



ITF

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REPORT ON ACTIVITIES

1971 - 1972 - 1973

**INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF)
MARITIME HOUSE OLD TOWN CLAPHAM LONDON SW4 0JR**

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OBITUARIES

1970

W. J. Wright, Assistant Grand Chief Engineer of the U.S. Brotherhood of Locomotive Engineers, died on 4 December at the age of 55 after an illness of several months.

1971

Jack Wayne Hall, Vice-President of the U.S. International Longshoremen's Association, died on 2 January at the age of 55.

Théo Keller, Vice-President of the Swiss Public Service Workers' Union from 1958 to 1970, died suddenly on 8 February of a heart attack.

David A. Ligon, Vice-President of the U.S. Brotherhood of Railway and Airline Clerks, died of a heart attack at the age of 64.

Anthony E. Matz, President Emeritus of the U.S. Firemen and Oilers, died, following a brief illness, at the age of 68.

Pierre Aragno, a former Secretary of the Swiss Transport Workers' Union and for many years the editor of the union's French language newspaper, died on 29 March at the age of 84.

Johan Buquet, a former Secretary of the one-time Dutch Seamen's Union, who played an active rôle in the present Dutch Seafarers' Federation, died on 2 May at the age of 62. During the Second World War, Johan was in London as an official of the Dutch Seafarers' Union, which formed part of the combined organization of seafarers' unions in exile, the BFDDP. He acted as ITF Representative in Rotterdam during the flag-of-convenience campaign in the fifties.

Percy R. Bengough, who for many years was one of the leading figures in the U.S. International Association of Machinists and Aerospace Workers and a prime mover in the formation of the Canadian Labour Congress, died in Vancouver on 10 August at the age of 89. Percy Bengough was also a founder member of the International Confederation of Free Trade Unions.

Fritz Rohrer, Chairman of the General Purposes and Finance Committee of the Swiss Public Service Workers' Union, died on 7 September at the age of 56.

A. O. Jaakonsalo, General Secretary of the Finnish Locomotivemen's Union, died on 12 September in Vienna while attending the Congress of the Austrian Railwaymen's Union. He was 60.

Thor Sønstebj, Treasurer of the Norwegian Seamen's Union from 1933 until his retirement in 1966, died on 28 September at the age of 65. Thor spent the war years in London where he worked in close cooperation with the ITF and the British National Union of Seamen. When he returned to Norway, he continued his association with the ITF's work and served as a member of the Fair Practices Committee and of the Committee on Asian Seamen.

Carlos Carstensen, Assistant Treasurer of the Danish Seamen's Union, died on 30 September at the age of 51.

K. A. Rasmussen, honorary member and a former General Secretary of the Danish Ship Engineers' Association, died on 7 November at the age of 89. Brother Rasmussen was a founder member of the International Merchant Marine Officers' Association and served as IMMOA Vice-President from 1926 to 1948. He was also a member of the Joint Maritime Commission of the ILO from 1935 to 1946.

J. van den Berg, an official at the headquarters of the Dutch Transport Workers' Union, died on 14 November at the age of 64.

H. J. Kanne, who for ten years (1951-1961) was President of the Dutch Transport Workers' Union (NBV), died on 22 November at the age of 75. Brother Kanne was ITF Vice-President from 1958 to 1960 and a member of the Executive Committee (now Executive Board) from 1952 to 1962; he was also an active member of both the Railwaymen's and Road Transport Workers' Sections.

1972

Al Kerr, Secretary-Treasurer of the Seafarers' International Union of North America, died suddenly on 26 January at the age of 51.

Thomas Smeding, former officer of the Netherlands Transport Workers' Union and for many years head of its inland navigation section, died on 3 February at the age of 69.

Edward Wright, former Finance Secretary of the Malta General Workers' Union, died in an accident at his home on 3 February at the age of 62. Brother Wright was one of the union's founder members and served as its Finance Secretary from 1945 until his retirement in 1971.

Herbert M. Mutekwe, General Secretary of the National African Federation of Unions and Assistant General Secretary of the Rhodesian Transport Workers' Union, died after an illness in hospital on 5 February.

George P. Delaney, who after his retirement from the post of special assistant for international labour affairs in the U.S. Labor Department served as Washington representative of the International Longshoremen's Association, died on 9 February shortly before his 63rd birthday.

William Bass, South African representative of the British National Union of Seamen, died at the age of 60 in Cape Town on 9 March from injuries received in a road accident.

Otto Brenner, President of the German Metalworkers' Union and of the International Metalworkers' Federation, died on 15 April at the age of 64. Otto Brenner was a leading figure in the post-war reconstruction of Germany's labour movement.

Frank H. Hall, former head of the Brotherhood of Railway Clerks in Canada, died on 20 May at the age of 78. Brother Hall became General Chairman of the Brotherhood in 1920 and only five years later was elected Vice-President for Canada, a post to which he was reelected at all subsequent conventions until 1963, when he was appointed to the new position of Canadian executive assistant to the President. He was a member of the ITF Executive Board from 1960 to 1967.

Max Schönenberger, former Central Secretary of the Swiss Transport Workers' Union from 1955 to 1961, died on 13 July.

Mohammad Arab Khatib, Secretary General of the All-Pakistan Confederation of Labour, died on 9 July at the age of 61. He first became active in the trade union movement in India in 1928 and spent the year 1932-1933 in prison for his activities in the railway workers' union. He was a prominent figure in the national labour movement and after the Second World War represented his country's trade unions both within the ITF and the ICFTU.

Joe Borg, President of the Malta General Workers' Union from 1955 to 1961, died on 1 August.

Constant Frey, former Vice-President of the Swiss Railwaymen's Union and editor of their magazine, died on 2 September on the eve of his 80th birthday. He had become an official of the union in 1921, a little more than one year after its foundation.

Giacomo Bernasconi, former Secretary of the Swiss Trade Union Federation and for many years a member of the ICFTU Executive Board, died after a short illness at the age of 72.

E. (Ted) Downing, former Senior Assistant in the Research and Information Department of the ITF, died in the night of 11 to 12 October at the age of 65, after a long illness which had forced him to retire early, in January 1970. During the twenty years that Ted worked at ITF Headquarters — methodically, conscientiously and patiently extracting and comparing information on the wages and working conditions of transport workers from the collective agreements and labour legislation of many countries — his loyalty, modesty and hard work earned him the liking and respect of all his colleagues.

R. S. (Bob) Santley died on 16 October 1972 at the age of 67. Bob joined the ITF Secretariat in 1924 and worked as a translator/interpreter in several languages, until he was appointed Personal Assistant to J. H. Oldenbroek in 1939. It was then that he first began to specialize in the work of the maritime sections, becoming Section Assistant to the Seafarers', Fishermen's, Dockers, and Inland Waterways Sections in 1946, and Secretary of these Sections in 1958 — a post he held until his retirement in 1970. His contribution to these four industrial sections was an immense one — and one for which he will be long remembered.

Einar Johansen, head of the New York Office of the Norwegian Seamen's Union, died in November at the age of 64. In the late fifties he also looked after the ITF New York Office.

D. H. (Danny) Lamb, Assistant General Secretary of the British Radio and Electronic Officers' Union from 1965 to 1968, died on 6 November at the age of 71.

1973

Ilse Barea, for many years a free-lance translator/interpreter with the ITF, died on 1 January at the age of 70. Ilse, who had been active in the Austrian trade union movement since the days of the First Republic, was also a gifted writer and translator; she wrote a social history of Vienna and made remarkable translations of the works of her husband, Arturo Barea (the distinguished Spanish writer who died in 1957) into English — to her a foreign language.

Laurits Thorup, former Treasurer of the Danish Railwaymen's Union, died on 20 December, at the age of 80. He was a member of his union's Executive for 34 years.

Arne Hagen, former Vice-President of the Norwegian Building Worker's Union and General Secretary of the International Federation of Building and Woodworkers from 1951 to 1966, died on 12 January in Oslo.

Héctor Aguilar Echeverría, President of the Colombian National Union of Avianca Workers from 1945 to 1949, died on 16 February. He was 60.

Abdelkerim Mahfoudh, former member of the Executive of the National Railwaymen's Federation of Tunisia and Assistant General Secretary of the Tunisian Union of Retired Railwaymen, died on 7 March.

Bernt Uula, former Secretary of the Finnish Seamen's Union, died on 29 March at the age of 61, having retired earlier in 1973 on grounds of ill health.

Ernest Jentgen, who had been active all his working life in the Luxembourg railway trade union and cooperative movement, died in March, in his 83rd year.

Sir Frederick Burrows, former President of the British National Union of Railwaymen and member of the union's Executive from 1937 to 1939, died on 23 April at the age of 85.

Giuseppe Lagorio, former General Secretary of the Italian Seafarers' Federation (FILM-CISL), died on 12 May at the age of 47. A founder member of the union, he was its General Secretary from 1959 to 1970.

William Hogarth, General Secretary of the British National Union of Seamen, died on 13 May at the age of 62, having just returned to work after a six-week illness. Brother Hogarth joined the NUS in 1929, took up his first full-time union appointment in Glasgow in 1942, was elected Assistant General Secretary in 1961 and General Secretary in 1962. As General Secretary, he weathered many crises, leading the union through its seven-week strike in 1966. Brother Hogarth played an active rôle in the ITF. He was elected Chairman of the ITF Seafarers' Section and Co-Chairman of the Fair Practices Committee in 1971. He was awarded the Order of Companion of the British Empire in 1972 in recognition of his services to the British trade union movement.

Captain William V. Bradley, formerly President for ten years of the U.S. International Longshoremen's Association, died of a heart attack at the age of 70, while driving his car.

Steve Federoff, founder member of the U.S. National Maritime Union and its Secretary-Treasurer from 1958 to 1962, died in May at the age of 57.

Dirck Kloosterman, General Secretary of the Argentinian Machinists' and Auto Workers' Union and Vice-President of the International Metalworkers' Federation, was assassinated outside his home in Buenos Aires on 22 May. He was 40 years old. The ICFTU and numerous other trade union organizations expressed their condemnation of this cold-blooded action.

George Leighty, Chairman of the former U.S. Railway Labor Executives' Association and President of the Order of Railroad Telegraphers from 1946-1965, died in July at the age of 77.

Kjønik Kjøniksen, President of the Norwegian Transport Workers' Union from 1957 to 1962, died in October at the age of 74.

Wilfred Jenks, Director General of the ILO, died in Rome on 9 October, at the age of 64. He had served the ILO for 42 years. Rising through the ranks, he became in 1970 the first head of an international organization to have spent his entire career in the service of the world community.

Russell K. Berg, retired President of the U.S. Boilermakers and Blacksmiths, died after a long illness at the age of 68. He was President of the union from 1962 to 1970 when he retired on health grounds.

M. Ibe, Chairman of the All Japan Federation of Transport Workers' Unions, died after an illness on 9 October at the age of 52. He was elected President of the ITF-affiliated All-Japan Express Workers' Union in 1960, a post from which he retired in 1971 when elected to the Japanese Parliament.

Joseph Bocher, General Secretary of the French Merchant Navy Officers' Federation (F.O.), died in early December 1973. Brother Bocher was an active trade unionist from a very early age, and he made an important contribution towards the foundation of the Force Ouvrière. During the Second World War, he organized the resistance network "Libération-Nord", and from 1959 was Mayor of Equeurdreville-Haineville in the "Manche" Department.

Syndulpho de Azevedo Pequeno, former President of the Brazilian Confederation of Land Transport Workers, and member of the then ITF Executive Committee from 1958-1960, died on 9 October at the age of 67. A prominent trade unionist in Brazil, he attended ILO Conferences as Brazilian Workers' delegate or adviser, and was a regular Worker Member of the ILO Governing Body from 1954 to 1960. In 1960, he was elected Worker Vice-President of the 44th Session of the ILO Conference.

Shinichi Nakagawa, former President of the Japanese National Railway Workers' Union, died as a result of illness on 11 December at the age of 53. Brother Nakagawa had retired from his union post on health grounds five months earlier.

FOREWORD

Three years in the life of an organization such as the ITF is not a particularly long time, but it must be admitted that when one looks back in retrospect on the last period of our international activity one is literally overwhelmed by the sheer number and variety of the events which have occurred. When I say that, I am thinking not simply of what has happened within the international transport workers' movement itself, but also of events in the wider world which, of necessity, have had a considerable influence in shaping the thinking and actions of our Federation. After all, the ITF — like any trade union organization — does not work in a vacuum. It is a part of society as a whole: one of many parts which interact upon each other; which affect and are affected by one another.

Although our task in the ITF is primarily to protect and further the interests of our members in both the social and industrial spheres — in other words to carry on the normal day-to-day business of trade union representation of those interests at international level — this task and the methods of tackling it have constantly to be adapted and improved to meet the challenges which face us as the result of new developments in a whole range of fields of human activity. We cannot, for example, ignore adverse political trends—whether they be localized or generalized — any more than we can ignore the effect of technological developments or economic circumstances on the wages and working conditions of our members.

The various moves towards greater economic and political integration or the effect which, say, the politics of the Middle East have on our members in the civil aviation industry in the form of air piracy, are as immediately important to us as they are to anyone who is directly active in the international political arena. Whether one is considering the global effects on industry and employment caused by the world-wide energy crisis or the more localized problems resulting from disputes over fishing limits and the conservation of the sea's resources, these are problems which intimately concern either the ITF's membership as a whole or, at the very least, large sections of that membership. Each of them, therefore, makes necessary careful thought, evaluation and analysis on the part of the ITF, together with intelligent anticipation of the likely influence which it will have on our members' conditions and of the action which is necessary in order to prevent them from being adversely affected.

The whole field of activity and range of involvements which the ITF has in defending the interests of its world-wide membership is, in fact, vastly wider than those of any individual national union, and in consequence the influence of day-to-day events outside the purely trade union field on the ITF's policies and activity is both more intense, and less predictable in its results, than would be true of a national trade union. A serious hijacking incident or the establishment by force of a new dic-

tatorship may obviously be of concern to individual national unions, but does not necessarily call for direct action by them. For the ITF, on the other hand, an immediate response can be essential because ITF members or affiliates could be placed at risk by either of the two circumstances which I have quoted, as well as by a whole host of similar events. The suddenness of such developments, and the fact that they can occur almost anywhere where the ITF is represented, makes the planning and execution of the ITF's more routine activity in the industrial sector infinitely more tentative and subject to unexpected interruption and outside pressures than would normally be the case nationally.

The ITF, in fact, has to work and plan on two levels. It has, on the one hand, to make provision for its normal functions and commitments: the organization and carrying through of regular sectional activities; representation of its members' interests at meetings of official organizations like the ILO, IMCO or ICAO; the regular answering of affiliates' queries and problems — including the complications of that work which are inevitable because its membership is international and does not have either a total community of overall interests, outlook or even language. On the other hand, it has to be geared to combining this routine work with sudden, often unexpected demands on its manpower and financial resources because of events which may occur on the other side of the world. I would also add that when I refer to "unexpected demands", I do so rather wryly for the simple reason that the "unexpected" is really as much a part of our working life within the ITF Secretariat and Regional Offices as is the so-called "expected", and both can make equal calls on our time, effort and money.

And since I have just mentioned the question of money, I would emphasize that the ITF has been just as hard hit as any national union by the inroads which inflation and rising prices generally have made upon its income. In some ways, one could even say that the ITF has been worse hit, because its activities are world-wide and the influences upon them are therefore not limited to economic conditions in one country or the vagaries of a single currency. This applies to a whole range of ITF activities, including the holding of Section meetings and conferences; the organization of trade union seminars; essential missions to ITF affiliates facing particular difficulties; the negotiation of agreements on behalf of seafarers serving on board flag-of-convenience vessels; and the representation of affiliates' interests within official international organizations. All of these, and many more, are directly affected by currency fluctuations, which means that the ITF Secretariat is constantly having to steer a middle course which involves neither neglect of its essential functions nor the avoidable wasting of the ITF's very limited financial resources. This situation often means that difficult decisions and choices have to be made, with solutions being based on common-sense pragmatism and the greatest good of the majority of ITF members. I will not pretend that these problems are easy ones to solve, but I would claim that it is always done on a sensible, logical basis.

And yet, despite all the disadvantages from which the ITF inevitably suffers in times of international crises due to the very nature of our work, I would also assert very strongly that our Federation is considerably more active and effective than many similar organizations which are both larger and richer. I would point in this connection to the fact that during the last period of activity, the ITF has both re-realized and immeasurably stepped up its campaign against flags of convenience. It is no exaggeration to say that at no time in the ITF's post-war history has this produced such rich results and benefits for the under-privileged seafarers employed on these ships. I would also point to the enormous volume of work which has been done on behalf of workers in the aviation industry, not simply in the field of action against air piracy — although this in itself has proved a gigantic task — but also to deal with the many and complicated problems relating to the working conditions of individual categories and to assist them in the successful prosecution of the large number of industrial conflicts which have taken place in this industry.

I would also draw attention to the large-scale extension of trade union education and training programmes organized on behalf of transport workers in the Regions, and the increasing number of special sectional conferences which have been held in the same areas.

Nevertheless, despite this clear intensification of effort in newer fields, it certainly cannot be said that we have in any sense neglected the interests of our older and well-established membership, because here, too, the pace of developments in the economic and political spheres has inevitably resulted in increased demands on our time and energies. In fact, one has only to glance through the relevant sections of this present Report on Activities in order to realize how overwhelmingly true that statement is.

All in all, I believe that we can be more than proud of our record of achievement during the past three years. This is not to minimize the difficulties which the ITF faces and will face in the future; nor is it said in any spirit of complacency. What I would claim, however, is that our Federation is — as always in the past — continuing to achieve much more than could be reasonably expected of it, given the perennial problems of finance and resources in time and manpower with which it has consistently had to cope.

That is not only to the credit of the ITF Secretariat and our Regional representatives; it is also a measure of the unstinting support and loyalty which our Federation, as ever, has received from its many affiliates, both large and small. The ITF is indeed one of the major success stories in the field of international cooperation and mutual assistance and I am convinced that the future will provide further confirmation of this.

C. H. BLYTH,
General Secretary

I

GOVERNING BODIES AND INTERNAL ORGANIZATION

CONGRESS

The 30th Congress of the ITF was held in Vienna from 28 July to 6 August 1971, marking the 75th Anniversary of the ITF. Over four hundred delegates and advisers attended, representing 171 affiliated organizations in Argentina, Australia, Austria, Barbados, Belgium, Bermuda, Bolivia, Canada, Chile, Costa Rica, Denmark, the Dominican Republic, Ecuador, Estonia (exile), Faroe Islands, Finland, France, Germany, Ghana, Great Britain, Guatemala, Honduras, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Kenya, Luxembourg, Malaysia, Malta, Mexico, the Netherlands, Nigeria, Norway, Panama, Peru, Philippines, Poland (exile), El Salvador, Singapore, Spain (underground), Sweden, Switzerland, Taiwan, Tunisia, Turkey, the United States, Uruguay and Venezuela.

Fritz Prechtl of the Austrian Railwaymen's Union was elected President of the ITF. He succeeded **Hans Düby** of the Swiss Railwaymen's Union, who retired. **Heinz Kluncker** of the German Transport and Public Service Workers' Union was elected Vice-President to succeed **Frank Cousins** of the British Transport & General Workers' Union, who also retired. Tributes were paid to Hans Düby and Frank Cousins for their outstanding services to the ITF and to the trade union movements in their own countries. **Charles Blyth** was re-elected General Secretary of the ITF.

Resolutions on the following subjects were adopted by Congress:

- (a) **Industrial Action**
- (b) **Hours of work**
- (c) **Multi-National Companies**
- (d) **Sabotage and Attacks on Ships and Crews**
- (e) **Japanese Public Transport Workers: Right to Strike**
- (f) **East Bengal**
- (g) **Unlawful Interference with Civil Aviation by Libya**
- (h) **Working Conditions in the Road Haulage Sector**
- (i) **Trade Union Relations on the Danube**

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

- (i) **Legal Recognition of the ITF**
- (ii) **ITF Office for Africa**
- (iii) **Regional Activities**

(iv) **Attendance of the Director of the Regional Office for Latin America and the Caribbean at Meetings of the Executive Board**

(v) **A Charter for Channel Safety**

The motion on **Legal Recognition of the ITF** proposed that in view of the severe restrictions on the direct intervention by officers of the ITF in labour disputes, affiliates should promote legal recognition of the ITF in their respective countries so as to allow the Federation to achieve its objectives. At its meeting in November 1971, the Executive Board considered that legal recognition might bring disadvantages in the way of obligations and the possibility of penalties which would be unacceptable to the ITF. The ITF itself had no industrial strength, other than that of its affiliates, in any country; at the present time the ITF was able to bring moral pressures to bear on employers and governments and to assist affiliates with advice and, sometimes, financial aid to achieve their aims. Therefore, on balance, it would be best to leave things as they were.

The motion concerning the **Attendance of the Director of the Regional Office for Latin America and the Caribbean at Meetings of the Executive Board** recommended that the Regional Director for Latin America and the Caribbean should always attend the ordinary meetings of the Executive Board. The Board, at its meeting in November 1971, felt that it should continue to be left to the General Secretary and the Board to decide whether a regional representative should attend any particular Executive Board meeting.

The motion calling for the establishment of an **ITF Office in Africa** for the purpose of coordinating the activities of all African transport unions pointed out that one of the main reasons for international affiliation was the need for technical advice based on international experience. The Executive Board, at its November 1971 meeting, recalled that an African Regional Office had in fact existed in Lagos up to 1967, but that when the former Director resigned it had been considered better to station a field representative in Africa who would be more mobile, not being encumbered by the physical trappings of office premises and a staff. The Executive Board decided that the position of the present Field Representative in Africa, Brother Udogwu — stationed in Accra — should be maintained and the matter kept under review.

The motion on **Regional Activities** called for the ITF (a) to set up an effective driving school in West Africa to train road transport workers at international level; (b) to consider as a matter of urgency assisting the war-affected areas in Nigeria; (c) to award its affiliates scholarships for studies both at technical school and at university; (d) to pay more attention to regional activities and boost morale; and (e) to require its officials, once or twice every year, to tour all parts of the world where affiliated organizations were to be found. The Executive Board, at its November 1971 meeting, considered that points (a) and (d) were in

accordance with the ITF's approach to regional activities; that it was beyond the ITF's financial capabilities to respond to point (a), but that the matter should be raised with the ILO, that it was further beyond the ITF's financial resources to award scholarships for study; and, in relation to point (e) that, keeping in mind the desirability of continued contact with affiliates, it should be left as at present to the General Secretary, with the endorsement and approval of the Management Committee, to decide what travel should be undertaken by ITF officers.

The motion concerning a **Charter for Channel Safety** was discussed at length by the Seafarers' Section Conference at the Vienna Congress and by the Executive Board at its November 1971 meeting. The Board, having taken note of the recommendations made by the Section Conference, adopted the resolution in the form set out below and further recommended that the General Secretary urge affiliates of the states concerned to endeavour to secure the agreement of their Governments to the measures contained in the resolution and to the convening of a maritime conference. The General Secretary was further instructed to send a copy of the resolution to IMCO with a request that action necessary to implementing its terms be taken.

The ITF Executive Board, meeting in London on 16 and 17 November 1971,

DISTURBED AND MINDFUL of the many accidents, collisions and loss of seamen's lives in the English Channel, **WORRIED** at the increasing dangers because of the growing size of oil tankers, the frightening damage from oil pollution and the enormous costs likely to fall upon local authorities, the tourist trades and governments and possible permanent damage to fish, marine and bird life;

URGES IMCO to convene a maritime conference of the Channel states, namely Great Britain, France, Belgium and the Netherlands, with a view to adopting the following Charter of Safety:

- (a) that the four countries extend their legal jurisdiction of the Channel waters up to the Median Line, thereby establishing the whole Channel as Europeanized territorial waters;
- (b) that a compulsory two-way flow system be introduced;
- (c) that they extend the range of the pilotage area, and make it mandatory to have pilots on board large tankers and dangerous cargo vessels;
- (d) that they establish a priority system of wrecks removal;
- (e) having established control of the Channel and all movements through it, that they introduce governmental surveillance and policing procedures;
and
- (f) that the coastal states build up and co-ordinate air and sea rescue services;

URGES FURTHER THAT this Charter be regarded as a special regional agreement within the Inter-Governmental Maritime Consultative Organization in the interests of safety at sea, and that the Inter-Governmental Maritime Consultative Organization inform all maritime nations of its existence and that, within this agreement, there be determined the assembly and departure points at each end of the two-way flow system, enforcement of anti-collision rules, control of all salvors following accidents and strandings, checking on crew manning and numbers and quality of certificated and uncertificated officers on flags-of-convenience vessels and joint introduction of other safety measures, this to be a charter for the prevention of accidents in the English Channel.

GENERAL COUNCIL

At the end of 1973, 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	Vacant ¹ (Netherlands) W. Cassiers (Belgium) J. Schneider (Luxembourg)	<i>W. Ch. van Zuylen</i> (Netherlands) <i>P. L. Herin</i> (Belgium) <i>M. Vergracht</i> (Belgium)
3. Denmark, Faroes, Ice- land, Finland	P. Oivio (Finland) K. Ellegaard (Denmark) A. C. Hansen (Denmark)	<i>O. Keitele</i> (Finland) <i>B. Aanaes</i> (Denmark) <i>O. Jacobsen</i> (Faroes)
4. France	L. Buonaccorsi	<i>R. Decoudun</i>
5. Germany	H. Kluncker Vacant ² Ph. Seibert H. Smuda	<i>H. Jacobi</i> <i>W. Matthies</i> <i>L. Raupp</i> <i>F. Fasshauer</i>
6. Great Britain and Irish Republic	J. L. Jones S. F. Greene Vacant ³ A. P. Coldrick	<i>A. Kitson</i> <i>R. W. Buckton</i> <i>J. W. Slater</i> <i>G. Kiely</i>
7. Italy	F. Giorgi	<i>A. Ortolani</i>
8. Norway	H. Aasarød	<i>H. Nicolaysen</i>
9. Sweden	E. Svensson	<i>H. Ericson</i>
10. Switzerland	W. Meier	<i>K. Rebsamen</i>
11. Israel, Jordan, Leb- anon, Turkey	A. Çatakçinler (Turkey) Y. Woschina ⁴ (Israel)	<i>A. Arapoglu</i> (Turkey) <i>Vacant</i>
12. Estonia, Poland and Spain	A. H. Vizcaino (Spain)	<i>N. Metslov</i> (Estonia)

- Africa*
13. Ghana, Madagascar, A. Ayoub *V. M. I. Jack*
 Malawi, Mauritius, (Tunisia) (Nigeria)
 Nigeria, Rhodesia, J. R. Baiden *W. J. Opiyo*
 Senegal, Sierra Leone, (Ghana) (Kenya)
 Somalia, South Africa,
 Tunisia, Uganda and
 United Arab Republic
- Asia and Australasia*
14. Japan Vacant⁵ *M. Nakai*
 K. Kihata *H. Taira*
15. Aden, Australia, Bur- C. H. Fitzgibbon *Yahaya bin Mohd*
 ma, Hong Kong, India, (Australia) *Ali*
 Indonesia, Korea, (Malaysia)
 Malaysia, Pakistan, R. S. Oca *B. K. J. Tambunan*
 Philippines, Singapore, (Philippines) (Indonesia)
 Taiwan and Vietnam
 Hashim bin Idris *Huoo-Muh Liou*
 (Singapore) (Taiwan)
- Latin America and the Caribbean*
16. Argentina, Bolivia, L. Gallardo *O. Gale*
 Brazil, Chile, Colom- (Mexico) (Honduras)
 bia, Costa Rica, Cura- C. Melgarejo *R. Mendoza*
 cao, Dominican Re- (Argentina) (Dominican
 public, Ecuador, Guate- Republic)
 mala, Honduras, E. Costilla *L. E. Jurado*
 Mexico, Nicaragua, (Peru) (Ecuador)
 Panama, Paraguay,
 Peru, Uruguay and
 Venezuela
17. Barbados, Grenada, F. L. Walcott *R. Francis*
 Guyana, Jamaica, St. (Barbados) (Jamaica)
 Lucia and Trinidad ...
- North America*
18. Canada W. C. Y. McGregor *M. Rygus*
 D. N. Secord *R. Gingerich*
 R. Smeal *D. J. Kennedy*
19. U.S.A. and Bermuda E. Shepard *C. Tanner*
 Vacant⁶ *S. J. Wall*
 C. L. Dennis *R. McKay*
 W. Winpisinger *M. Guinan*
 Vacant⁷ *J. Wahle*
 D. S. Beattie *J. F. Otero*
 T. W. Gleason *J. Bowers*

- 1) G. J. H. Alink retired in 1973
- 2) B. Frank retired in December 1972
- 3) W. Hogarth died in May 1973
- 4) Y. Yagol retired in 1972
- 5) S. Nakagawa died in December 1973
- 6) J. Curran retired March 1973
- 7) J. M. Elliott retired in 1973

EXECUTIVE BOARD

At the end of 1973, the Executive Board was made up of the following members:

- F. Precht (Austria), *President*
- H. Kluncker (Germany), *Vice-President*
- H. Aasarød (Norway)
- A. Ayoub (Tunisia)
- J. R. Baiden (Ghana)
- D. S. Beattie (United States)
- L. Buonaccorsi (France)
- W. Cassiers (Belgium)
- L. Gallardo (Mexico)
- T. W. Gleason (USA)—co-opted November 1973
- S. F. Greene (Great Britain)
- J. L. Jones (Great Britain)
- K. Kihata (Japan)
- W. C. Y. McGregor (Canada)
- W. Meier (Switzerland)
- C. Melgarejo (Argentina)
- R. S. Oca (Philippines)
- J. K. Post (Netherlands) — co-opted November 1973
- D. N. Secord (Canada)
- Ph. Seibert (Germany)
- E. Svensson (Sweden)
- Y. Woschina (Israel)—co-opted May 1972
- C. H. Blyth, General Secretary

New members of the Board elected at the ITF's 30th Congress held in Vienna from 28 July to 6 August 1971 were:

H. Aasarød, A. Ayoub, W. Cassiers, L. Gallardo, J. L. Jones, W. C. Y. McGregor, W. Meier and C. Melgarejo.

Outgoing members were: H. Düby — the outgoing President of the ITF — F. Cousins (Great Britain), H. Alonso (Argentina), R. Dekeyzer (Belgium), H. Hernandez (Venezuela), O. Karling (Norway), A. M'Baye (Senegal), Ch. Smith (Canada), W. J. Smith (Canada), and E. Tolosa (Argentina — Honorary Member).

Y. Woschina was co-opted to the Board in May 1972 to replace Y. Yagol, who had been appointed Histadrut European Representative. T. W. Gleason was co-opted in November 1973 to replace J. M. Elliott, who resigned on his retirement. J. K. Post was co-opted in November 1973 to replace G. J. H. Alink who resigned on his retirement.

The Executive Board met on four occasions during 1971: 26 and 27 July, 5 August and 6 August in Vienna during Congress, and on the 16 and 17 November in London. The Board met twice in both 1972 and 1973: 3-5 May 1972 in Valetta, Malta, 30 and 31 October 1972 in London, 6-8 June 1973 in Innsbruck and 30 and 31 October 1973 in Paris. Reports on the meetings were carried in ITF publications.

MANAGEMENT COMMITTEE

At the end of 1973, the Management Committee was composed as follows:

F. Prechtl (President)
H. Kluncker (Vice-President)
D. S. Beattie (United States)
L. Buonaccorsi (France)
S. F. Greene (Great Britain)
J. Jones (Great Britain)
Ph. Seibert (Germany)
C. H. Blyth (General Secretary)

Meetings were held on 6 and 7 April 1971 in London, 26 July 1971 in Vienna, 16 November 1971 in London, 8 February 1972 in London, 3 May 1972 in Valetta, 16 September 1972 in Nuremberg and 30 October 1972 in London, 1 March 1973 in London, 6 June 1973 in Innsbruck, 24 August 1973 in London and 30 October 1973 in Paris.

RESEARCH AND PUBLICATIONS DEPARTMENT

As from the beginning of 1972, the two previously separate Departments dealing with research and publications respectively were amalgamated as the result of the transfer to full-time duties for the Seafarers' and Fishermen's Sections of Brother Selander, who had up to that point acted as Head of the Research Department. The combined new Department's Secretary is Brother K. A. Golding, who also edits the ITF publications. The staff of the Department consists of two Assistants and a Librarian, mainly concerned with research and information, and one full-time and one part-time Editorial Assistant, dealing with the ITF Journal, Newsletter and any other occasional publications.

During the period under review, the ITF Journal has continued to be published on a quarterly basis in both English and German, with a special issue containing a large amount of material celebrating the ITF's 75th Anniversary on the occasion of the 1971 Vienna Congress in these two languages, plus Swedish and French. The Newsletter has been regularly published at monthly intervals in English, French, German and Swedish.

The Department has also prepared and had printed a new booklet on the ITF in English and German, which has proved both popular and useful. A further version in Swedish will be published, although other demands on ITF translators' time caused unavoidable delay in issuing this. A similar booklet in Spanish has been published by the ITF Lima Office.

On the research side, the Department has continued to deal with a large number of queries from affiliated organizations all over the world, with a very heavy emphasis on the Maritime and Civil Aviation Sections, and has also provided information and material on request. Most of this work involves translation and to a very large extent this is done within the Department, even where translations from non-official languages such as Dutch, Italian, Russian and Polish are concerned. The range of queries has, as always, been very wide, covering all aspects of wages and working conditions, industry problems and national legislation affecting transport workers.

The Department has also supplied a considerable amount of information utilized in reports to Industrial Section Conferences, as well as in some cases preparing the actual documentation. Assistance has also been given in campaigns and industrial actions undertaken by the Secretariat, e.g. the preparation of leaflets needed for the informational picketing of a Panamanian-flag cruise ship; the writing of statements and documents needed in connection with the ITF's campaign against air hijacking and sabotage, as well as presenting the ITF's views on these problems at meetings of other international bodies, such as the Council of Europe, ICAO and IFALPA.

Information documents and surveys on a number of subjects have also been prepared and sent to affiliated organizations during the period under review.

A major job which has been tackled in this field on behalf of the Civil Aviation Section has been concerned with a large-scale survey of industrial relations in the aviation industry. This has been mainly undertaken in connection with the forthcoming ILO Tripartite Conference on Civil Aviation, for which a preparatory meeting will be held during the course of 1974, but it will also provide a great deal of useful comparative material for general sectional activity and for civil aviation affiliates. Much of the information covering the European countries has been collected through on-the-spot discussions with the trade unions concerned, which were carried out by the Secretary of the Department and Bro. Brothers. It should be mentioned that one subsidiary benefit from this work has been the fact that the ITF has also been enabled to make contact with civil aviation unions in certain countries which were not affiliated to the ITF. Some of these have already attended ITF meetings in an observer capacity and it is anticipated that, as a result, they will probably become ITF members.

The work on the survey, which has been carried out on a part-time basis and has not interfered unduly with the routine activity of the Department, was approaching its conclusion at the time of writing. The information collected will cover all European countries where the ITF has civil aviation affiliates, together with the United States and certain Asian countries which have supplied written material as a result of approaches made to them during the Tokyo Asian Civil Aviation Workers' Conference held towards the end of 1972.

THE SECRETARIAT

C. H. Blyth was re-elected General Secretary by the 30th Congress held in Vienna, July-August 1971. The August 1971 meeting of the Executive Board promoted B. Laughton from Office Manager to Section Secretary for Administration with effect from 1 August 1971. C. Iddon resigned from the service of the ITF with effect from 1 March 1973 to take up a position with the German Railwaymen's Union (GdED), and was succeeded as Section Secretary for Railways, Road Transport and Inland Waterways by J. Hauf on 1 May 1973, whose appointment by the March 1973 Management Committee was confirmed by the Executive Board at its June meeting.

At the end of 1973 the Trustees of the ITF Superannuation Fund were: ITF Management—F. Cousins and Sir Sidney Greene; ITF Officers and Staff: K. A. Golding and G. Brothers.

During the period under review the following members of staff resigned: 1971: Miss M. Norlén (shorthand typist, December). 1972: Mrs. L. Mascard (January), and Miss D. Skypala (July) both shorthand typists. 1973: Mrs. M. Loughlan (née Bertucci) (shorthand typist, January), Mrs. S. Woodward (general clerk, March), G. Goberhan (finance officer, April), Miss J. Crowley (May), Mrs. I. Grindley (née Wiman) (May), Miss I. Stoll (June), and Miss C. Guillot (July) all shorthand typists. Mrs. J. Kelly (editorial assistant) changed from full-time to part-time employment on 1 November 1972.

The following members of staff entered the service of the ITF: 1971: Mrs. I. Berger (shorthand typist, August). 1972: Miss I. Wiman and Miss D. Skypala (shorthand typists, January), Mrs. J. Kelly (editorial assistant, January), Miss J. Crowley (shorthand typist, August). 1973: Miss C. Guillot (shorthand typist, January), Mrs. G. Morgan (general clerk, April), Mrs. G. Paul (April), Miss L. Herm (August), Miss I. Englund, Miss R. Meuter (October), and Mrs. S. Doria (December) all shorthand typists.

At the end of 1973 the Secretariat comprised:

BLYTH, C. H.	General Secretary
LEWIS, H.	Assistant General Secretary
GOLDING, K. A.	Section Secretary, Research and Publications
HAUF, J.	Section Secretary, Railways, Road Transport and Inland Waterways
HODA, M. S.	Section Secretary, Civil Aviation and Allied Industries
LAUGHTON, B.	Administrative Secretary
SELANDER, Å.	Section Secretary, Seafarers and Fishermen
BERGER, Mrs. I.	Shorthand Typist

BROTHERS, G.	Section Assistant
BUSSELL, Mrs. M.	General Clerk
COLLARBONE, Mrs. A.	Private Secretary
COOMBS, Mrs. A.	Translator/Interpreter
CURD, W.	General Clerk
DORIA, Mrs. S.	Shorthand Typist/Clerk
EADY, Mrs. G.	Copy Typist
EARNEY, Miss A.	Private Secretary
ENGLUND, Miss I.	Shorthand Typist
FITZGERALD, Mrs. M.	Assistant Finance Officer
GUINANE, Mrs. M.	Telephonist/General Clerk
HERM, Miss L.	Shorthand Typist
KELLY, Mrs. J.	(part-time Editorial Assistant)
LEIGH, Mrs. E. M.	Personal Assistant to General Secretary
MEUTER, Miss R.	Shorthand Typist
MORE, Mrs. E.	Assistant Finance Officer
MORGAN, Mrs. G.	General Clerk
PAUL, Mrs. G.	Shorthand Typist
ROBINSON, S. R.	Translator/Interpreter
THOMAS, E.	General Clerk
WHITELEY, Miss H.	Editorial Assistant
WUENSCHKE, W.	Chief Translator/Interpreter

ITF REPRESENTATION

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

1971

2 February	ICFTU/ITS Meeting on Education, London — H. Lewis.
24—26 March	55th Biennial Conference of the Scottish Commercial Motormen's Union, Dumfries — C. H. Blyth.
2 April	Norwegian Transport Workers' Union 75th Anniversary Congress, Oslo — K. A. Golding.
17—21 May	British Transport Salaried Staffs' Annual Conference, Margate — C. Iddon.

- 18—21 May British Merchant Navy and Airline Officers' Association Conference, Glasgow — C. H. Blyth.
- 24—28 May Brotherhood of Railway and Airline Clerks Regular 10th Quadrennial Convention, Miami — C. H. Blyth.
- 2—24 June 56th Session of the ILO General Conference, Geneva — C. H. Blyth and H. Lewis.
- 15—16 June Swiss Railwaymen's Congress, Davos — C. H. Blyth.
- 17—18 June Belgian Transport Workers' Union 9th Post-War Congress, Antwerp — F. Cousins.
- 24—26 June ICFTU World Economic Conference, Geneva — C. H. Blyth and H. Lewis.
- 5—9 July OeTV International Seminar on Urban Transport, Mosbach — C. Iddon.
- 8—11 September 9th Congress of the Austrian Railwaymen's Union, Vienna — C. Iddon.
- 9—23 September 36th Congress of the Danish Transport Workers' Union, Copenhagen — H. Lewis.
- 16—19 October 4th Congress of the Italian Railwaymen's Union (SIUF), Riccione — K. Golding.
- 10 November Conference on Flags of Convenience, Helsinki — C. H. Blyth.

1972

- 17 January British T&GWU 50th Anniversary Rally, London — C. H. Blyth.
- 13 March OeTV Seminar on Common Transport Policy (Road Transport), Berlin — C. Iddon.
- 5—6 April ITS General Conference, London — C. H. Blyth and H. Lewis.
- 14—16 April 2nd Statutory Congress of the Belgian Public Service Workers' Union (Urban Transport Section), Ostend — K. Golding.
- 22—25 April Congress of the Belgian Public Service Workers' Union (Railwaymen's Section), Brussels — Ph. Seibert.
- 8—11 May 10th General Congress of the Turkish Railwaymen's Union, Ankara — F. Prechtl.
- 10—12 May Congress of the Danish Railwaymen's Union, Copenhagen, — F. Prechtl.
- 24 May ICFTU/ITS Meeting on Africa, Brussels — H. Lewis.

- 24—25 May 32nd National Congress of the French Railway Salaried Staff Union, Paris — C. Iddon.
- 28 May—3 June Congress of the German Transport and Public Service Workers' Union (OeTV), Berlin — F. Prechtel and C. H. Blyth.
- 7—28 June 57th Session of the ILO General Conference, Geneva — C. H. Blyth and H. Lewis.
- 9—11 June Congress of the Swiss Transport Workers' Union (VHTL), Berne — L. Buonaccorsi.
- 10—14 July 10th World Congress of the ICFTU, London — C. H. Blyth, H. Lewis and K. Golding.
- 17—20 July IFFTU Congress, Vienna — F. Prechtel.
- 31 July—2 August Congress of the Finnish Seamen's Union, Helsinki — Å. Selander.
- 17 August International Conference on "The Maritime Industrial Revolution and the Modern Seafarer", organized by the United Seamen's Service of the United States, The Hague — C. H. Blyth, Conference Chairman.
- 19—26 August 25th Ordinary Congress, 75th Anniversary of the Swedish Transport Workers' Union, Stockholm— C. H. Blyth and C. Iddon.
- 17—22 September Congress of the German Railwaymen's Union (GdED), Nuremberg — C. H. Blyth.
- 20—24 November Congress of the Norwegian Railwaymen's Union, Oslo — F. Prechtel.
- 22 November ICFTU/ITS Meeting on Regional Policies, Brussels — H. Lewis.
- 2—3 December Extraordinary Congress of the Austrian Railwaymen's Union, 80th Anniversary, Vienna — C. H. Blyth.
- 1973**
- 26—27 January ILA Conference on Container Questions, Dublin — H. Lewis.
- 7 February ICFTU Meeting on Africa, Brussels — C. H. Blyth and H. Lewis.
- 8—9 February ETUC Inaugural Congress, Brussels—C. H. Blyth and H. Lewis.
- 1 April 100th Anniversary of the Danish Ship Engineers' Union, Copenhagen — K. Hadrup (Sweden).
- 2—3 April ITS General Conference, Geneva — C. H. Blyth and H. Lewis.

- 4—5 May Scandinavian Civil Aviation Workers' Conference, Helsinki — K. Golding.
- 14—18 May British Transport Salaried Staffs' Association Annual Conference, Great Yarmouth — J. Hauf.
- 2—5 June Congress of the Finnish Railwaymen's Union, Esbo — F. Prechtl.
- 6—28 June 58th Session of the ILO General Conference — H. Lewis.
- 15—16 June ILO Preparatory Committee on Apartheid, Geneva — H. Lewis.
- 26 June—1 July First Ordinary Congress of the Swedish State Employees' Union (SF), Stockholm — C. H. Blyth.
- 27—30 June Congress of the French Railwaymen's Federation, F.O., Paris — F. Prechtl.
- 7—15 July British National Union of Railwaymen's Annual General Meeting, Exmouth — C. H. Blyth.
- 13—15 August 12th Congress of the Spanish UGT in Exile, Toulouse (France) — J. Jones and G. Brothers.
- 24 August Opening Ceremony of Sports Centre for Seamen, Hamburg — B. Laughton.
- 17—22 September Triennial Convention of the Canadian Brotherhood of Railway, Transport & General Workers, Toronto — H. Lewis.
- 17—28 September Australian Waterside Workers' Federation Congress, Sydney — C. H. Blyth.
- 24—27 September 32nd Congress of the Norwegian Transport Workers' Union, Oslo — H. Ericson (Sweden).
- 8—12 October Public Services' International 20th Congress, New York City — H. Kluncker.
- 24—26 October 6th Congress of the Dutch Transport Workers' Union (NVV), Utrecht — C. H. Blyth.
- 30 October—
2 November International Federation of Commercial, Clerical and Technical Employees, London — C. H. Blyth.

II

MEMBERSHIP

At the end of 1973, ITF affiliated membership totalled 4,214,652 members from 368 unions in 81 countries.

New affiliations in 1970

<i>Country</i>	<i>Organization</i>
Colombia	Asociación Colombiana de Auxiliares de Vuelo (ACAV) (Membership backdated to July 1970).

New affiliations in 1971

<i>Country</i>	<i>Organization</i>
Australia	Waterside Workers' Federation of Australia.
Bolivia	Asociación de Técnicos Aeronáuticos Cochabamba (ATAC). Sindicato de Aeronavegación LAB Santa Cruz-Oriente. Administración de Aeropuertos y Servicios Auxiliares a la Navegación Aérea (AASANA). Organización Syndical Braniff. Federación Sindical de Trabajadores Ferroviarios de la Red Oriental. Sindicato de Tripulantes del Lloyd Aéreo Boliviana "Capitan Alfonso Arce Pacheco". Federación de Ferroviarios Ramas Anexas y Aeronavegación de La Paz. Federación Sindical de Transportes Aéreos de Bolivia. Sindicato "AASANA"—Santa Cruz-Oriente. Sindicato "AASANA"—La Paz. Sindicato de Colectiveros Litoral. Sindicato de Chóferes Asalariados "1 de Mayo" (Santa Cruz).

<i>Country</i>	<i>Organizations</i>
Chile	Federación de Sindicatos Profesionales de Bahía de Chile (FEBACH).
Costa Rica	Sindicato del Ferrocarril Nacional al Atlántico (formerly Sindicato de Trabajadores de la Northern Railway Company). Sindicato Empleados de LACSA.
Curaçao	Bond van Haven en Loodsboot Personeel.
Ecuador	Sindicato General de Trabajadores de Ecuatoriana de Aviación. Federación de Choferes Profesionales del Ecuador. Asociación Nacional de Trabajadores de Ecuatoriana de Aviación.
Honduras	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP).
Kenya	Railway African Union.
Mexico	La Unión de Maquinistas Ayudantes y Mecánicos de Combustion Interna del Golfo de Mexico y Terrestres del Estado de Veracruz.
New Zealand	New Zealand Merchant Service Guild.
Nicaragua	Sindicato de Trabajadores Unidos de San Juan del Sur.
Nigeria	Deck Staff Union (Inland Waterways Department).
Panama	Sindicato Industrial de Empleados de Líneas Aéreas y Similares (SIELAS).
Peru	Federación de Trabajadores Marítimos y Portuarios Fluviales y Lacustres del Perú. Sindicato Unico de Trabajadores LAN-Chile.
El Salvador	Sindicato de la Industria Pesquera (SIP).
Singapore	Singapore Industrial Labour Organisation. Singapore Maritime Officers' Union.
Tunisia	Fédération Générale des Transports de Tunisie.

New affiliations in 1972

<i>Country</i>	<i>Organization</i>
Bolivia	Sindicato de Chóferes Asalariados "1 de Mayo" (Tarija).
Canada	Canadian Area International Longshoremen's and Warehousemen's Union.
Costa Rica	Sindicato de Trabajadores de Japdeva.
Ghana	Ghana Railway Enginemen's Union. Ghana Merchant Navy Officers' Association.
Korea	Korean Air Line Workers' Union.
Nigeria	Elder Dempster Agencies African Workers' Union.
Paraguay	Asociación de Empleados de Aviación del Paraguay.
Peru	Sindicato de Empleados de Cia. Ecuatoriana de Aviación.
Singapore	Singapore Organisation of Seamen.

New affiliations in 1973

<i>Country</i>	<i>Organization</i>
Bolivia	Federación Nacional de Trabajadores de AASANA.
Chile	Sindicato Profesional de Oficiales de Marina Mercante de la Cia. Sud Americana de Vapores.
Colombia	Sindicato de Chóferes de Colombia. Asociación de Chóferes de Colombia.
Costa Rica	Unión de Trabajadores Bananeros del Atlántico (UTBA).
Ghana	Ghana National Union of Seamen.
Gilbert and Ellice Islands	Gilbert and Ellice Islands Overseas Seamen's Union.

Italy	Associazione Nazionale Tecnici di Volo Aviazione Civile (ANTAC).
Malaysia	Penang Port Workers' Union.
Mexico	Unión de Estibadores y Jornaleros del Puerto Veracruz.
Nigeria	Nigerian Association of Airline Technologists. Owerri Station Wagon/Pick-up Taxi Drivers' and Allied Workers' Union.
Panama	Federación Industrial de Trabajadores de Transportes Terrestres, Aéreos, Marítimos, Portuarios y Similares (FITTAMPS).
Sierra Leone	Sierra Leone Dock Workers' Union.
South Africa	Transport and Allied Workers' Union of South Africa.

LIST OF AFFILIATED ORGANIZATIONS

ITF aff. number	Organizations	Membership 31.12.72	Sections represented**																	
			1	2	3	4	5	6	7	8										
Argentina																				
10	Sociedad de Personal Ferroviarios de Locomotoras "La Fraternidad" ...	15,000																		
11	Sindicato Unico Portuarios Argentinos "SUPA" ...	14,550*																		
13	Sindicato Encargados Apuntadores Maritimos ...	690																		
14	Asociación de Capataces Estibadores Portuarios ...	250																		
15	Sindicato de Obreros Maritimos Unidos ...	10,000																		
16	Círculo de Electricistas Navales ...	579																		
18	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante ...	1,029																		
22	Asociación del Personal Aeronáutico ...	4,500*																		
23	Asociación Argentina de Aeronavegantes ...	650																		
24	Centro de Comisarios Navales de Argentina ...	353																		
25	Centro de Jefes y Oficiales Maquinistas Navales—Profesional y Mutual ...	1,500																		
26	Unión Personal Aeronavegación de Entes Privados UPADEP ...	880																		
27	Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina ...	400																		
Australia																				
385	Federated Clerks' Union of Australia ...	2,800																		
386	Professional Radio Employees' Institute of Australasia ...	210																		
387	Australasian Airline Flight Engineers' Association ...	311																		
388	Flight Stewards' Association ...	940																		
389	Federated Marine Stewards' and Pantrymen's Association of Australasia ...	1,000																		
390	Motor Transport and Chauffeurs' Association ...	2,000																		
391	Merchant Service Guild of Australia ...	1,110																		
392	Australian Licensed Aircraft Engineers' Association ...	1,400																		
392/1	Waterside Workers' Federation of Australia ...	13,585																		
Austria																				
501	Gewerkschaft der Eisenbahner ...	101,270																		
502	Gewerkschaft der Bediensteten im Handel, Transport und Verkehr ...	27,052																		
Bangladesh																				
362	National Seamen's Union ...	915*																		

* 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.

N.B. Figures in italics indicate membership on 31.12.1973.

ITF aff.
number

Organizations

Membership
31.12.72

Sections represented**
1 2 3 4 5 6 7 8

Barbados

36 The Barbados Workers' Union 2,680

Belgium

505 Belgische Transportarbeidersbond 16,503
 506 Secteur Tramways, Vicinaux et Autobus de la Centrale Générale des Services Publics 10,000
 507 Secteur Cheminots de la Centrale Générale des Services Publics 20,000
 508 Secteur Aviation de la Centrale Générale des Services Publics 500
 509 Centrale des Métallurgistes de Belgique 1,300

Bermuda

37 Bermuda Industrial Union 869

Bolivia

43 Confederación Sindical de Trabajadores Ferroviarios, Aeronavegación, Luz-Fuerza y Telefonas de Bolivia 1,000
 44 Federación Nacional de Maquistas Foguistas y Encendadores de Bolivia 200
 45 Sindicato de Trabajadores del Transporte Aéreo L.A.B. 82
 46 Asociación de Técnicos Aeronáuticos Cochabamba (ATAc) 91
 46/0 Sindicato de Aeronavegación LAB Santa Cruz-Oriente 50
 46/1 Administración de Aeropuertos y Servicios Auxiliares a la Navegación Aérea/AASANA 81
 46/2 Organización Sindical Braniff Bolivia 50
 46/3 Federación Sindical de Trabajadores Ferroviarios de la Red Oriental 300
 46/4 Sindicato de Tripulantes del Lloyd Aéreo Boliviana 67
 46/5 Federación de Ferroviarios Ramas Anexas y Aeronavegación de La Paz 200
 46/6 Federación Sindical de Transportes Aéreos de Bolivia 200
 46/7 Sindicato "AASANA" Santa Cruz-Oriente Aeropuerto "El Trompillo" 60
 46/8 Sindicato "AASANA" — La Paz Aeropuerto "El Alto" 100
 46/9 Sindicato de Colectivos Litoral 300
 46/10 Sindicato de Chóferes Asalariados "1 de Mayo" (Santa Cruz) 550
 46/11 Sindicato de Chóferes Asalariados "1 de Mayo" (Tarija) 265
 46/12 Federación Nacional de Trabajadores de AASANA 500

Brazil

47 Confederaao Nacional dos Trabalhadores em Transportes Terrestres 50,000*

Burma									
306	Basic Peoples' Workers' Council of Seamen Employment Control Board ...		878*						
Canada									
401	Canadian Airline Dispatchers' Association ...		120						
402	Canadian Air Line Flight Attendants' Association ...		3,917						
404	Canadian Merchant Service Guild ...		3,670						
405	Canadian Brotherhood of Railway, Transport and General Workers ...		27,143						
406	Seafarers' International Union (SIU) of Canada ...		4,925						
407	Canadian Area International Longshoremen's and Warehousemen's Union ...		3,375						
Chile									
52	Sindicato Profesional de Empleados y Obreros de LAN-Chile ...		2,143						
53	Asociación de Empleados Ferroviarios del Norte ...		320						
54	Sindicato Profesional de Oficiales de Marina Mercante de la Cia. Sud Americana de Vapores ...		129						
55	Federación Nacional de Empleados Ferroviarios de Departamentos (FEDA) ...		1,300						
57	Confederación Marítima de Chile (COMACH) ...		10,500*						
57/0	Federación de Sindicatos Profesionales de Bahía de Chile (FEBACH) ...		700						
Colombia									
58	Asociación Nacional de Empleados de la Flota Mercante Grancolombiana ...		327						
60	Unión de Marineros Mercantes de Colombia ...		1,000						
61	Sindicato Nacional de Trabajadores Avianca ...		2,800*						
62	Asociación Colombiana de Mecánicos de Aviación ...		545						
67	Asociación Colombiana de Auxiliares de Vuelo/ACAV ...		285						
68	Sindicato Nacional de Chóferes de Colombia ...		800						
69	Asociación de Chóferes de Colombia (ASOCHOCOL) ...		600						
Costa Rica									
75	Unión Nacional de Marineros de Costa Rica ...		75						
76	Unión Ferroviaria Nacional Ferrocarril Eléctrico al Pacífico ...		825						
77	Unión de Taximetristas Costarricenses ...		70						
77/0	Sindicato de Trabajadores del Ferrocarril Nacional al Atlántico ...		1,200						
77/1	Sindicato Empleados de L.A.C.S.A. ...		300						
77/2	Sindicato de Trabajadores de Japdeva ...		400						
77/3	Unión de Trabajadores Bananeros del Atlántico/UTBA ...		300						
Curacao									
74	Algemeene Haven Unie ...		350						
78	Federatie van Curacaosche Vervoer en Transport ...		160						
79	Bond van Haven en Loodsboot Personeel ...		138						

Egypt																				
278	United Arab Navigation Company Trade Union Committee	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Estonia (Exile)																				
540	Eesti Meremeeste Union	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Faroe Islands																				
541	Føroya Fiskemannafelag	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Fiji Islands																				
901	Transport Workers' Union	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Finland																				
542	Rautatieläisten Liitto (Railwaymen)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
543	Suomen Veturimiesten Liitto r.y. (Lococoftivemen)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
544	Suomen Konepäällystöliitto (Engineer Officers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
545	Suomen Merimies-Unioni s.y. (Seamen)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
546	Suomen Laivanpäällystöliitto r.y. (Ships' Officers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
547	Suomen Auto- ja Kuljetusalan Tuontekijäliitto (Transport Workers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
548	Luotisi- ja Majakkamiesliitto (Pilots and Lighthouse Keepers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
549	Suomen Satamatyöntekijöiden liitto (Dockers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
550	Suomen Radiosähkötäijäliitto r.y. (Radio Officers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
552	Ilmailualan Unioni (Civil Aviation Workers)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
France																				
560	Fédération Nationale des Ports et Docks et Assimilés, F.O.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
562	Fédération des Officiers de la Marine Marchande F.O.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
563	Fédération Nationale F.O. des Transports	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
564	Fédération Syndicaliste F.O. des Cheminots	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
565	Fédération Maîtrise et Cadres	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
566	Syndicat National du Personnel Navigant Commercial	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
567	Syndicat National des Officiers Radios de l'Aviation Civile	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
568	Syndicat National des Officiers Mécaniciens de l'Aviation Civile	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
569	Syndicat National des Pilots de Ligne	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
570	Fédération des Travaux Publics et des Transports F.O.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Germany																				
577	Gewerkschaft öffentliche Dienste, Transport und Verkehr	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
578	Gewerkschaft der Eisenbahner Deutschlands	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

ITF aff.
number

Membership
31.12.72

Sections represented**
1 2 3 4 5 6 7 8

Organizations

Ghana

241 General Transport, Petroleum and Chemical Workers' Union of TUC
242 Railway and Port Workers' Union of TUC
243 Maritime and Dock Workers' Union of TUC
244/0 Ghana Merchant Navy Officers' Association
244/1 Ghana Railway Enginemen's Union
244/2 Ghana National Union of Seamen

2,000*
5,000*
4,000
200
600
1,000

X
X X
X
X
X
X

Gilbert and Ellice Islands

910 Overseas Seamen's Union

753*

X

Great Britain

581 National Union of Railwaymen
582 National Union of Seamen
583 Associated Society of Locomotive Engineers and Firemen
584 Transport Salariat Staffs' Association
585 Union of Shop, Distributive and Allied Workers
586 Transport and General Workers' Union
587 The Merchant Navy and Airline Officers' Association
588 Radio and Electronic Officers' Union
591 United Road Transport Union
592 Association of Scientific, Technical and Managerial Staffs

173,933
42,808
28,194
71,690
40,000
360,000
23,000
2,868
10,000
2,000

X X
X X
X X
X X
X X
X X
X X
X X
X X
X

Grenada

90 Grenada Seamen and Waterfront Workers' Union

350

X

Guatemala

91 Sindicato de Acción y Mejoramiento Ferrocarrilero
98 Sindicato de Trabajadores de las Empresas Compesgua y Pesca S.A.
99 Sindicato de Trabajadores de la Empresa Portuaria Nacional Champerico (STEPNCH)
100 Sindicato Unión de Trabajadores en Servicios Aéreos (UTSA)

2,643
75
500
275

X
X
X
X

Guyana

92 Transport Workers' Union
93 Guyana Labour Union
94 General Workers' Union
95 Clerical and Commercial Workers' Union

1,850*
1,626
227
204

X X
X X
X X
X X

Honduras

105	Sindicato Industrial de Trabajadores de Transportes Aéreos de Honduras	...	200						X
106	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras	...	367						
107	Sindicato de Trabajadores de la Tela Railroad Company (SITRATERCO)	...	700					X	
108	Sindicato Marítimo Nacional de Honduras	...	385					X	
108/1	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	...	260					X	

Hong Kong

308	Kowloon-Canton Railway Workers' Union	...	130*					X	
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Iceland

617	Sjómannasamband Islands	...	3,166					X	
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India

311	All India Railwaymen's Federation	...	50,000*					X	
312	The Maritime Union of India	...	3,699					X	
314	Calcutta Port Shramik Union	...	24,918*					X	
315	The Indian Flight Navigators' Guild	...	58					X	X
316	Indian Flight Engineers' Association	...	95					X	X
317	Transport and Dock Workers' Union	...	12,600*					X	
319	National Union of Seamen of India	...	11,085*					X	X
320	National Union of Seafarers of India	...	22,184*					X	X
322	Bombay Port Pilotage Services Association	...	48*					X	
324	All India Aircraft Engineers' Association	...	654					X	

Indonesia

371	Persatuan Buruh Kereta Api (Railwaymen)	...	1,500*					X	
372	Serikat Buruh Penerbangan (Civil Aviation Workers)	...	500					X	
373	Serikat Buruh Perhubungan dan Transport (Transport Workers)	...	2,500					X	

Irish Republic

618	Irish Transport and General Workers' Union	...	20,001					X	
619	National Association of Transport Employees	...	5,000					X	

Israel

623	Israel Seamen's Union	...	4,000					X	
624	National Union of Government Employees (Railwaymen)	...	2,000					X	
625	Transport Workers' Division of Histadrut	...	23,500					X	

ITF aff. number

Organizations

Membership
31.12.72

Sections represented**
1 2 3 4 5 6 7 8

ITF aff. number	Organizations	Membership 31.12.72	1	2	3	4	5	6	7	8
Sri Lanka										
328	Independent Harbour Workers' Union	2,889								
Sweden										
673	Statsansälligas Förbund	37,325								
674	Svenska Sjöfolksförbundet	17,075					X			
676	Svenska Maskinbefälsförbundet	3,450					X			
677	Sveriges Fartygsbefälsförbund	4,239					X			
678	Svenska Transportarbetareförbundet	40,939					X			
679	Handelsjättemannaförbundet	10,750					X			
Switzerland										
685	Schweizerischer Eisenbahnverband	40,340								
686	Verband der Handels-, Transport- und Lebensmittelarbeiter der Schweiz	6,115					X			
687	Schweizerischer Verband des Personals öffentlicher Dienste	1,300								X
Taiwan										
377	National Chinese Seamen's Union	21,000*								
380	Chinese Federation of Railway Workers' Unions	5,500								X
Trinidad										
153	Seamen and Waterfront Workers' Trade Union	5,484								
154	Communication and Transport Trade Union	913								X
Tunisia										
264	Fédération Générale des Cheminots de Tunisie	3,623*								
265	Fédération Tunisienne des Ports et Docks	1,200*								
266	Fédération Générale des Sports de Tunisie	6,039								X
Turkey										
689	Turkish Railway Workers' Trade Union Federation (DYF-IS)	31,211								
690	Turkish Civil Aviation Trade Union (HAVA-IS)	1,447								X
692	National Port and Land Stevedores' Union of Turkey	7,000								
693	Turkish Motor-Vehicle Transport Workers' Trade Union	10,000								X

III

RELATIONS WITH AFFILIATED ORGANIZATIONS

1.

General

During the three-year period since the Vienna Congress, it has been found necessary to remove several trade union organizations from the list of ITF affiliates. In all cases, this has been because of the failure of these unions to meet their financial obligations to the ITF. In each instance, however, the union was first informed of its financial position vis-à-vis affiliation fees and it was pointed out to all of 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 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.

Europe

On 9 and 10 October 1972, the first ever conference of ITF-affiliated organizations in Europe was held in Salzburg under the chairmanship of Fritz Prechtl, ITF President. It was attended by 109 delegates from sixteen countries. This Conference had been called on the initiative of the ITF Executive Board, which had felt it necessary to give affiliates in Europe an opportunity to discuss the implications for European transport workers of the enlargement of the European Economic Community, due to take effect from 1 January 1973.

Much of the preliminary debate centred on transport unions in Europe as a whole and the impact of an enlarged EEC on transport policies. The work of the "ITF Brussels Committee", set up in 1958 to coordinate the policies of transport workers' unions in the then six member countries and to represent their interests on matters concerned with the EEC's Common Transport Policy, was also discussed. Delegates considered what adjustments would now be necessary to meet the challenge of the larger Community and agreed that ITF unions must be able to make the transport workers' voice heard and heeded, so meeting the employers and governments on equal terms.

The main preoccupation of those present at Salzburg was the need for striking a careful balance within any new ITF regional organization in order to give each interest concerned its proper weight. Basic principles would have to be defined of a structure which could be thoroughly democratic yet flexible and non-bureaucratic, which would still be an integral part of the world-wide ITF and which would avoid appearing—however unwillingly — as an exclusive group of the most privileged members of the Federation. There was general agreement on the objectives and the need for an ITF European machinery to accommodate the affiliates from the three new member countries, while at the same time broadening its scope to enable unions from non-EEC European countries to participate in inter-union consultation processes.

The Conference made a Recommendation to the ITF Executive Board (see page 174) to set up a working party which should consist of the European members of the Board, one representative each of the affiliates in Ireland and Denmark and three representatives of the Brussels Committee. This working party was to make proposals on the creation of a machinery within the ITF through which the interests of all ITF European affiliates could be safeguarded and represented, to be submitted to the next Congress and possibly to a further conference of European affiliates during 1973. Subjects to be investigated included the stationing of a full-time ITF officer in Brussels who would be provided with a secretary and suitable office facilities, the composition of the European Committee and the form of its membership and, finally, the question of financing.

The Working Party met in London on 1 and 2 March 1973, under the chairmanship, once again, of the ITF's President, Fritz Prechtel. It considered proposals put forward by the Brussels Committee and alternative proposals from the Norwegian and Swedish representatives. A detailed and useful discussion on the possible format of a European organization within the ITF then took place, in which views were expressed on the merits of such an organization's either consisting of the nine member countries of the EEC with observer status for the non-EEC European countries, or, alternatively, of a body embracing all affiliates in Europe. It was decided, however, that it would be more appropriate to defer the matter for further discussion and decision at the 1974 Congress in Stockholm. In the meantime, efforts should be made by the ITF Secretariat to reconcile any differences of opinion and to produce a document on a possible draft constitution acceptable to all European affiliates. Until then the Brussels Committee should continue to function as before.

IV

DISPUTES AND INDUSTRIAL ACTION

3.

Dispute in the Danish fishing industry

The dispute between the ITF-affiliated Danish Transport and General Workers' Union (DASF) and the Esbjerg fishing vessel owners' organization (see "Report on Activities 1968-1970", p. 44) was finally settled in March 1971 when a new three-year agreement was signed with the employers. This agreement opened up new ground by giving fishermen the opportunity, for the first time, to negotiate their own conditions of work. It included a guaranteed daily rate with provision for negotiations on the actual size of the catch share percentages.

4.

Colombian seafarers' dispute with Flota Grancolombiana

Members of UNIMAR, the ITF's Colombian seafarers' affiliate, came out on strike on 2 February 1971, eight months after claims for contract improvements had been presented to the Grancolombiana Shipping Company without any results. The ITF wrote to its seafarers' and deckers' affiliates in Europe, North America and Japan requesting their assistance and solidarity. The National Maritime Union of America, acting most effectively on the ITF's behalf, provided food for striking Colombian seamen in New York and Panama. At the same time, the ITF Regional Office was in constant touch with UNIMAR and also requested solidarity from the Latin American unions concerned. The strike, which ended on 19 February, brought a satisfactory settlement.

5.

Swedish officer unions' dispute with ferry companies

In August 1971, after eight months of continuous negotiations, the ITF-affiliated Swedish Ships' Officers' Association and the Engineer Officers' Association reached agreement in principle with the owners of ferries operating on domestic and international routes to Britain, Denmark, Germany and Finland. Earlier, threatened strike action by the two unions had been postponed pending the outcome of fresh talks between the parties and after the ITF had requested seafarers' affiliates in certain countries not to supply officers to the vessels if the stoppage should take place. The new three-year agreement gave the officers improvements totalling between 27 and 29 per cent.

6.

International support for striking British miners

On 9 January 1972, British miners began a national strike, following the breakdown of wages negotiations and after members of the NUM had voted by an overwhelming majority to accept the recommendations of a Court of Inquiry. At the request of the Miners' International Federation (MIF), the ITF informed certain affiliates in selected countries of the strike and passed on to them the MIF request that they should try to prevent the export of coal to Britain whilst the strike lasted. In Britain, the transport workers' unions asked their members to observe the miners' picket lines. The strike lasted seven weeks and brought the miners substantial improvements in wages. The MIF subsequently expressed its warm appreciation for the invaluable support of ITF affiliates.

7.

IAM (USA) strike against Alitalia

In May 1972, a serious dispute between the ground staff of Alitalia in the U.S.A., organized by the ITF-affiliated International Association of Machinists and Aerospace Workers, was satisfactorily settled after having lasted two months. Earlier, the ITF had cabled the Alitalia management in Rome and had alerted all ITF affiliates for support and solidarity.

8.

SAS cabin attendants' dispute

A dispute between the ITF-affiliated Swedish Commercial Employees' Union (HTF) and the SAS management in June 1972 concerning cabin attendants was satisfactorily settled when the union secured substantial wage increases, equal opportunities of promotion for air stewardesses and other benefits. During the dispute, the ITF had called upon all cabin attendant affiliates to give support to SAS cabin attendants represented by the Swedish HTF.

9.

Japanese seamen's strike

The longest strike in the history of the All-Japan Seamen's Union ended in July 1972 after nearly three months. The strike, which involved more than 1,200 coastal as well as ocean-going vessels in over fifty ports, was settled after the union accepted mediation proposals put forward by the Japanese Minister of Transport. The settlement gave substantial wage increases to the seamen concerned. At the request of the Japanese affiliate, the ITF General Secretary had earlier appealed to seafarers' and dockers' affiliates to give all possible support to the Japanese seamen in their struggle. Several considerable offers of loans were received from affiliates, but were not taken up as a result of the settlement reached.

10.

Dispute in Danish coastal fleet

In May 1972, the ITF was informed that owners of the Danish coastal fleet were employing non-union mixed nationality crews at rates and conditions far inferior to those negotiated by the Danish Seamen's Union for their members. The Danish affiliate was preparing an all-out campaign to persuade owners to sign collective agreements in respect of their shipboard employees. The ITF Secretariat alerted affiliated seafarers and dockers and the General Secretary called a meeting in London in June of representatives of such affiliates in Belgium, Germany, the Netherlands and Scandinavia, at which it was agreed that a formal protest should be made to the shipowners' organization and that a "blacklist" of vessels should be circulated. The publicity and show of solidarity prompted 80 per cent of the shipowners to approach the Danish Seamen's Union with a view to reaching agreement, and in January 1973 the ITF Newsletter was able to report that a mere seven out of 500 coasters remained on the union's list of tonnage not covered by a proper collective agreement.

11.

Danish Greenland-based radio personnel dispute

In 1972, the Danish Radio Officers' Association informed the ITF that it had been unable to reach agreement with the Danish Ministry for Greenland concerning the renewal of contracts for radio officers and radio sonde personnel and the signing, for the first time, of such contracts for telecommunications technicians stationed in Greenland. The Association had therefore given strike notice with effect from 31 October, the date on which the last of the individual notices of termination of employment contracts were to expire. The ITF was asked to advise other "radio" affiliates not to accept any of the positions in Greenland which had been blacklisted by the Danish union. The strike was called off when an arbitration award was made and an agreement signed with the Ministry which ran until 31 March 1973. When this expired, protracted negotiations were entered into, strike notice was issued for 31 August 1973, and the ITF was requested to impose another embargo on radio posts. This action successfully prevented the recruitment of blacklegs and agreement was reached with the Danish Ministry for Greenland on the terms of three collective contracts only hours before the strike was due to begin. These contracts, which cover radio officers, telecommunications technicians and radio sonde personnel and are due to expire on 31 March 1975, provide substantial improvements.

12.

Dispute involving Swedish salvage vessels

In 1972, the ITF was informed that certain Swedish shipowners had been trying to alter the working conditions on a number of Swedish salvage vessels by classifying them as harbour tugs. After negotiations with the Shipowners' Association had broken down, the Swedish affiliates for

navigating and engineer officers serving on these vessels issued strike notices and placed an embargo on the positions held by their members. The shipowners threatened to register the salvage vessels under foreign flags and in several instances enlisted the support of strikebreakers. They further claimed that the strike was illegal. The ITF asked its merchant navy officer affiliates not to accept any of the blacklisted positions. The dispute was referred to a labour court which eight months later found in favour of the unions and ordered the employers to pay the costs.

13.

British dock strike

British dockers, led by the Transport and General Workers' Union, engaged in a strike from 28 July to 20 August 1972, arising from long-standing grievances over the decline in port employment and job opportunities as a result of new methods of cargo handling, particularly containerization. Shortly after the strike began, the ITF sent a circular to its docker affiliates requesting them to refuse to handle any cargo diverted from British ports, and on 9 August the General Secretary convened a meeting in London of dockers' leaders from Belgium, Denmark, Germany and the Netherlands. The strike ended when a conference of representatives of the union's docker members decided to adopt proposals designed to safeguard and increase job opportunities in the British ports industry, put forward by a joint committee of union and management. The proposals further gave protection against obligatory redundancy and offered substantially improved payments to dockers who left the industry voluntarily.

14.

Avianca dispute — Colombia

Three ITF-affiliated civil aviation unions in Colombia — the Avianca Workers' Union (SINTRAVA), the Avianca Mechanics' Union (ACMA) and the Avianca Cabin Staff Union (ACAV) — began negotiations with the state-owned Avianca airline in June 1972 on improvements in their collective agreement. When the airline refused to concede any of the unions' claims and broke off the talks, the unions began a go-slow action on 4 August. On 16 August, the ITF was informed that the Colombian government had annulled legal recognition of the unions, frozen their funds and dismissed a large number of workers, including the union leaders. The unions then launched a full-scale strike. The ITF protested vigorously against the action taken by the Colombian government and called on the ILO immediately to place the matter before its Committee on Freedom of Association. Civil aviation affiliates were asked to make similar protests by cable to the President of Colombia. Affiliates in Latin and North America began "blacking" Avianca services and the Director of the ITF's Lima office was authorized, as a matter of urgency, to provide financial assistance to the strikers' families. At the beginning of Sep-

tember, the ITF was informed that the Avianca workers were in desperate financial straits and asked affiliates for donations. The Government later restored legal recognition of the three unions and unfroze their funds. A number of other issues were resolved by compulsory arbitration early in October. However, the management failed to reinstate a substantial number of workers, among them prominent trade unionists. The ITF protested against this victimization to the Director General of the ILO and also sought the assistance of the Inter-American Commission on Human Rights of the Organization of American States.

15.

Fishermen on strike in Iceland

Icelandic fishermen went on strike on 23 January 1973, when no progress had been made in negotiations for substantial increases in wages and shares of the catch since October 1972. On behalf of its affiliate, the Icelandic Seamen's Union, the ITF appealed to other fishermen affiliates for their support of the strike. The conflict was settled on 11 March, bringing monthly pay increases of 27 per cent and a twelve per cent increase in the share of the catch, as well as other improvements.

16.

Peruvian merchant marine officers' dispute

A strike by members of the ITF-affiliated Peruvian National Merchant Navy Officers' Association, which began on 16 February 1973 in support of claims for improved pay and conditions following the breakdown of negotiations with the Peruvian Steamship Corporation, ended on 24 February with a satisfactory settlement. One of the union's conditions for agreeing to the settlement, the unconditional release of three leaders imprisoned and held incommunicado during the strike when a "state of mobilization" had been declared, was met by the government. The ITF sent messages of support and cabled the Peruvian President and Ministers of Transport and Labour urging them to promote a rapid solution of the conflict.

17.

CALFAA dispute with Wardair

The ITF-affiliated Canadian Airline Flight Attendants' Association took strike action against the Wardair Charter Company on 16 January 1973, when the company refused to negotiate with the union on flight and duty time limitations and improvements in wages and working conditions. The ITF sent out circulars to all affiliates asking them to give full support to CALFAA. The dispute was settled on 19 March and all issues were satisfactorily resolved, except the question of the duty day which was referred to arbitration.

18.

French air traffic controllers' dispute

French air traffic controllers went on strike on 20 February 1973, in support of their demand for better service conditions as well as for the recognition of their right to strike. When the French government replaced the civil air traffic controllers by army personnel, the ITF-affiliated flying staff unions in France took supporting action on the grounds that this practice was unsafe. The ITF informed all affiliated unions about the dispute, asking them to refuse to fly into France or over the French traffic control area until civilian ATC had been restored. The dispute was settled on 20 March.

19.

Italian cabin attendants' dispute with Alitalia

Following the breakdown of negotiations between the ITF-affiliated Italian Civil Aviation Union, FILAC-CISL, and the Alitalia management, Alitalia cabin attendants went on a token strike for a limited period on 5 March 1973. The management took retaliatory action by refusing them permission to report for work and asking them to return to their home base (Rome) at their own cost. This resulted in a large number of Italian cabin attendants being stranded in New York and London. The ITF approached all unions for assistance and as a result of solidarity action taken, particularly by the British Transport and General Workers' Union, the dispute was resolved and the cabin attendants allowed to resume work.

20.

German seafarers' dispute

In the spring of 1973, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) was planning a campaign to bring under agreement the vessels of a considerable number of German shipowners who had left the German Shipping Association in an attempt to avoid their obligation to negotiate. On 29 May, affiliated dockers' and seafarers' representatives from Denmark, Finland, Germany, Italy, the Netherlands, Norway, Sweden and the United Kingdom met in Hamburg under the auspices of the ITF to discuss supporting action. The campaign was launched on 21 June and met with resounding success; many of the "blacklisted" vessels were stopped by affiliates until their owners agreed to sign contracts for their fleets. The ITF continued to keep affiliates fully informed until the campaign ended in August, when practically all the non-federated shipowners had entered into negotiations with the OeTV. On 12 October, at the invitation of the OeTV, a follow-up meeting of ITF affiliates concerned was held in Hamburg to evaluate affiliates' experiences and shipowners' tactics during the campaign.

21.

Norwegian mates' dispute

In June 1973, the ITF-affiliated Norwegian Mates' Association staged a protest strike against the excessive use of compulsory arbitration machinery in wages disputes. The ITF's maritime affiliates supported the action by withholding labour which might otherwise have been hired to replace the striking mates.

22.

TWU-America dispute with KLM

The ITF-affiliated Transport Workers' Union of America took strike action against the KLM management from 1 July 1973, when efforts to resolve the dispute concerning commissary staff at the New York J.F.K. airport had failed. The ITF asked all affiliated unions to give support to the TWU and action was taken at several European airports, particularly London, Copenhagen and other Scandinavian cities. Cables of protest were sent by many ITF affiliates to the KLM management. The dispute was eventually resolved by the negotiation of new contracts.

23.

Danish merchant navy officers' dispute

The Danish Mates' Association, the Danish Engineer Officers' Association and the Danish Radio Officers' Association, through the ITF, requested support from other maritime affiliates during a dispute with the shipowners over leave arrangements. The ITF's maritime affiliates responded by refusing to supply replacement crews for any strike-bound Danish vessels. The dispute was settled towards the middle of July 1973, when the owners conceded most of the officers' claims.

24.

Panama Canal pilots' dispute

In July 1973, the ITF-affiliated U.S. International Organization of Masters, Mates and Pilots reported that its members serving the Panama Canal had for some time been seriously concerned over the fact that their advice on safe navigation in the Canal and requirements for the Canal to meet the needs of technological change in the maritime industry was consistently being ignored. The situation had led to a totally unacceptable workload and resulted in pilots having to report sick in order to obtain relief from fatigue. Several pilots left the service and, in order to boost recruitment, it was recommended that the requirement for a Master's Certificate be eliminated for those piloting vessels through the Canal. ITF affiliates were requested to urge the President of the Panama Canal Company to engage in serious discussions with the pilots and to ensure that pilotage conditions were maintained at a safe and professional standard.

25.

Solidarity action against Spliethoffs Befrachtingskantoor NV

In accordance with ITF policy on the need to reach collective agreements covering flag-of-convenience ships, Finnish and Swedish seafarer affiliates declared they would boycott any vessels owned by the above company that were not covered by either the Dutch or the ITF collective agreements. As Spliethoffs tried to evade boycotts of their vessels registered in the Netherlands Antilles by transferring them to the Dutch registry, the action was widened to include Dutch-registered ships owned by the company. Thanks to the support given by ITF affiliates, the Federatie van Werknemersorganisaties in de Zeevaart (FWZ) was able to conclude an agreement on 13 September providing for the application of the Dutch collective agreement and Dutch law to the crews of all Spliethoffs vessels and the transfer of the vessels registered in the Netherlands Antilles to the Dutch flag proper with effect from 1 January 1974.

26.

IAM Canada dispute with Canadian Pacific (CP Air)

On 25 July 1973, the ITF-affiliated IAM Canada went on strike against CP Air, when negotiations on the issues of wages and working conditions had broken down. The company started operating some services with the help of strikebreakers and supervisory personnel. The ITF asked affiliated unions to give full support to the IAM and affiliates responded to the call by sending cables to the CP Air management indicating that action would be taken against the airline unless a satisfactory solution was reached. The dispute was resolved in September 1973.

27.

British merchant navy officers' dispute

As a result of a wages dispute, the British Merchant Navy and Airline Officers' Association's ships' officers on the Dover and Folkestone cross-channel car ferries went on strike for 24 hours on 1 August. The ITF was approached by the MNAOA and certain affiliates were asked to stand by and to take supporting action. A Belgian affiliate, the Belgische Transportarbeidersbond, ensured that no action was taken by the Belgian ferries which might lessen the effectiveness of the British officers' strike and, for the same reason, French and Swedish officers serving on cross-channel ferries also limited their number of sailings. A satisfactory solution was reached on 9 August 1973.

28.

Strike action by TWU (USA) — Flight Attendants — against TWA

The ITF-affiliated TWU (Flight Attendants) called a strike of its 5,300 flight attendants against TWA from 5 November 1973. This followed a "30-day cooling-off period" imposed early in October after prolonged negotiations. The TWU decided to take this action against the TWA

management because of the latter's failure to sign a new contract in place of the one which had expired at the end of July 1972. The ITF sent a circular to all affiliates concerned pointing out that the TWA management would make every effort to draft replacements to fly the strike-affected routes and therefore urged affiliates to do everything possible to stop such a strike-breaking programme. Unions were also asked to send letters or cables of protest to the TWA management. The strike ended 44 days later when members of the union voted to accept a new contract, providing for 13.5 per cent wage increases over three years.

29.

French flight engineers' dispute with Air France on crew complement

In December 1973, SNOMAC (the ITF-affiliated French flight engineers' union) reported that a dispute with Air France over the flight crew complement on long-distance hauls, which had been latent since early 1971, was entering an active phase. The airline had decided to implement, as from 1 January 1974, a 1971 government decree following for a third pilot, having undergone a course of instruction in the F/E function, to replace the stand-in flight engineer and act as relief both for the pilots and the flight engineer. With the exception of the take-off and landing phases, the F/E station might be occupied by a crew member not possessing the flight engineer's certificate and licence, a practice contrary to ICAO international standards. The ITF Flight Engineers' Technical Committee, meeting in March 1972, had adopted a resolution on the subject of multiple flight deck functions (see page 167). Air France members of SNOMAC went on strike twice (20-24 December 1973 and 30 December to 3 January 1974) in protest against Air France's decision and the union approached the ITF with a request for international solidarity which was circulated to all affiliated civil aviation unions, asking for their refusal to provide any increased capacity or supplementary services which could be used to help Air France. The ITF also protested directly to Air France and made requests to other national airlines and civil aviation authorities to persuade the airline to abandon their plans as being detrimental to air safety. The union's request for solidarity action was later withdrawn (except on the controversial Paris-Houston route) after the French airline pilots' association (SNPL) had tried to mediate in the dispute. The ITF-affiliated SNPL, which had consistently supported the flight engineers' stand, proposed a five-man crew on long hauls and, on the Paris-Houston route, no relief pilot on board. This was rejected by Air France and the SNPL instructed its members not to sign flight plans for long-haul routes based on a four-man cockpit crew and further instructed its relief pilots not to undergo training with a view to being used as stand-in flight engineers. At the time of preparing this report, no satisfactory solution had been reached in the dispute.

V

REGIONAL ACTIVITIES

GENERAL

30.

The last three years have seen the steady development of a policy which emphasizes educational and organizational activities, most of which are planned and carried out by ITF Representatives. Increasingly, these activities have been directed towards particular industrial sections and it is hoped in this way firstly to meet a need often expressed by the affiliates for activities tailored to their industrial interests, and secondly to make good the handicaps of distance and limited resources which together make it very hard for most unions in the developing world to take part in the ITF's routine sectional work.

31.

This trend will be immediately evident from the passages devoted to the individual regions below but its true significance can be assessed by contrasting what the ITF does now (and so what it sees as its function in the developing world) with its activities say fifteen years ago.

32.

At that time the stress was very much on material assistance, in the belief that if a union's material needs were met it could take a short cut to strength and viability. Experience proved (often very expensively) that priorities should be re-ordered, for the restraints on a union's development more often lay in a lack of informed and dedicated leadership, at various levels, and in an inadequate grasp of trade union techniques. Like trade unionists anywhere, transport workers in the developing countries expect their unions to protect and promote their interests and they judge their leaders on the service they give them. Service can certainly be marginally improved with the right material equipment (and if a union can afford it, so much the better) but it will never be decisive. Ultimately the quality and integrity of the leadership and the depth and degree of organization will make or break a union and it is to the cultivation of these qualities that the ITF's efforts are now primarily addressed.

33.

This kind of work cannot be done by directives from a remote headquarters. It requires the frequent presence of ITF representatives who can make themselves familiar with the local personalities and problems. Maintaining the representatives is expensive but not nearly as expensive as the mistakes that can so easily be made from ignorance of the people or places involved in any particular situation. The quality of the representatives is of course crucial and the ITF can count itself fortunate that it has a loyal team, dedicated and informed, trusted and welcomed by affiliates, and enjoying the complete confidence of the ITF's headquarters.

34.

The control of the ITF's activities in the developing countries remains in the hands of the Executive Board which approves each year the budget of the Edo Fimmen Account, the main income of which is derived from an allocation of 30 per cent of the ITF's income from affiliation fees. The Regional Representatives have to work within that budget and under the direction of the General Secretary, but the relationship is such that they are encouraged to use their initiative in the knowledge that they will be supported in anything that they do within those limits of policy, finance and authority.

35.

The very nature of their work means that they have often to make quick judgments in complicated situations. Often they have no more than half a chance of being "right" when the difference between right and wrong is no more than a matter of opinion. They often have to tread a path through a political or industrial minefield where a false step could mean disaster not just to themselves but to an affiliate. They therefore deserve and should be given every understanding and backing. They occupy a central place in the ITF's regional policy and activities and any report on activities would be gravely defective if it neglected to pay them the whole-hearted tribute their devoted services merit.

36.

It would be wrong too to lose the opportunity to record the ITF's appreciation of the unstinting help that the American Brotherhood of Railway and Airline Clerks (BRAC) has continued to give to the ITF regional activities both in the form of special contributions to sponsor projects in Asia and Latin America and the Caribbean and in the generous provision of specialist lecturers and assistants who have made the work of the ITF's own representatives that much lighter. Similarly, the ITF has continued to develop a most valuable cooperation with the German Friedrich Ebert Foundation (FES). As will be seen below, the ITF and the FES have together organized and conducted a large number of joint seminars which have invariably been greatly appreciated by the unions involved in them. The enlistment of the support and collaboration of organizations such as the BRAC and the FES has enabled the ITF substantially to extend the range and variety of its activities.

AFRICA

37.

The ITF's African Representative, Benjamin R. Udogwu, remains based in Accra. His time has mainly been devoted to the heavy programme of seminars and meetings mentioned below. He has also been engaged in advising affiliates on industrial and organizational problems. For example, he has been closely involved in the re-unification of the Ghanaian railwaymen's union and the renewed efforts to amalgamate the various dockers' unions in Nigeria. It would be true to say that the three years under review have been the most productive since the ITF first began seriously to work in Africa.

38.

The ITF and the FES organized a seminar in Accra from 22 to 27 March 1971 for 30 representatives of the ITF's Ghanaian affiliates. The seminar dealt specifically with credit unions and advanced trade union leadership. The lecturers included Justice Crabbe of the Ghanaian Supreme Court, who lectured on the Industrial Relations Act, and Mr. J. D. Vanderpuye, Ghana's Chief Labour Officer.

39.

A seminar for 40 members of the Amalgamated Union of Lagos Municipal Bus Workers was organized by the ITF in Lagos on 17 and 18 July 1971. The subjects included: problems in labour/management relations; collective bargaining; the rôle of road transport in a developing economy; traffic congestion in Lagos; the effect on bus workers of the Nigerian Motor Traffic Ordinance; Nigerian labour laws; industrial relations in the Lagos City Transport undertaking; and the structure and functions of the ITF.

40.

A mission organized by the ICFTU visited Ghana from 7 to 11 December 1971 for discussions with the government and unions on the situation that had arisen from the passing of a law in September which dissolved the Ghana TUC; set new requirements for the implementation of check-off arrangements; required all unions to re-register; and laid down new procedures and penalties for strikes in "essential services". The ITF was represented by Harold Lewis (Assistant General Secretary). After discussions with the unions, the Minister of Labour and the Prime Minister, the mission issued a statement objecting to various features of the new legislation and calling for the establishment as soon as possible of a new national centre. On 13 January 1972, a group of army officers took power, dismissed the government and set up a National Redemption Council to govern the country. One of its first acts was to announce the annulment of the dissolution of the Ghana TUC. The unions have since established reasonable relations with the government which seems to respect the strength that the unions undoubtedly enjoy in certain key sectors. The splits which the previous government had encouraged in some unions for political ends have largely been repaired, particularly in the Railway and Ports Workers' Union which the ITF's representative, Ben Udogwu, played a significant rôle in re-uniting.

41.

A seminar for the ITF's Nigerian affiliates was held in Lagos from 6 to 10 December 1971. Thirty-nine participants from twelve unions discussed topics such as trade union structure, administration and finances; Nigerian labour laws; the rôle of government in industrial relations; basic economics; problems facing the Nigerian transport industry; industrial relations in the Nigerian railways, road transport, civil aviation and maritime industries; and the ITF and its activities. Of particular im-

portance was a symposium on the Rôle of Transport in Nigeria's Four-Year Development Plan led by a panel composed of union, government and academic representatives. This was the first occasion on which there had been an opportunity for the Nigerian transport workers' unions to consider this aspect of the government's policies in depth and both the unions and the government's representatives found it a very worthwhile exercise.

42.

The ITF joined with the FES in organizing four seminars, each a week long, for its Ghanaian affiliates (the Maritime and Dock Workers' Union, the General Transport and Petroleum Workers' Union, the Private Road Transport Union and the Railway and Port Workers' Union) in the period from 9 January to 5 February 1972. They were attended in all by 140 participants, for the most part branch secretaries and chairmen. The programmes included topics such as trade union organization, administration and leadership; basic economics; industrial relations and productivity; the rôle of cooperatives; national development and co-determination; grievance handling; the principles of good industrial relations; collective bargaining; the analysis of agreements; the rôle of trade unions in economic development; relevant Ghanaian legislation; and the history of the international trade union movement.

43.

A seminar for Sierra Leone transport workers was held in Freetown from 20 to 25 August 1972. Topics discussed by the thirty participants included industrial relations in the Sierra Leone transport industry; trade union participation in the economic development of Sierra Leone; the rôle of the ITF and other ITSSs in the growth of African trade unions; and the relations of the Sierra Leone trade unions with the international trade union movement. The seminar was addressed by the Sierra Leone Minister of Labour and the Deputy Minister of Transport and Communications.

44.

A seminar on trade union organization and collective bargaining for 40 members of the Nigerian Maritime Workers' Union took place in Port Harcourt from 27 August to 2 September 1972. Ten members of the Port Harcourt Council of the Nigerian United Labour Congress (ULC) also attended.

45.

A seminar was organized jointly by the ITF and the FES in Takoradi from 3 to 9 December 1972 for 46 participants (mostly chairmen and branch secretaries) from the ITF's Ghanaian affiliates. The subjects included industrial relations (with particular reference to Ghana's Industrial Relations Act); credit unions; collective bargaining techniques; and conditions in Ghana's transport industry. Special sessions were held on the rôle of transport workers in Ghana's economy and on collective bargaining in the various transport sectors.

46.

The FES, in collaboration with the German Railwaymen's Union (GdED), invited the ITF to nominate 20 participants from among its Ghanaian, Nigerian and Kenyan railwaymen affiliates to a seminar for African railwaymen which it carried out in Germany from 15 October to 11 November 1972. In the event, however, it proved impossible for the nominees from Ghana to attend and their places were taken by extra participants from Kenya and Nigeria. Harold Lewis (Assistant General Secretary) and Clive Iddon (then Railwaymen's Section Secretary) joined the seminar participants in Germany towards the end of their stay to lecture respectively on the ITF, its structure, aims and activities; and the ITF Railwaymen's Section and transport policy.

47.

The ITF and the FES organized a trade union leadership seminar for Nigerian affiliates in Kaduna, North Central State of Nigeria, from 21 to 30 May 1973. Forty delegates from thirteen affiliates and two prospective affiliates took part. The structure of industrial trade unions and the problems of amalgamation in the context of the Nigerian labour movement were discussed in addition to the usual topics such as trade union administration and collective bargaining.

48.

A five-day seminar for the Credit Union Society of the Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers' Union (ALDFYSAWN) of Nigeria was held in Lagos from 24 to 28 July. Twenty officers of the society participated in the course, which dealt with the following aspects of credit unions: history of cooperative societies; general management of cooperatives; cooperative accounting methods; the recording of loans, repayments and interest; and the functions of cooperative societies, with special emphasis on consumer cooperatives. The principal instructor was Mr. M. Tugah, Assistant Registrar of Cooperatives in the state of Lagos.

49.

A large number of members of the ITF's two Ghanaian railway affiliates (the Railway and Ports' Workers' Union and the Railway Enginemen's Union) were among the worst-hit victims of a flood disaster in Accra towards the end of June 1973, when railwaymen's quarters on the outskirts of the city were destroyed. The ITF donated 500 Cedis (about £170 sterling) towards relieving their hardship.

50.

A seminar for the ITF's two Ghanaian railway affiliates, the Railway and Port Workers' Union and the Railway Enginemen's Union, was held in Takoradi from 2 to 8 September 1973. The project was sponsored jointly by the ITF and the FES. The thirty participants discussed collective bargaining; grievance handling; Ghanaian industrial legislation; the duties of trade union officials; the organizational and administrative structure of the two railway unions; and the rôle of railwaymen in Ghana's economy. The seminar also provided an opportunity for an exchange of views on the policies of the Ghana Railway and Ports Authority.

51.

In October 1973, Udogwu paid an extensive visit to The Gambia, Sierra Leone, Liberia and the Ivory Coast. The aim of his tour was to enable him to become better acquainted with the transport unions and their problems in these countries where the ITF has relatively few affiliates.

52.

The ITF and the FES organized a seminar for Ghana transport workers' unions in Kumasi from 18 to 24 November 1973. The forty participants represented six unions and dealt with a number of subjects related to trade union organization and collective bargaining in the Ghanaian transport industry.

53.

The last three years have seen a growing militancy on the part of the African workers in South Africa. Though denied any legal right to organize and bargain collectively, they have given dramatic proof of their ability to combine together to press their claims with a determination that first surprised and then alarmed their employers, many of whom had been lulled into a misplaced complacency. The latter part of 1972 and early 1973 were marked by serious strikes, notably of dockers in Durban and busmen in Johannesburg.

54.

They produced substantial wage increases (though wages remained far too low) but, even more important, they brought home to black and white South Africans alike that the African worker had immense power at his disposal if only he could find ways to apply it. The government, unsure whether to try a carrot or stick, offered amendments to the law governing African workers but adamantly refused to concede them trade union rights or recognition. The workers have decided in many instances to organize unions regardless of their legal standing in the belief that whatever the law may prescribe or forbid, a union is a fact of life which an employer will see, however purblind the authorities may be.

55.

The ITF has kept in close touch with these developments and is supporting attempts to establish trade unions for African workers in the transport industry. In 1973, it accepted an application for affiliation from the Transport and Allied Workers' Union which organizes African busmen in Johannesburg.

56.

In Rhodesia, the Smith régime has gravely restricted the trade union movement's freedom of action in collective bargaining but African unions have not been banned. The Railway Associated Workers' Union, which organizes African railwaymen and is in many respects the strongest African union in the country, has continued to represent its members' interests as effectively as the legal limitations allow, but the road transport and civil aviation workers' unions are at a very low ebb.

ASIA

57.

The ITF's Asian representative, Donald U'ren, has his office in Kuala Lumpur. He has been responsible for the implementation of the programme of seminars and conferences, the main features of which are reported below.

58.

He has also travelled extensively within the regions advising affiliates on problems which they have brought to him and encouraging them to maintain their efforts in what can be very difficult and demoralizing circumstances.

59.

For example the ITF made use of generous support from the BRAC in 1972 to aid the Vietnam Transport Workers' Federation (VTF) in strengthening the VTF's organization at regional and local level, an objective of special importance in a country where communications had been badly mauled by years of war. The campaign was in itself a great success but what was gained regionally and locally was counter-balanced soon afterwards by dissensions at the national level which led to changes in the organization's leadership. The VTF had lived for many years on a political tight-rope. On the one hand, it was harassed by the government's opponents and on the other by the government itself which was always prepared to pay lip service to trade union freedom provided the freedom was ineffectively exercised. In fact the VTF had retained the loyalty and support of its members to a remarkable degree and had on many occasions bravely and militantly acted on their behalf at the risk of incurring the government's severe displeasure. In a country where there are few restraints on the government's powers, the VTF was one of the few independent voices on which the workers could rely.

60.

Donald U'ren has given the situation in Vietnam his continuing attention, as he has to the equally disturbing developments in Indonesia. In November 1971, the government decided, by Presidential Decree, to establish one organization to group all Indonesian public employees, including railwaymen. The new organization is known as "KORPRI" and has as its chief administrator the Minister of Interior, with the provincial governors administering the provincial divisions into which KORPRI is divided. The preamble to the Decree establishing KORPRI gives as one of its purposes the creation of "a civil corps loyal to . . . the government, its policies and programmes" and its draft constitution lays down that KORPRI is to be "the sole body to unite and guide all civil servants for the purpose of strengthening their dedication . . .". It functions at national, provincial and municipal level and its General Council has the Minister of the Interior as Chairman and Departmental Secretaries and Administrative Heads of other governmental institutions as members. This predominance of official nominees is reflected in the constitution of the provincial and local branches. The Decree drew an immediate protest from the Indonesian Railway Workers' Union (PBKA) which, while recognizing the need for all Indonesians to aid the country's development, nevertheless saw the establishment of KORPRI as the elimination of the vital democratic process embodied in the exercising of trade union rights. It pointed out, too, that the government's action was in violation of ILO Convention 98 on the Right to Organize and Collective Bargaining.

61.

These developments have been the subject of many consultations between the PBKA and U'ren. A seminar for PBKA leaders was arranged in March 1972 so that they would have a forum to proclaim their determination firmly and responsibly to protect their union's integrity and principles. The government has so far failed to relent in the face of pressure from the international trade union movement. All public service workers' unions have been effectively emasculated by the withdrawal of check-off facilities and the PBKA now faces extinction. Some hope still lingers that even at this late stage the government will at least allow genuine unions to co-exist with KORPRI but the prognosis is poor.

62.

The ITF and BRAC together sponsored an Asian Regional Seminar for Labour Educators in Singapore from 4 to 27 March 1971. Leaders of ITF unions in Sri Lanka, Indonesia, the Republic of Korea, Malaysia, the Philippines and Singapore discussed in depth such subjects as trade union structure; adult teaching methods; public speaking; labour economics; public relations; collective bargaining; the international trade union movement; and the planning of labour education program-

mes. The lecturers included Walter Williamson, the BRAC's Director of Research and Education; Jack F. Otero, International Vice-President and Director of the BRAC's International Affairs Department; Donald U'ren, the ITF's Asian representative; Dr. M. A. Nawawi, Dr. D. H. Clark and Dr. P. Weldon of the University of Singapore; and N. Govindasamy and Chue Shui Hoong of the Singapore National Trade Union Congress.

63.

A seminar was organized in Seoul, Korea, in collaboration with the BRAC from 20 to 25 September 1971 for 30 participants drawn from the ITF's Korean affiliates. Lectures included representatives from the University of Seoul.

64.

The ITF, in collaboration with its Japanese affiliates and the BRAC, organized an Asian Civil Aviation Workers' Conference in Tokyo from 2 to 9 August 1972. Delegates from Australia, Fiji, India, Japan, Korea, Malaysia, Pakistan, the Philippines and Singapore attended, together with delegations from the USA and Canada, whose airline unions have a keen interest in establishing close cooperation with their Asian colleagues. The main purpose of the conference was to explore the ground for intensifying unity of action in the Asian region on matters that are of common concern and issues discussed included hijacking, technological change, training, collective bargaining and international solidarity.

65.

The conference affirmed its full support for the steps taken by the ITF at international level to combat hijacking and other forms of terrorism and expressed its conviction that the relevant international conventions should be universally and effectively applied, irrespective of political considerations. Full support was expressed for proposals then being made within ICAO to apply sanctions against any state which directly or indirectly encouraged or condoned acts of violence. The conference also came down firmly in favour of protecting airline workers against any adverse effects which may flow from technological changes, especially with regard to job opportunities. The conference called for maximum job security and demanded that the airline workers' unions should be given a voice, as of right, in the planning and operation of any measures which have a bearing on their present conditions and future prospects. As for professional training, the conference was of the view that there was room for an increased degree of standardization based on ICAO Recommendations and that the unions, through the ITF, should maintain a vigilant interest in the airlines' training plans and programmes.

66.

Finally the participants pledged themselves to work through the ITF to establish a continuing contact in Asia on all matters of importance and particularly in the field of collective bargaining. They expressed their determination to stand together at international level and to help each other whenever an ITF civil aviation union found itself involved in an industrial dispute.

67.

In cooperation with the ITF's Singapore affiliates, an Asian Seafarers' Conference was held in Singapore from 7 to 9 May 1973. The conference was of particular importance in view of developments in the ITF's crew-of-convenience policy. ITF maritime affiliates outside Asia with a direct or indirect interest in the questions discussed at the conference were also invited to attend (see item 161).

68.

The FES, in collaboration with the German Transport and Public Service Workers' Union (OeTV), sponsored a study tour and seminar for Asian port workers in Germany from 1 to 28 September. The twenty participants (six from Singapore, Malaysia and the Philippines and two from Sri Lanka) were nominated by the ITF. Harold Lewis (Assistant General Secretary) joined the seminar participants in Germany on 5 September to lecture on the structure, aims and activities of the ITF and on the work of the ITF Dockers' Section.

69.

In collaboration with the BRAC, the ITF conducted a further seminar for its Korean affiliates in Seoul from 1 to 10 October 1973. Thirty-five delegates, drawn from the ITF's five Korean affiliates, discussed the techniques of trade union administration such as designation of responsibilities to various union officials, filing, book-keeping, rank-and-file communications systems, membership records and the conduct of committee meetings. Discussions were also held on co-determination, wages policy, and Korean labour laws.

70.

A second ITF Asian Labour Educators' Seminar was held in Penang, Malaysia, from 12 to 30 November 1973 as a follow-up to the extremely successful seminar held in Singapore in May 1971. Participants were drawn from ITF affiliates in Indonesia, India, Japan, Malaysia, Singapore, the Philippines, Taiwan, Sri Lanka, Korea and Bangladesh. Three lecturers from the Penang University of Science gave papers on the Philosophy of Education (Illiteracy and its Effects on the Labour Movement and the Country Itself); Labour Economics; and the Library

Classification System. An experienced educationalist from the Malaysian Trades Union Congress (MTUC) lectured on "Adult Education, Workers' Education and Trade Union Education", and a discussion was conducted on the Rôle of Trade Unions in Economic Development. The seminar participants themselves presented a general survey of the trade union situation in their respective countries and discussed the problems they encountered when arranging educational projects.

71.

The seminar was arranged in collaboration with the BRAC, whose Director of Research and Education, Walter R. Williamson, played a prominent part in the discussions, a number of which he introduced. Jay Mazur of the American International Lady Garment Workers' Union, a specialist in the techniques of trade union education, lectured on public speaking and took part in the practice teaching sessions.

LATIN AMERICA AND THE CARIBBEAN

72.

The ITF's Regional Office for Latin America and the Caribbean is located in Lima, Peru. The Director of the Office, Medardo Gomero, is assisted by a small and dedicated staff and affiliated unions have continued to make officials available to assist the ITF in special assignments.

73.

A Road Transport Workers' Seminar, organized jointly by the ITF and the FES, was held in San José, Costa Rica, from 15 and 20 March 1971. The participants were drawn from 19 unions in 11 countries. A statement was adopted, summarizing the participants' views on: road transport as an element of development; trade union rights; working conditions; traffic accidents and accidents on the job; social security, hygiene and the health of road transport workers; insolvent and "mini-enterprises"; labour unity and international trade union solidarity.

74.

Two trade union education seminars were held in Mexico during July 1971, with the collaboration of the Mexican civil aviation workers' union SNTAS. The subjects discussed included: the importance of trade union education; the history of the trade union movement; the structure of a trade union; parliamentary procedures; trade union press and publicity; and collective bargaining.

75.

Two seminars were organized in Costa Rica in August 1971: a national trade union seminar for transport workers, held in San José from 3 to 7 August; and an evening seminar for members of the National Railwaymen's Union, held in Puntarenas from 16 to 20 August.

76.

Five seminars were organized in Mexico early in 1972, three for the ITF's Mexican civil aviation affiliates and two for members of the Mexican Railwaymen's Union. In Bolivia, seminars were held for road transport and railwaymen affiliates, and in Costa Rica for seamen, dockers and railwaymen, as well as a basic trade union education seminar for all categories of Costa Rican transport workers. Seminars for seamen and dockers, civil aviation workers, railwaymen and all ITF affiliates in the northern zone of the country were held in Peru.

77.

The ITF and the FES conducted a seminar on "The Social Responsibilities of Transport Unions" in Costa Rica from 18 June to 21 July 1972. The twenty-three participants, representing thirteen Latin American countries, discussed measures to counteract the effect of technological changes in the transport industry; methods of bringing social security systems into line with present needs of transport workers and the harmonization of these systems for transport workers in Latin America; trade union participation in the forming of national transport policies; and the part to be played by transport workers in Latin American integration.

78.

A Latin American Railwaymen's Conference took place in Buenos Aires from 2 to 6 October 1972. Thirty-two participants from sixteen unions in ten countries attended. ITF Executive Board member, Cesáreo Melgarejo, presided. Topics discussed included working conditions; occupational hazards; social security; trade union organization and international solidarity of railwaymen; technological advances in the railway industry; and the rôle of railways in transport policy.

79.

Sixty-nine delegates from forty-four unions in fourteen countries attended an ITF Latin American Conference of Seamen and Dockers held in Lima from 6 to 10 November 1972. Subjects considered included the effects of technological change in the maritime industry (working conditions, social repercussions, security of employment and wages); social security; labour/management relations; flags-of-convenience; trade union organization; and international solidarity. Lecturers included Roger Dekeyzer, ex-President of the ITF and retired President of the Belgian Transport Workers' Union; Juan Pérez Roa, President of the Dock Workers' Union of Puerto Rico and a Vice-President of the US International Longshoremen's Association; Enrique Venturini, General Secretary of the Merchant Marine Electricians' Association of Argentina; and Medardo Gomeró. Cesáreo Melgarejo attended the Conference in his capacity as a member of the Executive Board.

80.

Following the earthquake in Managua, Nicaragua, early in 1972, Gomero was authorized to spend US\$ 500 on food for distribution among the families of members of the ITF's Managua-based civil aviation affiliate, STELAS, and of the Bus Drivers' Union, with whom the ITF has a good relationship. The BRAC also generously donated \$500.

81.

Fifty-two delegates from 33 road transport unions in 13 countries attended the first Latin American Road Transport Workers' Conference which was held in Quito, Ecuador, from 21 to 25 May 1973. The conference discussed working conditions; safety; organization of road transport workers; international solidarity; Latin American integration and harmonization of road transport workers' conditions; and the social repercussions of technological developments in the road transport industry.

82.

A trade union education seminar was carried out in Bogotá (Colombia) from 14 to 19 May 1973 for sixteen participants drawn from two of the ITF's Colombian civil aviation affiliates, SINTRAVAL and ACAV. An evening seminar was also held in Barranca-Bermeja for civil aviation workers, railwaymen and members of the Bargemen's Union based in that city. In Panama, an evening seminar was held from 18 to 30 June 1973 for 29 participants drawn from road transport workers' unions. This course dealt with specific problems presently faced by workers in that industry. A trade union leadership training seminar for transport workers was also carried out for the ITF's Panamanian affiliates during the same period.

83.

The first ITF Conference for the Caribbean Area was held in Barbados from 24 to 28 September 1973. The conference was attended by fifty representatives from affiliate and potential affiliates in Antigua, Barbados, Bermuda, Curaçao, Dominica, Guyana, Grenada, St. Kitts, St. Lucia, St. Vincent and Trinidad and Tobago. The conference was devoted primarily to an examination of the moves towards economic integration in the region and a consideration of their effects on the transport industry and the transport workers' unions. A series of resolutions were adopted, including one on the need for the transport unions to strengthen, through the ITF, the contacts and flow of information among themselves and another on the necessity for the governments to hold regular and full consultations with the unions on any social and economic measures contemplated to promote regional integration and harmonization.

84.

The last two days of the conference were given over to a discussion of maritime workers' problems, particularly those arising from the introduction of containerization. Juan Pérez Roa, President of the Puerto Rico port workers' union and a Vice-President of the American International Longshoremen's Association, gave an account of the considerable experience his union had acquired in seeking to counter any adverse effects from the use of capital-intensive cargo-handling equipment.

85.

An ITF Latin American Conference on Labour Legislation in the Transport Sector was held in Lima, Peru, from 10 to 14 September 1973. Transport union leaders and labour lawyers throughout the Region met together to discuss labour legislation affecting transport workers in the Region and to analyze the legal, social and political framework within which labour relations in the transport sector had to be conducted. Lectures were given on collective bargaining; technological developments in transport; co-determination; cooperatives; technology and social change in Latin America; legislation binding the transport worker to his employer; transport as a factor in social and economic development; and the transport workers' right to strike.

86.

On 11 September 1973 the Chilean military forces deposed the constitutionally elected government of President Allende, who lost his life in the military assault on the Presidential Palace. A Statement was issued by the General Secretary, and disseminated in Latin America by the Director of the ITF's Regional Office in Lima, denouncing the coup and a further statement was later adopted by the Executive Board at its meeting on 30 and 31 October 1973 (see page 153).

TURKEY

87.

The ITF sponsored a seminar on technological change for its Turkish affiliates in Istanbul from 5 to 9 November 1973. This was the first occasion on which the Turkish transport workers' unions had together considered both their particular and common problems arising from technological changes in the transport industry and their implications on transport policy, particularly in its social aspects. The unions represented among the thirty participants were the Turkish Railways Workers' Trade Union Federation (DYF-IS); the Turkish Road Transport Workers' Federation (TUMTIS); the Dockers' Union (LIKAT-IS); and the Civil Aviation Workers' Union (HAVA-IS). Each presented papers on its own special area of concern and these were then discussed by the seminar and related to the situation in other sectors of the industry. A special feature was lectures by Sydney Weighell, Assistant General Secretary of the British NUR, who led a discussion on developments in the railway industry, and by Professor Faruk of Istanbul University, who dealt with transport developments and problems in Turkey. Harold Lewis, Assistant General Secretary lectured on the ITF and its activities.

VI

SECTIONAL ACTIVITIES

RAILWAYMEN'S SECTION

88.

SECTION COMMITTEE

At the end of 1973 the Section Committee was composed as follows :

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Africa		
West Africa	E. Okei-Achamba (Nigeria)	
East Africa	W. J. Opiyo (Kenya)	
North Africa	A. Ayoub (Tunisia)	M. Klila (Tunisia)
Asia		
India	Priya Gupta	D. D. Vasisht
Japan	Vacant ¹⁾	K. Meguro
Malaysia	Yahaya bin Mohd. Ali	S. R. Perumal
Taiwan	Huoo-Muh Liou	T. Yao
Europe		
Austria	K. Kirchner	E. Ulbrich
Benelux	P. L. Herin (Belgium)	Vacant ²⁾ (Netherlands)
Denmark	E. Greve Petersen (<i>Vice-Chairman</i>)	B. Aanaes
Finland	U. Keijonen	I. M. Erich ³⁾
France	L. Buonaccorsi	R. Decoudun
Germany	H. Frieser H. Wittkopp	H. Vomberg
Great Britain	S. F. Greene (<i>Chairman</i>)	A. P. Coldrick R. Buckton
Israel	H. Cohen	
Italy	P. Iannone	A. Nezi
Norway	E. Halvorsen	O. Anfinsen
Sweden	L. Linderstål ⁴⁾	S. Pettersson
Switzerland	L. Joye	
Spain	A. Hernandez Vizcaino	

Latin America

Argentina, Chile,
Uruguay

Bolivia, Peru

Colombia, Ecuador,
Venezuela

Mexico, Central America

G. Alonso
(Argentina)

E. Casanova
(Bolivia)

A. Salinas
(Venezuela)

M. Villanueva
(Mexico)

M. T. Alvarado
(Costa Rica)

E. Jara
(Chile)

M. Alcazar
(Peru)

L. Estupinan
(Ecuador)

J. Martinez
(Mexico)

E. Garcia Pais
(Honduras)

North America

Canada

U.S.A.

M. Rygus
D. Secord

D. S. Beattie
H. Crotty

W. C. Y. McGregor
R. A. Gingerich

J. F. Otero
M. Guinan

¹⁾ S. Nakagawa died in December 1973

²⁾ G. J. H. Alink retired in 1973

³⁾ A. Jaakonsalo died in September 1971

⁴⁾ Replaced A. Waimon

89.

Transport Policy Sub-Committee

At the end of 1973 this Sub-Committee was composed as follows:

F. Prechtl

P. Potums

H. Frieser

W. Mikkelsen

J. Mulder

vacant

vacant

vacant

Railwaymen's Union, Austria—Chairman

CGSP Cheminots, Belgium

GdED, Germany

GdED, Germany

Transport Workers' Union, NVV, Netherlands

FO, France

FMC, France

SEV, Switzerland

In accordance with the decision to set up this Sub-Committee (Mexico City, November 1969), all the documents prepared for its meetings were to be established in German only. However, on the understanding that no further work would fall on the ITF Secretariat, it was agreed at the Section Committee meeting held in Istanbul from 1-3 March 1972, that representatives of the French unions would participate in future meetings.

90.

Urban Transport Sub-Committee

For the railway membership of this Sub-Committee see item 104 below.

91.

Sub-Committee on Working Conditions (Footplate Staff and Train Guards)

In accordance with the decision taken by the Section Committee at its meeting in Istanbul, 1-3 March 1972, a Sub-Committee has been set up to look more closely into the question of working conditions of certain categories of railwaymen, in the first instance, footplate staff and train guards.

The first meeting of this Sub-Committee has been scheduled for March 1974 in conjunction with the Section Conference at Basle, Switzerland.

At the end of 1973, the Sub-Committee was composed as follows:

<i>Country</i>	<i>Member</i>
Austria	K. Kirchner
Belgium	G. Cuvelier
Denmark	E. Greve Petersen
Finland	Ilkka M. Erich
France	H. Pradal (FO)
Germany	H. Friesser R. Schäfer
Great Britain	R. Buckton (ASLEF) S. Weighell (NUR)
Irish Republic	F. Smyth
Italy	vacant
Luxembourg	vacant
Netherlands	C. Kuypers J. Mulder
Norway	G. Dønder (Locomotivemen) S. Kvilekval (Railwaymen)
Sweden	I. Olsson
Switzerland	H. Nydegger
Turkey	S. Akova

92.

MEETINGS

Section Conference, July 1971

A Section Conference was held in conjunction with the Vienna Congress. It was attended by 116 delegates and advisers from 22 countries. Sir Sidney Greene (NUR, Great Britain) was in the Chair and was also elected Rapporteur. Sir Sidney Greene was re-elected Chairman of the Section and E. Greve Petersen (Denmark) was elected Vice-Chairman.

No further Section Conference was held during the period under review, but at the time of preparing this Report, such a Conference was planned for March 1974 in Basle, Switzerland.

93.

Transport Policy Sub-Committee, Königstein, Germany, 2-4 March 1971

At this first meeting of the Sub-Committee, members considered ITF representations on transport policy at meetings organized by the European Conference of Ministers of Transport (ECMT) and the Inland

Transport Committee of the U.N. Economic Commission for Europe (ECE) as well as the exchange of information on transport policy matters between the railwaymen's unions in the EEC and other ITF railway affiliates in Europe. It was felt that certain urgent problems should be tackled on an ad hoc basis, i.e. the introduction of automatic couplings, technical and reorganizational measures aiming at higher operating speeds in rail transport, the application of cybernetics to railway operations and the complex of questions relating to the railway's public service obligations and their financial viability. The meeting agreed that the Chairman (F. Prechtl) would prepare a paper dealing with long-term objectives for the European railways.

94.

Transport Policy Sub-Committee, Brissago, Switzerland, 6-7 May 1971

The second meeting of this Sub-Committee adopted the document prepared by the Chairman entitled "Transport Policy Objectives with Regard to the European Railways" (see page 154), which was subsequently adopted by the Section Conference held in conjunction with the Vienna Congress. It further discussed W. Mikkelsen's (Germany) analysis of the financial situation of the German Federal Railways, complemented by corresponding information relating to other European railway undertakings (SNCFB-BS, NS, SNCFL, SBB-CFF).

95.

Section Committee, Istanbul, 1-3 March 1972

This meeting of the Railwaymen's Section Committee was attended by 29 members from Austria, Belgium, Canada, Denmark, Finland, France, Germany, Great Britain, Italy, Rhodesia, Sweden, Switzerland, Taiwan, Tunisia and Turkey. The hosts were the Turkish Railwaymen's Federation (DYF-IS).

96.

The main items on the agenda were Working and Duty Hours, Social Repercussions of Modernization Measures, High-Speed Rail Transport, Rail Safety, Transport Policy, ILO Inland Transport Committee, 9th Session (Geneva, 24 April — 3 May, 1972) and a special item on Turkish Railwaymen's Problems.

97.

The Committee set up a special sub-committee on working hours (see item 91 above). The question was to be examined primarily in connection with certain proposals drafted by the EEC Commission for the harmonization of working hours of train staff.

98.

In considering the future Section working programme, the Committee decided to place special emphasis on transport policy, particularly representations to the ECMT and on the design of the driver's cab of the projected Advanced Passenger Train (APT).

99.

The Committee approved the main principles of a draft resolution on the social repercussions of modernization measures to be considered by the Workers' Group with a view to submission to the 9th Session of the ILO Inland Transport Committee (see item 101 below). The Committee further gave special consideration to a report prepared by the Secretariat dealing with Turkish railwaymen's problems and adopted a resolution on the subject (see page 159).

100.

Transport Policy Sub-Committee, Vienna, 22-23 June 1973

At this third meeting, the Sub-Committee discussed various matters of transport coordination and transport in conurbations. On the question of transport coordination, it was stated that transport policies should benefit the public as a whole and aim at optimum economic effectiveness. The nature of such policies must therefore be determined by what is best for the largest number of people. An effective transport system is a basic necessity for modern industry, but if transport supply is allowed to develop exclusively in accordance with prevailing demands, the free play of market forces will not, but itself, lead to a satisfactory solution. The public character of transport therefore requires carefully coordinated measures of intervention by the central authorities. The main problems of transport in conurbations are due to the imbalance created by the demands of transport users and the inadequacy of available road space and services. Transport policy measures aimed at optimum utilization of available urban transport systems and facilities must, at the same time, aim at increased economic and social usefulness, whilst taking due account of the need to reduce the adverse effects on the environment.

101.

INTERNATIONAL LABOUR ORGANISATION

**9th Session of the ILO Inland Transport Committee
(Geneva, 24 April to 3 May 1972)**

At its meeting in Istanbul (March, 1972), the Section Committee considered a document prepared by the Secretariat and setting out developments following the adoption by the 7th Session of the ILO Inland Transport Committee (Geneva, 1961) of Conclusions on "*Social Consequences of Changing Methods and Techniques in Railways and Road Transport*" and the subsequent adoption by the 27th ITF Congress

(Helsinki, 1962) of an "ITF Social Charter on the Rationalization and Modernization of Railways". Following a review of developments at national level in the intervening period and consideration of the general lines of future ITF policy in this area, it was agreed that the Section Secretary should establish the text of an appropriate Draft Resolution for submission to the 9th Session of the ILO Inland Transport Committee. Although the 9th Session would be primarily concerned with road transport questions, and this would necessarily be reflected in the composition of the Inland Transport Committee on this occasion, it was felt that a suitable draft concentrating on the main points set out in the Social Charter might have some chance of adoption by the 9th Session. This would have been a move towards rectifying the highly unsatisfactory situation left by the adoption of the 1961 Conclusions.

102.

In the event, the Draft Resolution concerning Modernization and Rationalization in the Railway Industry submitted by the Workers' Group at the 9th Session of the ILO Inland Transport Committee only failed to be adopted on a procedural technicality. The voting was 73 for, none against, and 68 abstentions. The Resolution failed to obtain the stipulated quorum (i.e. the number of votes cast for and against was less than half the total number of delegates present at the Session and entitled to vote). When one considers that the number of votes in favour was, in fact, more than half the total number of votes recorded, it is clear that the resolution only fell through because of the procedural rules.

ROAD TRANSPORT WORKERS' SECTION

103.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1973 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Australia	J. L. Waters	
Austria	W. Follrich ¹⁾	
Belgium	E. Baudet	M. Vergracht
Denmark	K. Ellegaard	
Ecuador	L. Salas M.	
Finland	M. Veirto	E. Vahter
France	W. Gitler ²⁾	
Germany	K. Haussig W. Matthies	W. Murche ³⁾ H. Vomberg
Great Britain	J. Jones G. Kiely	A. Kitson K. Jackson J. Moore L. Smith

Irish Republic	C. Kirwan	J. Cullen
Israel	Y. Woschina	
Italy	M. Di Mario	
Japan	T. Otsuka	K. Kai
Netherlands	S. Barendrecht	C. Z. de Vries
Nigeria	V. M. I. Jack	
Norway	A. Bakke	W. Kolstad
Sweden	H. Ericson (Chairman)	Vacant ⁴⁾
Switzerland	E. Gygax	P. W. Küng ⁵⁾
Tunisia	I. Lejri	S. Mili
Venezuela	J. J. Gonzales	

¹⁾ Replaced O. Luczensky

²⁾ Replaced P. Felce

³⁾ Replaced K. Haussig

⁴⁾ S. Jönsson resigned October 1973

⁵⁾ Replaced G. Fankhauser

H. Koppens, former Chairman, retired from the Section Committee at Congress in 1971. He was presented with an ITF Gold Badge.

The Vice-Chairman, Brother Bruno Frank, resigned from his union (OeTV) on 31 December 1972 and at the same time resigned from the Road Transport Workers' Section Committee. He was replaced by K. Haussig.

104.

Urban Transport Sub-Committee

The composition of this Committee at the end of 1973 was as follows :

Road Transport Members

M. Vergracht	Secteur Tramways, Vicinaux et Autobus de la CGSP, Belgium
W. Matthies	OeTV, Germany
L. Smith	T&GWU, Great Britain
P. L. Oosterbaan	Transport Workers' Union, NVV, Netherlands

Railway Members

W. Mikkelsen	GdED, Germany
F. Lane	NUR, Great Britain
D. MacKenzie	TSSA, Great Britain

105.

Section Sub-Committee

At the end of 1973 the composition of the Section Sub-Committee — set up to deal with drivers' working hours, driving hours and rest periods, safety and health questions etc. — was as follows :

H. Ericson	STF, Sweden, <i>Section Chairman</i>
K. Haussig	OeTV, Germany
K. Jackson	T&GWU, Great Britain
P. W. Küng	VHTL, Switzerland

106.

MEETINGS

Section Sub-Committee, Stuttgart, 26-27 May 1971

H. W. Koppens (Netherlands) chaired the meeting, which discussed the revision of ILO Convention 67 and motions submitted by British affiliates on working hours, weekly rest periods, etc. It was agreed that the Section Working Programme should include the construction of vehicles and efforts to obtain a high level of trade union organization in the road haulage industry.

107.

**Joint ITF/PSI Committee on Urban Transport Questions
25-26 February 1972**

This meeting was attended by W. Matthies, German Public Service and Transport Workers' Union (OeTV); S. Stappung, Swiss Public Service Workers' Union (VPOD); C. W. Franken, General Secretary, Public Services International (PSI) and C. Iddon (ITF Secretariat).

108.

The Committee reviewed recent developments with regard to working conditions and the organization of urban transport generally. Particular attention was given to the following items: 1. Job security and mobility of labour in urban transport (particularly with regard to transferability of pension or other rights). 2. Medical services in urban transport (with special reference to the determination of certain health risks specific to workers in urban transport). 3. Training methods in urban transport. The meeting also endorsed the draft of a resolution for consideration by the Workers' Group with a view to submission to the 9th Session of the ILO Inland Transport Committee.

109.

Section Committee, Villingen, 12-13 October 1972

The Agenda for this Meeting included discussion of further action to be taken on the Conclusions adopted by the 9th Session of the ILO Inland Transport Committee (see item 123 below), working hours in road haulage (developments following the adoption of the Resolution on Working Conditions in the Road Haulage Sector by the last ITF Congress), recent developments in connection with the training of drivers, the construction of vehicles and the Agenda for the next Section Conference.

110.

The Committee discussed the results of the 9th Session of the ILO Inland Transport Committee (April/May 1972) and approved the text of a submission to the ILO Governing Body concerning the convening of a Committee of Experts to consider the revision of ILO Convention 67.

111.

Members of the Committee exchanged detailed views on the implementation of the "Resolution on Working Conditions in the Road Haulage Sector" adopted by the ITF Vienna Congress (August 1971), with particular reference to recent developments in the EEC. B. Jonckheere (Secretary, ITF "Brussels" Committee) informed the Committee that the Commission had now finalized its proposals in respect of daily and aggregate weekly spreadover. The Committee decided to reaffirm the principles of the Vienna Resolution and, in particular, to intensify efforts to discourage the manufacture and use of vehicles equipped with bunks and the practice of manning vehicles with two drivers.

112.

The Committee discussed training of drivers in the light of the "Statement on Status and Training of Professional Drivers", adopted by the Stuttgart Section Conference (September 1967), and an EEC draft Council Directive on Criteria for Establishing an Examination of Professional Proficiency for Drivers Engaged in Road Goods Transport. Various speakers informed the Committee of recent developments in this area in their own countries (notably in Austria, Federal Germany, Netherlands, Sweden and Switzerland). Members from the UK expressed concern at the situation which was likely to arise in their country as a result of the EEC draft Council Directive and expressed their resolute opposition to this document. The Committee noted the views put forward by the UK members.

113.

The Committee reviewed recent developments within the United Nations Economic Commission for Europe (ECE) concerning the construction of vehicles with particular reference to the impact resistance of drivers' cabs of utility vehicles.

114.

Section Conference, London, 23-24 October 1973

The Conference was attended by 36 delegates from 14 unions in Austria, Belgium, Denmark, France, Germany, Irish Republic, Luxembourg, Netherlands, Sweden, Switzerland and the United Kingdom. B. Jonckheere, representing the Transport Trade Union Committee of the European Community (ITF), was present as an observer. The following questions were discussed by the Conference: Legal Assistance to Drivers Abroad; questionnaire on Working Conditions in Road Transport; provisional nominations for workers' experts to represent the ITF at the ILO Expert Committee on working hours and rest periods in road transport to be held in Geneva in the autumn of 1974; and recent developments in the EEC on the fitting out of drivers' cabs and the carriage of dangerous goods by road.

115.

The Conference noted with regret that a mere nine unions from seven countries had so far ratified the ITF Agreement on Legal Assistance to Drivers Abroad. After a detailed discussion, those unions who had not yet ratified the agreement were urged to do so. If this should prove impossible, the unions were asked to submit amendment proposals, so that the Agreement could be made acceptable to all unions.

116.

The Conference urged all affiliated unions to reply to the questionnaire sent out by the ITF Secretariat in 1972 concerning working conditions in road transport and to make every effort to return the completed questionnaire by Spring 1974. The Section Chairman, H. Ericson, remarked that the economic and political situation had undergone radical changes, especially in Europe, since the last Congress was held in Vienna in 1971, and he stressed the importance of establishing an international policy for the Road Transport Section. This was even more essential in view of the fact that ITF affiliates were also bound by regional agreements. The policies of the regional groups should, however, not be allowed to grow too far apart. The replies to the questionnaire would enable the Section Secretary to prepare a report on this question for presentation to the Stockholm Congress.

117.

An exhaustive discussion was held on the latest developments within the EEC. Fears were expressed to the effect that the discussion concerning the fitting out of drivers' cabs, including the question of bunks, would run counter to the decision taken in Vienna in 1971, which had advocated that the introduction or construction of bunks should be strenuously opposed. The resolution adopted at the 1971 Congress was reiterated, and with regard to the carriage of dangerous goods, it was decided to assemble additional information in order to acquire detailed knowledge on this issue.

118.

The following provisional nominations were made for ITF representatives to attend the forthcoming ILO Expert Committee on working hours and rest periods in road transport, expected to meet in Geneva in the autumn of 1974: H. Ericson (Section Chairman, Sweden); K. Haussig (OeTV, Germany); C. Iddon (GdED, Germany); K. Jackson (TGWU, United Kingdom); P. W. Küng (VHTL, Switzerland); and J. Hauf (ITF).

119.

INTERNATIONAL LABOUR ORGANISATION

**ILO Inland Transport Committee, 9th Session, Geneva
24 April to 3 May 1972**

This Session the Inland Transport Committee was attended by governmental, employers' and workers' delegates from Argentina, Australia, Austria, Belgium, Brazil, Canada, Ethiopia, Finland, France, German Federal Republic, India, Israel, Italy, Japan, Malaysia, Mexico, Morocco, Netherlands, New Zealand, Nigeria, Pakistan, Portugal, Sweden, Switzerland, Ukraine, United Arab Republic, United Kingdom, USA, USSR and Zaïre.

120.

In addition to the General Report reviewing recent developments in all sectors of Inland Transport and, in particular, action taken by the ILO and in the various countries in pursuance of Conclusions and Resolutions adopted by previous Sessions of the Inland Transport Committee, the Agenda of the 9th Session included two main technical items dealing exclusively with road transport:

- a) Working Conditions and Safety Provisions applying to Persons employed in Road Transport;
- b) Basic and Advanced Vocational Training in Road Transport.

121.

A preliminary meeting of workers' participants from ITF affiliated unions was held under ITF auspices on 22 and 23 April 1972. This was attended by Rudi Faupl, Workers' Member of the ILO Governing Body; Mr. W. Stoermann and other representatives of the International Labour Office; J. Vanderveken and A. Heyer of the ICFTU Geneva Office; and 21 delegates from 12 ITF affiliated unions. The meeting considered drafts prepared by the ITF Secretariat relating to the two special road transport items as well as urban transport, the social consequences of modernization and rationalization of railways, the provision of assistance to developing countries for the development of vocational training schemes in road transport and consideration within the ILO of various questions relating to civil aviation.

122.

The following principal officers of the Inland Transport Committee were nominated by the ITF affiliated unions and subsequently elected by the Inland Transport Committee :

Workers' Vice-Chairman of the Inland Transport Committee :

H. Ericson (SWEDEN, Chairman of the ITF Road Transport Workers' Section);

Chairman of the Workers' Group :

B. Frank (Federal Republic of GERMANY, Vice-Chairman of the ITF Road Transport Workers' Section);

Vice-Chairman of the Workers' Group :

W. Winpisinger (USA);

Workers' Vice-Chairman of the Sub-Committee on Working Conditions and Safety Provisions applying to Persons employed in Road Transport :

K. Jackson (UNITED KINGDOM);

Workers' Vice-Chairman of the Sub-Committee on Basic and Advanced Vocational Training in Road Transport :

R. M. Perez (ARGENTINA).

123.

The Conclusions adopted by the 9th Session on Working Conditions and Safety Provisions applying to Persons employed in Road Transport can be described as unsatisfactory insofar as they contain no specific proposals for the limitation of weekly and daily hours of work or with regard to the minimum duration of weekly and daily rest periods. The relevant paragraphs (paras. 4 to 7) simply lay down the general principle that *basic minimum standards* with regard to weekly and daily hours of work, maximum daily and weekly driving time, maximum continuous driving time, the spreadover of the working day, the number, duration and spacing-out of rest periods, the limitation of overtime and definition of hours creating an entitlement to increased pay, etc., *should be laid down by legislation*. The actual establishment of minimum international standards on these matters is left to a *Committee of Experts* which the Sub-Committee requested the ILO Governing Body to convene as a matter of urgency "with the task of examining all the problems covered by the Convention (i.e. the Hours of Work and Rest Periods (Road Transport) Convention, 1939 (No. 67)) in the light of recent developments and the results of the present session and of formulating recommendations in regard to the nature and form of action to be taken . . .".

124.

Since it is the policy of the ITF Road Transport Workers' Section to bring about a revision of ILO Convention No. 67, this particular paragraph of the Conclusions must be regarded as a success for the Workers' Side, always providing, of course, that the Committee of Experts is convened at a reasonably early date and that it is able to make some progress towards the revision of the Convention. Indeed, if a new or revised Convention comes into being which is able to secure the requisite number of ratifications, this ought to have a much more direct effect in bringing about a general improvement in the standards applying throughout the world than would even the most progressive general recommendation by the Inland Transport Committee, since these are, in fact, binding on no one and have only a moral value.

125.

The full text of the Conclusions of the 9th Session on this item and on Basic and Advanced Vocational Training in Road Transport is reproduced in the Report on the Proceedings of the 9th Session prepared by the ITF Secretariat and despatched to affiliates on 19 June 1972 (Circular No. 82/Rt. 3/Rw. 7). This report also contains the texts of the Resolutions adopted on the Convening of Regional Meetings for Inland Transport; Technical Cooperation in Road Transport and other Forms of Inland Transport; Civil Aviation; the Obtaining, by the International Labour Organisation, of Information on the Conditions of Life and Work of Transport Workers; the Improvement of the Working Environment and the Protection of Workers' Health in the various Sectors of Transport; Future Action by the International Labour Organisation in the Field of Transport.

INLAND NAVIGATION SECTION

126.**SECTION COMMITTEE**

The composition of the Section Committee at the end of 1973 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Argentina	E. Venturini	
Austria	A. Lux	W. Darmstädter
Belgium	L. Eggers	
Finland	P. Kinnari	
France	J. Duniau	P. Bauchet
Germany	H. Diers (<i>Chairman</i>)	
Great Britain	T. O'Leary	
Netherlands	P. Mol (<i>Vice-Chairman</i>)	
Switzerland	K. Rebsamen	

127.

MEETINGS

A Section Meeting was held on 14 and 15 November 1972 in Stuttgart. The agenda included the following items:

1. 1963 Revised ILO Agreement concerning Working Conditions on Rhine Vessels and enforcement machinery as set out in the 1969 Protocol to the Agreement;
2. Provisions and enforcement machinery in respect of provisions on night rest covering crews of vessels engaged in day navigation;
3. Current working conditions in Rhine riparian countries;
4. Future developments in the light of plans to construct a canal linking the Rhine, the Main and the Danube;
5. Recent developments within the EEC Joint Advisory Committee for Social Questions in Inland Navigation.

Some of the major points arising from the Section's consideration of the above items are dealt with in more detail below.

128.

Rhine navigation

The main difficulty arising in this area has been the failure to reach agreement between the countries concerned with regard to the 1969 Protocol setting out penalties for infringement of the provisions concerning rest periods, manning scales etc. laid down in the 1963 Revised ILO Agreement concerning Working Conditions on Rhine Vessels. Obviously, until the Protocol has been ratified by the five countries concerned, the 1963 Revised ILO Agreement must remain more or less a dead letter. The main difficulty here has been the objections raised primarily by the Federal German government to providing penalties for infringements of the article of the Revised ILO Agreement which lays down that the daily rest period in day navigation should be taken at night. On the other hand, as long as no penalties were provided for infringement of this provision, the unions considered that it would be possible to carry out, de facto, semi-continuous navigation on vessels manned and authorized to carry out day navigation only. The Federal German government has indicated that it might be possible to find a way round this difficulty by putting forward an alternative proposal that might meet the objections raised by the workers' side. The unions indicated their willingness to consider such an alternative and decided to await a concrete proposal from the Federal German government.

129.

Further difficulties in this area arise from the overlapping of the provisions contained in the 1963 Revised ILO Agreement, the ultimate

basis of which is the Mannheim Treaty guaranteeing freedom of navigation on the Rhine, and those that may eventually be adopted by the EEC Council of Ministers in furtherance of the harmonization of social conditions in transport by road, rail and inland navigation, in accordance with the Council Decision of 13 May 1965.

130.

Working conditions

In considering and comparing working conditions in the Rhine riparian countries, the Section has been primarily concerned with achieving the necessary coordination in collective bargaining to ensure that workers in the inland navigation sector in any one country do not suffer from attempts by the employers to hold back progress in working conditions on the grounds that the workers concerned already enjoy certain advantages as against their counterparts in other countries.

Employers allege that granting such advantages impairs their competitive position as against foreign undertakings. One particular area of concern has been the variety of provisions relating to the alteration of periods of work and rest periods in continuous navigation. The crucial difficulty here has been to find a method of evaluating the total package of wages and working conditions existing under any given national agreement and establishing a comparison with the corresponding provisions under another agreement, i.e. of balancing advantages which workers of one particular country may enjoy in certain respects against those enjoyed by nationals of other countries in certain other respects.

131.

Problems of Danube boatmen

At the Section Conference held in Vienna in July 1971, a resolution was adopted dealing with the need to coordinate working conditions and manning standards on the Danube and, subsequently, to harmonize them with those on other European waterways, especially the Rhine. One of the principal difficulties confronting the ITF's Austrian affiliate representing inland navigation workers resulted from the policies and practices in respect of manning and working hours adopted by the Soviet state-owned shipping firms operating on the Danube. The vessels concerned were often manned by military personnel, thus giving these operators an undue competitive advantage in relation to Austrian vessels and thus exerting a negative pressure on the working conditions of Austrian nationals employed in inland navigation. Moreover, there is some possibility of this trend becoming more generalized following completion of the project to provide a canal link between the Rhine, Main and Danube.

DOCKERS' SECTION

132.

SECTION COMMITTEE

At the end of 1973 the Section Committee comprised:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	E. Tolosa	
Austria	R. Gryc	W. Darmstädter
Barbados	F. Walcott	
Belgium	A. Vervliet	
Denmark	A. Kruse	
Finland	P. Teikari	M. Veirto
France	J. Dunlau	R. Bauchet
Germany	H. Diers	B. Frank
Ghana	J. R. Baiden	E. O. Manukure
Great Britain	T. O'Leary	
Honduras	O. Gale	
India	M. Chatterjee	K. A. Khan
Italy	A. Ortolani	L. Betti
Netherlands	W. Hulsker	
Norway	H. Nicolaysen	O. Bakke
Peru	E. Costilla	
Philippines	R. S. Oca	D. Martinez
Sweden	G. Gustafsson	
Tunisia	M. Derouiche	
United States	T. Gleason	
Uruguay	J. M. Sotolani	
Venezuela	M. Correa	

133.

MEETINGS

Section Conference, Vienna, August 1971

This Conference took place in conjunction with the ITF's 30th Congress. It approved the report on activities for 1968 to 1970 and gave preliminary consideration to the position that the ITF should take at the 1972 ILO General Conference which was to consider the social repercussions of new methods of cargo handling. It was agreed that the Section's Working Programme should be concentrated on the problems arising from the introduction of containerization.

134.

The Conference then elected the Section Committee and unanimously elected Tim O'Leary (Great Britain) as Chairman of the Section and Wim Hulsker (Netherlands) as Vice-Chairman.

135.

Section Conference, Rotterdam, April 1972

The Section Conference in Rotterdam on 11 and 12 April was devoted mainly to considering what position the workers' representatives should take at the ILO General Conference in June 1972, the agenda of which

included an item concerning the social repercussions of new methods of cargo handling. The discussion was to be based on conclusions drawn up by the ILO after consultation with the ILO's member states and originating in April 1969 from a Tripartite Technical Meeting on Dock Labour, almost all the worker members of which had come from ITF affiliates. The Conference examined the conclusions in detail and arrived unanimously at a series of proposals on both the form and content of the international instruments which, in their view, the conclusions should give rise to.

136.

The Conference went on to consider the basic content of collective agreements governing dock work in the light of technical change. It adopted broad guidelines in the shape of a Model International Agreement to which affiliated dockers' unions would seek to conform, on the understanding that they represented minimum standards and that better standards already applied would not be affected in any way. Specifically the guidelines included a normal working week of five days and no more than eight hours per day (no more than ten, including overtime); special rates for work on Saturdays and Sundays; a recommended minimum gang of eighteen men on container work (subject to other standards arrived at by agreement); the establishment of special and jointly administered funds, financed by levies on container traffic and devoted to the benefit of all dockers; the reservation of container handling work to dock workers; and the provision of regular full-time employment for all dockers.

137.

Finally, the Conference gave its unanimous endorsement to the resolution on crews of convenience adopted by the ITF Fair Practices Committee in January 1972.

138.

The Conference was attended by forty representatives from seventeen countries.

139.

North Sea Ports Meeting, Rotterdam, April 1972

A meeting of ITF affiliated unions in the North Sea Ports was held in Rotterdam in April 1972. Unions from Belgium, France, Germany, Great Britain and the Netherlands were represented. The meeting was one of a series held periodically to review wages and working conditions, to make comparisons and to exchange experiences.

140.

INTERNATIONAL LABOUR ORGANISATION

Social Repercussions of New Methods of Cargo Handling

The 1972 General Conference of the ILO included a special agenda item on the Social Repercussions of New Methods of Cargo Handling. It is only rarely that dockers' matters are dealt with at this level and the ITF therefore made special efforts to ensure that the workers' representatives were well prepared.

141.

The relevant ILO reports were first discussed in detail at the ITF Dockers' Section Conference in April 1972 (see item 135 above) where it was decided to try to achieve both an ILO Convention, setting out general principles, and a supporting Recommendation, where those principles and practical measures to implement them could be set out in detail. Documents were then prepared for the workers' representatives at the General Conference embodying the ITF's proposals.

142.

The outcome was an almost complete success. The very idea of any kind of Convention was resisted dogmatically by the employers' side to the very end, but the workers' side was able eventually to win the majority of the governments over and secure the adoption of a report which envisaged the two instruments that the ITF advocated. The text of the report was then distributed to affiliated dockers' unions with the request that they should do all in their power to influence their governments so that the instruments were adopted when they were placed before the 1973 General Conference for a second reading.

143.

In the absence of Tim O'Leary, whose attendance was prevented by urgent commitments in Britain, Charles Fitzgibbon, General Secretary of the Waterside Workers' Federation of Australia, was elected as Workers' Vice-Chairman of the Committee on Dock Labour set up by the General Conference and Harold Lewis, ITF Assistant General Secretary, was Secretary to the worker members of the Committee.

144.

The second reading at the 1973 General Conference was far smoother sailing. The employers conceded the case for a Convention and a supporting Recommendation and the discussions were therefore confined to the content rather than the form of the instruments. The draft provisions adopted in 1972 were, if anything, marginally improved from the ITF's point of view and both the Convention and the Recommendation were eventually adopted by very large majorities.

145.

The great majority of workers' representatives on the Conference Committee which produced the final drafts of the Convention and Recommendation were drawn from the ITF's affiliates. Tim O'Leary, Chairman of the ITF Dockers' Section, was Vice-Chairman of the Committee and Chairman of the workers' side, for which Harold Lewis, Assistant General Secretary of the ITF, again acted as Secretary. The Convention (the "Dock Work Convention, 1973"), containing the basic principles, applies to all dockers who are defined as such by national law or practice. Article 1 also lays down that employers' organizations and dockers' unions have to be consulted in establishing or revising national definitions of this kind and that, at the same time, account has to be taken of new methods of cargo handling and their repercussions. This requirement of consultation is regarded by the ITF as having great significance in view of the serious disputes that have arisen in many countries when the authorities or employers have tried to take from dockers work that they had traditionally regarded as being theirs.

146.

The Convention then states that it shall be national policy to encourage the introduction of permanent or regular employment for all dockers and that in any case all dockers should be guaranteed minimum periods of employment or a minimum income. To this end, registers of dock workers must be established and dockers on those registers must have priority of engagement for dock work. The strength of the registers is to be periodically reviewed, but any reduction in the strength of the register, has to be accompanied by measures designed to prevent or minimize detrimental effects on dockers.

147.

In order to secure the greatest advantage from the introduction of new methods of cargo handling, the Convention requires governments to make it their policy to encourage cooperation between employers and unions in improving the efficiency of dock work. Where appropriate, governments themselves are to join in this cooperative effort. Governments are also required to make sure that appropriate safety, health, welfare and vocational training provisions are applied to dockers.

148.

The Recommendation (the "Dock Work Recommendation, 1973") is designed to give guidance in detail on the implementation of the principles and requirements of the Convention.

149.

The full texts of the instruments were circularized among ITF affiliates, who were asked to press their governments to ratify the Convention and apply the Recommendation.

150.

EUROPEAN ECONOMIC COMMUNITY

The Commission of the European Economic Community (EEC) organized a meeting with representatives of dockers' unions on 20 March 1973 to consider the advisability of establishing a joint advisory committee for social problems in the port industry. The ITF was represented by Harold Lewis, Assistant General Secretary, as an observer. The dockers' representatives agreed to the establishment of a committee and to the setting up of a working party to consider what issues the committee should take up. The Commission later organized a similar meeting with the port employers, who were divided on the proposal to establish a joint committee. In view of the employers' lack of unanimity, the Commission decided to have further meetings with the workers and employers separately.

151.

Vice-Chairman

Wim Hulsker resigned from his position as President of the Dockers' Section of the Dutch Transport Workers' Union in October 1972 and simultaneously from the Vice-Chairmanship of the ITF Dockers' Section. The General Secretary conveyed to him the ITF's appreciation of his great services over the years.

SEAFARERS' SECTION

152.

SECTION COMMITTEE

At the end of 1973 the Committee was made up as follows:

<i>Country</i>	<i>Member</i>
Argentina	J. Luciani
Austria	W. Darmstädter
Barbados	F. L. Walcott
Belgium	W. Cassiers
Canada	vacant
Denmark	P. Møller-Hansen
	K. Mols Sørensen
Finland	O. Keitele
Germany	H. Rake
India	L. Barnes
Israel	vacant
Italy	F. Giorgi
Jamaica	C. Francis
Japan	S. Kono
	K. Tokemata
Mexico	A. Hernandez V.
	A. Fernandez R.
Netherlands	W. Ch. van Zuylen

Norway	H. Aasarød
	O. Tennfjord
Sweden	G. Klang
	S. Wiebe
Switzerland	K. Rebsamen
Tunisia	İ. Lejri
United Kingdom	J. W. Slater
	vacant
United States	E. Shepard
	S. Wall
	vacant

153.

ASIAN SEAMEN'S COMMITTEE

At the end of 1973 the Committee was made up as follows :

<i>Country</i>	<i>Member</i>
Denmark	S. Fønsskov
Germany	H. Rake
India	L. Barnes
Netherlands	W. Ch. van Zuylen
Norway	H. Aasarød
Sweden	G. Klang
United Kingdom	J. W. Slater
	vacant
United States	E. Shepard
	S. Wall

154.

AUTOMATION COMMITTEE

At the end of 1973 the Committee was made up as follows :

<i>Country</i>	<i>Member</i>
Belgium	W. Cassiers
Canada	vacant
Denmark	P. Møller-Hansen
Germany	H. Rake
Italy	F. Giorgi
Japan	S. Kono
Netherlands	W. Ch. van Zuylen
Sweden	S. Wiebe
United Kingdom	J. W. Slater
	R. Spruhan
United States	E. Shepard
	S. Wall

155.

MEETINGS

Fair Practices Committee

Three meetings of the ITF Fair Practices Committee were held in London during the period under review (9-10 February 1971; 11-12 January 1972; and 18 July 1972) at which several members of the ITF Seafarers' Section took part (see items 193, 196 and 198 below).

156.

**Ad Hoc Meeting on Coastal and Short Sea Trades, London,
11 February, 1971**

This meeting was held to follow up discussions at a conference in September 1970 in London on the effects on seafarers of competition in European coastal and short sea trade shipping. It was agreed that seafarers should not be compelled to work longer hours than workers ashore in order to receive reasonable wages, and speedy action was necessary to achieve a reduction in seafarers' working hours. The hours and tonnage limitation provisions of the relevant ILO Convention on wages, hours and manning stood in need of drastic revision. The meeting considered a Draft Statement (see p 160) which was subsequently adopted unanimously by the Seafarers' Section Conference held in conjunction with the Vienna Congress.

157.

Section Conference, Vienna, 30 July 1971

A Section Conference was held in conjunction with the Vienna Congress in July 1971. It was attended by 76 delegates and advisers from 22 countries. D. S. Tennant (United Kingdom) was in the chair and the late W. Hogarth (United Kingdom) was elected rapporteur. A full report on the Conference was included in the 1971 Congress Proceedings.

158.

ITF Radio Officer Conference, Geneva, 16 November 1972

The Conference was attended by 12 delegates from ten Radio Officer affiliates in Europe, North America and Asia. The Agenda comprised future Maritime Distress systems; Maritime Satellites; the ITU World Maritime Administrative Radio Conference; Radio Officer Training; Exemptions from Radio Requirements of SOLAS; and the Revision of the ITF Seafarers' Charter ("radio" section).

159.

Among the decisions taken by this Conference was an agreement that the ITF Secretariat should be informed of distress cases coming to the notice of affiliates. Administrations should be made aware of the importance of the Radio Officer as a vital support for the US Administration's proposal to update the Syllabus for the Radiocommunications General Certificate which should be moved from its status as a Resolution and included in the main body of the Radio Regulations. The sea service requirements for the holder of such a Certificate should be two years, instead of one, before taking charge of Category 1 vessels. The Conference Chairman (K. A. Murphy, General Secretary of the British Radio and Electronic Officers' Union) should represent the ITF at the ITU World Maritime Administrative Radio Conference and affiliates should seek to obtain representation on national delegations. A document submitted by the Chairman (72/S. 1/6) on the "radio" sections of

the ITF Seafarers' Charter, was accepted with minor amendments. The conference unanimously decided to recommend that English be the common language for inter-ship and ship-to-shore communications.

160.

Section Conference, Geneva, 17-18 November 1972

Some fifty delegates from twenty countries in Europe, North America, Latin America, Asia and Africa attended this Conference. The main topic of discussion was the 21st Session of the ILO Joint Maritime Commission (see item 164), but the Conference further noted a report on the discussions between the ITF and the International Shipping Federation (ISF) on "crews-of-convenience" (see item 181). In addition, delegates were given verbal reports on the Radio Officers Conference held in Geneva on November 16 (see item 158) and on a Latin American Conference of Seafarers and Dockers, held in Lima, Peru, 6-10 November 1972 (see item 79). The Conference endorsed the nomination of two ITF representatives on the ILO/WHO Committee on Seafarers' Health and adopted a Resolution expressing concern at the continued detention of Pakistani seafarers in India (see Resolutions p. 161), a copy of which was subsequently sent to Mrs. Indira Gandhi, the Prime Minister of India.

161.

ITF Asian Seafarers' Conference, Singapore, 7-9 May 1973

Some fifty delegates from Australia, India, Japan, Republic of Korea, Netherlands, Norway, Pakistan, Philippines, Singapore, Taiwan and United Kingdom attended this conference which, at the end of its deliberations, adopted a Statement covering a wide area of the special problems of Asian seafarers. It referred to the need for special efforts in respect of the unionization of seafarers in Asia and observed that the systems of recruiting and engaging were in need of improvement. The ITF Secretariat was requested to draw up guidelines for a "model recruitment and engagement system" for submission to its Asian seafarer affiliates. The Statement further pledged support for any ITF action designed to prevent the exploitation of Asian seafarers by multinational shipping companies attempting to hold down the level of wages by taking advantage of the scarcity of employment opportunities, and urged Asian governments to implement the objectives of ILO Recommendation No. 139 concerning employment problems arising from technical developments on board ships. It went on to stress the need for improved medical attention and accident prevention as well as adequate benefits for seafarers forced to retire prematurely on medical grounds or as a result of the introduction of technical innovations. Finally, on the question of wages and working conditions, the Statement declared that the ultimate aim was to obtain the rates of pay and conditions of employment of all seafarers — except in the case of flag-of-convenience ships — should be those of the country whose flag the vessels was flying. On the question of pay, therefore, the Conference agreed:

- "1. That, without prejudice to any superior rates of pay already in existence or which may be negotiated in the future by national trade union organizations, no able seaman or equivalent rating anywhere in the world should receive as absolute minimum pay less than the figure quoted in ILO Recommendation 109 on Wages, Hours of Work on Board Ship and Manning, as adjusted from time to time. (This figure adopted in 1972 is £48 sterling or US\$115).
- "2. That the rates of pay of other ratings should be adjusted pro rata to any increase of pay necessary in adjusting the able seaman's rate to the ILO figure. At the same time due consideration must be given to maintaining adequate differentials between the rates of pay of officers and ratings.
- "3. That these rates should be paid without any reduction in present manning.
- "4. That the General Secretary of the ITF be authorized to bring the Conference's decision to the notice of the International Shipping Federation with a request that these rates of pay be implemented by 1 September 1973.
- "5. That all affiliates present, Asian, Australian and European, pledge themselves to assist by all means open to them the achievement of the above rates of pay and also to ensure that the employment opportunities of Asian seafarers should not be jeopardized. To this end, unions were requested to inform the ITF of any case where a shipowner changed the nationality of a crew or reduced the manning of a vessel without prior agreement with the union or unions concerned."

162.

Joint Seafarers' and Dockers' Conference, Hamburg, 29 May 1973

The above Conference was attended by 25 representatives from ITF-affiliated seafarers' and dockers' unions in Denmark, Finland, Germany, Italy, the Netherlands, Norway, Sweden and the United Kingdom. The Conference had been convened to discuss how best to assist the German Transport and Public Service Workers' Union (OeTV) in connection with any industrial action the union might consider necessary in its struggle to force German shipowners not belonging to the German Shipowners' Association to negotiate agreements with the OeTV (see item 20).

163.

Ad Hoc Meeting on Concessionnaire Operations in the Cruise Trades, London, 26 November 1973

At the initiative of the ITF, representatives of seafarer affiliates affected by the trend towards concessionnaire operations in the cruise trades met in London to consider the consequences of the continuing withdrawal of passenger liners from scheduled services and their subsequent use as

cruise vessels. There is an increasing tendency on the part of the operators of such liners and other vessels engaged in the cruise trades to contract out some or all departments responsible for the hotel and catering functions aboard such vessels, a state of affairs that has caused great concern among those ITF affiliates whose members have already suffered or are likely to suffer considerable hardship because of this development.

A preliminary exchange of views was held and the ad hoc meeting was then adjourned until January 1974 to allow for a more detailed review of the subject.

164.

INTERNATIONAL LABOUR ORGANISATION

Joint Maritime Commission, (Geneva 21st Session), 20 November — 1 December 1972

The agenda for the meeting comprised industrial relations in the shipping industry; seafarers' holiday with pay; protection of young seafarers; flags of convenience; minimum basic wage of able seamen and continuity of employment of seafarers. Most seafarers members and advisers came from ITF-affiliated unions and the Chairman of the ITF Seafarers' Section, the late W. Hogarth, was the spokesman of the group. The Session unanimously adopted a Resolution proposing to reduce the interval between maritime session of the ILO by more than half and further unanimously adopted resolutions on all the agenda items. On the subject of flags of convenience, shipowners raised objections to the title of the resolution and a revised title was agreed on. From the ITF Secretariat, the General Secretary and Seafarers' Section Secretary attended the JMC Session as Secretary and Assistant Secretary to the Seafarers' Group.

165.

Joint ILO/IMCO Committee on Training, London, 2-6 July 1973

The seafarer members at this 3rd session of the Joint Committee were: E. Nevin (UK—Seafarers Vice-Chairman), J. D. Randeri (India), Captain W. L. Rich (United States), J. W. Slater (United Kingdom) and W. Ch. Van Zuylen (Netherlands). They were assisted by the Section Secretary and ten other advisers from ITF-affiliated Unions. The Joint Committee agreed, among other things, that the "Document for Guidance—1970" (training guide issued jointly by the ILO and IMCO) should be expanded to reflect the substance of an IMCO Sub-Committee Recommendation on training and qualifications of officers and crews on board ships carrying dangerous chemicals, supplemented by proposals put forward by seafarer and shipowner members. Seafarer members further requested that consideration be given at future meetings of the Joint Committee to the training of officers and crews on gas carriers.

166.

**ILO/WHO Committee on Seafarers' Health, Geneva,
17-21 September 1973**

ITF-affiliated seafarers were represented at the 5th Session of this Committee by K. Mols Sørensen (Denmark—Acting Chairman of ITF Seafarers' Section and Vice-Chairman of the ILO/WHO Committee Meeting) and G. Gerdes (Germany); they were accompanied by the Section Secretary and four other advisers from ITF affiliates. Four technical resolutions were adopted by the Committee on: medical and first-aid training for ship personnel; preventive care of teeth and mouth and emergency dental facilities for seafarers in ports; medical examination of crew members on tankers carrying chemicals in bulk; and hypothermia. In a fifth resolution—on the future work of the Joint Committee — delegates called for a review of the recommended contents of the ship's medicine chest, for priority to be given to the subject of medical recording, for the "International Medical Guide for Ships" to be updated and for the next session of the Joint Committee to be arranged as speedily as possible.

167.

INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION

General

During the period under review, the ITF Secretariat has devoted some considerable time to various activities organized by or under the auspices of IMCO. There has been a significant intensification and expansion of the work undertaken by IMCO since 1971 and the importance of the organization ⁽¹⁾ as an international maritime safety agency has increased in proportion. Thus, the ITF representatives at IMCO have at all times endeavoured to steer the various IMCO bodies on to a course beneficial to all seafarers and have resisted attempts to use an expanding IMCO for purposes alien to the concepts of maritime safety. The Section Secretary and an increasing number of representatives of affiliates organizing seafarers have attended several meetings of IMCO's governing and subsidiary bodies, in particular the Assembly, the Maritime Safety Committee, the Sub-Committees on Standards of Training and Watchkeeping, on Radiocommunications and on Life-Saving Appliances, and, when required, the ITF Secretariat has called preparatory meetings in conjunction with IMCO meetings.

It would be almost impossible, for reasons of space, to give a detailed report here on the activities of IMCO, and in any case many of our affiliates concerned could be presumed to have been duly briefed by the relevant national authority. Suffice it therefore to give a short account of the main developments and trends at IMCO.

¹⁾ At the end of 1973, the membership of IMCO stood at 84 countries as compared to 12, the number of States which became Parties to the Convention on IMCO in 1948.

168.

International conferences

Two specialized conferences of particular interest to the ITF seafaring membership were convened by IMCO during the period under review:

- A Conference on the Revision of the International Regulations for Preventing Collisions at Sea (1972); and
- An International Conference on Marine Pollution (1973).

At the former, new collision regulations were adopted which, unlike the previous regulations, have been adopted as attachments to a Convention. A more rapid amendment procedure has been introduced, thus obviating the need for a conference to update the regulations. Among the features of the new regulations are the recognition of the increasing use of radar, the coverage of traffic separations schemes and manoeuvrability of large vessels in confined areas as well as improved standards with regard to navigation lights and sound signalling apparatus. Technical details for use by shipbuilders, manufacturers of equipment, maritime authorities and others are contained in separate annexes. The Convention comes into force when at least fifteen States with an aggregate tonnage or number of merchant vessels (of 100 g.r.t. or more) of at least 65% of the world total tonnage have signed it. However, for administrative reasons, this will not take place before 1 January 1976.

169.

The second conference drew up a new International Convention for the Prevention of Pollution from Ships (1973) which contains provisions aimed at eliminating pollution of the sea by oil as well as by other operationally discharged noxious substances and at reducing the amount of accidentally released oil. When the Convention enters into force it will supersede the 1954 Pollution Prevention Convention.

The following are the main features of the Convention:

- segregated ballast tanks for new oil tankers;
- reduction of maximum permissible quantity of dischargeable oil in a ballast voyage from 1/15,000 to 1/30,000 of the cargo carrying capacity for new oil tankers;
- capability on board retention and “load on top” or reception centre discharge for all oil-carrying ships;
- special requirements regarding the control of pollution by noxious liquid substances carried in bulk;
- provisions relating to the prevention of pollution by harmful substances carried by sea in packaged forms or in all sorts of containers;
- provisions relating to the prevention of pollution by sewage and garbage from ships;
- an accelerated amendment procedure.

The Convention will enter into force twelve months after ratification by fifteen states constituting at least 50% of the world's merchant shipping. An appropriate body designated by the IMCO Assembly will deal with proposed amendments to the Convention, which will also form part of the Law of the Sea and will therefore be forwarded to the next UN Law of the Sea Conference for consideration.

170.

Safety of Navigation

The IMCO Assembly has invited governments to make it an offence for ships under their flag to proceed against the established direction of traffic flow in traffic separation schemes adopted by IMCO. Several major maritime nations are reported to have heeded this advice by introducing appropriate legislation. Work has also been progressing on an improved system for international promulgation of navigational warnings and the unification of wreck-marking and buoyage systems in international waters.

171.

Search and rescue

IMCO is preparing an International Organizational Plan for Search and Rescue (to be attached to a formal convention) and has established an ad hoc group of experts for this purpose. The ITF was represented at a meeting of the group held in New York in May 1973, through the good offices of the American Radio Association.

172.

Radiocommunications

The relevant IMCO Sub-Committee has been hard at work attempting to improve the present maritime distress system and preparing for the 1974 Maritime World Administrative Radio Conference which will be revising the international radio regulations. The ITF's "radio" affiliates have played an active part in this work and have so far been successful in several areas. For example, they have gained support for the idea that the SOLAS Convention should be altered so that the listening watch on 500 kHz should be discontinued to enable the radio officer to carry out urgent repairs or maintenance work. Furthermore, many points made by the ITF representatives have been included in an IMCO policy document on the development of the Maritime Distress System, e.g. that such a system should be evolved as a natural development of the present system and that the training of radio officers should be expanded. K. A. Murphy (REOU — United Kingdom), in an expert/observer capacity, attended the meetings of this sub-committee on behalf of the ITF Secretariat.

173.

International Maritime Satellite System

IMCO has established a Panel of Experts to undertake preparatory work on an organizational plan for an international maritime satellite system. The plan is intended to cover the principle of establishing the system, its operational, technical and economic feasibility, and the type of organization and institutional arrangements to be made (e.g. operating, technical, administrative and legal aspects). The panel has already met on several occasions and among the subjects discussed were the maritime meteorological requirements and sharing possibilities between aeronautical and maritime services. K. A. Murphy (REOU — United Kingdom) has represented the ITF Secretariat on the Panel.

174.

Life-Saving Appliances

The relevant IMCO Sub-Committee has been discussing a number of proposed amendments to the SOLAS Convention as well as the possibility of introducing a new “philosophy” with regard to the provision and inter-arrangement of life-saving appliances. As a result of the sub-committee’s work, IMCO’s governing bodies have adopted a number of resolutions and recommendations, including a Recommendation concerning the use of retro-reflective tapes on life-saving appliances, sponsored by the Section Secretary who acted as Chairman of the Drafting Group which produced this Recommendation, as well as a Resolution concerning the interval between surveys of inflatable life-rafts (now twelve months until further notice). A matter which still remains unresolved within the sub-committee is the ratio between lifeboats and life-rafts on cargo ships.

175.

Training

The Maritime Safety Committee’s decision to appoint a Sub-Committee on Standards of Training and Watchkeeping will no doubt make an important contribution towards improving the level of safety at sea as long as it is understood that any such standards are determined in harmony with the aims and objectives of the ILO. The terms of reference of the Sub-Committee is to lay down the basic principles to be observed in keeping a safe watch; to study the formulation of mandatory minimum international standards of training and certification of mariners and to make relevant proposals; as well as to prepare the IMCO position on matters to be considered in the Joint ILO/IMCO Committee on Training or elsewhere within the UN organization. The Sub-Committee has met three times and as a result IMCO has adopted a Recommendation on Basic Principles and Operational Guidance relating to Navigational



Watchkeeping. Efforts are being made to co-ordinate the work of the Sub-Committee with that of the Joint ILO/IMCO Committee on Training, and it is to be hoped that a suitable working arrangement will be arrived at between the two organizations in this area, despite the early set-backs which have occurred. ITF affiliates concerned have played a very active rôle in the work of this Sub-Committee, notwithstanding the fact that there are governments which, for one reason or another, still persist in denying seafarer organizations representation on national delegations to IMCO meetings.

176.

Miscellaneous

During the period under review, a considerable number of other recommendations, resolutions and statements of direct or indirect interest to seafarers have been adopted by IMCO's governing bodies. Again, for reasons of space, only a few are mentioned below:

Recommendations on: the safe stowage and securing of containers on deck of general cargo vessels; emergency position-indicating radio beacons; the safe practice on handling dangerous goods in ports and harbours.

Resolutions on: reports on incidents involving dangerous goods; fire safety of passenger ships; safety measures for periodically unattended machinery space on cargo ships; a code for the construction and equipment of ships carrying dangerous chemicals in bulk; fire safety requirements for the construction and equipment of new tankers; the observance of traffic separations schemes; a merchant ship search and rescue manual; requirements relating to tank arrangements and to the limitation of tank size from the point of view of minimizing pollution of the sea by oil. A code of safe practice for ships carrying timber deck cargoes was also adopted.

177.

It is gratifying to note that the Maritime Safety Committee has decided to lift the veil of secrecy that has surrounded the reports on vessel deficiencies submitted under Regulation 19 of Chapter I of SOLAS and that the names of the vessels concerned are now included in IMCO reports. Another satisfactory result is the fact that the Committee has instructed the IMCO Secretariat to include in future reports on exemptions from the SOLAS radio regulations the names of the governments granting such exemptions. Other encouraging developments are the proposed new style SOLAS Convention with its accelerated amendment procedure and the fact that the organization has decided to establish a Marine Environment Protection Committee with somewhat wider powers than the former Sub-Committee on Marine Pollution.

178.

IMCO/IAEA Symposium on Nuclear Ships, Hamburg, 10-15 May 1971

The ITF was represented at this symposium, jointly sponsored by IMCO, the International Atomic Energy Agency and the German government, by the Section Secretary and Captain K. Rude (Swedish Ship Officers' Association). More than fifty papers were introduced on such varying subjects as operating experience, commissioning and maintenance, propulsion plant and ship safety as well as the general, economic and legal aspects of nuclear shipping.

179.

IHO/IMCO Ad Hoc Joint Committee on the Promulgation of Radio Navigational Warnings, Monte Carlo, 21-25 May 1973

The participation by an ITF expert, K. A. Murphy (REOU, United Kingdom) was made possible under a cost-sharing arrangement entered into by affiliated radio officer unions. The agenda covered inter alia the following subjects: establishment of a world-wide radio warning system; requirements for the distribution and reception of radio navigational warnings; and preparations for the 1974 ITU World Maritime Administrative Radio Conference. The Committee recommended that a special, unspecified signal should be required to alert off-watch radio officers to vital navigational warnings and that facilities be provided for receiving printed navigational warnings by automatic means. Following the meeting, affiliates were asked to support the means of alerting suggested by the Committee with certain qualifications, for example with regard to the type of listening device to be used on the bridge and the definition of "urgent" (or vital) warnings.

180.

INTERNATIONAL TELECOMMUNICATIONS UNION

ITU World Administrative Radio Conference for Space Telecommunications, Geneva, June/July 1971

The ITF was granted observer status at this Conference and was represented by K. A. Murphy, General Secretary of the British Radio and Electronic Officers' Union. The Agenda of the conference covered the revision of the existing administrative and technical provisions of the Radio Regulations, including new provisions for the use of space radio techniques by the Aeronautical Mobile and Maritime Mobile Services, the revision of the existing Table of Radio Frequency Allocations in the Radio Regulations in relation to the use of space radio techniques and the revision of existing provisions pertaining to the procedures for frequency sharing between space and terrestrial services.

181.**INTERNATIONAL SHIPPING FEDERATION****ITF/ISF Understanding on Crews of Convenience**

At the request of the International Shipping Federation (ISF), a meeting was arranged in London on 9 March 1972 at which the ITF explained to a delegation of shipowners from Denmark, Japan, the Netherlands, Norway, Sweden and the United Kingdom how the ITF Fair Practices Committee Resolution on "Crews of Convenience" would affect owners of ships employing such crews. Further meetings were held between the ISF and the ITF during the second part of 1972 (9 August and 12 September) to follow up the discussions, during which the International Shipping Federation sought an understanding with the ITF on the question of crews of convenience which would entail that no action should be taken by ITF affiliates against vessels belonging to ISF members and carrying crews of convenience, provided that certain rates of pay and other conditions were observed.

182.

No understanding resulted, however, from these initial meetings, although a tentative proposal by the shipowners was placed before ITF Asian Seafarers' Conference held in Singapore in May 1973 (see item 161). The Singapore conference unanimously agreed that no seafarer should be paid below the ILO recommended figure of £48 or US\$115 and that the ultimate aim — except in the case of flag-of-convenience ships — should be to achieve the rates of pay obtaining in the country of the flag the vessel is flying.

183.

The ITF Secretariat later arranged another meeting with the International Shipping Federation to discuss the ITF's request that the decision made by the Asian Seafarers' Conference in Singapore be observed by ISF members. Further meetings were held in 1973 (during the months of June and August) and, finally, at a meeting on 27 November an understanding was reached between the ITF and the ISF under the terms of which Asian seafarers, as from 1 January 1974, would be paid according to scales providing at least £48 per month for an A.B. or equivalent rating, subject to special arrangements for seafarers from the Indian sub-continent. These would take into account the economic situation in Bangladesh, India and Pakistan and provided for employers of those countries to pay the rates agreed by the local National Maritime Boards (which would be at least £32 per month by 1 January 1974). Other employers of seafarers from the Indian sub-continent would pay the difference between the local rates and the £48 rate into funds (to be established in the countries concerned) for the benefit of seamen, according to the following programme :

- in respect of passenger ships — 50% on 1 January 1974
- with the remaining 50% on 1 July 1974
- in respect of all other ships — 100% on 1 January 1974

184.

It was also agreed that in the case of ships manned by Asian seafarers for the first time after 1 December 1973, their rates of pay and conditions would first be discussed by the owner with the union(s) of the flag state, except in those countries where this matter was the subject of legislation on legal decision.

185.

The ITF undertook to recommend to its affiliates that no action should be taken against ships that meet the terms contained in the ITF/ISF understanding, although the ITF gave notice that the understanding did not apply to ships it deems to be sailing under flags of convenience.

186.

The understanding is subject to re-negotiation on six months' notice being given by either party after 1 December 1974.

187.

EUROPEAN ECONOMIC COMMUNITY

A first exchange of views between representatives of the EEC Commission and seafarer organizations within the Community took place in March 1973 in Brussels for the purpose of examining the possibility of establishing a joint committee for representatives of seafarers and shipowners to deal with social matters in the shipping industry. The seafarer representatives present were generally in favour of the setting up of such joint committee and proposed that in the interim work should begin on drawing up a list of subjects to which any future joint committee should give priority. A similar exchange of views was also arranged between the EEC authorities and representatives of the shipowners concerned and the initial reaction of the latter was that they accepted the establishment of a joint committee on the understanding that it would be advisory in nature and without any power to negotiate.

188.

In July 1973, the first "joint" meeting between representatives of the seafarers and shipowners in the nine EEC countries was held in Brussels. At this meeting, which had been called "ad hoc" to try to iron out any differences of opinion between the seafarers and the shipowners over the formal setting up of a joint committee, the shipowners produced a virtually re-written draft constitution for the proposed committee following the publication of a first draft constitution by the EEC Commission. In view of the late submission of these far-reaching "amendments" pro-

posed by the shipowners, the seafarers had no choice but to request that they be given sufficient time to consider the shipowners' proposals and that joint consideration of the same be deferred to a further meeting. In order not to waste the time of the meeting, the seafarers then proposed that there should be a preliminary discussion of a possible work programme for the proposed joint committee, during which certain aspects of the social and working conditions of seafarers might be pin-pointed, such as wages and working hours. The shipowners however, maintained that they were not prepared to discuss these matters, certainly not until the mandate for the joint committee had been determined. Therefore, the meeting was adjourned until the following November.

189.

At the November meeting the seafarers, who in the meantime had consolidated their position, were able to counter the more unattractive features of the shipowners' constitutional amendments and make constructive proposals of their own. However, although some measure of agreement was reached, it gradually became apparent that the shipowners were stalling for time; the discussion became so involved in details that, in the interest of making progress, it was considered necessary to appoint a Working Party, consisting of seven representatives from each side, to complete the unfinished business. Apart from having different opinions as to the subject-matters to be included in the work programme of the proposed joint committee, the seafarers and shipowners disagree mainly on the powers — advisory or otherwise — to be given to the committee and on the decision-making and appointments machinery to be set up. The first meeting of this working party was scheduled for February 1974.

The Section Secretary has participated in all the above deliberations, as has the acting Section Chairman, Brother K. Mols Sørensen. They were assisted at most of the meetings by Brother B. Jonckheere, Secretary of the ITF "Brussels" Committee.

190.

Flags of Convenience

This subject is dealt with under the heading of the Special Seafarers' Section under items 201-

191.

Industrial disputes

Disputes involving ITF-affiliates seafarers' organizations are reported on pages 47-54.

SPECIAL SEAFARERS' SECTION

192.

FAIR PRACTICES COMMITTEE

At the end of 1973 the composition of the Committee was as follows :

Country	Seafarers	Union	Dockers	Union
Argentina	A. Ravina	CAOMAR	E. Tolosa	SUPA
Australia	—	—	C. H. Fitzgibbon ¹⁾	WWF
Belgium	W. Cassiers	BTB	A. Vervliet	BTB
Canada	R. Gralewicz ²⁾	SIU	D. Secord ³⁾	CBRT
Finland	O. Keitele	Seamen	—	—
Germany	H. Rake	OeTV	H. Diers ⁴⁾	OeTV
Italy	F. Giorgi	FILM-CISL	M. Di Mario	FILP-CISL
Japan	K. Kihata	AJSU	—	—
Netherlands	W. Ch. van Zuylen	FWZ	P. M. van Keulen ⁵⁾	Vervoersbond NVV
Norway	E. Tollerud	Seamen	—	—
Sweden	G. Karlsson	Seamen	H. Ericson	Transport
United Kingdom	R. Arnold ⁶⁾	NUS	T. O'Leary	TGWU
	J. Slater	MNAOA		
United States	E. Shepard	SIUNA	T. W. Gleason	ILA
	S. J. Wall	NMU		

1) co-opted, January 1972. 2) replaced L. J. McLaughlin, resigned 1973. 3) co-opted, January 1972. 4) replaced B. Frank, resigned October 1972. 5) replaced W. Hulsker resigned. 6) replaced W. Hogarth, died May 1973.

The Chairman of the Dockers' and Seafarers' Sections, T. O'Leary and W. Hogarth respectively acted as Co-Chairmen of the Committee until the untimely death of Bill Hogarth in May 1973. The Vice-Chairman of the Seafarers' Section, K. Mølls Sørensen, then filled the position of Co-Chairman.

193.

MEETINGS

Fair Practices Committee Meeting, London, 9-10 February 1971

The meeting was attended by representatives from Belgium, Canada, Finland, Germany, Great Britain, Italy, Japan, Netherlands, Norway, Sweden and the USA. D. S. Tennant was Chairman. The meeting approved the Income and Expenditure Account for 1970 of the Seafarers International Assistance Welfare and Protection Fund subject to audit, and approved the grants made by the Welfare Fund Small Sub-Committee in the period 1968-1970. It was generally agreed that a reappraisal of existing ITF policy on flag-of-convenience ships was essential in view of the ever increasing tonnage being registered under these flags. A sub-committee was set up to examine the problem and make recommendations to the joint conference of the Seafarers' and Dockers' sections to be held in conjunction with the Congress in Vienna. The Committee also expressed its appreciation to D. S. Tennant for his many year's work as one of its Co-Chairmen and wished him a long and happy retirement. It also recommended that he should receive the ITF Gold Badge.

194.

Flag of Convenience Policy Sub-Committee, Stockholm, 15-16 March 1971

The meeting was attended by the following members: H. Rake (Germany), W. Ch. van Zuylen (Netherlands), H. Ericson and G. Klang (Sweden) accompanied by L. Jansson and G. Gustafsson as observers and, for part of the meeting, Prof. Folke Schmidt, a Swedish expert on Trade Union Law. After considering proposals for an intensification of the boycott campaign, the meeting decided that a new form of collective agreement based on a true average of the North European wages and conditions should be submitted to the joint Seafarers' and Dockers' Conference at Congress, where a full discussion of the present situation and future possibilities should be undertaken.

195.

Joint Conference of the Seafarers' and Dockers' Sections, Vienna, July 1971

Under the chairmanship of T. O'Leary (TGWU, UK) the Conference elected the Fair Practices Committee, reaffirmed the determination of ITF maritime affiliates to continue the fight against the use of flags of convenience and the growing threat of "crews of convenience" and referred the draft ITF Collective Agreement and the proposals concerning re-definition of what constituted a flag of convenience and the secondment of officials as ITF Inspectors to the Fair Practice Committee.

196.

Fair Practices Committee Meeting, London, 11-12 January 1972

The meeting was attended by 34 members and observers from twelve countries. The chair was taken by the late W. Hogarth (NUS, UK). The report of the Welfare Fund Sub-Committee was adopted and the provisional figures for 1971 approved subject to audit. The Committee considered the growing utilization by shipowners of "crews of convenience" aboard vessels of the traditional maritime flags, and adopted a resolution on the problems. (See Resolutions page 161). The Committee also discussed the continuing menace of registration under flags of convenience, particularly the use of new registries of convenience, and considered cases in which recent intervention by ITF-affiliated seafarers' and dockers' unions against individual flag-of-convenience vessels had revealed that some of these ships were unseaworthy and carried safety equipment which had been allowed seriously to deteriorate. Attention was also drawn to the lack of proper inspection of such vessels and their safety equipment, or the failure of inspection services to detect blatant neglect of the equipment. It was agreed to request affiliates in ten key ports of the world to second an officer to check on the safety standard on board and conditions of employment of crews. A new, open-ended and flexible approach to the ITF's campaign against the problems of flags and crews of convenience was adopted, in which national trade union organizations will take whatever measures are open to them and are best suited to their problems.

197.

A sub-committee, composed of E. Brown (NUS, UK), L. Jansson (Swedish Seamen's Union) and F. Giorgi (FILM-CISL Italy), was set up to draft a new ITF agreement to cover the crews of ships sailing under flags of convenience. The Committee approved increases in the entrance and annual membership fees of the Special Seafarers' Section to £4 and £8 respectively and an increase in the shipowners' contributions to the Seafarers' International Assistance, Welfare and Protection Fund to £48 per man per year.

198.

Fair Practices Committee Meeting, London, 18 July 1972

The meeting was called at short notice to deal with a number of urgent matters. The meeting was jointly chaired by the late W. Hogarth (NUS, UK) and T. O'Leary (TGWU, UK). A total of 29 members and advisers attended, including J. Randeri (Maritime Union of India) L. Barnes and K. Khadilkar (National Union of Seafarers of India), B. Majumder (National Union of Seamen of India) and G. Oca (Philippine TGWO), all of whom had been invited to put the Asian seafarers' case.

199.

The Committee noted the considerable increase in the number of ships that had been brought under agreements acceptable to the ITF since the previous meeting. The Draft Model Agreement produced by the Sub-Committee, set up for the purpose, was approved after the inclusion of a number of minor amendments to replace the British National Maritime Board agreement as the minimum international standard acceptable to ITF maritime affiliates for the issue of ITF Blue Certificates. The Committee recognized the special problems that prevail in the Far East trading area and adopted the following resolution:

RECOGNISING that, at times, circumstances of particular cases might render a less rigid application of the recommended criteria on wages and conditions in flag-of-convenience ships and ships carrying crews of convenience more advantageous to the seafarers concerned,

AGREED:

that ITF-affiliated unions may adopt a flexible approach to the problems of wages and conditions in flag of convenience ships and ships carrying crews of convenience; and

that it shall be for the *bona fide* trade union taking action to decide, in consultation with, and with the consent of, the ITF and/or the affiliated union of the country of beneficial ownership, on the wages and conditions to be implemented. In no case, however, should any agreement be reached in which wages, hours and manning are inferior to the standards contained in ILO Recommendation No. 109 concerning Wages, Hours of Work on Board Ship and Manning (and as amended from time to time).

200.

The Committee considered a proposal from the Greek Seamens' Union (PNO) and the Greek Shipping Cooperation Committee of London to the effect that all Greek-owned flag-of-convenience ships covered by the Greek collective agreement (about 1,100) should be brought under agreement with the ITF and contributions made to the Seafarers' International Welfare, Protection and Assistance Fund at a reduced rate. Despite the strong opposition of the Scandinavian delegates, the meeting referred the proposal to the Executive Board with a recommendation that it be accepted (see item 217).

The next meeting of the Fair Practices Committee was scheduled to be held in mid January 1974.

201.

GENERAL

The period under review has seen more action by ITF maritime affiliates in the battle against the use of flags and crews of convenience than had been seen since the four-day international boycott carried out in December 1958. Faced with the staggering increases in tonnages under the convenience registries of Liberia, Panama, Cyprus, Singapore and Somalia at the expense of many of the *bona fide* maritime nations and with no sign of any action by governments or shipowners either nationally or internationally to control the situation, affiliated organizations have acted in the spirit of the resolution on Industrial Action adopted at the Vienna Congress. The Scandinavian unions, who for so long carried the burden of ensuring that flag-of-convenience ships were covered by acceptable agreements, have been joined by the Australian, the Israeli, the British and other unions in furthering the Campaign. The direct result of this has been a sharp rise in the number of ships covered by agreements signed directly by the ITF Secretariat and other national unions with shipowners, who are either obliged to do so by the terms of their charter parties or who want to be sure they will not run into trouble.

202.

Affiliates in other countries, particularly Belgium, The Netherlands, Canada, the United States and the United Kingdom have taken advantage of the possibilities afforded by the existence of agreements to resort to legal action to ensure that owners maintain ITF standards. Frequently actions of this kind have received a great deal of publicity, favourable to the union position, especially where gross exploitation and racial discrimination against crews from the developing countries and areas of high unemployment have been revealed. The Secretariat has repeatedly stressed, in articles and correspondence in the national daily and shipping press as well as in statements to governments and international

bodies concerned, the appalling safety record of the convenience-flag fleets compared with those of the traditional or *bona fide* maritime countries and the deplorable fact that Panama, Lebanon, Somalia and Cyprus have yet to hold an official public investigation into even one marine loss, despite the incidence of casualties and losses under these flags being the highest in the world. Liberia, with by far the largest of all convenience fleets as well as the largest fleet in the world and a safety record far inferior to that of OECD member countries fleets, does hold an occasional formal investigation on the findings. The Liberian Ship Inspection Service set up in August 1971 is a step in the right direction, although the claimed rigorousness of the inspections is still open to question. For the most part the flag-of-convenience countries have in our view a callous and altogether reprehensible disregard for the safety of ships and seamen in that they take no steps whatsoever towards reducing the incidence of marine casualties or even bother to try to ascertain their causes despite the heavy loss of life sometimes involved. Where the needless loss of seamen's lives appears to fail, the threat of widespread pollution of the environment resulting from the loss of an oil or chemical tanker seems to succeed in arousing sustained public indignation and determination to see that measures are taken to guard against casualties occurring. Affiliates have been urged to point out in their publications that the well-being of the community as a whole as well as the pay, conditions and lives of their members are at risk through cheap flag operations.

203.

At the international level the subject of flags of convenience has received widespread attention. The Organization for Economic Co-operation and Development (OECD) Maritime Transport Committee included a comprehensive study in its annual report for 1972 that was further used by the International Labour Organisation (ILO) in its documentation for the meeting of the Joint Maritime Commission (JMC) in November 1972 and is to be considered by the IMCO Maritime Safety Committee in March 1974. The report confirmed and vindicated many of the views expressed by the ITF on the abysmal safety of the convenience-flag fleets and the efforts of owners to cut crew costs by avoiding national collective agreements. The OECD Maritime Transport Committee is keeping the subject under review and has set up an Ad Hoc Group on Flags of Convenience to examine *inter alia* the costs of operating under traditional and convenience flags and how these may be affected by not applying the operating requirements imposed by international conventions affecting maritime transport, and to estimate economic gains and losses, on a global basis, of the operation of fleets under flags of convenience. The Preparatory Technical Maritime Conference of the ILO, scheduled to meet in 1975, will deal with the problem under the heading "Substandard ships, particularly those registered under flags of convenience".

204.

Flag-of-convenience tonnage

We reproduce below the latest tonnage figures published by Lloyd's Register of Shipping for the major flags of convenience (as at 30 June 1973) compared with 1967.

<i>Flag</i>	1973			1967		
	<i>No. of ships</i>	<i>Thou. tons gross</i>	<i>‡</i>	<i>No. of ships</i>	<i>Thou. tons gross</i>	
Liberia	2,289	49,905	5,461	1,505	23,114	
Panama	1,692	9,569	1,775	724	5,029	
Cyprus	589	2,936	921	72	457	
Singapore ...	387	2,004	1,133	—	—	
Somali Rep. ...	239	1,613	740		—	
Lebanon ...	81	119	3	116	481	

‡) denotes increase in thousand tons gross over 1972 figures.

The percentage of world tonnage under flags of convenience, not counting tax havens, is now in the region of 25%.

205.

The practice of owners in one traditional maritime country transferring ships to another traditional maritime country where crew and other operating costs are lower seems to be growing. Germany and some Scandinavian countries are losing tonnage in this way to Greece and the UK. Although exact figures are not available, informed sources estimate that including American-owned tankers, virtually half the British (UK registered) fleet (30.16 million tons gross) and more than 400 of the 3,113 ships on the Greek registry are foreign-owned. Likewise in 1972 there were 11 ships totalling 30,788 grt on the Austrian register; by mid-1973 these figures had risen to 61 ships totalling 95,769 grt, mainly as a result of transfer from the German flag.

206.

Many other countries are entering the lucrative business of selling ship registrations with few or no strings attached, e.g. Malta, Senegal, Maldives Islands, Qatar, Nauru, and Bahamas. Towards the end of 1973, the British Government was still considering legislation that would make it possible for Hong Kong to start its own ship register separate from that of the UK and Bermuda was also considering the establishment of an independent shipping register. British maritime affiliates were strongly opposed to the proposal.

207.

BOYCOTTS AND NEW AGREEMENTS

At the end of 1973 there were 420 ships covered by agreements acceptable to the ITF compared with 207 at the end of June 1972, 149 at the end of December 1971, and 95 at the end of 1970. Virtually all those agreements signed by the Swedish, Finnish, British, Israeli and Australian unions came about after actual or threatened industrial action, whilst the others were signed "voluntarily" in order to meet charterers' requirements or for safety's sake, as in the case of the increasing number of ships under agreements with the Korean and National Chinese Seamen's Unions.

208.

Follow-up inspections continue to show that many owners completely disregard the provisions of the agreements signed. However, there is little doubt that the considerable adverse publicity the more blatant cases have received in the shipping, national and local press is making charterers, brokers, agents and insurers more aware of the abuses the less reputable owners indulge in and as a result they are increasingly exerting their influence to ensure that agreements are properly applied. Crews are often too fearful of the consequences to authorize the unions to act on their behalf, but, nevertheless, affiliates in Australia, Belgium, Canada, USA, Denmark, Finland, Italy, New Zealand, Sweden and the UK have obtained over £200,000 arrears of wages in the period under review.

209.

The wholehearted participation of the Waterside Workers' Federation and other Australian maritime unions has greatly boosted the ITF Campaign. In addition to bringing flag-of-convenience ships under agreement, the Australian unions have used the flexibility arrangements agreed in respect of the rates of pay of the ITF agreement to make considerable progress towards establishing an acceptable Far East rate with the objective of breaking the vicious downward spiral of rates of pay resulting from owners playing off one nationality of seafarers against another. With the Australians' support, the Swedish, Norwegian and Dutch unions have been able to conclude greatly improved agreements for African and Asian seafarers serving in ships owned or registered in their countries. Similarly, affiliates in the various Asian countries and Pacific Islands have also benefitted from this support. Particular mention must be made of the Australians' solidarity with the Singapore seamen in their efforts to improve their pay. The setting up of a Singapore Government Board of Enquiry into seamen's pay early in 1973, which had still not reported a year later, has delayed further progress. In a report of this nature it is not possible to give details of all cases where industrial action of some kind or other has been necessary to secure payment of wages and other benefits or to ensure that crews of flag-of-convenience ships were covered by ITF acceptable agreements.

The following cases are of particular interest:

210.

Swedish flag DELOS, Sydney, September 1971

A highly successful action was undertaken in Sydney during September 1971 by the Australian maritime unions, after prior agreement with the Swedish Seamen's Union, for the implementation of Swedish rates of pay for the 26-man Papuan and New Guinean crew of the Swedish motor vessel "Delos". Papuan seamen were being paid Aus.\$43 monthly instead of the Swedish rate of Aus.\$272 monthly until action was taken in Sydney. In co-operation with the Seamen's Union of Australia (SUA), the Water-side Workers' Federation (WWF) refused to work the cargo and with the support of the Merchant Service Guild (pilots) and other maritime unions the ship was immobilised from 24 to 27 September. On 29 September the Swedish Seamen's Union agreed to a settlement at full Swedish rates from 15 July 1971. In addition the Australian unions obtained retrospective payment for 9 months from 15 July of the difference between the rate paid (\$43 monthly) and the 1970 International Labour Office Maritime Minimum of \$US 100.00 monthly; plus two months' severance pay to each Papuan seaman at the Swedish rate.

211.

British flag CLAN ROBERTSON, Gothenburg, 18 March 1973

The ship was boycotted by the Swedish maritime unions as the 24 Zulu crewmen were being paid wages which were below the Poverty Datum Line applicable to South Africa and considerably below British flag rates. The Zulus were taken off the ship and flown to London where they, and the action taken on their behalf by the ITF and its affiliates, received widespread publicity. The ship sailed from Gothenburg, unassisted by tugs and with a makeshift crew of British officers and cadets, but thanks to the solidarity of the dockers' unions in Denmark, the Netherlands, Belgium and the UK, was unable to put into port until the owners, the Clan Line, had agreed in negotiations with the ITF General Secretary to pay supplements to all Zulu crew members employed on all five Clan Line ships carrying such crews. This would bring their rates into line with the equivalent British flag rates. Subsequent checks confirmed that this had been done. This action focussed considerable public attention on the low rates of pay received by seamen from the developing countries serving in both traditional maritime flag and flag-of-convenience ships.

212.

Cyprus flag SAMOSSAND, Helsingborg, 6 August 1973

The Swedish maritime unions carried out their normal practice of refusing to complete loading of the ship until an ITF Agreement was signed. The boycott lasted for seven days. The managers, Hanseatic Shipmanagement Ltd., Limasol, Cyprus, who had previously had vessels stopped in Sweden and the UK, tried unsuccessfully to obtain an in-

junction through the British National Industrial Relations Court (NIRC) instructing the ITF to call off the blacking. After the hearing of the case, which lasted for three days, the Court "found it impossible to say that by any standards of proof, ITF could be held responsible for the blacking of the ship", and was therefore unwilling to grant either the order or the declaration for which the complainants had asked. The ITF was responsible for its own legal costs since it is not the practice of the NIRC to award costs.

213.

Cyprus flag ELIKON, Singapore flag PETER RICKMERS

Two other actions involving the British National Union of Seamen, (NUS) the Transport and General Workers' Union (TGWU) and the ITF were brought before the NIRC, but subsequently withdrawn. These concerned the Cyprus flag ELIKON at Avonmouth, September 1972, and the German-owned Singapore flag PETER RICKMERS in London, November 1972. In the former case, the ship was allowed to sail when the owners paid £7,000 of the £8,500 back pay owing under the ITF (NMB) Agreement under pressure from their Protection and Indemnity (P and I) Club. The balance was recovered some months later with the help of the Belgian Transport Workers' Union. In the latter case, the threat of the NIRC was made directly to the TGWU lock-keepers involved, when the NUS and TGWU supported the Philippine crew members who went on strike to obtain ITF conditions. Efforts to get the company to sign an agreement failed, but the affiliates ensured that the crew were repatriated at company expenses without loss of earnings.

214.

Cyprus flag AEGIS LEGEND, Gothenburg, August 1973

The Swedish Seamen's Union insisted on an ITF agreement being signed when the ship arrived in Sandarne on 18 July and subsequently checked that it was being properly implemented on the ship's arrival at Gävle and later Gothenburg at the beginning of August. Altogether £10,000 differences of wages due was paid out to 23 African crew members. The ship sailed for Cuba via Spain on 9 August. On the voyage to Bilbao, the crew were subjected to all kinds of provocation and finally told by the Master that he had no intention of following the ITF agreement. On arrival at Bilbao, 21 African crew members were paid off without notice and repatriated. The crew spokesman reported the events to the Swedish union and the ITF and an international action was set in motion. Thanks to the prompt measures taken by the Canadian Brotherhood of Railway, Transport and General Workers, a writ were served on the ship and the owners forced to deposit a bond of Canadian \$22,000 to cover crew claims before it could leave Canada. At the time this report was written no judgement had been given.

215.

ITF INSPECTORS

Following the decision of the January 1972 Fair Practices Committee, affiliates in ten key ports of the world were approached to second officials to check on safety standards and conditions of employment on board flag- and crew- of-convenience ships and also to ensure that any ITF agreements in force were being properly implemented. At the end of 1973, inspectors were at work in Australia, New Zealand, Sweden, Finland, Belgium, Netherlands, UK, Italy, Israel, Canada and Germany. Without doubt this has proved to be an extremely valuable innovation. Having at least one official in these countries fully up to date with agreements and familiar with procedures has meant that he has been able to co ordinate the work of further officials in other ports, thereby ensuring that a greater number of checks are carried out and assistance rendered to crews where necessary. This latter aspect, although very time-consuming, has proved to be extremely worthwhile, as the figure for recovered pay quoted above shows, and has led to many more seamen from flag-of-convenience ships bringing their problems to affiliates.

216.

ITF COLLECTIVE AGREEMENT

Since its introduction on 1 August 1972, the ITF Collective Agreement has greatly simplified the work involved in checking on agreements and the calculation of any differences due where it has been ignored or incorrectly applied. The Collective Agreement has been published in English, French, German, Swedish and Spanish. The wage level proved generally satisfactory until mid-1973 when, as a result of improvements gained in national agreements and the abrupt fall in the exchange value of the pound sterling, it fell below a fair North European average level. At the time this report was written, proposals for a revision of the wage scale were being prepared for the consideration of the Fair Practices Committee. Following the July 1972 Fair Practices Committee decision allowing for a flexible approach to the implementation of the ITF agreement, a lower wage scale (approximately 71% of the standard scale) was introduced for use on vessels trading exclusively in the Far East area. Despite this arrangement, most of our Asian maritime affiliates, confronted with high unemployment and in some cases with government as well as shipowner opposition, have had limited or, in the case of the Indian sub-continent, no success in implementing ITF conditions, without the support of other affiliates.

217.

Greek proposal concerning ITF custodian agreements

As a result of the suspension of the Panhellenic Seamen's Federation (PNO) by the Executive Board in November 1968, Greek owners of flag-of-convenience ships felt the full effects of the intensification of the ITF campaign. When the bitter complaints of the PNO failed to have any effect, the Greek owners and union made a joint proposal to the ITF in

Spring 1972 which was approved by the July 1972 meeting of the Fair Practices Committee and then rejected by the Executive Board at its meeting in October 1972. The Board decided that the General Secretary should negotiate directly with the owners and not through the Greek union. After further negotiations, a revised proposal was received from Mr. John Kulukundis, Chairman of the Greek Shipping Cooperation Committee in London, agreeing to the ITF demand that the full Greek rates should apply to all crew members irrespective of nationality, but stating that the Panhellenic Seamen's Federation could not be ignored in any agreement. Since it was impossible for the ITF to accept any agreement which implied recognition of this union, the Board unanimously rejected the Greek shipowners' proposal.

218.

SEAFARERS' WELFARE

In November 1973, discussions were held with representatives of the United Seamen's Service and the International Committee of United Seamen's Services, at which it was suggested that the ITF should attempt to organize an international meeting of Welfare Organizations in order to seek ways and means of avoiding duplication of effort in order to secure the maximum advantage from the facilities and finance available for seafarers' welfare. The ITF General Secretary felt that this could be done, depending upon the attitude of welfare organizations and affiliates to such a proposal, but that it would not be possible for the ITF to take any action on this until after the 1974 Congress.

219.

SEAFARERS' INTERNATIONAL WELFARE, ASSISTANCE AND PROTECTION FUND
The Balance Sheet and Income and Expenditure Account for the period under review is included in the Financial Report (Document XXXI C8). A list of the grants made is given below.

1971

<i>United Seamen's Service (USA),</i>	£
towards cost of world wide welfare work (\$10,000) ...	4,166
<i>Apostleship of the Sea (UK),</i>	
towards cost of providing Seafarers' Club in Southampton	3,000
<i>Italian Seamen's Union (FILM-CISL),</i>	
towards cost of work on Panlibhon problems in Italy ...	1,000
<i>German Seamen's Home, Antwerp,</i>	
for the provision of a colour television set	240
<i>Swedish Merchant Navy Welfare Board,</i>	
for sports facilities at the Seaman's Welfare centre "Rosenhill" at Gothenburg	2,000
<i>National Maritime Union of America,</i>	
reimbursement for assistance to Colombian seamen during strike in New York and Panama (\$2,100.64)	875
<i>The Sailors' Children's Society (UK),</i>	
towards cost of central heating installation	1,000

<i>Finnish Seamen's Union,</i> towards cost of development of summer village for seamen and their families	5,000
<i>Europoort International Seamen's Centre "De Beer",</i> for construction of swimming bath (Dfl. 50,000)	5,902
<i>Norwegian Seamen's Welfare Board,</i> towards cost of 1971 International Sports Weeks for sea- farers	2,500
<i>Barbados Workers' Union,</i> towards cost of maintaining a seafarers' organizer in Bar- bados for six months	300

220.

1972

<i>German Seamen's Welfare Board,</i> towards cost of construction of International Seamen's Sports Ground, Hamburg. (Instalment of DM.30,000, part of authorized grant of DM.50,000)	3,619
<i>Norwegian Seamen's Welfare Board,</i> towards costs of 1972 International Sports Weeks for Sea- farers	2,500
<i>UK Seafarers' Education Service,</i> towards costs of new edition of "Spare Time at Sea" ...	1,000
<i>International Rescue Committee for Bangladesh Seamen in USA</i>	900
<i>Mission to Seamen, Rotterdam,</i> for colour television set	300
<i>International Christian Maritime Association,</i> towards costs of conference on seamen's welfare	100
<i>Sundry grants for the assistance of ships' crews</i>	1,447

221.

1973

<i>German Seamen's Welfare Board,</i> towards cost of construction of International Seamen's Sports Ground, Hamburg (balance of grant—DM.20,000)	2,929
<i>Norwegian Seamen's Welfare Board,</i> towards costs of 1973 International Sports Weeks for Sea- farers	2,500
<i>Missions to Seamen, Singapore,</i> for portable swimming pool at International Seamen's Centre, Spottiswoode Park	789
<i>International Seamen's Centre "de Beer", Europoort, Rotterdam,</i> towards cost of installing passenger lift	5,000
<i>Goole (UK) Christian Mariners' Association,</i> towards costs of constructing Mariners' Club	2,000
<i>The Sailors' Children's Society, Hull</i>	500
<i>Reverend Julian Eagle,</i> towards costs of study on social effects of containerization	250

FISHERMEN'S SECTION

222.

SECTION COMMITTEE

At the end of 1973 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>
Argentina	J. Vidal Pérez
Belgium	H. Dumarey
Denmark	A. Kruse
Faroe Islands	O. Jacobsen
Finland	R. Herdin
Germany	H. Rake (Chairman)
Japan	K. Doi
Netherlands	vacant
Norway	K. Kristoffersen
United Kingdom	D. Shenton
United States	J. Algina

The Section Vice-Chairman, W. Hulsker, Netherlands, left his union in September 1972 and his seat on the Committee was vacant at the end of 1973.

223.

SUB-COMMITTEE ON SAFETY OF FISHERMEN AND FISHING VESSELS

During the period under review, the following countries were represented on the above Sub-Committee:

Belgium
Germany
Japan
Netherlands
Norway
United Kingdom
United States

MEETINGS

224.

Section Conference, Vienna, 29 July 1971

A Section Conference was held in conjunction with the Vienna Congress; it was attended by 29 delegates and advisers from Belgium, Denmark, Faroe Islands, Finland, Germany, Japan, Netherlands, Norway, United Kingdom and United States. R. Dekeyzer (Belgium) was in the chair and W. Hulsker (Netherlands) was elected Rapporteur. H. Rake (Germany) was elected new Section Chairman, and W. Hulsker Vice-Chairman. (A full report on the conference was included in the 1971 Congress Proceedings.)

225.

**Sub-Committee on Safety of Fishermen and Fishing Vessels, Utrecht,
26-27 October 1971**

The main purpose of this meeting was to plan the work to be done by the Committee in respect of the proposed Part B of the ILO/IMCO/FAO Code of Safety for Fishermen and Fishing Vessels, in preparation for the next Joint Meeting of Consultants at which ITF affiliated fishermen were to be represented on the ILO panel. Nine delegates from five countries attended and H. Rake (Germany) was in the chair. The ILO and the ITF "Brussels" Committee were also represented.

226.

**Sub-Committee on the Safety of Fishermen and Fishing Vessels, Oslo,
20 June 1972**

Fishermen's representatives from the member countries of this Sub-Committee met in Oslo to continue their discussion of the proposed Part B of the International Code of Safety for Fishermen and Fishing Vessels (ILO/IMCO/FAO). The debate centered around the chapters on crew accommodation, life-saving appliances and protection of the crews generally. Other subjects under consideration were radio-communications, an IMCO questionnaire concerning a future instrument on safety of fishing vessels and ITF representation at the Joint Meeting of Consultants (ILO/IMCO/FAO), which was to finalize Part B of the Code. The Sub-Committee further adopted a statement on Medicare Training along the lines suggested by the ITF at the 1970 Maritime Session of the ILO (see page 160).

227.

Ad Hoc Meeting on Icelandic Fishing Limits, London, 27 March 1972

Representatives of fishermen in Iceland, Great Britain and Germany met at ITF Headquarters to discuss Iceland's intention to extend its national fishing limits from 12 to 50 miles as from 1 September 1972. The meeting agreed that, after further preliminary discussions among unions, a bipartite commission should be set up to study the preservation of fish stocks through conservation measures, the rational utilization of the fishing banks off Iceland, the progressive development of the International Law of the Sea to secure a reasonable fishing limit for a coastal state and the prevention of marine pollution.

228.

ITF Meeting on Icelandic Fishing Limits, Reykjavik, 11-12 May, 1972

The union representatives present at this meeting (which was a follow-up of the London Ad Hoc meeting) adopted a statement stressing the need for urgent measures to avoid any confrontation after the date on which the extended limits would come into effect, and expressing agreement that the unions would strongly press their governments to convene a joint conference of trade union, employer and government representatives of the three countries together with appropriate scientific and other experts to advise on a possible interim arrangement to apply after 1 September 1972 (see item 311).

229.

INTERNATIONAL LABOUR ORGANISATION

During the period under review, the ILO has been actively engaged on preparatory work for the Joint ILO/IMCO/FAO meeting of Consultants on Safety on board Fishing Vessels scheduled to be held in London in February 1974. Eight years have now lapsed, however, since the ILO held a meeting dealing exclusively or partly with social questions concerning fishermen. It will be recalled that in the case of the maritime industry, there was an interval of some twelve years between the holding of maritime sessions of the International Labour Conference, an unfortunate trend which should preferably not be repeated in the case of meetings concerning the fishing industry. The 1967 ITF Fishermen's Conference in Hull adopted a resolution on Fishermen and the ILO calling for an early meeting of experts on conditions of work in the industry, and the ITF Fishermen's Committee, at its meeting in Ostend in 1968, adopted a statement stressing the safety and social aspects of working conditions. As a result, the ILO asked the Section to define the items which it felt should appear on the agenda of such an ILO meeting which, it was then hoped, could be held in 1970. The ITF Wiesbaden Congress (1968) therefore adopted a further resolution on the same subject urging priority for working hours and manning, stabilization of earnings and employment and medical care on board ships. At the 1970 ITF Fishermen's Conference in Bremerhaven, further decisions relating to fishermen's working conditions were taken. The ITF Secretariat, during contacts with the ILO, was given to understand that a tripartite meeting was to be held in 1972 to consider the matters dealt with in the Wiesbaden resolution; that a preparatory technical conference on fishermen's questions was scheduled for 1975; and that an item on the same subject had been included in the programme of the 1977 ILO Conference with a view to discussion and adoption of a draft instrument. Since then, however, the ILO has written to the ITF saying that there were no firm indications as to how soon the relevant committee on working conditions in the fishing industry could meet, although it was hoped that it would be able to do so in the very near future.

230.

INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION

The IMCO Sub-Committee on Safety of Fishing Vessels met four times in London between 1971 and 1973 (11th Session 29 March-2 April, 1971; 12th Session, 21-25 February 1972; 13th Session, 5-9 February 1973; and 14th Session 10-14 September 1973). The Section Secretary attended each of these meetings. The main subject discussed was the proposed Part B of the Code of Safety for Fishermen and Fishing Vessels which is to be drafted by the Joint ILO/IMCO/FAO Meeting of Consultants meeting in London in February 1974, but other subjects dealt

with included standards and practices on de-icing of fishing vessels, a recommendation on the construction of fishing vessels affecting its stability and crew safety, a proposed Convention on Safety of Fishing Vessels, a draft Recommendation for Skippers of Fishing Vessels on ensuring a vessel's endurance in conditions of ice-formation and free-board of fishing vessels.

231.

THE EUROPEAN ECONOMIC COMMUNITY

General

The EEC Joint Committee on Social Problems in Sea Fishing was set up by the EEC Commission in 1968 and begun to function two years later. It is now composed of 21 representatives from both sides of the fishing industry. The workers' group includes representatives of ITF affiliated and other (Communist and Christian) unions from the Common Market countries. The employers' group is composed of representatives from "Europêche" — owners of vessels operating in middle and distant waters — and "Cogeca" — owners of vessels predominantly operating within inshore limits. The Committee generally meets once or twice a year and has appointed four main working groups to deal with the social situation in the fishing industry, the harmonization of working conditions, vocational training and safety. A number of reports have been placed before the Committee, notably one concerning vocational training and social progress and another concerning safety at work, medical care on board ship and assistance at sea. The reports are still at the discussion stage and so far the Committee has produced a joint so-called "opinion" (agreed statement) concerning social security for fishermen (see item 237 below).

232.

The President and Vice-President of the Committee are appointed by the employers and workers by rotation. A "bureau" (composed of the President and Vice-President of the Committee together with the presidents and rapporteurs of the working groups) is in charge of organizing the work within the Committee and each working group has a "bureau" (composed of the President and Rapporteur of the group together with one member from each country and experts). The Secretary of the ITF "Brussels" Committee has usually attended the meetings of the Committee since its inception, and since the accession of Denmark, the Irish Republic and the United Kingdom to the EEC, the Section Secretary has attended the meetings of both the Committee and some of its subsidiary bodies.

233.

ACTIVITIES

The Joint Committee held a number of meetings during 1972 to which observers from the four countries then having applied for membership of the EEC were invited. Thus, representatives from ITF affiliates in Denmark, Norway and the United Kingdom attended the meetings before 1973 as observers. The ITF Secretariat was also represented.

234.

Symposium, Ostend, 20-22 April 1972

At this Symposium a review was undertaken of the work carried out by IMCO and the ILO, in order to coordinate EEC attitudes and avoid duplication of efforts. Subjects under discussion included accident prevention and safety of fishing vessels from the point of view of construction, and the work of the ILO in accident prevention and on-board safety.

235.

Plenary Session, La Rochelle, 5-7 June 1972

The Joint Committee met to discuss progress reports from its working parties on social harmonization and safety in the fishing industry as well as the improvement of the training and social position of fishermen. It was decided to embark on a long-term programme of an upward harmonization of the social and working conditions of fishermen and the parties agreed to review the state of implementation of this programme at regular intervals.

236.

Plenary Session, Venice, 9-11 April 1973

A draft proposal, submitted by the workers' side, for the improvement and harmonization of certain aspects of social security (sickness and injury, unemployment and retirement benefits and retraining) was not approved by all employers and a compromise — a detailed "opinion" (see item 237) — was to be worked out by the Committee in time for the next meeting.

237.

Plenary Session, Brussels, 6 June 1973

This meeting approved the "opinion" on sickness and industrial accidents, unemployment, retirement and retraining discussed at the meeting in Venice:

"On the one hand, implementation of a common fishing policy must be designed to improve the social situation in sea fishing and, on the other hand, it is essential for economic reasons to abolish the unbalance in the terms of competition which could be caused by differences in costs of social security. In view of this, the Committee insisted that the Commission should submit proposals to the Council and promote collaboration between Member States with a view to harmonizing and improving social security for fishermen, taking account of the following particular aspects of sea-fishing:

"1. Sickness and Industrial Accidents

In cases of sickness or industrial accidents occurring while serving on a ship and duly recorded as such, a fisherman must, during the total period of his incapacity, be guaranteed by the State:

- a) an allowance enabling him to maintain a reasonable standard of living;
- b) adequate provision for his medical, pharmaceutical, hospital and related requirements.

"2. Unemployment

Similarly, the State must ensure that a fisherman can maintain a reasonable standard of living in case of involuntary unemployment.

"3. Retirement

In view of the nature of their work, aggravated by the fact of having to spend a large part of their lives away from their families, the State must ensure that fishermen can draw a pension from the age of 55. The amount of the pension should be based on his years of service as a fisherman and must be such as to guarantee the maintenance of reasonable standards of living for a man who has spent the whole of his working life as a fisherman and must be adjusted to the consumer price index and the general standard of living. A man should be free to draw this pension, whether or not he continues in employment.

"4. Retraining

Concrete action must be taken by the State and the European Social Fund to train for alternative employment those fishermen who are unable to continue in employment as fishermen".

CIVIL AVIATION SECTION

238.

SECTION COMMITTEE

At the end of 1973 the Section Committee was composed as follows :

<i>Name</i>	<i>Category</i>	<i>Country</i>	<i>Union</i>
J. K. Post (Section Chairman)		Netherlands	Transport Workers' Union, NVV
W. Gill (Section Vice-Chairman)		U.S.A.	FEIA
A. Reisberg	Flight Navigators	Argentina	AAA
I. Lejri ¹⁾	Flight Navigators	Tunisia	FGTT
J. Slater ²⁾	Flight Navigators	Great Britain	MNAOA
F. Carrasco	Flight Engineers	Chile	LAN CHILE
J. Wahle	Flight Engineers	U.S.A.	FEIA
R. Porat	Flight Engineers	Israel	Histadrut
F. de Dios Sierra	Pilots	Mexico	AMSTS
B. Verlasco C.	Ground Staff	Bolivia	AASANA
V. Navarrete	Ground Staff	Panama	SIELAS
J. Peterpaul	Ground Staff	U.S.A.	IAM
S. Lundgren	Ground Staff	Sweden	STF
R. Leiby	Flight Dispatchers	U.S.A.	TWU
J. Cousins	Cabin Staff	Great Britain	TGWU
O. Johansson ³⁾	Cabin Staff	Sweden	HTF
E. McKenzie	Admin. and Managerial Staffs	Great Britain	ASTMS
F. Kaspar (deputy: A. Stiedl)	Other Categories	Austria	HTV
W. Murche ⁴⁾	Other Categories	Germany	OeTV
F. L. Walcott (deputy: G. Mayers)	Other Categories	Barbados	Barbados Workers' Union

¹⁾ Replaced S. Mili

²⁾ Replaced S. R. Clifford-Smith

³⁾ Replaced I. Claesson

⁴⁾ Replaced Th. Preis

239.

FLIGHT ENGINEER'S TECHNICAL COMMITTEE

At the end of 1973 the above Committee was composed as follows :

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. Wahle (Chairman)	U.S.A.	FEIA
I. Lejri	Tunisia	FGTT
R. Bricknell	Great Britain	MNAOA
R. Deseau	France	SNOMAC
R. Porat	Israel	Histadrut
F. Durkin	Great Britain	MNAOA
G. Beckmann	Germany	OeTV
vacant	Australia	AAFEA
A. R. Begg	Great Britain	MNAOA

240.**CABIN ATTENDANTS' TECHNICAL COMMITTEE**

At the end of 1973 the above Committee was composed as follows:

<i>Country</i>	<i>Name</i>	<i>Union</i>
R. R. Smeal (Chairman)	Canada	CALFAA
J. Blachère	France	SNPNC
O. Johansson	Sweden	ITF
Miss C. Corbett ¹⁾	U.S.A.	TWU-ALSSA
J. Cousins/M. Martin	Great Britain	TGWU
Miss C. Holdt	Germany	OeTV
G. Piret/R. Van Wolput	Belgium	CGSP
K. Shibuya	Japan	JACAU
G. Mahler	Israel	Histadrut
R. Lambeck/J. Kostermans	Netherlands	KLM Cabin Staff

¹⁾ Replaced D. Dedmon

241.**SAFETY COMMITTEE**

At the end of 1973 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. Peterpaul (Chairman)	U.S.A.	IAM
R. Porat	Israel	Histadrut
R. Leiby	U.S.A.	TWU
R. Smeal	Canada	CALFAA
J. Lootens	Belgium	CGSP
R. Chadwick	Great Britain	MNAOA
S. Abi-Nahed	Lebanon	SMEA
A. Reyes	Mexico	ASSA
C. Korevaar	Netherlands	KLM Flight Engineers
J. Orlando	Argentina	APA
J. Wahle	U.S.A.	FEIA
M. Hoffman	Germany	OeTV
J. Blachère	France	SNPNC
F. Durkin	Great Britain	MNAOA

242.**General**

During the period under review, the Section has played an active international rôle in fighting the menace of aerial hijacking and sabotage. It has also taken positive action in a number of industrial disputes, many of which were resolved satisfactorily in favour of our affiliates, due mainly to international solidarity and support. As will appear from the following, the Section dealt with a number of other problems facing civil aviation workers throughout the world, e.g. the growth of charter operations; airline groupings and mergers; mutual aid pacts between airline companies in certain countries, set up with the sole aim of neutralizing the bargaining strength of the trade unions; the introduction of new types of aircraft and its repercussions on employees. In fact, an exceptionally wide variety of activities has kept the ITF Civil Aviation Section very busy during these past three years.

243.

CONFERENCES AND MEETINGS

International Cabin Staff Conference, Dublin, September 1972

An international cabin staff conference was held in Dublin from 26-27 September 1972. 35 delegates from ITF affiliated unions and 10 observers from non-affiliated organizations participated. The conference appointed a nine-member "Cabin Attendants' Technical Committee" which would meet on an ad hoc basis to deal with specific problems facing this category of staff and evolve policies for the guidance of the ITF. The conference up-dated the ITF policy statement drawn up in 1969 by including a statement on wide-bodied jet aircraft, on cabin attendants' flight and duty time limitations and licensing of cabin staff (see policy statement pages 170-172).

244.

ITF Civil Aviation Section Conference, Dublin, September 1972

The ITF Civil Aviation Section Conference was held from 28-29 September in Dublin, and was attended by 81 delegates and 12 observers. Five international organizations, including the ILO, were also represented. The conference adopted a resolution on attacks against civil aircraft (see resolutions page 162). It was also decided that the General Secretary should write to all affiliated unions asking them to exert pressure on their respective governments to ratify all the existing conventions and to support the ITF's position on sanctions against offending states. ITF affiliates should also be asked to request their governments to evolve an international instrument through ICAO on joint action against defaulting States as early as possible. Resolutions on the Avianca dispute, flight operations officers and charter operations were adopted by the conference (see resolutions page 162).

245.

Asian Civil Aviation Workers' Conference

An Asian Civil Aviation Workers' Conference was held in Tokyo from 2-9 August 1972 (for details, see item 64).

246.

ITF Civil Aviation Ground Staff Conference, Amsterdam, November 1973

An international civil aviation ground staff conference was held on 12-13 November 1973, in Amsterdam (Netherlands). 57 delegates and 12 observers from 20 countries attended and, in addition, three international organizations were represented. The conference discussed the problems of older workers, shift work and the multinational character of airline companies. The meeting was informed of the results of the ICAO Diplomatic Conference held in Rome in August/September 1973 (see item 269). A working party was appointed to prepare for the forthcoming ILO meeting on Civil Aviation, scheduled for October 1974. The Conference adopted a resolution on the TWU-USA (Flight Attendants) dispute with the TWA management (see resolutions page 163).

Flight Engineers' Technical Committee

From 1971-1973 four meetings of the Flight Engineers' Technical Committee were held in Paris and London: Paris, 14 March 1971; London 13-14 March 1972; London 21-22 March 1973; and London 25-26 October 1973. The first of these was combined with the ITF Civil Aviation Safety Committee and the second (13-14 March 1972) was an enlarged meeting to which a number of ITF Flight Engineers' organization were invited. In addition to considering specific problems concerning flight engineers, the Committee also discussed general technical matters. The following were among the important items discussed and decisions taken:

- (a) fitting strobe lights on aircraft for protection against collisions and bird strikes;
- (b) the flight engineer's rôle in carrying out procedures;
- (c) a resolution rejecting the proposal of multiple flight deck functions and the maintenance of multiple qualifications by one crew member (see resolutions page 167);
- (d) launching of a world-wide publicity campaign to improve security at airports;
- (e) compulsory installation of voice recorders on all civil aircraft;
- (f) a resolution condemning alteration of the minimum flight deck crew complement on any aircraft in response to commercial pressure (see resolutions page 167);
- (g) a resolution condemning the modification of the Certificate of Airworthiness for commercial aircraft already in service (see resolutions page 167);
- (h) reaffirmation of the ITF Policy Statement on "The Rôle of the Flight Engineer in Civil Air Transportation" (see policy statement page 164);
- (i) adoption of a Policy Statement on Flight Data Recorders (see policy statement page 167);
- (j) hazards of plastic components used in furnishing of aircraft;
- (k) the flight engineer's responsibility for the inspection of emergency equipment and procedures.
- (l) ILO Preparatory Meeting on Civil Aviation, 3-10 October 1974;
- (m) ICAO Air Navigation Commission;
- (n) general review of acts of hijacking and terrorism and measures designed to prevent them.

248.

Cabin Attendants' Technical Committee

At the International Conference of Cabin Attendants, held in Dublin on 26-27 September 1972, delegates decided to set up a technical committee for cabin attendants to enable this category of staff to study their professional and safety aspects in detail and to formulate international policies in important matters. During the period under review, the Cabin Attendants' Technical Committee met twice: 23-24 January 1973 and 4-5 December 1973. The following were some important areas covered by the committee:

- (a) the cabin attendant's rôle in airline security and preparation of an international "Code of Practice" for cabin attendants (see resolutions and statements page 172);
- (b) cabin attendants' training on safety;
- (c) review of the ICAO Training Manual for cabin attendants and recommendations for updating and standardizing the manual;
- (d) licensing of cabin attendants to be made a standard practice by the State of Registry of aircraft in terms of ICAO Annex I;
- (e) flight and duty time limitations for cabin attendants.

249.

Safety Committee

During the period under review, only one meeting of the Safety Committee was held — jointly with the Flight Engineers' Technical Committee on 13-14 March 1972, in London—at which the following main points were discussed:

- (a) training of trade union officials in aircraft accident investigation;
- (b) establishment of local airport security committees in compliance with ICAO's Resolution A17-12 and trade union representation on these committees;
- (c) inadequate cabin attendants' crew complement in charter operations, which undermines safety standards;
- (d) cabin attendants on some airlines being required to perform duties during air turbulence, a practice considered to be dangerous.

N.B. When the Safety Committee was first created in 1967, it was decided that it should be an all-category committee devoting its attention to safety matters in general. Since then, the flight engineers and the cabin attendants have formed their own technical committees where they hold extensive discussions on the safety problems concerning their own category.

250.

ATLAS and KSSU Group Meetings

From 1971 to 1973, two meetings of the civil aviation unions of ATLAS (Air France, Alitalia, Lufthansa, Sabena) and KSSU (KLM, SAS, Swissair, UTA) were held, on 12-13 April 1973 and 14 November 1973 in London and Amsterdam respectively.

The main problems discussed at these meetings were:

- (a) complete lack of consultation on the part of the management of the groups with the trade unions concerned. It was decided that the ITF General Secretary should write to the two groups' managements urging regular consultations;
- (b) exchange of regular information on developments among the unions concerned;
- (c) harmonization of working conditions as far as possible and as a first step towards formulating a policy on the harmonization of working hours and flight and duty time limitations;
- (d) closer cooperation between unions concerned in cases of industrial disputes and strikes.

251.

HIJACKING AND OTHER ACTS OF TERRORISM

Incidents

Between 1971 and 1973, the following major incidents of hijacking and terrorism took place:

252.

Forced diversion of BOAC flight by Libya, 21 July 1971

Following the forced diversion by the Libyan authorities of BOAC flight 045 to Benina Airport (Libya) on 21 July 1971, the Civil Aviation Section Conference held in conjunction with the ITF Congress adopted a resolution urging all ITF civil aviation affiliates "to take appropriate and severe industrial action, including demonstrations against the Libyan authorities". In pursuance of the above resolution, the Secretariat sent out a circular on 11 August 1971 (Circular No. 48/CA.7) to civil aviation affiliates and, in the light of the replies received, it was decided to pursue this matter through diplomatic channels.

253.

Hijacking of a Lufthansa 747 to Aden, 22 February 1972

Following the hijacking of a Lufthansa 747 to Aden on 22 February 1972, the ITF General Secretary sent cables to the Secretary-General of ICAO, the Prime Minister of Southern Yemen and to the general sec-

retaries of the other Arab labour federations, expressing grave concern at this incident and urging them to use their good offices for the immediate release of the aircraft passengers and crew. Upon receiving reports that the hijackers of the 747 had been released without trial and punishment, a further cable of protest was sent on 28 February to the Prime Minister of Southern Yemen, pointing out that this was in complete violation of the spirit of the Hague and Montreal Conventions.

254.

Attack against airline passengers and employees at Lod Airport, 30 May 1972: demonstration stoppage by ITF civil aviation affiliates, 19 June 1972

The ITF issued a strong statement condemning the attack perpetrated against airline passengers and employees at Lod Airport (Israel) on 30 May 1972. A meeting was held with IFALPA to consider what joint action could be taken by the two internationals, and IFALPA informed the ITF that its principal officers had decided to take world-wide action on 19 June 1972. On 15 June, the ITF General Secretary met the Secretary-General of the United Nations in New York in order to discuss what action could be taken by the U.N. Security Council or the General Assembly. It became clear that the Security Council was not likely to take any immediate measures and ITF affiliates were requested, by cable and telephone, to take whatever action was possible for a world-wide stoppage on 19 June. The stoppage was by and large a success, to the extent that both the Security Council and the ICAO Council reacted quickly. The former adopted a resolution on 20 June calling upon all states to take all appropriate measures to deter and prevent acts directed against the safety of civil aviation and to intensify cooperative international efforts in this field. The ICAO Council held an emergency session on 19 June and directed the Legal Committee to work on the preparation of an international procedure for joint action against member states violating the spirit of the existing ICAO Conventions or failing to take effective steps to ensure the safety of civil aviation.

255.

Shooting down of Libyan Arab Airlines plane by Israeli Air Force, 21 February 1973

On 21 February 1973, the Israeli Air Force shot down a Libyan Arab Airlines Boeing 747 which had strayed into the Sinai due to a navigational error. The ITF General Secretary protested vigorously to the Israeli Government against the action of its armed forces which had led to such appalling consequences. Cables of sympathy were sent to the Libyan Government and the French Pilots' and Cabin Attendants' organizations, whose members were among those killed in the incident. Cables were also sent to ICAO, IATA and Histadrut.

256.

Hijacking of Japan Air Lines 747, 20 July 1973

A Japan Air Lines Boeing 747 was hijacked on 20 July 1973 from Amsterdam to Dubai and subsequently to Benghazi in Libya, where it was later blown up. The ITF sent a cable to the President of Libya calling upon his Government to take the strongest punitive action against the hijackers. A cable was also sent to ICAO and a press statement was issued, again calling upon all governments to face up to their responsibilities in the matter of civil aviation security. It was later learned that the Libyan Government had put the hijackers on trial under Libyan national law.

257.

Terrorist attack at Athens Airport, 5 August 1973

On 5 August 1973, a group of Arab terrorists attacked passengers and members of the public at Athens airport, killing a number of innocent people and injuring many others. The terrorists were arrested and their case submitted to the Greek legal authorities for the purpose of prosecution. The terrorists were disowned by all known Palestinian organizations.

258.

Hijacking of Middle East Airliner by Israeli Air Force, 10 August 1973

On 10 August 1973, the Israeli Air Force hijacked a Middle East Airlines plane on lease to Iraqi Airways. The ITF sent a strong protest to the Israeli Government against this act and deplored the fact that a member state of the U.N. and ICAO had officially taken part in an act of air piracy. A press statement was issued condemning both the murderous attack by Arab terrorists at Athens airport and the hijacking by the Israeli Air Force over Lebanese territory.

259.

Hijacking of Middle East Airliner by a Libyan national, 16 August 1973

On 16 August 1973, a Libyan national hijacked a Middle East Airlines' plane to Lod Airport (Israel). The hijacker was arrested and the aircraft, passengers and crew immediately released. The hijacker was put on trial.

260.

Massacre at Rome Airport, 17 December 1973

On 17 December at Rome Airport, Arab terrorists using incendiary bombs on an American jumbo jet and machine-gunning three hostages, killed 31 people and injured more than 40, before taking off for Athens

in a hijacked Luthansa Boeing 737 with twelve hostages. They eventually gave themselves up and were arrested by Kuwait security forces. The ITF immediately issued a press statement condemning the indiscriminate killing of passengers and airline staff and stating its belief that the stepping up of acts of terror was a direct result of the abject failure by world governments to agree on decisive and concerted action at the ICAO conference on air law held in Rome in August/September 1973. The ITF contacted the General Secretary of the Arab Federation of Transport Workers in Cairo as well as all Arab governments urging them to ensure the safety of the crew and hostages and approached IFALPA seeking an immediate meeting to consider joint international action by airline employees.

261.

ITF REPRESENTATION AT CONFERENCES ON HIJACKING AND TERRORISM

ICAO Montreal Convention Against Sabotage, 8-23 September 1971

A Diplomatic Conference on Air Law was held in Montreal from 8 to 23 September 1971. The ITF was represented by W. Gill, Vice-Chairman of the Civil Aviation Section; J. Wahle, FEIA-USA; R. Stewart, IAM-USA; and M. S. Hoda, ITF Secretariat. A Convention, approved by 52 votes to none with 8 abstentions (France, Cameroon, Gabon, Kenya, Malagasy Republic, Mexico, Tanzania and Uganda), was signed immediately by 31 states, including the USA, UK and USSR. Eventually, France made a declaration that the Convention was too far-reaching and therefore the French Government would not sign it. However, the ITF's efforts in strengthening the Convention, which is a good one, were generally successful. The ITF wrote to civil aviation affiliates urging them to exert pressure on the French Government to sign the Convention.

262.

B.A.A. Seminar on Airport Security, November 1971

A seminar was convened by the British Airports Authority (BAA) in London from 29-30 November 1971, in pursuance of an ICAO resolution which invited contracting states to exchange information relating to unlawful interference with aircraft, including information on physical security control at airports and on efforts to develop devices for the detection of weapons and explosive substances. The ITF was represented at this seminar by K. Golding and M. S. Hoda. The main discussion centred on an exchange of information on steps taken by various authorities towards the implementation of ICAO Resolutions as well as towards improving security in view of the relentless spread of violence against civil air transport for political and other motives.

263.

Fifteen papers were presented covering wide-ranging subjects, such as security measures, both on the ground and in the air; preventive equipment (defined as technique and hardware); incident procedures; the rôle of the government and other law-enforcing authorities; the balance between security and facilitation; and, finally, international collaboration to improve overall security at airports. The speakers at the Seminar included representatives of Interpol, IATA, the BAA, the Paris Airport Authority, Shellmex, the United States Federal Aviation Agency, Canadian Security Department, the Managing Director of Schiphol Airport (Amsterdam), Swissair Security Department, the ITF and many other experts.

264.

The ITF Delegation stressed that the effectiveness of security measures must not be compromised on grounds of cost and emphasized the need for governments to live up to their responsibilities in this field and to involve trade union representatives in local and national security committees. The ITF also pointed out that in a number of countries the ground staff were required to unload an aircraft against their wishes after it had returned because of a bomb warning — a situation which was intolerable from the ITF's point of view.

265.**ITF Meeting with the trade union side of the British National Joint Council for Civil Air Transport, 6 January 1972**

A meeting between members of the trade union side of the NJC and the ITF was held on 6 January 1972 in London under the chairmanship of Mr. D. Thomas of the Clerical and Administrative Workers' Union. The NJC was represented by J. Cousins, TGWU, B. Hampson, MNAOA, L. Taylor and A. Sherman, BALPA. The ITF was represented by C. H. Blyth, M. S. Hoda and K. A. Golding. The main subject under discussion was a proposal by the MNAOA to have a contingency plan in the event of the occurrence of further hijackings or Libyan-type incidents. After a thorough discussion, it was decided that the transport committee of the British TUC should be asked to approach the British Government on the following points: (a) The immediate accession to/ratification of the Hague Convention on hijacking (this has since been done by the British Government); (b) The immediate ratification of the Montreal Convention (now ratified by the UK). The British Government could also make diplomatic approaches to those states who have declared that their governments would not sign the Convention. (c) A request to be made by the British Government to ICAO that the ITF proposal concerning hijacking from the ground, which was not admitted in the Montreal Conference on procedural grounds, should be adopted as a protocol to the Montreal Convention.

266.

ICAO Legal Sub-Committee meeting, Washington, September 1972

Following the directive of the ICAO Council, the Legal Committee convened a meeting of its Sub-Committee in Washington from 4-15 September 1972. The ITF was represented by Bro. Errol Johnstad, President of the FEIA, USA. The ICAO Legal Sub-Committee felt that a new convention was not necessary but decided on a three-phase procedure for joint action against any state which was considered to be in default of its international obligations or which "contributed in any other way to a threat to the safety of civil aviation". The provisions of the proposed new instrument could be invoked against such states by any other member state of ICAO. The new instrument, which was then to be referred to the Legal Committee of ICAO for consideration, might be adopted either in the form of a protocol to the existing conventions (Hague or Montreal) or as an amendment to the Chicago Convention (1944).

267.

ICAO Legal Committee Meeting, Montreal, January 1973

The 20th Session of the ICAO Legal Committee met in Montreal from 9 to 30 January 1973, in pursuance of the ICAO Council's resolution of 19 June 1972 (see item 254). The object was to evolve an instrument for sanctions against states which failed to fulfil their international obligations or which gave sanctuary and encouragement to aerial hijackers. The ITF was represented by Errol Johnstad of the FEIA — USA. The proposal before the meeting was one evolved at the Sub-Committee meeting held in Washington in September 1972 (see item 266), sponsored jointly by the governments of Canada, the Netherlands, the UK and the USA. The Legal Committee failed to agree on this proposal and decided instead to submit four other proposals to the ICAO Extraordinary Assembly and Diplomatic Conference, to be held in Rome in the autumn of 1973, the details of which were sent out to all affiliates together with ITF Circular No. 26/Ca.14 on 5 March 1973 (see item 269).

268.

Council of Europe Sub-Committee Meeting on Terrorism, Paris, March 1973

The ITF was invited to attend the Terrorism Sub-Committee Meeting of the Council of Europe held in Paris on 22 March, and was represented by K. A. Golding of the ITF Secretariat. The meeting considered that Europe must take joint action against hijacking and sabotage without waiting for world-wide agreement and expressed concern over the fact that only a few countries have, so far, ratified the Hague and Montreal Conventions. Also discussed were the possibilities of obtaining bilateral agreements with the Middle East countries similar to the one recently

concluded between Canada-Cuba and USA-Cuba. Earlier, the ITF had submitted a Memorandum to the Council emphasizing the need for strengthening security at airports; for the formation of security committees with trade union representation; for the speedy ratification of existing conventions and the need to explore the possibilities of bilateral agreements.

269.

ICAO 20th Extraordinary Assembly and Diplomatic Conference, Rome, August/September 1973

The ICAO 20th Extraordinary Assembly and Diplomatic Conference was held in Rome from 28 August to 21 September 1973, following the meeting of the ICAO Legal Sub Committee in September 1972 (see item 266) and the 20th Session of the ICAO Legal Committee, held in Montreal in January 1973 (see item 267). The ITF was represented at this Conference by J. Wahle (FEIA, USA); K. A. Golding (ITF); and M. S. Hoda (ITF). The four proposals before the Conference on sanctions against states which failed to fulfil their international obligations or who gave sanctuary and encouragement to aerial hijackers, were as follows:

- (a) A USSR proposal in the form of a protocol to the Hague and Montreal Conventions aiming at giving preference to extradition to the state of registry of aircraft over prosecution in the country where the offender is detained. This was considered by the sponsors as the most effective deterrent against hijacking and sabotage.
- (b) A Nordic/Belgian proposal asking for adequate powers to be given to the ICAO Council or for the appointment of an independent "Commission of Enquiry" which would investigate each major hijacking/sabotage incident and notify the defaulting states of the remedial action that should be taken. If the state concerned refused to comply with the notice, the ICAO Council could convene a meeting of the ICAO Assembly to decide what action should be taken against that state.
- (c) A UK/Swiss/French proposal for the amendment of the basic ICAO Chicago Convention by incorporating in it all of the main articles of the Hague and Montreal Conventions and, in addition, the amendment of Art. 87 of the Chicago Convention extending the Penalty Clause against defaulting states by refusing airlines of those states permission to use the airspace of other contracting state.
- (d) A Greek proposal in the form of a protocol to the Montreal Convention aiming to extend the Convention's scope to cover passengers and personnel in the embarkation and disembarkation phases and provide international legal protection against violence in those phases.

270.

After four weeks of extensive debate in which national and regional policies played a dominant rôle, the Assembly and the Diplomatic Conference failed to agree on any of the above-mentioned proposals or on any alternative proposals or amendments made during the conference. The ITF initially gave full support to the French/UK/Swiss proposal, because it was the only proposal with a penalty clause in it and, in a circular sent to affiliates before the start of the Conference (Circular No. 86/Ca.36 dated 25 June 1973), we had asked our affiliates to enlist their governments' support for that proposal. However, during the meeting, the ITF delegation supported other proposals as well in a desperate attempt to get a positive result aimed at effective international action against acts of terrorism and hijacking, but without success. In its closing statement, the ITF delegation strongly criticized the failure of the Conference to agree and said that the credibility of the desire of ICAO and its member states to take effective action against hijacking and terrorism had, in the eyes of civil aviation employees and of the world, been drastically diminished. The ITF delegation warned the Conference that civil aviation employees might now be compelled to take appropriate measures to protect their *own* interests and those of the travelling public. An informal meeting with IFALPA to discuss the present position was arranged; it had, however, not yet taken place at the time of writing this report.

271.

RELATIONS WITH INTERNATIONAL ORGANIZATIONS

International Civil Aviation Organization

In addition to attending ICAO meetings and conferences on hijacking and sabotage (see items 261, 266, 267 and 269 above), the ITF maintained regular contact with that organization on technical, safety and professional matters concerning civil aviation workers. ICAO was asked to grant permanent observer status to the ITF at its Air Navigation Commission, which deals with licensing and other related matters of interest to civil aviation employees. This request is being considered by the ICAO Council at the time of writing this report. ICAO has further been asked to include the following three items on the Agenda of its 8th Air Navigation Conference scheduled for 1974:

- (a) Licensing of cabin attendants by the State of Registry of the aircraft to be made standard practice;
- (b) Improvements in the licensing requirements for flight engineers;
- (c) The removal of ambiguities in the licensing of flight operations officers.

272.

At the Dublin Section Conference (September 1972), it was decided that the ITF should explore the possibility of appointing a permanent observer at ICAO Headquarters to follow at close hand the activities of various committees and working groups. A budget of US\$23,790 was envisaged for the appointment of such a permanent representative and a circular was sent out by the General Secretary asking civil aviation affiliates if they would be willing to make additional contributions to cover the cost. Only twenty unions replied and a total offer of \$5,862 was received, as a result of which the project was abandoned. However, an offer from CALFAA to place the services of their Montreal office at the ITF's disposal for liaison work between the ITF and ICAO was gratefully accepted.

273.

International Labour Organisation

After years of demands and requests submitted by the ITF, the ILO has at last agreed to convene a tripartite Preparatory Meeting on Civil Aviation, scheduled to be held from 3 to 10 October 1974 in Geneva, to which trade union, government and employers' representatives will be invited from the following countries: Australia, Brazil, Canada, Ethiopia, France, Germany, India, Italy, Japan, Mexico, the Nordic countries (Sweden, Norway, Denmark), U.K., U.S.A., USSR and Zaïre. The conference will discuss the problems of both ground and flying staff and its objective will be to "identify social and labour problems in civil aviation and possibilities of action by the ILO". It is understood that the preparatory meeting will select items for discussion and prepare the agenda for a full tripartite meeting on civil aviation to be convened soon afterwards.

274.

IFALPA. During the period under review, there has been close contact between the ITF and IFALPA in seeking a solution to the problems of hijacking and sabotage, as well as on other vital questions. At the beginning of 1973, the ITF approached IFALPA with a proposal to set up a joint committee on hijacking and sabotage, and after detailed consultation it was agreed that such a committee should be established.

The terms of reference of the committee were defined in a joint agreement signed by both organizations, reproduced below. Later IFALPA informed the ITF that their nominees on the joint committee were as follows:

- Captain Ola Forsberg (President)
- Captain J. J. O'Grady (Vice-President)
- Captain C. C. Jackson (Executive Secretary)

275.

IFALPA also sent a list of their Member Associations to enable ITF affiliates to form corresponding joint committees at national level in order to make joint representations to governments who have not signed or ratified the three conventions (i.e. Tokyo, Hague and Montreal). The ITF also sent IFALPA the list of Civil Aviation affiliates and informed them that the ITF nominees on the joint committee were the following members of the Management Committee:

- F. Prechtl, Austria
- H. Kluncker, Federal Republic of Germany
- D. S. Beattie, U.S.A.
- L. Buonaccorsi, France
- J. Jones, United Kingdom.

276.

Summary of Agreement on Joint IFALPA/ITF Committee on Prevention of Hijacking and Sabotage of Civil Aviation

In the event of any incident of hijacking/sabotage and/or threat to the security of civil aviation that calls for a response from the ITF and IFALPA, both organizations, whilst retaining their autonomy to act individually, agree as follows:

1. After initial urgent consultations with their respective members and each other, to summon a joint meeting of the appropriate bodies in each organization to decide the extent and mode of cooperative action.
2. To urge member organizations to make joint representations to their respective national governments, to
 - a) strengthen the proposals for the forthcoming Diplomatic Conference and ICAO Assembly,
 - b) urge speedy ratification and implementation of the Tokyo, Hague and Montreal Conventions and any subsequent convention,
 - c) take action to strengthen airport security in their respective countries.
3. In furtherance of the above, both organizations have agreed to form a joint committee.

277.

IATA. The ITF's relationship with IATA has been a close one, especially in the area of seeking a solution to the problem of hijacking and attacks on civil aircraft. During the ICAO Diplomatic Conference in Rome (see item 269), the three observer organizations, the ITF IFALPA and IATA, worked in concert to achieve some positive result, but, as reported above, the Conference was a failure.

278.

IFATCA. Meetings were held with officials of the International Federation of Air Traffic Controllers' Associations (IFATCA) with a view to exploring ways and means of mutual cooperation between the two federations. During the period under review, observers from the ITF and IFATCA were present at each other's meetings, and a Declaration of Intent of mutual cooperation was signed by the two organizations.

279.

IFALDA. The International Federation of Air Line Despatchers' Associations (IFALDA), a professional body of flight operations officers (despatchers), has maintained a very close relationship with the ITF during the three years under review. The ITF successfully presented the case of flight operations officers at ICAO, and as a result their licensing status was upgraded.

280.

IFATE. The International Federation of Airworthiness Technology and Engineering, which is a professional body of ground engineers, has maintained a close relationship with the ITF ever since it was set up. Representatives of the two organizations have attended each other's meetings and conferences and have conducted a useful exchange of information during the period.

ALLIED INDUSTRIES AND SERVICES SECTION

281.

SECTION COMMITTEE

At the end of 1973 the Section Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
A. P. Coldrick (<i>Chairman</i>)	Great Britain	TSSA
K. Haussig (<i>Vice-Chairman</i>)	Germany	OeTV
E. Strasser	Austria	HTV
J. Prinz (<i>Deputy member</i>)	Austria	HTV
K. Ellergaard	Denmark	DASF
L. Larsen	Denmark	Funktionaerforbund
R. Decoudun	France	FMC
R. Lanoiselée (<i>Deputy member</i>)	France	FMC
E. Questerbert	France	Fédération des Cheminots
R. Ruffin (<i>Deputy member</i>)	France	Fédération des Cheminots
D. A. McKenzie	Great Britain	TSSA
N. Odake	Japan	TBWU
R. Runayama (<i>Deputy member</i>)	Japan	TBWU
O. Johansson	Sweden	HTF
vacant ¹⁾	Sweden	STF
L. E. Dennis	USA	BRAC
T. Fitzgibbon (<i>Deputy member</i>)	USA	BRAC

¹⁾ S. Jönsson resigned October 1973

282.

General

At the Section Conference, held in conjunction with the 30th ITF Congress in Vienna, it was decided that greater attention should be paid to the travel trade and that, as a first step, a thorough enquiry should be made into the extent and state of trade union organization of the staff in multinational travel agencies. Soon after the Conference, a questionnaire was sent out to all affiliated unions, asking for information on the multinational companies operating in their countries — the number of offices and branches they have in each country, as well as the number of staff employed by them. Information was also sought on whether or not these employees were organized in any trade union and whether there were any possibility of the ITF affiliated unions launching a campaign to organize those who were not already organized. A summary of the replies received to this questionnaire was sent to all affiliated unions concerned in July 1972. From the replies it appeared that, in most countries, the travel trade employees were not well organized and most of the affiliates expressed their interest in launching a campaign to organize such employees, especially those belonging to big multinational companies.

283.

Section Conference, London, May 1973

A full Section Conference was held on 8 May 1973 in London under the chairmanship of Brother A. P. Coldrick of the TSSA, UK. Twenty-one participants from eight countries attended the conference. The conference discussed in detail the problems facing travel industry employees, many of which arise because the industry is not very well organized. Another problem facing this industry is the fact that, even in the bigger companies, a large number of people join on a temporary or seasonal basis and are not therefore interested in trade union organization, or even in improving their wages and working conditions. This is mainly because their job in the travel trade is a stop-gap employment which gives them a chance to see the world.

284.

The Conference, taking these facts into consideration, decided that the ITF and its interested affiliated unions should press for international measures to register all travel agencies, thus giving a degree of protection to both employees and customers. It was further decided that every effort should be made to organize travel industry employees; that the ITF and its affiliated unions should insist on a government-recognized training and licensing system for travel agency employees; that a multi-

national travel agency organizing campaign should be launched by ITF-affiliated organizations and that, as a first step, the interested ITF-affiliated unions should pick a limited number of multi-national companies (such as American Express, Thos. Cook, etc.) and exchange regular information on the existing situation of trade union organization in them as well as the progress made in their organizing activities. The ITF Secretariat was asked to coordinate this information and to feed it back to the affiliated unions concerned. It was decided that the situation should be reviewed at the next Section Conference, to be held in conjunction with the 31st ITF Congress in Stockholm in 1974.

285.

Follow-up Action

Following the decisions taken at the above conference, the addresses of the selected multinational travel agencies having branches in other countries were circularized to all affiliates with the request that they mount the organizing campaign to bring all the employees of these companies within the ITF-affiliated unions, providing they were not already organized. As decided by the above conference, the overall situation will be assessed by the next Section Conference, to be held in conjunction with the 1974 ITF Congress.

VII

RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

The various aspects of our relations with those inter-governmental organizations which primarily affect the different ITF sections are dealt with elsewhere in this Report. Cross references are given below under each organization.

286.

International Labour Organisation (ILO)

Railwaymen's Section matters are dealt with under items 101 and 102; Road Transport under items 108, 109, 110, 114, 118, and 119-125; Inland Navigation under items 127, 128 and 129; Dockers under items 133, 135, 140-149; Seafarers under items 160, 161 and 164-166; Fishermen under items 225, 226 and 229; and Civil Aviation under items 246, 247 and 273.

287.

International Civil Aviation Organization

The work of the Civil Aviation Section within ICAO is summarized under item 271. In addition, the ITF has been represented at a number of conferences on hijacking and terrorism called by ICAO. These are dealt with under items 261, 266, 267 and 269.

288.

Inter-Governmental Maritime Consultative Organization (IMCO)

The work of the Seafarers' and Fishermen's Sections within IMCO is summarized under items 167-179 and 230 respectively.

289.

International Telecommunications Union (ITU)

The ITF was granted observer status at the 1971 ITU World Administrative Radio Conference for Space Telecommunications, and the conference is reported under item 180. Reference to the 1974 ITU Maritime World Administrative Radio Conference is made in item 172.

290.

United Nations Economic Commission for Europe (ECE)

At its meeting in Villingen (Germany) in October 1972, the Road Transport Workers' Section Committee reviewed recent developments within the ECE concerning the construction of vehicles with particular reference to the impact resistance of divers' cabs of utility vehicles.

291.

European Conference of Ministers of Transport (ECMT)

There have been frequent contacts between the ECMT and the ITF during the period under review. The ITF has been consulted by the

ECMT on a number of occasions on, *inter alia*, such subjects as the "Determination of Criteria for the Regulation of Capacity (Access to the Market for Freight Transport by Road and Inland Waterway)", "The Choice of Infrastructure Investment" and , in connection with specialized reports, on the "Coordination of Urban Transport", and on the "Work of the European Community on Common Transport Policy". The practice of the ECMT to invite various international organizations every year to give their views on the subjects figuring on the ECMT Agenda — usually in conjunction with the presentation of its Annual Report — continued.

292.

The Federation was represented at a number of ECMT Hearings between 1971 and 1973 by the Section Secretary and/or leading officers of the French Railwaymen's Federation (F.O.) and the French Federation of Railway Technical and Supervisory Personnel (FMC). The ITF was also represented at an *ECMT Symposium*, held in the Hague from 5-7 October 1971, on "The Theory and Practice of Transport Economics" which discussed the choice between private and public transport.

293.

The subjects under discussion at the *Hearing on 15 December 1971*, were Speed Limits outside Built-up Areas and Pricing the Use of Infrastructures.

294.

The ITF presented a detailed Statement to the *ECMT Hearing on 21 January 1972* on "The Efficient Participation of the Railways in the Market Economy". The ECMT Introductory Report dealt, by and large, with the same problems as those contained in a document ("Transport Policy Objectives with regard to the European Railways" see page 154) adopted by the Railwaymen's Section Conference at Vienna. However, the basic assumption underlying the ECMT Report, i.e. that transport should be run on so-called free-market principles, was considered irreconcilable with ITF policy, and in rejecting this view the ITF underlined the rôle of the railways in performing a service to the community.

295.

The discussion at the *Hearing in Paris on 3 December 1973*, centered around the problems of transport in conurbations, the normalization of railway accounts, safety belts, noise abatement, high-speed transport, road signs and automatic couplings. The ITF representative, speaking in favour of the normalization of accounts, referred to statements adopted by the Section Conferences in Mexico (1969) and Vienna (1971). The normalization of accounts should be one factor only in an overall transport policy concept which must give prominence to social, energy and environment considerations. On the subject of automatic couplings, the UIC representative requested that the planned date of introduction should be postponed from 1981 to 1985. The ITF representative opposed this, referring to ITF policy on the subject. He informed the meeting that in view of the circumstances, the ITF would hold detailed discussions with affiliates on the matter.

VIII

RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

296.

International Confederation of Free Trade Unions (ICFTU)

The ITF's relationship with the ICFTU has generally been most productive, particularly with regard to activities in the developing countries. Regular contacts are maintained both informally and through the General Secretary's attendance at meetings of the ICFTU Executive Board, where he is one of the four ITS representatives. (See also item 298 concerning the ITF's relationship with other International Trade Secretariats.)

297.

European Trade Union Confederation

The European Trade Union Confederation was founded during a conference in Brussels on 8 and 9 February 1973. It was decided that the ETUC Headquarters should be in Brussels. The new organization comprises trade union centres of Belgium, Denmark, Finland, France, Germany, Great Britain, Italy, Luxembourg, the Netherlands, Norway, Sweden, Switzerland and Spain (Exile).

The ITF General Secretary and Assistant General Secretary attended the founding Conference, and the ITF looks forward to useful future co-operation with the ETUC on industrial and social matters pertaining to European transport.

298.

International Trade Secretariats

The ITF has continued to maintain an excellent relationship with other International Trade Secretariats (ITSs). General Conferences of ITSs were held on 5 and 6 April 1972 in London and on 2 and 3 April 1973 in Geneva. A further meeting of ITS General Secretaries was held in London on 9 July 1972, immediately preceding the ICFTU's World Congress. These Conferences provided representatives of ITSs and the ICFTU with a valuable opportunity to exchange views and experiences on the many matters that are of common interest. The ITF's General Secretary has served as Chairman of these Conferences throughout the period under review. (See also item 296 concerning the ITF's relationship with the ICFTU.)

299.

IFALPA

At the close of the year, following the experiencing of difficulties in achieving a speedy convening of the joint committee in order to take action on the Rome hijacking and its aftermath, the General Secretary decided to send an open letter to the IFALPA Principal Officers suggesting certain improvements in the system of consultation. It was requested that this letter should be brought to the attention of the IFALPA Annual Conference, due to be held in March 1974. (For further details of the ITF's relations with IFALPA, see items 254 and 274-276).

300.

Committee of ITF Unions in the European Economic Community

The development of a common EEC transport policy over the past 15 years may, broadly speaking, be divided into three phases:

- 1958—1967 general guide-lines and implementation time-table drawn up;
- 1968—1970 substantial progress made towards harmonizing the conditions of competition between the different means of inland transport and first steps taken towards a common transport organization within the Market;
- 1971—1973 further harmonization and market organization achieved; action to give impetus and a new dimension to the common transport policy started.

The outstanding event of the period 1971-1973 in the Community was the entry of Great Britain, the Republic of Ireland and Denmark on 1 January 1973. The problems arising from the enlargement of the Community and their implications for future trade union cooperation in Europe was the subject of an ITF European conference held in Salzburg in October 1972 (see item 2).

301.

COUNCIL OF MINISTERS OF TRANSPORT

The Council made a detailed study of a number of dossiers on important matters for the completion of the harmonization of the conditions of competition and the establishment of a more balanced transport system in Europe. These dossiers concerned:

- a) the standardization of weights and dimensions of motor vehicles (agreement on 40 tons total laden weight and an 11 ton maximum load per single axle was reached between the Six in May 1972 and contested by Great Britain upon entry into the Community);
- b) reorganization of the financial situation of the railways and their relationship with the States;

On 18 August 1971, after consultation with the trade unions, railway administrations and governments, the Commission of European Communities submitted a proposal to the Council on the subject, aimed at supplementing the three EEC Regulations adopted by the Council on 26 June 1969 and 4 June 1970, viz. a Regulation asking the States to end the public service obligations of the railways (considered as disadvantageous from a commercial point of view) and not to impose any new such obligations; a Regulation laying down common procedures for the normalization of railway accounts; and a Regulation concerning grants and state subsidies. This 1971 proposal — under consideration by the Council at the time of writing this Report — was intended to make a clear distinction between the reciprocal responsibilities of the States and the operators, while maintaining the public or nationalized character of the railway undertakings. The series of measures proposed should make it possible for the railways gradually to achieve financial independence and consequently to carry out their work in optimum conditions;

c) problems connected with the implementation of the first EEC Regulations No. 543 of 25 March 1969, on social harmonization in the road transport industry, its co-existence with the AETR and its application to the new member countries;

d) pricing the use of transport infrastructures, for which the standardization of the national systems of taxation on commercial vehicles is, as it were, a precondition;

e) the Council adopted provisions for a short-term extension of regulations in force concerning the community quota for road transport and the rates for freight road haulage, as well as for the opening of negotiations between the Community and Switzerland with a view to setting up of a temporary system for laying up inland navigation vessels.

302.

COMMISSION OF EUROPEAN COMMUNITIES

On 8 November 1971, 30 May and 24 October 1973, the Commission submitted several papers to the Council aimed at giving a new dimension to the common transport policy by stressing the responsibility of the public authorities (rather than the operators) and by establishing a direct link with other EEC policies (such as town and country planning, environment, the regions, industry, energy, etc.). In its October 1973 proposals, the Commission announced a number of new initiatives scheduled for the period 1974 to 1976: coordination of national actions on infrastructures, initiatives in the field of transport safety (control techniques, safety, speed, etc.), maritime transport, civil aviation and pipelines, extension to other sectors of the social harmonization begun in road transport, and organization of the capacity of road freight haulage. In

the view of the Commission, the Council ought to adopt the following proposals as a matter of priority: adjustment of the present Community road freight transport quota, standardization of national systems of taxation on commercial vehicles, extension of the measures for the liberalization of the market to cover transport on own account, the temporary laying up of inland navigation vessels, financial relationship between the railway operators and the States, second social Regulation for the road transport industry, study on air transport, entitlement to act as transport operator, technical control of motor vehicles, pricing the use of infrastructures and opening of negotiations with non-member countries on the system applicable to international passenger transport by road. All these have already been the subject of proposals by the Commission in previous years.

303.

The preceding makes it abundantly clear that the common transport policy, if it really is to meet the demands of the new economic entity represented by the Nine, must be activated by a new political will and the decision-making processes must be accelerated within the EEC institutions—the Council, the Commission, the Economic and Social Commission and the European Parliament — and within the framework of the relationship between these institutions and specialist circles.

304.

ACTIVITIES

The Chairman of the Committee of ITF Unions in the EEC is Ph. Seibert (GdED, Germany), its Vice-Chairmen are A. de Bruin (NVV, Netherlands) and L. Buonaccorsi (F. O. Railwaymen, France), and its Secretary is B. Jonckheere. The ITF, represented by C. Blyth, is a full member of the Committee.

305.

During the period under review, the ITF "Brussels" Committee has been regularly associated with the work of the EEC in all areas of immediate concern. It has done so through contacts with the EEC bodies in Brussels, Luxembourg and Strasbourg and by making known the trade union standpoint on various issues, by initiatives of all kind and by information meetings and consultations on all questions of direct interest to transport workers.

306.

The trade unions have constantly pressed for a rational and planned organization of transport in Europe at the lowest cost to the community, the coordination of investments, the reorganization of the financial situation of the railways, the introduction of severe regulations to govern access to the market and capacity, the coordination and harmonization of conditions of competition and of the living and working conditions of transport workers, an identical tariff system for all the means of transport guaranteeing market "transparency" (i.e. full and detailed information on supply and demand), priority of public over private transport, the application of the common policy both to transport for hire or reward and for own account, inclusion of maritime transport, civil aviation, pipelines and ports in the common policy, reinforced participation of transport unions in the Community policy planning, decision-making and executive bodies by means of more effective employers/workers joint advisory committees.

307.

It is, in particular, the social aspects of Community policy which have always been the centre of attention of the ITF Brussels Committee. This is especially true of the first EEC Regulation for road transport—as yet only imperfectly applied within the Community — but applies also to the second Regulation on road transport (driving and rest periods, annual leave and public holidays, ban on premiums for the distance covered) submitted by the Commission to the Council in July 1972, and the preparation of similar social measures in inland navigation and on the railways.

308.

Other problems with which the transport unions in the EEC have been particularly concerned over the past three years include:

- present position and future prospects of the common transport policy after the reactivation that took place in 1971 to 1973;
- plans and achievements concerning social harmonization within the Community; planned introduction of the tachograph and/or other monitoring devices, safety in transport, vocational training, the fitting out of drivers' cabs (road transport), the carriage of dangerous goods;
- improvement of the structural and financial position of transport undertakings;
- weights and dimensions of road vehicles;
- plans for the setting up of a European railway undertaking.

309.

The different joint advisory committees ("Road Transport", set up in 1965, "Inland Navigation", 1967 and "Railways", 1972) as well as the working groups within these committees ¹⁾ constitute an important framework in which to press trade union interests within the EEC in Brussels. A similar, very active, committee for the fishing industry has operated since 1970. The EEC is now planning to set up such joint advisory committees for maritime transport, civil aviation and for the ports and a number of preparatory meetings to this effect have taken place during the period under review.

¹⁾ the working groups on "crew composition" and "control and sanctions" operate within the Joint Advisory Committee on Inland Navigation;

the working groups in "the carriage of dangerous goods" and fitting out of drivers' cabs" operate within the Joint Advisory Committee on Road Transport;

discussions on working conditions and manning take place within the Joint Advisory Committee on Railways;

the working groups on the "social situation", "safety", "social harmonization" and "vocational training" operate within the Joint Advisory Committee on Fishing.

IX

GENERAL

310.

Greece

During the period under review, several tentative and two specific inquiries have been received from the suspended Greek unions regarding the possibility of the various suspensions being lifted.

The two specific inquiries were from the Greek Flight Engineers' Association and the Panhellenic Seamen's Federation. They were considered by the ITF Executive Board at its meeting on 3 to 5 May 1972. The Board, however, felt that there should be no change in the ITF's attitude towards the Greek unions until there was firm evidence that they were able to operate with the degree of freedom compatible with ITF membership.

We have little hope that the present Military Government, which seized power on 25 November 1973, will allow such freedom.

311.

Icelandic fishing limits

An interim settlement was reached between the Icelandic and British governments in October 1973, according to which British trawlers would be permitted to catch a maximum of 130,000 tons of fish a year and a fleet of 139 vessels would be allowed to operate in the zone between the 12-mile and the 50-mile limits. The waters would be divided into six areas which might be fished by British vessels in two-monthly rotation, so that at any one time one-sixth of the zone would be closed; in addition, five conservation areas would be closed at certain times of the year and two closed permanently. At the time of preparing this Report, no settlement had been reached between Iceland and West Germany although a meeting between the two governments had been scheduled for early 1974.

312.

India-Pakistan War

The war between India and Pakistan involving East Bengal (later Bangladesh) which broke out in December 1971 had serious repercussions on seafarers of both countries. A number of ships were captured and seamen of both nationalities detained by the authorities in Indian and Pakistani ports. The ITF General Secretary, after having been informed

of this situation, immediately cabled seafarers' affiliates in both countries requesting them to use all their influence to obtain the release of the men thus detained. He also urged the two governments promptly to set free the detainees. Pakistan did release most "captured" Indian seafarers early on, whilst the Indian authorities still regarded their detainees as prisoners of war. In March 1973, after a courageous and relentless campaign waged by Brother J. D. Randeri, General Secretary of the Maritime Union of India — who fought ceaselessly to establish the principle that seafarers on merchant ships are non-combatants — agreement was reached between the countries for the repatriation of 101 crew members and 154 passengers of captured Pakistani ships and 66 Indian seamen still in Pakistani custody.

RESOLUTIONS AND STATEMENTS

RESOLUTIONS AND STATEMENTS ADOPTED BY THE ITF EXECUTIVE BOARD

1. Fishing Limits

This meeting of the ITF Executive Board, held in London on 16 and 17 November 1971,

RECALLS that the ITF has paid considerable attention in the past to the question of fishing limits and that in 1967 the Conference of its Fishermen's Section adopted a resolution (which was reiterated in 1970), *noting* that an international settlement of the question of fishing limits had become increasingly urgent in view of the need to maintain food supplies for the rapidly increasing world population and to minimize friction between nations for the promotion of world peace and *renewing* a previous appeal to the United Nations to hold a Third Law of the Sea Conference as soon as possible for such a purpose;

NOTES that fishing limits commonly designed by the United Nations for the protection of all workers who are greatly dependent on the living resources of the sea for their livelihood have been unilaterally and, in some cases, unreasonably extended during the period subsequent to the adoption of the aforesaid ITF resolution, such action being detrimental to the peaceful and profitable pursuit of their employment;

RENEWS, in view of the need to achieve a lasting and harmonious settlement of the question of fishing limits, previous appeals by the ITF to the United Nations in the hope that the latter organization shall be able to settle the issue when the Third Law of the Sea Conference meets in 1973;

IS OF THE FIRM OPINION that the views of the parties most immediately affected by any decision taken by the Law of the Sea Conference should be given due attention;

REQUESTS therefore that the United Nations grant observer status to the most representative international fishermen's organization, namely the International Transport Workers' Federation, in respect of the Third Law of the Sea Conference; and

FURTHER REQUESTS that the United Nations recommend its member governments to enter into consultations in a constructive manner with the respective fishermen's organizations of their countries and to include, where possible, representatives of these organizations as advisers to the national delegations to the Third Law of the Sea Conference.

2. Statement on Chile

At its meeting in Paris on 30 and 31 October 1973, the Executive Board of the International Transport Workers' Federation (ITF) denounced the recent military coup in Chile and strongly reaffirmed the view expressed in the ITF's statement of 14 September that whatever problems Chile faced, the brutal imposition of a military dictatorship was monstrous. The Board then unreservedly endorsed the statement previously made by the Director of the ITF's Office for Latin America and the Caribbean, reiterating the ITF's complete solidarity with the workers of Chile and particularly its transport workers, and demanded that the régime presently holding power in Chile should restore the country to constitutional government immediately. The Board condemned the actions the régime had taken to deny the basic civil rights and liberties of Chile's workers and pledged the ITF's support for any measures the Chilean workers might take to regain and exercise their freedom of association and right to organize. The Board further calls upon affiliates to render whatever practical solidarity and assistance are possible to our Chilean trade union colleagues.

3. Statement on Middle East Conflict

At its meeting in Paris on 30 and 31 October 1973, the Executive Board of the International Transport Workers' Federation (ITF) welcomed the conclusion of a cease-fire in the Middle East and called on all concerned to ensure that it was respected and maintained. It expressed the fervent hope that a just and durable peace would be established by early negotiations between the parties directly involved so that the workers of those countries could devote themselves to their social and economic advancement free from fear and harassment within secure internationally recognized and guaranteed frontiers.

RESOLUTIONS AND STATEMENTS ADOPTED BY ITF SECTION MEETINGS

RAILWAYMEN

4. Transport Policy Objectives with regard to the European Railways

(Unanimously adopted at the XXXth ITF Congress, Vienna,
July/August 1971)

The accounts of most European railway undertakings show a deficit on their current operations, for reasons which can be summarized under five broad headings:

1. Obligations which are to be seen as relics of an age when the railways operated under monopoly conditions and which are no longer reasonable in the context of competition;
2. A shortfall in receipts directly attributable to the function of the railways as instruments of governmental economic and social policy;
3. A lack of co-ordination in the transport sector arising from the absence of a comprehensive transport policy;
4. Mistaken investment policies which have prevented proper, long-term rationalization measures and have delayed technical development and reorganization as well as application of modern technology to the necessary extent;
5. Competitive distortions arising from unequal conditions of competition as between the different means of transport and the inadequate capacity of the European railway networks.

In many countries there is an increasingly marked trend for traffic to return to the railways, this being primarily attributable to the prevailing road congestion. An increase in the capacity of railways in conformity with the expansion of demand would undoubtedly initiate a renaissance for the railways. However, this presupposes the adoption of true objectives for European rail traffic and a corresponding harmonization with the other means of transport. In many countries, serious efforts are being made to make the railways more attractive. In this respect, there appears to be general agreement in practically all European countries:

1. Efforts to increase productivity by a more rational deployment of personnel;
2. The application of work-saving techniques and organizational procedures;
3. Examination of unprofitable lines with a view to providing alternative services using other means of transport;
4. Concentration of resources in the technical, operational and commercial fields and with regard to the purchase of new equipment on the most important routes;
5. The extended application of combined transport techniques and construction of private sidings;
6. An extensive transfer of freight traffic from road to rail.

Two particular points are controversial with regard to European railway operations:

1. The desirability of management along commercial lines;
2. The public service functions of the railways.

In this context, however, it is clear that competition between the individual means of transport, based on the principles of the free-market economy, can never bring about a reasonable division of tasks from the point of view of the economy as a whole. So much is evident from a whole series of scientifically based arguments.

A further extremely significant point is: if the State, by reason of its economic or social policy, requires the railways to follow policies which damage their financial situation (for example by not allowing the railways to increase their fares or freight rates to an economic level or by insisting on the maintenance of un-economic services or subsidiary lines out of general economic considerations), the State or those authorities having a direct interest in the maintenance of these services should assume full responsibility for their demands and provide full compensation for the net loss on the operation in question, this figure being arrived at by subtracting actual receipts from the amount receivable by charging at an economic price level.

As an integral part of any transport policy programme, there must be a comprehensive forecast and analysis of future transport needs, taking into account the particular aptitude of the railways for defined areas of demand with a view to arriving at optimum satisfaction of these different areas of demand. Decisions arrived at within the context of dividing the total demand for transport between the most appropriate means of transport should be followed through by providing for an infrastructure programme which will take full account of the necessity of maintaining adequate capacity in rail transport and making full use of this capacity.

Radical co-ordinating measures are called for.

The main areas on which to concentrate in the future are given by the railways' specific advantages in the field of mass transportation, specifically, the capacity to transport a heavy volume of passengers or goods with greater speeds and more economically than other forms of transport in certain defined cases:

1. Attractive passenger services over medium-distance routes up to approximately 500-600 km and over rather longer distances up to 1500 km by overnight services.
2. Particular consideration has to be given to urban and commuter transport in urban conglomerations. The extension of the railway network in these areas will be one of the most important tasks in the future.
3. In addition to commuter traffic within the urban areas, attention must be given to obtaining proper connections between these areas using fast, comfortable trains.
4. Attracting long-distance freight traffic on medium-distance and long-distance routes.
5. The establishment of fast connections for freight traffic between main industrial areas throughout Europe by fast through overnight freight services will present a proper area in which the railways should concentrate their future efforts, giving particular attention to attaining the highest possible transit speed for the entire house-to-house or producer-consumer journey.
6. Extension of existing or construction of new private sidings which have a material contribution to make in promoting a net increase in wagon-load, containerized, piggy-back, pallet and small unit-load consignments. This particular aspect has to be dealt with in conjunction with improving conditions for international transit traffic.
7. Particular attention will have to be given to promoting an increase in combined-transport operations with the cooperation of other forms of transport.

It will only be possible to tackle the catastrophic situation arising out of the mass movement of private cars, particularly in rush-hour periods, by providing more attractive, speedier and modern public transport facilities which are available to all sectors of the population.

Better transport facilities for holiday traffic generated by densely populated European areas would also make an appreciable contribution towards solving current traffic problems. Traffic congestion at weekends places a particular responsibility on the railways to provide good connections and comfortable facilities so as to encourage rail traffic between residential areas and popular tourist spots.

In rural areas there is often a very limited volume of traffic available for rail transport. Here, priority must be given to establishing which areas are likely in the foreseeable future to generate an increased volume of traffic in the light of regional and investment planning. Once these areas are identified, adaptation to increased transport needs will involve extension and improvement of railway lines. The remaining areas where there is no immediate prospect of an increase in traffic volume, particularly under-used stations and freight-handling installations, should be abandoned and the traffic diverted to other means of transport, particularly road transport within the framework of proper enabling legislation providing an adequate substitute for the previous railway services. There can, however, be no question of mass transfer of traffic to road transport. Wherever stations on subsidiary lines are favourably located and there is a significant movement of goods, it will often be the case that rail transport has considerable advantages over road transport as far as the movement of passengers is concerned. Any decisions with regard to closing uneconomic subsidiary lines must, therefore, be taken on the basis of a thorough analysis of the economic structure of the area served.

Regional trends and growth prospects have to be examined in relation to the likely effect on the transport sector and, in particular cases, consideration will have to be given to the possibility of national or local government participation in the financing of the necessary infrastructure.

In general, an effort must be made to provide an agreed minimum level of service for all regions and, in particular, to ensure that the closing of subsidiary lines and their replacement by improved or specially created road services is so carried out as to guarantee an adequate service for the area in question.

In the public passenger transport sector, a coordinated system must be evolved so as to allow cooperation between road and rail services not only in urban areas but also in isolated, sparsely populated and predominantly rural areas.

Particular attention must be given to providing good connections and facility of transfer between one form of transport and another, particularly between long-distance and local traffic.

As far as tourist traffic is concerned, it is essential to provide for attractive services by putting on special trains and through carriages — not forgetting "Motorail"-type services — all of which facilities have to be developed in the light of overall European transport policy trends. In order to carry out these measures and to assist the railways in carrying out these tasks, the following specific measures — many of them already under discussion in railway circles — are called for:

1. Normalization of accounts. Abolition of so-called extraneous charges will make it possible to arrive at true operating results which are comparable with those of other means of transport. This will provide a basis for embarking on further measures which will be required to counteract the real losses currently being made by railway undertakings.
2. Coordinating of investment between railways and other means of transport. A true assessment of the specific advantages of the respective means of transport will make it possible to direct investment to particular areas in conformity with the overall demand for transport — in certain sectors, in accordance with non-economic objectives. Particular attention here has to be given to making the most rational use of rail capacity.

3. Individual items of investment within the railway sector will have to be subordinated to a general scale of priorities, taking account of the internal effects on future operations as well as of the repercussions on the economy as a whole and their significance with regard to regional planning.

However, this will be conditional on the institution of long-term forecasting and planning in the transport sector and the drawing-up of long-term investment programmes for the railways guaranteeing the necessary financial cover for meeting their investment requirements. A financially sound investment programme for the entire European railway network must be in existence before there can be any question of genuine long-term investment planning.

4. Current investment programmes and proposed measures are to be examined in relation to the railway's objectives and future major tasks.

Re-organization measures should be introduced on the railways without delay with a view to obtaining optimum use of improved services and increased capacity brought about by technological advance; this is bound to mean a re-shuffling of investment priorities. The following measures will be required in order to improve track, installations, rolling stock etc.:

(A) Improvement of track and installations

- (a) Continuation and acceleration of electrification programmes;
- (b) Feasibility studies on so-called secondary electrification in certain areas presenting certain operating conditions;
- (c) Overcoming bottle-necks on the main route network by construction of double-track sectors;
- (d) Improvement of overhead structures and signalling;
- (e) General increase in train speeds and examination of the necessary construction work for high-speed capacity;
- (f) Provision of adequate protection against landslides, flooding etc.;
- (g) Abolition of all level crossings;
- (h) Construction of modern centralized marshalling yards;
- (i) The construction or modernization of loading terminals, including container-handling facilities;
- (j) Specialized facilities for handling combined transport and sundries;
- (k) Terminal handling facilities for motorail services;
- (l) Increased construction of private sidings for high-capacity firms;
- (m) Optimum development of real estate adjacent to rail installations in urban centres by high density development (shops, offices and multi-storey car parks).

(B) Rolling stock

- (a) Replacement and increase of existing stock;
- (b) Uniformization of rolling stock types at European level;
- (c) Modernization of passenger stock;
- (d) Increased comfort and facilities on passenger trains;
- (e) Development of high-speed rolling stock;
- (f) Acquisition of modern rolling stock for domestic and international traffic and scrapping of 2-axle passenger stock;
- (g) Extension of the fleet of goods wagons;
- (h) Adaptation of goods wagon types to changing customer requirements, taking account of present demand in this area and the nature and composition of traffic carried as well as the requirements of combined transport;
- (i) Specialized stock for specific loads, including containers, low-loading flat cars.

(C) Other requirements

- (a) Adaptation of services and conditions to geographical variations and regional development (changes in population density, industrial and commercial development and variations in traffic flow, with regard to volume, frequency and qualitative requirements);

- (b) Greater flexibility in adapting time-tables to variations in demand at different periods and times of the day over the entire rail sector (commuter traffic, long-distance passenger traffic and goods traffic);
- (c) Reduction of stops in international traffic by carrying out customs procedures on the train;
- (d) Reduction of freight marshalling times;
- (e) Accelerated re-organization of sundries traffic on the basis of direct rail services between centralized goods handling terminals;
- (f) Separation of different types of traffic on densely trafficked routes by constructing separate track for local traffic and by increased running of freight trains at night;
- (g) Accelerated turn-round of freight wagons, thus increasing capacity, in particular by:
 - a. Overhaul of wagon movement schedules;
 - b. Reducing waiting times;
 - c. More flexibility at frontier crossings;
 - d. Speeding up marshalling operations in accordance with changed operating requirements.
- (h) The increased use of automation and cybernetics. This would present the following possibilities for achieving a high degree of rationalization of rail operations:
 - a. Automatic train despatching and centralized control of traffic movement over long-route sectors;
 - b. Complete automation of marshalling operations. After the introduction of the automatic centre-buffer coupling in 1979, the introduction of remote-control shunting movements and automatic track braking systems and electronic wagon-marking reading devices, all marshalling operations can be programmed and carried out automatically.
- (i) Application of electronic data processing.
 - a. Centralized invoicing and accounting in the freight sector;
 - b. Centralized booking and seat reservations in the passenger sector;
 - c. Up-to-date accounting for current operations as an aid to management;
 - d. Application of these techniques in other operational and management areas;
- (j) Cooperation with other means of transport in the carriage of goods by extended use of combined transport techniques.
- (k) Cooperation with other carriers in the collection and delivery of goods consignments.
- (l) Feasibility studies in connection with the introduction of piggy-back transport in international traffic.
- (m) Increasing use of containers.
- (n) Cooperation with other carriers in urban and commuter transport by the introduction of through-ticket booking facilities or the creation of urban passenger transport consortia.
- (o) The creation of a modernized flexible tariff system, adapted to current demand giving priority to replacement of the present system by uniform tariffs with special concessions.
- (p) Improvement, modernization and perfection of accounting aiming at the greatest possible degree of accuracy and informativeness with regard to the calculation of costs of production of specific services so as to allow a true assessment of profitability, the effects of rationalization measures and forward planning of such measures.
- (q) The introduction of proper costing methods to serve as a basis for calculating fares and tariffs, calculation of costs and receipts for specific areas and routes, the possibility of separating infrastructure costs from total costs.
- (r) Specialized publicity and sales drives using modern marketing methods with a view to gaining new customers for both domestic and international services.

(s) Coordination with other means of transport (airlines, shipping companies, car-rental firms) and with other railway administrations as well as with the organizers of exhibitions, sporting events, festivals etc.

(t) More intensive publicity and advertising through the mass media.

(u) Vastly improved customer relations.

Certain legal reforms will be necessary, particularly with regard to the European Economic Community.

However, if the railways are really to be prepared for their future tasks, considerable research and planning will be necessary in order to make all these measures truly effective. This is to be achieved by generous financing of research establishments at European level which will be explicitly concerned with evolving new methods in transport. This would include work on the development of new types of rail transport based on the use of automation and cybernetics. The application of electronics would not, of course, be confined to actual operations but would provide management with a much more comprehensive body of information in taking decisions with regard to the use of resources.

Long-term, scientific research into demand trends, into the interplay of developments in the rail sector and in other transport sectors and into behaviour of transport users will also be necessary in order to complete the list of requirements for realizing a true renaissance for all European railways. If it is really to come about, this renaissance for the railways presupposes very far-reaching cooperation between all European railway undertakings.

The railways are not to be regarded as the relics of a national past but as the standard-bearers of a European future.

5. Turkish Railwaymen's Problems

This Meeting of the ITF Railwaymen's Section Committee, meeting in Istanbul from 1-3 March 1972,

CONSIDERING the important contribution that the railways have to make to the economic and social development of Turkey;

CONSIDERING the present unsatisfactory financial situation of the TCDD, the inadequate level of investment in modernization, the absence of any co-ordination of road and rail transport and the adverse effect this has on operating conditions, safety and on the working and social conditions of Turkish railwaymen;

RECALLING that a sound transport policy must include compensation for public service obligations, normalization of railway accounts and a fair system of charging for the use of infrastructures;

CONSIDERING further that, contrary to the principles laid down in ILO Conventions 87 and 98, a large number of categories of railwaymen are denied certain essential trade union freedoms, namely freedom of association and collective bargaining rights;

URGES the Turkish Government to implement with all speed a sound transport policy, based on co-ordination of road and rail transport, the abolition of unfair competition and generally in line with the principles set out above;

FURTHER URGES the Turkish Government to remove without delay any restrictions placed on the freedom of association and the collective bargaining rights placed on train staff, signalmen, booking clerks and white-collar railway workers who are classified as "government servants";

PLEDGES full support to the Turkish Railway Workers' Trade Union Federation, DYF-IS, in its efforts to organize these workers and in all its activities to obtain for ALL Turkish railwaymen full trade union rights, decent wages and working conditions and a standard of living commensurate with their importance to the national economy.

FISHERMEN

6. Statement on Medicare Training

The ITF Sub-Committee on the Safety of Fishermen and Fishing Vessels, meeting in Oslo on 19-20 June 1972.

CONSIDERING that fishermen have the same rights to medical care as citizens ashore, and that their needs with regard to medical attention are far greater than those of shore-based personnel owing to the fact that fishing is a predominantly dangerous occupation,

CONSIDERING that their needs with regard to medical attention at sea very often go far beyond the concept of first-aid,

CONSIDERING ALSO that as yet no internationally co-ordinated service of ships with fully qualified medical staff and hospital facilities at fishing grounds have been established,

This Sub-Committee RECOMMENDS

- that every fishing vessel engaged in distant deep-sea fishing should carry an officer holding a medical certificate of a certain minimum standard which is far in excess of that applying to first-aid certificates,
- that in order to train a sufficient number of suitably qualified officers in fishing vessels the following objectives should be borne in mind:
 1. To acquaint the medically qualified personnel aboard ship with the fundamentals underlying the proper management of the more common illnesses and injuries encountered at sea.
 2. To impart to the medically qualified personnel aboard ship not only the "how" of treatments and procedures but also the "why".
 3. To teach the medically qualified personnel aboard ship how to handle emergencies so as to minimize complications and suffering.
 4. To broaden the capacity of the medically qualified personnel aboard ship for understanding the complexities of the human body and its response to disease.
 5. To instill in the medically qualified personnel aboard ship the need for maintaining high standards not only in giving care to patients but also in environmental sanitation and in personal hygiene.

SEAFARERS

7. Competition in European Coastal and Short Sea Trades

This Conference of the Seafarers' Section of the ITF, meeting in Vienna on 30 July 1971,

HAVING DISCUSSED a detailed report on efforts made in the past to establish through the medium of the ILO fair labour standards for crews serving on board small vessels operating in the short sea trades, particularly in north-west Europe.

BEING OF THE OPINION that as such efforts have, on the whole, been unsuccessful, the time has come to ask the ITF affiliates concerned to consider fresh action co-ordinated through the ITF.

HOLDS THE VIEW that ILO Convention No. 109, although it establishes, in principle, a normal working day of 8 hours at sea, is in need of considerable revision, particularly with regard to the introduction of the 40-hour week and a downward adjustment of the tonnage limitation.

REQUESTS therefore that all affiliates press for provisions leading to a crew relief system based on a 40-hour week with compensation for all hours over 40 to be paid for at the appropriate overtime rates. Such payments may, at the request of the seafarer concerned, be converted into leave at home on the basis of working days, i.e. excluding Saturdays and Sundays.

In addition, it should be noted that under no circumstances should Masters be required to stand watches.

8. Detention of Pakistani Seafarers in India

The Seafarers' Section of the International Transport Workers' Federation, meeting in Geneva in November 1972,

HAVING CONSIDERED a report on the continued detention of innocent Pakistani seafarers in India, allegedly as prisoners of war;

NOTING that the ITF through the intermediary of its affiliate, the Maritime Union of India, has on several occasions in recent months, made strenuous efforts to secure the release of Pakistani seafarers held in India as a result of last year's hostilities between India and Pakistan;

NOTING also that Indian seafarers held in Pakistan were released as early as January this year following a demand for their release by the ITF;

BEING PARTICULARLY CONCERNED at the long period of detention of and the consequent hardship suffered by the seafarers concerned;

CONSIDERING that the principle of the freedom of the seas is sacrosanct and that no seafarers serving in the merchant navies of the world should suffer any hardship of this kind as a result of the lawful pursuit of their occupation at sea and in port, whatever their nationality;

STRONGLY URGES the Government of India to show their good will by releasing the Pakistani seafarers still detained in India without further delay.

SPECIAL SEAFARERS

9. Employment of "Crews of Convenience"

This ITF Committee for the Promotion of Fair Practices meeting in London on 11 and 12 January 1972,

HAVING CONSIDERED the ever-increasing tendency of certain shipowners of traditional maritime countries to man their ships with seafarers of nationalities other than that of the country of the flag of their vessels without prior consultation and agreement with the bona fide seafarers' trade union(s) of that country,

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

BELIEVES that this practice constitutes a threat to the standards of the seafarers of the whole world equal to the practice of registering vessels under flags of convenience; and

DECLARES, therefore, that:

(a) any shipowner who, without prior consultation and agreement with the bona fide seafarers' trade union(s), recognised as such by the ITF, in the country of the flag of the vessel(s), departs from the practice of manning his vessel(s) with the seafarers of that country, shall be deemed to have engaged a crew of convenience;

(b) where agreement is reached between the shipowner and such seafarers' trade union(s) concerned regarding the employment of seafarers of nationalities other than that of the country of the flag of the vessel(s), these seafarers shall, during the period of such service, and without prejudice to any agreement by the union concerned, belong to the appropriate union(s) affiliated to or recognized by the ITF in the country of the flag of the vessel(s) and (except in the case of flag-of-convenience vessel(s)) enjoy the wages and other conditions of employment negotiated for its members by such union(s).

It should be emphasized that ITF policy is directed towards establishing the principle that the wages and conditions of serving seafarers should, in all cases (except that of flag-of-convenience vessels), be governed by the conditions operating, by agreement with the bona fide seafarers' trade union(s) concerned, in the country whose flag the vessel is flying.

URGES all ITF-affiliated seafarers' and dockers' unions to take whatever action it is possible for them to take in order to ensure compliance with the principles laid down in (b) above.

CIVIL AVIATION

10. Licensing of Flight Operations Officers

This Conference of the ITF Civil Aviation Section, meeting in Dublin, Ireland, 28-29 September 1972.

RECOGNIZING the importance of the functions of Flight Operations Officers to the safe and efficient operation of civil aircraft, and FURTHER RECOGNIZING the disturbing lowering of the experience level among Flight Operations Officers throughout the industry due to accelerating attrition among experienced personnel with adequate aviation background.

NOTING the ambiguities which still remain in ICAO Annex 6 with respect to Annex 1 in relation to their employment and licensing.

POINTING OUT in particular that the ICAO PEL/TRG/MED Divisional Meeting in Montreal October 1970 upgraded the status of the Flight Operations Officer in Annex 1 from a recommended practice to a standard.

URGES the ICAO to consider the question further and upgrade Annex 6 in respect of Flight Operations Officers from a recommended practice to a standard so as to provide:

1. That all flight watch duties be performed by Flight Operations Officers, and
2. That Flight Operations Officers shall be licensed, and
3. That special training and qualifications be specified for those Flight Operations Officers handling supersonic flights with a suitably endorsed license for this work.

11. Unlawful Attacks against Civil Aircraft

This Conference of the ITF Civil Aviation Section, meeting in Dublin on 28 and 29 September 1972;

EXPRESSES profound and embittered concern at the failure of the nations of the world to take effective steps to halt hijacking and other acts of terrorism which directly affect the safety and well-being of hundreds of thousands of civil aviation workers represented by the ITF;

RESOLVES that, unless the U.N., ICAO and all Governments act with the urgency and efficacy that the situation demands and take steps by 1 January 1973 to create an effective system of international sanction by Governments against any State which demonstrably gives assistance, support or sanctuary to air hijackers or saboteurs, or in any way condones or connives at their criminal activities, the ITF affiliated Civil Aviation Unions will, from 1 January 1973, take industrial action against the Airlines of such States.

12. The Avianca Dispute

This Conference of the ITF Civil Aviation Section, meeting in Dublin from 28-29 September 1972;

NOTING with grave concern the serious situation in Colombia where three ITF affiliated Unions, SINTRAVAL, ACMA and ACAV are in dispute with their management since 4 August 1972;

FURTHER NOTING that the Government of Colombia violating ILO Conventions 87 and 98 on the Freedom of Association and the Right to Organize and Bargain Collectively, took drastic action, including the dismissal of Union Officials and the seizure of Union funds, against the Unions and the workers of Avianca;

CONDEMNES the anti-labour attitude of Avianca and the Colombian Government and demands that the dismissed Union Leaders and workers should immediately be reinstated;

CALLS UPON all ITF Civil Aviation affiliates to maintain maximum solidarity, including both industrial and financial support.

13. Charter Operations

This Conference of the ITF Civil Aviation Section, meeting in Dublin on 28 and 29 September 1972;

HAVING NOTED the enormous increase in charter operations in international air traffic which has taken place during recent years in respect of the transport of both passengers and freight;

HAVING NOTED ALSO that the employees of a substantial proportion of charter companies are as yet not organized in trade unions and that, as a consequence, the rates of pay and conditions of service in such companies are often markedly inferior to those applying to employees of scheduled airline carriers;

CONSIDERS that this development constitutes a serious potential threat to the conditions which have been established by civil aviation trade unions; and

DECIDES therefore that the ITF Civil Aviation Section should implement forthwith a policy of selective boycotts against non-union Charter Companies and Companies operating under substandard conditions of employment and safety; and

URGES all civil aviation affiliates to give increased attention to the trade union organization of those employed by air charter operators.

14. The TWA Strike and the U.S. Airlines' Mutual Aid Pact

This Conference of the ITF civil aviation ground staff, meeting in Amsterdam on 12-13 November 1973, HAVING NOTED with grave concern the serious situation in the United States where the ITF affiliated TWU flight attendants have been on strike against the Trans World Airlines management since 5 November 1973.

CONDEMNNS the anti-trade union attitude of the TWA management in refusing to negotiate a satisfactory settlement with the Transport Workers of America and

CALLS UPON all civil aviation affiliates to maintain complete solidarity throughout the world to bring maximum pressure to bear on the TWA management until this dispute is satisfactorily resolved.

This Conference IS equally CONCERNED and CONDEMNNS the existing agreement among the U.S. scheduled air carriers known as the "Mutual Aid Pact" which includes TWA as one of its members. The designed purpose of this pact is to undermine the collective bargaining process between the pact members and the U.S. trade unions representing airline workers by providing huge cash payments to a struck pact member. This source of strike funds only encourages the airlines' managements to reject the legitimate demands of their workers and has led to a marked increase both in the number and length of strikes in the air transport industry.

This Conference FIRMLY BELIEVES if this management bargaining technique is successful to any degree its philosophy will quickly spread to other countries and thereby seriously jeopardize the welfare and security of all civil aviation workers.

WE ALSO STRONGLY ENDORSE the recent action taken by the U.S. trade union delegates at the 10th Constitutional Convention of the AFL-CIO where a Resolution was adopted soliciting the full support of all U.S. trade unionists in abolishing the "Mutual Aid Pact" through legal action, public education and other activity.

**RESOLUTIONS AND POLICY STATEMENTS ADOPTED
BY SPECIALIST COMMITTEES AND SUB-COMMITTEES**

FLIGHT ENGINEERS

15. ITF Policy Statement on the Role of the Flight Engineer in Civil Air Transportation

(originally adopted at Civil Aviation Section Conference — Amersfoort 1967)

The continuing development and sophistication of aircraft and systems design, and of related data processing techniques now makes it possible, in our opinion, to examine the pattern of future progress in transport aircraft control and operation. It will be instructive to make such an examination for several reasons, some of them obvious.

First: By understanding the pattern of technological development of aircraft operation in the context of the economic, political and social factors influencing and channeling that pattern, it will be possible to direct our efforts so that progress ensues in an efficient and orderly fashion, rather than in the inefficient, random directions of the past.

Second: Such an understanding will promote a balanced development of the entire air transportation system, rather than fragmented and piecemeal progress occurring here and there.

Third: It will be helpful in planning the safest, most effective and efficient flight personnel recruiting, training and utilization policies in order to derive the maximum benefit from the man/machine synthesis.

So, let us make such an examination.

No machine has yet been devised which can react to surprises as well as man can, and air transportation is still full of surprises. Until every situation which can possibly arise in aircraft operation becomes totally predictable, the unique human capacity to cope with the unexpected will be required in the control loop to provide acceptable levels of safety and reliability in civil air transportation. On the other hand, we can expect the development of ever more sophisticated machinery to take over more and more of the repetitive and predictable phases of aircraft control and operation workload, freeing the human crew for those tasks which only humans can accomplish effectively.

From any standpoint which we may choose — safety, economy efficiency or social desirability — this trend of development is a healthy one, and should not be resisted in a misguided attempt to protect traditional employment patterns. Technical developments should, rather, be regarded as offering an opportunity for improved job performance, and increased human responsibility in that performance. With this general thought in mind we may proceed to a review of the specifics of future flight crew task analysis.

Flight Path Control

A most obvious need to use human capabilities arises in the area of flight path control. It is here that the available choices between various automatic, manual or combined modes of control, as well as the need to use human judgement in coping with unexpected situations, makes the human being — and a highly skilled and qualified one — an irreducible necessity.

Navigation

While most routine navigation tasks will be completely automated, the selection and programming of navigation system modes, the monitoring and cross checking of navigational performance, and the reversion to standby means in emergency or failure situations are flight regime tasks which will require the availability of human judgement on the flight deck.

Communications

As terminal traffic density increases, a concomitant increase in flight crew communications workload will be inevitable within the framework of present and foreseeable future air traffic control concepts. Development of telemetry techniques may, however, curtail this increase in crew workload in the terminal areas and actually reduce en-route communications workload below present levels.

Systems operation

It is in the area of systems and powerplant operation that we can expect to see the greatest change in emphasis in the particular facets of crew workload. There will be two major factors operating to produce this change in emphasis. Expected developments in automated monitoring and control techniques, together with increased levels of systems redundancy will bring a reduction in crew workload related to repetitive and routine tasks, while the associated necessary increase in systems complication — and in some cases, notably the SST, a very much higher level of absolute dependence on systems integrity — will increase the crew workload as far as tasks requiring human judgement are concerned.

Crew Qualifications

The inevitable shift in emphasis in crew workload away from the routine, repetitive and predictable tasks towards non-routine and unpredictable operations will require a simultaneous shift in emphasis with regard to flight crew qualifications and training. It would appear, then, that considerations of safety, as well as efficiency and economy, will require future flight crews to possess a rather more rigorous background in at least the practical aspects of the technical features of the aircraft, its systems and related ground facilities, than is now deemed necessary with some airlines. This need for an increase in technical qualifications among the flight crew will, in varying degrees, pose difficult problems in recruiting, training and in the pattern of advancement of the crew members involved.

These problems will be most difficult to solve among the carriers of the United States because of the impact of recent labour agreements concerning crew complement which have been implemented there.

Obvious considerations of safety require that the flight crew should possess sufficient qualifications to bring any flight to a successful termination under any conditions. Very simply, this means that the basic crew will consist of two pilots, qualified in flight path control, navigation and communication, and a flight engineer qualified in engine and system operation, malfunction analysis, trouble shooting and secondary co-pilot duties, the latter being solely dictated by safety considerations.

Returning to the topic of qualifications, as they pertain to the traditional "three man crew", let us examine in more detail the trends which we may expect with regard to flight engineer workload and its effect on future recruitment and training policies. By definition, the flight engineer is a technical specialist, whose functions are two-fold: first, to assist the pilots in purely technical phases of flight-operation, and, second, to provide the operator's maintenance organization with accurate and comprehensive fault recognition, diagnosis and, where feasible, in-flight correction.

The European carriers — unencumbered by American-style crew complement restrictions — will continue to hire technically oriented young men to be flight engineers, and will train them in the technical phases of the flight engineer function, as well as in the expanded operational duties which will be required of them, in order that they may continue to develop their capabilities as flight engineers throughout their professional careers.

However, during the rapid introduction of turbine-powered aircraft into commercial air transportation, political and social factors, associated with inadequate prior development of a sound personnel policy, has in some countries led to an unfortunate internecine battle between pilots and flight engineers with regard to the basic issues and concepts of crew complement.

As a result of this battle, several airlines have transformed pilots into flight engineers with a resulting degradation of the maintenance function.

This is particularly true for the majority of the US domestic carriers.

The spectacular and continuing growth of the air transport industry in the United States has, however, produced a man-power shortage in all flight crew categories, which has in turn effectively removed the pressures behind the crew complement dispute. As a consequence, there now appears to be reasonable hope that, with patience and perseverance, new and more logical personnel policies may be developed in the US, which will approximate those now in effect on the other side of the Atlantic.

In the relatively peaceful cockpit of the present, it is now possible to discern a definite pattern of increasing flight engineer technical qualification for those airlines operating with a pilot-flight engineer.

In the future, flight engineers must be trained and appropriately licensed after being hired, to enable them to perform their operational function in the best possible way. The extent of the flight engineer's function will be determined by the need to relieve the pilots of all tasks which would distract them from their primary and vital flight path control function. In addition, the flight engineer must be trained in emergency co-pilot duties to the extent necessary to provide back-up in case of incapacitation of one pilot.

The flight engineer must also be trained in the practical aspects of aircraft and systems design, and in maintenance practices and procedures — particularly fault recognition and diagnosis and the consequent correctional techniques. Since government regulations are very weak in this area, management must determine the extent of this training, taking into account the economic factors such as the balance between maintenance and operational costs, and the increased cost of producing and maintaining a highly productive employee.

On many of the carriers operating with pilot-flight engineers, there seems to be a definite trend towards increased technical qualifications, an indication that the economic equation balances in that direction.

Experience in the past has conclusively shown that professional flight engineers have more interest in the technical aspects of their profession, and therefore perform their analysing and trouble shooting tasks better. In addition, pilots occupying the flight engineer's seat, knowing that it is only a transitional phase for them, may not be stimulated to make a thorough study of their temporary function.

On the other hand, it is obvious that the longer the flight engineer remains a flight engineer, acquiring experience and maturity in that function, the more valuable will be his contribution to safety, efficiency and economy.

Studies in the past have shown that crew members who are trained for dual functions require more time for training and a more frequent retraining than crew members assigned for a specific function.

The only way to compensate for this increase in training costs is to utilize the crew member involved for a longer period in his assigned function. This, however, is definitely not the intention of a pilot occupying the flight engineer's seat.

As experience is gained with any type of aircraft, new technical problems tend to appear as fast as old ones are solved. This fact has been most clearly demonstrated by the present generation of subsonic jets, where each new model of any basic design has been more complex than its predecessor. There is no indication that this trend towards greater complexity will be reversed, or even slowed down, in the future. On the contrary, the next generation of supersonic transports promises a significant increase in mechanical and electronic complexity and, consequently, will make even greater demands on the technical qualifications of the flight engineer.

In conclusion, it can be said that the training of pilots for a flight engineer's function is inefficient and uneconomic, while employing a professional flight engineer, particularly for the aircraft of the future, guarantees the highest value at the lowest cost.

Any approach, therefore, to flight engineer personnel policy which would provide the carriers with a more highly motivated, more technically qualified flight engineer, would clearly provide improved economic benefits and safer flight operation, now and in the future; and, purely from the standpoint of management's self-interest, should be pursued vigorously, with imagination and firm purpose.

16. Multiple Flight Deck Functions

This Flight Engineers' Technical Committee, meeting in London, 13-14 March 1972:

HAVING NOTED the continuing increase in technical complexity of flight deck crew functions, both piloting and engineering, in civil air transport, and

RECALLING the Amersfoort Resolution on Crew Complement;

EXPRESSES ITS VIEW that the performance of multiple flight deck functions by one air crew member on more than one type of aircraft during the same period of time places an excessive burden on human capacity and thereby diminishes safety to an unacceptable degree, and therefore

REQUESTS the Civil Aviation Section as a matter of policy to oppose such multiple flight deck functions or maintenance of multiple qualifications by one air crew member.

17. Minimum Crew Complement

This Flight Engineers' Technical Committee of the ITF Civil Aviation Section, meeting in London on 21 and 22 March 1973:

TAKES NOTE of moves towards changes in the Certificate of Airworthiness of some United States-manufactured aircraft in response to commercial pressures originating with certain operators in the United Kingdom, abetted by the United Kingdom Civil Aviation Authorities;

CONDEMNS any alteration of the minimum crew complement of any aircraft in response to commercial pressure; and

DIRECTS the ITF Secretariat to make the contents and intent of this resolution known to ICAO.

18. Alteration of minimum flight deck crew compliment

This Flight Engineers' Technical Committee of the ITF Civil Aviation Section, meeting in London on 21 and 22 March 1973:

BEING INFORMED that — notably in the United Kingdom — under pressure from certain operators and with the knowledge of the national Civil Aviation Authorities, so-called economic reasons have been used as a pretext for modifying the Certificate of Airworthiness for commercial aircraft already in service by lifting the obligation to include a properly licensed and qualified Flight Engineer as a member of the minimum qualified Flight Deck Crew Complement;

UTTERLY CONDEMNS such practices, which are contrary to flight safety and to the profit-earning capacity of companies;

REQUESTS THE ITF SECRETARIAT to alert public opinion to the dangers of these changes;

AND TO COMMUNICATE THIS WARNING TO ICAO AND ITS MEMBER STATES, insisting that all large transport aircraft be manned by a minimum technical operating crew which includes a properly licensed and qualified Flight Engineer.

19. ITF Policy Statement on Flight Data Recorders

1. The Flight Engineers' Technical Committee of the International Transport Workers' Federation believe that the carriage of Flight Data Recorders (FDR) must be mandatory for all Public Transport C of A category aircraft both Passenger and Cargo.

2. FDR's should record at least the parameters set out below.
3. The following is the minimum list of recorded parameters:
 - (1) Time
 - (2) Indicated Altitude
 - (3) Airspeed
 - (4) Normal Acceleration —3G to +6G
 - (5) Compass Heading
 - (6) Gyro Pitch Attitude
 - (7) Gyro Roll Attitude
 - (8) Engine Power
 - (9) Flap Angle
 - (10) 'Press to Transmit' Action
 - (11) Lateral Acceleration
 - (12) Longitudinal Acceleration
 - (13) Reverse—Each Engine
 - (14) Leading Edge High Lift Devices—Control Position
 - (15) Airbrake or Spoiler—Control Position
 - (16) Pitch Trim
 - (17) Temperature
 - (18) Undercarriage
 - (19) Primary Flying Control Position
 - (20) ILS Localiser Signal
 - (21) ILS Glide Slope Signal
 - (22) Radio Altitude
 - (23) Essential AC Volt and Frequency
 - (24) Warnings: Fire each Engine of APU
Cabin Pressurization
Other Red Light Warning
Fuselage Smoke
Essential Hydraulic/Pneumatic Power
 - (25) Automatic Flight Control System Engagement
 - (26) Automatic Flight Control System Mode

NOTE: This is a very brief list and a list giving full details, scales, ident. etc. is in the hands of the ITF.

4. The FETC meeting recommends to the ITF member organizations that each make every effort to negotiate in working agreements, contractual provisions precluding the use of Flight Data Recorders as the basis for any disciplinary actions against the air crew members whatsoever.

CABIN STAFF — DUBLIN CONFERENCE, SEPTEMBER 1972

20. Policy Statement on Cabin Attendants' Working Conditions

1. Preamble

The policy set out below represents the considered consensus of opinion of the organizations representing cabin attendants affiliated with the ITF. The organizations subscribing to this policy pledge themselves both to work for its implementation within their airlines as well as to assist one another by all means available to them (including trade union solidarity) in achieving its uniform implementation on the widest possible international basis.

2. Crew Complement

The minimum number of cabin attendants shall be related to the total seating capacity of the aircraft. On narrow-bodied aircraft, one cabin attendant should be carried for every twenty seats available or the major portion of twenty seats. For details of the ITF's policy on wide-bodied aircraft see item 13 below.

3. Seasonal staff

Seasonal staff should only be employed when absolutely necessary to meet the additional flights at peak periods. They should only be engaged under the terms of the national collective agreement in force for permanent staff, or, in the absence of such agreements, under the same working and wage conditions as for permanent staff and in consultation with the unions concerned. They must receive the same training for the performance of their duties as the permanent staff, especially for the carrying out of emergency procedures.

4. Employment of foreign nationals

The increasingly widespread practice of airlines employing foreign nationals to undercut nationals of the home country should be resisted. Where, however, the employment of foreign nationals is envisaged, this should be implemented in agreement with the trade unions concerned and such personnel should be employed under the working conditions and pay scales established by trade union agreement in the home country of the airline, except in such cases where local conditions or legislation are more favourable.

5. Interchange of cabin crews

The interchange of cabin crews between airlines should be resisted in principle. If, however, despite this, such an interchange is proposed, it should be subject to the following conditions:—

(a) It must concern airlines of different States of Registry.

(b) All the unions involved must be in agreement on the terms and conditions of such interchange.

The ITF should be informed of all such developments in order to be able to provide any necessary assistance.

6. Flight time limitations

ITF policy on flight time limitations for cabin attendants will be found under item 23 below.

7. Seating facilities

The following facilities should be provided for cabin attendants:

(a) A suitably equipped private area for crew meals etc. where the duty period is up to 8 hours' duration.

(b) A reclining passenger seat for every two cabin attendants where the duty period is over 8 hours' duration.

8. Sick pay

8.1. In cases of sickness or accidents which occur during a tour of duty, WHETHER ARISING OUT OF OR DURING THE COURSE OF THE EMPLOYMENT, OR NOT, the airline should provide the cabin attendant with appropriate maintenance and medical care and, when necessary, hospitalization, until the cabin attendant is cured or repatriated to his/her home. The airline should be responsible for transportation and other costs connected with the sickness or injury.

The cabin attendant should receive his/her full pay during this period. The responsibility for repatriating the cabin attendant to his/her home rests with the airline.

8.2. In cases of sickness or accidents, which have arisen out of or during the course of the employment of a cabin attendant, medical care, hospitalization and costs in connection with the sickness or injury incurred in the home country of the cabin attendant should be borne by the airline. *Full pay should continue until either the cabin attendant is cured or a compensation settlement is reached.*

8.3. In the case of sickness or accidents not mentioned in paragraphs 1 and 2, the cabin attendant should receive his/her full salary for a minimum period of six months.

Thereafter the cabin attendant should receive at least half pay for a minimum period of six months.

After the termination of these two periods, further payments to be made to the cabin attendant shall be subject to discussion between the airline and the appropriate representative organizations.

Payments received by the cabin attendant from any national sickness scheme could be taken into consideration when making these payments.

9. Retirement scheme

In view of the physiological and psychological strains on cabin attendants which cause deterioration in working capacity more quickly than in most other industries, cabin attendants should be given the option of retiring on full pension at an earlier age than the normal pensionable age in the country concerned. Employers' contributions must be the major factor in financing such schemes.

10. Physical inability

If a cabin attendant loses his/her job due to physical incapacity on medical grounds, he/she should be offered the option of alternative employment at a similar level where possible, or should receive adequate severance pay, which should be negotiated between the airline and the appropriate representative organization.

11. Discrimination on the grounds of sex

There should be no discrimination between cabin attendants doing similar work on the basis of sex. Female staff should be guaranteed security of employment, and should never have their employment terminated solely on account of marriage or age. They should have the same pay, prospects of promotion and conditions of retirement as male staff. They should receive time off on full pay during maternity.

12. Annual leave

There should be provided annual leave of at least 30 days. The main leave period should be at least 21 days and should be scheduled at the cabin attendant's option, during the normal holiday season.

Statutory holidays should be in addition to annual leave and as far as possible be arranged in conjunction with annual leave.

21. Policy Statement on Wide Bodied Jets concerning Cabin Attendants

1. Crew complement

The minimum number of cabin attendants on wide-bodied jets shall be related to the total number of passenger seats on that aircraft and one cabin attendant shall be carried for every twenty-five seats available or the major portion of twenty-five seats. In addition, a chief-in-flight purser shall be carried. The chief-in-flight purser shall not normally perform cabin service duties except supervisory functions.

2. Safety

All possible emergency equipment including adequate numbers of certified life rafts or slide rafts shall be carried where necessary.

3. Training

Since in wide-bodied aircraft a larger number of lives are dependent on the efficiency of the cabin attendants, greater attention must be paid to the qualifications and training of cabin attendants. The training should be of a very high standard and should take the following major factors into account:

3.1. Constant surveillance of passengers to prevent dangerous acts.

3.2. Taking action in the event of decompression, turbulence, mechanical malfunctions or other disturbing circumstances; controlling undue group tension or a panic situation among passengers by assuming effective leadership.

3.3. Providing first aid and simple medical treatment plus all-round care and supervision of passengers in cases of illness, injury and unconsciousness or other medical emergencies.

3.4. Carrying out of emergency procedures in preparation for emergency landings and ditching.

3.5. Handling passenger evacuation in the event of such emergency landings or ditchings.

22. Policy Statement on Licensing of Cabin Attendants

All Cabin Attendants shall be licensed by the State of Registry of the aircraft. An applicant for a Cabin Attendant's Licence should fulfil the following minimum qualifications:

- (a) Minimum age 19 years.
- (b) Proper physical standards with at least yearly medical examinations.
- (c) Knowledge of survival requirements in isolated regions.
- (d) Knowledge of group and individual behaviour.
- (e) Optimum knowledge and utilization of emergency and survival equipment and procedures.
- (f) Comprehensive First-Aid training.
- (g) Type(s) of aircraft on which the licence holder is permitted to perform duties as a crew member to be stated on the licence.
- (h) Applicants should have completed 60 flying hours as a supernumerary crew member.

23. Policy Statement on Flight and Duty Time Limitations on Safety Grounds

The following figures are based on ITF policy on Flight and Duty Time Limitations for all categories of flying staff. **The Flight and Duty Times mentioned below are maximum figures based on safety grounds and are designed to be urged at ICAO and for national legislation.**

1. Maximum flight time

	<i>Piston</i>	<i>Jet</i>	<i>SST</i>
(a) Per four-week period	80	75	50
(b) Per quarter	240	225	150
(c) Per year	850	800	530

2. Maximum duty time

	<i>Jet</i>	<i>SST</i>
(a) Daily Maximum	14	9 hrs.
(b) Maximum four-weekly	140 hrs.	95 hrs.

N.B. (SST figures are provisional as research may show need for further reduction.)

CABIN ATTENDANTS' TECHNICAL COMMITTEE

24. Recommended Code of Practice on Hijacks and Similar Contingency Situations

First principle in any contingencies: the safety of passengers and crew is of prime importance

IN THE EVENT OF HIJACK OR ATTEMPTS THERETO

1. In the absolute interests of passenger/crew safety, all instructions given by the hijacking party to be followed to the letter (heroic bids to be discouraged).
2. No action to be taken which may aggravate or provoke retaliation from hijackers.
3. At the earliest opportunity the airline company and/or intermediary authority should negotiate with the hijackers for the removal from the aircraft of passengers and cabin crew.

Security Provision

1. The ITF urges that airport screening measures to detect possible hijackers be developed to highest possible standards and installed at *all* major airports.
2. The adequacy of security measures should be continually monitored and revised in the light of experience. Global machinery for monitoring and revising security should involve both flight crew and cabin and ground staff representatives.
3. All major airports should have a security programme which, at the very least, conforms with the provisions of the ICAO Manual on Security (Document 8973).

Training Implications

Major airlines should recognise that hijacking has become an uncomfortably frequent occurrence on some airlines, and that the political situation existing in various countries will perpetuate and possibly add to the number of such incidents. Accordingly, airlines should incorporate as part of their basic training programme for cabin crew, training which would equip cabin crew to deal with hijack situations consistent with maximum passenger/cabin crew safety.

IN THE EVENT OF A BOMB SCARE

Cabin Crew duties: If the bomb is located whilst airborne

1. Cabin Crew should remove passengers from the vicinity of the bomb, at the same time making efforts to placate and alleviate passenger anxiety.
2. On no account should Cabin Crew approach, touch or attempt to "blanket" the bomb.
3. If the bomb is associated with particular passengers or a group of passengers then the instructions of these passengers should be followed — no attempts to overpower or grapple with such passengers should be made.
4. The aircraft should be landed at the earliest opportunity — consistent with the wishes of any associated group — and passengers and cabin crew evacuated immediately.

If the bomb is located or suspected before take-off

5. Cabin Crew and passengers should be evacuated from the aircraft immediately. On no account should cabin crew be involved in any search for bombs.

Security aspects

1. Screening techniques for bomb detection should be developed to the highest possible standards and their refinement given the utmost priority.
2. Screening/detection machinery of the highest quality should be mandatory at every international airport. The efficiency of such machinery should be monitored and its continual development urged.
3. Fully trained specialist staff for dealing with bombs should be mandatory at every airport.
4. Special emergency procedures for passenger evacuation with the utmost speed should be implemented at every national airport.

Training implications

It must be anticipated that, like hijacking, bomb-scare dangers are likely to continue. Accordingly, emergency procedures consistent with the maxim of ultimate passenger safety, should be included as part of the basic training programme for Cabin Crew.

THE SEARCH OF SUSPECTS

The attention of the ITF has been drawn to certain airline operators who have required cabin crew to search suspects for possible firearms or explosives. This has even extended to airhostesses being asked to search women companions of suspected passengers. Accordingly, the ITF would make the following recommendations:

- (a) Under no circumstances are cabin crew to be required to search suspected passengers or their companions for firearms or explosives, etc.
- (b) Similarly, cabin crew should not be required to search an aircraft for suspected bombs, etc.
- (c) "Search" function should solely be carried out by specially trained security staff.

HEALTH CHECKS AND AFTER-CARE FOR CABIN CREW INVOLVED IN HIJACKS AND SIMILAR ACTS OF TERRORIZATION

The ITF urges that world airline operators should recognise the effects of shock and duress caused by hijacks or similar acts of terrorisation, on both the physical and mental health and the morale of cabin crew members victim of such acts. Accordingly, the ITF calls upon all world airline operators to provide and implement the following provisions:

1. As soon as possible after the termination of the emergency, cabin crew involved should be given an extensive medical check-up to examine both their physical and mental conditions.
2. All cabin crew who have been involved in a hijack or similar act should immediately receive at least two weeks paid leave (*in addition* to normal leave) and those individuals most severely affected — physically or mentally by the incident, should be granted sufficient paid leave to assure their complete recovery.
3. Periodic physical and mental medical checks should be made on cabin crew after the incident, to monitor the progress of such individuals and further to detect any delayed shock effects which may arise.

INSURANCE

In association with proper after-care arrangements for cabin crew, the ITF urges world airline companies to set up an insurance fund to adequately recompense those cabin crews most severely incapacitated either mentally or physically by hijack or similar terrorist acts.

CONFERENCE OF EUROPEAN AFFILIATED ORGANIZATIONS

25. Recommendations

This European Conference, meeting in Salzburg on 9 and 10 October 1972, **HAVING CONSIDERED** the repercussions of the impending enlargement of the EEC;

HAVING RECOGNIZED the need to devise appropriate arrangements to respond to these developments;

RECOMMENDS the Executive Board of the ITF:

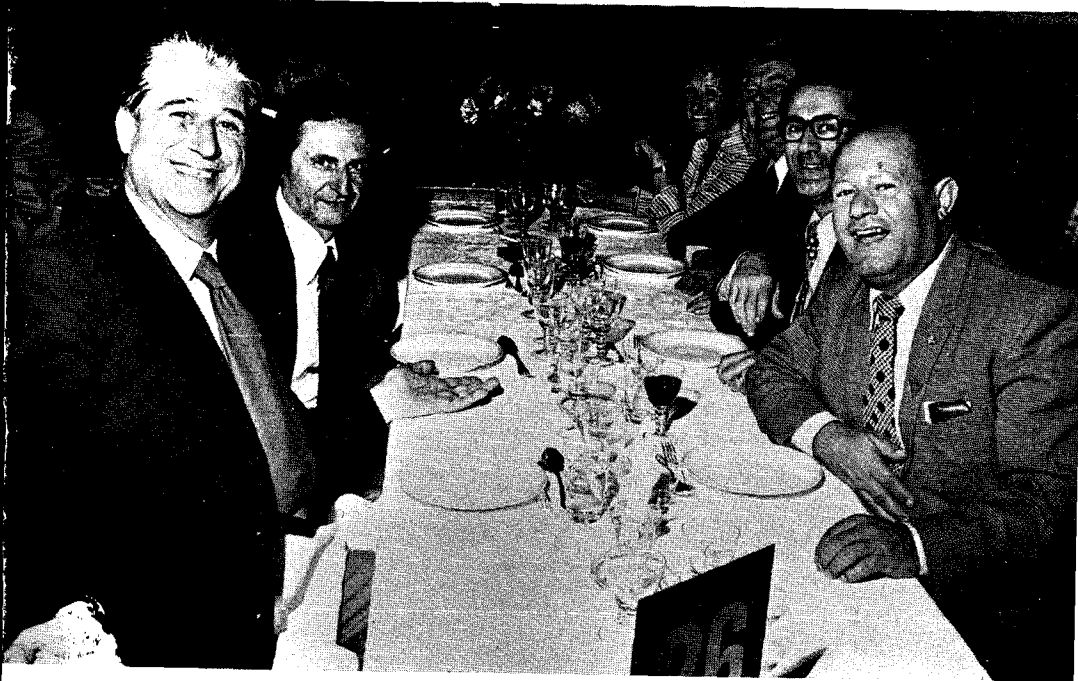
- (a) to entrust the European members of the ITF Executive Board, together with one representative each of the affiliates from Ireland and Denmark, to formulate, in cooperation with three representatives of the Brussels Committee, proposals on the creation of machinery within the ITF through which the interests of all the ITF European affiliates can be safeguarded and represented; and
- (b) to submit these proposals to a further Conference of European affiliates in the first half of 1973 and to the next ITF Congress for discussion and decision.

Subjects to be investigated should in particular include:

1. the stationing of a full-time ITF officer in Brussels who is to be provided with a secretary and suitable office facilities;
2. the composition of the European Committee and the form of its membership;
3. the question of financing.



The top table: (left to right) Harold Lewis (ITF Assistant General Secretary), Charles Blyth, Fritz Prechtl, Heinz Kluncker (outgoing Vice-President) and Hans Ericson, Chairman of the Swedish Reception Committee.



Delegates at the Congress dinner in Stockholm's City Hall.

A group photo of the Latin American delegation to Congress together with General Secretary Charles Blyth. On his left is Medardo Comero, Director of the ITP's Lima Office.

