for the democratic processes and which are bent on oppressing and persecuting the workers and their trade unions; and

BE IT FURTHER RESOLVED, that the ITF Secretariat be asked to wage a world-wide publicity campaign to expose the degree of despotism prevalent throughout Latin America, and the ineptitude and dictatorial attitude of military managers who have taken over by force the operation of railways and the subordination of certain government officials of the national interests to the profit motive; and

BE IT FURTHER RESOLVED, that the railwaymen's section of the International Transport Workers' Federation, and the Federation as a whole, call upon all of their affiliates to co-ordinate their power to protect democratic processes and to bring about their reinstitution where they have been overthrown by military rulers.

9. Costa Rican Railways

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969,

HAVING NOTED the existence in Costa Rica of two railway systems, one privately owned and one under government ownership, having no sort of co-ordination between them;

URGES that the Government of Costa Rica enter into negotiation to take over at the earliest possible moment the privately-owned Northern Railway Company and bring about a proper co-ordination of this Company and the Government-owned Ferrocarril Eléctrico al Pacífico.

10. **Persecution of Latin American Trade Unionists**

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969,

GRIEVOUSLY CONCERNED at reports of increasing violence, intimidation and acts of terrorism committed against trade unionists in certain Latin American countries, particularly railwaymen's trade union leaders in Guatemala;

UTTERLY CONDEMNS all such outrages as totally abhorrent and inconsistent with universally accepted principles concerning human rights and trade union freedoms;

CALLS UPON all affiliated organizations to do everything in their power to bring these outrages before world opinion and to co-operate with the ITF in its campaign to extend genuine trade union freedom and restore basic human rights in countries of Latin America wherever such rights and freedoms are still denied.

11. **Rail Safety**

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969 has resolved to adopt the following resolution:

WHEREAS railway transport workers in all countries have a legitimate right to conduct their important duties under the safest working conditions, in order to avoid death, injury and economic loss to themselves, their families, their communities and their national interests; and

WHEREAS safety conditions in railroads in many countries of the world are not maintained at acceptable levels, and in some countries have deteriorated substantially with resultant deleterious effect for all concerned; and

WHEREAS the attainment of the highest possible safety conditions is also equally advantageous to railroad managements, governments and the general public interest, through the maximisation of economic gain, the provision of superior service, and the resultant preservation of a favourable competitive position thereby; and because safe working conditions promote harmonious and thus mutually beneficial labour-management relations and in progress of the industry, therefore

BE IT FURTHER RESOLVED that the Railwaymen's Section of the ITF call upon all affiliates to apply their talents, interests and energies to promote railroad safety in all its aspects;

MORE SPECIFICALLY to:

—Urge railroad management to apply adequate resources, personnel and resolve to track and equipment maintenance, crew consist, operations and modernisation related to safety;

—Urge governments and their legislatures to set standards for safety whose objective is to prevent accidents, promote safety, and prevent accidents, injury, death and other harmful effects to railroad employees and others; and

—Urge all labour organisations to stress safety objectives in all their activities and in negotiating agreements.

BE IT FURTHER RESOLVED that all efforts to promote railroad safety continue unceasingly until all accidents within man's control have been eliminated.

12. Mexican railwaymen's problems

The Railwaymen's Section Conference of the International Transport Workers' Federation (ITF) held in Mexico City from 11—15 November 1969,

HAVING NOTED the current efforts of the Railwaymen's Union of Mexico with regard to:

- (a) the provision of double track on main lines;
- (b) the need for properly trained administrative staff with an adequate knowledge of industrial psychology with a view to promoting a good working environment, better labour-management relations and a consequent improvement in safety and productivity;
- (c) the construction and manufacture of piggyback equipment by the "Constructora de Carros de Ferrocarril" at Sahagún, Mexico;
- (d) the carriage of freight from railway depots and stations to destinations in urban centres by railway-operated transport vehicles;
- (e) proposals to amend the provisions of the Mexican Penal Code (Articles 31, 32, 60 and 62) relating to the legal liability of railway workers, particularly locomotive drivers.

RESOLVES that the ITF and its affiliated railwaymen's unions will give all possible support to the Railwaymen's Union of Mexico in the achievement of these aims.

INLAND NAVIGATION

13. Safety on inland waterways

This conference of the ITF Inland Navigation Section, held in London on 29—30 August 1968;

NOTING the marked increase in hazards on inland waterways in the different countries as a result of heavier traffic, day-and-night navigation, and the introduction of new forms of navigation;

NOTING ALSO the increased incidence of accidents on board inland navigation vessels due to the intensification of work and the heavier demands made on the crews;

DRAWS ATTENTION to the need for codified regulations concerning safety of navigation and safety and health of work in inland navigation.

REQUESTS the International Labour Organization and other competent bodies to give consideration to the possibility of establishing international minimum standards for the areas mentioned.

14. Educational facilities for boatmen's children

This conference of the ITF Inland Navigation Section, held in London on 29—30 August 1968;

RECALLING the consideration given by the ILO during the years 1945-54 to the question of educational facilities for boatmen's children;

RECALLING PARTICULARLY the international principle formulated at the 1949 session of the ILO Inland Transport Committee to the effect that children of inland navigation workers should have educational opportunities equivalent to those provided for other children, and the report presented to the inland Transport Committee in 1954, on the extent to which this was observed in different countries;

REQUESTS the ILO to undertake a new enquiry into the progress made in implementing the 1949 principle in the intervening years, and to consider the desirability of taking further action in the matter.

15. Modernization and technological change

This conference of the ITF Inland Navigation Section, held in London on 29—30 August 1968;

HAVING DISCUSSED the effects of modernization and technological development on social and working conditions in the inland navigation industry, with special reference to the structural changes taking place in the industry, the advent of unit-load systems, such as containers, pallets, LASH, etc.;

HAVING NOTED the statement adopted on the subject at the ITF Congress held in Wiesbaden, Germany, in July-August this year, particularly the parts of it referring to inland navigation, and noting also the policy formulated by the inland navigation workers' unions in the EEC countries with respect to redundancy caused by withdrawals of inland navigation vessels from service;

ADOPTS the following **CONCLUSIONS**:

—The effects of the transformations which are taking place in the world of transport are also making themselves felt increasingly in inland navigation. Faster and larger vessels, new methods of propulsion and operation, notably the pushboat, conveying sets of barges and lighters in various formations, and the lighter-on-board-ship system, in which containers are used as inland waterway craft and loaded on and off sea-going vessels, intensification of operation by day-and-night navigation, these and other developments are not only increasing the carrying capacity but changing the nature of inland navigation.

—The workers and unions of the industry recognize that they have a part to play in making it as efficient and economic as possible, and that it is in their own interests as well as those of the industry and the users to ensure that inland navigation occupies its proper place in the transport system and the national economy as a whole.

—The increase in productivity and profitability of the industry should be accompanied by improvements in the position of the workers employed in it, both in terms of better working and living conditions and safeguards for their livelihood. The policy of the workers and unions in the inland navigation industry should therefore be based on the following guiding principles:

—Real wages should be increased to an extent commensurate with the greater productivity of the industry.

—Captive time should be recognized as working time.

—Manning standards should be such that crews can enjoy the rest periods on board required to avoid excessive strain and to ensure safe navigation under present-day traffic conditions.

—Leave periods between journeys should be such as to compensate for the greater intensity of work on inland navigation vessels:

—Forward planning of manpower requirements should ensure that adjustments of the labour force are effected by natural wastage, earlier retirement and controlled entry.

—Special attention should be given to vocational training programmes, providing for both basic training and additional training as required by technical progress in the inland navigation industry.

—There should be close management-union consultation before the introduction of measures or policies likely to affect the conditions or prospects of inland navigation workers.

—In case of withdrawal of tonnage from service, provision should be made to prevent redundancy of labour.

—If the withdrawal is temporary, workers should not be made redundant or suffer loss of income on that account during the period of withdrawal. In these cases, wages and other payments due should be continued by the employer concerned. If the withdrawal is permanent, provision should be made for social benefit payments at the same level as gross pay during such period as the worker concerned finds no other employment, subject to a maximum period of not less than twelve months. If the worker finds employment at a lower level of pay, he should be entitled to benefit equal to the difference, also subject to a maximum period of not less than twelve months.

—In the case of workers who become redundant as a result of permanent withdrawal of tonnage and are not more than five years from retirement age, the option should be given of earlier retirement on a pension equal to that for which they would have qualified on attaining normal retirement.

—In the case of workers affected by permanent withdrawal of tonnage, every effort should be made to facilitate re-employment by retraining and re-settlement.

DOCKERS

16. Maximum permissible weight to be carried by one worker

This conference of the ITF Dockers' Section, meeting in London on 19 and 20 March 1968;

NOTES with great satisfaction the adoption by the 1967 International Labour Conference of a Convention and Recommendation concerning the maximum permissible weight to be carried by one worker;

NOTES FURTHER that according to information available loads much in excess of the limits envisaged by the two ILO instruments are still permitted to be carried by one worker in a number of countries;

URGES governments to take speedy steps towards ratification of the Convention and towards the implementation of the standards laid down in this instrument as well as in the supplementary Recommendation;

CALLS upon dockers' unions in the different countries to apply appropriate pressure upon their governments and employers and keep the ITF and through it the ILO regularly informed of the progress made in this matter; and

FURTHER REQUESTS dockers' unions by appropriate and systematic publicity campaigns, through their publications and otherwise, to draw the attention of other sections of transport to the hazards of carrying excessively heavy loads and to the importance of enforcing the standards set by the ILO Convention and Recommendation on the subject.

17. Model International Agreement for Dock Work

This ITF Dockers' Meeting, held in Bremen on 19—20 January 1970. HAVING RECEIVED reports on recent developments in container transport in various countries, particularly with respect to their impact on wages and working conditions and the employment situation in the port industry;

HAVING REGARD to the international guidelines formulated under the auspices of the ITF (London, April 1968 and Wiesbaden, July—August 1968) and the ILO (Rotterdam, April 1969), particularly those concerning:

- maintenance of employment levels in the port industry;
 - improvement of working and living conditions of port labour;
 - proper provision in case of unavoidable redundancy;
- and those concerned to ensure foresight and planning in the introduction of containerization and other new cargo handling methods, including:
- positive steps by all parties concerned to avert or minimize as far as possible reduction of the work force by appropriate measures, without prejudice to the efficient conduct of dock work operations;
 - establishment of machinery in each country and/or port for assessing the probable impact of changes in cargo-handling methods, with proper participation by those directly concerned with the movement of cargo through ports, including the employers' and workers' organisations of the port industry;

REALIZING that containerization and other developments in cargo handling are making their effects felt more and more in all branches of transport;

REAFFIRMS that all categories of dock labour should share in the benefits accruing from technical progress and increased productivity of new cargo handling methods;

CALLS UPON affiliated dockers' unions to co-operate to the fullest possible extent in the realization of the policies formulated under the auspices of the ITF;

INVITES other industrial sections of the ITF to participate in the formulation and implementation of joint objectives; and

DECIDES to set up a special committee to draw up an international model agreement for port workers, having regard to the needs and circumstances of a national and regional character and applicable on the widest possible scale.

SEAFARERS

18. Seafarers and technological development

This ITF Committee on Shipboard Automation, meeting in London on 12—13 December 1968, and having discussed the various problems arising from the manning and operations of such ships as giant tankers, bulk carriers and container ships.

NOTES that according to present estimates, each container ship could replace a number of conventional ships;

AGREES that there must be a recruitment policy designed to maintain a supply of properly trained personnel and a proper balance between entry to and departure from the industry;

DEMANDS that this balance shall be brought about by regulation of recruitment and earlier retirement, taking into account normal manpower attrition, on the basis of a five and ten year manpower evaluation programme;

WHERE, despite such effort, redundancy occurs, provision shall be made to compensate for loss of employment by negotiating:

- (a) adequate severance payments;
- (b) training and retraining for employment, within the industry, which modernization may create;
- (c) adequate allowances during temporary unemployment;
- (d) adequate retirement pensions for older men who cannot be re-absorbed into employment.

FURTHERMORE, having received information and exchanged views on the impact of new techniques, particularly of ships having an accelerated turnaround in port,

DEMANDS that urgent attention be given to the problem of excessive strain on the crews of these types of ships, and in particular that every seafarer engaged in international trade shall be entitled to be relieved and repatriated for leave, at the owner's expense, to his home port after a period of service of between four to six months, and without prejudice to superior provisions existing in any country.

REALIZING the close connection between the safety of shipping and manning standards,

PLACES ON RECORD that there is a limit below which the manning of a ship must not be reduced, irrespective of the automated or other technological devices which may be installed, and that this limit must be governed by:

- (a) the operational requirements of the ship and the trade in which it is engaged;
- (b) peak periods of manpower requirements;
- (c) the need to guarantee the safety of the ship in any foreseeable situation on deck and in the engine room, including sickness or accident to crew members, which may arise during a voyage;
- (d) the requirements concerning hours of duty and other conditions of service.

HAVING REGARD to the importance of this resolution, requests the ITF Secretariat to give it wide publicity and also to draw it to the immediate attention of the ILO, so as to enable the position of seafarers to be taken into account in the preparation of documentation for the forthcoming Preparatory Technical Maritime Conference.

19. ITF policy on maritime radio safety

The Seafarers' Section of the ITF, having reviewed the position adopted by the September 15-16 1970 Conference of ITF Radio Officers' affiliates in London,

Mindful of the crucial need of all seafarers for the highest level of safety, adopts the following common policy for guidance and action of ITF affiliates in defending and improving radio sea safety:

1. to work for adoption by IMCO of the attached proposal (see Annex) permitting masters on vessels carrying Radio Electronic Officers to reallocate part of the radio watch for technical repair and maintenance duties for safety only;
2. to welcome installation of selective calling devices aboard ships only when Radio Electronic Officers are carried, to maintain and repair them, and to reject them on any other basis;
3. to oppose the loose interpretation of Regulation 6 (d) of Chapter IV of SOLAS now permitted by certain governments who allow duties, neither essential for safety of life at sea nor radio in nature, to be used as a pretext for impairing radio safety watches;
4. to keep abreast with technological developments, we urge that comprehensive training be undertaken by governments to provide ships with skilled Radio Electronic Officers to implement item I, above, and its Annex;
5. to welcome the introduction of satellite communications as a useful supplement to maritime safety communications modes, but to oppose relying solely on satellites, which are especially vulnerable to being inactivated accidentally or by hostile action, for distress or safety;

6. to reject, totally, any further extension of the period of auto alarm usage;
7. to oppose the area of operations' concept, i.e. the replacement of existing radiotelegraph safety provisions by the inadequate and unreliable radiotelephone provisions in what is described as "European waters", since its implementation would remove a large proportion of shipping from the protection of the international maritime radiotelegraph network, and place an intolerable burden on other, already fully occupied, crew members;
8. to oppose replacement of human radio watchkeeping under the guise of introducing of a "common distress system" entailing the replacement of radiotelegraph system by a radiotelephone system, manned by personnel unskilled in radio;
9. to oppose any change of the existing frequency for distress 500 KHz;
10. to endorse efforts of the ITF Radio Officers' affiliates to defend and improve the maritime distress system, by maintaining high standards of equipment, practices and personnel, and by introduction of new ones only after they have been tested and proven under all conditions, day, night, weather, season and area. The major single improvement at this time would be the introduction and world-wide utilization of Radio Electronic Officers.
11. It is understood that the duties and jurisdiction of Radio Officers and/or Radio Electronic Officers, as spelled out above, do not include operation, except for radio and electronic communications.

*Adopted: October 10, 1970
Geneva*

Annex to radio policy position

The adoption of the following proposed amendment to Chapter 4 of the international Regulation 6 (d) as a new paragraph (i)

(i) in addition, on vessels:

- (a) carrying a radio officer who may, pursuant to authority granted Administrations by the ITU Radio Regulations, at the discretion of the Administration concerned, be certificated as being additionally qualified for the performance of technical maintenance and repair duties on radio and electronic communication equipment and radar or other radio aids to navigation used for safety at sea and
- (b) fitted with an international agreed radiotelegraph selective calling device installed and operating as part of the radiotelegraph station which has been approved as a reliable safety device by the Administration concerned,

during the period when such additionally qualified radio officer is required by this Regulation to listen on the radiotelegraph distress frequency, such radio officer may also discontinue such listening watch, by order of the master, during the time when he is performing technical maintenance or repair of radio and electronic communication equipment and radar or other radio aids to navigation used for safety at sea, but only if it is impracticable to listen by loud-speaker. The listening watch shall always be maintained by the radio officer using headphones or loudspeaker during the silence periods provided by the Radio Regulations.

SPECIAL SEAFARERS' SECTION

20. Employment of "Crews of Convenience"

THIS ITF Committee for the Promotion of Fair Practices, meeting in London on 21 and 22 March 1968,

HAVING CONSIDERED the increasing tendency of certain ship-owners of traditional maritime countries who are not traditional employers of Asian seafarers, to man their ships with Hong Kong Chinese ratings,

DEPLORES the fact that the working conditions and rates of pay under which these seamen serve are greatly inferior to the conditions and wage rates applicable in the countries in which the ships in question are registered,

BELIEVES that if this practice is allowed to increase without opposition, the problem of "crews of convenience" will be added to the problem of "flags of convenience",

CALLS THE ATTENTION of ITF-affiliated seafarers' and dockers' unions to paragraph (e) of the ITF Asian Seamen's Policy adopted at the meeting of the ITF Asian Seamen's Committee held in London on 24 and 25 November, 1965 which states:

- (e) "In ships other than those with manning arrangements as laid down in paragraph (a) where Asian seafarers are employed (including employment as a result of changes in the pattern of trade, having regard to the provisions of paragraph d), these seafarers should during their service belong to the ITF-affiliated union of the flag concerned and enjoy the wages and other conditions of employment negotiated by such union. It should be made clear that ITF policy is directed towards establishing the principle that the wages and conditions of serving seafarers should (except in the case of flag-of-convenience vessels) be governed by the conditions operating in the country whose flag the ship is flying, subject to observance of the international minimum standards laid down in ILO Recommendation 109 (1958) with suitable adjustments to take account of subsequent changes in money values."

REQUESTS all ITF-affiliated seafarers' and dockers' unions to take whatever action it is possible for them to take against these ships in order to ensure compliance with the principles laid down in the above mentioned paragraph (e) of the ITF Policy on Asian Seamen.

FISHERMEN

21. Social conditions in the fishing industry

This ITF Fishermen's Committee, meeting in Ostend on 25 and 26 June 1968,

NOTES WITH SATISFACTION the increasing attention being devoted, at both national and international level, to conditions of life and work in the fishing industry,

NOTES PARTICULARLY the work being done by the ILO, FAO and IMCO on an International Safety Code for Fishermen and Fishing Vessels,

WELCOMES the opportunity afforded to fishermen's representatives to participate in this project,

EXPRESSES on behalf of the fishermen's unions affiliated to the ITF their desire to co-operate to the full in making the Code as effective as possible, both in respect of contents and implementation,

CONSIDERS, in view of the exclusion of fishing vessels from the 1960 Safety of Life at Sea Convention, that the proposed Safety Code should be supported by an International Convention embodying the basic principles of safety of fishermen and fishing vessels,

URGES THEREFORE that an international conference to discuss and adopt such a convention be convened as soon as possible,

CONSIDERS FURTHER that safety regulations alone will not bring safety to the sea, but that the fishing industry's entire system of employment and remuneration needs to be overhauled,

CALLS UPON the ILO and other bodies interested in the well-being of fishermen to assist the endeavours of trade unions towards improving the social conditions in the fishing industry,

RECALLS that the ILO has already adopted international instruments concerning a number of major aspects of fishermen's conditions: minimum age for admission to employment, medical examination, articles of agreement, crew accommodation, certificates of competency, vocational training,

URGES the widest and speediest possible ratification and implementation of these instruments by governments,

RECALLS FURTHER that the ILO Committee on Conditions of Work in the Fishing Industry has recommended that similar action be taken on a number of other important questions, including a system of registration and regulation of employment, hours of work and rest, holidays with pay, industrial pensions, medical care and sickness insurance, manning standards and repatriation,

EXPRESSES once more the hope that the ILO will continue to devote systematic attention to the social conditions of fishermen and in particular will convene a further meeting of the ILO Committee on Conditions of Work in the Fishing Industry in the near future.

CIVIL AVIATION

22. ICAO's Tokyo convention 1963

This meeting of the ITF Civil Aviation Section Committee held in London on 4th December 1968.

NOTING with alarm the growing frequency with which civil aircraft are seized in flight and crews coerced into diverting them;

CONDEMNS these acts of piracy as posing intolerable threats to the safety and well-being of airline crews and passengers;

EXPRESSES profound concern that there is as yet no effective international law which could act as a deterrent to air piracy and that even ICAO's "Tokyo Convention 1963" has not yet been ratified by a large majority of signatory states;

CALLS UPON all Governments of the signatory states who have not yet ratified the ICAO's Tokyo Convention 1963 to do so immediately and to see that effective international laws are established as soon as possible so that law and order may prevail in International Civil Air Transportation;

CALLS UPON the ITF-affiliated Civil Aviation Unions to take any action open to them to effect such ratification by their respective Governments with utmost urgency in order to forestall the growing possibility of loss of life of air crews and passengers.

23. Precautions against attacks on and interference with aircraft

The ITF-affiliated Civil Aviation unions represented at this Emergency Meeting being held in London on 27 February 1970 adopt the following STATEMENT

Attacks on, and interference with, aircraft by politically motivated groups have reached intolerable proportions. The interests of civil aviation employees, airline passengers and the general public demand that urgent measures should be taken both in the short and long term, so as to protect all concerned from death and injury.

In the short term stringent precautions must be taken so that airports, aircraft and civil aviation facilities and those using or employed in them are protected against attack or interference. Passengers, cargo and baggage, in particular, must be rigorously searched whenever there is cause to believe that life and property are threatened and access to aircraft or airports must be barred to any persons likely to act in a manner dangerous to others. Mail and cargo of a suspect nature must also be safely segregated. These precautions must be the subject of full consultation with the unions concerned and enforced at the earliest opportunity, for example on the making of reservations or acceptance of mail, cargo or baggage, and should be re-inforced at each subsequent stage in a journey or shipment.

The costs, delays and inconvenience that these measures will inevitably entail are deplorable but must be borne as an inevitable penalty of the paramount necessity to protect life. Furthermore, since no employee can possibly be asked to place himself or herself at more risk than would normally be met, and provided the measures outlined above have not been taken, affiliated unions are recommended to advise their members that they may refuse to carry out any duties which they fear would expose them unduly to danger and shall receive the unions' full protection against any sanctions their employers might seek to apply as a result of such a refusal.

At national level, civil aviation safety committees must be established composed of representatives of all the authorities, employers and workers concerned which shall devise and implement all necessary safety measures.

At international level, it is imperative that the United Nations should immediately convene a world conference of representatives of governments, civil aviation employees and employers and international organizations concerned in civil aviation which would have as its first

aim the adoption of a binding declaration from all concerned that unlawful interference of any kind, and for any cause, in the peaceful operation of civil aircraft shall constitute an international crime which every state shall solemnly contract never to condone and shall undertake to try to prevent with all the means at its disposal. This declaration should be made with a minimum of formality and procedural trappings but should nonetheless have the full force of the most mandatory international law. Furthermore, since no government or organization can reasonably withhold its support from such a declaration, nor fail to implement it, any government or organization declining to do so should be judged to have placed itself in a position as to warrant the immediate and complete withdrawal of all services, benefits or privileges provided by air lines and international bodies or agencies, whether governmental or non-governmental.

If it proves impossible to convene the international conference for which the ITF has called, the ITF shall itself convene a conference to which it will invite its affiliated unions and all governments and international organizations and agencies with an interest in promoting a solution to the present situation. At that conference consideration will be given to whatever direct action is practicable on the part of the world trade union movement.

In the longer term, the appropriate international bodies must draw up international instruments making attacks on or interference with civil aircraft an offence against international law and specifying the most severe penalties for those that perpetrate them. In this regard, the ITF has already made representations to ICAO on the content and form that such instruments should take. Furthermore the ITF claims the right to representation at the ECAC/ICAO Conference on air safety due to be held on March 3 and at all other ICAO meetings at which air safety will be discussed.

The affiliated civil aviation unions of the ITF represented at this meeting state their firm intention to carry out the actions contained in this statement and to support each other in doing so.

24. Airline security

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

HAVING NOTED with satisfaction the success of efforts made by an ITF delegation to the 17th ICAO Assembly (Extraordinary) on airline security (Montreal, 16 to 30 June 1970) in securing the adoption of statements and recommendations which, if properly implemented, will provide genuine safeguards against attempts at hijacking or sabotaging civil aircraft and aviation installations as well as ensuring that the perpetrators of such criminal acts which cannot be prevented shall be apprehended and subjected to appropriately severe penalties laid down by law;

HAVING NOTED also that further meetings and conferences on these subjects are to be held at both national and international level;

REQUESTS THE ITF Secretariat to continue to keep a close watch on developments in this field; to ensure that the ITF Civil Aviation Section is properly represented at any international discussions of substance concerning airline security problems; and to intervene energetically and effectively in any situation where protection of the life and limb or the personal freedom of aviation employees and of airline safety generally warrants this;

CALLS UPON ALL governments, airlines and airport administrations to act without delay in implementing to the fullest extent the statements and recommendations adopted at the 17th ICAO Assembly (Extraordinary) and, in particular, to facilitate the immediate creation of airport security committees for this purpose, on which representatives of airline and airport employees should be seated as of right, as well as to ensure that national legislation provides for the trial, punishment and, where appropriate, extradition of those committing criminal acts against international civil aviation;

CALLS ALSO upon all governments to ensure that the overriding consideration in any intervention by national or local security authorities aimed at preventing or discontinuing any hijacking or sabotage attempts should be the safety of all airline employees and passengers involved;

CALLS UPON ALL governments to deny assistance, support or sanctuary to any person or persons engaging in such acts, regardless of his or her professed motives, and presses for an effective system of international sanctions by governments and the air transport community against any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs, or in any way connives at their criminal activities;

THIS CONFERENCE FINALLY PLEDGES the active participation of all ITF-affiliated civil aviation unions in immediate and drastic industrial action, including but not limited to, quarantine of any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs or which in any way condones or connives at their criminal activities.

25. ILO activity in the field of civil aviation

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

HAVING CONSIDERED the memorandum submitted by the ITF to the International Labour Organization stressing the increasing size, importance and social problems of the international civil aviation industry and emphasizing the fact that despite these considerations the ILO has up to the present devoted no more than a minimum of its time and resources to this vital transport industry;

FULLY ENDORSES the very valid points made in the ITF memorandum, which it considers should be given urgent attention by the Director General and Governing Body of the ILO;

THE CONFERENCE ALSO ENTIRELY ENDORSES the view expressed in the ITF memorandum that continued lack of detailed attention by the ILO to this important field may have as a result that the many thousands of civil aviation employees organized within the ITF may be forced to abandon any hope of achieving their international aims through the ILO; and

REITERATES the point made in the memorandum that, although such a decision would be highly regrettable it would, if the present situation is not changed, also be a realistic one;

CALLS UPON the International Labour Organization to implement measures at the earliest possible opportunity which would ensure the creation of regular tripartite ILO machinery designed to provide facilities on a continuing basis for the discussion and resolution of

the many social problems now facing the world's aviation employees and which have a very direct effect on the future progress and economic well-being of the aviation industry; and

RECOMMENDS to all ITF civil aviation affiliates that they should approach their respective Governments without delay and seek their support for the establishment of such regular tripartite machinery by the International Labour Organization;

THE CONFERENCE ALSO REQUESTS the International Labour Organization in accordance with the memorandum's recommendations, to initiate early consultations with the International Institute for Labour Studies in order to establish whether the latter is able to provide opportunities for the discussion of civil aviation social problems, additional to those already being requested through the medium of the ILO.

26. Inadequate airport aids and facilities

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

HAVING NOTED with grave concern that a number of accidents and near accidents have been attributed to inadequate navigational aids and facilities at many airports;

AFFIRMS ITS CONVICTION that this still remains one of the main failings in the area of air safety;

REITERATES ITS DEMANDS that in the interests of air safety:

1. all airports should immediately install as a minimum requirement a static-free aid such as VOR coupled with at least DME to give glide slope guidance to the start of final approach;
2. all airports served by scheduled airlines should also install immediately on the main runway ILS or a similar system; and
3. all airports used for tourist and other non-scheduled traffic should immediately improve vastly their airport aids to ensure that all necessary information is available to air crews to enable them at all times to carry out successfully an approach;

CALLS UPON ICAO to upgrade its standards accordingly and together with other international agencies to give financial and technical help to those countries who are unable to implement the revised standards due to lack of finance and technical knowledge;

INSTRUCTS affiliated organizations to make every effort through their respective Government and Airport Authorities to ensure that these aids and facilities are installed without delay and in no case later than 31 December 1974;

AND FURTHER CALLS UPON affiliated organizations to take such action, national or international, as may be required to achieve this objective.

27. The adverse effects of aircraft noise

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

TAKES NOTE of the very serious problems to health and to the well-being of aviation workers, in particular, as well as of the public in general, inherent in the noise produced by modern turbine powered aircraft;

AND FURTHER NOTES the serious economic and social penalties which would be suffered by civil aviation and its workers through the imposition of arbitrary operating limitations and/or curfews by states in response to the problem of aircraft produced noise;

THEREFORE STRONGLY SUPPORTS continual and expanded development of all technological means to reduce and suppress aircraft produced noise at the source and to alleviate the harmful effects of such noise by proper and adequate protection of all persons, whether aviation workers or members of the public from such harmful effects.

28. Solidarity of the ITF world civil aviation workers' conference with members of the "Sindicato Industrial de Lineas Aereas y Similares" of the Republic of Panama in its conflict with Pan American and Braniff Air Lines

WHEREAS:

1. PAN AMERICAN and BRANIFF Air Lines maintain the most unjust working conditions and effect arbitrary and archaic economies which are obviously detrimental to the economical welfare of the workers and their families;

2. The regulations concerning working conditions are unilaterally imposed by the carriers;

3. The arbitrary economic measures imposed by PAN AMERICAN and BRANIFF on their workers are so extreme and unbelievable that they leave the workers without salaries for two months each year, arguing that these are periods of rest for the workers and that, for that reason, the companies are not obliged to pay their salaries;

4. The general working conditions reach levels that may be termed inhuman, since not even the most minimum measures regarding safety and hygiene are observed, nor are the most minimum rest periods between one shift and another observed, completely ignoring the Conventions and Recommendations of the ILO;

5. The management of PAN AMERICAN and BRANIFF have consistently displayed a lack of good faith towards the workers represented by SIELAS by refusing to engage in acceptable collective bargaining practices;

6. Salary increases, in addition to being woefully inadequate, are applied in a discriminatory manner and solely in accordance with the judgment of each department head;

7. The conditions imposed upon the workers are, because of the carriers' voracity and lack of social conscience, in violation of labour agreements and the law;

BE IT RESOLVED:

that this ITF Civil Aviation Section Conference

(a) Support SIELAS during the discussion of new collective agreements with PAN AMERICAN and BRANIFF, until the conflict is satisfactorily concluded in accordance with the employees' demands, and provide all possible assistance necessary for the success of these negotiations;

(b) Instruct the ITF Secretariat to send messages to the main offices, and to the local managers of PAN AMERICAN and BRANIFF in Panama, requesting just solutions for the problems confronting PAN AMERICAN and BRANIFF workers in Panama.

AND FURTHER BE IT RESOLVED:

(c) That, if the just demands of the workers represented by SIELAS are not met, appropriate industrial action will be taken by the civil aviation affiliates of the ITF against the carriers PAN AMERICAN and/or BRANIFF.

29. Solidarity of the ITF world civil aviation workers' conference with the members of the "Comité de Empresa Braniff International Airways" of Guayaquil, Ecuador in its conflict with Braniff International Airways

WHEREAS:

1. BRANIFF INTERNATIONAL maintains the most unjust working conditions and effects arbitrary and archaic economies which are obviously detrimental to the economical welfare of the workers and their families;
2. The regulations concerning working conditions are unilaterally imposed by the carrier;
3. The arbitrary economic measures imposed by BRANIFF INTERNATIONAL on its workers are so extreme and unbelievable that they leave the workers without salaries for two months each year, arguing that these are periods of rest for the workers and that, for that reason, the company is not obliged to pay their salaries;
4. The general working conditions reach levels that may be termed inhuman, since not even the most minimum measures regarding safety and hygiene are observed, nor are the most minimum rest periods between one shift and another observed, completely ignoring the Conventions and Recommendations of the ILO;
5. The Management of BRANIFF INTERNATIONAL has consistently displayed a lack of good faith towards the workers represented by the "Comité de Empresa Braniff International Airways" of Guayaquil, Ecuador by refusing to engage in acceptable collective bargaining practices;
6. Salary increases, in addition to being woefully inadequate, are applied in a discriminatory manner and solely in accordance with the judgment of each department head;
7. The conditions imposed upon the workers are, because of the carrier's voracity and lack of social conscience, in violation of labour agreements and the law;

BE IT RESOLVED:

that this ITF Civil Aviation Section Conference

(a) Support the "Comité de Empresa Braniff International Airways" of Guayaquil, Ecuador during the discussion of new collective agreements with BRANIFF INTERNATIONAL, until the conflict is satisfactorily concluded in accordance with the employees' demands, and provide all possible assistance necessary for the success of these negotiations;

(b) Instruct the ITF Secretariat to send messages to the main offices, and to the local managers of BRANIFF INTERNATIONAL in Ecuador, requesting just solutions for the problems confronting BRANIFF INTERNATIONAL workers in Ecuador.

AND FURTHER BE IT RESOLVED:

(c) That, if the just demands of the workers represented by the "Comité de Empresa Braniff International Airways" of Guayaquil, Ecuador are not met, appropriate industrial action will be taken by the civil aviation affiliates of the ITF against the carrier BRANIFF INTERNATIONAL.

30. Support for the "Union Personal de Aeronavegación de Entes Privados" (UPADEP) of Argentina in their conflict with Braniff International

WHEREAS:

BRANIFF International in Argentina, claiming the existence of financial difficulties, in October 1969 decided unilaterally to reduce the number of personnel employed by it in various categories;

The "Unión Personal de Aeronavegación de Entes Privados" (UPADEP), representing the employees of BRANIFF International, attempted at that time to find a solution to the problem, both through legal channels and in accordance with the conditions laid down in its collective agreement with the company;

In its conflict with BRANIFF, UPADEP has received the support and solidarity of ITF-affiliated unions in the Region; however, the dispute involving 130 workers who were arbitrarily dismissed still continues, no just solution to it is in sight, and it is clear that the carrier is taking advantage of the workers.

This Conference of the ITF Civil Aviation Section, meeting in Miami from 28 September to 1 October 1970,

RESOLVES THAT:

1. The aviation trade unions represented at this Conference apply strong and effective action in all countries where BRANIFF operates, in defence of the Argentine workers who were dismissed, and will not permit BRANIFF International to achieve its anti-labour goals;
2. The US aviation unions will make efforts through the appropriate governmental authorities, denouncing the anti-labour policies being implemented by BRANIFF International in Latin America and particularly in Argentina, and forcing that carrier, through governmental channels, to comply with the just demands of UPADEP and to find immediately a solution to this grave industrial problem;
3. If, in spite of these efforts and approaches, BRANIFF persists in its present attitude, the ITF-affiliated aviation unions will institute appropriate industrial action against the carrier in all countries where it operates, in support of the members of UPADEP.

31. Colombian aviation workers' dispute with Avianca

CONSIDERING:

1. That the unions from Colombia—Sindicato Nacional de Trabajadores—SINTRAVA, Asociacion Colombiana de Mecanicos de Aviacion—ACMA, and the Asociacion Colombiana de Auxiliares de Vuelo—ACAV—approached the carrier AVIANCA in June 1970 with proposals for new collective contracts;
2. That AVIANCA, making use of a Supreme Court decision which entitles employers to demand the modification of collective agreements when their undertakings are in difficult financial circumstances, has presented a thirteen-point counter-proposal which would take away from the aviation workers the few benefits which they have succeeded in achieving through collective bargaining;
3. That AVIANCA continually violates collective agreements and labour legislation through its internal regulations;
4. That the workers, seeing their pay and social conditions adversely affected, have held meetings and have taken action against AVIANCA's counter-proposal, as a result of which the company has dismissed several workers, with the connivance of the Ministry of Labour;
5. That the present situation of the Colombian workers is made more difficult by the fact that the Government does not permit strikes on airlines, considering them as public service enterprises. In addition, at the present time it is forbidden to hold labour meetings without the permission of the military authorities.
6. That in spite of all these repressive measures, the workers are prepared to take strike action, notwithstanding all the consequences that their action might bring.

RESOLVES:

- (a) To publicly denounce the anti-labour attitude of AVIANCA in trying to worsen severely the conditions of its workers;
- (b) To demand from AVIANCA the withdrawal of its counter-proposal; thus making possible the achievement of improved wage and working conditions;
- (c) To call for the application of the fullest possible international solidarity action by ITF aviation affiliates in the event that AVIANCA does not comply with this demand, with such solidarity action being co-ordinated between the ITF Secretariat in London and the ITF Regional Office for Latin America and the Caribbean Area;
- (d) To call for the transmission by the ITF Secretariat of this resolution to the management of AVIANCA.

32. Brotherhood of Railway, Airline and Steamship Clerks (BRAC) strike against Northwest Orient Airlines

WHEREAS:

More than 3,500 employees of Northwest Orient Airlines (NWA) represented by the Brotherhood of Railway and Airline Clerks (BRAC) have been on strike since 8 July; and

The BRAC strike against NWA was caused by the company's stubborn refusal to negotiate the improvement of wages, working conditions and health and welfare benefits sought by the employees, in line with similar benefits obtained by other unions in the USA airline industry, as well as on NWA; and

The intransigent attitude on the part of the NWA management is obviously a devious strategy aimed at destroying all unions representing workers employed by NWA; and
All ITF-affiliated airline unions in the United States have demonstrated their full solidarity with the BRAC, by refusing to cross BRAC picket lines; and

The AFL-CIO has officially endorsed BRAC in its endeavours to improve the lot of its members at NWA, asking its affiliates with membership in the airline industry to support the BRAC strike; This Conference of the ITF Civil Aviation Section meeting in Miami from 28 September to 1 October 1970:

1. Unanimously endorses and supports the BRAC in its strike against NWA;
2. Instructs the ITF Secretariat, speaking on behalf of the ITF Conference, to direct a strong message to the organization representing the pilots employed by NWA, demanding that they abandon their anti-labour practice of crossing BRAC picket lines, as a means of applying full pressure on NWA for an immediate settlement;
3. Further instructs the ITF Secretariat, speaking on behalf of the ITF Conference, to direct a message to the AFL-CIO drawing its attention to the obvious and deliberate violation of trade union principles on the part of the organization representing the pilots employed by NWA and requests that it circulate all AFL-CIO international affiliates drawing attention to this violation and the ITF's censure of it;
4. Requests the ITF Secretariat to address the President of the United States and the proper agencies of the U.S. Government, urging their increased efforts in bringing about a prompt and satisfactory solution to this conflict;
5. Requests the ITF Secretariat to address the management of NWA advising them of the decision taken by this Conference, including the application of international solidarity against NWA aircraft in support of its affiliate the BRAC;
6. Requests the ITF Secretariat to provide BRAC with whatever assistance and solidarity is needed to bring the strike against NWA to a successful conclusion.

33. Points to be considered on Social Grounds when establishing Contractual Flight and Duty Time Limitations

The following provisions, additional to those flight and duty limitations implemented for technical safety reasons (cf. ITF policy of this subject), should form part of any contract entered into on behalf of flight personnel (cabin staff, pilots, flight engineers, navigators) by ITF-affiliated organizations.

- (a) The planning of flight and duty rosters should be undertaken in consultation and agreement with the accredited representatives of the flight personnel categories concerned.

- (b) Adequate staff reserves should be provided for when establishing such rosters in order to safeguard against personnel shortfall as the result of sickness, emergency leave situations, special company duty assignments, etc.
- (c) Flight and duty limitations laid down for a particular period should take account of training periods (e.g. simulator, orientation flights), proficiency checks, company medical examinations, time spent on company paper work, and sickness falling within such period.
- (d) There should be limitations on the number of days continuously on duty.
- (e) There should be limitations on the number of nights spent away from base during a specified period.
- (f) There should be provision for a minimum number of days off per month, some of which should be guaranteed and scheduled. There should, within this framework, also be guarantees of a minimum number of consecutive days off.
- (g) There should be agreement on acceptable minimum transit and turn-round times covering individual flights and flight sectors.
- (h) There should be provision for a minimum acceptable period of stand-off to be granted immediately following completion of a tour of duty.
- (i) There should be agreement on a minimum acceptable period of annual leave (vacation), including the possibility of a minimum break during the company's peak operations season.

INTER - SECTION

34. Statement on the Social and Trade Union consequences of containerization

On the 18-19th April, 1968, a special ITF Conference discussed the social and trade union consequences of containerization, on the basis of the draft report of the Committee of Experts. The Conference, which was attended by 40 leading-members of the sections of the ITF affected by container transport (Dockers, Seafarers, Railwaymen, Road Transport, Inland Navigation and Civil Aviation), adopted the following statement:

This Inter-Section Meeting of the International Transport Workers' Federation has considered the profound changes which are taking place in the transport industries as a result of the increasing introduction and development of the carriage of unit loads and cargoes in their various forms by land, sea and air. The Meeting recommends that labour and social policy in the different branches of the transport industry should be designed to meet the problems arising from the introduction of these new methods and techniques and should be based on the following general considerations.

EVERY EFFORT should be made to maintain employment in the transport industries at existing levels;

ANY UNAVOIDABLE REDUCTION in the size of the labour force in the transport industries should be limited by the following means:

- (a) Considerable reduction in working hours;
- (b) Normal manpower attrition;
- (c) A substantial lowering of the retirement age of transport workers with the provision of retirement pensions sufficiently large to provide a reasonable standard of living;
- (d) The control of entry of workers into the transport industries must be strictly related to anticipated future manpower requirements.

SHOULD REDUNDANCY be unavoidable, in spite of such adequate measures, financial provision should be made, together with retraining facilities for alternative employment. Such retraining schemes should be supervised by joint trade union/employer committees and sympathetic consideration should be given to the limited adaptability of older men and also to the employment opportunities in the industries for which men are to be retrained;

AN ADEQUATE FUND should be established for the different transport industries financed by employers and/or Governments to supplement the usual social security benefits payable so as to ensure maintenance of normal earnings for a specified period to any workers declared redundant, and for the provision of early retirement pensions, severance payments and retaining schemes;

WAGES AND CONDITIONS of employment must, in all transport industries, reflect the increased profitability due to modernization and new methods and techniques for handling and carriage of goods;

THE LABOUR AND SOCIAL ASPECTS of changes in the transport industry should receive timely and systematic attention by long-term and far-sighted planning through discussions at local, national and international level between representatives of trade unions, employers and authorities concerned.

In addition to the above general principles, the constituent sections of the Federation make the following statements concerning their particular industries:

Maritime transport

The modernization of shipping, which includes the introduction of automated devices and the increasing development of unit cargoes in their several forms, must inevitably result in a greater amount of traffic being handled by a lesser number of larger, faster ships, and will result in a serious reduction of the employment and promotion prospects for seafarers.

It is recognized that these developments will have far-reaching social repercussions; accordingly it is decided that:

—The retirement age of all seafarers be substantially reduced, on pensions at a level designed to ensure a reasonable standard of living;

—The intensity of shipping operations will necessitate that not less than 40 per cent of the seafarers' time is spent on leave and these leave periods should be given at frequent and regular intervals;

—The control of entry into the profession should be strictly related to anticipated future manpower requirements;

—In the event of redundancy arising, adequate financial provisions must be afforded, together with facilities for retraining for further employment, either within or outside the industry;

—Wages and conditions of employment, including manning, must reflect the increased profitability arising from shipping modernization.

Ports and docks

The new developments in cargo-handling methods and techniques, such as containers, pallets and other unit load systems, roll-on, roll-off, etc., are particularly far advanced in the port industry.

Specially constructed container and pallet vessels are being brought into service which require specialized facilities for the handling of their cargoes. These developments, which are national and international in scope, involve drastic changes in every department of port working, the type of equipment and material used, the size of gangs, labour deployment and productivity, and working conditions and practices in general.

Steps must be taken to ensure that the interests of port labour are not lost sight of in these developments. The social factor is no less important than the financial, economic or technical and should receive the same degree of consideration. What is needed will depend largely on the social and economic situation of the region or locality concerned, but in the light of international discussion, the dock workers' unions, united in the ITF, are agreed on the following principles:

—Every effort should be made to maintain employment in the port industry at the highest possible levels and in particular to ensure that the packing and unpacking of seagoing containers is, and will continue to be, done by dock labour within the docks and/or the vicinity of the docks.

—Necessary adjustments in the size of the labour force in the port industries should be effected by means of voluntary wastage, controlled entry and early retirement;

—Where labour has to be laid off, provision should be made for adequate severance payments;

—Reductions in the size of the labour force should be compensated by higher wages, shorter hours and improvements in working conditions generally for workers of all categories who continue to be employed in the port industries;

—Appropriate retraining and rehabilitation schemes, supervised by joint employer-union committees, should be provided, so as to enable port workers to perform alternative work, having due regard to the limited adaptability of older men and to employment opportunities in the industries, for which they are re-trained;

—An adequate fund should be established for the different port industries and financed by the employers and/or Government, for the guaranteed maintenance of earnings for agreed periods of adequate duration, for the provision of early retirement pensions, severance payments, retraining and rehabilitation schemes, and other measures needed to avert adverse effects of new methods and techniques in port industries;

—Every effort should be made to ensure that the labour and social aspects of changes in the port industries receive timely and systematic attention by long-term and far-sighted planning, including appropriate discussions and consultations at local, national and international level, between representatives of employers and unions and the authorities concerned.

Railways

The railwaymen's trade unions are prepared in principle to support the efforts of railway administrations to modernise and rationalize railway operations, which may include the further introduction and development of container services.

In these efforts, everything possible should be done to bring about increased co-ordination between the different modes of transport, on the basis of a genuine assessment of the comparative efficiency attainable by each one of them under prevailing conditions.

A necessary condition for the co-operation of the trade unions in such efforts is, however, that planning should not be limited to technical and economic aspects alone, but should, through close consultation, give due and sympathetic consideration to the consequences for the workers and to the demands of the trade unions. These demands have been stated in the ITF Social Charter on the Rationalization and Modernization of Railways of 1962. Of particular importance are:

—Notice of dismissal or other measures entailing suspension or termination of employment should not occur. Unavoidable reductions in the labour force should take place, through: normal wastage, changes in recruitment, voluntary resignation, premature retirement on pension, retraining without loss of earnings, transfers without loss of income or acquired seniority rights, resettlement without expense or loss to the workers;

—The classification and evaluation of duties must take account of the increased demands made on the workers;

—The fair participation of workers in the result of increased productivity which must be afforded by: reduction of the working week without loss of earnings, increase in real wages, improvements in social benefits afforded to workers of the undertaking, better compensation for overtime and night work; and the organization of courses for additional vocational training.

—The need to keep to a minimum additional risks of accident and sickness by adaptations in technical and operational safety standards and determined training efforts. Accident and sickness benefits must be brought up to a high standard.

Road transport

The spread of containerization may give a further impetus to the carriage of goods by road and increase the need for vigorous and concerted efforts to improve the safety standards of this form of transport, in particular by means of:

—Entry into the industry of recognized skilled drivers who have received adequate training for their profession and fulfil minimum training standards which should be laid down at international level;

—The introduction, co-ordination and efficient enforcement of regulations concerning driving time and rest periods of professional drivers in national and international road traffic in order to protect the health of the drivers and reduce accidents due to fatigue.

—Medical tests at the time of entry into the profession and at regular intervals to prevent accidents due to ill health. As a complement, adequate pension and rehabilitation facilities must be afforded to drivers who are found to suffer from the effects of occupational hazards and diseases.

—The establishment of adequate safety standards, properly enforced and internationally co-ordinated for the construction, operation and maintenance of equipment used in road transport.

Inland navigation

The effects of the transformation which are taking place in the world of transport are also making themselves increasingly felt in inland navigation. Faster and larger vessels, new methods of propulsion and operation, notably the pushboat, conveying sets of barges or lighters in various formations, and the LASH system, in which containers are used as inland waterway craft and loaded on and off sea-going vessels, intensification of operation by day-and-night navigation; these and other developments are not only increasing the carrying capacity but changing the nature of inland navigations.

The workers and unions of the industry recognize that they have a part to play in making it as efficient and economic as possible, and that it is in their own interests as well as those of the industry and the users to ensure that inland navigation occupies its proper place in the transport system and the national economy as a whole.

The increase in the productivity and profitability of the industry should be accompanied by improvements in the position of the workers employed in it, both in terms of better working and living conditions and safeguards for their livelihood. It is therefore decided that the policy of the workers and unions in the industry will be based on the following principles:

—Wages and other remuneration should be increased to an extent commensurate with the greater productivity of the industry;

—The principle of 'working hours equals navigation time' should be recognized;

—The manning of vessels should be such that crews can be afforded the rest periods on board required to avoid excessive strain and to ensure safety of navigation under present-day traffic conditions;

—Annual holidays and leave periods between journeys should be increased to compensate for the greater intensity of traffic on inland waterways;

—A forward planning of manpower requirements should ensure that adjustments of the labour force are effected by natural wastage, earlier retirement and controlled entry;

—Special attention should be paid to vocational training programmes, providing for both basic training and additional training required by technical progress in the inland navigation industry;

—There should be close management-union consultation before the introduction of measures or policies calculated to affect the conditions or prospects of inland navigation workers.

Civil aviation

The volume of passenger and cargo traffic in the civil aviation industry will grow dramatically as a result of the introduction of high-capacity jet and supersonic aircraft. This will inevitably lead to an increase in the use of unit-load systems, pallets and containers for the handling and carriage of cargoes by air. Due to the rapid expansion of the civil aviation industry as a whole, however, the ITF Civil Aviation Section believes that no serious overall problems of unemployment, redundancy or reduction of job opportunities are likely to arise in the near future. Nevertheless, the different operational methods brought about by increased use of containers may create certain problems of adaptation and the ITF Civil Aviation Section considers that measures may be necessary to deal with some social problems and that these measures should be based on the following principles:

—That any increased productivity and profitability resulting from the introduction of new techniques of cargo handling must be adequately reflected in enhanced conditions of employment and increased wages;

—The fullest consideration must be given to the labour and social aspects of any changes in the pattern of the industry by early pre-planning designed to meet both short and long term problems which may arise. There should also be the closest co-operation and discussion at all levels between trade unions, employers and governments;

—That adequate funds should be established for retraining and rehabilitation schemes.

THIS CONFERENCE further CALLS UPON all affiliated unions to co-operate with one another and to do everything in their power to undertake and to support the efforts made to achieve the aims set out in the above programme; and

REQUESTS the ITF Secretariat to follow closely all developments and to keep the Sections properly informed at all times.

INTER-AMERICAN CONFERENCE

35

Declaration of the ITF First Inter-American Conference of Transport Workers

The delegates, representing 44 labour unions from the various branches of the transport industry in 17 countries of the Americas, meeting in Mexico City from 9 to 14 November 1970 at the "ITF First Inter-American Conference", adopt this Declaration of principles and endorse their actions and solidarity in the inter-American field, for the individual and collective defence of transport workers' rights and the attainment of real advances in the field of social benefits, fair wages, decent working conditions and job security.

This statement of principles thus summarizes the present preoccupations of transport workers throughout the Continent.

International Solidarity

Solidarity among transport workers is a matter of conscience. Therefore, we reiterate that we will continue to practice international trade union solidarity, with the firm determination thus to achieve social justice and economic liberation for the well-being of our families. The ITF will continue to defend the workers and co-ordinate international trade union solidarity among transport workers' unions for a better world, with true peace and real social justice.

To this end, the ITF will continue the necessary studies of trade union conditions in each country. Meanwhile, the Regional Office will provide the best measures possible of solidarity support in the disputes which affect the national trade unions of our Continent.

Furthermore, in order to increase our solidarity strength, the participating unions agree to intensify a membership campaign among all transport workers' organizations, to get those which have not yet done so to join the ITF.

Defence of Trade Union Freedom and the Right To Strike

The Universal Declaration of Human Rights and Convention No. 87 of the International Labour Organization (ILO) guarantee freedom of association. For this reason, we sharply repudiate the arbitrary intervention of governments and companies opposed to the organization of workers into trade unions .

We will fight with every means at our disposal in defence of this sacred right, violated by governments unresponsive to the popular aspirations of the working class.

The defence of this right tacitly implies the defence of the right to strike, and therefore we reiterate emphatically our determination to defend this right, inherent in international declarations and conventions.

Governments and companies are attacking the right to strike by means of laws, regulations, decrees and all types of arbitrary actions including repression, and in flagrant violation of the international conventions they have signed.

Collective Bargaining

Collective bargaining is the instrument governing the rights and obligations existing between companies and workers. It balances the strength of capital and labour, ensures the well-being of the workers and thus of society, and the progress of companies, and directs labour-management relations towards the establishment of consistent social peace and national progress.

For these reasons, we fight for bilateral negotiations between employers and unions.

In accordance with Convention No. 98 of the International Labour Organization (ILO), we will fight for the right of unions to negotiate their respective contracts freely between employers and unions.

Those countries which do not yet enjoy collective bargaining will be given all the support and solidarity necessary to help them obtain this right as soon as possible.

By means of collective bargaining, minimum working conditions will be demanded for all transport workers of the Americas. These conditions are:

- Job Stability.
- A guaranteed annual wage.
- A legal workweek, in accordance with the nature of each organization.
- Union leave to attend conventions and to other union and professional duties without loss of social benefits.

Ratification and Support of International Agreements

We support the application of the conventions concerning the rights of association, collective bargaining and strike.

Likewise, we support the principles upheld in the First Latin American Seminar for Seafarers and Dockers, held in San José, Costa Rica, from 13 to 18 July 1970, and the principles expressed in the "Declaration of Mexico" of the First Latin American Conference of Airline Workers, held in Mexico City from 16 to 21 February 1970.

Defence of National Companies Against Large International Corporations

The economically weak countries of our Region, because of a lack of adequate legislation, are often overwhelmed by the great international concentrations of capital which affect national companies, leading to their destruction and the loss of jobs, and hindering the development of our countries. Therefore, we denounce this practice as an attack on national development policies and we demand that the governments enact suitable laws to regulate international investments without detriment to domestic capital.

36

Declaration on Dictatorial Regimes

This ITF First Inter-American Conference,

CONSIDERING that notwithstanding our reiterated and deep respect for the principle of non-intervention and the right to self-determination of all countries, we believe that the imposition of dictatorial and despotic regimes is from every point of view negative for the development of the democratic labour movement of the world;

CONSIDERING that the obvious proliferation of dictatorships on the American Continent must be a cause for concern and anguish for labour leaders, because they annul the conquests achieved through collective bargaining after long years of struggle, sacrifice and vigilance, and deny the protection that the workers rightly deserve; and

CONSIDERING that as sensible and responsible labour leaders we have a duty to defend in any possible way the sacred interests of the workers we represent, many of whom are presently being exploited and their dignity undermined;

RESOLVES:

1. To condemn and repudiate in the most energetic manner possible all dictatorial regimes that usurp the popular will, and to lend our most active solidarity to any action taken by the democratic labour movement in defence of the interests of their members and in their fight for the eradication of dictatorships and for the establishment of democracies in the respective countries.
2. With the same energy, to condemn the governments of countries which with full knowledge lend technical and economic assistance as well as provide arms to the dictatorial regimes, and which by their interference in the internal affairs of developing countries make possible the emergence of dictatorships and retard the economic and social emancipation of the people.
3. To give all possible publicity to this resolution.







PROCEEDINGS OF CONGRESS

28th JULY - 6th AUGUST 1971

Part Two

**INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF)
MARITIME HOUSE · OLD TOWN · CLAPHAM · LONDON SW4 OJR**

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FINANCIAL STATEMENTS AND AUDITORS' REPORTS

FOR THE YEARS 1968, 1969 & 1970

(Congress document XXX C-9)

Introduction:

General Fund (including the Special Account — Regional Activities)

1. In accordance with past practice, set out below are the annual figures for the past four years.

	1967	1968	1969	1970
Income from affiliation fees and special contributions ...	£ 148,061	£ 149,926	£ 152,092	£ 146,869
Total Income ...	160,763	173,441	167,777	157,689
Actual Expenditure ...	145,293	173,112	156,157	145,541
Expenditure including Depreciation, Provisions, etc. ...	158,993	180,112	163,052	151,547
Surplus (+) ...	+1,770	—6,671	+4,725	+6,142
Deficit (—)				
Overall Balance 31 December	7,125	454	5,179	11,321

2. However, these figures alone do not give a true picture of the management of the ITF finances. Several problems have had to be overcome and a careful watch on expenditure maintained in order to ensure that the activities of the ITF have not been impaired by our having to meet increased costs of almost every material and service necessarily used by us.
3. Although the 1968 Congress decided to set the standard rate of affiliation fee at 9d per member (calculated at the exchange rates applicable before devaluation of the £ sterling in 1967) this gave only a temporary respite for 1969 as the reducing membership of many of the affiliated unions and, consequently, their lower affiliation to the ITF, meant that, in 1970, the advantage of the increased fee had been totally lost. For that year the income from affiliation fees, and special contributions was only fractionally greater than in 1966 and less than in 1967, 1968 or 1969.

This possibility was foreseen and steps were taken in 1969 and 1970 in an attempt to counteract its effect. Amongst other economies, staff who left the service of the ITF were not replaced and this has resulted in a reduction in the number of staff and officers employed at the London Headquarters from 35 to 28. Without this, staff costs would have shown a sharp increase rather than a large reduction for 1970 compared with 1969.

4. We have continued to allot 30% of affiliation fee income to Regional Activities and even though we now receive nothing at all from the ICFTU Solidarity Fund for work in the regions, we have managed to maintain our activity through cooperation with other international and national trade union organizations.

International Seafarers' Assistance, Welfare and Protection Fund

5. The balance of the Fund has been maintained at about £200,000. The figures of Income and Expenditure for the years under review are given below:

	1967	1968	1969	1970
Total Fund Income ...	£12,511	£26,410	£32,047	£36,641
Total Fund Expenditure ...	£13,283	£41,634	£20,779	£26,946

6. At the end of 1970 the General Fund had completely liquidated its indebtedness to the Welfare Fund.

**Professional Auditors' Reports
1968**

7. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books.
We have examined the annexed Balance Sheets, and the Income and Expenditure Accounts of the General Fund and the other Fund Accounts, which are in agreement with the books.
We have issued a detailed Supplementary Report to the General Secretary for the benefit of the Executive Board and Management Committee of the Federation under even date.
Subject thereto, in our opinion and to the best of our information and according to the explanations given us:
- (i) The Balance Sheets give a true and fair view of the state of the Federation's affairs as on 31 December, 1968.
 - (ii) The Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Income over Ordinary Expenditure for the year ended on that date.
 - (iii) The other Fund Accounts give a true and fair view of the balances thereon as on 31 December, 1968.

Norwich House,
13, Southampton Place,
London, W.C.1.
25 April 1969

signed:

Hesketh, Hardy Hirshfield & Co.
Chartered Accountants
Auditors

1969

8. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books.
We have examined the annexed Balance Sheets, and the Income and Expenditure Accounts of the General Fund and the other Fund Accounts, which are in agreement with the books.
We have issued a detailed Supplementary Report to the General Secretary for the benefit of the Executive Board and Management Committee of the Federation under even date.
Subject thereto, in our opinion and to the best of our information and according to the explanations given us:
- (i) The Balance Sheets give a true and fair view of the state of the Federation's affairs as on 31 December, 1969.
 - (ii) The Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Income over Ordinary Expenditure for the year ended on that date.
 - (iii) The other Fund Accounts give a true and fair view of the balances thereon as on 31 December, 1969.

Norwich House,
13, Southampton Place,
London, W.C.1.
12 May 1970

signed:

Hesketh, Hardy Hirshfield & Co.
Chartered Accountants
Auditors

1970

9. In our opinion the annexed Balance Sheets and Income and Expenditure Accounts of the General and Special Funds give a true and fair view of the state of their affairs at 31 December 1970, and of their Income and Expenditure for the year ended on that date.

We have issued a detailed Supplementary Report to the General Secretary for the benefit of the Executive Board and Management Committee of the Federation under even date.

Norwich House,
13, Southampton Place,
London, W.C.1.
30 April 1971

signed:

Hesketh, Hardy Hirshfield & Co.
Chartered Accountants
Auditors

Lay Auditors' Report

1968

10. We the undersigned have examined the accounts of 1968 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

We have discussed with the General Secretary and the Finance Officer a number of questions and are satisfied that they and the Management Committee have the matters well in hand.

1 May 1969

The Committee of Auditors:

signed:

J. D. Hughes

signed:

W. H. Johnson

1969

11. We the undersigned have examined the accounts of 1969 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

We have discussed with the General Secretary and the Finance Officer a number of questions and are satisfied that they and the Management Committee have the matters well in hand.

18 May 1970

The Committee of Auditors:

signed:

J. D. Hughes

signed:

R. Arnold

signed:

W. H. Johnson

1970

12. We the undersigned have examined the accounts of 1970 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

Since the 1968 Congress we have discussed a number of items with the General Secretary and the Finance Officer which received their attention and the approval of the Management Committee.

We are satisfied with the alterations which have improved the accounting administration.

19 May 1971

The Committee of Auditors:

signed:

J. D. Hughes

signed:

R. Arnold

R. Arnold was unable to attend the meeting of 1 May 1969 and W. H. Johnson was unable to attend the meeting of 19 May 1971.

**GENERAL FUND (including SPECIAL ACCOUNT —
REGIONAL ACTIVITIES)**

**Balance Sheet as at 31 December
For the Years 1970, 1969, 1968 and 1967**

	1970	1969	1968	1967
	£	£	£	£
FUND BALANCE				
As on 1 January	5,179	454	7,125	5,355
Add Surplus for the year	6,142	4,725	—6,671	1,770
	<u>11,321</u>	<u>5,179</u>	<u>454</u>	<u>7,125</u>
 Provisions — amounts set aside for future expenditure				
Congress	13,000	8,000	4,000	8,000
Pension Scheme	5,272	5,272	6,000	6,000
Office Equipment	1,500	1,500	4,500	3,000
Publications	—	—	—	2,000
	<u>19,772</u>	<u>14,772</u>	<u>14,500</u>	<u>19,000</u>
 Total General Fund Balance	<u>31,093</u>	<u>19,951</u>	<u>14,954</u>	<u>26,125</u>

REPRESENTED BY

Current Assets

Cash at Bank and with Agents ...	24,447	17,068	16,669	25,393
Cash in Hand, London	705	784	815	526
Investment — £7,044 3% British Trans- port stock 1978/88 at cost	4,774	4,774	4,774	4,774
Affiliation Fees due	12,629	15,325	4,801	9,456
Current Account with Union	—	415	1,290	609
Current Account with Welfare Fund ...	1,987	Cr (58)	Cr (7,631)	Cr (7,482)
Advances	6,997	3,835	5,597	10,067
Sundry Debtors & Prepaid Expenses	3,316	801	4,630	1,164
Stock of Paper	100	100	50	50
Contributions due	—	—	44	2,207
Staff Savings Account	—	—	—	614
	<u>54,995</u>	<u>43,044</u>	<u>31,039</u>	<u>47,378</u>

Less

Current Liabilities

Creditors & Accrued Expenses ...	3,556	3,464	2,676	8,426
Advances	8,854	7,581	5,651	5,435
Staff Savings Account	211	438	941	—
Affiliation Fees Prepaid	245	388	708	309
Current Account with Special Fund	—	—	—	915
Current Accounts (Unions)	—	—	—	—
(Solidarity & Reserve Fund)	12,288	12,007	11,906	11,868
	<u>25,154</u>	<u>23,878</u>	<u>21,882</u>	<u>26,953</u>
 Total Net Current Assets	<u>29,801</u>	<u>19,166</u>	<u>9,157</u>	<u>20,425</u>

Fixed Assets

	£	£	£	£
Furniture, Fixtures at cost ...	16,861			
Less amount written off ...	16,860	1	35	4,547
				5,138
Motor Car at cost ...	1,718			
Less amount written off ...	428	1,290	749	1,249
				561
Library at Nominal Value ...		1	1	1
				1
	<u>31,093</u>	<u>19,951</u>	<u>14,954</u>	<u>26,125</u>

GENERAL FUND
Table 1
**Income and Expenditure Account for the
years 1970, 1969 and 1968**

	1970	1969	1968
	£	£	£
INCOME			
Affiliation Fees Receivable ...	146,869	151,342	132,040
Less 30% Allocation to Special Account for Regional Activities ...	44,060	45,402	39,612
	<u>102,809</u>	<u>105,940</u>	<u>92,428</u>
Adjustment on Affiliation fees paid at pre- devaluation rates ...	—	687	8,318
OTHER INCOME			
Bank and Loan Interest ...	171	117	313
Sales of Books etc. ...	108	211	—
Special Donations ...	1,480	—	315
Allocation from Seafarers International Welfare & Protection Fund ...	7,400	7,400	7,400
Special contributions ...	—	63	9,568
Surplus on Exchange ...	—	91	1,278
Total Income for the year ...	<u>111,968</u>	<u>114,509</u>	<u>119,620</u>
EXPENDITURE (see schedules attached Table 3)			
A. Meetings, Conferences & Activities ...	23,008	24,715	17,214
B. Publications & Public Relations ...	4,816	4,014	11,381
C. Headquarters ...	69,437	75,072	79,958
D. Miscellaneous Costs ...	3,415	4,758	5,312
Total Expenditure for the year ...	<u>100,676</u>	<u>108,559</u>	<u>113,865</u>
Excess of Income over Expenditure ...	11,292	5,950	5,755
ADD			
Transfer from Special Account, Regional Activities — balance of unutilised fee allocation	856	5,670	—
	<u>12,148</u>	<u>11,620</u>	<u>5,755</u>

LESS

Provisions for Future Expenditure

Congress 1971	5,000	4,000	4,000
Office Equipment	—	1,500	1,500
Depreciation — amounts written off			
Motor cars	477	500	200
Office Furniture, Fixtures & Equipment ...	529	500	1,300
Advances written off	—	395	—
Transfer from Special Account — Regional Activities — <i>EXCESS</i> Expenditure at 31 December 1968	—	—	5,426
	<u>6,006</u>	<u>6,895</u>	<u>12,426</u>
Net Surplus for 1970 and 1969 and Deficit from 1968 to Balance Sheet	6,142	4,725	—6,671

Table 2

SPECIAL ACCOUNT — REGIONAL ACTIVITIES**Income and Expenditure Account for the years 1970, 1969 and 1968****INCOME**

	1970	1969	1968
	£	£	£
Allocation of 30% of Affiliation Fees Receivable	44,060	45,696	43,176
Special Contributions from Affiliates	1,636	1,736	6,350
Interest Receivable, less tax	25	31	79
Grant from ICFTU	—	5,805	3,362
Special Donations to be expended on Hong Kong representation	—	—	854
TOTAL INCOME OF THE YEARS	<u>45,721</u>	<u>53,268</u>	<u>53,821</u>

EXPENDITURE**Africa**

Salary — Special Representative Allowances and Expenses; Educational and Organisational Activities	4,382	1,433	3,816
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Asia**Kuala Lumpur Office**

Salaries and Allowances; Rent, Supplies and Services; Educational and Organisational Activities	6,349	7,264	7,246
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Tokyo Office

Office Expenses; Educational and Organisational Activities	4,797	6,620	7,354
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Latin America and the Caribbean**Lima Office**

Salaries and Allowances; Rent, Supplies and Services; Educational and Organisational Activities	25,685	28,765	37,449
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Headquarters, London

Salary — Regional Secretary, Travel and Sundry Expenses	3,652	3,516	2,528
Hong Kong Representation 1968	—	—	854

TOTAL EXPENDITURE OF THE YEARS	<u>44,865</u>	<u>47,598</u>	<u>59,247*</u>
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Unutilised Balance of Income over Expenditure for 1970 & 1969 and Deficit for 1968 transferred to General Fund

856 5,670 —5,426

*Expenditure is for 14 months — October 1967 to December 1968

Table 3

**SCHEDULES OF GENERAL FUND EXPENDITURE —
FOR THE YEARS ENDED 31 DECEMBER 1970, 1969 & 1968**

	1970	1969	1968
	£	£	£
A. MEETINGS, CONFERENCES AND ACTIVITIES			
1a Preliminary Expenses 1971 Congress ...	288	—	—
1b Congress Reports	1,400	—	89
1c Late Expenditure — Congress 1968 ...	—	601	—
2 Executive Board	9,331	11,190	8,480
3 Management Committee	997	529	774
4 Section and Other Meetings	4,472	6,644	2,234
5 ICFTU and ITS	186	307	219
6 Fraternal Delegations, Missions and Solidarity	2,653	1,460	1,496
7 ILO	882	540	648
8 Intergovernmental Agencies	195	481	663
9 Technical Services (Reports & Translations)	931	1,508	1,296
10 Invitations and Hospitality	216	145	350
11 Travel Insurance	339	159	87
12 Brussels Committee	1,118	1,151	878
	<u>23,008</u>	<u>24,715</u>	<u>17,214</u>
B. PUBLICATIONS AND PUBLIC RELATIONS			
1 Journals	2,962	2,235	3,504
2 Newsletters & Bulletins	1,362	1,217	1,988
3 Subscriptions	407	468	337
4 Research & Library	85	94	189
5 Pamphlets & Campaigns	—	—	531
6 ITF History	—	—	40
7 Year Books	—	—	4,792
	<u>4,816</u>	<u>4,014</u>	<u>11,381</u>
C. HEADQUARTERS			
1 Salaries and Compensation	49,267	53,926	53,546
2 Superannuation Fund (1968 Staff Savings Fund)	4,983	5,020	8,339
3 Social Security (NHI, GP and SET) ...	4,889	5,057	4,351
4 Retired Staff	—	—	1,844
5 Pension Fund (Professional Services) ...	—	—	136
6 Rent, Heating and Services	5,035	6,299	4,621
7 Stationery and Office Supplies	1,575	1,444	1,803
8 Postage, Telephone and Telegrams ...	3,608	3,257	5,206
9 Insurance — Property and Contents ...	80	69	112
	<u>69,437</u>	<u>75,072</u>	<u>79,958</u>
D. MISCELLANEOUS COSTS			
1 Bank Charges and Cheque Stamps ...	134	92	163
2a Audit and Professional Fees	1,018	1,144	1,294
2b Audit and Professional Fees (1968 additional)	—	600	1,100
3 Rates and Taxation	1,641	1,595	1,563
4 Loss on Exchange	131	—	—
5 General Expenses	225	976	224
6 Travel and Motor Car Expenses	266	251	543
7 Grants	—	100	425
	<u>3,415</u>	<u>4,758</u>	<u>5,312</u>

**SEAFARERS' INTERNATIONAL ASSISTANCE,
WELFARE AND PROTECTION FUND**

Balance Sheet as on 31 December for the years 1970, 1969 & 1968

	1970		1969		1968	
	£	£	£	£	£	£
FUND BALANCE						
At 1 January		192,499		181,231		196,455
Add Surplus for the year (1968 Less Deficit)		9,695		11,268		—15,224
TOTAL FUND BALANCE		<u>202,194</u>		<u>192,499</u>		<u>181,231</u>
 REPRESENTED BY						
Current Assets						
Cash at Bank on Deposit		60,852		43,138		25,517
Investments						
£19,200 Greater London Council 6½% Stock 1976	18,805		18,805		18,805	
£10,000 Stock Exchange 7½% Debenture 1990	9,700		9,700		9,700	
£53,154 Treasury 5½% Stock 2008/2012	50,000		50,000		50,000	
220,000 Units Trades Union Unit Trust	58,887		58,887		58,887	
 (Market Value £135,605 — 1970; £138,800 — 1969)		137,392		137,392		137,392
Current Accounts		465		3,510		495
Advances		9,000		10,179		12,660
Interest Receivable (net)		1,230		2,485		2,422
TOTAL CURRENT ASSETS		<u>208,939</u>		<u>196,704</u>		<u>178,486</u>
 <i>Less</i>						
Current Liabilities						
Taxation Provision	4,326		4,228		4,864	
Sundry Creditors	432		35		22	
Current Account — due to General Fund	1,987		Dr (58)		Dr (7,631)	
		6,745		4,205		—2,745
TOTAL NET ASSETS ...		<u>202,194</u>		<u>192,499</u>		<u>181,231</u>

Table 5

**SEAFARERS' INTERNATIONAL ASSISTANCE,
WELFARE AND PROTECTION FUND**

**Income and Expenditure Account for the Years ended 31 December,
1970, 1969 and 1968**

	1970		1969		1968	
	£	£	£	£	£	£
INCOME						
Welfare Contributions and Seafarers' Membership Fees (remitted by Ship-owners and Collecting Unions)		29,998		25,135		20,174
Interest receivable (gross)	11,479		10,951		10,629	
Less Taxation	4,880		4,928		4,517	
		<u>6,599</u>		<u>6,023</u>		<u>6,112</u>
Surplus on Exchange ...		44		889		124
TOTAL FUND INCOME FOR THE YEAR ...		<u><u>36,641</u></u>		<u><u>32,047</u></u>		<u><u>26,410</u></u>
EXPENDITURE						
Allocation for services rendered and indirect expenses incurred on behalf of the Fund — included in expenditure charged to the General Fund ...		7,400		7,400		7,400
Welfare Grants*						
<i>Belgium</i> — Missions to Seamen, Antwerp ...	500					
<i>Germany</i> — Transport Workers' Union	4,000					
<i>Israel</i> — Sailors Home, Haifa	5,000					
<i>Latin America</i> — Maritime Seminar, Costa Rica —Contribution	2,000					
<i>Norway</i> — Seamen's Union — International Sport Week	750					
<i>Netherlands</i> — Dutch Seamen's Union — Welfare Centre	1,000					
<i>Sweden</i> — Rosenhill Sports Field, Gothenburg	1,500					
<i>United Kingdom</i> — Seamen's Hospital	625					
<i>Sundry</i> — Hospitalisation in USA—George Munroe	639					
		<u>16,014†</u>		<u>9,960†</u>		<u>29,770†</u>

	£	£	£
Expenditure on Meetings, Travel and Representation not chargeable to General Fund	2,474	1,967	3,322
Re-imbursements to Seamen's Unions (boycotts etc.)	1,058	1,452	1,142
TOTAL FUND EXPENDITURE FOR THE YEAR	<u>26,946</u>	<u>20,779</u>	<u>41,634</u>
NET SURPLUS FOR 1970 & 1969, DEFICIT FOR 1968	9,695	11,268	—15,224

*A full schedule of grants made in the years 1968, 1969 and 1970 is given under Item 136 of Document XXX C—8 Report on Activities 1968-70.

†Grants are not always paid out in the year in which they are agreed. The totals mentioned refer to monies paid out.

SOLIDARITY AND RESERVE FUND

Table 6

Balance Sheet as on 31 December, for the years 1970, 1969 and 1968

	1970 £	1969 £	1968 £
FUND BALANCE			
As at 1 January 1970, 1969 & 1968	12,181	12,071	12,051
Add Surplus for 1970, 1969 & 1968	101	110	20
TOTAL FUND BALANCE	<u>12,282</u>	<u>12,181</u>	<u>12,071</u>
REPRESENTED BY			
Current Assets			
Balance due from General Fund	12,288	12,007	11,906
Interest Receivable	—	159	159
Cash with Agent	—	15	6
TOTAL CURRENT ASSETS	<u>12,288</u>	<u>12,181</u>	<u>12,071</u>
<i>Less</i>			
Current Liabilities			
Balance due to Agent	6	—	—
TOTAL NET ASSETS	<u>12,282</u>	<u>12,181</u>	<u>12,071</u>

INCOME AND EXPENDITURE ACCOUNT FOR THE

YEAR ENDED 31 DECEMBER, FOR THE YEARS 1970, 1969 AND 1968

INCOME			
Interest Receivable on 3% British Transport Stock — held by Trade Union Foundation Fund	542	542	542
Less Taxation	—231	—244	—223
Special Donation from Austrian Railwaymen's Union (for Spanish Trade Unionists 1968) ...	—	—	500
	<u>311</u>	<u>298</u>	<u>819</u>

EXPENDITURE

Grants to Trade Unionists in Exile	135	188	165
Special Contribution to Spanish Trade Unionists	75	—	500
Grant to Vietnamese Trade Unionists (1968) ...	—	—	100
Research	—	—	34
	<hr/>	<hr/>	<hr/>
TOTAL FUND EXPENDITURE FOR THE YEAR	210	188	799
	<hr/>	<hr/>	<hr/>
NET SURPLUS FOR 1970, 1969 AND 1968 TO BALANCE SHEET	101	110	20

Table 7

TRADE UNION FOUNDATION FUND

Balance Sheet as on 31 December, for the years 1970, 1969 and 1968

	1970	1969	1968
FUND BALANCE	£	£	£
As at 1 January 1970, 1969 & 1968	<u>7,503</u>	<u>7,503</u>	<u>7,503</u>
REPRESENTED BY			
Investment			
£11,032 3% British Transport Stock, 1978/88 ...	<u>7,503</u>	<u>7,503</u>	<u>7,503</u>
(Market Value: 1970 £5,240; 1969 £5,469; 1968 £5,682)			

**Income and Expenditure Account for the
year ended 31 December, for the years 1970, 1969, 1968**

There were no transactions on the Fund during the period under review. In accordance with past practice, interest on the investment is credited to the Solidarity and Reserve Fund.

XXX C-5 — PROPOSED STANDING ORDERS

1. Congress procedure shall be governed by the relevant provisions of the ITF Constitution and by these Standing Orders.
2. The Management Committee shall act as the Standing Orders Committee.
3. The official languages of the Congress shall be English, French, German, Spanish and Swedish, into which all debates and documents shall be translated. Delegates may speak in other languages but they shall then make their own arrangements for interpretation, though the Secretariat will cooperate as far as possible.
4. The President may lay down a time limit for speeches.
5. The report of the Credentials Committee shall be considered as soon as it is available.
6. No proposal or amendment to a proposal shall be considered before it is (a) seconded and (b), if the President decides, given in writing to the delegates in the official languages.
7. If there is more than one amendment to a proposal, they shall be considered in the order of their importance, of which the President shall be the judge.
8. The President's ruling on the interpretation of these Standing Orders and procedural questions in general shall be final unless a challenge to his ruling is (a) made by the delegations of at least five affiliated organizations and (b) supported in a membership vote by a two-thirds majority.
9. Delegates are reminded that voting at Congress is governed by Rule IV, paragraphs 9 and 10 of the Constitution which run as follows:

“9. Voting at Congress shall be by show of delegates' cards or by membership vote. A membership vote shall be taken when prescribed by this Constitution or required by the Executive Board or by three organizations from three different countries represented directly and not by proxy at Congress. For the purposes of such a vote, an affiliate having up to one thousand members shall have one vote. An affiliate with more than one thousand members shall have one vote for each full thousand of its paid-up membership and one vote for any number of members by which its paid-up membership exceeds a number expressible in units of one thousand. The procedure for membership votes shall be set out in the Standing Orders.

10. Decisions shall be taken by simple majority except on matters for which this Constitution sets other requirements. In elections for any seat or office a candidate must receive more than half the votes cast to succeed. The voting procedure shall be set out in the Standing Orders.”
10. In the event of voting by a show of delegates' cards, the Delegates shall hold up their pink Delegates' Cards.
11. The following procedure will apply in the event of a membership vote being taken in accordance with the above provisions of the Constitution:
 - (a) Each delegation will be given an envelope with ballot papers sufficient for four membership votes.
 - (b) The ballot papers will be of four different colours. Papers of one colour will be used each time a vote is taken. The President will announce which colour to use on each occasion.
 - (c) Some delegations will find they have more than one ballot paper of each colour. For example, a union with a voting strength of 27,000 may find that it has two papers to the value of 10 votes, one of 5, and two of 1 — that is five papers in all — for every colour. This system ensures absolute secrecy in card voting, since it will not be possible to tell from the value of any one ballot paper to which delegation the paper belongs.

- (d) When a membership vote is taken and the President has announced which colour paper is to be used, Delegates should use all papers of that colour. *On no account* should paper of another colour be used.

XXX C-6 — ELECTION OF (a) CREDENTIALS COMMITTEE

(b) RESOLUTIONS COMMITTEE

(a) Credentials Committee

1. Rule IV, paragraph 11, of the ITF Constitution requires Congress to appoint a Credentials Committee "to examine the credentials of delegations and make recommendations to Congress accordingly".
2. The Executive Board *recommends* that the Credentials Committee should consist of nine members from the following Regions:

<i>Region</i>	<i>Members</i>
Africa	1
Asia	1
Latin America and the Caribbean	1
North America	2
Europe	4

(b) Resolutions Committee

3. It is customary for the ITF Congress to elect a Resolutions Committee. The Executive Board *recommends* that it should consist of eleven members from the following Regions:

<i>Region</i>	<i>Members</i>
Africa	1
Asia	1
Latin America and the Caribbean	1
North America	2
Europe	6

4. The Executive Board feels it would be helpful to point out that in ITF practice the Congress Resolutions Committee is not called upon to discuss or make recommendations on the merits of motions. Its main concern is to ensure that they are properly discussed elsewhere — for example, it may recommend that a motion of primary interest to one Section should first be discussed within the appropriate Section Conference. The Committee's function is therefore largely procedural though, at the request of Congress, it may be asked to draft or re-draft resolutions arising from Congress debates.

XXX C-7 — MOTION OF EXECUTIVE BOARD CONCERNING AMENDMENTS TO ITF CONSTITUTION

This 30th Congress of the ITF, meeting in Vienna from 28 July to 6 August 1971, RESOLVES to amend the following Rules of the ITF Constitution so as to read:

Rule IV — CONGRESS

Paragraph 1

There shall be a Congress which shall have supreme authority. An Ordinary Congress shall take place every four years at a time and place to be decided by the Executive Board.

Paragraph 6

Subject to provisions elsewhere in this paragraph, paid-up membership shall normally be the number of members for which affiliation fees are paid according to Rule II, paragraph 3a), and Rule XV. This definition of paid-up membership shall be generally applicable in the interpretation of this Constitution. However, it shall be within the Executive Board's discretion to determine the paid-up membership of an affiliated organization which is authorized, in accordance with Rule XV, paragraph 3, to pay affiliation fees at less than the standard rate, but the Board's discretion shall be limited to the extent that in no case shall it determine a paid-up membership which is:

- (a) less than a figure arrived at by reducing, in the same proportion as the standard rate of fees has been reduced, the number of members for which an organization pays fees; or
- (b) more than twice that figure; or
- (c) more than the paid-up membership which the organization would have had if it paid its fees at the standard rate.

Rule XIII — INDUSTRIAL SECTIONS AND SPECIAL DEPARTMENTS

Paragraph 7

Voting at meetings of industrial sections shall be by show of hands whereby each affiliated organization present shall have one vote.

Rule XV — AFFILIATION FEES AND ADDITIONAL CONTRIBUTIONS

Paragraph 1

Each Ordinary Congress shall decide the standard rate of affiliation fees payable by affiliated organizations per head of their declared membership in accordance with Rule II, paragraph 3(a), for the period up to the end of the year in which the next Ordinary Congress shall take place. The Executive Board shall fix a minimum number of members for the purposes of establishing affiliation fees due from affiliates having a very small fee-paying membership.

Paragraph 3

The Executive Board shall, at its discretion, authorize an affiliated organization to pay affiliation fees at less than the standard rate if the Board is satisfied that the financial situation of the affiliate or the low standard of earnings of its membership justifies such a concession.

Explanatory Statement

At its meeting in November 1970, the Executive Board of the ITF agreed that this motion to amend the ITF Constitution should be submitted to Congress on the Board's behalf, together with an explanatory statement.

The amendments proposed in the motion cover three points:

- (a) the frequency of Ordinary Congresses (Rule IV, paragraph 1);
 - (b) affiliation fees and the related matter of voting rights at Congress (Rule IV, paragraph 6, and Rule XV, paragraphs 1 and 3); and
 - (c) voting rights at Section Meetings (Rule XIII, paragraph 7).
- (a) *The Frequency of Ordinary Congresses (Rule IV, paragraph 1)*
1. With regard to the frequency of Ordinary Congresses, the amendment proposed to Rule IV, paragraph 1, seeks to introduce the holding of Ordinary Congresses every four years, as against the present three. In 1967, the Board agreed in principle that a proposal of this kind should be made to the 29th Congress in 1968 but when it was realized that its adoption would have interfered with the celebration of the ITF's 75th anniversary at a Congress in 1971, it was decided that the proposal should be held over and considered later, with a view to placing it before the 1971 Congress. This the Board has now decided to do.

2. The motion is based on first administrative and secondly financial grounds. An ITF Congress involves the potential participation of over 300 unions in some 80 countries and the use of at least five languages. It follows that preparations are long and complex, beginning anything from eighteen months to two years before the Congress is held. Disseminating and implementing Congress decisions is likewise a substantial operation and altogether Congresses occupy the Secretariat to a greater or lesser degree for two out of three years. Furthermore, international activity is inevitably conducted at a slower pace than at national level and, in many instances, three years are not enough for Congress decisions to mature into action or results.
3. Each Congress costs at present prices about £32,000, of which the affiliates in the host country customarily meet about half. Over a twelve-year period, triennial Congresses therefore cost the ITF £64,000. Over the same period, quadrennial Congresses would cost £48,000, that is a saving of approximately £1,330 per year. Though not in itself a vast sum, it is nevertheless substantial enough to be worth saving at a time when the ITF's resources are under great strain.
4. When the 1962 Congress decided to change the Constitution so as to provide for triennial rather than biennial Congresses, some reservations were expressed that this would lessen the degree of contact among affiliated organizations and weaken democratic control of the ITF's affairs. Considerations such as these cannot be lightly dismissed and are bound to be invoked in considering the present proposal, but they have to be balanced against the need to administer the ITF efficiently and productively and to apply its resources where they are most urgently required. Furthermore, much of the ITF's work is carried on within the various Sections and it is in this area that many of the affiliates maintain the close contacts on which the ITF's vigour depends. Sectional activities would not be impaired in the slightest by a change to quadrennial Congresses; if anything, the relief to the Secretariat which such a change would bring might permit their expansion.

(b) Affiliation Fees and the Related Matter of Voting Rights at Congress (Rule IV, paragraph 6 and Rule XV, paragraphs 1 and 3)

5. The ITF's Twenty-Ninth Congress in Wiesbaden (1968) adopted the following resolution proposed by the Executive Board:
 "NOTWITHSTANDING the provisions of the Constitution, this 29th Congress of the ITF being held in Wiesbaden from 28th July to 3rd August, 1968,
 AUTHORISES and instructs the Executive Board of the ITF to institute such changes in the respective Rules of the Constitution that will provide a scale of fees that takes fully into account the variations in the earning capacities and standard of living and other relevant factors between different regions and countries as an alternative to the Standard Rate so that as far as it is practicable to do so, equality of effort and rights of all affiliates prevails."
6. The motion had been prompted by a contribution to a Congress debate on the ITF Constitution from a delegate who asserted that it was unfair to impose a standard rate of affiliation fee when wage levels, which conditioned a union's income, varied widely. He maintained that if affiliates in developing countries were required to pay at the same rate as European or North American unions, they would be unable to play a full part in the ITF and he went on to suggest that an annual affiliation fee equivalent to one quarter-of-an-hour's wages would be a fairer assessment of the contribution that a union could be expected to pay.
7. His reference to the part that could be played in the ITF by unions in the developing countries was related both to the financial burden imposed on them and to the provisions in the ITF Constitution (Rules IV and XV) which have the effect of reducing the representation at Congress and the voting strength of unions which pay fees at less than the standard rate.

(Rule XV was amended at the Wiesbaden Congress and now provides for unions to affiliate at less than their full membership — the practical effect on representation and voting strength is exactly the same as under the previous dispensation whereby fees could be reduced.)

8. The allegations of unfairness in the present situation are not new and have an underlying logic which, in its simplest form, is hard to dispute: if a fee of, say, ninepence can reasonably be asked from unions in Europe and North America, it cannot be asked equally reasonably from unions in, say, Indonesia, where the level of earnings is so much lower as to be almost beyond comparison — or, alternatively, that if Indonesian unions can reasonably be asked for ninepence, then unions in developed countries can be asked for far more. To put the case at its most dramatic, there are unions in the ITF whose members earn as much in one month as other unions ask their members to pay in union dues.
9. Whether or not the ITF's present system is unfair, it certainly has the merit of simplicity and this is of great importance to an organization, the accounts of which are from the outset burdened by having to cope with some eighty different currencies. The suggestion made at Congress of an affiliation fee equivalent to one quarter-of-an-hour's work, whatever its appeal on the grounds of equality, would present nightmarish administrative problems even if national average wages were used as yardsticks. But national average wages would hardly meet the case if fairness is the point of the exercise: an Indian flight engineer, for example, can earn ten times as much as an Indian docker. In pursuit of fairness, it would therefore be necessary to use as a basis for assessment the average earnings of a union's members. At this point of the argument, fairness would have to give way to feasibility. A Finance Department expanded to at least twice its present size would be hard put to it to administer accounts and to prepare budgets deriving from three hundred assessments which, in turn, would be based on statistics or estimates which would constantly fluctuate. (Experience has, in fact, shown that reliable statistics of this kind are as often as not either unavailable or produced with such delay as to make them of little use.)
10. The practice hitherto whereby unions have been allowed to pay at less than the standard rate has always been a matter for the Executive Board's discretion and there is no evidence that the Board (or the Executive Committee which preceded it) has ever been less than sympathetic in exercising it. The result is that, in practice, considerable allowance has always been made for differing national wage levels and stages of economic development — the allowance might have been made imperfectly but perfection in this instance is hardly a practical proposition.
11. From the Board's discussions of this matter, two main considerations have been uppermost in their minds: first, the need to be fair to financially weak affiliates, for the most part in developing countries; and, secondly, the need to retain an incentive for these unions to increase their contributions to the ITF as their circumstances change for the better. Finding no magic formula in the way of an affiliation fee which would completely reconcile these two considerations, and having regard to the obvious requirement that any proposals should be workable, the Board decided at its meeting in June 1970:
 - (a) that the Executive Board should continue to be able to authorize a reduced rate of payment of affiliation fees when requested and that, at that time, the Board should also be given the authority to grant voting rights to the union concerned equal to twice the percentage at which affiliation fees are paid by that union; and
 - (b) that the Board, at its next meeting, should consider the draft of a resolution to Congress on this matter.The amendments the Board now proposes to Rule IV, paragraph 6, and Rule XV, paragraphs 1 and 3, are the outcome of that decision and were approved by the Board at its meeting in November 1970.

12. Every effort has been made to draft Rule IV, paragraph 6, reasonably clearly but constitutional provisions have to be precise, even pedantic. Thus, it is not enough just to empower the Executive Board to give the unions concerned up to twice the "paid-up members" (therefore votes) they had before. If the Executive Board is to decide "paid-up" membership (an important and unprecedented authority), Congress will expect the Constitution to specify unambiguously the limits of that authority, so as to provide proper safeguards, however theoretical the possibilities of abuse may be.
13. The proposed text of Rule IV, paragraph 6, can best be illustrated by example:
 A union affiliates on the basis of 100,000 members and is permitted to pay fees at 10% of the standard rate.
 Its minimum entitlement will be a "paid-up" membership of at least "a figure arrived at by reducing, in the same proportion as the standard rate of fees has been reduced, the number of members for which an organization pays fees" — that is 10% of 100,000 or 10,000.
 Its maximum entitlement, at the Board's discretion, will be not "more than twice that figure", that is 20,000.
14. The provision that the Board will not be able to give an organization more paid-up members than it "would have had if it paid its fees at the standard rate" covers the case of unions which pay fees at more than 50% but less than the standard rate.

(c) *Voting Rights at Section Meetings (Rule XIII, paragraph 7)*

15. Rule XIII, paragraph 7, reads as follows:
 "Voting at meetings of industrial sections shall normally be by show of hands whereby each affiliated organization present shall have one vote.
 On questions of particular importance a membership vote, in accordance with Rule IV, paragraph 9, shall be taken if requested."
16. Fortunately, this paragraph has never been applied, for it is very defective. Taken literally, it would mean, for example, that a large railwaymen's union with a small road transport membership (many of our railwaymen's affiliates are in that position) could vote to the full strength of its total affiliated membership at a road transport meeting. This anomaly arises from an oversight in the redrafting of the Constitution at the 29th Congress. Previously, the provision had been that a union could vote for that part of its membership which belonged to the Section concerned. Though on the face of it far fairer, even the former provision was never practicable. Its implementation would have required reliable records showing how many members of an affiliate belong to this or that Section and, though every affiliate is asked to give this information in the membership questionnaire which it returns every year, there is always a significant number which do not go into such detail, with the result that the Secretariat has never been in the position where it could have conducted such a vote properly. (Here again, by good fortune, the former provision has never been put to the test.)
17. No fair system of membership vote within Section Conferences can be devised which does not present grave administrative problems. Furthermore, formal voting has never played any significant part in Section procedures, since there is traditionally a will to decide by consensus. It is therefore proposed that voting at Section meetings, on those rare occasions when it is needed, should take the simple form of a vote by show of hands, each organization having one vote.

**XXX C-7 Supp. — SUBSTITUTE LANGUAGE TO MOTION
 PRESENTED BY EXECUTIVE BOARD PURSUANT TO
 AMENDMENT TO CONSTITUTION, RULE XIII, SEC. 7**

7. Voting at section meetings may be by show of hands or by membership vote.

A membership vote may be requested by any member of the section. The number of votes to which an organization shall be entitled in the event of a membership vote shall be equal to its paid up membership in respect of the workers registered in the section in question as recorded at the end of the year preceding the meeting or at the time of admission to the Federation, whichever is the later. It shall be the responsibility of each affiliated organization to register the number of its members in the section or sections concerned in order to claim that number of votes in the event of such membership vote. Failure to comply with this requirement will disqualify an organization from such membership voting.

PROPOSED SECTION WORKING PROGRAMMES **XXX C-8/Rw — Railwaymen's Section**

The Transport Policy Sub-Committee has suggested the following items for the Section Working Programme:

— Working and Duty Hours —

- Long-term programme with regard to reducing all components of duty hours. Standardization of terminology on spread-over, shift work, stand-by duty, rest periods etc.
- Social repercussions of modernization measures, with special reference to the introduction of automatic couplings.

In Circulars dated 21 May 1971 and 17 June 1971, members of the Section Committee were invited to submit further matters for inclusion in the Section Working Programme. At the time of writing (15 July 1971) no replies had been received.

XXX C-8/Rt (Annex 2) — Road Transport Section

A questionnaire was distributed during the last Section Conference. It was agreed that the replies received would be used in determining the future Section working programme.

The "popularity poll" of subjects for the Section working programme contains a few surprises. The 13 subjects given in the questionnaire are set out below in descending order of points awarded by delegates:

1. Hours of Work in Road Transport;
2. Vocational Training;
3. Earnings in Road Transport;
4. Working Conditions in Urban Transport;
5. Health Considerations;
6. AETR;
7. Revision of ILO Convention 67;
8. Transport of Dangerous Goods;
9. Re-employment prospects within the industry for drivers whose health is impaired;
10. Weights and Dimensions of Vehicles;
11. Construction of Vehicles;
12. Quantity and quality licensing in road transport operations;
13. Restrictions on the use of lorries at week-ends.

There are no great differences between answers from different language groups as far as the top 5 subjects listed are concerned. After that there are marked differences between the language groups, particularly with regard to the AETR and the Revision of ILO Convention 67.

An analysis of the replies suggests that the Section ought to concentrate on the following points in its future work:

- Working hours;
- Training;
- Earnings;
- Urban Transport.

Annex 1 to 69/IN/1/1 — Inland Navigation Section
INTERNATIONAL PROGRAMME FOR INLAND NAVIGATION WORKERS

1. The following International Programme has been drawn up under the auspices of the ITF Inland Navigation Section.
2. The ITF unions participating in the Programme resolve to work together in the interests of all inland navigation workers and to use all means at their disposal for the realization of the aims of the Programme.
3. The representatives of the participating unions constitute the ITF Inland Navigation Action Committee.
4. The participating unions resolve to cooperate closely and to use all possible means both to ensure the observance of existing national and international laws, regulations and agreements concerning inland navigation workers and to press for the conclusion of new ones providing for further improvements in their social position.

Vocational Training and Professional Competence

5. Provision shall be made for the vocational training of workers in inland navigation which shall enable them to develop their technical skill and experience to the full; the training shall be at least equivalent to that provided in other industries. Training standards and provisions concerning certificates of competence shall be coordinated according to international guidelines.
6. The competent authorities shall when planning overall training policy ensure that adequate provision is made for the vocational training of workers in inland navigation. A central body representing the authorities, the employers' and workers' organizations, the appropriate education department and other bodies and persons closely concerned with the professional training of workers in inland navigation shall be responsible for the establishment, coordination, implementation and supervision of that training.
7. The financing of training shall be on a fixed and regular basis. The costs involved are to be met by the inland navigation industry itself and/or state subsidies.
8. Training programmes shall be related to the work required and shall include both theoretical and practical training. They shall be regularly reviewed to keep them in line with modern developments.
9. Further, the training shall be directly related to national certification standards.
10. Courses shall be designed to prepare all categories of personnel for certification. Requirements in respect of minimum age, qualifications and practical experience necessary for obtaining the various grades of competency certificates shall be determined by the national authorities in consultation with the employers' and workers' organizations concerned.

Manning, safety, hours of work and rest periods

11. Manning regulations for inland waterway vessels shall have regard to:
 - (a) the safety of persons on board and of their effects,
 - (b) the efficient operation of the vessel,
 - (c) the health and well-being of persons on board,both during navigation and when the vessel is stationary. The competent authorities should view as a matter of urgency the introduction of manning standards for all waterways for which such standards do not yet exist.

12. The minimum crew requirements and the composition of the crew shall be related to:
 - (a) the actual tonnage of the vessel,
 - (b) the danger class of the cargo,
 - (c) the type of vessel and equipment,
 - (d) the mode of operation: normal navigation, continuous and semi-continuous navigation etc.,
 - (e) the nature of the waterway.
13. Manning standards must comply with statutory provisions regarding hours of work and rest periods and with the terms of existing collective agreements. All time during which the worker is at the disposal of the employer shall be regarded as working time. The daily rest period shall be such as to afford sufficient relaxation and prevent excessive fatigue.
14. There shall be special provision for the protection of women and young persons employed on inland waterway vessels.
15. Safety measures obtaining in individual countries shall be harmonized and modernized.
16. The total earnings of workers in inland navigation comprise:
 - (a) basic pay,
 - (b) extra pay for overtime, night work, Sunday and holiday work,
 - (c) extra pay as agreed for other additional duties.
17. The unit of real income of inland navigation workers shall be the hourly rate of a deck-hand; this shall be not less than the average hourly rate for skilled labour in comparable occupations ashore.
18. Other conditions of work of inland navigation workers shall be equivalent to those of workers in comparable occupations ashore.
19. The Inland Navigation Action Committee will meet from time to time to exchange information and to examine the progress made towards realizing the Programme and, where necessary, to consider new ways and means of furthering joint aims. The ITF unions participating in the Programme may further request extraordinary meetings of the Action Committee.

XXX C-8/S (Annex 3) — Seafarers' Section

1. Revision of ITF Seafarers' Charter

It is now eleven years since the adoption of the second International Seafarers' Charter in Berne in 1960 and twenty-five years since the first Charter was adopted in London in 1946. It may be said that over the years the objectives laid down in the two Charters have been to a very large extent realized, partly as a result of sustained trade union effort at the national level and partly as a result of the international trade union activity carried on under the auspices of the ITF Seafarers' Section. On the other hand, it is a fact that many new problems have arisen in the shipping industry, fraught with very serious implications for the seafarers. The time would therefore seem opportune to once again take stock of the social situation of the seafarers of the world and to consider the desirability of drawing up a new International Seafarers' Charter with a view to renewing the seafarers' international programme and relating it to contemporary needs.

Such a task would by no means be an easy one in view of the increasing impact of technological change on the social position, training and safety of seafarers. It seems therefore desirable for the Section Conference to consider the following discussion points:

- (a) Does the Section wish to envisage the adoption of a new International Seafarers' Charter?

- (b) Should a new Charter be comprehensive in character, on the lines of the charters adopted in 1946 and 1960 or should it be related to a range of selected issues?
- (c) Should specific consideration be given to ways and means of implementing the objectives of the Charter, including international solidarity?
- (d) Should a standing committee be set up to produce a first draft of the new Charter to prepare the ground for certain of its aspects?
- (e) What should be the composition of such a committee?

2. IMCO

Although the proposed new International Seafarers' Charter, if given the go ahead, would form a rough basis for ITF action at IMCO, it should nevertheless be realized that the problems under discussion at IMCO very often are so wide-ranging, specialized and immense in scope that the ITF Secretariat could not possibly cover the whole ground. Its policy has therefore been to concentrate on the really vital issues affecting the seafarers of the world. Even so there are inevitably technical problems involved such as radio communications, safety of navigation, fire protection and stability and the ITF will continue to seek the advice of affiliates experienced in these subjects. We therefore urgently request affiliates to co-operate closely with the ITF in this regard.

3. ILO

The most recent Maritime Session of the International Labour Conference, held in Geneva in October last year, again showed that the seafarers are able to achieve a great part of their international objectives through the ILO, its Maritime Sessions and the Joint Maritime Commission and was strikingly successful in producing not only a series of international instruments consolidating the social achievements of seafarers, but also a series of resolutions which provide a basis for further ILO activity in the maritime sphere in the years ahead.

A considerable part of the Section's Working Programme will have to be devoted in the near future to the ILO meetings which will be convened to carry out the organization's maritime programme. Before these ILO meetings are held the Seafarers' Section will be given the opportunity of discussing as fully as possible the items included in the ILO agendas.

4. Container consortia

The section on "Wages and other payments" in the International Seafarers' Charter prescribes under the sub-heading of "Additional payments" that "there should be appropriate additional compensation for special duties, special ships, special trades, etc." In order to apply this principle to container ships belonging to a certain consortium (ACL) a number of ITF seafarers' affiliates have met during the last inter-Congress period to consider the possibility of harmonising salaries and working conditions of the crews employed by the consortium. The Section is asked to consider whether further meetings aimed at co-ordinating bargaining policy vis-à-vis container consortia would serve a useful purpose and if so make appropriate suggestions as to the future lines of action.

5. European Coastal and Short Sea Trades Competition

The proposed future policy of the Section on this particular subject is outlined in the Draft Statement forming Annex 1 to the Supplementary Report on Activities.

6. General

The activities of the Seafarers' Section during the next inter-Congress period will, of course, also be guided by any resolutions adopted by Congress or the Section Conference on maritime subjects.

1. ILO

Despite continued pressure from the ITF there now appears to be little chance that the *ILO Committee on Conditions of Work in the Fishing Industry* will meet during the biennium of 1971-73. However, the ITF will continue to press for an early meeting to discuss these matters.

2. Part B of the ILO/IMCO/FAO Code of Safety for Fishermen and Fishing Vessels

A more encouraging development on the international scene is the continuing work by the ILO and IMCO on Part B of the Safety Code and, as is evident from the Supplementary Report on Activities, the ITF has been asked to assist the ILO in its work on the Code and has also been invited to participate in the drafting of the Code at IMCO. It is therefore suggested that the Working Party set up by the last Section Conference (Bremerhaven, 1970) for this purpose should be convened during 1971 to discuss and comment upon the existing draft chapters of Part B of the Code and to formulate, if it is found necessary, additions and/or amendments to the Draft Code.

As the Ad Hoc Group of the IMCO Sub-Committee on Safety of Fishing Vessels will have met before the ITF Working Party on Part B of the ILO/IMCO/FAO Safety Code the latter will hopefully have at its disposal the fourth IMCO draft of Part B on the basis of which the Sub-Committee on Safety of Fishing Vessels expects to finalize Part B in as far as it relates to vessels over a certain length and operating in unlimited service. The IMCO Secretariat has asked the Sub-Committee members to comment on the desirability or practicability to extend the Code to vessels of other sizes and other categories.

The adoption of the final draft of Part B of the Code is planned for 1973, at a Joint ILO/IMCO/FAO Meeting of Consultants. It is intended that the representatives of ITF affiliates attending the ILO/IMCO/FAO meeting should hold a preparatory meeting in conjunction with the ILO/IMCO/FAO meeting.

3. IMCO

As in the past the ITF will continue to participate, whenever possible, in various IMCO meetings which are of special interest to fishermen from a safety point of view. It should, however, be realized that the problems dealt with at IMCO are often highly specialized and wide-ranging and therefore the ITF Secretariat cannot be expected to cover every aspect. It has therefore so far concentrated its efforts on major issues affecting fishermen but nevertheless there are unquestionably technical problems involved such as stability of fishing vessels, safety of navigation and fire protection concerning which the ITF will continue to consult affiliates with experience of these subjects. Our affiliates are therefore asked to co-operate as closely as possible with the ITF in this respect.

4. EEC

As has been mentioned in the Supplementary Report on Activities the member countries of the European Economic Community have now adopted a common fishery policy and have initiated machinery for developing this policy further. In view of the fact that several important fishing nations have applied for membership of the EEC the Section may wish to hold a meeting in the near future to exchange views on the implications of the EEC fishery policy on the fishermen affected by this issue.

5. International Fishermen's Programme

A number of decisions taken by the Section in recent years have undoubtedly had far-reaching effects on the scope of the present International Fishermen's Programme which was adopted in 1948, revised in 1958 and added to in 1967 in the form of a resolution on social conditions in the fishing industry. There appears to be a need for consolidating these decisions into the Programme and the question therefore arises whether the adoption of a revised Programme should be envisaged during the next inter-Congress period.

6. General

It is suggested that during the next inter-Congress period the Section should give special attention to the following questions in addition to those mentioned in items 1-5 of this document: conditions of work and safety at work of fish lumpers; accident statistics and safety regulations for fishing vessels; and support vessels for fishing fleets.

XXX C-8/CA (Annex) — Civil Aviation Section

Introduction

1. In recent years, just at a time when large capacity aircraft are being introduced, the world's airline industry seems to be suffering from a deteriorating financial position, creating problems of excess capacity. Air traffic and air freight have not increased to the extent expected and in many parts of the world have declined. A number of major airlines have reduced personnel, cut back schedules and cancelled some aircraft orders.
2. This was the theme that dominated the proceedings of the ICAO 18th Assembly in which IATA put the major blame on rising labour costs and asked ICAO to undertake research on inflationary labour cost trends.

Problems

3. Since the financial situation of the airline industry, introduction of high capacity aircraft, inter-airline cooperation and mergers, automation and introduction of labour-saving devices would directly affect the employees and their future job prospects etc., consideration of these questions may form important items for the future working programme of the Section. Added to this is, of course, the state of the industrial relations in this industry which range from complete denial of trade union rights in some countries to bad relationships between management and employees in others, resulting in a large number of industrial disputes all over the world. The ITF has already asked the ILO to examine this question and we will have to follow it up.
4. The Section will also have to give a great deal of its time and attention in years to come to the problems of ground staff, not only those employed by airline companies who are already facing problems due to inter-airline co-operation, mergers and introduction of high capacity aircraft, but also those employed by airport authorities and governments such as air traffic controllers etc.
5. The subject of hijacking and attacks against Civil Aviation which dominated the work of the ITF Civil Aviation Section during the last three years, will continue to be a major item of our future work programme. Closely connected with this is, of course, the problem of our active participation in the work of ICAO.

Committees and Meetings

6. In the past the Civil Aviation Section has given a great deal of its time and attention to the problems of flight engineers through its Technical Committee which met regularly every three months. Now that the new types of aircraft have already come into operation it would seem that the frequency of the Technical Committee meetings could be reduced to twice a year for the future.
7. According to present practices the Safety Committee meets every six months together with the Civil Aviation Section Committee because quite a number of members sit on both Committees. It would seem advisable not only to continue with this practice but also to extend it so that the date and venue of all the Committees, viz. Technical, Safety and Section, were timed and arranged in the future in such a way that they all could meet at one place during one period.

8. In 1969, the Cabin Staff had an international conference and it would seem that a similar meeting at an appropriate time would be necessary in order to examine the growing problems of this category. A Ground Staff conference would also seem appropriate and in any future such meeting, traffic controllers ought to be involved and IFATCA should be invited to attend.
9. As it is customary to hold a full Civil Aviation Section Conference between ITF Congresses, we will have to plan for that as well.
10. To summarize, it is suggested that the future work programme of the Section should be broadly as follows:—
 - (i) Technical, Safety and Section meetings to be arranged at one place and during the same period at a frequency of every six months;
 - (ii) A full Civil Aviation Section Conference to be arranged before the next ITF Congress;
 - (iii) Consideration of the need for separate Category conferences;
 - (iv) Decision for convening ad hoc meetings for special problems to be left to the Secretariat, to be arranged in consultation with the Chairman and Vice-Chairman of the Civil Aviation Section; and
 - (v) ITF representation at all important meetings of ICAO to be arranged.

The problems with which the Section would broadly be concerned have been outlined above.

XXX C-12—EXECUTIVE BOARD PROPOSAL CONCERNING RATE OF AFFILIATION FEE

1. Rule XV, paragraph 1, of the Constitution provides for each Ordinary Congress to fix the rate of affiliation fees for the period until the end of the year in which the next Ordinary Congress takes place.
2. At the 1965 Congress, the affiliation fee was fixed at eightpence per member per year, with effect from 1 January 1966. In November 1966, the Executive Board decided that a special contribution of one penny per member should be sought for the three years from 1966 to 1968. Following the devaluation of sterling in November 1967, affiliates were asked to pay fees at the pre-devaluation rate and, at the 1968 Congress, what had then become for most affiliates the practice was given formal expression with the decision that the standard rate of affiliation fee "for the years 1969, 1970 and 1971 should be ninepence sterling payable at the rates of exchange applicable before devaluation of the British Pound in November 1967".
3. No-one can say with any precision what effect the devaluation of sterling had on the ITF's finances. There is no doubt that in some instances the ITF benefited from the generous response that affiliates made to the request that they should pay at pre-devaluation exchange rates, but many of the ITF's costs were substantially increased as a direct result of devaluation. By and large, gains and losses probably balanced. Thus, since 1966, the ITF has had to operate on a standard rate of affiliation fee which has not changed in real terms. Over the same period, membership has declined substantially, due in large measure to widespread rationalization in such important sectors of the ITF's membership as the railways.
4. The ITF's income from affiliation fees (including the special contribution of one penny and the result of payment at pre-devaluation rates of exchange) has been:

1966	1967	1968	1969	1970
£146,333	£148,061	£149,926	£152,092	£146,869

The affiliation fee income for 1970 was thus only fractionally higher than in 1966 and was actually lower than in 1967.

5. Additional income has been received by way of voluntary contributions and (but no longer) by contributions from the ICFTU Solidarity Fund towards Regional Activities. These, however, were not firm commitments and it was never known from one year to the next how much, if anything, they would produce. The only regular income other than affiliation fees is from the ITF Seafarers' Welfare Fund towards the costs of administering the Special Seafarers' Section (currently £7,400 a year) and from bank interest (about £600). A figure of £8,000 could therefore reasonably be expected as "other income".

6. Over the same period, the ITF's total expenditure (including Regional Activities) has been:

1966	1967*	1968*	1969	1970
£168,081	£158,993	£180,112	£163,052	£151,547

The total expenditure for 1970 was almost 10% less than in 1966.

*An experiment (since abandoned) was applied to the ITF's accounting for 1967 and 1968 which involved using a special "financial year" for the ITF's Regional Activities—hence the wide apparent difference between total expenditure for those years. If the effects of the experiment were disregarded the figures would be: 1967: £164,507; 1968: £174,598.

7. As at October 1970, the ITF's membership was as follows:

Region	Number of countries	Membership*	Number of Unions	Fees as invoiced
Europe and Middle East	25	2,182,445	112	£ 86,818
North America	2	952,722	19	41,664
Latin America and Caribbean	26	371,156	89	7,136
Asia	15	776,268	56	15,299
Africa	12	90,682	38	2,033
	80	4,373,273	314	£152,950

*Figures not reduced to "paid-up" membership in cases where fees are paid at reduced rate.

8. The figure for fees as invoiced must be scaled down to allow for unions that fall into arrears with their fees, and some allowance has also to be made for the fact that unions sometimes reduce their affiliated membership in the course of the year. A more realistic estimate of income from affiliation fees is £136,000.

9. For all the very tight financial position, the ITF has managed for the last three years to balance its income and expenditure and yet to maintain a high level of activity. (Arguably, activities have increased but it is a claim that need not be pressed here.) Budgetary controls have been improved and expenditure strictly examined. A number of economies would anyway have been justified, regardless of the financial position, but others have been made solely because money had to be saved. The point, however, has now been reached where there is almost no fat left to trim and no further savings of any significance could be made without reducing the ITF's activities. Meanwhile, costs continue to rise considerably as the inflation which now seems endemic to most countries shows no signs of abating.

10. The simple fact that the standard rate of fee has barely been changed in real terms since the beginning of 1966 may be considered reason enough to ask Congress for a meaningful increase. There can be few unions which have not negotiated wage increases for their members or increased their own dues over that period and the ITF now seeks an adjustment to meet rising costs of the kind which affiliates have themselves experienced.

11. In February 1971, the British Pound Sterling was decimalized. The Pound is now divided into 100 New Pence, instead of into shillings (20 to one Pound) and pence (12 to one shilling or 240 to one Pound). Each New Penny therefore equals 2.4 of the old pence and there is also a New Half-Penny, equal to 1.2 old pence. The new currency is used in the ITF's accounts and whatever fee Congress decides on must be expressed in the new terms. (It should be stressed that the basic British currency unit of the Pound Sterling was not affected by decimalization at all; the changes only affected the way the Pound was divided.)
12. After every allowance has been made for unions which pay at less than the standard rate and for variations in exchange rates, each paid-up member of the ITF's present affiliates produces on average 10.13 old pence per year, or 4.22 New Pence. On that basis and on a budgeted affiliation fee income of £136,000 per year, an increase to 5 New Pence (12 old pence) would produce an extra £27,000. Every additional New Half-Penny would produce £16,320 and every New Penny, £32,640.
13. In considering what recommendation to make to Congress, the Board has borne in mind both the need to give the ITF some relief from the present perilously restrictive financial pressures and to give sufficient leeway to meet the inevitable and general rise in costs that will take place before fees can be revised again.
14. The Executive Board has also had regard to the fact that affiliated organizations are themselves often hard-pressed financially and that many of them would wish to avoid too steep or sudden an increase in affiliation fees to the ITF. To ease their position, the recommendation which follows envisages an increase by two stages.
15. The Executive Board therefore recommends to Congress:
 - (a) that the standard rate of affiliation fee should be increased to 5 New Pence per member per year as from 1 January 1972;
 - (b) that this increase should be made voluntarily retroactive to 1 January 1971; and
 - (c) that the standard rate of affiliation fee should be further increased to 6 New Pence per member per year as from 1 January 1973.

XXX C-15/GC/1—ELECTION OF THE GENERAL COUNCIL

1. The election of the General Council is governed by Rule V of the ITF Constitution, the main provisions being:
 - (a) The General Council consists of titular members and their deputies, and the General Secretary. The titular and deputy members are elected by Congress.
 - (b) The membership of the Council is to be a reasonable reflection of the ITF's membership, geographically and industrially. No affiliated organization with a paid-up membership of less than 100,000 may have more than one member and no organization more than two.
 - (c) The Council is elected from nominations made by national or regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group.
 - (d) The composition of the national or regional electoral groups and the number of nominations which each group can make is decided by Congress on the recommendation of the Executive Board.
 - (e) If there has to be a vote within a group, i.e. if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs 9 and 10. (These paragraphs are reproduced in the Congress Standing Orders.)

2. The Executive Board *recommends* that in the election of the General Council, the national or regional electoral groups and the number of nominations which each group may make should be:

<i>National or Regional Group</i>	<i>Members</i>	<i>Deputy Members</i>
<i>Europe and Middle East</i>		
1. Austria	1	1
2. Belgium, Luxembourg and Netherlands ...	3	3
3. Denmark, Faroes, Iceland, Finland ...	3	3
4. France	1	1
5. Germany	4	4
6. Great Britain and Irish Republic	4	4
7. Italy, Malta and Cyprus	1	1
8. Norway	1	1
9. Sweden	1	1
10. Switzerland	1	1
11. Israel, Jordan, Lebanon, Turkey	2	2
12. Estonia, Poland, Spain	1	1

Africa

13. Ghana, Kenya, Malagasy Republic, Malawi, Nigeria, Rhodesia, Senegal, Sierra Leone, South Africa, Somalia, Tunisia, United Arab Republic	2	2
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Asia and Australasia

14. Japan	2	2
15. Australia, Burma, Ceylon, China (Taiwan), Fiji Islands, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Pakistan, Philippines, Singapore, Vietnam	3	3

Latin America and Caribbean

16. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Curacao, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, El Salvador, Uruguay, Venezuela	3	3
17. Barbados, Bermuda, Grenada, Guyana, Jamaica, St. Lucia, Trinidad	1	1

North America

18. Canada	3	3
19. USA	7	7

XXX C-15/GC/2 — ELECTION OF GENERAL COUNCIL NOMINATIONS BY NATIONAL AND REGIONAL GROUPS

	<i>Titular member</i>	<i>Deputy member</i>
<i>Europe and Middle East</i>		
1. Austria	F. Prechtl	J. Roposs
2. *	G. J. H. Alink — Netherlands W. Cassiers — Belgium J. Schneider — Luxembourg	W. Ch. van Zuylen — Netherlands Hering — Belgium M. Vergracht — Belgium

- | | | |
|------------------|-------------------------|-----------------------|
| 3. | P. Oivio - Finland | O. Keitele - Finland |
| | K. Ellegaard - Denmark | B. Aanaes - Denmark |
| | A. C. Hansen - Denmark | O. Jacobsen - Faroes |
| 4. France | L. Buonaccorsi | R. Decoudun |
| 5. Germany | H. Kluncker | B. Frank |
| | H. Jacobi | W. Matthies |
| | Ph. Seibert | L. Raupp |
| | H. Smuda | F. Fasshauer |
| 6. Great Britain | J. Jones | A. Kitson |
| | S. F. Greene | R. W. Buckton |
| | W. Hogarth | J. W. Slater |
| | A. P. Coldrick | G. Kiely |
| 7. Italy | F. Giorgi | A. Ortolani |
| 8. Norway | A. Aasarod | H. Nicolaysen |
| 9. Sweden | E. Svensson | H. Ericson |
| 10. Switzerland | W. Meier | K. Rebsamen |
| 11. | A. Catakcinler - Turkey | A. Arapoglu - Turkey |
| | Y. Yagol - Israel | Y. Woshchina - Israel |
| 12. | A. H. Vizcaino - Spain | N. Metslov - Estonia |

Africa

- | | | |
|-----|----------------------|-------------------------|
| 13. | A. Ayoub - Tunisia | V. M. I. Jack - Nigeria |
| | J. R. Baiden - Ghana | W. J. Opiyo - Kenya |

Asia and Australasia

- | | | |
|-----------|---------------------------------|-----------------------------------|
| 14. Japan | S. Nakagawa | M. Nakai |
| | K. Kihata | H. Taira |
| 15. | C. H. Fitzgibbon -
Australia | Yahaya bin Mohd Ali -
Malaysia |
| | R. S. Oca - Philippines | B. K. J. Tambunan -
Indonesia |
| | Hashim bin Idris -
Singapore | Huoo-Muh Liou -
Taiwan |

Latin America and the Caribbean

- | | | |
|-----|--------------------------|------------------------------------|
| 16. | L. Gallardo - Mexico | O. Gale - Honduras |
| | C. Melgarejo - Argentina | R. Mendoza - Dominican
Republic |
| | E. Costilla - Peru | L. E. Jurado - Ecuador |
| 17. | F. L. Walcott - Barbados | R. Francis - Jamaica |

North America

- | | | |
|------------|-------------------|---------------|
| 18. Canada | W. C. Y. McGregor | M. Rygus |
| | D. N. Secord | R. Gingerich |
| | R. Smeal | D. J. Kennedy |
| 19. USA | E. Shepard | C. Tanner |
| | J. Curran | S. J. Wall |
| | C. L. Dennis | R. McKay |
| | W. Winpisinger | M. Guinan |
| | J. M. Elliott | J. Wahle |
| | D. S. Beattie | J. F. Otero |
| | T. W. Gleason | J. Bowers |

* Where there is more than one country under a numbered group of countries within a Regional Group, the name of the Titular or Deputy member is followed by the name of the country he represents. (For list of countries, see Doc. XXX C-15/GC/1.)

XXX C-15/EB/1—ELECTION OF THE EXECUTIVE BOARD

1. The election of the Executive Board is governed by Rule VI of the ITF Constitution, the main provisions being:
 - (a) The Executive Board consists of twenty-three members. Twenty-two (the other member being the General Secretary) are elected by Congress from among the members of the General Council.
 - (b) The membership of the Board is to be a reasonable reflection of the ITF's membership, geographically and industrially. No affiliated organization may have more than one member.
 - (c) The Board is elected from nominations made by regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group, but the candidates must be members of the General Council.
 - (d) The composition of the regional electoral groups and the number of nominations which each group can make is decided by Congress on the recommendation of the Executive Board.
 - (e) If there has to be a vote within a regional electoral group, i.e. if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs 9 and 10. (These paragraphs are reproduced in the Congress Standing Orders.)

2. The Executive Board *recommends* that in the election of the Executive Board, the regional electoral groups and the number of nominations which each group may make should be:
 - (a) Europe

(a) Europe and Middle East	12	
(b) North America	4	(see schedule
(c) Africa	2	of countries
(d) Asia and Australasia	2	below)
(e) Latin America and Caribbean ...	2	

3. The Executive Board *further recommends* that, with the exception of the North American group (which includes only two countries), no country with a paid-up membership of less than 500,000 should have more than one nominee; no country with less than one million, more than two; and no other country more than three.

Africa

Ghana	Malawi	Sierra Leone	United Arab
Kenya	Nigeria	Somalia	Republic
Malagasy Republic	Rhodesia	South Africa	
	Senegal	Tunisia	

Asia and Australasia

Australia	Fiji Islands	Japan	Pakistan
Burma	Hong Kong	Korea	Philippines
Ceylon	India	Malaysia	Singapore
China (Taiwan)	Indonesia	New Zealand	Vietnam

Latin America and the Caribbean

Argentina	Costa Rica	Guyana	Peru
Barbados	Curacao	Honduras	St. Lucia
Bermuda	Dominican Republic	Jamaica	El Salvador
Bolivia		Mexico	Trinidad
Brazil	Ecuador	Nicaragua	Uruguay
Chile	Grenada	Panama	Venezuela
Colombia	Guatemala	Paraguay	

North America

Canada

U.S.A.

Europe and Middle East

Austria	France	Jordan	Spain
Belgium	Germany	Lebanon	Sweden
Cyprus	Great Britain	Luxembourg	Switzerland
Denmark	Iceland	Malta	Turkey
Estonia	Irish Republic	Netherlands	
Faroe Islands	Israel	Norway	
Finland	Italy	Poland	

**XXX C-15/EB/2 — ELECTION OF EXECUTIVE BOARD
NOMINATIONS BY REGIONAL ELECTORAL GROUPS**

Name *Country*

Europe and Middle East

F. Prechtl	Austria
J. Jones	Great Britain
S. F. Greene	Great Britain
W. Meier	Switzerland
H. Aasarod	Norway
E. Svensson	Sweden
G. J. H. Alink	Netherlands
L. Buonaccorsi	France
W. Cassiers	Belgium
Y. Yagol	Israel
Ph. Seibert	Germany
H. Kluncker	Germany

Africa

A. Ayoub	Tunisia
J. R. Baiden	Ghana

Asia

R. S. Oca	Philippines
K. Kihata	Japan

Latin America and Caribbean

L. Gallardo	Mexico
C. Melgarejo	Argentina

North America

W. C. Y. McGregor	Canada
D. N. Secord	Canada
D. S. Beattie	USA
J. M. Elliott	USA