

ITF

32nd CONGRESS

Dublin, 21-29 July 1977

REPORT ON ACTIVITIES

1974-1975-1976



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

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OBITUARIES

1974

Richard Freund, Honorary President of the Austrian Railwaymen's Union, died on 28 January at the age of 82. In 1934, Freund was elected Chairman of the Free Railwaymen's Union, but was almost immediately forced into illegal underground activity alongside his friend Andreas Thaler. This continued during the Nazi era until his arrest and imprisonment in a concentration camp. After the war he again took over the leadership of the Railwaymen's Union and pursued his pre-war connections with the ITF, becoming Chairman of the Federation's Railwaymen's Section. He retired from active service in 1962.

Werner Schneider, former Finance Officer of the Swiss Transport and Commercial Workers' Union, died on 7 April. He had been a full-time officer with the union since 1933 until his retirement at the age of 62.

Bill Riordan, Treasurer of the British National Union of Railwaymen, was killed on 8 April in a turntable accident. He was 61.

John Slater, General Secretary of the British Merchant Navy and Airline Officers' Association since 1971, died on 24 April as a result of injuries received in an accident at his office. He was 53. John Slater was well known to many in the ITF for his work in the Seafarers' Section and on the Fair Practices Committee.

Wim van den Heuvel, Secretary of the Road Transport Section of the Dutch Transport Workers' Federation, died on 9 May.

Harry Jarlsnäs, former Treasurer of the Swedish Seamen's Union, died on 18 May at the age of 65. He had been in union service for 47 years before his retirement earlier in 1974.

Trygve Kristiansen, former Vice-President of the Norwegian Railwaymen's Union, died on 1 June, at the age of 76. He held his union post from 1953 to 1963 when he reached retirement age.

Anthony Archer, Assistant General Secretary of the British Radio and Electronic Officers' Union since the beginning of June 1974, died on 15 June after a short illness. He was 47.

John Hawk, an official of the U.S. Seafarers' International Union from the organization's inception until his retirement from the post of Secretary-Treasurer in 1971, died on 28 June, aged 67.

Gunvald Hauge, former President of the Norwegian Seamen's Union, died on 8 July, aged 71. Brother Hauge's career spanned over 45 years. He joined the union in 1919, becoming Vice-President in 1938 and was President from 1958 until his retirement in 1966. He was a member of the ITF Executive Board from 1958 to 1966.

Odd Helland, an officer of the Norwegian Seamen's Union for 37 years until his retirement in 1972, died on 30 August, aged 67.

Henry Kjellvard, former editor of the Swedish Railwaymen's journal "Signalen", died in September, aged 71. He was the author of several works on the history of Sweden's railways, railway workers and the trade union movement.

Karl Klus, who from 1947 to 1953 was Deputy President of the German Railwaymen's Union, died on 13 November. Brother Klus was active in railway trade unionism from 1918 and gave distinguished service in the resistance to Nazism.

Ernst Ulbrich, General Secretary of the Austrian Railwaymen's Union since 1959, Chairman of the Austrian Railways' Central Staff Council, member of Parliament and a great friend of the ITF, died on 5 December, aged 59.

1975

Daniel J. Sullivan, Secretary-Treasurer of the U.S. Brotherhood of Railway and Airline Clerks since 1969, died on 18 January. He was 59.

Reint Laan senior, former President of the Dutch Central Union of Transport Employees (now part of the Dutch Transport Workers' Federation), and formerly an active member in the ITF, died on 11 February, aged 84.

Staf De Wilde, former Chairman of the Rhine and Inland Navigation Section of the Belgian Transport Workers' Federation, died in March, aged 85.

Jayant Dayaram Randeri, General Secretary of the Maritime Union of India, died on 25 March, aged 64. For many years Randeri had been a stalwart trade unionist and it was entirely due to his efforts that Indian ships' officers enjoyed some of the best conditions in the Asian region. He was awarded an ITF Gold Badge at the Stockholm Congress in 1974 in recognition of his services to the Federation.

Dr. Walter Auerbach, editor of the ITF's magazine "Fascism" from 1933 to 1946 and an active member of the German underground trade union movement, died in late March, aged 63.

Peter Alvares, former General Secretary and, until 1973, President of the All-India Railwaymen's Federation, died in May, aged 67. He played a leading part in the Indian trade union movement and also represented his native Goa in the Indian Parliament and Socialist Party.

Leopold Brosch, former General Secretary of the Austrian Transport Workers' Union and for many years a familiar figure at ITF Road Transport meetings, died on 8 May, aged 72.

Gerhard Nürnberg, former member of the Executive Committee of the German Transport and Public Service Workers' Union, died on 17 May, aged 62. From 1956 until his death, he was a member of the governing body of the Federal Labour Institute, which body he chaired in alternate years from 1965 onwards.

Raimund Gryc, former leader of the Austrian dockworkers and Vice-President of the Transport Workers' Union, died in October, aged 64.

Arne Andreasson, editor of the Swedish State Employees' Union magazine "Statsanställd" since 1956, died in October, aged 58.

Dave Shenton, Northern Regional Secretary of the British Transport and General Workers' Union, died in October, at the age of 52. He was the British member on the Section Committee of the ITF Fishermen's Section.

Hermann Blomgren, former Deputy President of the Swedish national trade union centre, LO, and a former President of the Railwaymen's Union, died in the autumn, at the age of 70.

Gösta Hilding, who represented the interests of radio officers within the Swedish Ships' Officers' Association for 25 years until his retirement in 1970, died at the beginning of November after an illness lasting several years.

Hermann Leuenberger, Honorary President of the Swiss Transport and Commercial Workers' Union and for many years President of the Swiss national trade union centre, died on 30 December, aged 74.

1976

Arne Hoem, the Norwegian Seamen's Union representative in London since August 1971, died on 27 January, aged 41.

Ryo Kamisawa, former Director of the Educational Department of the All-Japan Seamen's Union, and a member of the ITF Executive Board from 1962 to 1968, died on 11 February, aged 57.

Børge Jensen, former Chairman of the Road Transport Group of the Danish Transport and General Workers' Union, died at the beginning of June, aged 69.

Frank Stillwell, the first editor of the British Transport and General Workers' Union magazine "The Record" and Secretary of the Legal Department until his retirement in 1953, died in June.

Hjalmar Bååw, editor for nearly 30 years of the Swedish Ships' Officers' Association magazine "Nautisk Tidskrift", died at the beginning of July, aged 71.

R. R. Smeal, former Secretary/Business Manager of the Canadian Airline Flight Attendants' Association, died on 2 July. He was Chairman of the ITF Cabin Attendants' Technical Committee and a member of the Committee of the Civil Aviation Section.

A. E. Lyon, Executive Secretary-Treasurer of the U.S. Railway Labor Executives' Association from 1945 to 1962 and a member of the ITF Executive Committee from 1948 to 1962, died on 10 July, aged 76, after a long illness.

Lawrence White, former Assistant General Secretary of the ITF, died on 19 July, aged 75. Brother White came to the ITF from the British Merchant Navy and Airline Officers' Association in 1952 to handle the campaign against flags of convenience. He subsequently became a Section Secretary and at the Berne Congress of the ITF in 1960 was appointed to the position of Assistant General Secretary. During his period with the ITF, Lawrence White not only handled the Special Seafarers' Section but was also involved in the Seafarers' and Dockers' Sections, and was Secretary of the Civil Aviation Section. On his retirement from the ITF in 1966, the international trade union movement lost a very valuable campaigner for social justice.

Lina Kant-Clutterbuck, who retired from the ITF in May 1968 after having worked in the Secretariat for a total of 42 years, died on 30 July, aged 78. An accomplished linguist, Lina worked for the ITF in a number of capacities during her long period of service: in the early years she was an interpreter/translator, becoming the ITF's chief shorthand-typist later in her career. Lina Kant was married to another ITF former employee, the late Gordon Clutterbuck, who, until his untimely death in 1955, was the ITF's English interpreter and rapporteur.

J. N. Chegge, General Secretary of the Kenya Transport and Allied Workers' Union, died on 30 July.

P. K. From Hansen, former President of the Danish Railwaymen's Association, died on 5 August, aged 87.

Marius Trana, President of the Norwegian Railwaymen's Union from 1945 until his retirement in 1963, died on 28 August, aged 78. Brother Trana was a former President of the Norwegian Public Service Workers' Federation and also served on the Committee of the ITF Railwaymen's Section for almost a decade.

Alida de Jager, former ITF Representative in Mexico and the Mexican unions' delegate to the 1946 Zürich Congress of the ITF, died in October, in her eighties.

Bo Lööv, Treasurer of the Swedish Seamen's Union, died on 1 October.

Trygve Bøhn, one of the founding members of the Norwegian Navigating Officers' Association, died on 8 October, aged 90. Brother Bøhn was created an honorary member of the association in 1960.

Wim Hulsker, former President of the Dockers' Section of the Dutch Transport Workers' Federation and more recently administrative director of the Dockers' Training Centre at Renesse in Zeeland, died on 6 November, aged 58. Brother Hulsker had many good friends in the ITF, having been closely connected with the work of the Dockers' and Fishermen's Sections, both of which he was Vice-Chairman.

FOREWORD

As most affiliates will know, this will be the last time — due to my impending retirement as General Secretary — that I will be introducing an ITF Report on Activities. I hope that you will understand, therefore, that on this occasion I may not confine myself strictly to a review of activity during the last three years, but may also introduce some reflections on developments during the whole period of my General Secretaryship which I feel are relevant to such a review.

One thing that I would like to say at the beginning is that the last three years — like all of those during which I have worked for the ITF — have been extremely stimulating and not a little thought-provoking. Stimulation, of course, may not always involve pleasant events or developments. Similarly, the thoughts which may be provoked by those same events are not necessarily always happy ones, however realistic they might be.

This particular conclusion is highly relevant to both the last three years and to most of my period in office. Like most things in life, the international trade union scene is a mixture of highly encouraging and acutely disappointing developments. If, for example, I look at the ITF simply as an organization, I can feel a great sense of achievement because there can be no doubt that our International is constantly becoming stronger, more active and — what is perhaps of even greater significance — more effective. At the same time, when I look around the world and think of the ITF primarily as a family of transport trade unions, I cannot help feeling that the overall trade union situation has been immeasurably worsened by the erosion of democratic freedoms which has taken place in so many countries — particularly in the Regions.

If you turn to the opening paragraphs of the section of this Report dealing with Regional Activities, you will note that special attention is drawn here to the immensely difficult situation which exists for trade unionists in many parts of Latin America, Asia and Africa. The growth of authoritarian régimes, with their now almost inevitable accompaniment by the use of rigid censorship, arbitrary imprisonment, assassination and torture, has dealt very hard blows at developing and long-established transport trade unions alike in such areas and has resulted in death or living death for many thousands of trade unionists.

It is extremely difficult to talk of trade union progress in the context of this widespread trend, because the latter strikes at the very foundations of free and democratic trade unionism, and in the final analysis poses a threat to each and every one of us who work for its principles. I would go so far as to say that unless we are able to stem the tide of intolerance and inhumanity which has already swept over so much of our world,

then much of what we have already achieved will have been in vain. Trade unionism can only exist within a democratic framework, and it is precisely that framework which is under attack in ever-larger areas of the globe.

At the same time, as I have already pointed out, there are also encouraging signs in this field, as in many others. In Spain and Portugal, two of the oldest dictatorships in the world have come to an end and have been succeeded by governments firmly committed to the concepts of democracy and trade union freedom. In these two countries, as earlier in Greece, the ITF is proud to have the opportunity of assisting the new democratic unions to develop their strength and play their rôle in the international trade union movement. We are also immensely encouraged by recent political developments in one of the largest Asian countries, India, where the people have now decisively rejected the trend towards a one-Party State and the restriction of democratic freedoms, including those of the trade unions, which had become such a marked feature of the policies and actions of the former administration.

If I were to be asked to single out just one striking example of ITF success in the industrial field during the past few years, and perhaps more especially during the period under review, I would unhesitatingly choose the Federation's campaign against flags of convenience which has now been stepped up to an enormous degree and has brought equally great benefits to seafarers sailing on such ships. The material progress in this field has exceeded our wildest expectations: something like a thousand vessels have been brought under ITF agreement, more than twice the number which were so covered only three years ago. In addition, in one single period of approximately twelve months, the ITF and its affiliates succeeded in recovering the huge sum of £3,000,000 in back-pay for crew members. In this connection, we should also not forget the many cases in which the ITF has successfully intervened to ensure that seafarers injured on board are properly compensated, or to secure similar compensation for the dependants of crew members who have lost their lives in such circumstances.

To my mind, however, the figures which I have quoted above are also a very direct reflection of the increasing militancy now being shown by maritime unions all over the world in combating this threat to good seafaring standards. This can be demonstrated both by the fact that actions against flag-of-convenience ships have now become almost a commonplace in countries where previously there were very few or even none, as well as by the fact that more and more affiliates have made available experienced union officers to act as ITF Inspectors.

I believe that we can be particularly happy about this for two main reasons: firstly, it demonstrates the ability of the ITF and its unions to face up to a threat which, in its own way, could be as destructive of maritime standards as totalitarianism is of free trade unionism.

Secondly, it has given a new proof of the excellent spirit of team-work and unity which exists among the maritime workers — as indeed among all members of the ITF — when they are faced with a world-wide problem of this type. In my view, it provides an object lesson which could well be learned by many other international bodies.

It is of course, only one example of the active spirit of international solidarity which is found among the ITF's membership in all sectors of the transport industry and which has been exemplified on so many occasions during the period currently under review. That is our main strength as an International: without it we would become a mere talking-shop, as has happened to other similar organizations in the past. From there to extinction is only a short step. That is why I believe very firmly that we should do everything possible to nourish our old tradition of effectiveness in unity, because in today's world of political regression by States and international combination by employers its maintenance is vital to the very existence of free trade unionism. That is why we deplore any attempt to destroy the unity of the world's transport workers or to divide their strength by the creation of phoney union organizations, such as the so-called International Flight Attendants' Association which has come into being recently in such dubious circumstances.

Naturally, it would be an exaggeration to pretend that international industrial action is the only area in which the ITF has a real job to do today. Our world has become an extremely complicated and inter-related one, in which many of the decisions on political and social policies which were formerly the exclusive province of national States are now discussed and taken at international level, whilst many of the problems facing us are also common to all or, at least, to a very large number of countries. Here, too, the ITF has to play a very significant rôle in putting forward the views of transport workers and in defending their interests. I don't think that it is generally realized just how much time and effort is put in by the ITF Secretariat and its Regional Representatives on this side of our activity.

It is not just the simple fact of being represented at innumerable international official conferences and meetings where matters affecting our membership are discussed which is important here, although as you will see from this report this in itself involves a very heavy commitment of time. To be able to adopt clear and viable positions in such forums also means a great deal of preparatory work: undertaking surveys; carrying out investigations into particular problems; considering and analyzing the views of our individual affiliates; working out policies for the common good, etc., etc. If you take just two or three Industrial Sections during the period under review — e.g. those of the seafarers, railwaymen and civil aviation workers — you will readily understand what I mean. You will note that, in addition to the large number of actual

Sectional meetings held, the respective Secretaries also spent a very substantial amount of their time at meetings of organizations such as IMCO, the ILO, ICAO, ECAC, the EEC, etc., in the activities of all of which our participation has been sharply stepped up.

In this connection, I would also draw attention to the vast amount of work which has also been done during the period under review in preparing and carrying out surveys and reports on particular issues. Among these, for instance, have been large-scale studies on the human effects of technological change on the railways; on transport policy; on multi-national corporations in transport; on industrial relations in civil aviation; on the conditions of airline cabin staff, together with a number of smaller similar studies.

All of this has been accomplished at the same time as the ITF Secretariat has been involved in an unusually large number of national or regional disputes calling for the application of international solidarity and, of course, the truly enormous task of coordinating and participating in the intensified campaign against flag-of-convenience shipping to which I referred above. To this, must be added the very extensive programme of seminars and other trade union educational projects which has been carried out — particularly in the Regions — during the last three years.

I mention all this in my farewell Foreword in order to emphasize two points. The first is that the scope and intensity of the ITF's work have been very much expanded in recent years. The second is that in our everyday work within the ITF we have always to strike a sensible and practical balance between a number of different types of activity, all of which have their individual importance and place in the ITF's overall strategy. The latter is sometimes a difficult task, and is of course further complicated by the Federation's inevitably limited resources in both money and manpower. The fact that we have succeeded so well in most fields despite those limitations is a tribute to the dedication and loyalty of both our affiliates, and the men and women who work for the ITF at headquarters and in the Regions.

It is for that reason that I myself would not wish to take any particular credit for what has been achieved during my period in office, because I know better than anyone that this is and always must be the product of team-work by all those who work within the ITF framework.

C. H. BLYTH,
General Secretary

I

GOVERNING BODIES AND INTERNAL ORGANIZATION

CONGRESS

The 31st Congress of the ITF, held in Stockholm from 7 to 15 August 1974, was attended by over 450 delegates and advisers representing 168 affiliated unions in Argentina, Australia, Austria, Belgium, Bermuda, Bolivia, Brazil, Canada, Colombia, Costa Rica, Denmark, Ecuador, Estonia, Faroe Islands, Finland, France, Germany, Ghana, Great Britain, Guatemala, Honduras, Iceland, India, Irish Republic, Israel, Italy, Jamaica, Japan, Luxembourg, Malta, Mexico, Netherlands, New Zealand, Nigeria, Norway, Pakistan, Panama, Peru, Philippines, Singapore, Spain, Sweden, Switzerland, Taiwan (Chinese Republic), Tunisia, Turkey, United States, Venezuela, Zimbabwe.

Fritz Prechtl of the Austrian Railwaymen's Union was re-elected President of the ITF. **J. Richard Baiden** of the Maritime and Dock Workers' Union of TUC, Ghana, **Thomas W. Gleason** of the U.S. International Longshoremen's Association and **Jack L. Jones** of the British Transport and General Workers' Union were elected Vice-Presidents following the adoption of an amendment to the ITF Constitution providing for three Vice-Presidents as against the former one. **Heinz Kluncker** of the German Transport and Public Service Workers' Union had earlier indicated that he was not available for re-election as a Vice-President and Congress paid tribute to the great service he had rendered the ITF in that office. **Charles Blyth** was re-elected General Secretary of the ITF.

Resolutions on the following subjects were adopted by Congress:

- (a) **ITF Policy on Multinational Corporations**
- (b) **Industrial Democracy**
- (c) **Basic Trade Union Rights**
- (d) **Safety of Operation**
- (e) **The Problems of Young Workers in Transport**
- (f) **Women Workers' Problems**
- (g) **International Co-operation**
- (h) **Assistance to Black Workers in the Republic of South Africa**

- (i) **Portugal**
- (j) **Portuguese Colonial Territories**
- (k) **Terrorist Acts in Italy**
- (l) **Cyprus**
- (m) **Chile**
- (n) **Dispute between the Swedish Ships' Engineer Officers' Union and the Waxholm Steamship Company**
- (o) **Safety Aspects of Ships' Manning**
- (p) **Income Tax Relief for Seafarers**
- (q) **Compliance with ITF Agreements**

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

- (i) **Regional Activities**
- (ii) **ITF Activities in the Caribbean Area**
- (iii) **The Holding of Annual ITF Conferences in the Caribbean Area**
- (iv) **Indian Railwaymen**

The motion on **Regional Activities**, which proposed that the ITF Secretariat should intensify its regional activities and that there should be more Section Conferences in the Regions, was discussed by the Executive Board at its meeting in January 1975. The Board were agreed that existing ITF policy already gave due sectional emphasis to regional activities and that therefore no further action was called for on the motion.

The motion on **ITF Activities in the Caribbean Area** called on the ITF, in consultation with its affiliated unions in the area, to appoint a regional Coordinator, whose task it would be to coordinate the unions' activities in the region so as to enable them to present a united front on the social and economic issues currently facing them.

The motion on **The Holding of Annual ITF Conferences in the Caribbean Area** suggested (a) that the Caribbean affiliates of the ITF should meet annually to review the progress made by transport unions in the area, the first of these meetings to be held in Bermuda in July 1974; and (b) that a seven-man Standing Committee drawn from Barbados, Trinidad and Tobago, Guyana, Curaçao, Bermuda, Jamaica, St. Lucia and Grenada be established to plan the forthcoming Conference. The Standing Committee should also bear responsibility for ensuring the implementation of any resolutions that might be adopted at the Conference.

The Executive Board considered these two motions jointly at its meeting in January 1975. It was informed that the Bermuda Conference referred to in the second motion had in fact been held in October 1974 and that it had been decided at the Conference to set up a permanent coordinating body for the Caribbean, to be known as the Regional Conference of Caribbean Transport, Dock and Maritime Unions. The planned organization would be representative of all the countries in the area and would thus meet the overall intention of the first motion. The Board therefore concluded that there was no need for further action on the two motions.

The **Emergency Resolution on Indian Railwaymen** proposed principally that the ITF Executive Board should send an international delegation to India in order to make an on-the-spot assessment of the situation facing Indian railwaymen following the May 1974 railwaymen's strike.

The Board first examined the resolution at its meeting in Stockholm on 15 August 1974, at which it decided to send the requested mission to India in either October or November of that same year. The next meeting of the Board in January 1975 was informed that the Indian High Commissioner in London had not replied until the end of October 1974, and then negatively, to the General Secretary's request that the Indian government be informed of the proposal of the Board to send a fact-finding mission, possibly in November, and requesting permission for its members to meet representatives of the various government ministries in order to help them reach their conclusions. When pressed for reasons, a senior embassy official had replied to the effect that it was the basic policy of the Indian government not to permit missions of the kind the ITF had suggested since they represented interference in Indian internal affairs.

A detailed report on the circumstances surrounding the strike was, however, made available to the Board at this meeting and after careful consideration it decided that:

- (a) no further action should be taken for the time being;
- (b) the situation should be watched closely to see if the Indian government showed signs of changing its attitude;
- (c) in the light of developments it should be decided whether stronger action on the part of the ITF would be appropriate (see also Regional Activities items 72 to 83).

GENERAL COUNCIL

The General Council as elected at the 31st Congress in Stockholm was composed as follows:

<i>Country or Group</i>	<i>Titular Members</i>	<i>Deputy Members</i>
<i>Europe and Middle East</i>		
1. Austria	F. Prechtl	J. Roposs
2. Belgium, Luxembourg and Netherlands ...	J. Post (Netherlands) J. Schneider (Luxembourg) W. Cassiers (Belgium)	W. Ch. van Zuylen (Netherlands) M. Vergracht (Belgium) P. Herin (Belgium)
3. Denmark, Faroes, Ice- land, Finland	P. Oivio (Finland) K. Ellegaard (Denmark) A. C. Hansen (Denmark)	S-E Nylund (Finland) B. Aanaes (Denmark) O. Jacobsen (Faroes)
4. France	L. Buonaccorsi	R. Decoudun
5. Germany	H. Kluncker K. H. Hoffmann Ph. Seibert H. Smuda	W. Murche W. Matthies L. Raupp F. Fasshauer
6. Great Britain and Irish Republic	J. L. Jones S. F. Greene D. Mackenzie C. Kirwan (Ireland)	E. Nevin R. W. Buckton G. Kiely J. Slater
7. Italy, Malta, Cyprus ...	P. Iannone (Italy)	A. Ortolani (Italy)
8. Norway	H. Aasarød	M. A. Bakke
9. Sweden	H. Ericson	O. Jansson
10. Switzerland	W. Meier	K. Rebsamen
11. Israel, Turkey ...	Y. Woshchina (Israel) S. Akova (Turkey)	S. Perry (Israel) A. Basaran (Turkey)
12. Estonia, Poland, Spain	N. Metslov (Estonia)	S. L. Lopez (Spain)

- Africa*
13. Arab Republic of Egypt, Ghana, Kenya, Malagasy Republic, Malawi, Nigeria, Senegal, Sierra Leone, South Africa, Tunisia, Zimbabwe
- Asia and Australasia*
14. Japan
15. Australia, Bangladesh, Burma, Fiji, Gilbert & Ellice Islands, India, Indonesia, Korea, Malaysia, New Zealand, Pakistan, Philippines, Singapore, Sri Lanka, Taiwan, Vietnam ...
- Latin America and Caribbean*
16. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Curaçao, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, El Salvador, Uruguay, Venezuela
17. Barbados, Bermuda, Grenada, Guyana, Jamaica, St. Lucia, Trinidad
- North America*
18. Canada
19. USA
- J. R. Baiden (Ghana)
A. Ayoub (Tunisia)
- K. Kihata
Y. Murakami
C. S. Nair (Singapore)
C. H. Fitzgibbon (Australia)
R. S. Oca (Philippines)
- M. Ramirez (Peru)
A. Victoria (Mexico)
E. Tolosa (Argentina)
- R. Francis (Jamaica)
- W. C. Y. McGregor
D. N. Secord
R. R. Smeal
E. Shepard
S. J. Wall
C. L. Dennis
J. Peterpaul
M. Guinan
D. S. Beattie
T. W. Gleason
- D. Oyeyemi (Nigeria)
A. J. Mhungu (Zimbabwe)
- M. Yamamoto
I. Tomita
Hong Dah-Ih (China—Taiwan)
M. Yasin (Pakistan)
B. Mohan Rao (India)
- M. Tulio Alvarado (Costa Rica)
M. Chepote (Panama)
H. Rodriguez (Ecuador)
- E. Blakeney (Bermuda)
- M. Rygus
R. Gingerich
D. Kennedy
C. Tanner
M. Barisic
R. T. McKay
D. J. Mahoney Jr.
J. Wahle
J. F. Otero
J. Bowers

EXECUTIVE BOARD

At the end of 1976, the Executive Board was made up of the following members:

F. PrechtI (Austria), *President*
J. R. Baiden (Ghana), *Vice-President*
T. W. Gleason (USA), *Vice-President*
J. L. Jones (Great Britain), *Vice-President*
H. Aasarød (Norway)
A. Ayoub (Tunisia)
S. Barendregt (Netherlands)—co-opted October 1976
D. S. Beattie (USA)
L. Buonaccorsi (France)
H. Ericson (Sweden)
K. Kihata (Japan)
H. Kluncker (Germany)
W. C. Y. McGregor (Canada)
W. Meier (Switzerland)
C. S. Nair (Singapore)
J. Peterpaul (USA)
P. Potums (Belgium)—co-opted February 1976
M. Ramirez (Peru)
D. Secord (Canada)
Ph. Seibert (Germany)
E. Tolosa (Argentina)
S. Weighell (Great Britain)—co-opted November 1975
Y. Woshchina (Israel)
C. H. Blyth, *General Secretary*

New members of the Board elected at the ITF's 31st Congress held in Stockholm from 7 to 15 August 1974 were:

H. Ericson, C. S. Nair, J. Peterpaul, M. Ramirez and E. Tolosa.

Outgoing members were: L. Gallardo (Mexico), C. Melgarejo (Argentina), R. S. Oca (Philippines) and E. Svensson (Sweden).

S. Weighell was co-opted to the Board in November 1975 to replace Lord Greene, who resigned on his retirement. P. Potums was co-opted in February 1976 to replace W. Cassiers, who resigned on his retirement. S. Barendregt was co-opted to the Board in October 1976 to replace Jelte Post, who resigned on his retirement. D. Secord resigned from the Board in October 1976 upon his retirement. His successor will be co-opted at the Board's first meeting in 1977.

The Executive Board met during 1974 on 5-6 August and 15 August in Stockholm during Congress. The Board also met on two occasions in both 1975 and 1976: 21 and 22 January 1975 and 13 and 14 November 1975 in London, 10 and 11 February 1976 in Leangkollen, Norway and 19 and 20 October 1976 in Paris. Reports on the meetings were carried in ITF publications.

MANAGEMENT COMMITTEE

At the end of 1976, the Management Committee was composed as follows:

F. Precht, *President*
J. R. Baiden, *Vice-President*
T. W. Gleason, *Vice-President*
J. L. Jones, *Vice-President*
D. S. Beattie (USA)
L. Buonaccorsi (France)
Ph. Seibert (Germany)
S. Weighell (Great Britain)
C. H. Blyth, *General Secretary*

Meetings were held on 17-18 April 1974 in London, 21 January 1975 and 13 May 1975 in London, and 2 and 3 June 1976 in London.

RESEARCH AND PUBLICATIONS DEPARTMENT

At the end of 1976, the staff of this Department, in addition to the Secretary, Ken Golding, consisted of two full-time Assistants and a Librarian. A further full-time Assistant who retired during the period was not replaced, and the services of a part-time Assistant on the Publications side were terminated following a decision by the Executive Board to cease publication of the ITF Journal on grounds of cost.

The Journal, formerly issued in English and German, was produced in its final edition in the first quarter of 1975. Inquiries into the possibility of producing an alternative publication at a lower cost are still continuing. In the meantime, however, conscious attempts have been made to include more material in the ITF Newsletter, which is still being issued on a monthly basis in English, French, German and Swedish.

The Department has continued to deal with a large number of requests for information on various industrial matters from affiliates, with the majority of these emanating from maritime and civil aviation affiliates. A feature of this period has been the provision of a great deal of information to unions in Portugal and Spain in order to assist them in their present task of reconstruction. Graham Brothers of the Department also prepared and participated in a seminar for Portuguese dockers organized jointly by the ITF and the Federation of Lisbon Dock Workers' Unions in November 1974, and the Secretary paid a two-week visit to Portugal in July 1975 in order to discuss current problems with transport workers' unions and the organization of further seminars.

The Department was also responsible for organizing and producing documentation for the first ITF Conference on Women Workers' Problems which was held in November 1975 (see also report on page 177). Members of the Department have also assisted in work at Section Conferences, ILO meetings and seminars, as well as in the preparation of reports and questionnaires for the Sections.

In pursuance of the Stockholm Congress resolution, affiliates were asked to reply to a questionnaire on multi-national activity in the transport industry. The response to this was rather meagre, but the Executive Board instructed the Secretariat to prepare a report on the subject in order to stimulate further discussion of potential problems arising out of multinational activity. This work has now been completed by the Secretary, and is currently being translated into all official languages.

At the request of the Special Seafarers' Section, the Department has prepared two separate publicity booklets, addressed to seafarers and dockers respectively, on the ITF campaign against flags of convenience. These will eventually be available in 16 languages. At the end of 1976, our printers were completing the setting of these.

The Survey of Industrial Relations in Civil Aviation, on which work was proceeding before the Stockholm Congress, was despatched to affiliates in all official languages during the period under review.

THE SECRETARIAT

C. H. Blyth was re-elected General Secretary by the 31st Congress held in Stockholm from 7 to 15 August 1974. The January 1975 meeting of the Management Committee promoted Mrs. M. Fitzgerald to Finance Officer. On 1 January 1975, W. Curd was promoted to Assistant to the Administrative Secretary and Mrs. A. Collarbone (formerly a Private Secretary) was made a Section Assistant with effect from May 1975. Mr. E. Thomas retired in October 1975.

At the end of 1976 the Trustees of the ITF Superannuation Fund were: ITF Management—F. Cousins and S. Weighell; ITF Officers and Staff: K. A. Golding and Mrs. M. Fitzgerald.

During the period under review the following members of staff resigned: 1974: Miss R. Meuter (shorthand typist, April), Mrs. G. Paul (shorthand typist, October). 1975: Mrs. S. Doria (shorthand typist/clerk, May), Miss M. F. Deguiche (shorthand typist, June). 1976: G. Gray (general clerk, April), Miss J. Owen (shorthand typist, June). The services of Mrs. J. Kelly (part-time editorial assistant) were terminated in February 1976 following a decision by the Executive Board to cease publication of the Journal on grounds of cost.

The following members of staff entered the service of the ITF: 1974: Miss W. Beckfeld (shorthand typist, April), Miss M. F. Deguiche (shorthand typist, September). 1975: Miss T. Kennedy (shorthand typist, January), G. Gray (general clerk, April), Mrs. M. Cossa and Miss C. Page (shorthand typists, May), Miss J. Owen (shorthand typist, July), Miss D. Narain (general clerk, August). 1976: Miss C. Easty (general clerk, January), D. Reid (general clerk, April), Mrs. M. Gough (part-time shorthand typist, June), Mrs. A. Sachs (section assistant, September), Mrs. S. Ghai (filing clerk, November), Miss L. Hedges (shorthand typist, November).

At the end of 1976 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 Travel Bureau Staff
LAUGHTON, B.	Administrative Secretary
SELANDER, Å.	Section Secretary, Seafarers and Fishermen
BERGER, Mrs. I.	Shorthand Typist
BORODAJKO, Mrs. W. (née Beckfeld)	Shorthand Typist
BROTHERS, G. N.	Section Assistant
BUSSELL, Mrs. M.	General Clerk
COLLARBONE, Mrs. A.	Section Assistant
COOMBS, Mrs. A.	Translator/Interpreter
COSSA, Mrs. M.	Shorthand Typist
CURD, W. R.	Assistant to Administrative Secretary
EADY, Mrs. G.	Copy Typist
EARNEY, Miss A.	Private Secretary
EASTY, Miss C.	General Clerk
ENGLUND, Miss I.	Shorthand Typist
FITZGERALD, Mrs. M.	Finance Officer
GHAJ, Mrs. S.	Filing Clerk
GOUGH, Mrs. M.	Shorthand Typist
GUINANE, Mrs. M.	Telephonist/General Clerk
HEDGES, Miss L.	Shorthand Typist
HERM, Miss L.	Shorthand Typist
KENNEDY, Miss T.	Shorthand Typist
LEIGH, Mrs. E. M.	Personal Assistant to General Secretary
MORE, Mrs. E.	Assistant to Finance Officer
MORGAN, Mrs. G.	General Clerk
NARAIN, Miss D.	General Clerk
PAGE, Miss C.	Shorthand Typist
REID, D.	General Clerk
ROBINSON, S. R.	Translator/Interpreter
SACHS, Mrs. A.	Section Assistant
WALSH, Mrs. H. (née Whiteley)	Editorial Assistant
WUNSCHÉ, 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:

1974

- | | |
|----------------|---|
| 12 January | Anniversary celebrations of Norwegian Railwaymen's Union, Oslo — F. Prechtl. |
| 13 February | ICFTU/ITS meeting on South Africa, Geneva — H. Lewis. |
| 24—27 February | 9th Ordinary Congress of Swedish Seamen's Union, Gothenburg — Å. Selander and B. Laughton. |
| 6 March | ICFTU/ITS Consultative Meeting on Japan, Brussels — H. Lewis. |
| 11—14 March | 12th Annual Convention of Histadrut, Tel-Aviv — F. Prechtl. |
| 15—16 March | Seminar organized by Danish Navigating Officers' Association, Kobaek — J. Slater (British MNAOA). |
| 4—5 May | Finnish Aviation Workers' Congress, Helsinki — K. Golding. |
| 10 May | ITS/ICFTU Meeting on Portugal, Brussels — G. N. Brothers. |
| 13—17 May | Annual Conference of British Transport Salaried Staffs' Association, Eastbourne — J. Hauf. |
| 14—16 May | 75th Anniversary Congress of Danish Locomotivemen's Union, Copenhagen — C. H. Blyth. |
| 23—25 May | Congress of European Trade Union Confederation, Copenhagen — C. H. Blyth. |
| 24—25 May | 8th Ordinary Congress of Austrian Transport Workers' Union, Vienna — H. Lewis. |
| 28 May | ITS/ICFTU Meeting on Portugal, Brussels — H. Lewis and G. N. Brothers. |
| 6—7 June | Ordinary Congress of Swiss Railwaymen's Union (SEV), Lucerne — F. Prechtl. |

- 7—9 June Ordinary Congress of Swedish Commercial Workers' Union (HTF), Stockholm — H. Aasarød.
- 10—14 June ILO General Conference and ICFTU Conference on Multinationals, Geneva — H. Lewis.
- 11—13 June 6th Statutory Congress of Finnish Transport Workers' Union, Espoo — H. Aasarød.
- 29—30 June 50th Congress of the Luxembourg Railwaymen's and Transport Workers' Federation, Luxembourg — C. H. Blyth.
- 6—13 July Annual General Meeting of British National Union of Railwaymen, Plymouth — C. H. Blyth and J. Hauf.
- 12—19 September 37th Congress of the Danish Transport and General Workers' Union, Copenhagen — J. L. Jones.
- 21—23 October GdED Railwaymen's Seminar, Frankfurt — K. Golding.
- 21—25 October Congress of New Zealand Waterside Workers' Federation, Auckland — C. H. Blyth.
- 23—24 October 75th Jubilee of Danish Railwaymen's Union, Copenhagen — S. F. Greene.
- 11—13 November Scandinavian Civil Aviation Workers' Conference, Lysebu (Norway) — K. Golding.
- 5—6 December ITS General Conference, London — C. H. Blyth.

1975

- 10—13 March OeTV Seminar on Transport Policy, Berlin — J. Hauf.
- 17—19 March Turkish Railwaymen's Congress, Ankara — J. Hauf.
- 22 April ICFTU/ITS Meeting, Brussels — H. Lewis.
- 5—10 May 25th Regular and 11th Quadrennial Convention of the US Brotherhood of Railway and Airline Clerks, Washington — H. Lewis.
- 12—16 May Annual Conference of British Transport Salaried Staffs' Association, Scarborough — J. Hauf.

- 13—16 May Biennial General Meeting of British Merchant Navy and Airline Officers' Association, Liverpool — Å. Selander.
- 30 May ICFTU/ITS Meeting on Portugal, Geneva — K. Golding.
- 12—13 June 11th Congress of French Transport Workers' Federation, Paris — F. PrechtI.
- 26—27 June 10th Post-War Statutory Congress of Belgian Transport Workers' Federation, Antwerp — B. Laughton.
- 30 June—4 July PTTI 22nd World Congress, Oslo — H. Aasarød.
- 12—19 July Annual Conference of British National Union of Railwaymen, Jersey — C. H. Blyth.
- 17—19 July 7th Annual Conference of Japan Air Lines Workers' Union, Tokyo — M. S. Hoda.
- 21—24 July 83rd Anniversary International Convention of the US International Longshoremen's Association, Miami Beach — C. H. Blyth.
- 31 August—4 September Austrian Railwaymen's Congress, Vienna — C. H. Blyth.
- 5—7 September 20th Ordinary Congress of Swiss Transport and Commercial Workers' Union, Basle — H. Lewis.
- 11—12 September ICFTU/ITS Meeting on Multinationals, Brussels — K. Golding.
- 2 December ICFTU/ITS Meeting on Portugal, Geneva — K. Golding.

1976

- 17—18 January ASLEF Seminar, York — J. Hauf.
- 6—8 February Congress of Scandinavian Transport Workers' Federation, Copenhagen — B. Laughton.
- 24 February ICFTU Coordinating Committee on South Africa, Brussels — H. Lewis.
- 10 March ICFTU/ITS Meeting on Spain, Luxembourg — C. H. Blyth.
- 6—9 April 11th National Congress of French Railwaymen's Federation, Paris — F. PrechtI.

- 15—18 April Congress of Spanish General Workers' Union (UGT), Madrid — C. H. Blyth and E. M. Leigh.
- 6—9 May Statutory Congress of Railwaymen's Section of Belgian CGSP, Brussels — J. Hauf.
- 10—14 May Annual Conference of British Transport Salaried Staffs' Association, Scarborough — H. Lewis.
- 13—15 May Congress of Finnish Seamen's Union, Espoo — C. H. Blyth.
- 17—21 May Youth Conference of ITF Affiliates, Luxembourg — H. Walsh.
- 19—21 May Ordinary Congress of Danish Railwaymen's Union, Copenhagen — L. Buonaccorsi.
- 23—30 May International Railwaymen's Seminar, Rome — J. Hauf.
- 24—25 May ITS General Conference, Geneva — C. H. Blyth and H. Lewis.
- 3—5 June Congress of Swedish Engineer Officers' Union, Stockholm — A. Selander.
- 8—11 June Annual Conference of Irish Transport and General Workers' Union, Killarney — C. H. Blyth.
- 13—19 June 8th Congress of German Transport and Public Service Workers' Union (OeTV), Hamburg — F. Prechtl and C. H. Blyth.
- 15—17 June Congress of Irish National Association of Transport Employees, Tralee — J. Hauf.
- 12—17 July Annual General Meeting of British National Union of Railwaymen, Paignton — J. Hauf.
- 21—22 July International Railwaymen's Youth Seminar, Vienna — J. Hauf.
- 16—17 August International Railwaymen's Youth Seminar, Berlin — J. Hauf.
- 29 August—
3 September 10th Ordinary Congress of the German Railwaymen's Union (GdED), Hamburg — C. H. Blyth.
- 7 -16 September 29th Convention of the Grand Lodge of the US International Association of Machinists (IAM), Hollywood — H. Lewis.

- 20 September—
1 October Australian Waterside Workers' Federation's All Ports Conference, Sydney — H. Lewis.
- 25—26 September Congress of Scandinavian Transport Workers' Federation, Leangkollen — C. H. Blyth and B. Laughton.
- 18—22 October New Zealand Waterside Workers' Federation's Biennial Conference, Nelson — B. Laughton.
- 28—29 October 7th Congress of the Dutch Transport Workers' Federation (NVV/NKV), Utrecht — H. Lewis.
- 2 November ICFTU/ITS Meeting on South Africa, Brussels — H. Lewis.
- 8—11 November 28th Annual International Executive Board Meeting of US Flight Engineers' International Association, Las Vegas — M. S. Hoda.
- 15—19 November Congress of Norwegian Railwaymen's Union, Oslo — F. Prechtl.

II

MEMBERSHIP

At the end of 1976, ITF affiliated membership totalled 4,409,883 members from 378 unions in 83 countries.

New affiliations in 1974

<i>Country</i>	<i>Organization</i>
Argentina	Asociación de Señaleros Ferroviarios de Argentina. Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas.
Colombia	Federación Nacional de Chóferes y Asalariados del Transporte.
Ecuador	Sindicato Ferroviario Quito-San Lorenzo.
Guatemala	Sindicato General de Trabajadores del Transporte Pesado.
India	Air India Cabin Crew Association. National Federation of Indian Railwaymen (NFIR).
Irish Republic	Seamen's Union of Ireland.
Liberia	National Maritime Seamen and General Workers' Union.
Malaysia	Senior Officers' Association.
New Zealand	Airline Stewards and Hostesses of New Zealand Industrial Union of Workers.
Nigeria	Nigerian Merchant Navy Officers' Association.
Norway	Norsk Handels-og Kontorfunksionærers Forbund.
Pakistan	Airline Cabin Crew Association of Pakistan.
El Salvador	Asociación Sindical de Pilotos Aviadores Salvadoreños.
Sierra Leone	Transport, Agricultural and General Workers' Union.

New affiliations in 1975

<i>Country</i>	<i>Organization</i>
Bangladesh	Bangladesh Launch Labour Association.
Denmark	Handels-og Kontorfunktionaerernes Forbund i Danmark. Jernbaneforeningen.
Dominica	Waterfront and Allied Workers' Union.
Ecuador	Asociación de Empleados de la Autoridad Portuaria de Guayaquil.
India	Air India Employees' Guild.
Korea	Korean Automobile Workers' Union.
Mexico	Sindicato Gremio Unido de Alijadores de Tampico y Ciudad Madero.
New Zealand	Federated Cooks' and Stewards' Union of New Zealand.
Papua New Guinea	Central District Waterside Workers' Union.
Paraguay	Federación de Trabajadores del Transporte Colectivo.
Sweden	Sveriges Arbetsledareförbund.
Uruguay	Unión Ferroviaria de los Ex-FF.CC. Midland Noroeste y Norte.

New affiliations in 1976

<i>Country</i>	<i>Organization</i>
Australia	Australian Institute of Marine and Power Engineers.
Colombia	Federación Nacional de Trabajadores Portuarios de Colombia (FEDEPUERTOS).
Denmark	Dansk Metalarbejderforbund.
The Gambia	Motor Drivers', Mechanics' and Allied Workers' Union.
Kenya	Transport and Allied Workers' Union.
Malaysia	Union of Employees of Port Ancillary Services Suppliers.
St. Vincent	Commercial, Technical and Allied Workers' Union.
El Salvador	Unión de Trabajadores de Líneas Aéreas (UTLA).
Sierra Leone	Sierra Leone Motor Drivers' and General Workers' Union.
Venezuela	Organización Sindical de Aeromozas y Sobrecargos de VIASA (OSASV).

LIST OF AFFILIATED ORGANIZATIONS

ITF aff. number	Organizations	Sections represented**								
		1	2	3	4	5	6	7	8	
Argentina										
10	Sociedad de Personal Ferroviario de Locomotoras "La Fraternidad"	...								
11	Sindicato Unico Portuarios Argentinos "SUPA"	...								
13	Sindicato Encargados Apuntadores Maritimos	...								
14	Asociación de Capataces Estibadores Portuarios	...								
15	Sindicato de Obreros Maritimos Unidos (SOMU)	...								
16	Sindicato de Electricistas—Electronicistas Navales	...								
18	Centro de Capitanes y Oficiales de la Marina Mercante (CAOMAR)	...								
22	Asociación del Personal Aeronáutico	...								
23	Asociación Argentina de Aeronavegantes	...								
24	Centro de Comisarios Navales de Argentina	...								
25	Centro de Jefes y Oficiales Maquinistas Navales—Profesional y Mutual	...								
26	Unión Personal Aeronavegación de Entes Privados UPADEP	...								
27	Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina	...								
28	Asociación de Señaleros Ferroviarios de Argentina	...								
29	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas	...								
Australia										
385	Federated Clerks' Union of Australia	...								
386	Professional Radio and Electronics Institute of Australasia	...								
387	Australasian Airline Flight Engineers' Association	...								
388	Flight Stewards' Association of Australia	...								
389	Federated Marine Stewards' and Pantrymen's Association of Australasia	...								
390	Motor Transport and Chauffeurs' Association	...								
391	Merchant Service Guild of Australia	...								
392	Australian Licensed Aircraft Engineers' Association	...								
392/1	Waterside Workers' Federation of Australia	...								
392/2	Australian Institute of Marine and Power Engineers	...								

* 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 Travel Bureaux.

46-7	Federación Nacional de Transportes Aéreos de Belvía	...	...	...	200	x
46-8	Sindicato "AASANA" Santa Cruz-Oriente Aeropuerto "El Trompillo"	...	...	...	60	x
46-9	Sindicato "AASANA"—La Paz Aeropuerto "El Alto"	...	...	...	100	x
46/10	Sindicato de Colectivos Litoral	...	...	x	300	
46/11	Sindicato de Choferes Asalaridos "1 de Mayo" (Santa Cruz)	...	...	x	1,008	
46/12	Sindicato de Choferes Asalaridos "1 de Mayo" (Tarija)	...	...	x	200	
46/13	Federación Nacional de Trabajadores de AASANA	...	...	x	678	
	Sindicato de Transportes al Altiplano	...	...	x	250	

Brazil

47	Confederação Nacional dos Trabalhadores em Transportes Terrestres	x	x	x	50,000*
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Canada

401	Canadian Airline Dispatchers' Association	120	x
402	Canadian Airline Flight Attendants' Association	4,548	x
404	Canadian Merchant Service Guild	...	...	x	3,670	
405	Canadian Brotherhood of Railway, Transport and General Workers	...	...	x	28,078	
406	Seafarers' International Union (SIU) of Canada	...	...	x	5,000	
407	Canadian Area International Longshoremen's and Warehousemen's Union	...	...	x	3,675	

Chile

52	Sindicato Profesional de Empleados y Obreros de Lan Chile	...	...	...	2,143	x
54	Sindicato Profesional de Oficiales de Marina Mercante de la Cia. Sud Americana de Vapores	...	...	...	201	
57/0	Federación de Sindicatos Profesionales de Empleados de Bahía de Chile (FEBACH)	...	...	x	700	
57/1	Sindicato Profesional de Empleados Particulares de la Cámara Marítima de Chile	...	...	x	140	
57/5	Federación de Sindicatos Profesionales de Embaladores Marítimos de Chile	...	...	x	400	
57/8	Federación de Sindicatos Profesionales de Cuidadores Marítimos y Terrestres de Chile (FECUCH)	...	...	x	180	

Colombia

58	Asociación Nacional de Empleados de la Flota Mercante Grancolombiana (ANEGRAN)	...	...	...	327	
60	Unión de Marineros Mercantes de Colombia (UNIMAR)	...	...	...	1,000	
63	Sindicato Nacional de Trabajadores Ferroviarios	...	...	x	5,000	
66	Federación Nacional de Choferes y Asalaridos del Transporte (FENALCHOL)	...	...	x	2,000	
67	Asociación Colombiana de Auxiliares de Vuelo (ACAV)	...	...	x	325	
68	Sindicato Nacional de Choferes de Colombia	...	...	x	600	
69	Asociación de Choferes de Colombia (ASOCHOCOL)	...	...	x	600	
70	Federación Nacional de Trabajadores Portuarios de Colombia (FEDEPUERTOS)	...	...	x	2,000	

D

80 0	Waterfront and Allied Workers' Union	...	...	...	...	...	400	X	X	X
Dominican Republic										
80	Federación Nacional de Transporte Dominicano (FENATRADO)	...	...	...	...	...	5,000*	X	X	X
Ecuador										
82	Sindicato Ferroviario Ecuatoriano	...	...	...	...	...	1,500	X		
84	Comité de Empresa "Braniff Internacional Airways"	...	...	...	...	...	65		X	X
88	Sindicato General de Trabajadores de Ecuatoriana de Aviación	...	...	...	...	...	75		X	X
89	Federación de Chóferes Profesionales del Ecuador	...	...	...	...	...	3,000*	X		
89/0	Asociación Nacional de Trabajadores de Ecuatoriana de Aviación	...	...	...	...	...	150			X
89/1	Sindicato Ferroviario Quito—San Lorenzo	...	...	...	...	...	700	X		
89/2	Asociación de Empleados de Autoridad Portuaria de Guayaquil	...	...	...	...	...	200		X	
Estonia (Exile)										
540	Eesti Mere-meeste Union	...	...	...	...	...	900			X
Faroe Islands										
541	Føroya Fiskemannafelag ...	...	...	...	...	...	3,027			X
Fiji Islands										
901	Transport Workers' Union	...	...	...	...	...	405	X		
Finland										
542	Rautatieläisten Liitto (Railwaymen)	...	...	...	...	...	22,127	X		
543	Suomen Veturimiesten Liitto r.y. (Locomotivemen)	...	...	...	...	...	5,112	X		
544	Suomen Konepäällystölläiset (Engineer Officers)	...	...	...	...	...	1,300		X	X
545	Suomen Merimies-Unioni r.y. (Seamen)	...	...	...	...	...	12,525	X	X	X
546	Suomen Laivampäällystölläiset r.y. (Ships' Officers)	...	...	...	...	...	2,527	X	X	X
547	Suomen Auto- ja Kuljetusalan Työntekijäliitto r.y. (Transport Workers)	...	...	...	...	...	27,000	X	X	X
548	Luotsiliitto (Pilots)	...	...	...	...	...	538			X
549	Suomen Satamatyönjohtajien Liitto r.y. (Dockers)	...	...	...	...	...	975		X	
550	Suomen Radiosähköttäjäliitto r.y. (Radio Officers)	...	...	...	...	...	200			X
552	Ilmailualan Unioni r.y. (Civil Aviation Workers)	...	...	...	...	...	2,002			X

Great Britain

581	National Union of Railwaymen	...	...	...	...	...	...	X	X	X	X	X	178,751
582	National Union of Seamen	...	...	...	...	...	...	X	X	X	X	X	40,919
583	Associated Society of Locomotive Engineers and Firemen	...	...	...	...	...	...	X	X	X	X	X	28,324
584	Transport Salariat Staffs' Association	...	...	...	...	...	...	X	X	X	X	X	73,842
585	Union of Shop, Distributive and Allied Workers	...	...	...	...	...	...	X	X	X	X	X	40,000
586	Transport and General Workers' Union	...	...	...	...	...	...	X	X	X	X	X	360,000
587	The Merchant Navy and Airline Officers' Association	...	...	...	...	...	...	X	X	X	X	X	30,000
588	Radio and Electronic Officers' Union	...	...	...	...	...	...	X	X	X	X	X	3,620
591	United Road Transport Union	...	...	...	...	...	...	X	X	X	X	X	10,000
592	Association of Scientific, Technical and Managerial Staffs	...	...	...	...	...	...	X	X	X	X	X	2,000

Greece

600	Fédération Panhellenique des Cheminots	...	...	...	...	...	...	X					9,030
601	Pan-Hellenic Seamen's Federation (PNO)	...	...	...	...	...	...				X		75,000
602	Federation of Loaders and Unloaders of Greece	...	...	...	...	...	...		X				3,000
603	Flight Stewards' Union	...	...	...	...	...	...						306
604	Airline Licensed Technicians' Union (ETEM & II)	...	...	...	...	...	...						700
606	Greek Air Professionals' Union						2,209

Grenada

90	Grenada Seamen and Waterfront Workers' Union			X	X		350
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Guatemala

91	Sindicato de Acción y Mejoramiento Ferrocarillero (SAMF)	X					2,643
99	Sindicato de Trabajadores de la Empresa Portuaria Nacional de Champerico (STEPNCH)	...	...	...	...	...	...	X		X			500
100	Sindicato Unión de Trabajadores en Servicios Aéreos (UTSA)	...	...	...	...	...	...						275
101	Sindicato General de Trabajadores del Transporte Pesado	...	...	...	...	...	...			X			100

Guyana

92	Transport Workers' Union	...	...	...	...	...	...	X	X	X	X	X	1,850*
94	General Workers' Union	...	...	...	...	...	...	X	X	X	X	X	200
95	Clerical and Commercial Workers' Union	...	...	...	...	...	...	X	X	X	X	X	204

ITF aff. number	Organizations	Membership 31.12.76								
		1	2	3	4	5	6	7	8	
Honduras										
105	Sindicato Industrial de Trabajadores de Transportes Aéreos de Honduras	...								x
106	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras (SITRAFENAL)	...	x							
107	Sindicato de Trabajadores de la Tela Railroad Company (SITRATECO)	...	x							
108	Sindicato Marítimo Nacional de Honduras (Sindimar)	...							x	
108/0	Sindicato Gremial de Motoristas del Transporte de Derivados del Petróleo...	...								
108/1	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	...							x	
Hong Kong										
308	Kowloon Canton Railway Workers' Union	...								x
Iceland										
617	Sjómannaamband Islands	...								x
India										
311	All India Railwaymen's Federation	...								
312	The Maritime Union of India	...								
314	Calcutta Port Shramik Union	...								
315	The Indian Flight Navigators' Guild	...								
316	Indian Flight Engineers' Association	...								
317	Transport and Dock Workers' Union	...								
319	National Union of Seamen of India	...								
320	National Union of Seafarers of India	...								
324	National Federation of Indian Railwaymen	...								
325	Air India Cabin Crew Association	...								
326	Air India Employees' Guild	...								
Indonesia										
371	Persatuan Buruh Kereta Api (Railwaymen)	...								
Irish Republic										
618	Irish Transport and General Workers' Union	...								
619	National Association of Transport Employees...	...								
620	Seamen's Union of Ireland	...								

Panama

122	Sindicato Industrial de Conductores de Taxis de Panama	...	...	...	500	x	
123	Sindicato de Conductores de Taxis Pequeños	...	...	...	50	x	
125	Sindicato Industrial de Empleados de Líneas Aéreas y Similares (SIELAS)	...	...	...	1,000		x
126	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos, Portuarios y Similares (FITAMPS)	561	x	x x x

Papua New Guinea

920	Central District Waterside Workers' Union	632*		x
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Paraguay

127/0	Asociación de Profesionales Taximetristas del Paraguay	400	x	
127/1	Asociación de Empleados de Aviación del Paraguay	...	...	...	100		x
127/2	Federación de Trabajadores del Transporte Colectivo del Paraguay	...	...	...	1,000	x	

Peru

129	Sindicato Unico de Empleados y Obreros de la Cia. de Aviación "Braniff Airways"	...	...	...	200		x
132	Federación de Chóferes y Anexos del Perú	...	...	...	40,353*	x	
133	Sindicato Unico de Trabajadores Marítimos y Portuarios Puerto Chimbote	...	...	...	310		x x
140	Federación Nacional de Trabajadores Ferroviarios del Perú	...	...	...	7,000*	x	
142/1	Asociación de Oficiales de la Marina Mercante Nacional—CPV	...	...	...	250		x x
142/4	Federación de Trabajadores Marítimos y Portuarios Fluviales y Lacustres del Perú	...	...	...	3,000		x x
142/5	Sindicato Unico de Trabajadores "LAN Chile"	...	...	...	65		x x
142/6	Sindicato de Empleados de la Cia. Ecuatoriana de Aviación	...	...	...	22		x x

Philippines

375	Philippine Transport and General Workers' Organization	5,001	x x x x x x x	x
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Poland (Exile)

669	Association of Polish Merchant Navy Officers in London, Seamen incorporated	182		x
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St. Lucia

151	St. Lucia Seamen's and Waterfront Workers' Trade Union	675*		x
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St. Vincent

156	Commercial, Technical and Allied Workers' Union	298	x	x x
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III

RELATIONS WITH AFFILIATED ORGANIZATIONS

1.

General

During the three-year period since the Stockholm 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.

Greece

On 3 December 1974 a delegation from the Pan-Hellenic Seamen's Federation visited the ITF at their request for a discussion on the possibility of the ITF Executive Board lifting their suspension from affiliation. The General Secretary informed the delegation that, if the Board was to consider this, there would be certain conditions with which their Federation would have to comply. These were:

1. They must ensure that the elections for their Federation's administration were carried out in a free and democratic manner and without interference from any outside source, governmental or otherwise.
2. They must comply, as far as they were legally able to do so, with the ITF flag-of-convenience campaign.
3. They must ensure that all non-Greek seafarers serving in Greek flag ships received Greek rates and conditions as demanded by Greek law.
4. They should explore the possibility of extending Social Security cover to non-Greek seafarers serving in Greek flag ships.

The delegation agreed to these conditions and invited the President and the General Secretary to visit Greece at the earliest opportunity to investigate conditions for themselves.

Applications for the lifting of suspension were also received from a number of other organizations.

In connection with the above the General Secretary had discussions with Kimon Poutous of the Greek Flight Stewards' Union, who, at considerable risk to himself, had steadfastly refused to take trade union office during the period of military government. Poutous, who maintained contact with the ITF during the time of the junta, was of the opinion that the conditions then prevailing in Greece should make it possible for the Executive Board to lift the suspension from affiliation of the Greek unions.

The Executive Board, at its meeting in London on 21 and 22 January 1975, discussed this matter and authorized the General Secretary to lift the suspension imposed on the Greek trade unions in 1968. As a result of this decision, the following unions have now been readmitted to membership of the Federation:

- Pan-Hellenic Railwaymen's Federation
- Pan-Hellenic Seamen's Federation
- Federation of Loaders and Unloaders of Greece
- Flight Stewards' Union
- Airline Licensed Technicians' Union
- Greek Air Professionals' Union.

IV

DISPUTES AND INDUSTRIAL ACTION

3.

Grenada dockers' strike

Members of the ITF-affiliated Grenada Seamen's and Waterfront Workers' Union went on strike early in 1974, in common with other Grenada unions, in protest against the totalitarian and repressive régime of Prime Minister Gairy. They went back to work in April after receiving certain undertakings from the government on trade union and human rights. Assistance in their struggle had been provided by the ITF and its affiliated unions, who not only sent many messages of support, but also respected the blacking of Grenada's ports. On 15 March, the ITF received a cable from the union appealing for assistance, and the sum of £1,000 was made available for the relief of strikers' families. Among the points achieved by the union's militant action were the restoration of its headquarters, the resumption of the adjourned Commission of Inquiry into police brutality and the disbandment of the secret police.

4.

U.S. machinists' dispute with Air France

The ITF-affiliated International Association of Machinists and Aerospace Workers (IAM) was forced to call its members employed by Air France in the United States out on strike, on 9 January 1974, as a result of the intransigent bargaining position adopted by the company during 16 months of negotiations. Air France had been demanding complete freedom to schedule employees at any hours, to employ part-time help indiscriminately and to contract out essential work performed by IAM's ground staff members. Before the strike was called, the company had refused an offer of arbitration by the US government. At intervals during the strike, which lasted for several months, the ITF sent out cables and circulars passing on the IAM's request to all our affiliated unions to maintain their solidarity and support. The IAM informed the ITF at the beginning of June 1974 that the dispute had been resolved and that a contract settlement had been reached between the two parties.

5.

ITF support for British miners' strike

In February 1974, British miners went on strike in support of their claim for a substantial rise in pay. The Miners' International Federation (MIF) contacted the ITF, asking the Federation to pass on to its affiliates a request that they should try to prevent the export of coal to Britain while the strike lasted. An informal meeting of dockers' union representatives from France, Belgium, the Netherlands and Germany was held at ITF headquarters on 19 February to discuss the MIF's request and, after considering a detailed report on the dispute and the issues involved, the dockers' representatives unanimously declared their support for the British miners. The strike was settled in early March, shortly after the return to power of the Labour government, and resulted in substantial wage and fringe benefit improvements. The Miners' International Federation subsequently expressed warm thanks for ITF assistance in the dispute.

6.

Japanese cabin attendants' strike against JAL

In March 1974, the ITF-affiliated Japan Air Lines Cabin Attendants' Union conducted a strike ballot among its members as a result of the JAL management's uncompromising attitude towards its claims for improved conditions, in particular relating to time off and rest periods, flight and duty time limitations, reduction of stand-by times on periods away from home base and increases in subsistence and flight allowances.

The union called a 24-hour strike on 11 April 1974, which was followed by further strike action, of 48-hours' duration from 26 April, in collaboration with other flying and ground staff unions which at the time were demanding improved working conditions. ITF aviation affiliates were alerted to the possibility of strike action and asked to provide international support and solidarity action.

In May 1974, the JAL management unilaterally referred the dispute to mediation, and the union was obliged, under the terms of its contract, to call off its series of stoppages. The dispute was eventually settled to the union's satisfaction in June 1974, when it accepted an offer broadly in line with its original demands.

7.

Indian railwaymen's strike

The ITF-affiliated All-India Railwaymen's Federation (AIRF) called its members out on strike on 8 May 1974. AIRF president George Fernandes attended the ITF's 31st Congress in Stockholm later in

1974, where he reported in detail to the assembled delegates on the reasons behind the strike, its progress and the retaliatory measures taken by the Indian government against striking railwaymen, leading to the union's decision on 27 May to abandon its industrial action. The ITF lodged a vigorous protest with the Indian Prime Minister Mrs. Gandhi against the methods her government had used to force a return to work and, at the ITF's request, this protest was supported by many railwaymen's affiliates.

8.

Swedish engineer officers' dispute with Waxholm Steamship Company

A dispute between the ITF-affiliated Swedish Engineer Officers' Union and the Waxholm Steamship Company, which operates a ferry service to the islands of the Stockholm archipelago, was satisfactorily settled on 23 August 1974, four weeks after it began, when the union reached an agreement with the employers on a new contract giving their members on the company's ten largest vessels pay parity (by 31 March 1977) with their fellow officers on similar vessels, thus meeting their main demand. Other improvements relate to starting salaries, victualling allowances, leave provisions and the introduction of two new long-service bonuses. At the conclusion of the dispute, the union expressed its thanks to the Swedish Transport Workers' Union, which had assisted the engineers by cutting off oil supplies for the period of the dispute to those Waxholm vessels that were still operating. During the strike, the 31st ITF Congress in Stockholm adopted an emergency resolution expressing support for the striking officers and offering practical support should it prove necessary.

9.

Karachi dock strike

A strike of workers belonging to the ITF-affiliated Organization of Karachi Port Trust Workers began on 10 September 1974 after the Port Trust management decided to take the union's claims for increased pay and improved benefits to an arbitration body in which the port workers had absolutely no confidence. A few hours before the strike began, the Pakistan authorities arrested the leaders of the Organization, including its president, general secretary, vice-presidents and press secretary. The strike began nevertheless and continued for some time despite government harassment of strikers and their families. The matters in dispute were eventually settled by means of a compromise agreement between the two parties. The ITF's Asian Representative, Donald U'ren, visited Karachi during the strike and protested vigorously to the Prime Minister of Pakistan at the arrests and harassment of the strikers and their families. The Federation also appealed to its affiliates to support the union in every way possible.

10.

Settlement of Norwegian pilots' dispute with pilotage authority

A settlement was reached on 4 November 1974 in the dispute between the ITF-affiliated Norwegian Seamen's Union and the Norwegian Pilotage Authority concerning terms and conditions of employment of the crews of Norwegian pilot vessels, who are members of the union. During the dispute, the ITF requested its affiliates to urge the Norwegian Director of Pilotage to promote a speedy settlement to prevent international action being taken against vessels which, having been granted dispensations, were entering and leaving port without pilots. The settlement was effected before direct action became necessary.

11.

IAM strike against Transair

In March 1975, the Canadian members of the ITF-affiliated International Association of Machinists and Aerospace Workers (IAM) took strike action against Transair following the breakdown of negotiations on a new collective agreement. Transair continued to operate by having maintenance work done in Guatemala and Dublin. The ITF approached unions there, and the Workers' Union of Ireland, with which the ITF has friendly relations, instructed its members not to do any Transair maintenance work. As a result of this support, the dispute was satisfactorily resolved on 5 June 1975.

12.

British seafarers' opposition to British Rail's "Sealink" closure

As part of their campaign to oppose the closure of British Rail's Heysham-Belfast Sealink ferry service, the three British seafarer unions concerned, through the ITF, asked other seafarer affiliates in Belgium, Ireland and the Netherlands not to undertake any extra sailings during 48 hours on 27 and 28 March 1975 when the British unions' members were out on strike against all Sealink services. The unions—the National Union of Seamen, the Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union—also agreed on joint action to black the two British Rail ferries formerly operating on the route; the blacking took effect after 6 April, the date on which British Rail closed the service.

13.

British "offshore" affiliates' dispute with ODECO

Following the refusal of some oil rig operators in the United Kingdom sector of the North Sea oil fields to give access to trade union representatives to their oil rigs for the purpose of organizing crew members, the British affiliates concerned (the Transport and General Workers' Union, the National Union of Seamen, the Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers'

Union) approached the ITF for assistance. As a result, the ITF Secretariat notified its affiliates in the Netherlands and Norway of the situation and passed on a request from the British unions that all movements of supplies to as well as all servicing and repair work for rigs belonging to the ODECO Company should cease from a specified date. After pressure had been applied outside the United Kingdom, the British trade unions won their bid for recognition aboard the oil rigs concerned in April 1975, but following the subsequent demotion of a rig employee because of his trade union activities the British unions were again compelled to appeal for international trade union solidarity to achieve the re-instatement of the employee concerned.

14.

Icelandic fishermen's strike

On 9 April 1975, the ITF-affiliated Icelandic Seamen's Union called its members on board deep-sea trawlers over 500 grt out on strike in support of demands for considerable improvements in their collective agreement. The ITF, in response to an appeal for moral and financial support, made a small donation to relieve hardship among strikers' families. The strike ended in victory for the union on 28 June when wage increases of between 58 and 66 per cent on basic rates were agreed.

15.

Air Canada-France dispute

The ITF-affiliated French Transport and Public Service Workers' Federation FO, whose civil aviation section represents foreign companies' employees, took strike action from 23 April 1975 against the management of Air Canada in France, in protest against the company's proposals to turn over many of its operations to sub-contractors, thereby reducing its staff by half. This the union regarded as totally unacceptable and had already organized one "warning" strike on 5 April in order to make clear to Air Canada-France management that it would oppose any redundancies. Work resumed on 2 June 1975, following acceptance by the staff concerned of the company's revised reorganization plans. The ITF sent out circulars to all affiliated unions, informing them of the dispute and the union's request for solidarity action.

16.

Cabin staff dispute with Mexicana Airlines

As a result of the unfair dismissal in July 1975 of four cabin crew by the management of Mexicana Airlines, the ITF-affiliated Mexican Cabin Staff Association (ASSA) gave notice of strike action. The General Secretary of the ITF sent cables to the Minister of Transport, the Minister of Labour and the General Manager of Mexicana Airlines, urging them to resolve the dispute through negotiation. This was done and the attendants were subsequently reinstated. The ITF's American affiliates had also promised their solidarity.

17.

Strike of Madrid underground workers

Members of the ITF-affiliated Spanish Transport Workers' Federation of the UGT, who are employed on the Madrid underground rail system, struck for five days from 5 January 1976 in support of demands for pay increases and a 40-hour week. The strike was extremely successful and was given sympathetic support by other groups of Spanish workers. The government attempted to counter the paralysis of the system by bringing in troops for a limited period. The metro workers called off their action on the understanding that negotiations would continue and that there would be no reprisals against them.

The ITF cabled the Spanish Prime Minister during the strike pressing for a fair settlement of the claims and stressing that coercion on the part of the government would provoke an immediate reaction from the world's transport workers.

18.

Spanish railway workers' dispute

The Spanish government mobilized the country's 70,000 railway workers on 19 January 1976 in order to forestall a threatened stoppage. The ITF cabled its affiliate, the Transport Workers' Federation of the UGT then based in Toulouse, of its disgust at this action, which it condemned as anti-union and undemocratic. The RENFE workers were eventually demobilized on 24 May.

19.

Mexican cabin attendants' strike against Canadian Pacific Airlines

The ITF-affiliated Mexican Cabin Attendants' Association (ASSA) struck Canadian Pacific Airlines on 18 February 1976 in furtherance of its dispute with the airline management, which was refusing to negotiate a collective agreement with the union, after it had organized cabin attendants flying the routes to Peru, Chile and Argentina. The strike was precipitated by the management's action in dismissing 19 cabin attendants for joining the union. At the request of the ITF, the ITF-affiliated Canadian Air Line Flight Attendants' Association supported the Mexican union by refusing to operate the route formerly operated by the Mexican-based cabin crew. CALFAA also mediated in the dispute. After protracted negotiations, the matter was eventually settled to the union's satisfaction and an agreement signed between the two parties.

20.

Strike of Madrid lorry drivers

On 21 February 1976, 80% of Madrid lorry drivers (owner-drivers and drivers working for small transport firms), who belong to the ITF-affiliated Transport Workers' Federation of the UGT, went on strike

in support of claims to be relieved of excessive taxes and unfair competition and to force the Spanish government to ensure that its own minimum tariffs and safety regulations were properly observed. The strike also spread to drivers in provincial cities, achieving 60% to 70% support in some cities.

The strike was suspended on 7 March following a promise from the Spanish government to reduce the "competition tax" payable to the State Railways (RENFE), to prevent vehicles operating on own account from carrying goods for third parties and to take measures to ensure that minimum and maximum tariffs were observed. The government also undertook to reply promptly to the men's other claims.

On 3 March, the ITF cabled the Spanish Prime Minister Señor Arias Navarro expressing the Federation's support for the drivers and urging the government to discuss the drivers' claims with their freely-elected representatives. The Spanish government was also urged to ensure that its own regulations concerning transport tariffs and the prevention of overloading of vehicles were observed.

21.

Strike of Finnish foreign-going personnel

A 12-day strike of foreign-going officers and ratings belonging to the four ITF-affiliated Finnish maritime unions (the Seamen's Union, the Ships' Officers' Union, the Radio Officers' Union and the Engineer Officers' Union) was called off at 10.00 hours on 10 April 1976 when agreement was reached with the shipowners on new rates of pay and improvements in the system of granting compensatory leave. A working group was also set up to look into the unresolved demand for special compensation for work performed between 18.00 and 06.00. The working group has already reported and the unions are expected to seek fresh talks with the employers on this question before the 1977 round of contract negotiations. When the strike commenced, ITF maritime affiliates were requested to send messages of solidarity to the unions involved in the industrial action.

22.

French cabin attendants' dispute with UTA

A long-standing dispute between members of the ITF-affiliated French Cabin Staff Union (SNPNC) and the French private airline UTA led to the union staging three 48-hour strikes on 19-20 June, 10-11 July and 15-16 September 1976. Matters first came to a head in August 1975 when the airline informed the SNPNC that Paris-based cabin attendants would no longer be posted to the Pacific area. This announcement conflicted with a 1960 agreement under which Paris-based cabin attendants were to be posted to Noumea (New Caledonia) and Papeete (Tahiti) to crew flights between Noumea and Sydney and the Tahiti-Honolulu-Los Angeles route. However, shortly after the

agreement was signed the airline broke faith and began systematically recruiting local staff, at the same time running down postings from metropolitan France. Since August, the union had attempted to seek a solution that would be fair to the Paris-based staff, while not prejudicing the jobs of those already employed by UTA locally. Unfortunately, these negotiations proved inconclusive and the cabin attendants were obliged to resort to industrial action. At the request of the SNPNC, the ITF informed its civil aviation affiliates of the dispute, requesting them to give all possible help and assistance, including solidarity action in the event of further strike action. Affiliates were also urged to send a cable or letter of protest to the UTA management. At the time of writing this report, the dispute had not been resolved.

23.

General strike of Spanish workers

Over two and a half million Spanish workers belonging to "illegal" opposition trade unions staged the most successful strike action in thirty-seven years when, on 12 November 1976, they participated in a 24-hour nationwide strike against the measures introduced by the government to solve the country's economic crisis (including a wage freeze, the laying off of workers and restrictions on collective bargaining) and in defence of basic trade union freedoms.

Reprisal action was taken by the government against the striking workers—some members of the ITF-affiliated Transport Workers' Federation of the UGT were arrested even before 12 November because of their activities in organizing the strike—and out of a total of 94 people arrested, five were members of the UGT. Many of those imprisoned also received notices of dismissal from their respective places of work.

All ITF affiliates were asked to give support to the UGT by appealing to the Spanish authorities in order to obtain the release of the prisoners and reinstatement in their jobs.

24.

Norwegian engineer officers' strike

A five-day strike of Norwegian engineer officers on oil rig supply vessels, survey and crane ships in the waters of the North Sea belonging to the ITF-affiliated Ships' Engineers' Union was called off on 11 December 1976 when the parties agreed to meet to discuss fresh mediation proposals, which were subsequently accepted by both sides. These provided, inter alia, for a committee to be set up to consider the pay and conditions of navigating and engineer officers generally. Improvements were also gained in respect of the differentials in the rates of pay of chief engineers and first engineers. ITF maritime affiliates in the English and Scottish North Sea ports most frequently used by the vessels were contacted by circular and asked not to supply any personnel to the vessels for the duration of the dispute.

Strikes of Japanese public service workers

See items 89-93

V

REGIONAL ACTIVITIES

GENERAL

25.

The ITF's regional activities over the last three years have continued to place most emphasis on educational work in the belief that strong trade unions in the developing world will only survive on the foundation of an informed and active membership—and that no amount of outside intervention, however benevolent, will make good any lack of effort or will on their home ground.

26.

The work of the ITF regional representatives is therefore concentrated on stimulating, and when needed guiding, the activities of the unions themselves. The report that follows is detailed but by no means exhaustive. It is meant primarily to give an indication of the nature and scope of the ITF's involvement in the Third World and of the background against which the regional representatives have to work.

27.

It is all too true that the background is in many respects increasingly difficult, not to say hostile. The report deals at some length with the situation in, for example, India, Chile and South Africa, but these are merely the more spectacular instances of a growing tendency to deny trade union freedoms or civil liberties in the name of "economic stability" or "law and order" or the "national interest" or whatever other specious excuse a repressive government may care to invoke. In Latin America, almost the whole of the continent is currently in the grip of authoritarian régimes with little understanding and even less tolerance of the kind of trade unionism that the ITF stands for—the situation in Argentina in particular was giving growing cause for alarm towards the end of 1976. Similar trends in Asia and Africa have long been discerned and the difference is more one of degree than substance.

28.

All the more credit, therefore, to Ben Udogwu in Africa, Donald U'ren in Asia and Medardo Gomero in Latin America and the Caribbean, all of whom have achieved so much against such heavy odds. The ITF's thanks also go to Brother Masuda of the Tokyo Office, to whom much credit is due for the excellent and close relationship that the ITF enjoys with its Japanese affiliates.

AFRICA

29.

Udogwu visited Nigeria, Sierra Leone and Liberia from 10 to 31 March 1974 in order to hold talks with present and potential affiliates and to evaluate the situation in the three countries.

30.

A one-week basic trade union seminar was organized by Udogwu at the Workers' College, Takoradi, Ghana, from 18 to 23 March 1974. There were 40 participants drawn from five of the ITF's Ghanaian affiliates: the Maritime and Dock Workers' Union; the Railway and Ports Workers' Union; the General Transport and Petroleum Workers' Union; the Railway Enginemens' Union; and the National Union of Seamen. Among the subjects covered were: Ghana's Industrial Relations Act (1965), with particular emphasis on conciliation, mediation and arbitration; strikes and lockouts; trade union finance; collective bargaining; grievance handling; functions of branch officers and trade union leadership; wage determination in Ghana; function and organization of credit unions; trade union communication; international trade union history and the work of the ITF.

31.

A one-week basic trade union seminar, organized jointly by the ITF and the German Friedrich Ebert Foundation, was held at the Institute of Adult Education in Tsito, Volta Region of Ghana from 9 to 15 June 1974. The seminar was attended by 30 participants from four of the ITF's Ghanaian affiliates; Railway and Port Workers' Union, Maritime and Dock Workers' Union, General Transport and Petroleum Workers' Union and the National Union of Seamen. Topics discussed included: the aims and objectives of trade unions; the structure of the Ghanaian trade union movement; the duties of trade union officials; grievance handling; the financial administration of trade unions; worker participation; multi-national companies; the economy and collective bargaining; and the work of the ITF.

32.

Some 31 delegates from five transport workers' unions met in Freetown, Sierra Leone from 24 to 28 June 1974 where they attended a shop stewards' seminar organized by Ben Udogwu. The seminar discussed a wide range of subjects including: the rôle of the shop steward; grievance handling; collective bargaining; trade union administration; the government's rôle in industrial relations; the duties of trade union officials; and the history of the international trade union movement with special reference to the ITF.

33.

A one-week residential seminar was organized by Ben Udogwu for members of the Elder Dempster Agencies African Workers' Union. It was held from 1 to 7 September 1974 at the Trade Union Institute for Economic and Social Development, Lagos, with the assistance of the Institute's teaching staff, and was held to be an outstanding success, despite difficulties encountered at the organizing stage because of the uncooperative attitude of some Elder Dempster Branch Managers who refused to release some of the participants nominated to attend. This problem was very largely overcome, however, by pressure from Udogwu and final attendance was almost up to the planned strength of 25 participants. The following subjects were covered in the seminar: collective bargaining, trade union finance, structure, administration and leadership, labour economics, rôle of trade union officers, trade union communications, grievance handling, Nigerian labour legislation and the history, structure and rôle of the ITF. Discussion time was also used to go into some of the Union's organizational problems—notably loss of membership—and to propose realistic solutions.

34.

A residential seminar was organized by the ITF for thirty national and branch officers of the Ghana Railway and Ports Workers' Union in Kumasi from 8 to 14 September 1974, as a follow-up to the leadership course organized for the union in 1971. The main items on the agenda were the study and interpretation of the union's Constitution, adopted in 1973 when a splinter group finally rejoined the union, and the provisions of the Collective Agreement signed with the Management of the Ghana Railway and Ports Authority in July 1974 after the Authority had been made a Statutory Corporation. In addition, the seminar dealt with trade union leadership, administration, communication and finance; collective bargaining; grievance handling at shop-floor level; labour economics; social security; the international trade union movement; and the rôle of the ITF. On the third day of the seminar, a mass rally attended by over 1,000 members of the Kumasi branch of the union was organized as part of the seminar in order to introduce the participants and the ITF's African Representative to the rank-and-file members of the union.

35.

With the support of the ITF, the Amalgamated Dockworkers', Transport and General Workers' Union was founded in 1965 with the aim of amalgamating the various trade unions operating in the Nigerian docks. In 1967, the amalgamation was officially certified as a bona fide union and received authorization from the Ministry of Labour to operate a check-off. It also joined the ITF. In 1968, a crisis

caused by disagreements among the union officials and the intervention of outside influences came to a head and the amalgamation ceased to have any practical meaning. A Commission of Enquiry set up by the government into the cause of the rift recommended that amalgamation was still desirable and should be reinstated as soon as possible. Following the Nigerian civil war and its aftermath, amalgamation was again effected, with the support of the ITF, towards the end of 1973. Jonas K. Abam was elected General Secretary of the resuscitated union.

36.

The union has since been beset by many problems, including particularly a lack of funds and equipment, tribalism and a delay in the introduction of the government's National Dock Labour Scheme. Ben Udogwu advises and assists the union whenever necessary and considers that the union leaders are doing a good job in extremely difficult circumstances. He organized two very successful seminars in Lagos and Warri during September 1974 in order to train members of the union in the principles, functions and leadership of trade unions and so equip them for organizational activities.

37.

A seminar was held from 2 to 7 December 1974 in Lagos for nominees from the ITF's Nigerian affiliates, organized jointly by Ben Udogwu and Kurt Häsmeier of the German Friedrich Ebert Stiftung. It took place at the Trade Union Institute for Economic and Social Development and was attended by twenty-four participants from eleven affiliated unions. The subjects covered were Collective Bargaining, Basic Aims and Objects of Trade Unions, Nigerian Wages Policy and Structure, History of the Nigerian Trade Union Movement, History and Functions of the ITF, Trade Union Communication, Multi-National Companies, Trade Union Administration and Leadership, Workmen's Compensation (Nigerian Factory Ordinance), Duties of Trade Union Officials (with special emphasis on Branch Officers) and the Nigerian Labour Laws.

38.

A highly successful seminar for dockers' unions in West Africa was held in Freetown, Sierra Leone, from 7 to 11 April 1975, with the special support of the American International Association of Machinists (IAM). The participants were drawn from dockers' unions in Ghana, the Ivory Coast, Liberia, Nigeria and Sierra Leone and the topics included Methods of Recruitment and Engagement, Job Security, the Impact of Technological Change, Collective Bargaining in West African Ports and the Organizational Problems of Participating

Unions. The discussions were based on the texts of the ILO Convention and Recommendation on Dock Work, 1973, comparisons being made between the actual situation and what those instruments laid down. For the most part the seminar was conducted informally, with the participants encouraged to do most of the work, but in addition lectures were given by Mr. M. M. King, Acting General Manager of the Sierra Leone Ports Authority, on the work of the Port Management Association of West and Central Africa; and by Bill Hotchkiss, a visiting lecturer at Fourah Bay College, on Economic Factors Related to Collective Bargaining. The seminar's conclusions were summarized in a resolution in which particular emphasis was given to the necessity for the unions themselves to band together in their mutual interest.

39.

A basic trade union seminar lasting one week was held from 4 to 9 May 1975 at the Ghana Labour College in Accra; it was attended by twenty-nine participants drawn from five ITF Ghanaian affiliates: the Maritime and Dock Workers' Union, the Railway and Ports Workers' Union, the Railway Enginemen's Union, the National Union of Seamen and the General Transport and Petroleum Workers' Union. The seminar was jointly organized by the ITF, in the person of the Regional Representative Ben Udogwu, and the Federal German Friedrich Ebert Stiftung (FES). The highlight of the seminar was the use of cases prepared by the Labour College. This involved rôle playing in which the participants were divided into four groups—two management and two union. This was their first experience of rôle playing as a training exercise, and proved very successful.

40.

The ITF organized two seminars for branch officials of the Ghana Railway and Ports Workers' Union at Sekondi and Takoradi from 20 to 25 October 1975. The main emphasis was laid on grievance handling and a study of the union's collective agreement. One of the courses was conducted in the vernacular and the other in English. The union has a long history of militancy in the Sekondi/Takoradi area, where the local membership has not always seen eye to eye with the national leadership. The seminars therefore provided an excellent opportunity for shop stewards and other local officials to discuss with national officials their conditions of service and ways in which improvements could be made and difficulties of interpretation overcome. The seminars also devoted time to questions of safety and the financial situation of Ghana's railways, which had been kept short of foreign exchange and had experienced very serious operating problems as a consequence since unserviceable equipment could not be repaired or replaced.

41.

During the early part of 1976, Udogwu visited present and potential affiliates in Liberia, Sierra Leone, Gambia and the Ivory Coast. Whilst in Liberia and Sierra Leone, he organized and conducted two seminars for shop stewards.

42.

The Liberian seminar was attended by twenty-six shop stewards, who discussed such topics as dispute and grievance handling procedures; duties of shop stewards; Liberian labour laws; collective bargaining; duties of trade union officials, with special regard to organization; the ILO; and the history and rôle of the ITF. Special attention was given to the study of dispute and grievance handling techniques and the rôles of the ILO and ITF with regard to ILO Convention 87 on Freedom of Association. Resolutions were adopted by the seminar participants calling on the Liberian government to end all infringements of trade union rights and deploring the rôle of Liberia in the maritime industry with regard to flags of convenience.

43.

Twenty-eight shop stewards from the ITF-affiliated Sierra Leone Transport and Agricultural Workers' Union attended the Sierra Leone seminar in Makeni, Northern Province. The seminar covered such subjects as the basic aims of trade unions; the duties of trade union officials and organizers; trade union administration; interpretation of the union's constitution; trade union leadership; arbitration and conciliation; trade union finance; collective bargaining; structure and rôle of the ITF; structure and functions of the ILO; labour economics; and the structure of the Sierra Leone trade union movement. Great emphasis was placed during the seminar's discussions on organizational and financial problems, the Union's constitution and the rôle of shop stewards. The union's collective agreements were also discussed in depth.

44.

The ITF and the German Friedrich Ebert Foundation (FES) jointly sponsored two seminars on Applied Economics and Management Techniques at the Ghana Labour College in Accra from 19 to 30 July 1976. Twenty-five delegates from the ITF's six Ghanaian affiliates took part in each project. The main aim of the economics seminar, held from 19 to 24 July, was to introduce the participants to economic principles and concepts in order that they might gain a better understanding of the Ghanaian economy. A wide range of subjects was discussed, emphasis being laid on the rôle of trade unions in the economic development of Ghana and on wage distribution in relation to trade union demands. The second seminar, from 25 to 30 July, was designed to improve the participants' knowledge of management techniques and procedures with a view to finding solutions to industrial problems.

45.

In collaboration with the German Friedrich Ebert Foundation (FES), a third ITF/FES West African Seminar for ITF affiliates was held in Freetown (Sierra Leone) from 16 to 20 August 1976. Thirty-five delegates from six West African countries (Nigeria, Ghana, Liberia, Gambia, Ivory Coast and Sierra Leone), discussed such subjects as: industrial trade unionism in West Africa; the rôle of trade unions in the developing countries; multi-purpose consumer co-operatives; economic development policy strategy in the developing countries; labour economics; the rôle of government in industrial relations; collective bargaining in West Africa; the history, structure and work of the ITF; the activities of the Friedrich Ebert Foundation (FES) in the developing countries; the history of the international labour movement; the rôle and structure of the ILO; and the activities of the International Trade Secretariats in Africa.

46.

To satisfy a growing demand among African affiliates for a more sophisticated and general approach to transport policy as a whole, a Transport Policy Seminar was held from 27 September to 1 October 1976 in Accra, Ghana. Twenty-three top-level participants from eight African countries discussed the way in which various kinds of transport are to be coordinated, the amount of investment which should be devoted to one form of transport compared with another, and the degree and kind of control that the government should exercise over the transport industry. The seminar's conclusions were finally embodied in a comprehensive statement. Financial assistance towards the cost of this project had been made available by the Dutch Trade Union Foundation for Development Co-operation (SOSV). Hans Hauf (Section Secretary) represented the ITF Secretariat.

47.

Immediately following the Transport Policy Seminar (see above), representatives from railwaymen's unions in six African countries took part in a conference devoted primarily to questions of industrial health and safety. This conference was organized in collaboration with the American International Association of Machinists (IAM), which provided two of the lecturers—Ben Sharman, the IAM's International Representative, and Jim Austin, a local official who has specialized in health and safety matters. The conference adopted a statement summarizing the outcome of their discussions, laying particular stress on the need for African railwaymen's unions and managements together to establish adequate machinery and facilities so as to enhance the present standards of industrial health and safety (see resolutions page 231). Here, too, the ITF Secretariat was represented by Hans Hauf (Section Secretary). An account of this meeting is also included under the report of the Railwaymen's Section.

48.

The Nigerian Government announced on 4 December 1975 that Nigerian trade unions would not be allowed in future to affiliate with "foreign" organizations such as the ICFTU, WFTU, WCL and International Trade Secretariats. Their international relationships would have to be limited to the ILO and the Organization of African Trade Union Unity (OATUU). Government officials later relented privately to the extent of envisaging the possibility that unions might also belong to "any other organizations specifically approved by the Government". Where the ITF's relationship with its Nigerian affiliates now stands is far from clear but since the ITF has for many years refrained from giving material assistance to its Nigerian unions and since it is the injection of money from international organizations which has reportedly brought about the Government's embargo, there is good reason to hope that transport workers' unions will eventually be allowed to maintain their affiliation and that the ITF will be allowed to continue to conduct educational activities.

49.

The Nigerian Labour Congress (NLC) was launched at an Inaugural Conference on 18 and 19 December 1975 in Lagos, being an amalgamation of four national centres: the United Labour Congress (ULC), the Nigerian Trade Union Congress (NTUC), the Nigerian Workers' Council (NWC) and the Labour Unity Front (LUF).

50.

It had been agreed in the course of the bargaining among the former national centres on their amalgamation that the NLC would affiliate to the ICFTU, WFTU and the WCL. The Nigerian government's decree on international trade union relationships nullified this agreement and the government then went a stage further in August 1976 when it decided to confirm its refusal officially to register the NLC altogether and to cancel the previous registration of the former national centres. The decree by which this was done went on to provide for the appointment by the government of an Administrator who was virtually to take on the functions of running a national centre with the help of six other persons who were to be appointed in consultation with the Commissioner for Labour. Among other functions, the Administrator was instructed to bring about the formation of a single national centre to which all Nigerian unions should be affiliated.

51.

The ITF's African affiliates are largely centred in West Africa and the ITF's activities therefore tend to take place there for the most part. In November 1975, however, Ben Udogwu made an exploratory visit to East and Central Africa, as a result of which it was possible

to stimulate the interest of the ITF's affiliates in Kenya, to renew contact with transport workers' unions in Malawi and to establish very useful contacts with the unions in Zambia. He also made a brief visit to Tanzania, though the unions there are prevented from having any formal relationship with the ITF.

52.

It was as a result of this visit that it was possible to organize a series of four seminars for branch officials of the Kenyan Railways and Harbours Union which took place in November and December 1976.

53.

The Transport and Allied Workers' Union of **South Africa** (TAWU) was founded in 1972 as the outcome of a series of strikes by black busmen in the Transvaal. The strikes were part of a general wave of unrest at that time which took the government by surprise both by its intensity and persistence in the face of arrests and other forms of coercion. At the time, the strikes were often described as being "spontaneous" but this view had soon to be revised when it became apparent that they were well organized and generally well disciplined.

54.

Furthermore, they also proved successful in that although the government demanded that employers should stand firm against the workers' demands, most in the end conceded substantial wage increases. Clearly, many of the workers then drew the conclusion that organized industrial action was the best way to improve their wages and conditions and it was this realization which gave a large boost to trade union membership among the black workers. (There is nothing in South African law that prevents black workers from forming and joining black unions but black workers are denied any chance of official recognition, which gives most employers an excuse to refuse to have dealings with them.)

55.

The TAWU joined the ITF in October 1973. Presently its membership is confined to a number of bus companies in the Transvaal which operate bus services for black South Africans. So far, the companies have not granted it recognition but it has nevertheless managed to establish itself indirectly by winning the allegiance of workers' representatives on the Works Committees in a number of the companies. It is these Committees which are supposed to be the negotiating machinery through which claims or grievances are settled.

56.

The ITF has been assisting the union materially and has also started to put pressure on the companies concerned to grant the TAWU recognition where it can prove that it has a substantial membership.

57.

The union has also had material and administrative support from the Urban Training Project (UTP), which is a body devoted largely to workers' education and which has provided a number of seminars and training programmes for black trade unionists. However, the leaders of the UTP were banned by the South African authorities in November 1976 as part of a series of measures by which they betrayed their anxiety at the growing political and trade union consciousness of black South Africans. The ITF's reaction to these moves was summarized in a statement issued on 23 November 1976:

"The ITF deplores the South African government's recent actions in effectively placing a number of leading black trade unionists and their white supporters under house arrest. Several of those concerned are very well-known to the ITF, which for some time now has been assisting black transport workers in their efforts to organize trade unions. It is literally incredible that the people concerned should be seriously regarded as subversive, though it is true that their actions in promoting the cause of black trade unionism have threatened in the long term to bring about an equality among the races, economically and socially, which would be at odds with the policies and philosophy of the present government. The depressing conclusion must be that Mr. Vorster is as determined as ever to preserve the privileges of the small minority of South Africans whom he represents.

"South Africa's racial problems need not be recited, for they are too well-known and of too long a standing. Of primary concern to the ITF, however, is the simple fact that there are thousands upon thousands of South African transport workers who are denied the opportunity to form unions and have them recognized, simply because the workers involved are black. This is morally and socially indefensible, which is why the ITF will continue to do all in its power to help South Africa's black transport workers to form active and viable trade unions."

58.

For the last three years the ITF has continued to maintain the closest possible relationship with its affiliates in **Zimbabwe**. Foremost among these is the Railway Associated Workers' Union which remains the best organized of all unions in Zimbabwe that cater for black workers. Unfortunately, contact has for the most part to be kept by correspondence, since it is extremely difficult for black trade unionists to leave Zimbabwe, "Rhodesian" travel documents having no validity. The political developments in the latter half of 1976 have in any event overshadowed the industrial scene and the eventual outcome is bound to have some effect on the trade union movement. The ITF has always taken the position that majority rule in Zimbabwe is both right and inevitable, and indeed will be an indispensable factor in the development of a strong and free trade union movement for all Zimbabwean workers.

ASIA

59.

From 15 to 19 April 1974 U'ren visited **Indonesia** to investigate the position of the ITF-affiliated Indonesian Railway Workers' Union (PBKA) in the light of the establishment of KORPRI, an organization introduced by Presidential decree in 1971 to group all public service employees, including railwaymen, and administered by the Minister of the Interior with the provincial governors administering the provincial divisions into which KORPRI is divided. Renewed appeals to the government to restore the PBKA's rights have gone unanswered.

60.

A Second ITF Asian Seafarers' Conference was held in Manila from 14 to 21 October 1974. The conference had first been envisaged as a seminar as part of the ITF's regional activities programme but it was later decided to give it the status of a conference in view of the topical importance of Asian seafarers' problems. It was attended by representatives of ITF affiliates from India, Pakistan, Bangladesh, Singapore, Japan, the Philippines and Australia. The ITF was represented by the General Secretary and Donald U'ren, the ITF's Asian Representative, who was responsible for the Conference arrangements.

61.

The items under discussion were: 1. Trade Union Organization on Board Ship; 2. Collective Bargaining; 3. Recruitment of Seafarers; 4. Articles of Agreement; 5. Technological Change and Rationalization in Shipping; 6. Flags of Convenience.

62.

The discussions and questions that followed the introduction of each item by the General Secretary provided an opportunity to make valuable comparisons of conditions among the Asian affiliates. It was agreed, however, that measures needed in approaching the problems posed by the various agenda items could not be regarded as universally applicable but had to be carefully considered in the context of the economic and employment conditions prevailing in the various countries, particularly when comparing the situation in developing countries with that in the developed world.

63.

A Seminar for Asian Port Workers was organized from 16 to 20 December 1974 in Penang, Malaysia. Twenty-five participants from some nine Asian countries attended. The three main topics discussed were: methods of recruitment and engagement; job security; and the impact of technological change. The ITF's Asian Representative, Donald U'ren, was responsible for organizing and coordinating the seminar, which was also attended by Ted Thompson, General Secretary of the New Zealand Waterside Workers' Federation, Norman Docker, Industrial Officer of the Waterside Workers' Federation of Australia, and Harold Lewis (ITF Assistant General Secretary).

64.

An Asian Regional Conference for Road Transport Workers was held from 1 to 5 December 1975 in Singapore. It had been organized by the ITF in consultation with Singapore affiliates and its North American affiliate BRAC. Section Secretary Hans Hauf took the chair at the Conference and Donald U'ren, ITF Regional Representative for Asia, acted as Conference Secretary. The agenda contained the following items: international developments; survey on working conditions; transport policy; ITF and solidarity; a report on trade union organization and collective bargaining. The discussion on international developments in road transport was mainly confined to the work of the ITF Road Transport Workers' Section Steering Committee towards a draft for a new ILO Convention on Working Hours and Rest Periods of Drivers in Road Transport, which was to be submitted to a full Conference of the Road Transport Workers' Section. The participants at the Asian Regional Conference were of the opinion that the draft corresponded in every respect to the requirements of Asian road transport workers. The Section Secretary was asked to inform the full Section Conference of this in the hope that the draft would be adopted unchanged. The Conference was organized by the ITF's Asian Representative, Donald U'ren, and was also attended by Hans Hauf, Secretary of the Road Transport Workers' Section (see also report under that Section).

65.

From 12 to 16 January 1976, an Asian Regional Conference for Railwaymen was held in Kuala Lumpur, Malaysia. The Conference had been organized by the ITF in cooperation with our American affiliate BRAC and was chaired by Johann Hauf, Section Secretary. Donald U'ren, ITF Regional Representative for Asia, acted as Secretary of the Conference. The Agenda read as follows:

1. Technological Change in the Railway Sector
 - (a) Proposal for a Study of the Human Effects of Technological Change on the Railways;
 - (b) ITF Social Charter on Rationalization and Modernization of the Railways;
2. Transport Policy
 - (a) General;
 - (b) Urban Transport;
 - (c) Railways and Economic Self-Sufficiency;
3. Survey of Working Conditions in Asia;
4. Report on Trade Union Organization and Collective Bargaining.

66.

During a lively discussion it was stated that the questions of Technological Change and Transport Policy should be dealt with more intensively by the Section. In this context it must be said that the

nature of the problem and its solutions vary from one country to another, due to the fact that they are at different stages of economic development. For that reason it is very important that the ITF Railwaymen's Section should advise and coordinate as necessary (see also report on activities of Railwaymen's Section).

67.

The ITF carried out an Asian Regional Seminar for Labour Educators in Bangkok from 8 to 25 March 1976. The ITF's Asian Representative, Donald U'ren, was responsible for the seminar arrangements. Forty delegates from 11 Asian countries took part. Among the topics dealt with were: adult teaching methods; public speaking; practice teaching sessions; introduction to political science; the effects of illiteracy on the labour movement and country; structure and administration of unions; democratic safeguards in trade unions; the meaning of union contracts; the ILO and its functions; and the ITF and solidarity. The seminar participants also carried out a general survey of the trade union situation in each of their countries and of the problems encountered in trade union education.

68.

In collaboration with the BRAC, an ITF Asian Seminar on Trade Union Leadership and Organizing was carried out in Bangkok from 2 to 15 August 1976. Twenty-three delegates from eight Asian countries attended and discussed subjects such as: trade union leadership; the rôle of trade unions in nation building; ILO Conventions and Recommendations; the planning of organization campaigns; human relations and labour/management relations; adult psychology; trade unions and politics; grievance handling; and the ITF and Solidarity. The ITF's Asian Representative, Donald U'ren, was responsible for the organization and conduct of the seminar and also acted as one of the seminar lecturers.

69.

The ITF held its first-ever Asian Regional Seminar for Women Transport Workers in Penang (Malaysia) from 18 to 23 October 1976. Twenty-eight participants were drawn from Malaysia, Singapore, the Philippines, Thailand and Sri Lanka. The topics included a review of the economic, social, political and trade union situation in Asia; women's rôle in modern society and social and economic development; consideration of the importance of women's participation in Asian transport workers' unions; the encouragement of working women's participation in trade union organization and education; a review of the ITF's structure and objectives, including its relations and activities concerning women transport workers; and a discussion of the "Decade for Women: Equality, Development and Peace", proclaimed by the United Nations.

70.

The seminar unanimously adopted a statement requesting the ITF to arrange additional programmes to sustain and further the interest of women transport workers in Asia and urging the ITF's Asian affiliates to establish Women's Committees in their unions. The unions were also requested to press their respective national centres to take similar action.

71.

The seminar was arranged and conducted by the ITF's Asian Representative, Donald U'ren, and was sponsored by the American Brotherhood of Railway and Airline Clerks, who provided three lecturers with specialist knowledge of women's affairs: Joan Goodin, Andrea DiLorenzo and Dr. Norma Metzner. Other lecturers were Senator Rafidah Aziz of Malaysia and Mr. Dennis Hodson of the ILO.

72.

A State of Emergency was declared by the **Indian** government on 26 June 1975, a declaration which was followed immediately by the arrest of countless political and trade union leaders whose loyalty to the Prime Minister, Mrs. Indira Gandhi, was open to question. At the same time, the government effectively banned strikes or protest actions of any kind and imposed a tight censorship on all the news media. The government's actions were denounced in a resolution adopted by the ITF Railwaymen's Section Conference held in Harrogate in August 1975, and endorsed by the ITF Executive Board in November 1975 (see resolutions page 201).

73.

George Fernandes, former President of the All-India Railwaymen's Federation (an ITF affiliate) and Chairman of the Socialist Party of India, was arrested on 10 June 1976. Fernandes is well-known within the ITF. He played a prominent part in the ITF's Stockholm Congress in 1974 when the matter of the Indian railway strike earlier that year, and the measures taken by the government to suppress it, was debated at some length. His leadership of the strike and his political activities had clearly made him a marked man. It was therefore no surprise to anyone that he chose to avoid inevitable arrest when the Indian government suddenly announced that it was assuming extra-constitutional powers and went into hiding.

74.

On learning of his arrest, the ITF issued a circular to affiliated organizations on 16 June to say that it had cabled the Prime Minister of India "calling on her personally to ensure that he was well-treated and that any charges against him should be the subject of a prompt, open and fair trial". Affiliated organizations were asked to back up the ITF's action by contacting the Indian embassies in their countries to make known their concern.

75.

The ITF's direct protest met with no response at all. This was entirely consistent with the attitude taken by the Indian government to the ITF since the 1974 railwaymen's strike. The ITF had been refused permission to send a fact-finding mission to India shortly after the Stockholm Congress and an ITF officer, Mohammad Hoda, who is an Indian national, had been harassed by the authorities when he subsequently made two visits to India, one to assess the railwaymen's situation and the other of a more personal nature.

76.

The government's hostility to the ITF was again demonstrated a few weeks after the issuing of the circular on Fernandes' arrest and was this time directed specifically against Mohammad Hoda, whose passport was impounded by the Indian High Commission (i.e. Embassy) in London on 2 August. The High Commission refused to explain its action other than to say that the passport was withdrawn "in the interests of the general public". He was offered a travel document valid only for a journey to India and had he made use of this, there is little doubt that he would have been arrested. The action against Mohammad Hoda was the subject of a further circular from the ITF on 13 August.

77.

The ITF's request that its affiliates should support its protests to the Indian government met with an excellent response and there is no doubt that the Indian government has been embarrassed by the approaches that have been made to its embassies in many parts of the world, all the more so since they were unable until very recently to say what charges would be made against George Fernandes, when he would be tried, or even under what conditions he was being held. (The ITF's information in fact was that the conditions were deplorable.)

78.

Mrs. Leila Fernandes, George's wife, had managed to leave India with their young son shortly after George himself had gone into hiding. She went to the United States and there enlisted the support and sympathy of a number of leading American political figures such as Senator George McGovern, Senator Hubert Humphrey and Professor Kenneth Galbraith. In the autumn of 1976, she visited Europe and, with the aid of the ITF, gave a press conference in London on 20 September. She also visited Austria, Germany, Switzerland, Belgium, the Netherlands, France, Portugal and Italy. Her visit was the subject of a further circular from the ITF on 21 September.

79.

On 24 September, the Indian government announced that George Fernandes and 24 other defendants would be charged with a long series of offences, including sabotage. At a brief court hearing on 4 October, Fernandes appeared handcuffed and chained and denounced the accusations as "trumped up". The hearing was adjourned.

80.

The ITF has tried throughout its involvement in this case to confine itself to the simple but fundamental issue of whether a trade unionist should be arrested without any guarantee of a fair and prompt trial. In the same way that the ITF has supported freedom of trade union action in countries such as Chile, it has felt bound to assert those principles in so far as they are violated by what has happened to Fernandes and other trade union leaders in India.

81.

The reaction of the ITF's Indian affiliates has been to protest strenuously against the ITF's actions and statements. Representatives of four affiliates met in Bombay on 26 August and adopted a resolution calling for the General Secretary's suspension. The resolution was given wide publicity within India and had been circulated among a number of ITF affiliates.

82.

There is no doubting the seriousness of the dispute that now exists between the ITF and the Indian government—and indeed, ostensibly, between the ITF and its Indian affiliates. If the Indian government chooses to label the ITF's actions as "anti-Indian", then that is a matter for sincere regret. Nor is there any way that the ITF can state its case in India, since its views would be censored. We can only hope that the ITF's consistent support for genuine trade unionism in India, which dates back to the very foundation of the trade union movement there, will have given us sufficient credit on which to draw in the face of the attacks of the present government.

83.

At its meeting in October 1976, the ITF Executive Board unanimously adopted a statement justifying the ITF's actions and attitudes with regard to the Indian government in general and George Fernandes in particular (see resolutions page 186).

84.

Towards the end of 1973, the Japanese Federation of Municipal Transport Workers' Unions (TOSHIKOTSU), an ITF affiliate, lodged a complaint with the ILO on the grounds that municipal busmen were unable legally to strike, whereas busmen employed by private companies were free to do so. The union pointed out that in most large Japanese cities bus services were provided both by municipal and private undertakings.

85.

The complaint was considered by the ILO Committee on Freedom of Association in February 1974. The Committee's conclusions, which were endorsed by the ILO Governing Body, began with the statement of general principle that, whilst the right to strike "is generally recognized as a legitimate means of defending (workers') interests . . . where the right to strike is restricted or prohibited in certain essential undertakings or services in the strict sense of the term, adequate protection should be given to the workers to compensate them for the limitations thereby placed on their freedom of action . . .".

86.

The Committee went on to recommend the Governing Body "to draw the attention of the (Japanese) Government to the fact that it would not appear to be appropriate for all publicly owned undertakings to be treated on the same basis in respect of limitations of the right to strike without distinguishing in the relevant legislation between those which are genuinely essential because their interruption may cause public hardship and those which are not essential according to this criterion". The Committee's final conclusion was to note "that while publicly owned local transport enterprises do not account for the whole of transport services in Japan's larger municipalities, they nevertheless, in the light of the figures provided by the Government, constitute a key sector in the urban transport network. It would therefore not appear that significant strike action could take place in these local public transport enterprises without resulting in serious public hardship".

87.

The ITF had formally notified the ILO of its support for TOSHIKOTSU's complaint and subsequently tried unsuccessfully to have the case reconsidered since the conclusions of the Committee on Freedom of Association seemed to the ITF to be quite deplorable. First, they amount to an acceptance of the fact that a strike which may cause "serious public hardship" may be legally restricted, but they fail to define either "serious" or "hardship". Secondly, the respondent to the complaint, the Japanese Government, had contended that "strikes in this sector would cause serious public inconvenience". The Government's reference to "inconvenience" had thus been translated in the Committee's conclusions into "hardship", with the tacit implication that the two were synonymous.

88.

In the ITF's view, the conclusions in the TOSHIKOTSU case, if applied generally, could lead to the ILO's countenancing restrictions on strikes in almost every branch of the transport industry, since most

transport workers can hardly withdraw their labour without causing "inconvenience" let alone "hardship". The ILO has contended that each case is treated on its merits and that the TOSHIKOTSU case cannot therefore be regarded as establishing any kind of precedent. The ITF, however, believes that, even if that is formally so, the fact is that there is an unofficial body of ILO case law and one case does inevitably influence the findings in another.

89.

The annual "Spring Offensive" in which Japanese unions press their wage and other claims was of an unprecedented scale in 1974. The second week in April was marked by massive strikes, most of them conducted by workers who had no legal right to do so. Strikes to secure the right to strike paralysed great areas of the Japanese public services, notably the railways which were brought to a standstill by the ITF's affiliates, the Japanese National Railway Workers' Union (KOKORO) and Motive Power Union (the locomotivemen's union, DORO).

90.

For decades, the railwaymen and other unions in the public services have been campaigning for the restoration of a right enshrined in the Japanese Constitution but taken from them at the time of the occupation of Japan after the Second World War. Protest strikes have been met over the years with savage disciplinary reprisals and the unions' funds have been severely strained in protecting those members dismissed, suspended, fined, or effectively demoted. The strikes ended when the government agreed to fix a dead-line—the autumn of 1975—by which the right-to-strike issue was to be resolved. The railwaymen also won an average monthly wage increase equivalent to about US \$105 (or just over 28%) with more for the lowest paid.

91.

The ITF has for years given unqualified support to its Japanese affiliates. The Conference of the Railwaymen's Section, held in Basle, Switzerland, in March, unanimously adopted a resolution pledging "the whole-hearted support of the ITF-affiliated railwaymen's unions to the Japanese public employees' unions in general and the railwaymen's unions in particular in their campaign to win full trade union rights and settlement of their justifiable economic and social demands . . ." (see resolutions page 190). This pledge was given force on 10 and 11 April, when ITF railwaymen's unions throughout the world made representations to Japanese Embassies and, in some cases, demonstrated outside them. In the previous week the Japanese Government was approached on its home ground when a mission from the International Trade Secretariats most involved—the ITF, the International Federation of Free Teachers' Unions (IFFTU), the Postal, Telegraph and Telephone International (PTTI), and the Public Services

International (PSI)—met the Minister of Labour to press for a fundamental change in the Government's attitude and policies. The mission also had intensive discussions with the unions and at meetings and mass rallies (often of over 100,000) left the Japanese workers and the public at large in no doubt of the international trade union movement's complete identification with the workers' cause. Harold Lewis, the Assistant General Secretary, represented the ITF.

92.

When the Government in fact failed to meet the autumn 1975 deadline in any positive sense the unions organizing public service workers organized a strike for eight days from 26 November 1975. The unions requested the presence of international representatives during the strike, the ITF being represented by Donald Secord, National President of the Canadian Brotherhood of Railway, Transport and General Workers (CBRT&GW) and a member of the Executive Board. The strike was eventually called off by the unions without winning any specific concessions from the government, and it was followed by management sanctions against no fewer than 111,492 Kokoro and Doro members, but—more seriously still—the JNR management decided to sue the two unions for the losses and damages that the JNR allegedly suffered. Their claim is for over US \$67 millions and the first court hearing took place in June 1976. Further hearings have followed but the case is likely to take a very long time to settle. There is ample evidence that the Japanese government has insisted that the JNR press this court action in the clear belief that success in court would effectively destroy the two unions.

93.

The ITF has protested vigorously to the Prime Minister against a blatant attack on Kokoro's and Doro's very existence and many affiliates have done so too in response to an ITF circular on the situation.

94.

Following the restoration of parliamentary government in 1974, freedom of association and the right to organize were permitted in **Thailand** after many years of repression. Donald U'ren subsequently established an excellent relationship with a number of Thai transport workers' unions, representatives of which were invited on a number of occasions to ITF seminars and conferences. However, the military coup which overthrew the parliamentary government in October 1976 has virtually eliminated the trade union rights which had flourished, however briefly. It had still to be seen at the year's end whether it would be possible to sustain viable unions in some form or another.

LATIN AMERICA AND THE CARIBBEAN

95.

The Third Latin American Civil Aviation Workers' Conference took place in Buenos Aires from 18 to 22 March 1974. Forty delegates from 11 countries took part and discussed technical advances in the civil aviation industry and their social repercussions; labour policies of multi-national companies; worker participation in the process of Latin American integration; medical risks faced by civil aviation workers; women's working conditions; co-determination; trade union organization; international solidarity; and acts of terrorism against civil aircraft. The General Secretary of the Argentinian Civil Aviation Workers' Association (APA), Rodolfo Beótegui, acted as President of the Conference, which was arranged and conducted by Medardo Gomero.

96.

In collaboration with the Friedrich Ebert Foundation (FES), the ITF sponsored a seminar on Technological Developments in the Transport Industry and their Social Repercussions on the Workers of Latin America. The seminar took place from 25 to 30 March 1974 in the FES Training School, CEDAL, at La Catalina, Costa Rica. Twenty-five delegates from 24 ITF-affiliated organizations in 11 countries participated. Two university professors, a technical expert and representatives of the ITF and FES gave lectures and wide-ranging debates and round table discussions took place.

97.

From 11 February to 5 March 1974, the General Secretary visited Argentina, Chile, Peru, Colombia, Venezuela, Panama and Mexico.

98.

The Friedrich Ebert Foundation (FES), in collaboration with the German Railwaymen's Union (GdED), organized a seminar in Germany for twenty-five delegates from ITF-affiliated railwaymen's unions in some eleven Latin American countries. The ITF was invited to select the participants for the project, which lasted from 13 July to 6 August 1974. The programme consisted of a series of lectures and discussions and visits to railway and trade union institutions throughout Germany.

99.

The First ITF Latin American Seminar for Women Transport Workers was held in Lima, Peru, from 23 to 28 September 1974. Twenty participants from ITF-affiliated unions in nine countries discussed a variety of topics, including: women workers in Latin society; women and equal rights; Latin America—reality and change; com-

munications and social change; job security and women workers in Latin America; women's participation in the Latin labour movement; International Women's Year 1975; and the ITF—its structure and objectives. It was decided that the participants would provide the ITF Lima Office with regular reports on women's labour affairs in their countries, to be published in future issues of *Transporte*, the official ITF publication in Latin America. The participants also agreed to give publicity to the Resolution on Women Workers' Problems adopted by the ITF Stockholm Congress and requested that the ITF should intensify its work in the field of women's education. The seminar was organized by the ITF Regional Director, Medardo Gomero, and co-ordinated by Ms. Joan Goodin of the US Brotherhood of Railway and Airline Clerks (BRAC).

100.

Gomero has since continued his programme of activities with regard to women transport workers' problems in the Region. National seminars for women transport workers have been held in Colombia and Panama and the Second ITF Latin American Regional Conference on Women Workers' Problems was held in Mexico City in June 1975.

101.

A second Latin American Conference for Road Transport Workers was held in Bogotá, Colombia, from 14 to 18 October 1974, hosted by the Colombian road transport unions. Seventy-nine delegates from 12 Latin American countries attended, together with fraternal delegates from ITF-affiliated unions in Colombia covering other categories of transport workers. The Conference was opened by the Colombian Minister of Labour. Lectures were given on: Trade Unionism in a Changing Society; Continuous Education for Workers; and Transport Integration in Latin America. Subjects discussed included: the labour and economic situation; transport policy; social security and health of road transport workers; education and development; the trade union situation in Colombia. Working groups were set up to study these subjects in detail and present their conclusions for consideration by the Conference as a whole. The Conference was organized and coordinated by M. Gomero.

102.

The Second ITF Conference for its affiliates in the Caribbean Area took place in Bermuda from 28 to 30 October 1974. Forty-seven delegates from 10 Caribbean countries took part.

103.

The Conference discussed at length the effect of inflation on collective agreements and adopted a resolution stating that the unions would do all they could to protect members against the dramatic rises in the cost of living which have hit the region. They called on the governments to curb the soaring cost of necessities and demanded that the unions and the employers should be fully consulted on measures the governments might take to that end.

104.

It was decided to set up a permanent organization to be known as the Regional Conference of Caribbean Transport, Dock and Maritime Unions, the aim being to co-ordinate the unions' activities in the region so as to present a united front on the social and economic issues that face them at present.

105.

A committee representative of all the Caribbean countries with unions in the ITF is to meet soon to work out a Constitution.

106.

The Conference was organized by Medardo Gomero, Director of the ITF Regional Office for Latin America and the Caribbean, in consultation with the Standing Committee of Caribbean affiliates, and the ITF's headquarters were represented by Harold Lewis, Assistant General Secretary. The chair was taken by Eugene Blakeney, General Secretary of the Bermuda Industrial Union, which acted as the Conference's host.

107.

At the time the Conference was held, the Bermuda Industrial Union members employed in Bermuda's hospitals were on strike in pursuit of a wage claim. The Conference adopted a resolution supporting the union and the participants demonstrated their solidarity by joining the union's picket lines.

108.

A second Latin American Regional Conference for Seamen's and Dockers' Unions was held in Veracruz, Mexico from 17 to 21 February 1975. Sixty-six delegates from 11 Latin American countries attended the Conference, which was organized by Gomero in consultation with the ITF's Mexican seafarer and docker affiliates. Chairman of the Conference was Antonio Gonzáles, leader of the Veracruz dockers' union. The aims of the Conference were to examine what had been achieved since the Latin American Seafarers' and Dockers' Conference held in November 1972; to exchange information on technical innovations which had taken place; and to plan joint action in order to solve the industrial and social problems caused by these changes. Subjects discussed included pay and conditions of work; health and social security; trade union education and occupational training; and trade union organization and solidarity. The Conference was also attended by Harold Lewis (ITF Assistant General Secretary); and Brian Laughton (ITF Administrative Secretary) and Ake Selander (ITF Seafarers' Section Secretary), who spoke respectively on the Problem of Flags of Convenience and on the Economic and Social Problems of Seafarers.

109.

Two national seminars were held in Colombia: a basic trade union seminar for dockers and railway workers in Santa Marta, from 31 March to 4 April 1975, and a national trade union education seminar for Colombian transport union leaders in Bogotá from 14 to 19 July 1975. A Latin American Trade Union Education and Social Communication Seminar was also held in Bogotá in July 1975 in order to train new labour educators. This was attended by 33 delegates from eight Latin American countries, and was hosted by the Colombian Seamen's Union (UNIMAR).

110.

A National Seminar for Transport Trade Union Leaders was held in Quito, Ecuador, from 3 to 14 March 1975 and, in collaboration with the German Friedrich Ebert Foundation, a Seminar on the Responsibilities of Young Transport Workers in the Changing Society of Latin America was held in Costa Rica from 17 to 25 March 1975.

111.

In collaboration with the Peruvian Drivers' Federation (FECHAP), a special technical seminar was held from 7 to 12 July 1975 in Trujillo, Northern Peru, for leaders of the Federation's member unions. Eighteen delegates from five drivers' unions debated the problems faced by owner-drivers, analyzed the possibilities of trade union action and received information on the work of the ITF.

112.

A Latin American Cabin Attendants' Conference was held in Mexico City from 11 to 14 August 1975, hosted by the Mexican Cabin Staff Association (ASSA). Benjamín Camargo, General Secretary of ASSA, was unanimously elected Chairman of the Conference. Lecturers included Dr. Ramiro Iglesias Leal, specialist in medical problems arising from civil aviation, who spoke on "Cabin Attendants' Working Conditions and their Medical Repercussions" and "Preventive Medicine, Treatment and Rehabilitation of Cabin Attendants"; Dr. Armando Cobos, Mexican psychologist and ASSA's Medical Adviser, who described the psychological problems suffered by cabin attendants as a result of their work; and Manuel Villafuerte Mijangos, a labour lawyer, who delivered a paper on Labour Legislation in relation to cabin attendants. The Conference adopted a number of resolutions concerning working conditions and remuneration; medical and psychological problems; social security; and trade union organization and training. Medardo Gomero, ITF Regional Director, was responsible for the preparation and conduct of the seminar, for which he received valuable assistance from ASSA in particular, but also from the Mexican Civil Aviation and Allied Workers' Union (SNTAS) and the Mexican Aviation Technicians' Union (SNTTAM).

113.

A Regional Seminar for Seamen and Dockers of the Andean Group was held in Lima from 22 to 27 September 1975. Thirty leaders of seamen's and dockers' unions in six countries discussed their common problems and the agenda included a special item on the ITF's struggle against flags of convenience.

114.

An ITF Seminar for leaders of dockers' and seafarers' unions in Central America was held in San José, Costa Rica, from 26 to 31 October 1975. The aims of the seminar were to discuss social change in Central America and the workers' rôle in the building of a free and just society; to promote unity and solidarity among Central American maritime unions; and to examine the ITF's aims and objectives and its fight against flags and crews of convenience. The seminar participants were drawn from unions in Costa Rica, Honduras, Guatemala, El Salvador and Panama. ITF Co-ordinator Adan Morales, who had been responsible for the preparation of this very successful seminar under the direction of the ITF Regional Director, lectured on the ITF's campaign against flags and crews of convenience.

115.

Parallel to this seminar, a National Trade Union Seminar for ITF-affiliated unions in Costa Rica was held to discuss the following topics: development and social change in Latin America; the importance of trade union education; the trade union movement in Central America; the impact of technological change in transport; trade union organization and administration; the aims and structure of the ITF; the history of the international trade union movement; and the participation of women workers in the transport trade union movement.

116.

A basic trade union education seminar was also held in Bogotá, Colombia, from 17 to 21 November 1975 for 26 members of ANEGRA, the union for Colombian seamen employed by the Grancolombiana Shipping Company. The participants discussed trade union principles; trade union organization and administration; and the structure and aims of the ITF. Workshop discussions were held on present union problems and possible solutions and the next revision of the union's agreement with Grancolombiana.

117.

The ITF and the German Friedrich Ebert Foundation (FES) collaborated in the holding of a Seminar for Young Workers at the headquarters of CEDAL (the Latin American Centre for Democratic Studies run by the FES) at La Catalina, Costa Rica from 10 May to 4 June 1976. Thirty-five trade union leaders from Costa Rica, Colombia, Honduras, Mexico, Panama, Peru and Venezuela took part. All were less than 35 years of age. Instructors and lecturers for the seminar were selected by the ITF Regional Director, Medardo Gomero.

Among the subjects discussed were: aspects of development and underdevelopment in Latin America; trends in education; change and development in Latin America; Latin American integration and the rôle of the trade union movement; co-determination; employment and unemployment in Latin America; political and social problems of young workers; the rôle of young workers in the Latin American trade union movement; techniques of trade union education; and the aims and structure of the ITF and FES.

118.

The participants in the Seminar for Young Workers also visited Puerto Limón to exchange views and experiences with the participants in two seminars, one day-time and one evening, conducted by the ITF for members of Costa Rican transport trade unions from 17 to 22 May.

119.

The first National Seminar for Peruvian Seamen and Dockers was held by the ITF in Chimbote from 14 to 18 June 1976. A similar programme for Mexican seamen and dockers was carried out in Veracruz from 21 to 25 May. The main subject discussed at both seminars was the ITF's campaign against flags of convenience.

120.

A Latin American Seminar on Flags of Convenience was held in Lima, Peru, in August 1976. Representatives from seamen's and dockers' unions in Latin America took part and pledged their full support for the ITF's campaign.

121.

The Friedrich Ebert Foundation (FES), in collaboration with the German Transport and Public Service Workers' Union (OeTV), organized a seminar in Germany in September 1976 for 25 delegates from Caribbean port workers' unions. The ITF was invited to recommend the unions from which the participants should be drawn.

122.

A seminar to train trade union educators was conducted in collaboration with the German Friedrich Ebert Foundation (FES) in Pomaticla (Peru) in October/November 1976. Eighteen transport trade union leaders from eight Latin American countries participated. Subjects discussed in depth included the organization and administration of trade unions; the planning of trade union education programmes; labour/management relations and collective bargaining; trade union organization; social security; public speaking; worker participation on company boards; technological changes in transport; equal rights for men and women workers; Latin American integration; the world economic situation and its repercussions in Latin America; and techniques of trade union education. Workshop and round table sessions were held on a number of subjects and extensive use was made of audio-visual aids and specialist lectures. Towards the end of the seminar, the participants put what they had learned into practice by running a four-day trade union education seminar for members of the Peruvian National Railwaymen's Federation.

123.

Manuel Ramirez, General Secretary of the Peruvian Road Transport Workers' Federation and a member of the ITF Executive Board, attended the seminar's closing session in order to pass on to the delegates the greetings of the ITF's General Secretary and to present certificates to all participants.

124.

The operative part of the resolution on **Chile** adopted by the ITF Stockholm Congress in 1974 reads:

"Therefore **RESOLVES**:

- (a) to call upon all affiliates of the ITF to support a boycott of all Chilean transport on 18 to 19 September 1974;
- (b) to instruct the Executive Board subsequently to send a mission to Chile to examine the situation there with regard to civil and trade union rights; and
- (c) to pledge the wholehearted support of all affiliated unions for whatever action may be proposed by the Executive Board after considering the mission's report."

125.

The resolution was circularized to all affiliates on 19 August 1974 and their support sought for the boycott on 18 and 19 September. On 30 August another circular was issued to seafarers', dockers' and civil aviation workers' unions giving the names of Chilean ships and of airports served by LAN-CHILE, the Chilean airline.

126.

In deciding that the boycott should be for a specific period, both the Executive Board and Congress were well aware that its scope would be limited. Its aims were to impress on the Junta that the ITF was in earnest in opposing the military régime's policy of repression and to give encouragement to those transport trade unionists both in Chile and in exile who were struggling to keep the trade union cause alive by demonstrating that they had powerful friends overseas ready to take practical action on their behalf.

127.

Past experience has shown that shipowners who anticipate boycotts on specific dates will try to keep their ships out of port until the dates have passed. Relatively few Chilean ships were to be found in port on 18 and 19 September, which gives good ground to believe that many of them took that course in this instance. Those that did so were of course choosing the lesser of two evils. The ITF could reasonably count every Chilean ship that had its sailing schedule disrupted as a success for its action.

128.

Ships were in fact held in Britain, Germany, the Netherlands and the USA. Some affiliates decided to put a flexible interpretation on the boycott's scope: for example, the Swedish seafarers' unions instructed any members in Chilean ports not to work on loading or discharging. Members of the British Transport and General Workers' Union employed in Scottish dockyards stopped work on Chilean vessels.

129.

LAN-CHILE, the Chilean airline, has a very limited international route network and, within it, frequencies are relatively low. All services were refused to it in Peru for the two days concerned but that was the only action to be reported to the ITF. However, LAN-CHILE is a small target and hitting it is made even harder for the fact that many airports in Latin America are run by military or quasi-military authorities.

130.

The General Secretary wrote to General Pinochet, Head of the Chilean Junta, on 1 October 1974 to advise him that an ITF mission intended to visit Chile for one week from 25 November 1974. The General was informed that the mission wanted to be able to talk both to detainees and members of the Junta. The Minister of Labour, Air Force General Diaz, replied on General Pinochet's behalf on 5 November that the mission would be welcome and would have every facility. However, the Junta would prefer the mission to come some time after 18 December 1974, since an ILO Fact-Finding Mission was due to be in Chile from 28 November to 18 December 1974. He felt that if both missions were in Chile at the same time, they might appear to be inter-related.

131.

The General Secretary informed the Junta that it was impossible to change the arrangements for the mission and that it would go to Chile as was first planned.

132.

Medardo Gomero, the ITF's Regional Director for Latin America and the Caribbean, had meanwhile been asked to go to Chile a few days before the mission's arrival to make arrangements for the various interviews that the mission would wish to have. When he arrived in Santiago on 21 November, he was met at the airport by an Air Force Lieutenant who took him to an airport lounge where the Deputy Minister of Labour, Dr. Rivalta, presented him with a letter from his Minister and a return ticket to Lima on a flight due to leave a couple of hours later. The letter said that the Junta had decided it could not receive the ITF mission until the ILO mission had left towards the end of December. Gomero was asked to pass the letter on to London.

133.

He cabled London immediately he was back in Lima, by which time the ITF had had a cable directly from the Junta to say that it could not brook any interference in its preparations for the ILO mission and that to receive the ITF mission would be tantamount to a breach of assurances that it had given the ILO.

134.

The ITF Secretariat has access to a number of confidential sources, from which it was learned that pressure was being brought on the Junta within Chile to change its mind. Meanwhile it was by no means clear what exactly it meant when it said it could not "receive" the mission. The choice by then was simple: either the mission went or it did not. If it went, there was a clear possibility that it would be turned back at the airport. If it did not go, the ITF would be seen to have given way to the Junta and so tacitly to have conceded to a military régime the right to decide whether representatives of the ITF could or could not meet, among others, unions that were still affiliated with the ITF. It was decided to go ahead.

135.

Four members of the mission, Jack Jones (Great Britain), Henrik Aasarød (Norway), Jelte Post (Netherlands) and Harold Lewis (Assistant General Secretary), left London for Santiago on the evening of 24 November. Teddy Gleason (USA) had been taken ill and neither of the other Board members from the USA was free of other commitments. Don Secord (Canada) had therefore been asked to join the mission in Santiago and was due to arrive very early on the morning of Monday, 25 November. Joan Goodin, Assistant Director of the International Department of the US Brotherhood of Railway and Airline Clerks, who was to act as the mission's interpreter, had already arranged to go to Chile on the Sunday. Medardo Gomero was prevented from returning to Chile for lack of a visa.

136.

When the members from London arrived at Santiago on the afternoon of Monday, 25 November, they were driven directly to the office of the Minister of Labour, who began by reiterating the Junta's decision, taken apparently by the Head of the Junta, General Pinochet, himself, that the ITF mission should not be received until the ILO mission had left Chile. He made much of solemn undertakings which he said the Junta had given to the ILO, that the ILO mission would be free from all interference or outside influences. Furthermore, the Junta would wish to give the ITF mission every facility and to guarantee absolutely its security, and this they could not do whilst the ILO mission was claiming their undivided attention.

137.

He was told that the ITF mission would in no way interfere with that of the ILO. The timing of its visit had been decided on purely practical grounds of convenience to its members and had been fixed long before it was known when the ILO mission would visit Chile. The ITF Executive Board would expect its report at a meeting in January and its purpose broadly was to enquire into the present situation of transport workers and other unions with particular regard to their rights to organize and bargain collectively. The mission had been aware of the Junta's "preference" that it should postpone its visit but had taken the view that if the members of the Junta could not "receive" them, the mission should proceed with the other interviews and discussions that it had in mind. The ITF had always assumed it had a right to talk to transport workers without any government's consent.

138.

The General said that if the mission returned after 20 December, the Junta would guarantee unreservedly that it could see anyone, anywhere, without witnesses or coercion. Meanwhile, he would ask the mission not to attempt to get in touch with any transport workers or trade unionists. He added that he had made it clear already to persons that he thought the mission might want to see that he would be asking the mission not to talk to them.

139.

At this point it was clear to the mission that it could not carry out its original programme without putting anyone that it spoke to in great jeopardy and there was therefore no alternative but to abandon it under protest.

140.

However, the mission then asked the General what plans the Junta had in the field of workers' and trade union rights. He said that they intended soon to introduce new labour legislation which would provide, among other things, for fresh union elections, the "fairness" of which would be guaranteed by government inspectors. He was told this would be quite unacceptable.

141.

He was then asked to confirm that the right to strike and to negotiate had been withdrawn. He began by affirming the Junta's general attachment to those rights but said they had been suspended as part of the Junta's fight against inflation. It was their intention to restore them as soon as that fight had been won. (Inflation was currently of the order of 354%.)

142.

The mission finally handed him a list of trade unionists reported to have been assassinated or imprisoned. He promised that each case would be investigated and would be the subject of a written report to the ITF.

143.

The mission decided to leave Santiago for Lima on the evening of Tuesday, 26 November. Gomero could tell them the next morning that the ILO mission to Chile had assembled in Lima, where the ILO has a Regional Office, prior to travelling to Santiago on 28 November. The Chairman of the mission, José Luis Bustamante y Rivero, a former President of Peru and of the International Court of Justice in The Hague, would be glad to receive the ITF mission at the first opportunity.

144.

The mission met him later that morning and told him of its reception in Santiago. It was put to him that the ITF had been intimately and constructively involved in the ILO's work from the ILO's very foundation and that it was incredible that any régime should believe, even disingenuously, that the ITF would do anything to damage the ILO's interests. He explained that a few days previously the ILO headquarters in Geneva had received cables from the Chilean Junta advising them of their intention not to receive the ITF mission. Since the ILO had not even been aware of the ITF's plans, it was at a loss to understand the Junta's messages or their relevance to its own mission. The Secretary to the mission had since spoken to the ITF's General Secretary but by then it was too late to act to any purpose. He could not see how the ITF's mission would have interfered with that of the ILO.

145.

The mission then gave Dr. Bustamante a detailed account of its meeting with the Minister and of other facts and impressions that it had gathered. He expressed his appreciation and said that it was the ILO mission's firm intention to investigate the situation in Chile as thoroughly as possible and to form an objective view without fear or favour.

146.

At its meeting in January 1975 the Executive Board decided that any further direct action on Chile should await the publication of the Report of the ILO Mission and that meanwhile substantial financial assistance should be made available to certain bodies within Chile which were providing relief to the needy and the victimized.

147.

To the surprise of no one who was aware of the true situation in Chile, the Report of the ILO Mission, which was published in June 1975, amounted to a wholesale condemnation of the Chilean Junta's suppres-

sion of trade union rights and collective bargaining, and of the institutionalized terror and torture of the Junta's opponents. Meanwhile, the Management Committee had decided in May 1975 that the ITF should be ready to send a further mission to Chile provided the Junta agreed to a number of conditions which would ensure that the mission could carry out its investigations entirely as it thought fit and provided of course that there should be no reprisals against anyone that it met. The Junta failed to accept these conditions but instead invited the General Secretary of the ITF personally to visit Chile. The invitation was declined.

148.

At its meeting in November 1975, the Executive Board decided that affiliates should be requested to begin a programme of harassment of Chilean transport with effect from January 1976. A circular conveying this decision pointed out that the Chilean Junta could be seriously embarrassed "by measures such as selective boycotts (with the minimum of notice), go-slows, 'technical difficulties', over-scrupulous observance of administrative or legal formalities and any other devices which serve the same purpose".

149.

The Board's judgment of the situation in Chile was given added justification by the Junta's decision early in December 1975 to order the disbandment of the "Committee for Peace" which had been operating under the aegis of the Catholic, Protestant and Jewish authorities and was by common consent the only body within Chile willing and able to offer practical help to the Junta's victims. A number of priests and lawyers connected with the Committee were arrested.

150.

The ITF held a meeting of Latin American transport trade union leaders in Caracas (Venezuela) from 20 to 25 September 1976 to analyze the present situation in the economic, social and trade union spheres on the Latin American continent, in order that a strategy could be agreed upon for a concerted approach to common problems in the future. The project was organized by the ITF's Regional Director, Medardo Gomero, and was hosted by the Venezuelan Transport Workers' Union (FEDETRANSPORTE) and its President, Humberto Hernández. Forty-three delegates from eleven countries attended. Their conclusions were embodied in the "Declaration of Caracas".

151.

The "Declaration of Caracas" begins by surveying the current situation in Latin America: dominated economically by large corporations based outside the continent; burdened politically in the great majority of countries by undemocratic systems of government in which the military is ever more prominent; characterized socially by gross inequalities which on the one hand totalitarian governments seek to perpetuate and, on the other, urban and rural guerrillas seek to substitute with ideologies which do not answer the continent's needs.

152.

The effect of this situation has been to weaken the trade unions which have been divided ideologically and in many cases no longer have the vigour to tackle the basic questions which the current political, economic and social systems pose. They have also been among those organizations to suffer from the denial of civil rights and liberties and must therefore in the future pay much greater attention than in the past to the broad issues of true democracy and equality. If they fail to do so, democracy will die completely.

153.

They must also combine to end their exclusion from the decision-making bodies which presently exercise political, economic, social and cultural power. At present the mass of the Latin American people have no say in these matters and production, commerce, education and culture are dominated by oligarchies which are concerned only to entrench and extend their privileges.

154.

The Declaration concludes with a number of proposals:

- The struggle against economic dependence and political domination must be aimed at changing the traditional social structures which have brought about the continent's backwardness and underdevelopment. Agrarian and industrial reforms must be instituted by national planning in which the unions must be allowed to participate.
- Latin American nations must strive for the institution of democratic systems which provide equality of opportunity and social mobility.
- Educational systems must be reformed and made universal.
- Trade unions must reform their structures and commit themselves to social change as a means of achieving social justice.
- Workers' participation in their country's economic life must be total and effective.
- Trade union solidarity must be strengthened and trade unionism practised in a way relevant both to the historical background and humanitarian principles.
- Trade union fragmentation must be overcome by unification, thus removing a present source of great weakness.
- The defence of human and civil rights must be one of the trade union movement's primary objectives.
- Unions must be integrated into economic and social life at national and continental level so as to achieve development free from dependence or domination.

VI
SECTIONAL ACTIVITIES
RAILWAYMEN'S SECTION

155.

SECTION COMMITTEE

At the end of 1976 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
(a) Africa		
West Africa	A. H. P. Adebola (Nigeria)	D. Oyeyemi (Nigeria)
	A. E. Forson (Ghana)	K. Imbeah (Ghana)
North Africa	A. Ayoub (Tunisia)	M. Klila (Tunisia)
(b) Asia		
India	G. Fernandes	D. D. Vashisht
Japan	Y. Murakami	I. Tomita
Philippines	A. Dinglasan	
(c) Europe		
Austria	H. Schmölz	E. Schmidt
Benelux	P. Herin (Belgium)	P. Potums (Belgium)
	J. Mulder (Netherlands)	
	J. Schneider (Luxembourg)	J. Konz (Luxembourg)
Denmark	E. Greve Petersen (Chairman)	B. Aanaes
Finland	U. Keijonen	I. M. Erich
France	L. Buonaccorsi (Vice-Chairman)	R. Decoudun
Germany	H. Frieser	H. Vomberg
	H. Wittkopp	
Great Britain	S. Weighell	R. W. Buckton D. Mackenzie
Irish Republic	F. H. Smyth	
Italy	P. Vitulano	
Norway	S. Kortvedt	O. Anfinen
Sweden	L. Linderstål	S. Petersson
Switzerland	L. Joye	H. Nydegger
(d) Latin America		
Argentina, Chile, Uruguay	R. J. Baigorria (Argentina)	
Bolivia, Peru	A. Jimenez (Bolivia)	J. Aredo (Peru)
Colombia, Ecuador, Venezuela	H. R. Tamayo (Ecuador)	E. Lopéz M. (Colombia)
	A. Salinas (Venezuela)	
Mexico, Central America	M. Campos (Guatemala)	C. Edwards (Costa Rica)
	T. R. Perales (Mexico)	A. Castellanos (Mexico)

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
(e) North America		
Canada	R. A. Gingerich	
USA	J. F. Otero H. C. Crotty	F. A. Hardin D. S. Beattie

156.

Sub-Committee on Working Conditions of Railway Staff

At the end of 1976 this Sub-Committee was composed as follows:

H. Nydegger (<i>Chairman</i>)	SEV, Switzerland
H. Schmölz	Austrian Railwaymen's Union
P. Herin	CGSP "Cheminots", Belgium
E. Greve Petersen	Danish Locomotivemen's Union
I. M. Erich	Finnish Locomotivemen's Union
L. Buonaccorsi	FO Railwaymen's Union, France
R. Schäfer	GdED, Germany
H. Wittkopp	OeTV, Germany
R. W. Buckton	ASLEF, Great Britain
S. Weighell	NUR, Great Britain
F. H. Smyth	NATE, Irish Republic
J. Schneider	FNCTTFEL, Luxembourg
C. Kuypers	Vervoersfederatie NVV/NKV, Netherlands
J. Mulder	Vervoersfederatie NVV/NKV, Netherlands
G. Tønder	Norwegian Locomotivemen's Union
S. Kvilekval	Norwegian Railwaymen's Union
S. Petersson	Swedish State Employees' Union
S. Akova	Turkish Railway Workers' Trade Union Federation

157.

SUB-COMMITTEE MEETINGS

Sub-Committee on Working Conditions of Travelling Staff, Basle, 19 March 1974

The first meeting of the Sub-Committee on Working Conditions of Travelling Staff was held on 19 March 1974 in Basle, Switzerland. This Sub-Committee was set up at the Railwaymen's Section Committee meeting held in Istanbul on 1 to 3 March 1972. The meeting discussed the question of harmonizing the working conditions of travelling staff on the railways. The following guidelines were established:

1. It is necessary to choose and define a uniform terminology. This is extremely important because at present different terms are applied by the various railway managements to the same functions.
2. Minimum standards concerning working hours should not be based on the conditions prevailing with those undertakings who afford the railwaymen the lowest social status.

3. The demand for uniform minimum standards should not impede the possible and necessary social progress within individual railway undertakings.
4. The demand for uniform international minimum standards on working hours of travelling staff should be seen as a first step towards harmonizing the social conditions of all railway staff.
5. All railway managements should as quickly as possible introduce the 40-hour-week.
6. The total period of time between two successive daily rest periods should count as working hours.
7. The daily rest period should be longer than at present proposed—say, 14 hours—and travelling staff should not have to spend their rest periods away from their home base. If this proves unavoidable, the number of occasions on which this is permissible should be limited.
8. The travelling staff are as entitled to a 5-day week as other categories of railwaymen. Therefore the 5-day-week should be granted whilst, at the same time, giving due consideration to operational contingencies. This entails a limitation in the number of tours of duty and the introduction of corresponding periodical rest periods.

The Section Conference held in Basle on 20 and 21 March 1974 adopted these principles as guidelines except where better conditions already exist at national level.

158.

Sub-Committee on Working Conditions of Railway Staff

This Sub-Committee is identical with the Sub-Committee on Working Conditions of Travelling Staff, the work of the latter having been extended to embrace all railwaymen categories at the Section Conference held in conjunction with the 1974 Stockholm Congress. The Sub-Committee was renamed accordingly.

159.

London, 4 to 5 November 1974

The Sub-Committee met on 4 and 5 November 1974 in London to discuss aspects of the harmonization of working conditions and the impact of technological change in the railway sector on working conditions.

On the question of harmonization, the Sub-Committee unanimously agreed on a policy based on eight principles adopted on the occasion of the last full Conference of the ITF Railwaymen's Section on 19 March 1974 in Basle. The standards agreed upon are minimum standards and shall in no way prejudice better conditions already existing at national level. They are to be revised whenever technological change results in major changes in working conditions. These minimum standards were subsequently adopted at the Section Conference held from 19 to 22 August 1975 in Harrogate, Yorkshire (see resolutions page 191).

Concerning the impact of technological change in the railway sector, the Sub-Committee was unanimously of the opinion that the Section should pay more attention to this question. The Section Secretary reported on unofficial contacts he had made with Manchester University with a view to initiating a research project. The Sub-Committee authorised him to strengthen these contacts and instructed him to prepare—in time for the next meeting of the Sub-Committee—recommendations on the possible methods of launching such a project.

160.

Harrogate, Yorkshire, 18 August 1975

On 18 August 1975, the Sub-Committee met in Harrogate, Yorkshire. The agenda consisted of two items: Technological Change on the Railways and the Draft Job Protection Agreement.

A Research Proposal prepared by the ITF Secretariat for a study on the "Human Effects of Technological Change on the Railways" was approved and the Secretariat was requested to submit this proposal to the Section Conference next day for its approval.

The draft Research Proposal was adopted at the Section Conference held in Harrogate from 19 to 22 August 1975 (for text see resolutions page 193).

No agreement was reached on the Draft Job Protection Agreement, but the members of the Sub-Committee promised to forward their written comments on this matter to the Secretariat. It was agreed to continue discussions on job protection at the next meeting.

161.

London, 22 and 23 June 1976

The Sub-Committee met in London on 22 and 23 June 1976 to discuss the following items: Revision of the ITF Social Charter on Rationalization and Modernization of Railways; Draft Job Protection Agreement; Interim Report on the ITF Study on the Human Effects of Technological Change on the Railways.

The railwaymen's Social Charter first adopted in 1962 was considered to be in need of a revision as a result of recent developments in the railway sector and in view of a study on the Human Effects of Technological Change on the Railways which is being carried out by the ITF Secretariat. The meeting felt that one of the main defects of the old Social Charter was that it contained no reference to basic principles of transport policy and that the use of such concepts as "rationalization" and "modernization" unduly restricted its applicability. It was therefore decided to re-name it "ITF Charter on Social Consequences of the Introduction of New Methods and Techniques on the Railways". The draft Charter will be submitted for adoption by the Section Conference to be held in conjunction with the ITF Dublin Congress in 1977 (for text see resolutions page 221).

As a result of the revision of the old ITF Social Charter on the Rationalization and Modernization of Railways it was considered to be unnecessary to renew discussion on the Draft Job Protection Agreement and the meeting decided unanimously not to proceed with the drafting of such an agreement.

On the last item of the agenda, the Sub-Committee was given a verbal report on the progress of the study. The Sub-Committee approved the steps taken by the ITF Secretariat.

A small working group was formed with the task of subjecting the rough draft of the study, to be prepared by the Secretariat, to a preliminary examination. The members of this working group are: H. Nydegger (Switzerland); P. Potums (Belgium); R. Schäfer (Germany); S. Petersson (Sweden); R. W. Buckton (U.K.: ASLEF); S. Weighell (U.K.: NUR) and the Section Secretary.

162.

Sub-Committee on Transport Policy

At the end of 1976 this Sub-Committee was composed as follows:

Fritz Prechtl (<i>Chairman</i>)	Austrian Railwaymen's Union
P. Potums	CGSP "Cheminots", Belgium
D. Langendorf	GdED, Germany
J. Schneider	FNCTTFEL, Luxembourg
J. Mulder	Vervoersfederatie NVV/NKV, Netherlands
H. Nydegger	SEV, Switzerland

This is a German-speaking sub-committee. Representatives of affiliated unions in other countries are free to participate, provided this does not create any additional work (translation, interpretation, etc.) for the ITF Secretariat.

163.

Munich, 16 to 18 December 1974

A meeting of the Sub-Committee was held in Munich from 16 to 18 December 1974. The meeting was attended by railwaymen's representatives from Belgium, the Federal Republic of Germany, Luxembourg, the Netherlands and Switzerland, and the agenda read: Problems of Rail Transit to and from Italy; Problems of Regional Rail Traffic; Automatic Couplings.

The situation in rail transit to and from Italy was described as extremely serious, because rail capacity for goods transit to Italy no longer meets the growth in demand. There are a number of reasons for the fall-back in the railways' share of goods transport. Quite apart from the inadequate rail capacity (particularly in the north Italian

sector), intolerable customs delays and the application of an outdated handling and forwarding procedure at Italian border crossing-points considerably impede the flow of traffic. These developments have had a direct adverse effect on working conditions, particularly those of train staff. The Sub-Committee adopted a resolution which was brought to the attention of appropriate international organizations. After minor changes, the resolution was subsequently adopted by the Section Conference held in Harrogate, Yorkshire, from 19 to 22 August 1975 (for text see resolutions page 199).

The Sub-Committee noted with concern that both national and international transport policy shows a tendency towards attempting to bring about an improvement in the railways' financial situation by applying extreme measures of rationalization based on purely commercial considerations. This is diametrically opposed to existing Section policy, which aims at a sharing out of transports based on constructive measures of transport policy, giving due consideration to the need for energy conservation and the protection of the environment. This policy was formulated by the Transport Policy Sub-Committee at its meeting in Vienna in June 1973 and was later adopted by the ITF Railwaymen's Section and by the 1974 ITF Congress.

The Sub-Committee adopted a Statement on Regional Rail Transport based on this policy which was subsequently adopted by the Section Conference held in Harrogate, Yorkshire, from 19 to 22 August 1975 (for text see resolutions page 196).

The Section Secretary reported on the latest position regarding the introduction of automatic couplings on the European railways. There had been few new developments since the Section Conference in Basle in the spring of 1974. The UIC was now proposing that automatic couplings should be introduced in 1985 and that the transitional period should be as short as possible. This, of course, constituted a departure from the originally envisaged date of introduction, 1981. In view of this, the ITF had stated that it recognized there were economic difficulties, but could only accept 1985 as the date of introduction if there definitely were no further postponements and the change-over period was to be no more than four weeks at the most. The ITF had informed the UIC, the ECMT and the ECE of its position. The ECMT, whilst recognizing the validity of our view, stated that the railway managements concerned no doubt found themselves in a dilemma from which they were unable to extract themselves by their own efforts, so that it would be necessary for the ECMT, i.e. the respective governments, to intervene. Efforts were currently being made to draft a wording for an agreement which would satisfy Western European countries and at the same time afford to Eastern European countries such guarantees as they insist upon.

164.

Chiasso, Switzerland, 23 and 24 June 1975

A meeting of the Sub-Committee was held in Chiasso, Switzerland, on 23 and 24 June 1975. The meeting was attended by delegates from Austria, Belgium, Federal Germany, Luxembourg, the Netherlands and Switzerland. Representatives of Italian railwaymen's unions attended as guests. The two agenda items were "Problems of Rail Transit to and from Italy" and "Railways and Economic Self-Sufficiency".

On the question of Rail Transit to and from Italy, the meeting adopted the report on the previous meeting of the ITF Transport Policy Sub-Committee (Munich, December 1974) and proposed that this matter be discussed at European level and that intensified representations be made to the appropriate international organizations.

On the question of "Railways and Economic Self-Sufficiency" the meeting adopted a statement which was subsequently adopted by the Railwaymen's Section Conference held in Harrogate, Yorkshire, from 19 to 22 August 1975, and contains the following conclusions:

"Railway deficits cannot serve as criteria for measuring the economic performance of railways because the existence or lack of operational profitability by itself does not permit reliable conclusions to be drawn concerning the general social and economic advantages of any loss-making operations.

"National governments must realize that a cut-back of rail operations can, in the long term, only bring about a situation where those sectors of the railways which are still profitable would be brought into deficit.

"It is clearly discriminatory to base an eventual cut-back of rail operations on an analysis of individual sectors of the rail network as long as roads and inland waterways are not judged by the same criteria.

"A cut-back of rail operations in economically weak regions will bring about a further deterioration in the infrastructure of those regions and would lead to more expensive transport services" (for text see resolutions page 198).

165.

Utrecht (Netherlands), 3 and 4 November 1976

A meeting of the Sub-Committee was held in Utrecht (Netherlands) on 3 and 4 November 1976. The two items on the agenda were: integrated urban passenger transport; printing of a booklet containing the texts of four transport policy statements.

With regard to the first agenda item, it was pointed out that the introduction of integrated urban passenger transport services—a long-standing demand of the Section—would affect more than just the

railway sector. For that reason, it was decided to draw renewed attention to the problem in the form of a resolution, which stated that in order to improve the quality of urban passenger transport services it was vital that the different transport modes should develop integrated timetables and a coordinated fares policy. The resolution will be submitted to the full Section Conference to be held in conjunction with the ITF's 1977 Dublin Congress for approval (for text see resolutions page 222).

With reference to agenda item No. 2, it was agreed that it would be useful to have in booklet form the texts of all the transport policy statements drawn up by the Sub-Committee and endorsed by the Section. The booklet will contain the following statements: Coordination of Transport Policy; Transport in Conurbations; Regional Railways; Railways and Economic Self-Sufficiency. These statements were adopted as Section Policy at the full Conferences of the Section held in Basle (20 to 21 March 1974) and Harrogate, Yorkshire (19 to 22 August 1975) (for texts see resolutions pages 186 and 196). They deal with fundamental questions of transport policy and will form the basis of the Section's future work in that field. Its first job will be to use these statements as the background material for a comprehensive transport policy document, which will analyze in detail the relative situation of the different transport modes. The Section Secretary was authorized to make the necessary arrangements to have the booklet printed.

166.

SECTION CONFERENCES

Basle, 20 and 21 March 1974

A full Conference of the Section was held on 20 and 21 March 1974 in Basle, attended by 72 delegates from 27 affiliates in 19 countries. Sir Sidney Greene took the Chair. The Conference received a report on the recent work of the Section's Sub-Committee on Transport Policy and discussed the following subjects: trade union rights of Japanese public service workers; normalization of accounts on the European railways; introduction of automatic couplings on the European railways; and technological changes in the US railroad industry and their effects on employment, productivity and collective bargaining. A report on the first meeting of the Sub-Committee on the Working Conditions of Travelling Staff held in Basle on 19 March 1974 was also given.

The Section Secretary informed the Conference that the Sub-Committee on Transport Policy, at its meeting on 22 and 23 June 1973 in Vienna, had discussed two main problems, namely "Coordination of Transport Policy" and "Transport in Conurbations". The Sub-Committee, in both cases, rejected the application of too rigid commercial principles in these areas since the solution of transport problems could not be left to the play of forces in the so-called "free market". The Conference

took note of the documents prepared by the Sub-Committee and affiliates agreed to base their national policies on the guidelines contained therein (for texts of statements see resolutions pages 186 and 188).

The Conference received a report on the fight of Japanese public service workers for basic trade union rights. The Conference decided that the ITF and its affiliates should lodge a very strong protest against the anti-trade union measures taken by the Japanese employers and authorities and to call upon the Japanese government to respect the basic freedom of association and the right to strike and to adhere to the principles, decisions and recommendations laid down by the ILO. This decision was reinforced by a resolution which was adopted unanimously by the meeting (see resolutions page 190).

The Conference took note of a report published by the European Conference of Ministers of Transport (ECMT) on the normalization of accounts of the railways. This question had been dealt with on the occasion of an ECMT hearing in December 1973, at which the Section Secretary had represented the ITF and had stressed the existing ITF policy and reiterated the principle that economic considerations must not play a decisive rôle in the solution of this problem. The normalization of railway accounts was only part of the whole problem of transport policy. The Conference unanimously supported this point of view.

The Section Secretary reported on the present situation regarding the introduction of automatic couplings on the European railways. The discussion of this item was preceded by a film on automatic couplings. A draft Resolution prepared by the ITF Secretariat was adopted with minor amendments and it was decided that railwaymen's affiliates should approach their governments and railway managements—and that the ITF should intervene with the ECMT and the UIC—insisting that automatic couplings be introduced as soon as possible and that the transitional period should be no longer than four weeks.

In accordance with this decision, the ITF Secretariat made representations to both the ECMT and the UIC. The ECMT recognized the validity of the ITF's views and stated that the railway managements concerned no doubt found themselves in a dilemma from which they were unable to extract themselves by their own efforts, so that it would be necessary for the ECMT, i.e. the respective governments, to intervene. The ECMT also stated that efforts were being made to draft a wording for an agreement which would satisfy Western European countries and at the same time afford to Eastern European countries such guarantees as they insist upon (for text of resolution on automatic couplings see resolutions page 191).

The report of the first meeting of the Sub-Committee on Working Conditions of Travelling Staff held in Basle on 19 March 1974 was adopted and the Sub-Committee instructed to continue working on these lines (see item 157 above).

167.

Stockholm, 9 August 1974

A full Conference of the Section was held in conjunction with the Stockholm Congress, attended by 111 delegates and advisers from 29 countries. Sir Sidney Greene (NUR, Great Britain) was elected Chairman and Rapporteur. E. Greve Petersen (Danish Locomotivemen's Union) was elected Chairman and Louis Buonaccorsi (French Railwaymen's Union, FO) Vice-Chairman of the Section.

168.

Harrogate (Yorkshire), 19 to 22 August 1975

The Section Conference held from 19 to 22 August 1975 in Harrogate, Yorkshire was attended by 98 delegates from 23 countries, as well as by nine observers. E. Greve Petersen was in the chair.

The Agenda was as follows:

Report on the last Section Conference.

Report on Activities:

- (a) Harmonization of Working Conditions of Travelling Staff;
- (b) Technological Change and the Railways;
- (c) Regional Rail Transport;
- (d) Railways and Economic Self-Sufficiency;
- (e) Problems of Rail Transit between Italy and North and West Europe.

Motions:

- (a) Channel Tunnel;
- (b) The Economic Situation;
- (c) Press and Mass Media;
- (d) India;
- (e) International Labour Organisation;
- (f) Japan.

The document submitted by the ITF Secretariat on the subject of "Harmonization of Working Conditions of Travelling Staff" was unanimously adopted. The standards laid down in this document are minimum standards and should in no way affect national standards providing better conditions. Furthermore, these minimum standards are only valid until such time as technological progress brings about a further change in working conditions (see report of meeting of Subcommittee on Working Conditions of Railway Staff, London, 4 and 5 November 1974 on page 69, also text of statement under resolutions on page 191).

The Secretariat submitted a draft Research Proposal on the Human Effects of Technological Change on the Railways. This draft is the basis for a key study including train drivers, workshop and communications personnel as well as track maintenance staff. The draft was accepted but delegates from the USA, Canada and the TSSA (UK) complained that white collar workers were not included. (For reasons of cost, this has not yet proved possible.) The draft was unanimously adopted with the proviso that, in due time, the study should be expanded to include other categories. The Secretariat was instructed to carry out the study (see report of meeting of Sub-Committee on Working Conditions of Railway Staff, Harrogate, 18 August 1975 on page 70, also text of draft Research Proposal under resolutions on page 193).

On the question of Regional Rail Transport, a statement prepared by the Section's Transport Policy Sub-Committee was submitted to the Conference and unanimously adopted as Section Policy (see report of meeting of Transport Policy Sub-Committee, Munich, 16 to 18 December 1974 on page 72, also text of statement under resolutions on page 196).

A statement on Railways and Economic Self-Sufficiency, prepared by the Section's Transport Policy Sub-Committee and dealing with the economic situation on the railways, was submitted to the Conference. After a long discussion, in which the lack of a constructive transport policy at national and international level was particularly deplored, this document was unanimously adopted as Section Policy (see report of meeting of Transport Policy Sub-Committee, Chiasso, Switzerland, 23 and 24 June 1975 on page 73, also text of statement under resolutions on page 198).

A draft resolution on Problems of Rail Transit between Italy and North and West Europe was submitted to the Conference. It referred to recurring bottlenecks and delays at border crossing points. These affected not only the economic viability of railway undertakings but also the working conditions of railwaymen. After minor changes the resolution was unanimously adopted (see report of meeting of Transport Policy Sub-Committee, Munich, 16 to 18 December 1974 and Chiasso, Switzerland, 23 and 24 June 1975 on pages 71 and 73 respectively, also resolutions page 199).

Motions from several unions were submitted to the Conference for decision.

The British National Union of Railwaymen submitted a motion on the Construction of the Channel Tunnel. In this context the Conference promised to exert, at Section level, every conceivable pressure at its disposal on governments of EEC countries as well as on the UIC and ECMT. The resolution was unanimously adopted (see resolutions page 200).

A motion on the Present Economic Situation, submitted by the Swiss Railwaymen's Union (SEV), was unanimously adopted following minor textual changes suggested by the Belgian delegation (see resolutions page 200).

The Associated Society of Locomotive Engineers and Firemen (UK) submitted a motion on the Press and Mass Media, which was unanimously adopted (see resolutions page 201).

In a heated discussion, during which the developments in Portugal, Chile, Spain and Uganda were also discussed, recent developments in India were roundly condemned. The meeting called on the Indian Prime Minister Mrs. Indira Gandhi to restore democracy in India and to release detained trade union leaders. A resolution to this effect was unanimously adopted (see resolutions page 201).

The CGSP Railwaymen's Section (Belgium) submitted a motion requesting the ITF Secretariat to urge the ILO to convene a Session of the Inland Transport Committee to deal with railwaymen's problems during the 1976/77 Conference period, in spite of the fact that the ILO Governing Body had decided against doing so. The Conference felt that the ITF General Secretary should make representations to the ILO in line with the resolution, which was unanimously adopted (see resolutions page 201).

A resolution on the Right to Strike of Japanese Railwaymen was unanimously adopted (see resolutions page 201).

During discussion of the future activities of the Section, it was decided that the proposed Study on the Human Effects of Technological Change on the Railways should be carried out as quickly as possible so that white collar workers might become the subject of a similar study. The delegation of the German Railwaymen's Union (GdED) proposed that the question of job protection be the main topic for future discussions by the Section.

The Greek and Turkish delegates suggested that the Section should concern itself with the problem of transit between their two countries. The Belgian delegates requested a discussion on the subject of Free International Travel Permits.

The Swiss Railwaymen's Union (SEV) suggested that trade union contact with the mass media should be regularly studied.

169.

REGIONAL CONFERENCES

Asian Regional Conference for Railwaymen

An Asian Regional Conference for Railwaymen was held in Kuala Lumpur, Malaysia from 12 to 16 January 1976. The Conference was chaired by ITF Section Secretary Johann Hauf and the agenda included a discussion of the following topics: technological change; transport policy; a survey of working conditions in Asia; and a report on trade union organization and collective bargaining (for a more detailed report see Regional Activities items 65 and 66).

170.

ITF Conference for African Railway Trade Unionists

An ITF Conference for African Railway Trade Unionists, which dealt with the problem of Safety at Work, was held in Tema, Ghana, from 4 to 8 October 1976. The Conference was directed by ITF Railwaymen's Section Secretary Johann Hauf and the US International Association of Machinists provided two specialist lecturers, Ben Sharman and Jim Austin. The meeting, which was an extremely successful one, discussed the general situation in Africa, as well as treating such aspects of the main agenda item as noise nuisance, air pollution and asbestos dust. All sides of the problem were thus aired and the Conference brought to a successful conclusion (see also Regional Activities item 47).

The Conference drew up a document dealing with the health and safety at work of railwaymen (see resolutions page 231).

171.

ECMT

During the period under review, the ITF has been in constant and close touch with the ECMT and has conveyed the Section's views on a variety of subjects, namely the introduction of automatic couplings in Europe, rail transit between Italy and North and West Europe, the railway link between Great Britain and France (Channel Tunnel), the Railways and Economic Self-Sufficiency and the relationship between economic growth and transport policy.

172.

The Section Secretary was empowered, by virtue of the decisions taken at the Section Conference held in Harrogate (Yorkshire) from 19 to 22 August 1975, to expound Section Policy on the most important problems affecting railwaymen before the Annual ECMT Hearing in Paris on 1 December 1975. The views of the Section were developed in detail and it was also explained why continuous economic growth was not an essential prerequisite for a successful transport policy. Unplanned and ill-conceived economic growth had often made it impossible in the past to devise a transport policy which was tailored to people's needs and improved the quality of life.

The continuing growth of cities already too large and the creation of ever vaster conurbations did not permit governments to apply a transport policy which was constructive and economically worthwhile. However, we must not fall into the trap of thinking that less economic growth meant that the need for a constructive transport policy was reduced. Short-term savings such as might be brought about by the

closure of subsidiary railway lines tended to create heavy liabilities for the community in the long term. A reduction of transport infrastructure caused uncontrollable concentrations of people and industry in cities and led to the impoverishment and depopulation of regional areas. This was not acceptable from either the environmental or social point of view. Transport policies should contribute to a healthy economic and social development.

173.

The Section was also represented at the Annual ECMT Hearing in Paris on 1 December 1976, on this occasion by R. Decoudun and M. Questerbert of France. The two members of the ITF delegation stressed the need to make urgent arrangements within the Council of Ministers to discuss current problems—both national and international—affecting the railways. The ITF representatives refuted the suggestion that competition, especially the unfair and unequal competition of today, was necessarily the basis of a sound transport policy and suggested that it might be possible, even within the framework of a market economy, to alleviate the adverse financial situation of the railways. This might be achieved if states were to assume responsibility for the social obligations they impose on the railways by making good—preferably in advance—total operating losses.

It was also suggested that traffic congestion in cities might be greatly relieved by integrating passenger services, a move which would necessitate the coordination of investment between the railways and other means of transport.

174.

EEC

On 28 and 29 April 1975, a meeting was held in Brussels of representatives of railway trade unions from all nine Member States of the European Economic Community.

The meeting adopted a joint stand concerning:

- the furtherance of a transport policy within the EEC which would be in the general interest;
- the creation of conditions which would enable railwaymen to meet realistic economic and social responsibilities;
- the achievement of real social progress for the employees of railway undertakings.

With respect to the establishment of a European Railway Authority, it was considered that this should not be so framed as to serve as support for the ill-conceived Community transport policy. The meeting therefore demanded effective participation of railwaymen's unions in the work of all relevant Community bodies as well as within the "Group of Nine" of the UIC.

With a view to achieving these aims, it was decided to make urgent representations to governments, other public authorities, the EEC Commission and the Council of Ministers.

The meeting further appealed to public opinion to support endeavours to bring about a new transport policy, which corresponded to the people's needs in the European Economic Community.

175.

On 29 October 1975, representatives of railwaymen's trade unions met in Brussels at the invitation of the EEC Commission. The ITF was represented by members of affiliates belonging to the Committee of ITF Unions in the European Economic Community.

The meeting discussed a proposal made by the Railway Managements of the nine EEC countries to the Commission concerning the "Harmonization of Working Conditions of Travelling Staff". In this context the guidelines on the Harmonization of Working Conditions of Travelling Staff proved to be of help.

The proposal of the railway managements was felt to be socially retrogressive and thus unacceptable. The trade union representatives present at the meeting agreed to follow the above-mentioned guidelines in their future negotiations with railway managements.

176.

On 25 November 1975, a Colloquium with the Committee of Transport Workers' Unions in the EEC was held by the EEC Commission in Brussels. The agenda included a report on the situation of common transport policy; the stage of social harmonization in the transport sector; and the situation of the railways within the EEC.

177.

On 15 December 1975, a Hearing was held by the EEC Commission in Brussels for representatives of EEC railwaymen's unions on the question of a "European Railway Undertaking". The meeting was purely informative. During the discussion, the following topics were touched upon: the integration of the railways into a general transport policy; technical and financial cooperation between individual national railway undertakings and aspects of competence in the context of a future "European Railway Undertaking".

178.

On 12 and 13 January 1976, representatives of EEC railwaymen's unions and railway managements met in Brussels at the invitation of the EEC Commission to renew discussion on the "Harmonization of Working Conditions of Travelling Staff". The workers' side based their position on the result of a meeting of EEC railwaymen's unions held

on 29 October 1975. The representatives of the railwaymen and of the employers were unable to agree. The EEC Commission will now consult the governments and submit to the Council of Ministers (probably early in 1977) a draft Regulation on this subject.

179.

LECTURES AND SEMINARS

On 3 June 1975, groups of young railwaymen from German and Austrian railwaymen's affiliates visited the ITF. They were received by Section Secretary, Johann Hauf, who gave a lecture on the history and work of the ITF. The groups also visited the British Rail terminal at Euston and the London Transport Training Centre, for both of which visits the ITF provided interpreters.

180.

On 17 and 18 January 1976, a Seminar was held by the British Associated Society of Locomotive Engineers and Firemen (ASLEF) in York. At this Seminar the Section Secretary reported on the Proposal for a Study of the Human Effects of Technological Change on the Railways. The Proposal was described as extremely constructive and it was felt that this Study would be of great value for railwaymen.

181.

From 6 to 14 June 1976 a group of young German and Austrian railwaymen visited London. The ITF assisted in organizing this visit. Section Secretary Johann Hauf addressed the group, lectured on the history of the ITF and accompanied the group to meetings with leading officials of the ITF-affiliated railwaymen's unions NUR and ASLEF.

182.

An International Youth Seminar on National Working Conditions for European railwaymen's unions was held in Vienna from 11 to 24 July 1976 at the invitation of the Austrian Railwaymen's Union. The Seminar was attended by railwaymen from Austria, France, Germany, Luxembourg and Switzerland.

The Section Secretary took part in the Seminar and lectured on the history, structure and working methods of the ITF, with special reference to the work of the Railwaymen's Section.

183.

An International Seminar for young railwaymen, organized by the German Railwaymen's Union (GdED), was held in Berlin from 8 to 21 August 1976. The Seminar was attended by railwaymen from Austria, France, Germany, Luxembourg and Switzerland. The Section Secretary spoke of the history and work of the ITF. He also lectured on problems of railway policy.

ROAD TRANSPORT WORKERS' SECTION

184.

SECTION COMMITTEE

The composition of the Section Committee at the end of 1976 was as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Argentina	R. Perez	
Australia	J. L. Waters	T. W. Sullivan
Austria	W. Follrich	E. Strasser
	E. Steinbach	
Belgium	E. Baudet	M. Vergracht
Canada	D. Nicholson	
Denmark	A. Kruse	W. Jacobsen
Ecuador	G. Naranjo	
Finland	M. Veirto	E. Vahter
France	W. Gitler	G. Doriat
Germany	W. Matthies	W. Murche
	K. Haussig	
	<i>(Vice-Chairman)</i>	
	H. Vomberg	
Great Britain	A. Kitson	Vacant *
	J. Moore	A. Taysome
	G. Kiely	
Irish Republic	C. Kirwan	J. Cullen
Israel	S. Perry	
Japan	J. Tai	T. Kubo
Luxembourg	M. Schlechter	J. Konz
Netherlands	G. Hoekstra	M. Snijder
Norway	M. A. Bakke	W. Kolstad
Peru	M. Ramirez S.	J. Fonseca
Philippines	E. Descallar	
Sweden	H. Ericson	O. Jansson
	<i>(Chairman)</i>	
Switzerland	P. W. Küng	E. Beiner
Tunisia	I. Lejri	
Venezuela	J. J. González	

* K. Jackson, who was elected a deputy member of the Section Committee at the 1974 Stockholm Congress, retired in 1976.

185.

INTERNATIONAL LABOUR ORGANISATION

ILO Meeting of Experts on Hours of Work and Rest Periods in Road Transport, Geneva, 21 to 30 October 1974

An ILO Meeting of Experts on Hours of Work and Rest Periods in Road Transport was held in Geneva from 21 to 30 October 1974. The meeting was attended by 18 experts (six each from unions, employers and governments). The 9th Session of the ILO Inland Transport Committee, held in Geneva from 24 April to 3 May 1972, had considered the convening of a meeting of Experts to be a matter of urgent necessity. The ITF was represented by a strong delegation led by Section Chairman Hans Ericson and including the Vice-Chairman Kurt Haussig; Ken Jackson (British Transport and General Workers'

Union); and Peter W. Küng (General Secretary of the Swiss Transport and Commercial Workers' Union). Larry Smith (T&GWU, Great Britain) and Section Secretary Hans Hauf also participated as observer and secretary respectively.

After long and careful deliberations, the Experts agreed that the best way to approach the problems of the industry, which in the experience of the ILO has been extremely difficult to set standards for, would be to draw up a new Convention, to be supplemented by a Recommendation. These two proposed standards would then take the place of the provisions of the Hours of Work and Rest Periods Convention, No. 67, of 1939, which is generally agreed to be outdated, having been overtaken by technological change and changes in the transport policy objectives of many countries in the years since its adoption. The broad scope of the Convention, the sheer size of the industry and the fact that conditions vary greatly from country to country have all made ratification difficult. Indeed, to date only four countries have ratified the 35-year-old Convention.

The Worker Experts advanced the view that the new international convention should concentrate on provisions affecting the safety and health of drivers who earn their living in road transport and that social factors should be left to the supporting Recommendation, which should also cover other crew members. They suggested that the Convention should thus regulate hours of work per day, maximum hours worked in a 48-hour period, daily and weekly rest and that it should also include provisions for enforcement machinery such as individual control books and/or instruments; while the Recommendation should deal with hours of work per week, overtime and other social aspects. As it was desirable that the Convention should be as comprehensive as possible, the Worker Experts also urged that urban transport, commercial undertakings and transport on own account should also come within its scope. They further stressed that great care should be taken to ensure that there would be no loopholes on safety standards which employers could exploit to their commercial advantage.

All the experts were agreed that the new Convention should take account of the specific conditions of road transport in the developing countries. In particular, it was suggested that the new Convention should contain:

- international provisions concerning occupational safety and health;
- the principle that in developing countries, the social aspects of, and the labour problems in, road transport should be the subject of collective bargaining between the parties concerned and/or should be regulated by the government.

The Workers' Group has urgently requested that the meeting's findings should come before the International Labour Conference.

The ILO has duly noted the conclusions of the Meeting of Experts and has decided to place the problem on the agenda of the 1978 International Labour Conference. Since the Meeting of Experts, the ITF has drafted a Convention and a supporting Recommendation and is prepared for a discussion of the subject with the ILO (see Section Conference Report, Vienna, 16 to 18 March 1976 on page 89, also resolutions pages 202 and 205).

186.

Steering Committee

At the end of 1976 the Steering Committee was composed as follows:

Hans Ericson (<i>Chairman</i>)	Swedish Transport Workers' Union
Kurt Haussig (<i>Vice-Chairman</i>)	OeTV, Germany
Peter W. Küng	VHTL, Switzerland

Ken Jackson (T&GWU, Great Britain), who was elected to the Steering Committee at the 1974 Stockholm Congress, retired in 1976.

187.

MEETINGS

The first meeting of the Steering Committee was held in Stuttgart on 6 and 7 March 1975.

There were two agenda items: discussion of a draft for a new ILO Convention on Working Hours and Rest Periods in Road Transport, prepared by the ITF Secretariat; and Legal Assistance to Drivers Abroad.

Based on the conclusions adopted by the ILO Meeting of Experts on Hours of Work and Rest Periods in Road Transport (Geneva, 21 to 30 October 1974), the Secretariat submitted a draft for a new Convention. This draft was examined in detail by the members of the Steering Committee and a final version was adopted. This was submitted to a full Conference of the Section for approval (see Section Conference Report, Vienna, 16 to 18 March 1976 on page 89).

On the question of Legal Assistance to Drivers Abroad, all the members of the Committee felt that this problem had so far not been satisfactorily solved at ITF level. The Section Secretary was, therefore, instructed to find, in consultation with members of the Steering Committee, a new approach for effectively assisting drivers abroad. This approach should envisage the following:

- incorporation in collective agreements of a suitable clause concerning the employer's liability;
- preparation of a manual for use by drivers travelling abroad; and
- a list of all Embassies, Consulates and trade union offices abroad to which drivers may turn for help.

188.

The second meeting of the Steering Committee was held in Zürich on 19 June 1975 in the Head Office of the Swiss VHTL, who acted as hosts to the Committee.

There were two items on the agenda: Draft for a supplementary Recommendation to the draft Convention on Working Hours and Rest Periods in Road Transport, approved by the Steering Committee on 6 and 7 March 1975; and further discussion on Legal Assistance to Drivers Abroad.

The Draft Recommendation prepared by the ITF Secretariat was approved in principle, subject to certain additions proposed. The Section Chairman was of the opinion that the question of the employer's liability for legal assistance should be incorporated in the draft text of the Recommendation, together with certain provisions of the existing European Agreement on Working Conditions of Drivers in International Road Transport (AETR). The Committee felt that there was no need for the Recommendation to contain a special provision on driving hours because these were dealt with under Article 7 of the Draft Convention approved in Stuttgart, 1975. However, it was agreed to incorporate in the Recommendation a provision concerning the duration of the obligatory break to be granted between two continuous driving periods. It was further agreed that the driver was entitled to have his breaks away from his vehicle. Concerning the weekly limits of permissible overtime, the Committee felt that it would be better to make reference in the Recommendation to "maximum weekly working hours", in line with Article 4 of the Draft Convention which referred to "maximum daily working hours". However, the number of hours worked during any period of seven consecutive days should not be more than 60. The Secretariat noted these suggestions.

Following consultations between the Section Secretary and individual members of the Steering Committee on the problem of Legal Assistance to Drivers Abroad, Ken Jackson reported that the British Transport and General Workers' Union had a Handbook for Professional Drivers which contained advice to drivers taking their vehicles abroad. He suggested that all road transport workers' unions should incorporate similar guidelines in their national handbooks for drivers as well as the addresses of Consulates and Embassies of the driver's home country. This suggestion was welcomed. The British contribution gave rise to a lively discussion in the course of which it was finally decided that as legal assistance was the proper province of the employer the ITF should restrict itself solely to offering legal advice. It was therefore decided no longer to refer to legal assistance as such—as it had proved technically impossible to provide such assistance—but to continue to offer legal advice to drivers abroad. The ITF was asked to prepare a handbook which would contain practical advice to the driver. The various national unions could then insert in this ITF Handbook a

list of the addresses of Embassies and Consulates the driver was likely to visit. The Secretariat is in the process of preparing a draft for such a handbook.

189.

The third meeting of the Steering Committee was held in London on 9 December 1975. On the agenda of the meeting were a draft for a supplementary Recommendation to a Draft Convention on Working Hours and Rest Periods of Drivers in Road Transport (incorporating the suggestions made at the previous meeting of the Steering Committee), a report on the activities of the Section since the last meeting of the Steering Committee (Zürich, June 1975) and preparations for the full Section Conference due to be held in Vienna in March 1976. The above-mentioned Draft Recommendation was adopted. It was agreed to submit the drafts of the Convention and Recommendation to the next Section Conference for approval. These two drafts would form the basis for future ITF approaches to the ILO. The Steering Committee noted with satisfaction that the text of the Draft Convention had been wholeheartedly approved by the Asian Regional Conference for Road Transport Workers held in Singapore from 1 to 5 December 1975 (see item 64).

190.

The fourth meeting of the Steering Committee was held in London on 22 October 1976. The agenda of the meeting was as follows: AETR; ITF Charter on Social Conditions in International Road Transport.

With regard to the AETR, it was noted that the road transport workers affiliated to the ITF still could not fully agree with the contents of the Agreement because it did not contain a clear definition of Working Hours and the question of manning as well as the responsibility of the employer vis-à-vis the driver were not dealt with in sufficient detail. The Steering Committee will, therefore, prepare a new draft of the AETR and submit this to the Section with a view to pressing for an early revision of the present AETR, giving due consideration to relevant aspects of international law.

On item 2 of the Agenda (ITF Charter on Social Conditions in International Road Transport), the Committee noted that the unhealthy general situation in the area of transport policy particularly affected working conditions of lorry drivers. The competition between individual road transport undertakings and between the various modes of transport continued to work to the detriment of transport employees. Lorry drivers suffered from inordinately long working hours and frequently performed their duties in circumstances which were mentally and physically intolerable. Such legal provisions as existed did not sufficiently safeguard the interests of road transport workers. For that reason, additional measures of economic policy and more intensified forms of collective bargaining were essential.

In international transport, the situation was further aggravated by the use of non-organized vehicle crews on conditions far below those agreed collectively at national level. The Committee felt that the ITF should counteract this tendency and should, in the name of social justice and a sane transport policy, do all it could to fight the use of such "cheap crews". This was a problem which could not be solved by the Road Transport Workers' Section on its own; its solution called for the active cooperation of other ITF Sections—in fact of the whole ITF. In view of this, and pending the approval of the Section, the Steering Committee adopted the draft Charter (see resolutions page 223), which will be submitted to the Section Conference to be held in conjunction with the 1977 ITF Dublin Congress for its approval.

191.

SECTION CONFERENCES

Stockholm, 8 August 1974

A full Conference of the Section was held in Stockholm on 8 August 1974. It was attended by 69 delegates and advisers from 22 countries. Hans Ericson, Section Chairman, was in the chair and was elected Rapporteur. The Conference decided to appoint a Steering Committee, whose function it would be to make the necessary preparations for Section Conferences. The following were elected members of the Steering Committee:

Hans Ericson, Section Chairman
Kurt Haussig, Section Vice-Chairman
Ken Jackson (T&GWU, Great Britain)
Peter W. Küng (VHTL, Switzerland)
Johann Hauf, Section Secretary

Hans Ericson was re-elected Section Chairman. Kurt Haussig was elected Vice-Chairman of the Section.

192.

Vienna, 16 to 18 March 1976

A Conference of the Road Transport Workers' Section was held in Vienna from 16 to 18 March 1976, attended by 47 delegates and advisers from 22 affiliated organizations in 14 countries.

The Agenda read as follows:

1. Draft Convention on Hours of Work and Rest Periods of Drivers engaged in Road Transport;
2. Draft for a Recommendation on Weekly Working Hours, Maximum Weekly Working Hours, Obligatory Rest Periods and the Obligations of the Employer in Connection with Sickness, Industrial Accidents, Repatriation and Legal Protection of Drivers engaged in Road Transport (supplementary to ILO Convention No. . . . on Hours of Work and Rest Periods of Drivers engaged in Road Transport);

3. Report on recent developments in Swedish road transport;
4. Training of professional drivers in the Federal Republic of Germany;
5. Report on the situation in Austrian road transport;
6. Any other business.

H. Ericson (Chairman) opened the Conference and commented on the various agenda items, with special reference to the Draft Convention on Working Hours and Rest Periods of Drivers in Road Transport which had been prepared by the Steering Committee of the Section and is to take the place of the obsolete ILO Convention No. 67 from 1939. He also pointed out that the Steering Committee had prepared a draft for a complementary Recommendation to the proposed new Convention.

There was an extensive discussion on the Draft Convention and its complementary Recommendation, at the end of which both drafts were approved by the Conference in a somewhat amended form (see resolutions pages 202 and 205).

With regard to item F (Legal Protection) of the Recommendation, it was unanimously agreed that affiliates should endeavour to include in their national collective agreements a clause obliging employers to take out a bail bond before sending drivers abroad.

The Draft Convention and Draft Recommendation approved by the Conference constitute the basis for the present policy of the ITF Road Transport Workers' Section at ILO level.

A commentary, illustrated by colour slides, was given on the present situation in Swedish road transport. (The text of the lecture was despatched to affiliates under cover of ITF Circular No. 76/Rt. 4 of 29 June 1976.)

Kurt Haussig reported on the training of professional drivers in the German Federal Republic. He said that his organization was concentrating its efforts on calling for more training facilities for adult drivers at regional and supra-regional level and did not want the taxpayer to be burdened with the costs of such training. Another cause for concern was the shortage of suitable training instructors. At the end of his talk, Brother Haussig called upon the ITF not only to strive for a harmonization of working conditions but also of training standards. (The text of the lecture was despatched to affiliates under cover of ITF Circular No. 76/Rt. 4 of 29 June 1976.)

Emil Strasser, National Secretary of the Austrian HTV, reported on the situation in Austrian road transport. (The text of his report was despatched to affiliates under cover of ITF Circular No. 76/Rt. 4 of June 1976.)

With regard to the future activities of the Section, it was decided that the Section should examine in detail the problems arising from the employment of non-organized vehicle crews in international road transport and prepare for an eventual revision of the European Agreement on Working Conditions in International Road Transport (AETR) in the light of the Section's new policy at ILO level.

193.

REGIONAL CONFERENCES

Asian Regional Conference for Road Transport Workers

An Asian Regional Conference for Road Transport Workers was held in Singapore from 1 to 5 December 1975. The Conference was chaired by the Section Secretary Johann Hauf and had the following agenda: international developments; survey on working conditions; transport policy; ITF and solidarity; a report on trade union organization and collective bargaining (for a more detailed report see Regional Activities item 64).

194.

SEMINARS

Swiss VHTL Committee of Professional Drivers

The Secretary of the ITF Road Transport Workers' Section, Johann Hauf, attended a meeting of the Swiss VHTL Committee of Professional Drivers on 21 June 1975 at which such questions as working hours, the recession in Swiss road haulage and the attendant threat of unemployment were discussed. The Section Secretary gave a lecture on "Road and Rail from an International Point of View".

195.

OeTV Seminar on EEC Transport Policy

The German Union of Transport and Public Service Workers (OeTV) organized a seminar on EEC Transport Policy and Workers' Interests in Berlin from 10 to 13 March 1975 to discuss EEC transport policy and its effects on transport workers. Among the speakers were: Hubert Resch, of the Union's Transport Policy Division; Baudouin Jonckheere, Secretary of the then ITF "Brussels" Committee; Karl-Heinz Hoffmann, deputy President of the Union; Dr. Diers, of the Federal Transport Ministry; Jürgen Erdmenger, of the EEC Transport Directorate; Maurice Vanistendael, of the EEC Social Affairs Directorate; and Johann Hauf, ITF Section Secretary.

The ITF representative, in his contribution on the Federation's aims in transport policy, stated that the principle of the free market economy was incompatible with a meaningful transport policy. It was impossible to conduct a viable policy without distributing traffic between the various branches of the industry, by means of direct or indirect taxation measures and guided investment. The main aim of transport policy should not be capital effectiveness but social and economic usefulness. The reports on EEC transport policy were discussed and unfavourably commented on and the representatives of the Commission had some difficulty in explaining the discrepancies in this area. It was stated that neither the objectives nor the individual measures of the Community transport policy met the basic requirements of the trade union movement. There was therefore an urgent need for the unions to face up to the EEC bureaucracy with greater determination and solidarity.

196.

EEC

On 6 February 1975, the first meeting of a bi-partite ad hoc working group on "Professional Training in Road Transport" was held in Brussels. The ITF was represented at this meeting as a member of the Committee of ITF Unions in the European Economic Community (Brussels Committee). The main topic under discussion was the future working programme of the group. It was decided that the various EEC countries should submit to the Commission their national training programmes, as well as details of the organization, financing and impact of such training. Based on this information, a comparative survey is to be compiled, with the long-term aim of drafting a training model which could be applied in all EEC countries.

197.

On 4 and 5 November 1975 a meeting was held in Brussels of the Bi-partite Advisory EEC Committee on Social Problems in Road Transport, for the purpose of discussing proposed amendments to EEC Regulation No. 543/69 and the complementary draft for a second regulation on Social Conditions for Road Transport. There was a verbal report on the proposed amendments to Regulation 543. The workers' side protested against this procedure and called for a coherent working paper covering all aspects of this matter. They further demanded that a period of six months should be set aside so that trade unions and employers could discuss this question thoroughly within the above-mentioned Bi-partite Advisory Committee. In addition, there was a demand to the effect that for a further period of two years the EEC Regulation 543/69 should not apply to national transports within Great Britain and Ireland. The members of the workers' side agreed to make their views known to their Transport Ministers at national level.

198.

On 2 and 12 February 1976 representatives of EEC road transport workers' unions met in Brussels to discuss counter-proposals to the EEC Commission's proposal regarding a revision of EEC Regulation No. 543/69. The meetings formulated a new draft for a regulation which in their view should replace EEC Regulations 543/69, 514/72 and 515/72 as well as the Commission's proposal, made in September 1972, for a second set of Social Provisions for Road Transport. The main feature of this draft concerns itself with the question of regulating working hours because these have so far not been subject to any kind of international or regional regulation. The representatives of the British and Irish unions stated that they would oppose the obligatory introduction of tachographs in their countries. They proposed that a

commission be instructed to examine this problem on the spot. The other representatives of EEC road transport workers' unions present at the meeting agreed with the suggestion. The British and Irish representatives further proposed that the new regulation, which is to replace Regulation No. 543/69, should be introduced in a number of phases over a period of four years, particularly with regard to the introduction of an eight-hour driving limit. The British and Irish representatives stated that the immediate introduction of such a limit in their countries would be impossible for socio-economic reasons. The Danish representatives opposed the British and Irish proposal on a phased introduction because it would, in their view, weaken their own position in Denmark.

199.

On 13 February 1976, representatives of road transport workers and employers met in Brussels at the invitation of the EEC Commission to discuss the proposed new regulation. The workers' side presented the position arrived at at their meetings of 2 and 12 February 1976. The reaction of the employers' side to the workers' proposals could not be described as constructive. The Commission will now draft a new Regulation, taking into consideration the views expressed at the above joint meeting.

200.

On 17 September 1976 an Advisory Plenary Meeting of representatives of workers and employers in EEC road transport was held in Brussels to conduct further discussions on the question of the revision of EEC Regulation No. 543/69. The ITF affiliates participating at the meeting reiterated the policy laid down at the 1971 Congress in Vienna, which rigorously opposes double manning and the use of sleeping bunks on road transport vehicles. The workers' representatives further objected to the proposal that owner-drivers should be excluded from the provisions of the Draft Regulation.

Whilst it was not possible to arrive at any agreement at the meeting, there are signs of a tendency at Commission level towards accepting the ITF policy.

201.

AETR

In the summer of 1975, the Federal Republic of Germany ratified the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR). This brought the number of ratifications of this Agreement to eight, so that in accordance with its Article 16, para. 4, the Agreement entered into force on 5 January 1976.

The following countries have ratified or acceded to the Agreement:

<i>Name of Country</i>	<i>Date of deposition of instrument of ratification or accession</i>	
Austria	11 June	1975
Federal Republic of Germany	9 July	1975
Greece	11 January	1974
Norway	28 October	1971
Portugal	20 September	1973
Spain	3 January	1973
Sweden	24 August	1973
Yugoslavia	17 December	1974

The Spanish instrument of ratification contains the following reservations:

- (a) The Spanish Government will apply the provisions of Article 5, para. 1, (b), (ii) of the Convention, according to which drivers who have not yet reached the age of 21 may be prevented from driving vehicles with a maximum permissible weight of more than 7.5 tons within the territory of their own country.
- (b) With reference to Article 21, para. 1, the Spanish Government declares that it does not consider itself bound by Article 20, paras. 2 and 3, of the Convention.
- (c) The Spanish Government, with reference to para. 6 (concerning the Individual Control Book) of the Annex to the Agreement, opts for the alternative mentioned under sub-paragraph (a).

The AETR applies in the territory of each Contracting Party to all international road transport operations performed by a vehicle registered in the territory of the said Contracting Party or in the territory of any other Contracting Party. There are, however, exceptions in respect of:

- international transports by road, if the driver concerned does not leave the national territory of the country in which he is normally employed;
- international transports by road performed by vehicles having a maximum permissible weight not exceeding 3.5 tons (unless the Contracting Parties whose territory is used agree otherwise);
- a zone contiguous to the frontiers and defined by agreement between two Contracting Parties with adjoining territories;
- transports which cross the territory of a Contracting Party in transit only, providing such transports are confined to the adjoining territories of two Contracting Parties;
- scheduled passenger transport; and

— certain transports in the case of which the distance between the points of departure and destination is less than 100 kilometres.

In the case of all these exceptions, the relevant national regulations apply.

As far as transport operations performed by vehicles registered in the territories of non-contracting countries are concerned, the agreement stipulates that each Contracting Party shall apply, in its territory, in respect of international road transport operations performed by a vehicle registered in the territory of the country which is not a Contracting Party, provisions at least as strict as those contained in Articles 5, 6, 7, 8, 9, 10, 11 and 12 (paras. 1, 2, 6 and 7) of the AETR. The above articles refer to the minimum age of drivers, daily rest periods, maximum driving periods, maximum uninterrupted driving period, weekly rest period, composition of crews (including the rule that no driver must drive more than 450 kilometres per day), cases of force majeure and provisions concerning the Individual Control Book.

There are, of course, exceptions in respect of:

- vehicles whose maximum permissible weight does not exceed 3.5 tons;
- transports in bilaterally agreed border zones; and
- transports which cross the territory of an adjoining Contracting Party only and are confined to the territory of two countries.

Affiliates were informed of the ratification of the AETR under cover of ITF Circular No. 23/Rt. 3 of 24 February 1976. A copy of the AETR was enclosed with the circular.

INLAND NAVIGATION SECTION

202.

SECTION COMMITTEE

At the end of 1976 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Argentina	E. Venturini	G. V. Perez
Austria	W. Darmstädter	R. Leskowa
Belgium	L. Eggers	
Finland	P. Kinnari	V. Trast
France	J. Duniau	A. Mosthoff
Germany	H. Diers	
Great Britain	A. Kitson	T. Cronin
Netherlands	P. Mol	
	(Chairman)	
Switzerland	K. Rebsamen	
	(Vice-Chairman)	

MEETINGS

**Working Group "Rhine/Main/Danube", Rotterdam,
3 and 4 December 1974**

This was the first meeting of the above-mentioned Working Group, which was established at the meeting of affiliated unions of inland navigation personnel in the riparian States of the Rhine and Danube held in Vienna from 7 to 9 May 1974 and confirmed by the full Conference of the Section in Stockholm on 10 August 1974. The Working Group is composed as follows:

- P. Mol (*Chairman*)
- K. Rebsamen (*Vice-Chairman*)
- W. Darmstädter (Austria)
- H. Diers (Germany)
- J. Hauf, Section Secretary.

In accordance with the decision taken at the meeting of the Section from 7 to 9 May 1974 in Vienna, the Secretariat submitted an analysis of aspects of international law pertaining to the Rhine-Main-Danube Link. The Working Group agreed that, whilst it was necessary to be familiar with the legal background of this question, the work of the Section should not confine itself to purely legal matters, as these could form no more than a starting point for the Section's future work. In any case, the legal situation was anything but clear. There are two basic points of view, namely that the Rhine-Main-Danube link will come exclusively under German national law but that, at the same time, freedom of navigation must be guaranteed on this projected inland navigation link. As far as the ITF is concerned, these divergent opinions are all of minor significance because our main concern is with the social and economic developments resulting from the opening of the link. Certain aspects of navigation on the Rhine and on the Danube can be seen as signs of these future developments. For example, both on the Rhine and on the Danube, the fleets of Eastern bloc countries are creating unfair competition which directly affects the working conditions of our boatmen. In this context, the Working Group felt that some limitation of freedom of navigation on the Rhine could form the basis for arriving at a satisfactory solution. Of particular importance in this connection are the question of flag jurisdiction and the provisions of the Mannheim Act, which at present regulates the freedom of navigation. It will therefore be the task of the trade unions concerned to put pressure on the competent authorities with a view to bringing about the requisite changes in legislation.

204.

**Working Group "Rhine/Main/Danube", Nuremberg,
9 and 10 October 1975**

On 9 and 10 October 1975, the Inland Navigation Section Working Group "Rhine/Main/Danube" met in Nuremberg, Germany. The agenda for the meeting was as follows: Rhine-Main-Danube link; general situation; the economic significance for the Nuremberg region of the Rhine-Main-Danube link; the port of Nuremberg; arguments against the Rhine-Main-Danube link; the present stage of construction work on the Rhine-Main-Danube link; resolution; change of flags in Rhine navigation.

There was a thorough discussion on the question of future developments in the area of social conditions because these will not only be adversely affected by the confrontation of two economic blocs with an inherently differing structure but also by the competition between shipowners and owner/boatmen. It was regretted that the governments and international organizations concerned were not sufficiently aware of this problem. The meeting drafted a resolution, which was submitted to the Conference held in Lindabrunn near Vienna from 23 to 25 November 1976. A further resolution was adopted on the question of Flag jurisdiction on the Rhine. This resolution was also submitted to the above-mentioned conference of the Section for approval (see report on page 99, also resolutions page 206).

205.

Working Group "Rhine/Main/Danube", Basle, 20 and 21 May 1976

On 20 and 21 May 1976, the Working Group "Rhine/Main/Danube" of the ITF Inland Navigation Section met in Basle to discuss a survey, prepared by Section Secretary Johann Hauf, of the international legal situation in relation to the proposed Rhine-Main-Danube navigation link. The Working Group dealt in detail with the Dutch, German and Austrian positions because in these countries experts in international law have already expressed their views on this matter. In the experts' view the present freedom of navigation on the Rhine, as laid down in the Mannheim Act, would in the long run have to be restricted to riparian states and EEC countries. As far as traffic on the Rhine-Main-Danube navigation link is concerned, special agreements would have to be entered into between Rhine riparian states and Eastern bloc Danube riparian states. It would therefore be necessary to examine what possibilities exist for an appropriate revision of the Mannheim Act. In this context Austria should be treated as a Rhine riparian state. The Working Group felt that the experts' views contained a possible basis for a solution but did not take due account of the dangers of "flagging out".

206.

CONFERENCES

Meeting of affiliated unions of inland navigation personnel in Riparian States of the Rhine and Danube, Vienna, 7 to 9 May 1974

This Conference was attended by 17 delegates from six unions, and also by four observers. The agenda read:

- work of the Technical Medical Centre for Inland Navigation in Duisburg-Ruhrort in the area of safety at work and accident prevention;
- social policy of the EEC;
- state of negotiations on the harmonization of working conditions of EEC inland navigation workers;
- Rhine-Main-Danube link;
- flags of foreign registry on the Rhine; and
- comparative analysis of working conditions in inland navigation.

The texts of the papers delivered in respect of agenda items 1 and 3 were despatched to affiliates under cover of ITF Circular No. 80/IN 2 of 22 May 1974.

During discussion of agenda item 4, it was established that the completion of the Rhine-Main-Danube canal would provide a link between the waterways in a number of European countries, thus facilitating the flow of traffic and allowing a more flexible use to be made of the network. It would also bring about direct contacts between two blocks of countries with differing economic and political structures. These contacts could also have a considerable effect on the social conditions of inland navigation personnel. The participants at the meeting in Vienna decided to approach the appropriate national authorities and international organizations with a view to alleviating, by appropriate measures, any restrictive economic and social repercussions resulting from the completion of the Rhine-Main-Danube link. So as to enable the ITF to formulate an effective policy on this matter, a Sub-Committee was established consisting of the Chairman and Vice-Chairman of the Section, the Section Secretary and a representative each from Germany and Austria. Agenda items 5 and 6 were referred to the Section.

207.

Inland Navigation Section Conference, Stockholm, 10 August 1974

A Conference of the Inland Navigation Section was held in Stockholm on 10 August 1974, attended by 21 delegates and advisers from nine countries. Hans Diers was in the chair. During the discussion on the report on activities, it was agreed that if the problems of inland navigation workers were to be solved effectively there had to be better communication between individual unions. With regard to the situation in the EEC, the general opinion was that the Commission's endeavours with regard to the harmonization of working conditions in inland navigation had so far been fruitless. In this context, it was stressed that safety at work and seaworthiness of vessels were inseparable safety concepts. This fact was not sufficiently recognized at EEC level.

P. Mol was elected Chairman of the Section and K. Rebsamen Vice-Chairman.

208.

Conference of Representatives of Riparian States of the Rhine and Danube, Paris, 27 to 29 May 1975

The above Conference was attended by 14 delegates and 2 observers from six countries. The agenda read: recent developments in EEC transport and social policy; problems of the Rhine-Main-Danube link; report on the 12th Session of the Central Administration for Social Security of Rhine Boatmen held in Strasbourg on 15 April 1975; report on inland navigation in France.

With regard to transport policy developments in the EEC, it was reported that an agreement was likely soon to be reached between the Commission and Switzerland on the temporary laying up of tonnage. This agreement would extend to the Rhine, the Moselle and the German and Dutch inland waterway system, but Belgium and France would be excluded. The agreement would come into effect following an imbalance in the market lasting more than three weeks. It would be financed by a fund administered by the governments of the EEC countries and Switzerland.

The problems inherent in harmonizing social conditions within the EEC were also discussed. These included the conflicting interests of employers and workers in the industry as well as the competition between shipowners and owner/boatmen.

With regard to the Rhine-Main-Danube link, participants at the Conference expressed the fear that an invasion by inland navigation vessels from Eastern European countries could undermine social conditions on West European waterways. This question was referred back to a special committee of the Section and the Secretariat was requested to explore fully all possibilities within the context of existing ITF policy with a view to bringing about a satisfactory solution.

A report on the 12th Session of the Central Administration for Social Security of Rhine Boatmen held in Strasbourg on 15 April 1975 was given by K. Rebsamen. He reported that the social agreement was not as good as it might first appear, nor as comprehensive as it ought to be. It overlapped in too many instances and was therefore legally unsound. There were loopholes in the insurance system which arose from the special situation in inland navigation. Unemployment insurance was a particularly intransigent problem. The report was adopted.

The problem of "flagging out" on the Rhine was discussed under any other business. It was reported that flag transfers were occurring with increasing frequency on the Rhine. The Conference therefore decided, in accordance with the ITF Constitution, to offer every support to any unions that might have problems in this regard. Companies must not be allowed to revoke contracts at will, recklessly endangering the social security of their employees.

**Inland Navigation Section Conference, Lindabrunn near Vienna,
23 to 25 November 1976**

The Conference was attended by 10 delegates and one observer from six countries. The agenda read:

- report on the activities of the Working Group “Rhine/Main/Danube”;
- harmonization of working conditions on the Rhine.

The report on the activities of the Working Group “Rhine/Main/Danube” was concerned largely with the question of what will happen in the 1980s following the completion of the Rhine-Main-Danube link and with the problem of flag transfers. A resolution on the Rhine-Main-Danube problem drafted by the Working Group “Rhine/Main/Danube” at its meeting on 9 and 10 October in Nuremberg was submitted to the meeting and subsequently adopted (see resolutions page 206).

The discussion on the extension of the European waterway network led to the adoption of the following statement:

“The Conference of the ITF Inland Navigation Section, meeting in Lindabrunn near Vienna on 23 to 25 November 1976, dealt with the probable effects of the opening of the Rhine-Main-Danube canal, and also with the planned extension of the European waterway network, which will provide a North/South, East/West link. This will bring about contacts between two blocks of countries with differing economic and social structures, thus creating completely new problems of transport policy and an economic situation, which will have serious and negative effects on the social security of the West European inland waterway workers involved.

“Governments are urged to enter into treaties and agreements which will protect the interests of workers in inland navigation with regard to job protection, overall working conditions, social security and medical care, unrestricted shore leave and a number of other professional matters. In addition, it will be necessary to conclude inter-state commercial treaties to promote the organization of the transport market in such a manner as to take account of the above-mentioned employee interests. This might include: the allotting of shares in the market or a system of quotas as well as the effective regulation of capacity. Flag preference systems (cabotage) should be allowed by the local authorities. Workers’ representatives should be present during consultations on treaties and agreements affecting employee interests.”

On the question of flag transfers, a resolution drafted by the Working Group “Rhine/Main/Danube” on 9 and 10 October 1975 was presented to the meeting and subsequently adopted (see resolutions page 206).



Regarding recent developments in respect of the harmonization of working conditions in Rhine navigation, it was reported that in September 1976 the EEC Council of Ministers had refused to approve a social regulation drawn up by the Commission on the basis of the current regulations applying to the Rhine. Discussions on this issue were likely to continue for at least two years. The Central Rhine Commission had also shown itself unwilling to approve the social regulations and was of the opinion that the question of minimum manning standards must be settled first. The ITF Inland Navigation Section will continue to concern itself with this problem in future.

210.

EEC

EEC Bi-Partite Working Group on "Training, Working Conditions and Hygiene of Work in Inland Navigation"

On 14 January 1975, the above Working Group met in Brussels. The ITF Secretariat is represented in this Working Group.

The basic social problems in inland navigation, from the workers' point of view, are: (a) the duration of the daily spreadover, which is much longer than actual working hours; (b) the fact that hours of work, shifts and rest periods cannot be pre-determined in the long term; (c) the relatively long periods of absence from the home base; (d) marked differences in the equipment of vessels; and (e) the various types of vessels.

On the question of safety, it was stated that the safety of the vessel was inseparable from that of its crew. Such concepts as "navigational safety", "safety at work" and "accident prevention" had therefore to be considered an indivisible whole. The workers' side urged that facilities for determining occupational illnesses should be provided and that preventive medical research work be carried out. Both preventive and curative medical facilities should take into account the special characteristics of inland navigation.

211.

EEC Bi-Partite Ad Hoc Working Group on "Economic and Structural Prospects, Employment and Training in Inland Navigation"

On 18 and 19 February 1975, the above bi-partite ad hoc Working Group met in Rotterdam. A paper was submitted containing basic guidelines for improving and harmonizing the professional and further training of operating personnel in the inland navigation of EEC countries. To bring about such a harmonization, it was considered necessary to analyse economic and structural trends affecting technical developments and the future prospects of the industry and hence of the profession. As the economic importance of inland navigation differed from one EEC country to the next, there was need for a survey giving information on waterways, size of fleet, number of employees, the relationship of inland navigation to other modes of transport and an analysis and a breakdown (by division into various groups) of freight carried.

212.

Meeting on Social Problems in Inland Navigation

On 9 and 10 June 1975, a joint meeting was held in Paris of two ad hoc Working Groups dealing with "Economic and Structural Prospects, Employment and Training" and "Training, Working Conditions and Hygiene of Work in Inland Navigation" respectively. The meeting discussed drafts of comparative surveys on the above subjects, which are to form a basis for future action in connection with the Harmonization of Training and Working Conditions in inland navigation of EEC countries. Both drafts were adopted after some editorial changes.

The first draft survey on Economic and Structural Prospects, Employment and Training in Inland Navigation covers the following aspects:

- break-down of inland waterways according to their length and capacity;
- break-down of inland navigation fleet into freight and passenger traffic (for freight an additional subdivision according to type of freight is called for);
- break-down of personnel according to age and professional groups;
- break-down into national and international navigation; and
- distribution of freight traffic over the various modes of transport.

The second draft survey on Conditions of Work in EEC Inland Navigation covers:

- physical suitability;
- strength and composition of crews;
- working hours, subdivided into daily spreadover, hours of work en route, hours of work in port and at stop-over places, hours of work at the helm and at radar display screens;
- rest periods, subdivided into breaks, daily rest periods and days off; and
- control.

213.

On 15 and 16 January 1976, representatives of workers and employers in EEC inland navigation met in Brussels to discuss a draft Regulation (submitted by the EEC Commission to the Council of Ministers in September 1975) on the Harmonization of Working Conditions in Inland Navigation. The implementation of the proposed Regulation would also affect non-EEC states. For that reason the EEC authorities have entered into discussions with the Central Rhine Commission, which at present regulates certain social conditions of Rhine boatmen, with a view to finding a mutually acceptable solution. Swiss boatmen and Swiss employers in inland navigation have expressed serious concern over the proposed EEC Regulation. The Inland Navigation Section will concern itself in the future with this problem, which transcends the boundaries of the EEC, and attempt to find a solution.

DOCKERS' SECTION

214.

SECTION COMMITTEE

At the end of 1976 the Section Committee comprised:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	E. Tolosa	
Australia	C. H. Fitzgibbon (<i>Chairman</i>)	P. O'Toole
Austria	N. Schenk	
Barbados	F. Walcott	W. Darmstädter
Belgium	A. Vervliet	
Bermuda	E. Blakeney	
Denmark	A. Kruse	S. Villadsen
Finland	P. Teikari	M. Veirto
France	J. Duniau	P. Bauchet G. Le Goff
Germany	H. Diers	F. Mahlstedt
Ghana	J. R. Baiden	E. O. Manukure J. A. Sosavi-Mensah
Great Britain	J. L. Jones	T. Cronin
India	B. Mohan Rao	
Ireland	C. Kirwan	T. McBrinn
Italy	L. Betti	R. Liguori
Malta	A. Huerta	J. Francoso Mendez V. Savcedo Armaya
Netherlands	P. M. van Keulen	
New Zealand	E. G. Thompson	
Norway	O. Bach	V. Folvik
Panama	L. A. Velasquez	
Philippines	R. S. Oca	D. Martinez D. Marcon
Singapore	V. Jayakody	
Sweden	H. Ericson	
Switzerland	K. Rebsamen	
Tunisia	M. Derouiche	
United States	T. W. Gleason (<i>Vice-Chairman</i>)	J. Bowers

215.

MEETINGS

Section Conference, Stockholm, August 1974

At the Section Conference held in conjunction with the Stockholm Congress, it was agreed that the Section should continue to concentrate on conditions of work in all their aspects and in particular on those problems arising from the introduction of new methods of cargo handling.

In this last respect, the international standards set by the 1973 ILO Convention and Recommendation on Dock Work provided a valuable point of reference and they therefore formed the basis for the discussions at the Asian Regional Seminar for Dockers held in Penang, Malaysia, from 16 to 20 December 1974. Similar seminars were subsequently held in Africa, Latin America and the Caribbean area. It has been the ITF's policy for some time now to knit sectional and regional activities together in this way and this process has particular relevance to dockers' needs in developing countries where the latest technological innovations in cargo handling are often introduced against a social and economic background that can border on the primitive.

216.

INTERNATIONAL LABOUR ORGANISATION

Code of Practice and Protection against Accidents (Dockers) Convention

At the 1973 General Conference of the ILO, the then Chairman of the ITF Dockers' Section joined with the representatives of the British Government in proposing that the ILO should consider the revision of ILO Convention No. 32 concerning the Protection Against Accidents (Dockers). The Convention is inevitably very much out of date, given the changes in cargo handling methods that have transformed the industry over the 44 years since it was adopted.

The ILO subsequently decided to have a Meeting of Experts on Safety and Health in Dock Work from 13 to 21 January 1976, to consider the revision of the Convention and the revision of the ILO Code of Practice on Safety and Health in Dock Work, 1958. The meeting consisted of nine participants, divided equally among the Governments', Employers' and Workers' Groups. The ITF's nominations for the three worker participants—C. H. Fitzgibbon (Chairman of the ITF Dockers' Section and General Secretary of the Waterside Workers' Federation of Australia), T. W. Gleason (Vice-Chairman of the ITF Dockers' Section and International President of the US International Longshoremen's Association) and T. Cronin (National Secretary of the Docks Group of the British Transport and General Workers' Union)—were accepted, and Harold Lewis (Assistant General Secretary) attended the meeting as an adviser.

Working on the basis of a draft prepared by the ILO, the experts examined the provisions of the draft revised Code of Practice point by point and made amendments and additions, having particular regard for new developments such as containerization and roll-on/roll-off operations, as well as the increasing diversity and capacities of handling equipment. In adopting the revised Code of Practice unanimously, the

meeting was nevertheless aware that not all of its provisions could necessarily be applied as they stood to all countries or all regions and that some of them would therefore have to be adapted to local conditions.

The meeting considered the certificates and registers relating to the test and examination of lifting machinery and gear used in the loading and unloading of ships, and related standard forms, established and recommended by the ILO in 1956 and which were referred to in the Code of Practice. They agreed that these forms had to be revised in the light of new developments and they strongly recommended that the Office should urgently convene a meeting of experts to that effect. The meeting agreed that the appropriate provisions of the revised Code of Practice were applicable to LASH or similar systems where barges are carried aboard large vessels, although these were not specifically mentioned in the revised Code.

The meeting felt that the ILO should consider establishing a system whereby unusual safety and health hazards coming to the attention of one nation could be rapidly communicated to other nations.

The revised Code was due to be published in December 1976.

As for the revision of ILO Convention No. 32, the meeting felt that a new Convention should include provisions relating to a certain number of preventive and protective measures. A list was drawn up by the meeting which included the following points:

- the rôle of bodies and persons concerned with dock work;
- provisions relating to dock construction, maintenance, equipment, rescue and fire protection facilities;
- safe means of access to ships, holds, other vessels, equipment and lifting appliances;
- transport of persons by water;
- opening, closing and work in hatches and holds, including protective measures;
- construction and usage of lifting and cargo-handling appliances, including mobile cranes;
- the provision of proper rigging plans for cranes and derricks, the correct rigging and usage of derricks, including union purchase and the marking of safe working loads;

- provisions for certification, testing, inspection of wire rope, fibre rope, ship and dock cargo-hoisting equipment, and loose gear including grabs;
- the use of, and other provisions regarding cargo-handling vehicles on shore and aboard ship, including vehicles handled as cargo;
- the safe packaging and handling of cargo generally, including provisions respecting intermodal freight containers;
- provisions regarding specialized lifting devices;
- stacking and storage of goods at dockside and warehouses;
- general provisions regarding structures within areas covered by the Convention;
- provisions for health supervision including medical examinations and biological or other tests or investigations as well as the maintaining of records;
- provisions concerning sanitary facilities and welfare amenities;
- provisions on the issuing, use and maintenance of personal protective equipment and clothing.

The meeting agreed that there was a need for a standard code of crane signals.

In view of the highly technical and specialized nature of the envisaged instruments, the meeting unanimously and strongly recommended that a new Convention should be considered under the single discussion procedure preceded by a Preparatory Technical Conference.

217.

Next Section Conference

A Conference of the Dockers' Section was due to be held in February 1977. This will be the subject of a supplementary report which will be put to the Dockers' Section Conference to be held in conjunction with the Dublin Congress.

SEAFARERS' SECTION

218.

SECTION COMMITTEE

At the end of 1976 the membership of the Section Committee was as follows:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	M. Pantaleo Abalos vacant	E. Venturini
Austria	W. Darmstädter	J. Roposs
Belgium	vacant	
Canada	R. Gralewicz D. Nicholson	
Denmark	P. Møller Hansen K. Mols Sørensen (<i>Chairman</i>)	
Estonia	N. Metslov	K. Matson
Finland	S-E Nylund vacant	
Germany	H. Rake	
India	A. Mitra L. Barnes	Y. Serang
Israel	A. Chisik	
Italy	F. Giorgi	
Japan	Y. Nohira M. Yamamoto	
Mexico	A. Ahumada L. J. Omar Reyes G.	
Netherlands	W. Ch. van Zuylen	
Norway	H. Aasarød O. Tennfjord	
Philippines	G. Oca	L. Mansueto
Singapore	C. S. Nair	
Sweden	G. Karlsson K. Rude vacant	
Switzerland	K. Rebsamen	
Tunisia	I. Lejri	
United Kingdom	S. McCluskie A. P. Begg E. Nevin	
United States	E. Shepard S. Wall (<i>Vice-Chairman</i>) R. McKay	

219.

MANNING COMMITTEE

At the end of 1976 membership of the Manning Committee (see also items 234 and 236 below) was as follows:

<i>Country</i>	<i>Member</i>	<i>Category</i>
Denmark	K. Mols Sørensen	Masters
Netherlands	W. Ch. van Zuylen	Deck Ratings
Sweden	P. Wahlström	Engine-room Ratings
United Kingdom	K. A. Murphy S. McCluskie	Radio Officers Catering Personnel
United States	W. L. Rich F. Schamann	Deck Officers Engineer Officers

220.

MEETINGS

Fair Practices Committee

Three meetings of the ITF Fair Practices Committee were held in London during the period under review (17 to 18 January 1974, 20 to 21 March 1975 and 27 to 28 January 1976) in which several members of the ITF Seafarers' Section participated (see items 308, 311 and 312 below).

221.

Ad Hoc Meeting on Concessionaire Operations in the Cruise Trades, London, 16 January 1974

Representatives of ITF affiliates in Italy, Netherlands, Norway, United Kingdom and United States were in attendance at the above meeting which—on the basis of an enquiry instituted by the ITF Secretariat—recommended that a Standing Committee of the ITF affiliates concerned be set up and that a meeting with owners of vessels engaged in the Caribbean cruise trade be requested forthwith.

The following terms of reference were agreed for the Standing Committee:

“To investigate the operations of cruise ships carrying crews, or part-crews, serving under sub-standard working and social conditions and engaged either by concessionaires, or crewing agents, or by the cruise operators, charterers or shipowners themselves, with particular reference to those operating in the Caribbean area; and to make recommendations on co-ordinated action necessary to safeguard the interests of ITF-affiliated seafarers' unions both individually and collectively, with particular reference to manning; wages and working conditions; and social security.”

222.

Standing Committee on Cruise Ships, Miami Beach, 1 and 2 April 1974

Representatives of ITF affiliates in the maritime industries of Denmark, Italy, Netherlands, Norway, Sweden, United Kingdom and the United States attended this meeting. British, Italian, Norwegian, Swedish and other shipowning interests participated in the joint discussions held in conjunction with the meeting of the Committee. After thorough examination of the problems involved the Committee adopted a statement condemning the hiring of crews under the concessionaire system (see resolutions page 224).

223.

Fair Practices Committee Sub-Committee on ITF Collective Agreement, London, 25 and 26 April 1974

At the above meeting the rates and conditions for officers covered by the ITF Agreement were considered. For further details see item 309 below.

224.

Section Conference, Stockholm, 9 August 1974

More than 90 delegates, advisers and observers from 26 countries attended the Section Conference held in conjunction with the Stockholm Congress in August 1974. K. Mols Sørensen (Denmark) was in the chair and acted as rapporteur. A comprehensive report on the conference was given in the 1974 Congress Proceedings.

225.

Preparatory Meeting on Training and Qualifications of Seafarers, London, 4 and 5 November 1974

Representatives of seafarer affiliates in Denmark, Finland, Netherlands, Sweden, United Kingdom and United States attended this preparatory meeting at which it was agreed to forward submissions to the 5th session of IMCO's Sub-Committee on Standards of Training and Watchkeeping on the following subjects: training and qualifications of officers and crews of ships carrying liquefied gases in bulk; operational guidance for engineer officers in charge of a watch; and qualifications of ratings forming part of an engine-room watch. The meeting also discussed and made recommendations regarding the procedural arrangements to be adopted in connection with future preparatory ITF meetings; training and qualifications of officers and crews of fishing vessels; qualifications of masters and deck officers of ships of 200 grt and over but less than 1600 grt; the composition of the ILO/IMCO Joint Committee on Training of Seafarers; combined deck/engineer officers; and qualifications of chief and second engineer officers.

226.

Radio Officer Meeting, London, 5 and 6 December 1974

Representatives of radio officer affiliates in Denmark, Finland, Netherlands, Norway, Sweden, United Kingdom and United States were in attendance. The main purpose of the meeting was to brief the radio officer delegates to the forthcoming International Conference on the Establishment of an International Maritime Satellite System as well as to establish a common viewpoint on the subject of radio officer training and qualifications. The delegates also updated previous ITF policy positions on radiocommunications (for subsequent approval by the ITF Seafarers' Section) and recommended, among other things, that any relaxation of the present SOLAS exemption requirements be opposed; that the projected international maritime training and qualifications standards should also cover radio officers; and that an international maritime satellite system should be welcomed, provided that the radio officer was given proper recognition within the system (see item 231 below, also resolutions page 209). The meeting also adopted a proposal concerning future cost-sharing arrangements by "radio" affiliates to cover the cost of additional specialized representation.

227.

**Second ITF Latin American Dockers' and Seafarers' Conference,
Veracruz, 17 to 21 February 1975**

The Seafarers' Section Secretary attended the above conference in the capacity of lecturer. For a report on the Conference see Regional Activities item 108.

228.

**Preparatory Meeting on Training and Qualifications of Seafarers,
Rotterdam, 6 May 1975**

Representatives of seafarer affiliates in Denmark, Netherlands, Norway, Sweden, the United Kingdom and the United States were in attendance at this preparatory meeting which was designed to allow for "approved" submissions to IMCO within the prescribed deadline. Apart from discussing the business of the forthcoming IMCO meeting, the delegates dwelt on the subject of manning and recommended that basic manning requirements (safety manning) should be established by IMCO whilst recommended manning practices over and above any IMCO minima should be agreed within the framework of the ILO. It was also agreed that affiliates should inform the ITF Secretariat of the existence of dubious recruitment agencies and phoney certificates of competency.

229.

**Ad Hoc Meeting on Passenger Vessels under Flags of Convenience,
London, 12 August 1975**

Following several approaches to the ITF Secretariat from shipping companies intending to operate passenger vessels under flags of convenience, a special meeting of the affiliates directly concerned was arranged for the purpose of determining the procedure to be adopted in cases involving genuine sales of passenger vessels to flag-of-convenience registers and to allow for a full exchange of information and views between the affiliates concerned.

It emerged during the deliberations that at least one Swedish passenger vessel was likely to be placed under a flag of convenience and the meeting concluded that the ITF Collective Agreement should be extended to cover large passenger vessels and that until further notice any ITF agreements signed with owners of flag-of-convenience passenger tonnage should be based on the so-called "LINDBLAD EXPLORER" agreement. The meeting also called on all ITF affiliates concerned in Bermuda and the United States to assist, as necessary, in the implementation of any ITF agreements covering cruise ships under flags of convenience and stressed the need for maximum consultation among affiliates whenever proposals are made or decisions taken with regard to flag transfers involving passenger vessels.

230.

**Meeting on Oil Rigs and Offshore Supply Vessels, London,
26 August 1975**

ITF-affiliated and non-affiliated seafarer and other unions in Denmark, Netherlands, Norway and the United Kingdom met to discuss the problems experienced by those trade unions who were involved in the organization of personnel in the North and Celtic Seas offshore activities. The discussion centred on how the unions could best assist one another in improving the safety and conditions of employment of their respective members and in a unanimous resolution (see page 207) the meeting recommended, among other things, that particular attention be paid to the organization of personnel employed by sub-contractors; that trade union officials should be granted reasonable access to rigs and platforms; that proper safety standards, as well as standards governing crew accommodation, occupational health and personal hygiene should be laid down and enforced by governments; that the governments and the industry should co-operate in improving social security and training standards; and that the trade unions should co-operate at national as well as international level in order to achieve full recognition as bargaining agents. This resolution was later approved by the Seafarers' Section Conference held in Geneva on 8 to 11 October 1975 (see next item).

231.

Section Conference, Geneva, 8 to 11 October 1975

Some 60 representatives of more than 30 seafarer organizations attended the Conference which was held on the eve of the ILO Preparatory Technical Maritime Conference (cf. item 242). The Conference decided to serve notice concerning the re-negotiation of the ITF/ISF Understanding on Asian crews; to propose that the Joint IMCO/ILO Committee on Training be enlarged and re-structured; to approach the ILO and IMCO respectively concerning personnel safety and working conditions on board mobile offshore units; to appoint a Committee on Manning in order to examine and publicize the effects of the lack of adequate detailed manning requirements; to update the ITF policy on maritime radio; to adopt a resolution concerning an International Maritime Labour Standard on Medical Care aboard ship; and to inform the ITF Executive Board of the retaliatory action taken by Spain against several foreign vessels following the ITF boycott of Spanish transport. (The texts of the resolutions and the policy statement adopted by the meeting are reproduced on page 207).

During the second half of the conference (10 and 11 October), which was devoted to preparatory work in connection with the forthcoming ILO Conference, it was also decided, as a matter of policy, that, as far as possible, the same benefits should be extended to ratings as to officers in any future ILO instruments affecting seafarers.

232.

European Conference, Vienna, 19 and 20 March 1976

The Section Secretary attended the above conference of the ITF's European affiliates where he reported on economic developments affecting the job security of seafarers and fishermen (see item 363 below).

233.

Preparatory Meeting on Training and Qualifications of Seafarers, Baltimore, 22 and 23 April 1976

This inter-sessional preparatory meeting was attended by representatives of seafarer affiliates in Canada, Denmark, Finland, India, Netherlands, Norway, Sweden, United Kingdom and United States, who scrutinized the agenda for the June 1976 session of IMCO's Sub-Committee on Standards of Training and Watchkeeping (STW), especially with regard to the articles envisaged for a proposed convention on crew training and certification (including various definitions and the conditions governing dispensations), and considered a draft paper concerned with the training of radio telephone operators intended for submission to the radiocommunications sub-committee of IMCO.

234.

Manning Committee Meeting, St. Michael's/Easton, United States, 26 and 27 April 1976

This first meeting of the ITF Seafarers' Section Manning Committee was attended by representatives of seafarer affiliates in Canada, Denmark, Finland, India, Netherlands, Norway, Sweden, United Kingdom and United States, its main objective being to study various aspects of manning and to suggest what kind of action should be required from inter-governmental and other international agencies in the interests of all categories of seafarers. The assumption that safe manning should be provided aboard all ships in relation to the work to be performed and that due cognizance should be taken of the environmental protection aspect was embodied in a set of proposed manning scales for conventional 3-watch ships above the lower limit of 1600 grt specified in most of the existing IMCO recommendations on training and watchkeeping standards.

235.

International Conference on Seamen's Welfare, London, 18 and 19 May 1976

Over 50 representatives from a broad cross-section of national and international bodies active in the field of seafarers' welfare met at ITF headquarters to consider how to achieve maximum co-operation and utilization of resources in connection with welfare schemes for seafarers. The conference established that there was considerable scope

for co-operation on seafarers' welfare at local, regional and—in particular—international level and agreed to set up a working group on which the ITF, the International Shipping Federation, the International Christian Maritime Association, and the ILO and certain national and governmental agencies and voluntary organizations operating internationally would be invited to be represented (see resolutions page 225). The main task of the working group will be to consider the establishment of an international body which would advise on the co-ordination and financing of seafarers' international welfare services and facilities where necessary.

236.

Manning Committee Meeting, Hamburg, 30 and 31 August 1976

The second meeting of the Manning Committee (held in conjunction with the 1976 Seafarers' Section Conference) adopted a recommended minimum manning scale for single-screw diesel-propelled conventional general cargo vessels below 1600 grt engaged in worldwide trading and in which a 3-watch 8-hour day system is in operation. A general discussion took place on the subjects of automated and specialized vessels which will be considered in detail at a future meeting as will the question of vessels engaged in short sea trades.

237.

Seafarers' Section Conference, Hamburg, 1 and 2 September 1976

Some 50 representatives of 30 seafarer organizations in 14 countries attended this conference which, apart from considering the agenda of the impending Maritime Session of the International Labour Conference (see item 243 below), also considered a number of other issues of concern to the Section. The conference noted the progress made by the Section's Manning Committee, and asked the ITF Secretariat to draft proposals concerning internationally agreed criteria for application of war risk bonus and insurance agreements and voiced its complete opposition to trials involving the operation of vessels under exemptions from SOLAS without radio officers.

238.

International Working Group on Welfare Services to Seafarers, London, 23 and 24 September 1976

The first meeting of this group (cf. item 235 above) was held at ITF Headquarters and concerned itself with the financing and objectives as well as the possible legal bases of an international body for the co-ordination of welfare services to seafarers. Representatives of ITF seafarer affiliates, the International Shipping Federation (ISF), the International Christian Maritime Association (ICMA), the ILO and the national welfare agencies in Belgium, Denmark, Finland, Norway and the United Kingdom as well as voluntary organizations operating internationally attended the meeting. Considerable attention was given to

methods of financing and the type of constitution appropriate to the international advisory body which might be created and as a result thereof the meeting adopted a draft statement of intent for submission to participants prior to its next session and appointed working parties to deal with the questions of finance, statutes and future work. The ITF Secretariat was represented by the Seafarers' Section Secretary.

239.

Section Conference, Geneva, 11 October 1976

The purpose of this Conference was to finalize the preparatory work undertaken by the ITF and its seafarer affiliates in relation to the 1976 Maritime Session of the International Labour Conference (see item 243 below).

240.

INTERNATIONAL LABOUR ORGANISATION

ILO/IMCO Understanding on Seafarers' Training, Qualifications and Certification

Before the establishment of the Joint ILO/IMCO Committee on Training and the Sub-Committee on Standards of Training and Watchkeeping of IMCO's Maritime Safety Committee, the subject matters referred to in the heading came almost exclusively within the province of the International Labour Organisation (ILO) where the seafarers participate fully in the decision making. It was therefore inevitable that when some aspects of the training, qualifications and certification of seafarers were "hived off" from the ILO for discussion and possible codification within the framework of the Inter-Governmental Consultative Organization, the seafarers became somewhat concerned, particularly as they are not entitled to a vote within the IMCO framework. This concern came to the fore at the third session of the Joint ILO/IMCO Committee on Training (held in London in July 1973) when both seafarer and shipowner representatives came out in favour of complete co-ordination of the work of IMCO with that of the ILO as regards all aspects concerning seafarers' professional qualifications and asked IMCO and the ILO to strive for a mutual agreement on this point. After several joint approaches by the seafarers and shipowners to the International Labour Office, a mutually agreed text was presented by the ILO to IMCO and, at the fourth session of IMCO's Sub-Committee on Standards of Training and Watchkeeping, the Secretary-General of IMCO announced that an understanding had been reached between the heads of the two organizations concerning the terms of reference, responsibilities and working arrangements of the Joint ILO/IMCO Committee on Training. This understanding went some way towards meeting the demands of the seafarers in that it recognized that the work of IMCO and the ILO should be mutually supporting as far as the formulation of international requirements or recommendations

relating to maritime training, qualifications or certification was concerned and contained a procedure for dealing with any divergences of opinion which might arise within the Joint Committee. Agreement has yet to be reached as to the form of conference which should adopt formal international instruments concerning maritime training, qualifications or certification. The seafarers and the shipowners have also asked that the international conference, which should adopt formal instruments concerning maritime training, qualifications or certification, should be convened by IMCO in conjunction with the ILO. The Conference will be held in 1978.

241.

**Joint ILO/IMCO Committee on Training, Geneva,
27 to 31 January 1975**

The fourth session of this Committee was chaired by K. Mols Sørensen (General Secretary of the Danish Merchant Navy Officers' Association). Some 20 representatives of ITF seafarer affiliates in Denmark, Finland, India, Netherlands, Norway, Sweden, United Kingdom and United States attended the session, as did Å. Selander, ITF Seafarers' Section Secretary. The Committee adopted proposals concerning the certification of officers in charge of a navigational watch and engineer officers in charge of a watch in a traditionally manned engine room or the designated duty engineer in a periodically unmanned engine room; and the continued proficiency and updating of knowledge of masters, deck officers and engineer officers. Also new sections relating to engineer officers were included in the "Document for Guidance—1970". The seafarer members took the opportunity of raising the issue of manning and argued that efforts to establish proper training standards for particular crew members had been hampered by the lack of international provisions specifying the scope of their jobs. A preparatory meeting of ITF participants was held on 23 January and a joint preparatory meeting between them and the shipowner participants on 24 and 25 January. At the latter, both sides agreed that the ILO should allocate more time for seafarer/shipowner consultations in connection with future meetings of the Joint Committee. The next session of the Joint Committee has been scheduled for June 1977.

242.

**ILO Preparatory Technical Maritime Conference, Geneva,
13 to 24 October 1975**

Seafarer affiliates of the ITF constituted the overwhelming majority of the seafarer representatives forming part of national tripartite delegations to this Conference and representatives of ITF affiliates, viz. K. Mols Sørensen (Denmark) and E. Shepard (USA), were elected Chairman and Vice-Chairman respectively of the Seafarers' Group at the Conference. ITF Seafarers' Section Secretary, Å. G. Selander, acted as Secretary to the Group. W. Ch. van Zuylen (Netherlands) served as

Seafarers' Vice-President of the Preparatory Conference. The ITF delegation was headed by C. H. Blyth, ITF General Secretary. Despite the adoption at an early stage of hard-line tactics by the shipowners on nearly all of the draft conclusions presented to the Conference, it became possible to reach some sort of an understanding on several issues, leaving the remainder to be decided by the Maritime Session of the International Labour Conference scheduled for 1976. The issues on which the shipowners and the seafarers were most at variance were those of sub-standard vessels, particularly those under flags of convenience, and holidays with pay. Apart from recommending the adoption by the Maritime Session of international instruments on Holidays with Pay for Seafarers, Protection of Young Seafarers, Continuity of Employment of Seafarers and Substandard Vessels, particularly those registered under Flags of Convenience, the Conference adopted a resolution on Industrial Relations in the Shipping Industry, stressing the need for close consultation and co-operation between shipowners and seafarers (especially as regards accident prevention, welfare and training); the prompt settlement of disputes (preferably on a voluntary basis); the education and training of seafarer representatives aboard ship and ashore in industrial relations; alternative methods of ensuring discipline; the prompt settlement of grievances; and the appointment or election of shipboard representatives.

243.

62nd (Maritime) Session of International Labour Conference, Geneva, 13 to 29 October 1976

This was one of the most successful Maritime Sessions of the International Labour Conference ever to be held from the seafarers' point of view. The Conference was held under the Presidency of Mr. Modolv Hareide, Norwegian Director-General of Shipping and Navigation, with the following acting as the main officers of the Seafarers' Side: Seafarers' Vice-President of the Conference, E. Shepard (United States); Chairman of the Seafarers' Group, K. Mols Sørensen (Denmark); and Seafarers' Group Secretary, Å. Selander (ITF Seafarers' Section Secretary). C. H. Blyth, ITF General Secretary, headed the ITF delegation.

The Conference adopted—in all cases by large majorities—Conventions and Recommendations dealing with the technical agenda items: Continuity of Employment; Sub-standard ships, particularly those registered under flags of convenience; the Protection of Young Seafarers; and Holidays with Pay for Seafarers, together with a large number of resolutions on subjects of vital interest to the world's seafarers.

The Convention on Minimum Standards in Merchant Ships provides for control procedures in respect of sub-standard vessels, to be implemented by the flag-State or port-State. Inspection of such ships calling at a port may be carried out following a complaint, or as the result of

evidence that conditions on board do not conform with the standards set by the Convention. In the context of the Convention, such a complaint may come from a member of the crew, a professional body, an association, a trade union, or, generally, any person with an interest in the safety of the ship, including an interest in safety or health hazards to its crew.

Shipboard conditions should be substantially equivalent to those laid down in a number of ILO instruments relating to seafarers, which are listed in an appendix to the new Convention, and which cover, inter alia: prevention of accidents; accommodation; food and catering; officers' competency certificates; seamen's articles of agreement; freedom of association and the right to organize and bargain collectively.

Any action taken by the port authority to correct sub-standard conditions has to be notified to the flag-State. The Convention also provides that ratifying countries may advise their nationals of the existence of possible problems if they sign on ships registered in a non-ratifying country, until such time as it is clear that internationally-accepted standards are being applied.

The Convention is complemented by a Recommendation concerning the Improvement of Standards in Merchant Ships, which sets out guidelines to governments for the achievement of more extensive shipboard standards, as well as by a resolution which urges the speedy ratification of the Convention and implementation of the Recommendation's guidelines.

The Convention on Continuity of Employment prescribes that it shall be national policy to encourage all concerned to provide continuous or regular employment for qualified seafarers and that every effort shall be made for seafarers to be assured minimum periods of employment, or either a minimum income or a monetary allowance. The Convention is supplemented by a Recommendation which establishes guidance for maritime countries.

The Convention on Holidays with Pay for Seafarers raises the minimum annual leave for seafarers to 30 days from 18 working days for masters and officers and 12 working days for ratings.

The new annual minimum does not include public and customary holidays; periods of incapacity for work; temporary shore leave, or compensatory leave of any kind. In calculating service for leave entitlement purposes, the following are to be counted: service on the ship before or after a voyage; absence from work for vocational training, or absence due to illness, accident or maternity. Only in exceptional circumstances (to be determined by the competent authority) may cash payment be substituted for leave.

The Recommendation on Protection of Young Seafarers provides effective standards covering the protection of seafarers under the age of 18. Normal working hours should not exceed 40 per week and eight per day, with the consistent working of overtime being avoided where-

ever possible. In addition, no young seafarer should work at night, and should be given a 15-minute rest period as soon as possible following each two hours of continuous work. If, after four months' foreign-going service, it becomes apparent that a young seafarer is not suited to life at sea, he should be given the opportunity of being repatriated, at no expense to himself, from the first suitable port of call.

The Conference also adopted no less than 15 resolutions, dealing inter alia with seafarers' welfare at sea and in port; revision of ILO Conventions and promotion of maritime social legislation; standards relating to seafarers; ILO regional maritime conferences; shipboard environment; medical care aboard ship; the minimum basic wage of ABs; employment of women on board ship; and workers' education for seafarers.

One resolution sponsored by the Seafarers' Group, namely that dealing with safety and working conditions on maritime mobile offshore rigs and supply vessels, fell victim to the guillotine procedure, but will be put forward again by the Seafarers on a future occasion.

244.

ILO Joint Maritime Commission, Geneva, 25 October 1976

At a meeting of the Joint Maritime Commission, specially convened during the 62nd (Maritime) Session, it was agreed to recommend that the international minimum wage for an AB should be fixed at \$187 or £78, whichever of these amounts may from time to time be the greater. The Seafarers' Group at the 1976 ILO Maritime Conference also selected the members and deputy members of the new Joint Maritime Commission, which is composed as follows:

Regular Members:

- H. Aasarød (*Norway*)
- R. Anttila (*Finland*)
- R. van Cant (*Belgium*)
- A. Chisik (*Israel*)
- P. Geraghty (*Australia*)
- F. Giorgi (*Italy*)
- R. Gralawicz (*Canada*)
- A. Gruénais (*France*)
- P. Hall (*United States*); substitute: S. J. Wall
(*United States*)
- K. Kihata (*Japan*)
- B. Majumder (*India*)
- V. Petrikeev (*USSR*)
- H. Rake (*Federal Republic of Germany*)
- K. Rude (*Sweden*)
- J. Slater (*United Kingdom*)
- K. Mols Sørensen (*Denmark*)
- E. Venturini (*Argentina*)
- W. Ch. van Zuylen (*Netherlands*)

245.

ILO Meeting of Experts on Accident Prevention on Board Ships at Sea and in Port, Geneva, 25 January to 2 February 1977

This meeting will attempt to prepare a code of practice on accident prevention. The ITF Seafarers' Section Secretary will attend the meeting together with N. B. Andersson (Sweden) and R. Spruhan (United Kingdom) who have been appointed as seafarers' experts by the ILO.

246.

**INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION
General**

As an increasing number of nations, especially in developing areas, assume the role of provider of shipping services it is inevitable that IMCO,* together with several other inter-governmental and international agencies active in the maritime field, will face additional problems and challenges which often demand consolidation and adaptation of existing projects. Thus, the task of IMCO in particular becomes formidable as it also has to cope with safety problems following in the wake of technical innovations. It goes without saying that the ITF and its affiliates concerned, who are committed to the principle that there can be no compromise on safety, have an equally formidable task to fulfil in order to ensure the "seaworthiness" and "safe passage" of various proposals for international maritime safety instruments put forward at IMCO. During the period under review it is unfortunately true that often the resources of the ITF have been stretched to the very limit although equally gratifying that many encouraging and sometimes quite unexpected results have been achieved, especially as regards action against sub-standard ships. The Section Secretary and a large number of representatives of affiliated organizations, including the Section Chairman, have frequently attended certain IMCO meetings and an account of the major developments within the framework of IMCO is rendered below. K. A. Murphy (General Secretary of the British Radio and Electronic Officers' Union) has again represented the ITF in a radiocommunications expert capacity.

* In December 1976, IMCO had 101 members plus one associate member.

247.

Safety of Life at Sea

An international conference was held in London from 21 October to 1 November 1974 for the purpose of adopting a new international convention on the safety of life at sea in place of the 1960 SOLAS Convention. The main bases for discussion were: the International Convention for the Safety of Life at Sea, 1960; and amendments thereto adopted by the Assembly of the Organization, pursuant to the Convention, in 1966, 1967, 1968, 1969, 1971 and 1973. A new International

Convention for the Safety of Life at Sea (1974) was adopted, which includes a number of amendments, among them new regulations concerning fire protection for passenger vessels and tankers and a more speedy procedure for adopting and enforcing future amendments. In addition the Conference adopted a number of resolutions, some of which will form the bases for future work by IMCO.

248.

Maritime Satellites

The efforts in recent years to launch an international maritime satellite system have been fraught with problems—technical, administrative, legal and political—and although agreement in principle to establish such a system was reached at the third attempt (in August 1976) several issues have still not been settled and are included in the brief of a preparatory committee which is scheduled to meet early in 1977. The ITF and its affiliates have participated in various preparatory and inter-sessional IMCO meetings on this subject as well as in the three international conferences which were necessary to attain this IMCO objective. Apart from any technical considerations, our main interest has been to secure a voice for seafarers within the machinery administering the international maritime satellite system, which will no doubt have a considerable impact on the future safety of life at sea network. In a paper to the first conference the ITF highlighted the lack of treatment by a previous panel of experts of ship terminal reliability and maintainability and, at the second conference, the ITF pointed to the likelihood of excessive radio frequency radiation in the vicinity of the ship terminal's antenna.

249.

Training and Watchkeeping

Since our last report IMCO's Sub-Committee on Standards of Training and Watchkeeping (STW) has met six times and on each occasion the ITF and its affiliates have been extremely successful in securing the necessary representation at this sub-committee which constitutes the IMCO link in the co-operation between ILO and IMCO in this sphere of interest (cf. item 241 above). Preparatory meetings of ITF participants have been held regularly on the eve of each sub-committee session. The main purpose of the sub-committee is to provide agreed IMCO inputs to the Joint ILO/IMCO Committee on Training and to the International Conference on Training and Certification of Seafarers scheduled for the Autumn of 1978. Since the last joint ILO/IMCO meeting the sub-committee has developed proposals concerning mandatory minimum requirements for the certification of masters, deck officers, engineer officers, radio officers, radio operators and radio telephone operators. Also the sub-committee has put forward proposals

concerning mandatory minimum requirements to ensure the continued proficiency and updating of knowledge for masters, deck officers, certificated engineer officers, radio officers and radio operators. It has furthermore prepared a set of recommendations on principles and operational guidance for deck and engineer officers in charge of a watch as well as relating to safety radio watchkeeping and maintenance for radio officers, radio operators and radio telephone operators. Apart from dealing with various recommendations concerning training generally of different categories of maritime personnel, it has made proposals concerning training and qualifications of masters, officers and crews of ships carrying liquefied gases in bulk, mandatory minimum requirements for junior ratings forming part of a navigational watch and for ratings forming part of an engine room watch, additional training for masters and chief mates of large ships and of ships with unusual manoeuvring characteristics, mandatory minimum requirements for the issue of certificates of proficiency in survival craft as well as concerning the inclusion of a section for engineer officers in an ILO/IMCO training guide (the so-called "Document for Guidance"). The proposed standards of training and qualifications of radio personnel were prepared by the Sub-Committee on Radiocommunications and an inter-sessional working group prior to being discussed by STW. With regard to the training and qualifications of maritime pilots, the sub-committee decided that any international regulations should be prepared on a bilateral or regional basis. The training and qualifications of crews serving in mobile offshore units has been included in the future working programme of the sub-committee. At the time of writing this report, the sub-committee had embarked on the drafting of articles for a proposed international convention on training and certification of seafarers.

Throughout its involvement in this sub-committee the ITF has consistently opposed demands by certain shipowners and governments for less stringent training and qualifications standards and has initiated discussion on such items as the scope of training in international maritime law; training of crews in emergency procedures to be adopted in collisions involving tankers; minimum safety training, qualifications and watchkeeping standards of radio personnel; and training of ship-board personnel in search and rescue procedures and survival techniques.

250.

Sub-standard Ships

Following pressure from the ITF for closer port-State control; international manning and crew competency standards; more publicity to deficiency reports; and an improved system of dealing with complaints involving sub-standard shipping, IMCO's Maritime Safety Committee (MSC) set up an Ad Hoc Working Group on Sub-Standard Ships to

consider proposals for improving existing arrangements for identifying ships which are sub-standard in relation to international conventions in force and for taking appropriate action to implement any such improvements on an urgent basis and progressively extending the system as new standards are adopted. When the ad hoc group met in London in July 1975 there was an extensive debate on the subject during which the ITF delegation made it clear that port States were entitled, legally and morally, to inspect and, if necessary, detain all vessels found to be sub-standard in relation to the international conventions concerned, that the anonymity of crew members bringing complaints against vessels should be respected (for fear of reprisals) and that levels of manning should be included in any new criteria. The group proposed a number of control procedures which member governments should adopt, among them criteria to be used by port States for identifying sub-standard ships, initiation of complaints to port States by corporate bodies and individuals, and requirements for port States to investigate claims and take appropriate action and to designate authorities to deal with complaints inherent in existing IMCO conventions. The procedures should, of course, also be adhered to more fully and more frequently.

The ad hoc group's report was later examined by IMCO's Maritime Safety Committee when several attempts were made by certain administrations to water down the control procedures proposed in the Group's report, for example by seeking to limit the right of port States to exercise control over sub-standard vessels within their territory. However, although the Committee undertook a considerable textual revision of the proposed control procedures, it accepted the main considerations expressed by the Group. Also it decided to consider how ships below the sizes stipulated in the SOLAS and Load Line Conventions and those registered in non-Convention countries should be treated in the context of the control procedures.

At the IMCO Assembly (November 1975) resolutions were adopted on procedures for the control of ships and on the conduct of investigations into casualties. These resolutions were promptly followed up by the MSC at its May 1976 session when an ad hoc group was set up to develop further the criteria and guidelines for judging a ship to be sub-standard. As a result a document entitled "Sub-standard Ships Guidance on Control Procedures" was prepared for distribution among administrations. This document was expanded at the MSC session to take account of fire safety of passenger ships and machinery and electrical installations in particular. Also the issues of how to deal with ships below Convention sizes and those registered in non-Convention countries* remain to be settled. The MSC has further agreed on a new format of deficiency reports and that such reports should be repeated until flag-State action is notified. In addition the MSC in response to an

* SOLAS and Load Line Conventions.

Assembly resolution has recommended that administrations should inform IMCO of certain aspects of their investigations into major ship casualties in order to assist the further improvement of international safety standards. As a consequence the IMCO Secretariat will be listing serious casualties for the benefit of each session of the MSC.

251.

Radiocommunications

As in the past the ITF has been fortunate in being able to rely upon several of its radio officer affiliates to provide experts for the ITF delegations to various IMCO meetings where the agendas have included "radio" items. The IMCO Sub-Committee on Radiocommunications has been covering some considerable ground during the period under review and has been dealing with, among other things, plans for a world-wide navigational warning system; radio requirements for fishing vessels; exemptions from the radio regulations contained in the SOLAS Convention; and training and qualifications of radio personnel. Through many written submissions and verbal interventions the ITF has endeavoured—with some considerable success—to ensure the safety of all seafarers as well as the continued livelihood of its radio officers. It has argued that SOLAS should be applied as far as possible to fishing vessels, that wireless telegraph should be preserved as a means of transmitting navigational warnings, that there should be no fragmentation of the present international maritime distress system, that VHF is no substitute for WT, that 500 kHz should be retained as one of the frequencies of survival craft portable radio equipment and that mobile offshore units should comply with SOLAS. On the question of training and qualification of radio personnel, the ITF has submitted comprehensive papers relating to certification and radio safety watchkeeping and the adoption by the Sub-Committee on Standards of Training and Watchkeeping of precise guidelines on these matters for the Joint ILO/IMCO Committee on Training is ample proof of the worth of the combined efforts of the ITF and its radio officer affiliates.

252.

Search and Rescue

The ITF and its affiliates have also attended meetings of the IMCO Group of Experts on Search and Rescue. The terms of reference of this Group is to develop an international convention, which, if adopted, will make co-ordination of sea and air search and rescue operations possible and which is intended to encourage the concept of vessel position reporting systems as an aid to location of vessels in distress. The Group is also preparing a maritime search and rescue manual (to assist those responsible and involved in mounting SAR operations). Both texts will be submitted to an international conference scheduled to meet in the Spring of 1978.

The ITF was also represented (by some of its American affiliates) at an international search and rescue seminar (LANTSAR) held in New York in April 1975. This seminar recommended among other things that adequate manning scales be adopted for SAR purposes; that training be provided in rescue of survivors at sea; that due recognition be given to voluntary SAR organizations; and that developing countries be assisted in forming and improving SAR facilities.

253.

Life-saving Appliances

Some of the ITF's seafarer affiliates have participated regularly in the meetings of IMCO's Sub-Committee on Life-Saving Appliances, which is undertaking a complete revision of the relevant chapter of the SOLAS Convention (based on recent research work). The new chapter will include requirements for life-saving systems for different types of vessels as well as equipment specifications and test procedures for alternative systems and appliances.

254.

Miscellaneous

The ITF Secretariat has made it a point to cover as necessary the meetings of the governing bodies of IMCO—the Assembly, Council and Maritime Safety Committee—in order to keep a watching brief on the processing of decisions from various subsidiary IMCO bodies. It has also arranged preparatory discussions immediately prior to or during several IMCO meetings. As this report, by necessity, has to be kept to a minimum, only a handful of IMCO decisions and developments of interest to seafarers other than those mentioned in the previous text are listed below.

The 9th Assembly (London from 3 to 14 November 1975) adopted a number of technical resolutions on the following subjects among others: position of collision bulkheads in cargo ships; fire safety requirements for cargo ships; a code for the construction and equipment of ships carrying liquefied gases in bulk; safe access to and working in large tanks; arrangements for embarking and disembarking pilots in very large ships; principles and operational guidance for deck officers in charge of a watch in port; marking and labelling of dangerous goods; and the carriage of radio-telephone operators on ships equipped with radio telephony only (between 500 and 1600 grt).

Furthermore, the Maritime Safety Committee has agreed to list mandatory minimum manning requirements for future consideration and has requested administrations to supply the necessary background information. Also it has asked the ILO to co-operate with IMCO on

the question of training of persons responsible for the stowage of cargoes in containers ashore (following pressure from the ITF as a result of a serious accident involving a container ship carrying chemicals).

During 1976, IMCO also announced that the international regulations for preventing collisions at sea (adopted in 1972) would come into force on 15 July 1977.

255.

INTERNATIONAL TELECOMMUNICATIONS UNION

World Administrative Radio Conference for Maritime Mobile Telecommunications, Geneva, 22 April to 9 June 1974

The ITF was represented in an observer capacity at this Conference by K. A. Murphy, General Secretary of the British Radio and Electronic Officers' Union. The Conference revised practically all of the ITU Radio Regulations and added new texts to cover the introduction of direct printing and selective calling and the possible introduction of maritime satellite communications. In the course of its deliberations it resisted any major reduction in the radio-telegraphy allocations, included the radiocommunication general certificate in the main body of the Radio Regulations with a significantly improved Syllabus, decided that the hours of watch for Category 2 and 3 ships will be based on ship's time (or zone time) at the discretion of the Administration involved, agreed to introduce a new and improved HF radiotelegraphy calling procedure (with effect from June 1977), agreed to allow coast stations to provide an SLT service for onward forwarding by airmail to other countries, decided to upgrade the syllabus of the special radio-telegraph operator's certificate, and ruled that the radiotelephone restricted certificate would be suitable for ship transmitters with powers of up to 1.5 kW p.e.p. (although Administrations could limit its use to VHF apparatus only).

256.

UN LAW OF THE SEA CONFERENCE

The ITF Secretariat has been poised to enter into the deliberations of the above Conference for some time. However, a watching brief has been held by some of the Federation's affiliates in Norway and the United States and so far there have been no indications of a successful outcome of the Conference which would warrant ITF participation to secure the inclusion of certain protective clauses on behalf of seafarers (and fishermen) in the final instruments to be adopted. A letter setting out some of the views of the ITF seafarer affiliates was sent to the chairman of the second committee prior to the Spring 1976 session of UNCLOS. Following the failure of the Autumn 1976 session of UNCLOS to reach agreement a further session has been scheduled for late Spring 1977.

EUROPEAN ECONOMIC COMMUNITY

The attempts to establish on a formal basis a Joint Committee on Social Matters in Sea Transport in the EEC were thwarted for a number of reasons following the EEC Commission's decision of 25 July 1974 relating to the setting up of a Joint Committee on Social Problems in Sea Fishing. The seafarer and shipowner representatives were due to put the final touches to a possible agreed constitution in September 1974 but, since the new constitution for the joint committee for the fishing industry was found to contain several provisions which had previously been suggested by the seafarers but rejected by the shipowners, the former decided that this new constitution merited further consideration. A working party from the seafarers' side held several meetings and concluded that the proposed new constitution for the joint committee for the fishing industry was on the whole acceptable to them.

Following further meetings between representatives of seafarer trade unions in the Community and the EEC Commission, an agreed text containing the final conclusions of the seafarers' side with regard to a constitution for the proposed joint committee on social problems in sea transport has now been submitted officially to the Commission for transmission, if deemed necessary, to the shipowners' Community level organization.

The EEC shipowners' organizations have indicated that, whilst they cannot accept the constitution proposed by the seafarers, they are nevertheless prepared to discuss at European level, on an ad hoc basis, matters which both sides agree are appropriate for discussion.

The seafarers' side has also produced a memorandum on social problems in sea transport which, among other things, urges the Commission to undertake studies into the following aspects of shipping operations: (a) the costs involved in the employment of sea-going personnel in the shipping industries of the Community; and (b) the relationships between the supply of manpower and employment of labour, and the flags of vessels. It is hoped that, pending the results of such studies, the two sides of the shipping industries concerned will be able to reach agreement on joint action in certain other spheres of interest. The memorandum, which was approved by a plenary meeting of EEC seafarer unions held in Brussels on 14 January 1976, has been communicated to the shipowners concerned through the offices of the EEC Commission.

However, the hopes expressed by the ITF Secretariat with regard to progress on this memorandum were partly dashed when, at a meeting of a bipartite working party on 28 June 1976, the shipowners indicated

that they were prepared to discuss only a fraction of the subjects listed. In September 1975 a seafarers' working party agreed to ask the President of the Commission to convene an urgent meeting of representative organizations of workers and employers to discuss and evaluate the deteriorating employment situation in the shipping industries of the Community, and in November of the same year the working party, at the request of the President of the Commission, explained the reasons behind their request in the form of a memorandum, which inter alia included proposals concerning the introduction of scrapping premiums and a ban on the use of cheap crews. At a plenary meeting held in January 1976 a representative of the Commission put the Commission's views on the subjects touched upon in the memorandum and held out some hope of an early meeting with the shipowners.

However, the seafarers' side are bound to take a somewhat pessimistic view following the announcement by the shipowners that, in their view, the employment situation was only serious in two EEC countries and that the scope of the subject went beyond the frontiers of the Community. Nevertheless the shipowners indicated that they were always prepared to meet the seafarers to discuss specific situations.

Against this background—with only very limited co-operation forthcoming from the shipowners' side—the EEC seafarer unions have decided to proceed unilaterally in some of the areas earmarked for EEC action and have asked the Commission to undertake a survey of working hours and wages in the shipping industry.

258.

INTERNATIONAL SHIPPING FEDERATION

ITF/ISF Understanding on Asian Crews

According to the terms of the Understanding reached between the ITF and the ISF on 27 November 1973, joint seafarer/shipowner committees were to be established in Bangladesh, India and Pakistan for the purpose of preparing the way for the establishment of appropriate funds in line with the Understanding and reporting back to the ITF and ISF before the funds were set up. It has been reported that consultations have taken place for this purpose in all the countries concerned and, whilst no final agreements have been reached concerning the funding arrangements, some progress has been made.

In India, where some considerable amounts had accumulated in accounts held by foreign shipowners on behalf of Indian seafarers, a spokesman for the seafarers has indicated that unemployment benefits due under the funding arrangements might become operative as from May 1975 but that a superannuation scheme was still at the blueprint stage. Whilst there appear to have been a number of fiscal, legal and

technical obstacles to the implementation of the Understanding, several reports regarding non-compliance in Bangladesh and Pakistan have also been received by the ITF.

During 1976, the ISF advised the ITF Secretariat of the following rates of pay of able seamen: India (£40.66—as at 1 January 1976), Pakistan (£48.28—as at 16 November 1975) and Bangladesh (£42.23—as at 1 January 1976). Consequently the shipowners concerned have ceased fund payments in Pakistan as the figure of £48 has been obtained. In view of this development and of the fact that the new ILO minimum basic wage for able seamen now stands at \$187 (or £78), the ITF has notified the ISF that a meeting of ITF affiliates concerned will be convened to evaluate the situation with regard to the use and control of the funds and, in the light thereof, to decide on advisability or otherwise of the continued existence of the Understanding.

259.

CREWS OF CONVENIENCE

During the period under review, the Seafarers' Section Secretary, in pursuance of ITF policy on "crews of convenience", has on occasion assisted seafarer affiliates in negotiations with shipowners who have either not complied with the terms of collective agreements already entered into in respect of such crews or have refused to enter into appropriate agreements with bona fide flag-State trade unions. There is no doubt that the use of these crews is becoming more widespread as a result of various national and international developments and arrangements, e.g. so-called "joint ventures" and ship management set-ups, in which the crew members often do not know who their rightful employer or trade union is or what their conditions of service are as their only point of contact is the master or the agency through which they were supplied and as they frequently are not familiar with the language of the country of the flag of vessel. Much evidence of this highly unsatisfactory situation has accumulated at the ITF Secretariat and, whilst the ITF and its affiliates concerned have been able to assist many seafarers thus disadvantaged, the problem is now beginning to assume such vast proportions that more resources and a different strategy are called for. It is extremely difficult to provide the desired assistance to seafarers from one country employed in a vessel from another country (which is not labelled as a flag of convenience country), especially when there are no bona fide trade unions in the country of citizenship of the seafarers or the flag of the vessel and no established conditions of work for seafarers in the flag country. A vessel's pattern of trading may also affect the amount of assistance that can be provided.

Another development which has seriously concerned the ITF Secretariat is the backchartering of Japanese flag vessels manned with low-cost non-Japanese crews. This practice involves the setting up of a subsidiary in a flag-of-convenience registry by a Japanese shipping company. This subsidiary company then charters a bare boat under Japanese flag from the parent company and hires non-Japanese seamen. The parent company then charters the vessel from its subsidiary. It is understood that some 200 Japanese vessels are involved.

Contrasting with the Japanese development is the recent Greek legislation entitling foreign seafarers serving in Greek flag vessels to the same conditions and benefits as Greek nationals. Also the Pan-Hellenic Seamen's Federation's decision to admit foreigners is encouraging and it is hoped that the organization will now be in a position to assist foreign seafarers, making full use of the new laws.

260.

Flags of Convenience

Special coverage is given to this subject under the heading of the Special Seafarers' Section (see items 307 . . .).

261.

Industrial Disputes

Disputes involving ITF seafarer affiliates are highlighted in items 8, 10, 12, 13, 21 and 24.

262.

Enquiries

Since last reporting, the Section Secretary has complied with several requests for information from affiliates regarding, inter alia, eyesight and hearing tests; war risk bonus and insurance payments (Middle East and Angola); taxation of travel facilities for seafarers and their dependants; cost-of-living compensation; retraining courses for ratings; seafarers' wages; radio officer duties; radio electronic officers' and tanker training and safety courses.

FISHERMEN'S SECTION

263.

SECTION COMMITTEE

At the end of 1976 the Section Committee had the following composition:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	J. Lucero	G. Vidal Perez
Belgium	H. Dumaray	
Denmark	E. Olsen	S. Villadsen
Faroe Islands	O. Jacobsen	C. Olsen
Finland	H. Sundqvist	R. Herdin
Germany	H. Rake (<i>Chairman</i>)	
Iceland	vacant	
Japan	H. Aso	
Netherlands	P. M. van Keulen	
Norway	K. Kristoffersen (<i>Vice-Chairman</i>)	
Tunisia	B. Abdelwaheb	
United Kingdom	J. L. Jones	
United States	E. Shepard	

264.

MEETINGS

Sub-Committee on the Safety of Fishermen and Fishing Vessels, London, 6 February 1974

This meeting was held primarily to finalize the ITF-affiliated fishermen's organizations' positions in regard to the proposed Part B of the International Code of Safety for Fishermen and Fishing Vessels (see item 269 below). Delegates from fishermen's affiliates in the Netherlands, Norway and the United Kingdom attended.

265.

Section Conference, London, 7 February 1974

This Conference was convened to consider a number of social and safety problems facing fishermen. Representatives of ITF-affiliated fishermen's organizations in the Faroe Islands, Finland, Germany, Netherlands, Norway and United Kingdom as well as an observer from the International Labour Office were in attendance. H. Rake (Germany) and D. Shenton (United Kingdom) chaired the Conference. Apart from dealing with the ILO/IMCO/FAO Code of Safety (see item 269 below), the Conference undertook a general review of the state of work on behalf of fishermen within international and inter-governmental organizations (ILO, IMCO, EEC, etc.). It agreed, among other things, that priority consideration should be given to working hours, stabilization of earnings, and pensions (including pensionable age) at the next meeting of the ILO Committee on Conditions of Work in the Fishing Industry. A statement adopted by the Conference is reproduced on page 215 of this Report.

266.

Section Conference, Stockholm, 8 August 1974

Thirty-one delegates, advisers and observers from 14 countries attended the Section Conference held in conjunction with the 1974 ITF Congress. H. Rake (Germany) was in the chair and acted as Rapporteur. A comprehensive report on the conference was given in the 1974 Congress Proceedings.

267.

Section Conference, Grimsby, 21 and 22 June 1976

Some 20 representatives of 13 fishermen's affiliates in 11 countries as well as observers from the ILO and the Committee of Transport Workers' Unions in the European Community attended this meeting, the main purpose of which was to consider the future rôle of the ITF and its affiliates in defending and promoting the economic, social and safety interests of their members in the light of certain international developments with regard to fishing limits which are likely to change the present pattern of fishing.

The Conference adopted several resolutions (see page 216) outlining Section policy objectives and expressed support for its Spanish fishermen's affiliate in its struggle for trade union recognition and democratic freedoms.

268.

INTERNATIONAL LABOUR ORGANISATION

In 1966 the International Labour Conference adopted a resolution asking the ILO to give urgent consideration to the adoption of international instruments on various aspects of fishermen's conditions of work. It was proposed for this purpose to hold a meeting of the Committee on Conditions of Work in the Fishing Industry, to be followed by a Preparatory Technical Conference on Fishermen's Questions. Draft instruments adopted by the Preparatory Conference could then be submitted to a subsequent Session of the International Labour Conference for final adoption under the single discussion procedure. Following sustained pressure from the ITF and its fishermen's and seafarer affiliates in the intervening period and several setbacks to the ILO programme, it has now been decided to include a meeting of the Committee on Conditions of Work in the Fishing Industry in the programme for 1978-79. The agenda comprises the following items: working hours and manning; stabilization of employment and earnings; medical care on board; pensions and sickness insurance; holidays with pay; and repatriation.

269.

INTERNATIONAL SAFETY CODE FOR FISHERMEN AND FISHING VESSELS

Joint ILO/IMCO/FAO Meeting of Consultants, London, 11 to 15 February 1974

This international gathering of consultants on safety on board fishing vessels completed Part B (safety and health requirements for the construction and equipment of fishing vessels) of the International Code of Safety for Fishermen and Fishing Vessels and amended Part A (safety and health practice for skippers and crews). K. Kristoffersen, Vice-President of the Norwegian Seamen's Union, attended as ILO fishermen's consultant and acted as one of the vice-chairmen of the meeting. The ITF Fishermen's Section Secretary attended in an adviser capacity. As Part B of the Code only addresses itself to categories of vessels of 24m in length and above, the meeting recommended that voluntary guidelines should be established for smaller and other categories of vessels. In response to a suggestion by the ILO Fishermen's Consultant, the meeting agreed that the matter of support vessels should be further reviewed and that it would be desirable to co-ordinate the activities of existing support vessels.

270.

INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION

Safety of Fishing Vessels

Several sessions of IMCO's Sub-Committee on Safety of Fishing Vessels have been held during the period under review (September/October 1975 and March 1976). The main item of business has been the preparation of a draft international convention on the safety of fishing vessels and this work has entailed co-ordination with other IMCO sub-committees such as those on life-saving appliances and radiocommunications. K. Kristoffersen, Vice-President of the Norwegian Seamen's Union, has attended the meetings together with the ITF Fishermen's Section Secretary. At its March 1976 session the Sub-Committee adopted a revised work programme which includes voluntary guidelines for fishing vessels below 24 metres; amendments to the International Code of Safety for Fishermen and Fishing Vessels; draft resolutions for the international conference on the safety of fishing vessels; improvement of stability criteria; and de-icing of fishing vessels. K. A. Murphy, General Secretary of the British Radio and Electronic Officers' Union, has participated in the preparation of the chapter on radiocommunications. The adoption of the proposed international safety convention for fishing vessels is expected to take place at an IMCO Conference scheduled for March/April 1977.

271.

EUROPEAN ECONOMIC COMMUNITY

The ITF Fishermen's Section Secretary has attended several meetings of the EEC Joint Committee on Social Problems in Sea Fishing and its subsidiary bodies during the period under review. During this time the workers' group has demanded better representation on various working groups and improved machinery for consultation within the group. The activities of the Joint Committee are summarized below.

272.

At a plenary session held in London in April 1974 "opinions" were adopted on: safety of fishermen and fishing vessels; life jackets for working on deck; coastal assistance; accident prevention; and training and retraining.

273.

During the second half of 1974 a working group on vocational training discussed the possibility of setting up a "European Institute for Sea Fishing" to promote vocational and further training of fishermen and to arrange for exchanges of young fishermen within the European Community. The Secretary of the ITF Fishermen's Section has advised the Committee that the prerogative for determining vocational training standards for fishermen should remain with the Committee and that the main purpose of the Institute should be to promote educationally motivated exchanges of young fishermen within the Community and to assume other public relations functions in the field of training. Another working group (on safety) has spent some considerable time on, among other things, the co-ordination of medical, technical and meteorological assistance on the high seas, and physical fitness requirements for fishermen (including medical examinations). At a plenary session held in Brussels on 14 May 1975 agreement was reached on a proposed social harmonization programme for sea fishing which deals with recruitment, remuneration, rest periods, annual leave, safety and health and social security of fishermen within the Community.

274.

More recently, the Committee has drawn the Commission's attention to the serious effects on fishermen's earnings of falling fish prices and has listed the following factors, among others, as being contributory to the economic crisis in the sea fishing sector: absence of upward social harmonization; abnormal rises in fuel prices; dumping of fish from non-member states; over-fishing; and extension of fishing limits. To cope with these problems, the fishermen's representatives concerned have called for a long-term Community-level policy for the sea fishing industry covering: the production and transport of fishery products; the marketing and processing of fishery products; social conditions; and education and training. In this policy proposal specific demands are made in favour of: a Community minimum-price system for landed

fish; Community-level collective agreements providing for a guaranteed minimum wage; regulations governing catch quotas and fleet sizes; credit guarantees and loans by the European Investment Bank; and regular consultations with the two sides of the fishing industry on matters of Community policy.

275.

With regard to fishing limits, the EEC fishermen's unions have asked the Council of Ministers and the Commission to inform Iceland that the Agreement between the EEC and Iceland on trade tariffs will only be applied (a) if there is a settlement between Iceland and the United Kingdom and that such an agreement as well as those entered into by Iceland with Belgium and the Federal Republic of Germany satisfy all the EEC member states individually and the Community as a whole and (b) provided that none of these agreements implies immediate recognition of the 200-mile zone introduced by Iceland. The fishermen's unions have furthermore rejected any form of intimidation or violence by either party to the dispute and have called upon the EEC authorities to ask the states concerned and the UN Security Council to do their utmost to secure an acceptable basis for bringing calm to the somewhat turbulent situation which has developed over the fishing limits issue. In the same vein, the EEC fishermen's representatives asked the EEC authorities to remind Norway and the EEC member states without delay that Norway's plans to set up a 200-mile fishing zone were not negotiable on a bilateral basis but fell within the jurisdiction of the Community as a whole.

276.

Other activities of the Joint Committee cover fire-fighting training for fishermen, industrial safety, decasualization of the fishing industry, a comparison of collective agreements in the fishing industry, employment prospects following the proposed restructuring of the EEC fishing industry and a long-term community fishing policy (including a common fishing limit for the EEC area).

277.

INTERNATIONAL FISHERIES COMMISSIONS

In accordance with recently established Section policy the ITF Secretariat has submitted applications for observer status with both the North-East Atlantic Fisheries Commission (NEAFC) and the International Commission for the Northwest Atlantic Fisheries (ICNAF). Whilst there are indications that both commissions will eventually respond favourably to the ITF's request, permanent observer status was being withheld at the time of writing since the future rôle of the commissions is not clear following the extension to 200 nautical miles of several national fisheries jurisdictions. Further consideration will

shortly be given by both commissions to future multilateral co-operation in the field of fisheries in the North Atlantic and the consequent need to amend the conventions on which their activities are based. One favoured suggestion is that their future functions might include the management of fisheries outside national fisheries jurisdiction and the provision of scientific advice relating to fisheries both inside and outside national jurisdiction. The ITF Fishermen's Section Secretary attended the 9th Special Meeting of ICNAF (held in December 1976) following the granting of temporary observer status to the ITF. The 27th Annual Meeting of ICNAF is scheduled for May/June 1977 and a Special NEAFC Conference will be held in March/April 1977.

278.

UN LAW OF THE SEA CONFERENCE

The most important issue among fishermen today is the question of fishing limits and preservation of fish stocks. Until the UN Conference on the Law of the Sea (UNCLOS) is able, once and for all, to adopt an international instrument regulating rights of fishing and obligations of conservation within territorial limits, on and above the continental shelf and on the high seas, which is universally acceptable and ratifiable conflict will prevail.

The aim of the ITF is to preserve existing employment opportunities for its affiliated fishermen and it is therefore committed to the concept of "renewable resource management". It has frequently called upon governments to resolve any disputes over fishing limits by negotiation and so avoid the serious harmful effects on workers in the fishing industry that would inevitably flow from any attempts to impose a solution by force.

The most favoured concept at UNCLOS, and one which is likely to be accepted eventually by the international community, stipulates that the fishery resources of the coastal state form an integral part of the natural resources of the coastal state up to a distance of 200 miles. Thus according to this concept both mineral and living resources belong to the coastal state. The negotiating text dealing with the exclusive economic zone gives the coastal state sovereign rights for the purpose of exploring and exploiting, conserving and managing the natural resources, whether renewable or non-renewable, of the bed and subsoil and the superjacent waters; provides that the zone shall not exceed 200 miles and that the coastal states shall determine the allowable catch of the living resources within this zone and take certain other measures designed to prevent over-exploitation and makes the coastal state responsible for the "optimum utilization" of the living resources in the exclusive economic zone so that when it is unable to "harvest" the total allowable catch it shall give other states access to the surplus allowable catch on terms to be agreed upon.

CIVIL AVIATION SECTION

279.

SECTION COMMITTEE

At the end of 1976 the Section Committee was composed as follows:

<i>Name</i>	<i>Category</i>	<i>Country</i>	<i>Union</i>
W. Gill (Chairman)		USA	FEIA
W. Murche (Vice-Chairman)		Germany	OeTV
E. Mackenzie	Admin. and Managerial Staffs	Great Britain	ASTMS
J. Leyden	Air Traffic Controllers	USA	PATCO/MEBA
Ms. S. Poole	Cabin Staff	Canada	CALFAA
M. Abraham	Cabin Staff	France	SNPNC
L. Shorter	Cabin Staff	Great Britain	T&GWU
V. Toso	Cabin Staff	Italy	SNAVCO
O. Johansson	Cabin Staff	Sweden	HTF
E. M. Mitchell	Cabin Staff	USA	TWU
D. Kennedy	Flight Despatchers	Canada	CALDA
R. Deseau	Flight Engineers	France	SNOMAC
E. Nevin	Flight Engineers	Great Britain	MNAOA
R. Porat	Flight Engineers	Israel	Histadrut
J. Wahle	Flight Engineers	USA	FEIA
R. Beótegui	Ground Staff	Argentina	APA
J. P. Maynes	Ground Staff	Australia	Federated Clerks' Union
F. Kaspar	Ground Staff	Austria	HTV
R. Geldof	Ground Staff	Belgium	CMB
R. Génovès	Ground Staff	France	Public Service Workers
C. Kirwan	Ground Staff	Irish Republic	IT&GWU
R. Galluppi	Ground Staff	Italy	FILAC
T. Ichinosawa	Ground Staff	Japan	JAL Workers' Union
B. Kok	Ground Staff	Netherlands	Transport Workers' Federation
M. S. Chepote	Ground Staff	Panama	SIELAS
S. Lundgren	Ground Staff	Sweden	STF
F. Waldner	Ground Staff	USA	IAM

280.

FLIGHT DECK TECHNICAL COMMITTEE

At the end of 1976 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. Wahle (Chairman)	USA	FEIA
F. A. Verpoorten	Belgium	CGSP
R. Thiebaut	France	SNOMAC
R. Deseau	France	SNOMAC
G. Beckmann	Germany	OeTV
D. Schwenn	Germany	OeTV
R. Bricknell	Great Britain	MNAOA
A. R. Begg	Great Britain	MNAOA
F. Durkin	Great Britain	MNAOA
R. Porat	Israel	Histadrut
S. Abi-Nahed	Lebanon	Syndicate of MEA
M. Lavalle	Mexico	ASPA
W. J. Buying	Netherlands	KLM Flight Engineers
W. Schreuder	Netherlands	KLM Flight Engineers
M. Chabbi	Tunisia	FGTT

281.

CABIN ATTENDANTS' TECHNICAL COMMITTEE

At the end of 1976 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. Horst (Chairman)	USA	TWU
M. Russell (deputy: J. Gibson)	Australia	Flight Stewards' Association
R. van Wolput (deputy: R. Housen)	Belgium	CGSP
Ms. S. Poole	Canada	CALFAA
M. Abraham (deputy: Ms. M. Fuss)	France	SNPNC
Ms. C. Holdt (deputy: B. Beyert)	Germany	OeTV
L. Shorter (deputy: E. McDermott)	Great Britain	T&GWU
D. M. Mistry	India	Air India Cabin Crew Association
G. Mahler	Israel	Histadrut
V. Toso	Italy	SNAVCO
M. Akiyama	Japan	JAL Cabin Attendants
A. Reyes	Mexico	ASSA
F. M. Woltering	Netherlands	KLM Cabin Staff
K. Baker	New Zealand	Airline Stewards and Hostesses
O. Johansson (deputy: S. Hedén)	Sweden	HTF
A. Jouini	Tunisia	FGTT
E. M. Mitchell	USA	TWU

282.

GROUND STAFF COMMITTEE

At the end of 1976 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
E. Mackenzie (<i>Chairman</i>)	Great Britain	ASTMS
J. Orlando	Argentina	APA
A. Dehant	Belgium	CGSP
D. Kennedy	Canada	CALDA
D. Renard	France	Public Service Workers
H. J. Schuch	Germany	OeTV
L. Shorter	Great Britain	T&GWU
R. Galluppi	Italy	FILAC
T. Ichinosawa	Japan	JAL Workers' Union
Ms. M. Glomm	Norway	Commercial Workers
S. Lundgren	Sweden	STF
S. Lunnerfeldt	Sweden	HTF
V. Schiwoff	Switzerland	VPOD
J. Leyden	USA	PATCO/MEBA
E. M. Mitchell	USA	TWU
F. Waldner	USA	IAM

283.

CONFERENCES AND MEETINGS

ILO Preparatory Meeting on Civil Aviation, Geneva, 3-10 October 1974

After almost 14 years of effort on the part of the ITF and its affiliated civil aviation unions, the ILO at last convened a Preparatory Meeting on Civil Aviation in Geneva in October 1974. Workers, employers and government representatives from 15 countries (Australia, Brazil, Canada, Ethiopia, France, Germany, India, Italy, Japan, Mexico, Nordic Countries, UK, USA, USSR and Zaire) were invited. The principal purpose of the meeting was to identify social and labour problems in civil aviation and to determine the scope of ILO action in the civil aviation field which could range from further research and study in certain areas to the convening of a full-scale tripartite meeting at a future date.

ITF-affiliated civil aviation unions were strongly represented at the meeting and an ITF preparatory meeting was held in the ICFTU office in Geneva on 2 October 1974. This meeting of ITF affiliates identified the following problems as the ones requiring the immediate and urgent attention of the ILO:

1. Protection of trade union rights;
2. Joint consultation;
3. Flight and duty time limitations;
4. Occupational hazards and safety;
5. Discrimination on grounds of sex;

6. Job security;
7. Legal liability in accidents;
8. Emotional shock after hijackings;
9. Charter companies;
10. Multi-national personnel exchange;
11. Employment of foreign nationals;
12. Working conditions of traffic controllers;
13. Social repercussions of technological change.

The ITF further decided that the ILO should be requested to take the following steps in order to keep abreast of the problems created by the continued rapid development of the international civil aviation industry:—

- (a) Convene a full-scale tripartite technical meeting for civil aviation as soon as possible;
- (b) Create specialized permanent machinery within the ILO on the same basis as, for example, has been done for the maritime industry;
- (c) Hold regular meetings of experts to deal with specific problems in the field of aviation;
- (d) Expand the existing Inland Transport Committee for a fuller discussion of civil aviation problems.

At the official meeting of the ILO which opened at 10.00 hours on 3 October 1974, the following officials of the Workers' Group were elected:—

1. John Cousins (UK)—Chairman, Workers' Group;
2. R. R. Smeal (Canada)—Vice-Chairman (Workers) of the conference;
3. Capt. J. J. O'Donnell (USA), Mr. Zeuf (USSR), W. Murche (Germany), J. Kalvik (Norway)—Vice-Chairmen of the Workers' Group;
4. M. S. Hoda, Secretary, Workers' Group.

Despite the negative attitude adopted by the employers' side, which from the beginning opposed the idea of a future full-scale tripartite meeting and which attempted to limit the scope of the discussion at that meeting, the conclusions adopted by the meeting were substantially in line with the requests made by the ITF within the Workers' Group.

The ILO Preparatory Meeting recommended the Governing Body of the ILO "to convene a tripartite technical meeting of the industrial committee type to which between 25 and 30 countries would be invited". The meeting further recommended that the agenda of such a tripartite meeting should be:—

- (a) A general report providing a general picture of the state of the industry, particularly from the point of view of social and labour problems;
- (b) Occupational health and safety in civil aviation (including working conditions in so far as these affect health and safety);
- (c) Employment security in civil aviation (including questions concerned with training and retraining).

As will be seen, the agenda items are very broadly based and taken together will be capable of accommodating most of the points put forward by the ITF and the Workers' Group during the Preparatory Meeting.

As regards the special problems concerning Air Traffic Controllers, the ILO meeting recommended that these should be the subject of a specialized ILO meeting of experts. The meeting also called upon the ILO to include civil aviation in its research programme examining social and labour problems of multi-national companies. The meeting further noted that, although a number of existing ILO instruments, particularly those relating to trade union rights, labour-management relations and discrimination on grounds of sex, are applicable to civil aviation employees, they are not being enforced in many countries and therefore the meeting expressed the view that these instruments should be effectively applied in the civil aviation industry by all member-states of the ILO. The ILO has also been requested by the meeting to study the social and industrial aspects of "aviation security" in collaboration with ICAO, as well as to give adequate attention to the question of the civil liability of aviation workers.

All in all, the conclusions of the meeting were very satisfactory from the point of view of the ITF, which had done a great deal of ground work before the meeting.

284.

Meeting between SAS and the ITF—Stockholm, 6 November 1974

As a result of the decision taken at the ATLAS-KSSU Group meeting convened by the ITF in November 1973 in Amsterdam, the ITF General Secretary wrote to all the managements within the ATLAS and KSSU Groups asking for a joint meeting of these managements with the trade unions concerned in each group. The purpose of such a meeting would be to discuss general group policy, both short-term and long-term, as well as to explore the possibility of harmonizing working conditions within the groups and establishing management/trade union consultation machinery at group level to permit regular exchanges of views.

Almost all the managements which replied to the letter rejected the request on the following grounds:—

- (a) That the airline companies in the groups were autonomous;
- (b) That their cooperation was of a purely technical nature;
- (c) That the unions were regularly consulted at national/airline level and therefore meetings, or the establishment of consultative machinery, at group level would be superfluous.

The only exception to this response was from SAS which invited the ITF to a meeting in Stockholm on 6 November 1974 to discuss KSSU policy. At that meeting SAS informed the ITF in detail of the framework and areas of cooperation between the airlines constituting the KSSU Group and stressed that they were not only very keen to have close cooperation with the trade unions, but that they had kept the Scandinavian unions fully informed about KSSU policy.

In reply to a question as to why the KSSU managements were not willing to hold a joint meeting with the trade unions, the SAS management informed the meeting that they were open-minded about the whole question and invited the ITF or its affiliates to seek any information from them which they promised to give gladly. The ITF pointed out that, although consultation at national/airline level was taking place, it was not very satisfactory because decisions were taken at group level and therefore consultation at group level with the trade unions was highly desirable, as this would help in clarifying a number of points which might otherwise cause unnecessary concern to the trade unions. SAS promised to report the ITF's views to the KSSU managements.

In view of this meeting, which was very amicable throughout, the affiliated unions in the ATLAS and KSSU Groups were again advised to put renewed pressure on their respective managements to call a joint meeting between the managements and trade unions at the group level.

285.

Meeting between SNPNC (France) and TWU (USA) re: Closure of Rome and Paris Bases—New York, 12 November 1974

This meeting was called by the ITF after we had been approached by representatives of the Italian cabin attendants (SNAVCO) and French cabin attendants (SNPNC), during the ILO meeting held in Geneva in October, who expressed concern about the proposed closure of their Rome and Paris bases by the TWA management. When the ITF asked James Horst of the TWU to attend such a meeting with SNAVCO and the SNPNC in London, he informed us that both TWA and Pan-Am were experiencing serious financial difficulties with the result that a large number of American cabin attendants had been and were being laid off in the USA, posing the problem of their re-employment. The proposal to close the Rome and Paris bases was mainly the result of this unhealthy economic situation within the airline companies. Despite

this, the TWU had earlier made an offer to SNAVCO and the SNPNC to the effect that, in the event of the Rome and Paris bases being closed down, the seniority of the Italian and French cabin attendants would be preserved should they decide to come to New York. This offer was not accepted by the French and Italians who wanted retention of the Paris and Rome bases and wanted to negotiate with TWA in their respective countries. Since then, because of the continuing adverse financial situation in the airlines and in view of the non-acceptance of the TWU offer by the French and Italian cabin attendants, the TWU withdrew its offer and was currently negotiating with the airlines for the absorption of the laid-off American cabin attendants. Under the circumstances Bro. Horst felt that a further meeting between the three unions would be fruitless. However, owing to continuing requests for the meeting from the French and Italians, the ITF pressed the TWU to participate in a further meeting which was held in New York on 12 November 1974.

Due to a strike situation in Rome, SNAVCO (Italy) could not participate in the meeting. The SNPNC (France) delegates informed the meeting that they had been successful in obtaining a court injunction against TWA delaying the closure of the Paris base until 15 November 1974 and they hoped to get it extended for a further period. However, the French cabin attendants working for TWA in Paris were now willing to go to New York provided their seniority were maintained. The TWU said that the original offer, which was given to the French and Italians in the spirit of the international brotherhood of trade unionists, to preserve their seniority despite difficulties at home, would be impossible to repeat at this stage.

After a lengthy discussion, it was finally agreed that the French TWA cabin attendants would continue their struggle via the French legal processes available to them and that the TWU would both abstain from taking any steps that might jeopardize their interests and would wherever possible help them to protect their jobs.

286.

Nordic Conference of Civil Aviation Unions, 11 to 13 November 1974

A conference of unions representing both affiliated and non-affiliated organizations of civil aviation workers in Sweden, Norway, Denmark, Finland and Iceland was held in Lysebu, Norway, from 11 to 13 November 1974 under the auspices of the Nordic Trade Union Coordinating Council (NFS) in cooperation with the Scandinavian Transport Workers' Federation, the Scandinavian Metal Workers' Federation and the Norwegian Federation of Civil Aviation Unions. The ITF was represented at the conference by Ken Golding, Secretary, Research and Publications Department.

The conference's main purpose was to discuss closer cooperation between the unions at national, Nordic and international level. A statement summarizing the results of the meeting issued at its conclusion included the following paragraph:

"The conference emphasized the need to develop cooperation between the affected organizations at national, Nordic and international level. It was established that the International Transport Workers' Federation (ITF) represents a strong trade union International which well meets the demands which can be made for a cohesive and effective organization."

The decisions taken at the conference have already resulted in further affiliations to the ITF from the Nordic countries, notably from the Metal and Commercial Workers' Unions in Denmark.

287.

**Flight Deck Technical Committee Meeting, London,
18 to 19 February 1975**

The meeting noted the results of the ILO Preparatory Meeting, held in Geneva from 3 to 10 October 1974, and decided on the documentation and strategy for the full meeting of the ILO on civil aviation, which was to be held in the biennium 1976/77. The meeting also developed a policy on flight engineers' responsibility for inspection of emergency equipment and procedures. The hazards of plastic materials, which has been a subject of discussion at previous meetings, were re-examined and the members were asked to study, in detail, matters such as smoke removal, fire prevention, fire detection, fire containment and supervision, as well as regulations concerning the materials used and escape facilities. The economic situation in the airline industry, with particular reference to capacity agreements, was discussed together with problems such as flight and duty time limitations on Concorde, flight engineers' participation in accident investigation, and the transport of dangerous goods by air.

288.

**Cabin Attendants' Technical Committee Meeting, London,
27 to 28 February 1975**

The meeting thoroughly examined the ITF Secretariat's paper on "Occupational Hazards of Flying Staff" and made various suggestions for incorporation in the document which was to be forwarded to the ILO for their full meeting on civil aviation.

The cabin attendants' "Code of Practice" in cases of hijacking and bomb threats was also discussed and it was agreed that this Code should be distributed among cabin crew by the respective unions in the countries concerned, if necessary in their own languages. The members also

agreed that the translation work should be done by the unions themselves. On the question of the licensing of cabin attendants, it was agreed that the ITF Secretariat should ask ICAO to put this item on the agenda of the next meeting of the PEL/TRG/MED. Memoranda and documentation in support of the proposal should be prepared by the ITF Secretariat, in consultation with the Committee members. The meeting also discussed the safety training programme for cabin crew, in particular the question of cabin safety in DC 10's and the safety of cabin attendants' seating on aircraft. General discrimination against female cabin staff on grounds of sex was discussed in great detail and it was agreed that a comprehensive document, citing specific examples of discrimination should be brought to the attention of the ILO for their meeting on civil aviation. A paper by Dr. Cameron, who is a medical authority on aviation problems, discussing whether stewardesses should fly during the first three months of pregnancy, was considered and it was agreed that the members should forward any information they might have to Dr. Cameron, through the ITF. The practices of various airline companies in this respect varied substantially and the members exchanged information on this. Other subjects discussed were the Lufthansa/Nairobi crash on 20 November 1974, cabin crew complement on Concorde, airport security and inadequate safety provisions in charter companies.

289.

Ground Staff Committee Meeting, London, 20 to 21 May 1975

This was the first meeting of the Committee since its formation in Stockholm in August 1974. The meeting discussed in great detail the paper prepared by the ITF Secretariat on "Occupational Hazards of Ground Personnel" and made various proposals for inclusion in the body of the report. The most important item concerned the transport of dangerous goods by air. Members expressed deep concern about the lack of monitoring and supervision of such cargoes, which had resulted in serious accidents. The handling of cargoes containing radio-active materials without the knowledge of the ground staff was agreed to be among the most serious of hazards.

The result of the survey carried out by the ITF on "shift work" was also discussed in great detail and a policy adopted which all ITF-affiliated ground staff unions were recommended to apply in their negotiations. The meeting also considered the adverse effects of multinational airline company groupings and adopted a resolution calling upon the civil aviation unions affiliated to the ITF to intensify their international cooperation in order to protect their interests. It also urged the managements of such airline groups to have joint consultation with the trade unions and warned companies that any decision taken without consultation would not be binding on the employees. In this context, the whole question of international solidarity action was also discussed and everyone felt the need for closer cooperation.

290.

KSSU Group Meeting, London, 22 May 1975

In response to the request made by various unions within the KSSU Group, a meeting was called to review the present situation within the Group, to exchange information on conditions of employment and to take decisions with regard to future action. The meeting was held in the ITF Secretariat's office and was attended by representatives of HTF (Sweden); SNPNC (France); SID (Denmark); VPOD (Switzerland); KLM Cabin Attendants (Netherlands); and KLM Flight Engineers (Netherlands). After reviewing the situation in detail, the meeting decided that the ITF should follow up a previous letter to the KSSU Management and again request a joint meeting between the civil aviation unions and the employers at Group level. The meeting believed this to be the only way to create a healthy climate of industrial relations in the civil aviation industry. The meeting further decided that a small committee of union representatives within the KSSU Group should be established on an ad hoc basis, which could be called at short notice in order to discuss and make decisions on urgent problems, as well as to hold joint consultations with the Management at Group level, if necessary.

291.

EEC Meeting on Air Transport, Brussels, 18 June 1975

The Commission of the European Economic Community called a meeting of the representatives of the civil aviation unions within the Community on 18 June 1975 in Brussels to put the final touches to a working party memorandum which is to be submitted to the employers and which invites them to establish a Joint Advisory Committee to consider various social problems in the civil aviation industry. The ITF was represented by M. S. Hoda, Secretary, Civil Aviation Section. The civil aviation unions' representatives finalized the draft of the memorandum. The employers' views on the establishment of a Joint Advisory Committee are not yet known.

292.

KSSU Group Meeting, London, 7 November 1975

In response to the request made by various unions within the KSSU group, another meeting of the civil aviation trade unions within the group was held in London on 7 November 1975. The meeting reviewed the situation and exchanged information on conditions of employment. The meeting drafted the questionnaire for cabin attendants for regular exchange of information on their conditions of employment and approved guidelines for subsequent drafting of a questionnaire for ground staff personnel. As for the flight deck personnel, the meeting noted that the questionnaire was under preparation by the KLM Flight Engineers' Association in consultation with others.

A further meeting of the Working Committee of the ground staff was held in Zürich on 4 December 1975 where the questionnaire was finalized.

The meeting also finalized the composition of a small sub-committee which could meet at short notice to take decisions with regard to future action.

293.

Section Committee Meeting, Stuttgart, 20 to 22 January 1976

The ITF Civil Aviation Section Committee Meeting was held in Stuttgart from 20 to 22 January 1976 and was attended by 34 members and advisers. William A. Gill, Section Chairman, was in the chair. The meeting discussed wide-ranging problems facing civil aviation workers throughout the world and the following are the main decisions and conclusions arrived at at that meeting.

The meeting took note of the work done by the Flight Deck Technical Committee, the Cabin Attendants' Technical Committee and the Ground Staff Committee and endorsed the policy statements and resolutions adopted by these committees after some amendments (see resolutions page 219). It was also agreed that the question of crew members' "multiple qualifications" should be further examined by the Flight Deck Technical Committee and the Cabin Attendants' Technical Committee.

The meeting noted with satisfaction that the Governing Body of the ILO had endorsed the recommendations made by the ILO Preparatory Meeting in October 1974, that a full-scale tripartite meeting on civil aviation be held in 1977. The meeting decided that, as in the past, the ITF should make extensive preparation for this meeting and that a Civil Aviation Section Conference should be held just prior to the ILO meeting.

The meeting approved the document prepared by the ITF Secretariat on Occupational Hazards and decided that the paragraph on Transport of Hazardous Materials should be further expanded before submission to the ILO.

The question of the Transport of Hazardous Materials was discussed at great length at the meeting and it was decided that a small sub-committee should be formed in order to draft an ITF Policy Statement on this subject after taking into account the various practices in different countries.

The meeting took note of the fact that Frank Fabian, who has been representing the ITF at ICAO meetings, will no longer be able to do so in view of his own commitments and decided that D'Arcy Kennedy of the Canadian Air Line Dispatchers Association, who had kindly offered to take up this assignment, should be asked to represent the

ITF at future meetings of ICAO. The meeting further agreed that the ITF General Secretary and the Executive Board should be asked to explore the possibility of compensating D'Arcy Kennedy for his out-of-pocket expenses and a number of civil aviation unions agreed to pay extra contributions for this purpose.

294.

KSSU Group Meeting, London, 25 May 1976

A meeting of the civil aviation trade unions within the KSSU Group was held in London on 25 May 1976. Seventeen delegates attended the meeting. The meeting finalized the composition of the KSSU Group Sub-Committee. Ove Johansson of the HTF, Sweden, was unanimously elected as the Chairman of the Committee. The members of the Committee were drawn from affiliates organizing the personnel of SAS, Swissair, KLM and UTA.

The meeting went on to discuss the latest communications received from the managements of KLM, Swissair and SAS, declining the request of the ITF to have joint consultation at group level. The KLM Management had further pointed out that, in view of the developments at EEC level to form a joint committee for civil aviation, they thought that joint consultations with the trade unions of the KSSU Group would be counterproductive. The meeting, however, felt that the joint committee at EEC level would not serve their purposes since not all the countries in the KSSU Group were represented at EEC level. It was further suggested that there was no point in making a further approach to the managements on this matter and that other means, including the possibility of industrial action, should be explored in order to exert pressure on the managements.

295.

Joint Meeting of the ATLAS and KSSU Groups, London, 26 May 1976

A joint meeting of the civil aviation trade unions within the ATLAS and KSSU Groups was held in London on 26 May 1976. Twenty-one delegates participated in the meeting. R. Deseau (SNOMAC—France) was elected the Chairman of this meeting.

The meeting reviewed developments since the last meeting, particularly the replies received from the managements of Swissair, SAS and KLM, declining the latest request of the ITF to have joint consultations.

The meeting endorsed the opinion expressed by the KSSU Group meeting, which was held on the previous day, that the developments at EEC level would not be satisfactory since not all countries within the ATLAS and KSSU Groups were members of the EEC. However, the meeting was of the opinion that, before contemplating any industrial action, pressure should be exerted on the managements, through other

sources such as workers' councils, in order to persuade the managements to change their attitude. By doing so, the unions would have established that they had done all in their power in order to persuade the managements to have joint consultation at group level. The meeting agreed that the unions should exchange information on their conditions of employment in order to be able to draft a concrete memorandum for the purposes of harmonizing all their working conditions.

The questionnaire drafted by the KSSU Group was found to be acceptable to the ATLAS Group as well and it was agreed that the same questionnaire should be sent to all the civil aviation trade unions within the ATLAS Group, who should be asked to answer as comprehensively as possible.

The meeting decided that a Sub-Committee of the ATLAS Group should be formed on the same basis as the one for the KSSU Group.

296.

Flight Deck Technical Committee Meeting, London, 24 to 25 August 1976

Another meeting of the Flight Deck Technical Committee was held on 24 and 25 August 1976 in London. The meeting, while discussing the cockpit crew complement on Concorde, took note of the reply received from the Flight Test Director of the British Aircraft Corporation. The meeting further discussed the crew complement of the forthcoming Boeing 7X7 and noted that IFALPA policy on crew complement was, to some extent, in line with ITF policy on the subject. In order to press the issue at international level, the meeting adopted a resolution (see resolutions page 226) and it was decided that copies of this should be sent to the Boeing Corporation, all ITF civil aviation affiliates and all other organizations concerned.

It was also decided that IFALPA should be approached with a view to issuing a joint ITF/IFALPA statement on the crew complement of the 7X7.

The meeting further noted the practices in various countries on the inspection procedures of emergency equipment and it was found that the practices in the UK and the USA were quite similar. The meeting congratulated SNOMAC on the extensive report they had prepared on the "Hazards of Plastic Materials" and it was decided that the SNOMAC policy statement on this subject should form the basis for an ITF policy statement but that smoke evacuation procedure should also be included as a further item in that policy statement. The meeting further considered SNOMAC's paper on "Oxygen Systems and Masks" and it was agreed that all committee members should send in their recommendations to the ITF Secretariat for an ITF policy statement on the smoke problem. Such recommendations should be divided

into two parts—the first dealing with the modification of existing aircraft and the other on future aircraft yet to be manufactured. SNOMAC offered to draft an outline of a policy statement which might serve as the basis for an ITF policy statement.

The meeting also discussed the forthcoming tripartite technical meeting on civil aviation, convened by the ILO, which will be held in December 1977. It was agreed that a working party should be set up and that Jack Wahle (USA), Roger Bricknell (UK) and Raymond Deseau (France) should represent the FDTC on the ILO Working Party.

The meeting further discussed a letter from the Secretary General of ICAO, seeking the ITF's opinion on the desirability of convening the next Personnel Licensing Divisional meeting. The meeting spent a great deal of time in answering the questionnaire submitted by ICAO and it was agreed that the Secretary General should be asked to call the next meeting as soon as it was convenient, in order to update the licensing requirements of all categories. Other items discussed were: the transport of dangerous goods; the radiation hazards of supersonic flight; the updating of the Amersfoort resolution (1967) on crew complement; and the hijacking of the Air France airbus to Entebbe in June 1976.

297.

Cabin Attendants' Technical Committee Meeting, London, 22 and 23 November 1976

The ITF Cabin Attendants' Technical Committee met in London on 22 and 23 November 1976. The meeting elected James Horst (TWU, USA) as Chairman of the Committee in succession to the late Bob Smeal and O. Johansson (HTF, Sweden) was elected Vice-Chairman to replace J. C. Blachère. A number of changes were also made in the composition of the Committee.

The meeting discussed the forthcoming ILO Tripartite Technical Meeting on Civil Aviation scheduled for December 1977 and a Working Group of three members (Shirley Poole—CALFAA, Canada, Michèle Fuss—SNPNC, France, and Keith Baker—Airline Stewards and Hostesses of New Zealand) was elected to represent the CATC on the ILO Working Party.

The Committee were agreed that the growing tendency of airlines to provide unlimited free alcoholic drinks to passengers was a dangerous practice and a resolution to that effect was accordingly adopted by the meeting. A copy of the resolution was forwarded to all airline companies and ICAO as well as to civil aviation affiliates of the ITF (see resolutions page 226).

Following a lengthy discussion, the meeting reaffirmed ITF policy on the licensing of cabin attendants. It was also agreed that the ITF should continue to pursue this policy through ICAO.

The meeting considered the emergence of the so-called "International Flight Attendants' Association" (IFAA), the real aims and origins of which are dubious. It was agreed that the Secretariat should prepare and distribute a clear statement of the ITF's attitude to this body (see resolutions page 226).

Other subjects discussed by the meeting included the international survey of cabin attendants' working conditions; disability insurance for cabin staff; the transport of hazardous materials; crew complement on the B 747 and the unfair labour practices of certain airlines.

298.

RELATIONS WITH INTERNATIONAL ORGANIZATIONS

International Labour Organisation

The Chief of the Industrial Relations Division of the ILO has informed the ITF that the Governing Body has now finally decided to hold a full-scale tripartite technical meeting on civil aviation from 7 to 15 December 1977. The agenda of the meeting will be: General Report; Occupational Health and Safety in Civil Aviation; and Employment Security in Civil Aviation. It has been learned that the Director General's report on the first item will include: Freedom of Association; Trade Union Rights; Collective Bargaining; and Participation of Workers in Management. The ILO has asked the ITF to supply information on these, as well as on "Employment Security in Civil Aviation." The following 27 countries have been invited to the meeting: Argentina, Australia, Brazil, Canada, Colombia, Czechoslovakia, Egypt, France, Federal Republic of Germany, India, Iran, Italy, Ivory Coast, Jamaica, Japan, Kenya, Lebanon, Mexico, Netherlands, Pakistan, Singapore, Spain, Switzerland, USSR, United Kingdom, United States, and as a joint delegation Denmark, Norway and Sweden. The ITF has already sent out a circular to all its civil aviation affiliates, asking them to make sure that as far as possible the workers' representatives on various national delegations are those affiliated to the ITF.

299.

International Civil Aviation Organization

The ITF has been represented at various ICAO meetings in the past through the good offices of D'Arcy Kennedy of the Canadian Air Line Dispatchers' Association, who has, so far, rendered those services on an honorary basis. However, Mr. Kennedy is due to retire shortly and has offered to carry on the work of ITF liaison at ICAO on a part-

time basis, if the ITF compensates him for his out-of-pocket and other expenses. The matter was discussed by the ITF Civil Aviation Section Committee in Stuttgart in January 1976 and it was unanimously agreed that the Committee should recommend the ITF Executive Board to accept Mr. Kennedy's offer, the rough budget prepared by him for all the work to be done on behalf of the ITF being in the region of Canadian \$6,800 per year. The civil aviation unions agreed to make additional contributions to the ITF for this purpose.

A number of important ICAO meetings are likely to be held in the near future and it is felt that the presence of an ITF observer in Montreal would go a long way towards safeguarding the interests of the ITF members.

300.

EEC

Progress towards the establishment of a Joint Committee on Air Transport within the EEC was halted because of the approaches made by IFALPA to the EEC to set up a separate committee within the EEC Social Division, exclusively for pilots. This was unacceptable to the ITF members because it was felt that the creation of separate committees on a category basis would create division among the civil aviation personnel and would undermine the position of the employees. A meeting was called by Brother Karl-Heinz Hoffmann of the OeTV, which is affiliated both to the ITF and IFALPA, to discuss this matter in Stuttgart on 5 July 1976. At this meeting, IFALPA was informed in very clear terms that their suggestion to the EEC would be unacceptable, not only to the ITF members, but to other trade unions as well. IFALPA promised to consider the matter further and it is now understood that they are now willing to sit on a common joint committee for all civil aviation.

301.

HIJACKING

There have been several incidents of hijacking during the period under review and the ITF, apart from asking the countries to bring the criminals to justice, approached the United Nations, the International Civil Aviation Organization and the European Civil Aviation Conference to initiate enquiries in order to plug any loopholes in the security arrangements at various airports. The International Civil Aviation Organization, in a letter to the General Secretary, said that ICAO was not an enforcement agency and, therefore, was not empowered to conduct enquiries into specific cases of hijacking. However, ICAO has drawn up a comprehensive manual on security which includes almost all of the ITF's recommendations and which the various member state governments are expected to enforce.

TRAVEL BUREAU SECTION

302.

SECTION COMMITTEE

At the end of 1976 the Section Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
K. Haussig (Chairman)	Germany	OeTV
Y. Kosaka	Japan	JTBWU
K. Haussig		
J. P. Maynes	Australia	Federated Clerks' Union
B. J. Larsen (deputy: K. L. Jensen)	Denmark	Salaried Employees' Union
W. Murche	Germany	OeTV
D. A. Mackenzie	Great Britain	TSSA
W. Powell (deputy: G. Henderson)	Great Britain	T&GWU
S. Suzuki	Japan	JTBWU
T. Yasuda	Japan	ZEN-NITTSU
P. Diepeveen	Netherlands	"Mercurius"
A. Aslund	Sweden	STF
L. Hellman	Sweden	HTF
J. Otero	USA	BRAC

303.

SECTION ACTIVITIES AND MEETINGS

Renaming of Allied Industries and Services Section

At the conference of the Allied Section, held in Stockholm during the ITF's 31st Congress, it was decided that the name of the "Allied Industries and Services Section" should be changed to "Travel Bureau Section", that it should concentrate on the interests of travel bureau staff exclusively, that an early meeting of the Section should be called to draw up a working programme and that the Section should then continue for one year at which time a further meeting should be called to determine whether enough interest had been shown in the Section to justify its continued existence.

On 16 September 1974, a circular was sent out to affiliated unions asking whether their organization catered for travel bureau staff and whether they would wish to participate in the work of the ITF Travel Bureau Section.

Among the answers received, 13 unions showed interest in the work of the new Section and wished to participate.

Travel Bureau Section Committee Meeting, London, 8 April 1975

Following the decision taken at the ITF Congress in Stockholm to change the name of the Eighth Section to Travel Bureau Section, circulars were sent out to all ITF-affiliated unions, asking them whether they wished to participate in the work of the new Section. Thirty-six unions answered the circular, out of which the following showed positive interest and agreed to participate in the work of the Section. All of them have travel bureau employees among their membership:

Federated Clerks (Australia)
 OeTV (Germany)
 TSSA (Great Britain)
 JTBWU (Japan)
 "Mercurius" (Netherlands)
 HTF (Sweden)
 BRAC (USA)

A number of other unions informed us of their general interest in the Section and wished to be kept informed about its activities, although they did not wish to join the Section or participate actively in it at this stage because either their membership was not large enough in the travel trade to justify their participation or for other domestic reasons. Among the unions falling into this category were: Swiss Railwaymen's Union; Norwegian Commercial and Clerical Workers' Union; Nigerian Owerri Station Wagon and Pick-up Union; All-India Railwaymen's Federation; Transport and Dock Workers' Union (Bombay); and the ASTMS (Great Britain).

The first meeting of the Travel Bureau Section Committee was held in London on 8 April and was well attended. The point was strongly made by the members present that this Section should be allowed to function within the ITF because of the strong links between the transport and travel trade industries. With regard to the suggestion that the travel trade employees were mainly clerical workers and, therefore, did not fall within the category of transport workers, the meeting felt that even in purely transport undertakings, a large number of workers were clerical and that clerical workers therefore already represented a fair proportion of the ITF's membership.

After discussing the problems facing the travel trade industry worldwide, the growth of several multi-national companies in this sector, and the state of trade union organization, the meeting felt that all the ITF-affiliated unions concerned should launch a worldwide recruitment

campaign, under the ITF's leadership. Those companies which were anti-union or obstructed their employees from joining trade unions should be given warning that the ITF-affiliated unions would consider boycott action if they persisted in their anti-union attitude. The meeting further decided that the ITF should conduct a survey of legislation and collective agreements existing in various countries, for the information of the affiliated unions. The section should also seek affiliation with the World Tourism Organization (WTO) which is an inter-governmental organization set up within the framework of UNDP. The WTO is responsible for international legislation protecting employees and customers and promotes training programmes for travel trade workers.

305.

As a result of this decision, a survey was conducted by the ITF and its findings have already been sent out to the unions concerned. The WTO has also accepted the ITF application for membership. From the information received so far, the interested unions have already launched a recruitment campaign in their various companies and the Japan Travel Bureau Workers' Union has already informed us that they wish to increase their membership to the ITF substantially.

306.

Travel Bureau Section Committee Meeting, London, 9 December 1976

A meeting of the Committee of the ITF Travel Bureau Section took place in London on 9 December 1976. The meeting discussed at length the text of a draft model agreement for the travel industry, which was amended in a number of details before being adopted by those present. It also took note of the legislation affecting the travel trade in a number of countries and urged affiliates from those countries that had not already done so to send in details of the legislation applying in their respective countries. In the course of the meeting, a proposal was advanced by the Japanese Vice-Chairman of the Section, Y. Kosaka, to the effect that the ITF should convene an international seminar, at which ILO and WTO representatives, together with officials of other interested organizations, should be invited to be present. It was agreed to submit this proposal to the ITF Executive Board and that the seminar should deal with the following topics: the state of the travel trade; the reasons for the fragmentation of the industry; the difficulties of organizing travel bureau personnel; and the relationship between the transport industry and the travel trade. The meeting also reaffirmed the need for the ITF to establish cordial relations with the World Tourism Organization (WTO).

SPECIAL SEAFARERS' SECTION

307.

FAIR PRACTICES COMMITTEE

At the end of 1976 the composition of the Committee was as follows:

<i>Country</i>	<i>Seafarers</i>	<i>Union</i>	<i>Dockers</i>	<i>Union</i>
Argentina	A. Ravina	CAOMAR	E. Tolosa	SUPA
Australia			T. Bull	WWF
Belgium	W. Cassiers	BTB	A. Vervliet	BTB
Canada	R. Gralewicz	SIU	D. Nicholson ¹⁾	CBRT & GW
Finland	R. Herdin	Seamen	A. Mäki Paavola	Transport
France			J. Duniau	Dockers (FO)
Germany	H. Rake	OeTV	H. Diers	OeTV
Israel	A. Chisik	Officers		
Italy	F. Giorgi	FILM-CISL	L. Betti	FILP-CISL
Japan	K. Kihata	AJSU		
Netherlands	W. Ch. van Zuylen	FWZ	P. van Keulen	Vervoersfede- ratie NVV/NKV
New Zealand	J. Woods	Seamen	E. Thompson	WWF
Norway	E. Tollerud	Seamen	M. Bakke ²⁾	Transport
Sweden	G. Karlsson	Seamen	H. Ericson	Transport
Switzerland			K. Rebsamen	VHTL
United Kingdom	J. Slater E. Nevin	NUS MNAOA	J. L. Jones	T&GWU
United States	E. Shepard S. Wall	SIUNA NMU	T. W. Gleason	ILA
Co-Chairmen:	K. Mols Sørensen (Chairman, Seafarers' Section) C. Fitzgibbon (Chairman, Dockers' Section)			

1) D. Secord retired 31 October 1976

2) Co-opted January 1975

308.

MEETINGS

Fair Practices Committee Meeting, London, 17 and 18 January 1974

The meeting was attended by 42 members and advisers from 16 countries, with Tim O'Leary (T&GWU, UK) in the chair. K. Mols Sørensen (Mates' Union, Denmark), Vice-Chairman ITF Seafarers' Section, acted as Vice-Chairman of the Committee. Resolutions reaffirming the ITF's opposition to the use of flags of convenience; condemning the proposal to establish a shipping register in Hong Kong; and revising the ITF's definition of a flag of convenience were adopted unanimously, as was also a statement on the energy crisis (see resolutions page 213).

A Sub-Committee was selected to examine and report on the pay rates for officers contained in the ITF Collective Agreement, with particular reference to the Committee's decision to increase ratings' pay by 35% with effect from 1 September 1974.

The Committee reviewed the considerable progress made over the last two years in intensifying the Campaign through the use of an open-ended flexible approach in which national organizations have used

whatever measures are open to them and best suited to their problems. Spectacular results have been obtained in many cases of exploitation of crews and grossly substandard ships by bringing the reasons for union objections and/or legal action to public attention through the press, radio and television.

A number of grants from the Seafarers' International Welfare Fund to seamen's welfare bodies were approved by the Committee (see item 345 below).

309.

Sub-Committee on Officers' Rates of Pay in ITF Collective Agreement, London, 27 and 28 April 1974

The meeting was chaired by K. Mols Sørensen (Mates' Union, Denmark) and attended by E. Tollerud (Norwegian Seamen's Union) and L. Heinonen (Finnish Seamen's Union), with B. Laughton and A. Selander (ITF Secretariat). E. Brown (British NUS) and F. Giorgi (FILM-CISL, Italy) were unable to attend. The Sub-Committee considered further data collected by the Chairman and decided that an increase of 35% in the officers' rates contained in the ITF Collective Agreement dated 1 August 1972 was appropriate, but that in view of continuing rapid inflation, the Joint Seafarers' and Dockers' Conference being held in conjunction with Congress should increase this figure still further for all ranks.

310.

Joint Conference of the Seafarers' and Dockers' Sections, Stockholm, August 1974

The Conference, under the chairmanship of T. O'Leary (T&GWU, UK), was attended by 150 delegates and advisers from 31 countries. A report on the Conference was included in the 1974 ITF Congress Proceedings.

311.

Fair Practices Committee Meeting, London, 19 and 20 March 1975

Brothers C. H. Fitzgibbon (WWF, Australia) and K. Mols Sørensen (Mates' Union, Denmark), shared the chairmanship of the meeting. A total of 67 members, advisers and observers from 25 countries attended. A number of the observers were from affiliates in the developing countries, who were in London to attend an information meeting called by the British NUS.

The meeting discussed and adopted the Report on Activities and noted that more affiliates were playing a more active part in the Campaign. It was agreed that the pay scales and cash benefits of the ITF Collective Agreement would in future be expressed in US\$ and that new rates would come into effect from 1 September 1975; that the definition of

the Far East Only Trading Area should be circulated to all affiliates; and that affiliates should make urgent efforts to have the policies adopted by ITF meetings on flags and crews of convenience endorsed by national trade union centres so that the wider labour movement could be directly involved in the Campaign. This has particular relevance to the efforts being made to control the activities of multi-national corporations. Following discussion of a paper by Professor Folke Schmidt, the meeting adopted an amended procedure for defining a flag of convenience (see resolutions page 214).

The Greek Seamen's Federation (PNO) was again represented at a meeting of the Fair Practices Committee, following the provisional lifting of their suspension from membership of the ITF. A number of affiliates sought assurances that the PNO would in future observe ITF policy on flags and crews of convenience. The General Secretary and Chairman confirmed that the PNO, like other affiliates, was obliged to comply with ITF policies to the best of its ability.

The Committee noted the provisional figures for the Income and Expenditure account of the Seafarers' International Assistance, Welfare and Protection Fund for the year ended 31 December 1974, approved grants made during the period from August 1974 to January 1975 and agreed on further grants for various projects (see item 345 below).

It also noted that, in order to cope with the extra work-load created by the expansion of the Campaign, affiliates would be requested to second further officials to act as ITF Inspectors and agreed that meetings of Inspectors, such as the one that had preceded the meeting, should be called as necessary to enable the union officials concerned to exchange views and experiences on common problems encountered when implementing ITF policy.

312.

Fair Practices Committee Meeting, London, 27 and 28 January 1976

The meeting, which was attended by 50 delegates from ITF unions in 21 countries, was chaired by K. Mols Sørensen. The Report on Activities for the period since the last meeting was discussed and subsequently adopted. It was also agreed that new wage scales under the ITF Agreement should come into effect on 1 September 1976, a year from the last increase.

A decision on a proposal by the Greek Seamen's Union (PNO) concerning the recognition of the Greek collective agreement on Greek-owned flag-of-convenience vessels for the purpose of issuing ITF blue certificates was postponed by the meeting until after the ILO Maritime Conference in October 1976.

The meeting approved grants from the Seafarers' International Assistance, Welfare and Protection Fund made during the period April to December 1975 and agreed on further grants (see item 345 below).

The meeting agreed that a small delegation should visit a number of Asian and Far East countries yet to be named, where they would hold discussions on ITF policy with the appropriate authorities and also broach the more general question of increasing trade union activity in the countries visited. The meeting decided to increase further the number of union officers acting as ITF Inspectors (see resolutions page 214) and that a meeting of Inspectors should be convened once the Service had been expanded.

313.

GENERAL

The increase in activity by ITF maritime affiliates against the use and abuse of flags and crews of convenience reported for the period 1971-1973 has been further improved upon during the current review period, in response to the calls made by the Fair Practices Committee for greater participation. At the same time the size of the problem has grown, as can be seen from the figures given under item 341 (flag-of-convenience registries) and the increasing number of countries offering flag-of-convenience facilities.

314.

In a report of this nature it is not possible to catalogue the activities undertaken by each affiliate, but mention must be made of the continuing important rôle played by the unions in Scandinavia, Israel, Australia and New Zealand. They have been joined by the Belgians, the French, Italians and the British, who have been particularly effective in taking direct action since changes in trade union and labour legislation came into effect in 1974. In the Netherlands, Germany, Canada and the USA claims have been settled by supporting action by the crews concerned and assisting them to exercise their maritime lien on the ships through the courts.

315.

Not all ITF affiliates have been able or willing to comply with the agreed policy on flags of convenience. Inevitably, those affiliates in the developing countries, faced with enormously high unemployment figures among their members, have been under great pressure from both owners and the governments of their countries to disregard ITF policy and accept local rates of pay. In Europe, the main problem concerns the 1,400 Greek-owned flag-of-convenience ships covered by the Greek collective agreement, through the Pan-Hellenic Seamen's Federation (PNO), which is well below the standard set by the ITF collective agreement. The PNO is apparently unable to do anything about the situation. Where other ITF affiliates sign ITF agreements for these ships they are often returned to the Greek flag without delay. At the time this report was prepared further discussion on the proposal of the PNO referred to under item 312 above was due to take place at the February 1977 meeting of the Fair Practices Committee.

316.

Attempts by the General Secretary to persuade the Indian and Greek affiliates to observe ITF policy have so far been unsuccessful.

317.

At the international level, within IMCO, the ILO, the OECD and the Council of Europe, the problems of flag-of-convenience ships and/or sub-standard ships have received more attention than perhaps ever before, without doubt thanks to the pressure maintained by the activities of ITF maritime affiliates. The fact remains, however, that it is only the constant threat of and, if necessary, use of industrial action by the maritime unions and the attendant bad publicity for the shipowner that produces results—whether it is a backpay claim, the signature of an ITF or equivalent agreement or the survey and bringing up to standard of safety equipment and/or living accommodation.

318.

The successful actions of affiliates have clearly demonstrated to the largely unorganized crews of flag-of-convenience/crew-of-convenience ships that there are organizations interested in their plight and, despite intimidation, more and more crews are seeking assistance in solving their problems of low pay and poor and unsafe working conditions directly with affiliates and through the ITF Secretariat. As more and more cases are handled it becomes increasingly obvious how much remains to be done to put a stop to the exploitation of seafarers—particularly those from the developing countries and areas of mass unemployment—that is still so prominent a feature of both flag- and crew-of-convenience ships.

319.

The increasing participation and successes of ITF affiliates and other fraternal organizations have also been closely followed by the shipping industry. Brokers and charterers have taken the necessary steps to protect their interests by including 'ITF' clauses in their charter parties so that any flag- or crew-of-convenience vessel involved in industrial action aimed at implementing ITF affiliates' policy is immediately put off-hire. Organizations of flag-of-convenience operators have responded by attacking the ITF and its affiliates' activities as being against international law. They have even found it convenient to refer to the laws of the flag States that so many of their members have in the past and continue to so flagrantly disregard. There are, however, still many owners who find it well worthwhile to accept charters with the 'ITF' clause without concluding the necessary collective agreements for their crews, in the hope of avoiding any checks. Others do sign agreements but then intimidate their crews into accepting less than ITF rates whilst signing dummy 'ITF' wage accounts for the benefit of any inspection.

Still other owners, at the present apparently mainly Japanese, find it cheaper and easier to use crews of convenience on bona fide flag ships by bareboat chartering their ships to foreign subsidiaries and then time chartering them back. It must also be noted that shipowners in Scandinavia are having some success in obtaining government permission to transfer ships more easily to other registries, including of course flags of convenience, "in order to be able to compete more effectively". The Norwegian Seamen's Union has negotiated an agreement with the owners regarding the pay and conditions which should apply when such transfers take place. In Sweden, the maritime unions are still opposing the moves, whilst in Finland the subject is under investigation by a tripartite committee set up for the purpose.

320.

Affiliates' actions reveal that there are still far too many worn-out, unsafe ships in operation with appalling living and working conditions for their crews. There are far too many "first-time" seamen being recruited from the areas of mass unemployment who, in their desperation to find some means of livelihood, are willing to pay anything from one to two hundred pounds sterling to the crew suppliers in order to get a job where they will daily risk their own lives and those of other members of the seafaring community as a result of their inexperience and lack of training for the job and because of the shipowners' callous disregard for national and international regulations and conventions designed to safeguard life at sea and to protect the community at large from the risk of pollution of the sea and coasts.

321.

The appalling casualty record of the flag-of-convenience and Greek fleets that the ITF and its affiliates have continually drawn attention to over the years has been repeatedly confirmed by independent bodies during the period under review.

322.

The Liverpool Underwriters' Association's Annual Report for 1976 pointed out that these fleets, with about 30% of world tonnage, account for 74.62% of the world's tonnage lost. Even Liberia, as the best of the bunch, recorded loss ratio figures appreciably worse than the world average—0.49% against 0.33%. The Report commented ". . . . the figure of 52 losses sustained by one flag, Panama, in the year must constitute a melancholy record". In the light of casualty figures like these, the Panamanian Government's announcement at the end of 1976 that it was planning to set up a world-wide ship inspection service had a hollow ring indeed. The Panamanian authorities' intentions might have been more convincing if at long last they had set up for the first time ever official public inquiries into some of their most recent casualties.

323.

Almost exactly 10 years after the disaster involving the Liberian flag tanker TORREY CANYON, the spate of casualties affecting Liberian and Panamanian registered ships off the coast of North America at the end of 1976, particularly the resulting threat to the environment and community at large, focused public attention once again on the dangers inherent in the use of flags of convenience and the inadequacies of the international regulatory systems intended to safeguard life at sea and to protect the community at large from the risk of pollution of the sea and coasts.

324.

The proposed introduction of a Maritime Safety Task Force by the American government is a welcome step in the right direction. In the absence of effective flag-State legislation and control of ships or of any international inspectorate, the responsible use of port-State control, as embodied in the instruments adopted at the ILO Maritime Conference in October 1976 (see item 243 above), is necessary.

325.

ITF participation in the work of the Inter-governmental Maritime Consultative Organization (IMCO) in connection with sub-standard ships is dealt with under item 250 above. Seafarer affiliates have been kept informed about, and urged to make the fullest use of, the IMCO control procedures for such vessels.

326.**ITF INSPECTORS**

The number of inspectors and union officials assigned full- or part-time to deal with the work arising from the Campaign continued to rise during the period under review. At the end of December 1976 inspectors were active in the following countries: Argentina, Australia, Belgium, Canada (East and West coasts), Denmark, Finland, France, Germany, Israel, Italy, Mexico, Netherlands, New Zealand, Norway, Sweden, UK and USA. In other countries, affiliates and fraternal organizations have assisted crews on an ad hoc basis, e.g. Curaçao, Greece, Panama, Peru, Portugal, Singapore, South Africa, Spain, Sri Lanka and Turkey. Both inspectors and other union officials have been heavily engaged in assisting crews of flag- and crew-of-convenience ships and in signing new agreements. Claims for back pay increased rapidly and were very time-consuming. Even in cases where it was necessary to resort to full boycott action by affiliates' and fraternal organizations' members, it has been known to take up to several weeks before a settlement could be reached, e.g. Panamanian flag tanker CAMELLIA, Manchester, UK, January-February 1976—6 weeks; Singapore flag mv DIVINA, Cork, Ireland, April-June 1976—9 weeks; Liberian flag mv ARGO CASTOR, Palermo, Sicily, August-September 1976—6 weeks, coupled with ARGO POLLUX, Newcastle, New South Wales, Australia, September 1976—

3 weeks; Liberian flag ORIENTAL VICTORY, St. Lawrence Seaway and Great Lakes, Canada, October-December 1976—8 weeks and court case still to be heard; Liberian flag WONDER VENTURE, La Pallice, France, December 1976 to January 1977—7 weeks; Panamanian flag MONTEGO, Marseille, France, December 1976, still continuing. There are many more examples that could be quoted.

327.

ITF COLLECTIVE AGREEMENT

The wage scales and cash benefits (world-wide trading and Far East trading only) contained in the Agreement were increased by the average percentage increase obtained in national negotiations for the various European Seafarers' agreements since the original wage scale was established in 1972, as follows:

1 September 1974	48%	AB basic rate	£ 171	(£ 121)
1 September 1975	17.75%		US\$ 483	(US\$ 343)
1 September 1976	5%		507	(US\$ 360)
1 March 1977	5%		531	(US\$ 377)

The figures in brackets are the rates applicable for a ship trading exclusively in the Far East area.

(The "Far East Only" scale is the special wage scale drawn up under the "flexibility" arrangements agreed at the July 1972 Fair Practices Committee meeting for Asian crews serving on flag-of-convenience ships trading exclusively in the Far East Area.)

328.

Following the ad hoc meeting on passenger vessels under flags of convenience in August 1975 (see item 229 above) the Secretariat drew up and circulated a draft salary scale for passenger ships for use with the ITF Collective Agreement.

329.

Special Seafarers' Section union entrance fees and annual subscriptions, and shipowners' Welfare Fund contributions were increased to US\$12, US\$24 and US\$144 respectively as from 1 September 1975. With effect from 1 September 1976, the shipowners' contributions to the Welfare Fund were further increased to US\$150 per man per annum.

330.

The Agreement has undoubtedly facilitated the work of intensifying the ITF Campaign. It is becoming increasingly well-known among owners and charterers and, equally importantly, among crews of flag-of-convenience ships. Despite the reservations of some ITF affiliates and the downright opposition of many owners and governments, it is considered that the existence of an international yardstick of this kind is of far greater practical use than generalized guidelines as to what constitute acceptable pay and conditions of employment.

331.

In August 1976 the Portuguese Government amended its legislation covering the employment of Portuguese seafarers on foreign-flag ships to include, among other provisions, that the contract which the owner or his agent signs with a Portuguese seafarer may not contain conditions inferior to those laid down in the ITF Collective Agreement.

332.

Ships covered by acceptable agreements

Lists of flag-of-convenience and crew-of-convenience ships covered by agreements acceptable under ITF policy have been circulated regularly to all seafarers' and dockers' unions and ITF Inspectors. At the end of December 1976, the list contained 950 flag-of-convenience ships and 40 crew-of-convenience ships, totalling 990, of which approximately 290 were boycotted or faced with the immediate threat of boycott action. Previous years' figures were as follows:

1 January 1976	—	800
1 March 1975	—	640
1 January 1974	—	420
1 June 1972	—	207
1 January 1971	—	149
1 January 1970	—	95.

It should be noted that these figures do not include bona fide maritime flag ships with non-flag national crews covered by special agreements with the union(s) of the flag country.

333.

ASSISTANCE TO SHIPS' CREWS

Assistance has been rendered to whole crews and individual seafarers of both flag- and crew-of-convenience ships. The most frequent causes of complaint have been non-payment of wages and non-observance of employment agreements. Other grounds for complaint have covered deficient safety equipment, lack of medical treatment, poor accommodation on board, non-repatriation on completion of service period and physical ill-treatment and intimidation. A summary of the arrears of wages and other cash benefits obtained for and paid to crew members is given below:

1976	152 ships	£2,960,000
1975	131 ships	£1,407,000
1974	101 ships	£ 744,150

334.

PUBLICITY AND INFORMATION

At the end of 1976, two publicity booklets on the ITF Campaign against flags of convenience, which urged seamen to join and support their national trade unions, were being printed in the following languages:

English, French, German, Spanish, Swedish, Danish, Finnish, Norwegian, Dutch, Greek, Turkish, Arabic, Urdu, Hindi, Bengali and Chinese. One was aimed at seafarers and the other at port workers. They will be distributed to affiliates as soon as each language is ready.

335.

Brief reports on Seminars held in the Regions which considered the problems associated with the use of flags of convenience are given under items 61, 108, 113, 114, 119 and 120 above.

336.

Scandinavian Transport Workers' Federation (STF) Boycott

At the end of November 1974, the Executive of the STF reaffirmed its decision taken in May 1974 to boycott all flag- or crew-of-convenience ships visiting Scandinavian ports that were not covered by agreements acceptable under ITF policy. To comply with legal requirements in the various countries concerned, letters were sent to all owners of these ships giving them due notice. The intensification of the campaign started during the first few days of May 1976 (the exact dates varied from country to country). In Norway, the employers have not so far attempted to test the legality of the boycott and a number of successful actions have taken place. One of the first of these, involving the Panamanian flag SAN STEFANO, also resulted in the Norwegian Ship Inspectorate prohibiting the ship from sailing until new lifeboats had been installed and other safety equipment replaced. In Denmark, the employers challenged the boycott action in the Labour Court. The Court's decision, given on 2 July, confirmed that it was legal for the Danish seafarers' unions to boycott flag-of-convenience ships but, referring to an earlier decision, made action by shore workers conditional on similar action being taken by shore workers in other European countries. At the request of the STF, the General Secretary started consulting affiliates in other European coastal states with a view to arranging a meeting on future action. Our affiliates report that there has been a marked reduction in the number of ships arriving in Scandinavian ports without agreements acceptable to the ITF, but there are still plenty of owners willing to take a chance and checks must constantly be carried out.

337.

Panamanian flag CAMELLIA, Liverpool, January 1976

The CAMELLIA was a particularly disgraceful case that proved to be of considerable importance for the ITF and its British affiliates. After being stopped by the Israeli Sea Officers' Union in Haifa in May 1975, the ship escaped by leaving its crew on the quay and sailing to Piraeus with its officers alone. At Piraeus, 18 inexperienced Pakistanis were

engaged, each of them having to pay US\$400 for their job. The ITF Secretariat tracked the ship for seven months awaiting the time when it arrived in a port where our affiliates were strong enough to take action. In January 1976, the ship arrived in Manchester and was visited by an officer of the British National Union of Seamen who considered the vessel to be unsafe. He then contacted the Government ship surveyor and the local officers of the British Transport and General Workers' Union who decided that the ship would not sail until she had been made safe, back pay paid to the crew and an ITF collective agreement had been signed. This led to a sustained action (including the Court hearings) of several weeks and eventually all the demands were met, resulting in a payment of about US\$90,000 to the crew. The owners of the ship also had to pay all legal costs. The decisions of the Courts undoubtedly represent a very important victory in the worldwide campaign being pursued by ITF affiliates against sub-standard wages, working conditions and safety provisions on flag-of-convenience ships, in deciding that industrial action "in contemplation or furtherance of a trade dispute" are legitimate trade union activities of both the British unions, their respective officials and the ITF. This has been further confirmed by the marked reluctance of other large international shipowners to attempt to obtain the release of boycotted vessels through court action.

338.

ITF Delegation's Visit to the Far East, July 1976

In accordance with the decision of the Fair Practices Committee in January 1976, an ITF delegation made up of the Co-chairmen of the Committee, C. H. Fitzgibbon, WWF, Australia, and K. Mols Sørensen, Danish Mates' Union, and B. Laughton, ITF Secretariat, visited India, Philippines, Hong Kong, Taiwan and Japan from 4 to 18 July to discuss with affiliates and the authorities concerned ITF policies on flags and crews of convenience. Owing to other commitments, the General Secretary was unable to join the delegation. The dates were fixed following a meeting in Geneva on 11 June 1976 between the Philippine Secretary of Labour, Blas F. Ople, and the ITF General Secretary and the Chairman of the Seafarers' Section. This meeting had been arranged at short notice in reply to a very strong protest lodged by the ITF with the Philippine Government at what the ITF considered to be totally unacceptable victimization and harassment by the authorities of Philippine crews of flag-of-convenience ships involved in industrial action by other ITF affiliates.

339.

With this background, the main attention of the delegation was focused on the Philippines situation. During the visit it appeared that the meeting in Geneva, and the representations of an ILO Maritime Expert on temporary assignment in Manila, had led to a change in attitude of the

authorities towards the ITF. The previous hostile stance had been replaced, it seemed, by a willingness to co-operate and the discussions that took place resulted in agreement on a number of steps to be followed by both sides to avoid future problems and to protect seafarers' interests. At about this time, the Philippine authorities and shipping industry were also being cultivated by foreign owners. Shortly before the ITF delegation's visit, representatives of German owners were there, and shortly after, a delegation from FACS. These, and no doubt other visits by owners' interests, seem to have countered to some extent the efforts of the ITF.

340.

In India, very tentative proposals were put to the Minister of Shipping, after prior agreement with our Indian seafarer affiliates, which might enable the aims of both the Indian seafarers and the Campaign to be achieved. In Taiwan and Japan, the discussions were about the further extension of our affiliates' activities in the flag-of-convenience Campaign. In Hong Kong, meetings took place with the Marine Department and the Hong Kong Shipowners' Association (Chinese owners) to explain ITF policies.

341.

FLAG OF CONVENIENCE TONNAGE

A table showing the continued growth in the flag of convenience registries is given below.

Country of Registry	1954		1964		1974		1976	
	Ships	Million GRT	Ships	Million GRT	Ships	Million GRT	Ships	Million GRT
Liberia	245	2.38	1117	14.55	2332	55.32	2600	73.50
Panama	595	4.09	691	4.27	1962	11.00	2680	15.63
Honduras	130	0.44	46	0.09	56	0.07	57	0.071
Cyprus	—	—	—	—	722	3.39	765	3.11
Singapore	—	—	—	—	511	2.88	722	5.50
Lebanon	—	—	174	0.85	88	0.12	136	0.214
Somalia*	—	—	—	—	276	1.92	255	1.80
Seychelles	—	—	—	—	3	(1,901)	3	(1,901)
Cayman Islands	—	—	—	—	48	0.040	84	0.078
Bermuda	—	—	—	—	54	1.153	69	1.56
Bahamas	—	—	—	—	129	0.153	119	0.15
Malta	—	—	—	—	26	0.038	32	0.04
Netherlands Antilles†	—	—	—	—	—	—	143	2.065
Greece‡	—	—	—	—	2651	21.759	2921	25.03

* Closed registry 31 October 1976. Bulk of tonnage apparently transferred to Panama.

† Figures for Netherlands Antilles as at May 1976 were calculated on a different basis from others and should not be quoted for accuracy.

‡ Greece is included for comparison purposes as it is considered that the increase in ships and tonnage under that flag is partly accounted for by transfers of Greek owned flag-of-convenience ships.

Flag of Convenience fleets as a percentage of the world fleet:

1950-5%; 1955-6.5%; 1960-12.5%; 1965-14.5%; 1970-18%; 1971-19.5%; 1972-21%; 1973-23%; 1974-24%; 1975-26%; 1976-27%.

342.

The March 1975 meeting of the Fair Practices Committee decided that the ITF should adopt a list of countries which it considered to be operating flag-of-convenience registries for the information of ITF affiliates. With effect from November 1976, Somalia ceased offering flag-of-convenience facilities. There appears to have been a fresh surge of interest in Malta and Lebanon; and the Cayman Islands and the Seychelles have started offering flag-of-convenience facilities. A proposal will therefore be made to the Fair Practices Committee meeting in February 1977 that the list of flag-of-convenience countries be amended by deleting SOMALIA and adding CAYMAN ISLANDS and SEYCHELLES to read as follows:

Liberia	Bahamas	Lebanon
Panama	Bermuda	Cayman Islands
Singapore	Netherlands Antilles	Oman
Cyprus	Malta	Seychelles.

343.**SEAFARERS' WELFARE**

This subject is covered in the report of the Seafarers' Section (see items 235 and 238).

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

The Balance Sheet and Income and Expenditure Account for the period under review is included in the Financial Report (Document XXXII C—8).

345.

A list of the grants made is given below.

1974	£
<i>International Radio Medical Centre, Rome</i>	3,000
<i>Finnish Seamen's Union,</i> towards rebuilding programme summer village for seamen and their families	10,000
<i>United Seamen's Service, USA,</i> towards cost of world-wide welfare work	10,000
<i>Problems of Concessionnaire crews on cruise ships</i> ...	30,000
<i>International Seamen's Centre, Eilat,</i> approved but not paid	
on commencement of building	(10,000)
on half completion	(15,000)

<i>Apostleship of the Sea, Southampton, UK,</i> for new seafarers' club	22,500
<i>De Beer Seafarers' Centre, Rotterdam,</i> for purchase of bus for transport of seafarers and re- newal of furnishings	20,000
towards extension of cooking facilities	5,000
<i>Leangkollen Seafarers' Centre, Norway,</i> for help in renovations	20,000
<i>Merchant Seamen's War Memorial Society, UK,</i> Springbok farm, towards cost of new battery houses ...	10,000
<i>Seamen's Club, Beira, Mozambique,</i> for purchase of minibus for transporting seamen between ships and Club	5,000
<i>Sailors' Children's Society, Hull, UK</i>	500
<i>Buenos Aires Seamen's Centre, Argentina,</i> for purchase of bus and improvement of facilities ...	21,636
<i>Royal National Lifeboat Institution, UK</i>	20,000

1975

<i>Swedish Merchant Welfare Centre, Sydney,</i> for purchase of minibus to transport seamen from port area to Welfare Centre	3,500
<i>Australian Missions for Seamen,</i> for providing and improving recreational facilities for seafarers at various ports	16,500
<i>International Radio Medical Centre, Rome,</i> radio medical service to ships at sea	3,000
<i>Stella Maris Seamen's Club, Genoa,</i> towards cost of improving recreational facilities and purchasing minibus	2,850
<i>St. James Shelter Group, Southampton,</i> voluntary organization running hostel for stranded or homeless men, mostly older seamen	1,000
<i>Mariners' Club, Vancouver,</i> towards cost of renovating and furnishing new premises and improving recreational facilities	5,053
<i>British Sailors' Society, Seamen's Club, Lyttelton,</i> for repairs to roof and purchase colour TV set ...	1,072
<i>International Seafarers' Centre, Felixstowe,</i> towards building costs	5,000
<i>Danish Missions to Seamen,</i> Holiday Home "Aggershøj"	10,000
<i>Finnish Transport Workers' Union Educational Scheme</i>	10,000

<i>OeTV Seamen's Schools, Bremen and Hamburg ...</i>	...	...	...	...	10,000
<i>The Sailors' Children's Society, Hull,</i>					
Christmas Appeal ...	...	...	...	...	500
<i>Missions to Seamen, Rotterdam,</i>					
for purchase of film projector ...	...	...	...	...	620
<i>Missions to Seamen, Hull,</i>					
for purchase of minibus ...	...	...	...	...	3,000
<i>Seafarers' Memorial Hotel, Denmark,</i>					
towards costs of modernizing accommodation	...				10,000
<i>International Seamen's Home, Antwerp,</i>					
for installation of colour television sets	...	...			1,000
<i>Seafarers' Centre, Antwerp,</i>					
towards costs of improving cafeteria and club facilities					2,500
<i>Dockers' and Seafarers' Sportsgrounds, Antwerp,</i>					
towards costs of repairs and lighting installation	...				2,500
<i>United Seamen's Service, USA,</i>					
towards costs of welfare work ...	...	...	...	...	10,000
<i>Missions to Seamen, Tyne and Wear,</i>					
towards building costs ...	...	...	...	...	6,000
<i>Seamen's Home, Amsterdam,</i>					
towards modernization costs ...	...	...	...	...	10,000
<i>Missions to Seamen, Singapore,</i>					
for purchase of minibus ...	...	...	...	...	4,517
<i>Gilbert & Ellice Islands Overseas Seamen's Union,</i>					
for purchase of duplicator and typewriter	...	...			550

1976

<i>Swedish National Lifeboat Service,</i>					
general appeal for assistance ...	...	...	...	...	22,924
<i>Seamen's Welfare Centre, Amsterdam,</i>					
for social and recreational facilities and purchase of 9-seater minibus ...	...	...	...	...	8,000
<i>De Beer Seamen's Centre, Rotterdam,</i>					
towards repairs and replacement of furnishings and equipment ...	...	...	...	...	10,000
<i>Missions to Seamen, Lagos,</i>					
construction of Seafarers' Club and swimming pool	...				10,000
<i>Missions to Seamen, Djakarta,</i>					
towards establishment of seafarers' centre	...	...			10,000
<i>German Seamen's Mission, Djakarta,</i>					
towards establishment of seafarers' centre	...	...			10,000
<i>Apostleship of the Sea, Djakarta,</i>					
towards establishment of seafarers' centre	...	...			10,000

<i>German Seamen's Mission, Hamburg-Altona,</i> for renovation and alterations	10,000
<i>Felixstowe International Seafarers' Centre,</i> towards building costs	5,000
<i>Norwegian Seamen's Union Holiday Home, Leangkollen,</i> towards building costs of swimming pool	10,000
<i>Solent Veteran Seafarers' Association, Southampton,</i> for recreational facilities for retired seafarers	1,000
<i>Corpus Christi (Texas) Seamen's Center,</i> towards running costs	1,017
<i>Danish Missions to Seamen's Hotel, Copenhagen,</i> towards costs of modernizing accommodation ...	10,000
<i>British Sailors' Society (South Australian Branch) incor-</i> <i>porating Port Adelaide Seamen's Mission and Sailors' Rest,</i> for installation of colour TV, air conditioning and general improvements	3,000
<i>Missions to Seamen, Flying Angel Club, Portland</i> <i>(Victoria),</i> for purchase of 11-seater minibus	3,000
<i>British and German Missions to Seamen, Middlesbrough,</i> for purchase of 24-seater bus	10,000
<i>Seamen's Club, Lyttelton, New Zealand,</i> for purchase of floor polisher and costs of minor repairs	650
<i>Missions to Seamen, Montevideo,</i> towards costs of modernization and repairs to Mission	1,695
<i>Liverpool Seamen's Welfare Centre,</i> towards offsetting deficit and to provide improved facilities	7,500
<i>Rafael Oscar Castellon, UNIMAR, Colombia,</i> towards costs of heart surgery to be carried out abroad	2,941
<i>Sailors' Children's Society, Hull,</i> Christmas appeal	500
<i>Panamanian flag CAMELLIA,</i> to alleviate hardship of 16 Philippino crew members (US\$1600)	792
<i>Transport & General Workers' Union, UK,</i> towards costs of representation of pilots at meetings on Human Factors Study	2,500
<i>Apostleship of the Sea Retired Seamen's Home, Liverpool,</i> towards offsetting deficit	10,000
<i>Missions to Seamen, Durban,</i> for purchase of colour television set	500

<i>Apostleship of the Sea, Seafarers' Club, Tilbury,</i> towards offsetting deficit	10,000
<i>British Sailors' Society Jellicoe Memorial Seafarers' Hotel, Southampton,</i> towards modernization costs	15,000
<i>Annual Seafarers' Service, Llandaff Cathedral, Wales,</i> towards costs of printing service programmes	120
<i>Missions to Seamen and Apostleship of the Sea, Buenos Aires,</i> for purchase of bus	7,000
<i>Aphrodite Belgian Seamen's Wives' Club,</i> towards administrative costs	500
<i>Costs of the SEAGULL case</i>	2,000
<i>Sailors' Hotel, Glasgow,</i> towards costs of modernization	1,600
<i>United Seamen's Service, USA,</i> towards costs of world-wide welfare work	20,000
<i>Finnish Seamen's Union,</i> towards costs of holiday home, Vääksy	11,947
<i>Seamen's Home, Auckland, New Zealand,</i> towards maintenance costs	5,000
<i>Merchant Navy House, Hull,</i> towards costs of modernization	10,000

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.

346.

International Labour Organisation (ILO)

Road transport matters are dealt with under item 185; Dockers under item 216; Seafarers under items 240 to 245; Fishermen under items 268 and 269; Civil Aviation under items 283 and 298.

347.

International Civil Aviation Organization (ICAO)

The work of the Civil Aviation Section within ICAO is summarized under item 299. See also item 301.

348.

Inter-Governmental Maritime Consultative Organization (IMCO)

The work of the Seafarers' and Fishermen's Sections within IMCO is summarized under items 246 to 254 and item 270 respectively.

349.

International Telecommunications Union (ITU)

The ITF has observer status with the International Telecommunications Union. Reference to the 1974 World Administrative Radio Conference is made in item 255.

350.

European Conference of Ministers of Transport (ECMT)

ITF representation at ECMT Hearings during the period under review is dealt with under items 171 to 173.

VIII

RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

351.

International Confederation of Free Trade Unions (ICFTU)

Throughout the period under review, the ITF has continued to maintain a close working relationship with the ICFTU and consultations have taken place between the two organizations on major issues such as the right to strike of Japanese public service workers, measures to assist black workers in South Africa and the political situation in Spain and Portugal. An ICFTU Conference on Multinationals was also convened in Geneva in June 1974.

352.

International Trade Secretariats (ITSSs)

Relations with other International Trade Secretariats (ITSSs) have continued to be very close during the three-year period. General Conferences of ITSSs were held on 5 and 6 December 1974 in London and on 24 and 25 May 1976 in Geneva. These provided representatives of ITSSs and the ICFTU with a valuable opportunity to exchange views and experiences on many matters of common interest. The ITF's General Secretary has served as Chairman of these Conferences throughout this period (see also item 351 concerning the ITF's relationship with the ICFTU).

353.

European Committee of the ITF and Committee of Transport Workers' Unions in the European Community

A plan to hold a meeting of European affiliates during the 1974 Stockholm Congress to discuss the possibility of setting up a European Committee within the ITF was not carried through. The European affiliates were generally agreed that more time was needed for informal discussions so as to enhance the chance of an eventual agreement.

354.

A meeting of the "Brussels" Committee Coordinating Committee was subsequently held in Frankfurt on 10 December 1974, where new proposals were put forward. These were that unions in the Common Market countries should form their own committee, with its terms of reference specifically confined to matters dealing exclusively with Common Market transport policy and that the ITF should be entitled to send an observer to its meetings, although it would no longer contribute financially to the committee. It was also proposed that in order to ensure that there was no encroachment upon the ITF's sphere of activity, the constitution of the committee should be drawn up and agreed by Brother Seibert (Federal Republic of Germany), Brother Barendregt (Netherlands), Brother Buonaccorsi (France) and the ITF General Secretary.

355.

In order to enable all ITF European affiliates (i.e. those in countries which did not belong to the EEC and those in EEC countries that did not belong to the Common Market committee) to be kept fully informed of transport developments in Europe as a whole, the ITF would form its own European Committee, with its Secretary based in London, to which all European affiliates, including those of the EEC countries, would belong. The terms of reference of the ITF European Committee would ensure that the ITF continued to deal with matters of general interest in transport policy, such as the AETR, ECMT, weights and measures in road transport, automatic couplings, etc. and that there would be the closest cooperation between the ITF European Committee and the Common Market Committee.

356.

These proposals were submitted to the January 1975 meeting of the Executive Board, which authorized the General Secretary to proceed with discussions among European affiliates along these lines.

357.

In April, the General Secretary joined with other members of the Presidium of the Committee of ITF Unions in the EEC (the "Brussels Committee") in drafting a constitution for an EEC committee. The draft was adopted with very few amendments at a meeting of the Brussels Committee's Coordinating Committee on 16 June. The following day it was presented to representatives of the EEC Christian transport workers' unions and of the Italian transport unions which belong to the CGIL, who were also to be represented on the new committee. Both the Christian and CGIL representatives accepted the Constitution, unamended on any point of substance.

358.

The EEC committee's terms of reference state that it shall "deal with all problems relating to the Common Transport Policy of the European Economic Community". The unions that belonged to the former ITF Brussels Committee are all members of the new committee, which is known as the Committee of Transport Workers' Unions in the European Community. Currently, it has a membership of 60 unions drawn from the nine member countries of the EEC.

359.

The first meeting of the Coordinating Committee of the new body was held in Brussels on 5 May 1976 and the following were elected to the presidium: Ph. Seibert (Germany), president; Jack Jones (Great Britain), A. Tonneaux (Belgium), S. Barendregt (Netherlands), A. Servanton (France) and S. Stimilli (Italy), vice-presidents. B. Jonckheere was named Secretary of the new Committee.

360.

The draft of a constitution for a "European Committee of the ITF" that would be open to all affiliates in Europe, both within and outside the EEC, was circularized among affiliates on 19 June 1975 and their comments invited. A revised draft constitution was then drawn up incorporating some of the specific proposals made by affiliates. This was submitted to the November 1975 meeting of the Board.

361.

The Board duly approved the draft constitution and authorized the General Secretary to convene the first meeting of the Committee after consultation with European affiliates on the most convenient time and place.

362.

The inaugural meeting was held in Vienna on 19 and 20 March 1976. It was attended by 80 representatives of ITF unions in 15 European countries.

363.

The Committee devoted much of this first meeting to a general review of developments of concern to workers in the various branches of the transport industry, each being the subject of a report and subsequent discussion. The Secretariat was entrusted with the task of following up the conclusions that emerged.

364.

Particular attention was also paid to the situation in Spain and a resolution was unanimously adopted, which called for an end to military jurisdiction in the transport industries and expressed support for the Federación Nacional de Transportes of the UGT in its campaign to secure full trade union, democratic and civil rights for transport workers (see resolutions page 228).

365.

Fritz Prechtl (President of the ITF and of the Austrian Railwaymen's Union) was unanimously elected as Chairman of the Committee. The four Vice-Chairmen are Henrik Aasarød (Norwegian Seamen's Union), Jack Jones (British Transport and General Workers' Union), Peter Küng (Swiss Transport and Commercial Workers' Union) and, ex-officio, the President of the Committee of Transport Workers' Unions in the European Community (the "Brussels Committee"). The Chairman, Vice-Chairmen and the General Secretary (or his representative) form the Committee's Presidium.

IX

GENERAL

366.

**ITF Conference on Women Workers' Problems, London,
18 to 20 November 1975**

An ITF Conference on Women Workers' Problems was held in London from 18 to 20 November 1975. Some 30 ITF unions in 19 countries sent a total of 63 delegates to the meeting. FIET and the ICFTU were represented by fraternal observers. The Conference unanimously elected Marie Patterson, National Woman Officer of the British Transport and General Workers' Union, as Conference Chairman and Lise-lotte Raupp of the German Railwaymen's Union as Vice-Chairman.

367.

The Conference was opened by the General Secretary, Charles Blyth, who welcomed the participants. There followed three days of plenary sessions, part of the second day of the Conference being set aside for the meeting of two Working Groups, each of six members, elected from among Conference delegates. One group was mandated to draw up a trade union programme for achieving women's equality through collective bargaining and the other was asked to suggest ways in which women might be encouraged to join unions in greater numbers and participate more fully in their activities. The conclusions of these two groups were adopted by the Conference during the final plenary session, together with a statement regarding the contribution it was felt that the trade union movement could make towards creating the right legislative and social climate for achieving women's equality at work (see resolutions page 228).

368.

Cyprus

Following the 15 July 1974 coup in Cyprus which sought to instal Nicos Sampson as President, and the subsequent invasion of the island by Turkish forces, the ITF was in frequent contact with both its Greek Cypriot and Turkish Cypriot affiliates.

369.

Trade union delegations of both of these communities visited the ITF Secretariat and the General Secretary attempted to impress on both delegations the urgent need for them to co-operate in securing a just and lasting peace with the first priority being a solution to the refugee problem.

370.

Letters were sent from the ITF to the British Foreign Secretary, Rauf Denktaş (Turkish Cypriot Vice-President of Cyprus), the British Minister of State Foreign and Commonwealth Office, and Bülent Ecevit, then Prime Minister of Turkey, all of whom replied thanking the ITF for the efforts it was making to promote co-operation between the two communities.

371.

Efforts were also made to secure the reopening of Nicosia Civil Airport in order to safeguard the jobs of civil aviation employees and restore a most important export outlet for Cyprus perishable trade commodities.

372.

Portugal

Despite attempted coups from both the Right and the Left during the period under review, the political and trade union situation in Portugal now seems to have entered a period of relative stability—although there are still some question-marks concerning the future direction of the country's sole national centre, Intersindical. In addition, it is still not legally possible for individual trade unions to affiliate with international union organizations, although this is now very largely a case of effect being given to legislative changes which have already been set in motion.

373.

The ITF continues to maintain very close relations with many, but not all, of the transport trade unions with which its representatives had made contact during visits to Portugal shortly after the Revolution of April 1974. The fact that this is not true of all unions originally contacted is in part a reflection of the political upheavals which have taken place in the country since that time and, in part, due to changes in union leadership. Nevertheless, there are now some pointers to the fact that this situation may be resolved in the future.

374.

Our main contacts during the period under review have been with three major transport Federations representing maritime workers, dockers and fishermen respectively, and our relationship with them has been extremely cordial and of mutual benefit. There is little doubt that, once the law is changed, these organizations will seek affiliation with the ITF. One of them, the Maritime Workers' Federation, has for example already secured the application of the ITF Special Agreement,

by law, to Portuguese seafarers serving on board foreign-owned ships, and both they and the Dockers' Federation have co-operated with the ITF in cases concerning action against flag-of-convenience ships in Portuguese ports. Similar assistance has been forthcoming from our Portuguese colleagues where maritime affiliates have requested it on behalf of members operating in Portuguese waters. Portuguese union officers have also attended ITF meetings as observers and had study trips arranged for them by ITF affiliates. In addition, there has been regular correspondence between the ITF Secretariat and Portuguese unions concerning specific queries or problems arising out of the latter's activity.

375.

Shortly after the Stockholm Congress, the ITF and the Dockers' Federation jointly organized a seminar for port workers in Lisbon (4 to 8 November 1974) attended by dockers from seven ports on the mainland and in the Azores, together with a number of official guests. The principal subjects discussed were (1) registers of dock workers, guarantees of employment and guaranteed pay; (2) vocational training; (3) efficiency of port operations; (4) manning and gang sizes; and (5) ILO Conventions and Recommendations concerning dock work. Delegates were also given information on the ITF's flag-of-convenience campaign.

376.

Talks are also currently in progress concerning the organization of a further seminar which would involve a wider spectrum of transport workers' unions. It had originally been intended to arrange this at a much earlier date, but the then existing political and trade union situation made this impossible.

377.

The Secretary of the Research and Publications Department visited Lisbon during the latter part of 1975 in order to follow up earlier contacts made during 1974. His visit coincided with a political crisis which involved attempts by the extreme Left-wing parties to secure more influence over the country's affairs. He was thus able to experience some of the events of this period at first hand and to assess trade union reactions to them. In general, his report on the future of democratic trade unionism in Portugal was a positive one, and later developments have done much to confirm that assessment.

378.

Spain

The situation in Spain has undergone a fairly dramatic change since the death of the former dictator, General Franco, in November 1975. The prevailing trend under successor governments has so far been towards an apparently reluctant but progressive democratization of the country's social and political institutions, a process which has been given overwhelming support by the Spanish people and by decisions of the Cortes (Parliament). A number of political parties are now operating legally, while in the trade union field organizations such as the ITF's long-standing affiliate, the UGT National Transport Federation, although still nominally illegal, are in fact no longer operating clandestinely and have been able to hold meetings and conferences without hindrance.

379.

At the time of writing, a Cortes committee is considering changes in labour legislation aimed at bringing this into line with ILO Conventions 87 and 98, and to judge from the proposals already made by it, it is probably only a matter of time and a relatively stable political situation before organizations like our own affiliate are again able to function as completely legal bodies.

380.

Prior to the death of Franco, the ITF continued to give support to the then clandestine UGT Federation, which was still operating from its exile headquarters in Toulouse (France). It also intervened actively in situations involving political and trade union repression by the Fascist régime, including for example the trial and imprisonment of 10 trade unionists, who became known throughout the world as the "Carabanchel Ten". One of the last repressive acts of the former régime was the execution, on 27 September 1975, of five of its political opponents. The ITF had earlier warned the Spanish Government that it could expect a strong response from trade unionists throughout the world if the executions were carried out.

381.

After urgent consultations with the ITF President, it was decided to call on affiliates to boycott Spanish transport on 2 and 3 October to mark the ITF's condemnation, both of the executions and of the totalitarian system which gave rise to them. Despite this very short notice, the boycott was remarkably successful and the effects of the action did not by any means come to an end at midnight on 3 October. Its repercussions continued to be felt for some time after that, particularly on Spain's tourist industry.

382.

Following the change of régime, the ITF's contacts with its affiliate, the National Transport Federation, now operating from headquarters in Madrid, have become even closer and more regular. The ITF and its member-unions have given immediate response to calls for assistance, both in organizational work carried on by the Federation within Spain and in dispute situations during the wave of industrial and political unrest which occurred during 1976. Examples of the latter assistance were in the case of the strikes by Spanish National Railway employees, on the Madrid Metro, by wagons-lit personnel, by dock workers in Barcelona, and action by Spanish lorry drivers on a series of demands for improvements.

383.

Following the meeting of the ITF Executive Board held in Oslo in February 1976, which discussed inter alia ways in which the National Transport Federation could be helped in the strengthening and co-ordination of its activities, an appeal for financial assistance was made to affiliates in Europe, North America, Australia and New Zealand. The response to this was extremely generous and has provided the Federation with the means to step up its organizational and training programmes and the establishment of union offices.

384.

The same meeting of the Executive Board also adopted a resolution on the trade union situation in Spain, calling for the restoration of full democratic rights; the release of all trade union prisoners, and the legalization of trade unions and political parties (see resolutions page 185; cf. also resolution adopted by the European Committee of the ITF referred to in the preceding section).

385.

Representatives of the Spanish National Transport Federation have also attended meetings of the ITF Seafarers' and Fishermen's Sections, as well as of the Fair Practices Committee. Additionally, a large number of meetings and discussions have taken place between ITF representatives and Spanish transport trade unionists.

386.

In April 1976, the ITF's General Secretary also took part in the first national Congress of the UGT to be held in Spain since the Civil War.

RESOLUTIONS AND STATEMENTS

RESOLUTIONS AND STATEMENTS ADOPTED BY THE ITF EXECUTIVE BOARD

1. Icelandic Fishing Limits

The Executive Board of the International Transport Workers' Federation (ITF), meeting in London on 13 and 14 November 1975, HAVING NOTED with great concern the prospect of a grave dispute arising from the Icelandic Government's decision to extend Iceland's fishing limits to 200 miles with effect from 13 November 1975; CALLS UPON all governments concerned, and particularly those of Iceland and Great Britain, urgently to resolve any differences between them by negotiation and so avoid the serious harmful effects on workers in the fishing industry that would inevitably flow from any attempt to impose a solution by force.

2. Spain

The Executive Board of the International Transport Workers' Federation (ITF), meeting in London on 13 and 14 November 1975, HAVING CONSIDERED a report on the boycott action against Spanish transport on 2 and 3 October 1975, ENDORSES without reservation the General Secretary's action in proposing the boycott; EXPRESSES ITS GREAT APPRECIATION to the ITF's affiliates who responded so fully; and REITERATES the ITF's determination to continue to do all in its power to encourage the reinstatement of democratic government in Spain.

3. Middle East

The Executive Board of the International Transport Workers' Federation (ITF), meeting in London on 13 and 14 November 1975, EXPRESSES its great satisfaction at the recent agreement between Israel and Egypt aimed at reducing tension in the Middle East; WELCOMES particularly that part of the agreement relating to the Suez Canal; and REQUESTS the General Secretary to convey to the Egyptian Government and to the Arab Federation of Transport Workers the ITF's earnest hope that these first steps might soon be the basis for further progress towards the restoration of complete freedom of navigation through the Suez Canal for the ships of all nations.

4. Spain

This meeting of the ITF Executive Board, held in Leangkollen, Norway, on 10 and 11 February 1976, HAVING NOTED that the Board adopted a resolution on Spain at its meeting on 13 and 14 November 1975 which reaffirmed "the ITF's determination to continue to do all in its power to encourage the reinstatement of democratic government in Spain"; HAVING NOTED further that recent statements by the Spanish régime fail lamentably to propose any specific measures to that end; CALLS UPON the régime immediately to:
(a) restore to the Spanish people full democratic rights and free elections;
(b) release all trade union and political prisoners; and
(c) legalize free trade unions and all political parties.
The Board also STRONGLY URGES all affiliates to promote and intensify the political and economic harassment of the Spanish régime until democracy in all its aspects is achieved in Spain.

5. India

At its meeting on 19 and 20 October 1976 the Executive Board of the ITF fully endorsed the action taken on behalf of the ITF to seek fair and proper treatment of George Fernandes, former President of the All-India Railwaymen's Federation (AIRF), who was arrested in Calcutta on 10 June 1976 and was first brought to court on 4 October.

The Board has carefully considered the views of a number of its Indian affiliates on the ITF's actions and wishes to make it clear that throughout its dealings with the Indian authorities the ITF has sought to comply with the letter and spirit of its Constitution which enjoins the ITF to uphold trade union rights and civil liberties. The ITF has a long and honourable tradition of unwavering support for the Indian transport workers' unions and has consistently stood firm against colonialism in all its forms. It is therefore invulnerable to any thoughtless charge that the ITF's position with regard to George Fernandes is somehow "anti-Indian", whatever that may mean.

Nor does it accept that its actions are an "interference" in a purely domestic affair. The Indian government recognizes no such reservation when it expresses itself on the internal situation of a country such as South Africa, arguing quite properly that fundamental issues of human rights transcend national boundaries. The ITF's involvement in the case of George Fernandes is based precisely on the same considerations.

The Board has noted that he is now before a court. It has asked the General Secretary to watch the situation closely and to do all he can to ensure that George Fernandes is guaranteed a completely fair hearing and given every opportunity to conduct his defence as he and his legal advisers think fit.

RESOLUTIONS AND STATEMENTS ADOPTED BY ITF SECTION MEETINGS RAILWAYMEN

6. Coordination of Transport Policy

*(adopted at Railwaymen's Section Conference, Basle,
20 to 21 March 1974)*

The ITF-affiliated organizations of transport workers have repeatedly warned against the excessive application of economic and commercial principles in the transport sector. Experience has shown that to operate transport undertakings exclusively, or even predominantly, on such principles:

- frequently and adversely affects efficiency;
- more often than not has a negative influence (as regards quality and costs) on the provision of transport services for passengers and industry; and
- impedes the social progress of those employed in the transport sector.

A transport policy should aim at producing increased benefits for society as a whole and for the national economy. Transport policy measures must, in the first instance, satisfy the needs of people and should therefore be regarded as a means for promoting social progress. Transport planning must be part of social planning as a whole. Among the transport policy measures which have to be coordinated with regional planning and at the same time adapted to the need to protect the environment are the following:

- The provision of public scheduled transport services for workers and school children, coupled with a corresponding transfer of private car traffic in cities and conurbations to public passenger transport. In commuter traffic the combined use of the private car and public transport is to be encouraged.
- The provision of attractive services to satisfy the individual's transport needs.
- The provision of attractive transport services to satisfy the individual's need for recreation.
- The provision of efficient services for the transport of goods based on the principle that, over long distances, bulk cargoes and heavy loads should be carried increasingly by rail.

To realize these aims, transport facilities and infrastructure, and the legal and organizational regulations applying to the transport of passengers and goods and to the communication services in general, will have to be established or up-dated in such a way as to ensure optimal satisfaction of the requirements of:

- safety
- efficiency
- speed
- availability, and
- the environment.

The public should be made aware of the facilities and advantages offered by public transport services. In this way the falseness of the widely-held view, that private undertakings are basically more efficient than public enterprises, can be demonstrated.

The promotion of individual modes of transport will have to be determined by their technical and economical characteristics, whilst giving due regard to their rôle in the national economy and their social usefulness. These two latter factors should also determine the priority of investments in the provision of infrastructure. Transport planning can no longer be regarded as one-dimensional, since it includes measures affecting a large number of more or less efficient forms of transport, the development of which must be regulated in such a way that a rational transport system is created, which can provide an attractive service and at the same time reduces adverse effects on the national economy and on the environment to a minimum. A decentralized transport policy, which caters for the interests of specific social groups or is determined by these interests, can never provide an optimal solution and must of necessity be economically wasteful. The social importance of transport has so far not been sufficiently recognized. In consequence, the commercial viability of transport undertakings was looked upon as a first priority. However, it is now known that the efficiency of transport services and undertakings cannot be measured exclusively in terms of profitability, or, in fact, by the same standards as are applied by industrial undertakings producing consumer goods.

Transport constitutes an integral part of modern economies. If the provision of optimal transport facilities for everyone is to be the first priority of transport economics, then the application of purely commercial principles must be abandoned. The public character of transport calls for carefully coordinated central directives. Transport has many facets. The parallel existence of public and private enterprises calls for careful planning in order to achieve a beneficial cooperation and coordination of the various modes of transport. Unlimited competition is incompatible with the dual nature of transport economics because it is based on:

- the supply of identical goods and services in competition and the idea of instantly adapting production to changing demands;
- a total liberalisation of the market and an absolutely free choice on the part of the consumer.

These principles cannot be applied to transport for the following reasons:

- The various modes of transport do not offer identical services because they are subject to differing contingencies as regards costs, speed, quality, etc.
- The density of the network of the various modes of transport is not the same. As regards distance and time, the different carriers would only be in genuine competition with each other if all other factors were equal. The existing infrastructure of the various modes of transport is fairly extensive, indivisible, immobile and, in some cases, extremely durable. This inhibits the speedy adaptation to changing demands.
- Transport demand is subject to considerable fluctuations as regards distance and speed, so that the transport market can never be said to be predictable.
- The transport users' preferences for specific services are not consistent and cannot be accurately assessed so that the possibility of predictably rational behaviour on the part of the transport user must be ruled out.

In the area of infrastructure policy central coordination has always proved economically more efficient than decentralized adaptation. The laws of "free enterprise" cannot provide a viable solution to problems associated with the use and the provision of infrastructure in the transport sector. For that reason a central coordinating authority should be established and given the task of directing coordination at national level and supervising the implementation of such measures. Central transport planning at a national level is a pre-requisite for rational policies within the various modes of transport and, if necessary, at the level of individual transport undertakings. Since purely economic principles cannot be applied to the transport sector, the idea of allowing free competition in this sector is untenable. The fact that at present investment decisions are not subject to central control, allows competing transport undertakings to increase their capacity for purely commercial reasons, such as a determination to retain or increase their share of the market. This results in overcapacity, uneconomic services and reduced productivity.

Transport planning and measures of coordination should therefore concentrate on regulating:

- the types of transport to be allocated between the various modes of transport, by direct or indirect intervention;
- the allocation of investment.

In formulating transport policy, the various modes of transport cannot be treated in isolation, because their interdependence calls for integrated growth in order to achieve the best possible results. All such measures must begin by ensuring the rational use of the existing infrastructure and capacity. This means that demand should at all times be channelled to those undertakings which are technically and economically best equipped to meet it.

At the same time, supply should slightly exceed demand. Otherwise a situation could arise in which demand might be met by undertakings which are not the most suitable, because the ideal carrier did not have adequate capacity. At the same time the planners should be aware that the demand in respect of commuter transport and holiday travel is relatively constant, despite the fact that supply and demand in the transport sector as a whole are generally not complementary. Transport planning and, above all, transport research will have to be intensified in order to give adequate consideration to all these factors. Efficient transport planning is a dynamic process which relies to a very large extent on accurate research. The following aspects should be investigated within the context of a long-term research programme:

- The technology and development of the transport system as a whole;
- The relationship between the provision of transport facilities and the establishment of new towns and centres of population;
- The preferences and habits of transport users;
- Origins and destinations by means of a more thorough statistical analysis;
- Causes of accidents;
- The physical and psychological strain to which people are exposed; and
- Causes and effects of noise, fumes, and other factors detrimental to the environment.

7. Transport in Conurbations

(adopted at Railwaymen's Section Conference, Basle, 20 to 21 March 1974)

The daily traffic chaos on the streets of our cities constitutes a danger to our quality of life and is a challenge to the makers of transport policy. Our cities are moving towards a situation in which life is threatened by strangulation from motor vehicles, noise and pollution. Trams and buses which are trapped by endless queues of cars are a familiar sight on the streets of our cities. Fatal traffic accidents are a daily occurrence and the damaging effects of traffic congestion on our health, on the economy and on the way in which we are able to utilize our leisure are steadily increasing.

A careful analysis of this problem shows, however, that increasing traffic congestion is not an irreversible trend, but a phenomenon which can, to a large extent, be ascribed to the absence of constructive and economically effective measures of coordination in respect of private and public transport. This lack of coordination has led to an unprecedented increase in the use of the private car at the expense of public passenger transport. The social and economic consequences of this development are of crucial significance. Particularly in areas of dense traffic concentration, the intrinsic advantages of the private car have disappeared and, in fact, turned into causes of considerable irritation. To placate the private car owner through improving the traffic flow, areas which previously provided living accommodation, work and recreation have been razed to the ground. The profile of our cities, their original network of communication and the balance of nature are being destroyed. No programme of road construction, however extensive, has yet been able to satisfy the demands of the private road user for such a period of time as was originally anticipated by the planners. We have now reached the stage where further programmes of this kind are becoming financially prohibitive and socially unacceptable in terms of sprawling cities, noise and pollution. The widening of roads in cities and the false positioning of multi-storey garages have in most cases attracted additional traffic and thus contributed to a worsening of the general situation. However, neither a radical curtailment of road construction nor stricter regulatory measures would appear to be the solution to this problem. Increased parking fees, road taxes and other similar measures simply increase the value of the car as a status symbol. The obvious disadvantages connected with the use of private cars—higher costs, nervous strain, increased likelihood of being involved in an accident, parking problems, etc.—would not appear to weigh very heavily with the private motorist. Both the authorities as well as the general public continue to make a clear distinction between public and private transport. As a result of this, the private car owner feels obliged to make the greatest possible use of his "property".

There are, however, more rational factors, which are extremely relevant in this context. The rapid sprawl of our cities during the past decades and the resulting arbitrary division and distribution of available space into dwelling areas, industrial complexes and recreation areas often make it extremely difficult to provide efficient public transport services. The relatively long distances between bus stops and the inadequate frequency of services discourage suburban dwellers from the regular use of public transport. Despite increasing congestion the private car is given preference, so that the real disadvantage is suffered by those socially underprivileged groups which are wholly dependent on public transport.

One of the main reasons for the present crisis is that transport undertakings continue to base their operation predominantly on commercial criteria, so that these undertakings are unable to plan their operations in accordance with specific aims in the area of transport policy. The main regulator of most transport undertakings continues to be the level of tariffs. This tends to make public transport less attractive and results in a further loss of passengers. The desire for economic viability mitigates against making certain investments, which would be in accordance with a sound transport policy. This is particularly so in cases of public urban transport undertakings. Municipal transport undertakings are extremely capital intensive, in particular rail-bound systems operating above or below road level. The crucial problem of urban transport is due to the discrepancy between intensive demand and short supply of infrastructure. Any constructive transport policy must aim at solving this basic problem. This, in the first instance, calls for an optimal utilization of existing public passenger transport facilities and measures to relieve road congestion if transport demand continues to exceed the supply.

All such transport policy measures should aim at a rational and functional division of traffic between urban public passenger transport and individual private transport. They should:

— be based on the requirements of the environment and town planning;

- aim at improving the quality of transport services in the public sector and in essential private individual transport;
- take into account social and economic costs and requirements.

One appropriate method for realizing this aim would be the development of short and long term measures to make urban public passenger transport more attractive.

The short term measures concerned are:

- the unification of municipal transport services, their tariffs and their operation;
- improvements in speed, frequency and times of operation; and
- replacement and improvement of rolling stock and infrastructure.

The following long term measures are proposed:

- rapid improvement and extension of rail-bound urban passenger services;
- efficient adoption of feeder transport services to the main passenger transport system; and
- research into and development of new transport systems and methods.

To satisfy the requirements of essential individual private transport a carefully coordinated extension of the road network should be envisaged, so as to provide essential private transport links to existing public passenger transport systems. In extending the road network for this purpose, particular attention should be given to the effects of road traffic on the environment, e.g. air pollution and noise. In towns and cities special traffic lanes should be provided for buses. Continuous efforts should be undertaken to make the general public aware of the relationship between urban public passenger transport and private passenger transport. Transport policy planning should not confine itself to calculating predictable demand and adopting purely technical measures to satisfy this demand. Over and above that, the planners and policy makers should launch an intensive campaign in order to demonstrate to the public the disadvantage of private individual transport. It is essential that the private car should lose its value as a class and status symbol.

8. Trade Union Rights of Japanese Public Employees

This Conference of the ITF Railwaymen's Section, held in Basle on 20 and 21 March 1974, in furtherance of the Resolution unanimously adopted by the 30th Congress of the ITF held in Vienna in 1971,

REAFFIRMS the fundamental principle of the free trade union movement that all workers, whether in the public or private sector of the economy, are entitled to full trade union rights;

WELCOMES the decisions and recommendations of the ILO Governing Body concerning the trade union rights of Japanese public employees;

URGES the Japanese Government to act in accordance with the ILO's principles, decisions and recommendations;

DEMANDS that the Japanese Government should give redress for the disciplinary sanctions which have been rigidly and severely imposed on strikers in the past; renounce the use of such sanctions in the future; negotiate with the unions in good faith; and recognize them as equal partners in industrial relations;

EMPHASIZES the principle that all workers should have the right to strike; and that no truly just industrial relations can be established in any sector without the workers enjoying their rights in full;

CALLS UPON the Japanese Government immediately to restore to public employees the right to strike;

PLEDGES the wholehearted support of the ITF-affiliated railwaymen's unions to the Japanese public employees' unions in general and the railwaymen's unions in particular in their campaign to win full trade union rights and the settlement of their justifiable economic and social demands; and

RESOLVES to give this support practical expression in every way possible.

9. Automatic Couplings

This Conference of the ITF Railwaymen's Section, meeting in Basle on 20 and 21 March 1974,

NOTES that the UIC has asked the ECMT to put back the date of introduction of Automatic Couplings until 1985, despite the fact that according to a recent report on this matter there are no longer any technical difficulties standing in the way of this modernization measure;

Having viewed films on Automatic Couplings, REITERATES the views expressed in the Resolutions adopted by Conferences of the ITF Railwaymen's Section in Paris in 1961 and in Stockholm in 1964;

REAFFIRMS that the introduction of Automatic Couplings would result in a considerable reduction in the number of accidents at work, bring operational advantages to national railway managements and have indirect positive effects on transport policy and the environment;

NOTES that investigations carried out so far clearly demonstrate that as a result of the introduction of Automatic Couplings considerable economic benefits will accrue to the railways after even a relatively short period. This places upon them an obligation to give generous consideration to the demands of ITF-affiliated railwaymen's organizations.

REQUESTS the European governments to intervene, because the international organizations of railway managements in Western and Eastern Europe have obviously not succeeded in resolving the problem of determining a generally acceptable date of introduction in a conclusive and satisfactory manner. For that reason, the governments are requested to take appropriate measures so as to determine and ensure a definite date of introduction. The date proposed by the UIC (i.e. 1985) should in this context be regarded as the latest possible alternative. In any case it must be ensured that the various railway managements introduce the Automatic Coupling simultaneously and adhere to a transitional period of no more than four weeks so as to reduce the risk of accidents to a minimum; and

CALLS UPON the railwaymen's unions affiliated to the ITF to approach their governments and the national railway managements in the spirit of this Resolution and to keep the ITF informed of all future developments concerning Automatic Couplings.

10. Harmonization of Working Conditions of Travelling Staff

(adopted at Railwaymen's Section Conference, Harrogate, 19 to 22 August 1975)

I. Definitions

- (a) "Travelling staff": the staff driving locomotives and railcars and the staff accompanying trains.
- (b) "Short period of work": the period between two consecutive daily rest periods or between one daily rest period and the following or preceding periodical rest period. (The "periodical rest period" is defined under VII below.)
- (c) "Long period of work": the period between two successive "periodical rest periods".
- (d) "Week": a period of seven consecutive days.

II. Field of application

The minimum requirements apply to:

- (1) Staff entrusted with driving engines circulating on railway track.
By engine is understood:
 - locomotives (steam, electric, diesel or gas turbine);
 - railcars (electric, diesel or turbine).
- (2) Staff accompanying trains, i.e. staff working as second man on engines, staff working on trains and travelling ticket inspectors/conductors.

III. Minimum age of travelling staff

The minimum age of travelling staff is fixed at:

- 21 years for drivers and guards;
- 18 years for drivers and guards, when under the immediate and permanent supervision of a driver or guard of not less than 21 years of age;
- 18 years for staff accompanying trains.

IV. Average working hours per week

The hours worked shall not exceed 40 hours over seven consecutive days on average over a period of four weeks (28 consecutive days) and in no period of seven consecutive days may more than 50 hours be worked.

V. Maximum duration of "short period of work"

- (1) A "short period of work" may not exceed nine hours.
- (2) A "short period of work" such as provided for in V. (1) may be extended not more than twice in any "long period of work" and not more than eight times in any period of four weeks (28 consecutive days) to not more than 10 hours. The extension provided for under V. (2) above shall be permissible only:
 - (a) if the extended "short period of work" does not fall partly or wholly in the period between midnight and 4.30 a.m.; or
 - (b) if the extended "short period of work" is followed by a rest period taken at home; or
 - (c) if the extension is agreed between the management and trade union and the workers' elected representatives.
- (3) Where "travelling staff" report for a rostered turn but are subsequently not required to carry out the rostered duties, or are required for less than five hours, they must be paid for at least five hours worked.
- (4) There shall be no more than six "short periods of work" in any "long period of work".

VI. Daily rest period

- (1) The uninterrupted duration of a daily rest period at the home station may not be less than 14 hours.
- (2) The uninterrupted duration of a daily rest period away from the home station may not be less than seven hours. Whenever the duration of the daily rest period away from the home station exceeds nine hours, all time in excess of nine hours shall count and be paid for as working time. Daily rest periods away from the home station shall not be the rule and may only be imposed whenever they are preceded or followed by a daily or periodical rest period at the home station.
- (3) A daily rest period away from the home station may only be imposed if normal conditions of hygiene and comfort are available.
- (4) During the daily rest period, "travelling staff" shall have complete freedom of movement and complete freedom to dispose of their time as they wish.

VII. Periodical rest periods

- (1) In the course of one year every member of staff is entitled to not less than 52 periodical rest periods to be taken at home. Each such periodical rest period shall be not less than 64 consecutive hours and shall begin not later than 6 p.m. and end not earlier than 8 a.m.
- (2) It shall be possible to grant, in lieu of one single periodical rest period of at least 64 consecutive hours, two periodical rest periods each of not less than 38 hours' duration and each covering one full period from midnight to midnight.
- (3) It shall not be permissible to grant an aggregate of two or more periodical rest periods in one continuous rest period.
- (4) Periodical rest periods are to be distributed evenly. Within any period of four weeks (28 days), "travelling staff" must be granted not less than four of the rest periods referred to under (1) or a corresponding number of rest periods referred to under (2) above.

VIII. Annual leave and public holidays

- (1) "Travelling staff" must benefit by a minimum total of 24 working days' annual leave. For these purposes the working week shall be reckoned as five days. Whenever a public holiday falls during a period of annual leave, this day will not be counted as leave taken.
- (2) For every public holiday falling on a working day, each member of "travelling staff" shall, regardless of duties performed, be credited with eight hours worked.

This shall be compensated by his not being required to work one "short period of work", taking account of the provisions of IV. above.

11. Research Proposal—The Human Effects of Technological Change in the Railways (joint study by ITF and Manchester University)

(approved by Railwaymen's Section Conference, Harrogate, 19 to 22 August 1975)

I. Introduction

Technological change has radically changed the railways in the past 30 years. Electrification and diesel traction have replaced steam locomotion in many countries; computers and sophisticated electronics are making it possible for more of the railway system to operate automatically without immediate human control. These changes have completely changed the nature of work for railwaymen. Many workers on the railways now find themselves less in direct contact with work but more in charge of controlling their work. Increasingly more railwaymen rely on observation and use of information from clocks, dials, computer print-out and the like. Physical effort in work is reduced but greater mental effort and attention is required of the worker.

The move towards automation and how it affects workers has been seen in different ways.

"Some expect a general trend towards a 'new man' with a positive creative attitude towards his work and with a growing social activity. Others believe that for an increasing proportion of the working population automation will mean more monotonous work with greater job and social frustration. A third view is that automation will have virtually no effect on the people involved. It may change the nature of their work but not how they feel or behave in their social relations."

To date little empirical research has been published concerning the human effects of technological change in the railway industry. Yet the extent of technical change in this sector in the last 20 to 30 years has been considerable and widespread. What is important is not simply to look at the effects of change after they have happened. This is locking the stable door after the horse has bolted. What must be done is to understand the trend of change sufficiently to be able to influence it so as to lead to greater humanization of work.

Inevitably we must begin by looking at some of the basic changes which have taken place in railways in the post-war years.

The ITF and some researchers from Manchester University have begun a preliminary review of technology and jobs in the railways to identify and define the scope of a possible exploratory study in Britain.

II. Exploratory Stages

Clearly technological change affects all countries and all railway systems even though they may be at separate stages of development. However, common problems do exist between countries and there may well be common solutions as well. What is needed is a clear picture of the situation in different countries and its effects on railway workers. One way to get at this sort of information is through a co-ordinated multinational research study. This would be done by specialist researchers from relevant disciplines in each country, working together on a co-ordinated project.

This would obviously have to be constituted properly and will require careful planning. It was thought that some initiatives might be taken in one or two countries to test the ground for something more comprehensive. Under ITF guidance certain steps have been taken:

- (a) In Britain a preliminary examination of jobs with different technical situations has been undertaken and consultations and prospective arrangements were made with trade unions and management for a possible test study.
- (b) In Sweden a team is checking relevant literature and similar research work in other areas to identify likely problem areas.
- (c) In Austria the Austrian Railway Union is assisting in reviewing the technological question, checking on current and likely future technological developments.

III. Key Study

It is proposed that a "Key Study" be undertaken in Britain to clarify important issues which arise out of differences in jobs and attitudes towards them as a result of technological change. The findings of this study would then be used to design a common set of research instruments for use, in all countries, as a basis for a wider study.

We therefore recommend that a case study be undertaken in Britain which would look at three categories of railway operating staff:

- (i) Train drivers.
- (ii) Signalling and communications workers.
- (iii) Track maintenance workers.

In each of these groups approximately 60-90 workers would be interviewed about their attitudes towards their jobs. Each sample would then be subdivided according to the level of technical sophistication of their work taking into account certain critical features which could have a crucial effect on the work of the operator, such as:

- (i) Traffic—density, volume, type (passenger/freight).
- (ii) Technology—traction methods involved, signalling and communications systems, maintenance equipment.
- (iii) Time } Speed
- (iv) Distance }

IV. Specific Areas for Study

Initial observations would suggest the following breakdown for the three categories of railway workers mentioned:

Train Drivers

1. Diesel Traction
 - (a) Freight Trains.
 - (b) Passenger Trains (Diesel Multiple Unit Trains).
2. Electric Traction
 - (a) "Slower Passenger Trains"—Non Express Trains (Electrical Multiple Unit Trains).
 - (b) Express Trains. High speed Inter-City Services.
(Approximately 20 people from each group)

Signalmen

1. Mechanically Operated Signal Boxes
 - (a) Coping with fewer points and signals—or on less busy stretches of track.
 - (b) More complex junctions coping with heavier traffic loads.
2. Power Signal Boxes
 - (a) "One Control Switch" system which has individual switches for each set of signals and points.
 - (b) "Entrance—Exit" system. Automatic route planning and signals/points change by panel buttons.
(Again about 20 people from each group)

Track Maintenance Workers

1. Sidings Gang—Traditional “pick and shovel” track maintenance work. Essentially manual work using some manually driven tools like jacks and gauges.
2. Partially Mechanised Gang—Doing much the same work as the “siding gang” but using some power driven tools and equipment. These would include the use of power wrenches and hammers.
The sample would include a group using “Kango” power driven jack hammers (similar to pneumatic drill).
3. Mechanised Maintenance—Mobile Maintenance Machines. These include the operators of tamping, lining and regulator machinery (Plasser-Theurer).
(Twenty from each of the three groups)

V. Research Method

The investigation would be carried out with an Attitude Questionnaire and a Work Observation Form.

1. Attitude Questionnaire

The Attitude Questionnaire (see Appendix A) will contain a number of questions relating to the job, working conditions, the introduction of new machinery, work organization and so on. This information will be collected in personal interviews with each respondent at the work place taking about an hour. (Individually this will be treated as confidential information—it will be presented only as a collective statistic.)

2. Work Observation

This is not a time and motion study; it simply involves the researcher observing the respondent at work and noting some of the characteristics of his job, using a broad recording document (see Appendix B) which will categorize the job done by its requirements (physical/mental), circumstances (location, setting and environment), relationship with machinery.

There would be supporting data and statistics relating to the technology and organization of work which would be collected separately with the help of unions and management.

The data collected in these instruments will be processed and analysed for the ITF at Manchester University.

APPENDIX A

Details of Attitude Survey

- (i) Work Content—the nature of work by its specific tasks and duties.
- (ii) Occupational Health—stress and broad mental and physical health areas.
- (iii) Ergonomic Factors—such things as light, heat, noise, dust, physical movements, reception of visual and aural information.
- (iv) Alternatives—alternative employment possibilities. Changes could/should be made to improve jobs.
- (v) Working atmosphere—how the railways have changed—what was good; is good; what ceremonies exist(ed); what values are important; what are priorities here and now and before.
- (vi) Organizational structure—what hierarchies exist; what requirements are there for promotion; what decisions are made at each level; what do levels above and below you do; who is your superior and what decisions does he make concerning you?
- (vii) Work—Non-Work Life—amount of overtime, shift work; distance travelled to work; out of work activities, size of family, home ownership.
- (viii) Democratization—consultation/co-determination.
- (ix) Personal data—age, education, previous jobs, present job, union membership.

Details of Work Observation

- (i) Description of work performed—work done by groups or grades we are studying.
- (ii) Physical requirements.
- (iii) Mental requirements.
- (iv) Education and training requirements.
- (v) Variability/Monotony in work.
- (vi) Working Conditions—space, noise, heat, light, dirt, accidents, illness.
- (vii) Organizational dimension of work:
 - how it is organised
 - who organises it
 - boundaries of individual and group tasks.

12. Regional Railways

(adopted by Railwaymen's Section Conference, Harrogate, 19 to 22 August 1975)

At a time when the railways and public urban transport are becoming of ever-increasing importance as a result of the almost insoluble problems posed by the use of private cars, there would appear to be little sense in impairing the efficiency of an existing railway network by the closure of regional rail connections and subsidiary lines. The ITF attaches such importance to the positive aspects of regional and social policy that it cannot accept the principle of an exclusively commercial assessment of the value of a rail network. For that reason, rail transport must also be maintained in those areas where commercial viability cannot be guaranteed. We cannot accept a situation in which the railways, who have to meet the costs of their own infrastructure, are expected to be commercially viable when other carriers, such as road transport and inland waterways, in particular canals, are provided at more or less no cost to their respective users. If individual national railway managements do not give sufficient regard to the positive aspects of social policy, this is due to the fact that in many cases these undertakings are forced to plan and conduct their operations on a basis of individual commercial viability.

The ITF is of the opinion that an investigation of individual areas of infrastructure, conducted in accordance with purely commercial principles, would produce some very instructive results. However, certain railway lines, particularly subsidiary lines, do not lend themselves to an assessment based on such criteria, because these lines fulfil important functions in the area of regional policy so that their economic and social importance cannot be established with reference to commercial criteria. An assessment of the individual commercial viability of any railway line can thus never form the basis for a meaningful discussion concerning their true usefulness.

These subsidiary lines are part of a material infrastructure which, in its totality, embraces not only transport itself but such closely related industries as energy supply and telecommunications as well as the extremely important question of the conservation of natural resources. For that reason, the opening, maintenance and closing of railway lines can be regarded as measures of national infrastructure policy.

Measures of regional policy (i.e. economic and social measures taken at County or other regional level within the context of general central government plans) may be based on a number of varying economic and non-economic aims. In each case, the final aim will determine the character of such measures and the methods for carrying them through. Of necessity, the aims of one region will not always be compatible with those of another. This frequently creates difficulties when it comes to implementing both sets of measures simultaneously. The various aims of regional policy are all based on four inter-dependent basic objectives, namely:

- full employment at regional level;
- optimal economic growth;
- balanced regional wealth; and
- the achievement of an optimal balance as regards the situation of industrial sites, residential areas and social facilities such as schools, hospitals, etc.

An efficient rail network is of primary importance for maintaining security of employment and for the improvement of regional living conditions. It is increasingly being recognized that State funds for the development of structurally weak areas of the country—either in the form of concessions for promoting investment in new settlements or in the enlargement of existing ones, or for the improvement of communal and regional infrastructure—are best applied in localities offering a certain development potential. This type of regional planning by the central government aims at creating new settlements in areas where certain facilities (schools, hospitals, etc.) as well as an appropriate concentration of industrial undertakings and labour are already available. In other words, the selection of areas for new settlements is governed by the possibility of creating a certain regional concentration without undue expenditure. Public funds are not unlimited and should, for that reason, be applied first and foremost where the ingredients of regional planning and the availability of certain facilities offer a reasonable prospect of success. As these new centres of regional growth must be readily accessible to the population and supplies from other areas of the region concerned, the existence of good rail connections assumes crucial importance. Another advantage of the existence of adequate rail connections is that the population of non-industrial areas will not be tempted or forced to re-settle in the actual centre of growth. Thus, the railways at the same time promote growth and inhibit the depopulation of areas on the fringes or in the vicinity of growth centres.

The provision of transport connections between residential and industrial areas is one of the main tasks of regional rail transport. At the same time the ITF realizes that a settlement programme, which takes proper account of the contingencies of transport infrastructure and transport planning, is a prerequisite for a true harmonization of regional living conditions. Such a settlement programme should not only be based on aspects of production but take into consideration other important criteria such as the quality of life, leisure potential and desirability of residence. The relevance, in this context, of comfortable, safe and sufficiently frequent transport connections is undeniable. Lastly, regional living conditions will not be truly harmonized unless settlement programmes contain measures for doing away with the marked differences existing between one region and another as regards access to higher education.

The adverse social and economic impact of the various forms of transport on the natural environment is often not sufficiently appreciated because it is difficult to quantify. Everyone knows that both the natural and the constructed environment are becoming increasingly hostile and dangerous to life, as evaluated from a medical, psychological and social point of view. The pollution of air, water and soil is steadily increasing despite the fact that some of these processes and their undesirable consequences might well be irreversible. Private passenger transport is no doubt one of the main contributors to environmental deterioration. Carbon monoxide, cyclic carbohydrates, lead compounds, nitrous gases, sulphur dioxide and the substances freed through the wear (by friction) of tyres and road surfaces: all these constitute a serious danger to human health. At the same time, they are almost exclusively phenomena connected with the use of petrol engines. If this contamination of our natural basis of life is to be effectively limited, the railways will have to be accorded priority in future regional planning because steam locomotion is largely a thing of the past and diesel locomotion in most cases confined to relatively unpopulated or thinly populated areas. Regional rail transport, for that reason, is of great significance in the preservation of our natural environment.

13. Railways and Economic Self-Sufficiency

(adopted by Railwaymen's Section Conference, Harrogate, 19 to 22 August 1975)

In many countries the deterioration of the financial situation of the railways has resulted in plans, or even in actual political decisions, aiming at a reduction of rail traffic by the strict application of the criteria of commercial profitability. The ITF-affiliated railwaymen's unions reject a one-sided national and/or international transport policy reducing the potential of the railways.

They call upon governments, railway managements and their international bodies to take appropriate steps not only to guarantee the preservation of the railways but, over and above that, to promote their modernization whilst at the same time refraining from any measures which, allegedly, aim at putting rail transport on a more rational basis whereas in fact they can only lead to a deterioration of the situation of the railways in the long term.

Rail deficits

Rail deficits are unavoidable because the railways, in their capacity as public undertakings, are obliged—either by law or other official regulations—to provide certain services even when they are not allowed to increase their income by raising tariffs.

It follows, therefore, that rail deficits do not constitute a valid yardstick when it comes to assessing the success of rail undertakings; nor can they be considered as any kind of proof for allegedly uneconomical methods of operating the railways. A railway undertaking might very well use the monies at its disposal very economically and yet show rapidly increasing deficits. However, the absence of operational profitability must be judged against the concept of economic viability from a national point of view. In other words, rail deficits still place less of a burden on society and on the tax payer than would a total changeover to motorized road transport with its unavoidable indirect social costs in terms of pollution, other damage to the environment and the continuing need to provide new and extremely costly infrastructure.

Since the railways are much less likely to cause damage to the environment, rail deficits should not be used as an excuse for exaggerated measures of rationalization or for the closure of whole sectors of the rail network. Another aspect to be borne in mind is the fact that the railways, being largely independent of petroleum-based fuels, can be considered a much more reliable carrier than their immediate competitors.

Less = Worse

In the post-war years, many railway undertakings had to meet the cost of repairing war damage either out of their own pocket or by taking up expensive loans. The vast majority of governments that own railways did not make enough capital available for their extension and modernization.

Thus, modernization was delayed, the financial situation of railway undertakings was adversely affected by the obligation to pay high interest rates, and the full potential capacity of the railways was not utilized. In several countries such a situation still exists and gives rise to problems which cannot be solved by forcing the railways to cut back and close such freight and passenger services as are not economically viable. This could only help to create deficits in those areas where the railways are still profitable. A short-sighted application of criteria of commercial profitability must lead to a situation where the usefulness of the railways, as a whole, is open to question.

Such a view is, however, incompatible with that of all serious and responsible experts in the field of transport policy who argue that the railways are the backbone of the transport network and as such should be preserved and strengthened. To do otherwise would, in the last analysis, mean that the efficiency of the transport industry as a whole can no longer be guaranteed.

Discriminatory infrastructure policy

After several decades of discussions on removing factors distorting the basis of competition between transport carriers, it must be said that the infrastructure policy of governments has substantially favoured the railways' competitors. The fact that private road transport undertakings and inland navigation (using expensive artificial waterways) were, with public money, provided with a sound basis for profitable operations has affected the railways adversely in two ways:

- The budgets and annual accounts of railway managements were adversely affected by the fact that these managements had to meet the costs of maintaining their existing network.
- At the same time, the other inland transport carriers became increasingly competitive vis-à-vis the railways because their networks were extended, handling of freight was speeded up and capacity increased, thus bringing a consequent increase in their profitability.

Discrimination against the railways

For that reason, there is even less justification than ever for judging railway routes alone by purely commercial criteria, because nobody ever asks whether or not expensive long distance trunk roads between thinly populated, economically weak areas and other regions are **individually** profitable.

The railwaymen's trade unions, therefore, demand that the practice of judging only the railways by discriminatory criteria of profitability should cease, or else be applied to other means of transport as well. This would, however, mean that governments would have to base their investment policy on a realistic cost-benefit analysis of infrastructure rather than being prompted by electoral considerations to invest in expensive projects for the construction of artificial waterways which, from an economic point of view, are nonsensical. Furthermore, the transport network must not be tailored to the marketing estimates of oil producers and car manufacturers but should serve the needs of a constructive regional economic development. The "free choice of carrier" would become a farce if the transport user did not really have a chance to make a rational choice between the various means of transport. Such a rational choice would no longer be possible if, as a result of the application of purely commercial considerations, whole areas of the country were stripped of their rail connections, giving road transport a monopoly and thus a free hand when it comes to fixing rates and the quality of service. Governments and railway managements should ask themselves whether they can justify a policy which makes transport more expensive and less reliable at the same time.

Summary

- Railway deficits cannot serve as criteria for measuring the economic performance of railways because the existence or lack of operational profitability by itself does not permit reliable conclusions to be drawn concerning the general social and economic advantages of any loss-making operations in comparison with the far greater financial burdens inherent in such alternatives as total motorization.
- National governments must realize that a cut-back of rail operations can, in the long term, only bring about a situation where those sectors of the railways which are still profitable would be brought into deficit.
- It is clearly discriminatory to base an eventual cut-back of rail operations on an analysis of individual sectors of the rail network as long as roads and inland waterways (in particular canals) are not judged by the same criteria.
- A cut-back of rail operations in economically weak regions will bring about a further deterioration in the infrastructure of those regions and would lead to more expensive transport services if a monopoly were given to road transport.

14. Rail Transit to and from Italy

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975,

- **NOTES WITH CONCERN** that rail capacity between Italy and the rest of Western Europe no longer meets existing transport demands;

that in addition intolerable customs delays and the application of an outdated handling and forwarding procedure at the Italian border impede the flow of rail transport;

that the railway managements concerned, as a result of this, have had to introduce an operational quota system for the transport of goods to and from Italy;

- NOTES FURTHER that this quota system can only be looked upon as an emergency solution aimed at preventing total chaos at border crossing points, and should for that reason be replaced as quickly as possible by a more appropriate solution;
- STRESSES the urgent need for increasing the productivity of rail transport, in particular on the rail networks of the SBB, the BLS and the FS, in the case of the latter bearing in mind a certain order of priorities;
- FEARS that the situation described above will have a deteriorating effect on economic, social and energy policies;
- IS OF THE OPINION that the present situation must be rejected from the point of view of a constructive transport and social policy;
- EXPRESSES THE HOPE that the competent international organizations will strive for a constructive solution of this problem with all means at their disposal; and
- APPEALS URGENTLY to all governments and railway managements concerned to provide increased financial investments in order to make such a constructive solution possible.

15. Channel Tunnel

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975,

- BELIEVES that a railway link between Britain and France is a vital contribution to the transport system of Europe; and
- CALLS ON railwaymen's unions of the ITF to exert pressure on governments of the member states of the EEC so that a Channel Tunnel as well as the necessary approach lines can be built with funds provided by the member states of the Community.

16. The Economic Situation

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975,

- NOTES that the slow-down of the economy calls for a speedy and effective application of all measures suitable for fighting unemployment and for ensuring the social welfare of those already unemployed; that the provision of public funds is of great importance in this context;
- CALLS ON the competent authorities to make adequate financial resources available to the railways for the purpose of enabling the rapid completion of construction projects as an integral part of a policy for the promotion of public transport. This would mean that staff levels would have to be sufficiently high to make it possible for the railways to offer a high-quality service, as well as to fulfil all their social and economic obligations in the interests of the community;
- OPPOSES any attempts to block social progress or to jeopardize existing achievements. Reductions of staff in the public sector, in particular on the railways, affect wages in the private sector and should therefore be opposed jointly by the trade unions of both the public and the private sector;
- URGES, in view of that, the implementation of general co-determination;
- CALLS UPON the competent authorities to give the greatest possible support to public transport undertakings. The principle of free competition between carriers has proved disadvantageous for public transport and must thus be regarded a failure. Despite the fact that the railways are kind to the environment and not wasteful of energy, their share of the total volume of transport has steadily decreased. In particular, in the passenger and parcels sector, the flight from the railways to the already congested roads has assumed alarming proportions. It is therefore essential to put a stop to this unhealthy development by giving a clear priority to the more efficient use of existing rail infrastructure.

It is therefore most important that the money so urgently required for meeting social and economic needs is provided. A refusal to do so would affect those who are already in a weak economic position. The subsidies required should be provided in a spirit of social justice and should thus do away with the dependence on financial power-blocs. It is an important future task of all trade unions to fight for such a change;

- CALLS, therefore, UPON all railwaymen to join the common struggle for the realization of this aim.

17. Press and Mass Media

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975,

- EXPRESSES CONCERN about the biased attitude of the press and mass media to matters concerning the operation of Railways and the activities of Railway Trade Unions;
- therefore CALLS UPON the ITF Executive Board and all affiliated organizations to give this matter urgent and serious consideration with a view to presenting the workers' case to all international and national press, radio and television organizations on matters of public importance relating to Railway industries.

18. India

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975 and being

- APPALLED at the measures taken by the Government of India, led by Mrs. Indira Gandhi, which have led to the suspension of fundamental civil rights including trade union rights, the imprisonment of a large number of political and trade union leaders, complete censorship of the press and news media and a ban on strikes and other forms of peaceful protests and demonstrations,
- CONDEMNNS these developments as being totally undemocratic, unconstitutional and placing India under the equivalent of totalitarian rule;
- CALLS UPON the President of India to put an end to the state of emergency and its consequent repression of the Indian people, to release all trade union leaders and to restore full democratic and trade union rights which are guaranteed to Indian citizens by their Constitution.

19. ILO Inland Transport Committee

The Railwaymen's Section of the ITF, meeting in Harrogate from 19 to 22 August 1975,

- NOTES that the last ILO industrial committee session dealing with railwaymen's questions was held as far back as 1966; that since then there have been profound changes in railwaymen's working conditions and important problems relating to them have been the subject of research in depth by the trade unions; that the Governing Body of the ILO has decided against convening a session of the Inland Transport Committee in 1976/1977 to deal with railwaymen's problems;
- REJECTS this position and instructs the ITF General Secretary to protest and to take the necessary steps so that such a meeting shall be held in 1976/77.

20. The Right to Strike of Japanese Railwaymen

This Conference of the ITF Railwaymen's Section, meeting in Harrogate/Yorkshire, England, from 19 to 22 August 1975,

- CONCERNED at the present situation with regard to the Japanese Railwaymen's struggle for the regaining of the right to strike,
- CALLS on all affiliated organizations to exert pressure in every possible way on the Japanese Government and its Embassies in the respective countries during the second half of October 1975 to assist the Japanese Railwaymen in their struggle.

ROAD TRANSPORT WORKERS

21. Draft Convention on Hours of Work and Rest Periods of Drivers Engaged in Road Transport

(adopted at Road Transport Workers' Section Conference, Vienna, 16 to 18 March 1976)

Article 1

This Convention applies to persons who drive a road transport vehicle in the course of following their occupation.

For the purpose of this Convention the term "road transport vehicle" includes all vehicles, whether publicly or privately owned, propelled by mechanical power, including trailers drawn by mechanically-propelled vehicles, which are engaged in the transport of passengers or goods by a public highway for payment or for other purposes of the undertaking or person operating the vehicle.

Article 2

The competent authority may exempt from the application of this Convention persons who drive vehicles engaged in:

- transport by agricultural or forestry undertakings insofar as such transport is directly connected with and exclusively used for the work of the undertaking, as well as transports by vehicles using public roads only incidentally and without impairing public safety;
- transport for the purpose of national defence and police services.

Article 3

For the purpose of this Convention

- the term "hours of work" means the time during which drivers concerned are at the disposal of the employer or of any other person entitled to claim their services, or the time during which the owners of vehicles and members of their families are engaged on their own account in work connected with a road transport vehicle, its passengers or its load.

Article 4

The maximum hours of work of drivers, including overtime, should not exceed 10 hours per day.

An increase (over and above 10 hours in any 24-hour period) is permissible only in case of force majeure or with the approval of the competent authority and providing the total number of hours worked does not exceed 20 over a period of 48 hours.

Article 5

The competent authority shall prescribe the maximum number of hours which may separate the beginning and end of the working day in the several parts of the transport industry, having consulted the relevant workers' and employers' organizations.

The spreadover must not exceed the maximum permitted by the competent authority or be so long as to restrict the period of daily rest to which a worker is entitled.

Article 6

In emergencies or if force majeure interferes with the proper function of the means of transport concerned, or additional work is required for rescue and relief in calamities or disasters, or eventually an urgent and exceptional necessity for ensuring the work of services of public utility has arisen, and provided that the national legislation does not provide or provides insufficiently for such emergencies, the limits of hours as set out in this Convention may be exceeded, however only to such extent as may be necessary for work that cannot be dispensed with.

National legislation shall provide for procedures to be used by employers or owners of vehicles for notifying and keeping informed the competent authority without any avoidable delay of the work performed in accordance with the first paragraph of this Article.

Article 7

No driver may work for any continuous period of more than five hours without a break. Any two periods of time shall be deemed to be a "continuous" period unless they are separated by a break of a duration to be prescribed by the competent authority.

National legislation shall regulate the implementation of the first paragraph of this Article, with due regard being paid to legislation on working hours which has application to Road Transport.

Article 8

Every driver shall be granted a rest period comprising at least 24 consecutive hours in every period of seven days. Such period shall be preceded or followed by one daily rest period.

The interval between two weekly rest periods shall not exceed 14 days.

Article 9

Every driver to whom this Convention applies shall be granted a period of rest of at least 11 consecutive hours in every 24-hour period.

This period of rest may be reduced:

- during and following emergencies (Art. 6);
- if due to rostering and/or scheduling work is discontinued for considerable periods within the 24-hour day, provided that rest periods will in no case be reduced by more than . . . hours per day, leaving unchanged the period of spreadover. Such reductions must be approved by the competent authority and must further be compensated by extended rest periods during at least some of the remaining days of the week, bringing in this way the average of daily rest hours during the week concerned up to the minimum provided for in paragraph 1 of this Article.

Article 10

The competent authority shall consult employers' and workers' organizations before taking decisions prescribed in this Convention in the following Articles:

Nos. 2, 3, 4, 5, 6, 7, 8 and 9.

Article 11

The Annual Reports on the application of this Convention addressed to the Director-General of the International Labour Office according to the Constitution of the International Labour Organisation shall include factual information concerned with:

- (a) any decisions taken in virtue of Art. 2;
- (b) any recourse to the provisions of Art. 4;
- (c) any determination made in pursuance of Art. 5;
- (d) the extent to which recourse has been made to the provisions of Art. 6.

Article 12

For the purpose of implementing this Convention the Members adopting and ratifying it will—wherever this is necessary—introduce legislation to define and enforce standards equal or higher than the ones fixed in this Convention.

They likewise assume the obligation to provide within the framework of their specific legal system for regular controls and for checks on the observance of the provisions of this Convention insofar as national legislation is based on them. They undertake to give this legislation mandatory character and to add to it penal provisions for non-observance of such national legislation and other provisions based on it.

The procedural provisions for control and checks shall include, after consultation and in agreement with employers' and workers' organizations, the introduction of documents to be used for regular inspections and road checks. Where considered appropriate by the competent authority, after consultation and in agreement with the employers' and workers' organizations concerned, mechanical recording instruments may be used. Where this is the case, these may supplement or replace such documents. The procedures for such measures shall be in full accordance with national, constitutional and administrative practice and be subject to judicial control in countries in which this is provided for.

Article 13

In accordance with Art. 19, para. 11 of the Constitution of the International Labour Organisation, nothing in this Convention shall affect any law, custom, award or agreement between employers and workers which ensures more favourable conditions than those provided for by this Convention.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15

This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.

It shall come into force . . . months after the date on which the ratification of . . . Members have been registered with the Director-General.

Thereafter, this Convention shall come into force for any Member . . . months after the date on which its ratification has been registered.

Article 16

The ratification of this Convention by a Member who ratified the Hours of Work and Rest Periods (Road Transport) Convention, 1939, shall have the effect of an immediate ipso jure denunciation of that Convention notwithstanding the fact that such Member may have tacitly renewed its obligation according to Art. 24, para. 2 of that Convention.

Article 17

A Member which has ratified this Convention may denounce it after the expiration of . . . years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the ILO for registration. Such denunciation shall not take effect until . . . year(s) after the date on which it is registered.

Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of . . . year(s) mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article will be bound for another period of . . . year(s) and, thereafter, may denounce the Convention on the expiration of each period of . . . year(s) under the terms provided for in this Article.

Article 18

The Director-General of the International Labour Office shall notify all the Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.

When notifying the Members of the Organisation of the registration of the . . . ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which this Convention will come into force.

Article 19

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 20

At such time as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the Agenda of the Conference the question of its revision in whole or in part.

Article 21

Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention notwithstanding the provisions of Art. 17 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by Members.

This Convention shall in any case remain in force in its actual form and content for those Members who have ratified it but have not ratified the revising Convention.

Article 22

The English and French versions of the text of this Convention are equally authoritative.

22. Draft for a Recommendation on Weekly Working Hours, Maximum Weekly Working Hours, Obligatory Rest Periods and the Obligations of the Employer in Connection with Sickness, Industrial Accidents, Repatriation and Legal Protection of Drivers Engaged in Road Transport (supplementary to ILO Convention No. . . . on Hours of Work and Rest Periods of Drivers Engaged in Road Transport)

(adopted at Road Transport Workers' Section Conference, Vienna, 16 to 18 March 1976)

The General Conference of the International Labour Organisation, having been convened at Geneva by the Governing Body of the International Labour Office and having met in its Session on (day, month, year),

- having decided upon the adoption of certain proposals with regard to weekly working hours, maximum weekly working hours, obligatory rest periods and the obligations of the employer in connection with sickness, industrial accidents, repatriation and legal protection of drivers engaged in road transport; and
- having determined that these proposals should take the form of a Recommendation,

adopts this (day, month, year) the following Recommendation which may be cited as the "Recommendation on Weekly Working Hours, Maximum Weekly Working Hours, Obligatory Rest Periods and the Obligations of the Employer in Connection with Sickness, Industrial Accidents, Repatriation and Legal Protection of Drivers engaged in Road Transport (year)", to be submitted to the Members of the International Labour Organisation for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the provisions of the Constitution of the International Labour Organisation:

The General Conference of the International Labour Organisation recommends that all Members of the ILO should pass legislation based on, and compatible with, the following principles:

A. Weekly working hours

The normal hours of work of drivers engaged in road transport should not exceed 40 hours per week.

The maximum permissible hours of work including overtime, over a period of seven successive days, should not exceed 60 hours.

The competent authority may permit maximum permissible working hours to be calculated as an average over a period of two consecutive weeks.

B. Weekly rest period

The consecutive weekly rest period referred to in Article 8 of the ILO Convention on Hours of Work and Rest Periods of Drivers engaged in Road Transport should, as a rule, be granted at the home base.

C. Minimum break

The break referred to in Article 7 of the ILO Convention on Hours of Work and Rest Periods of Drivers engaged in Road Transport should not be less than 30 minutes and should be taken away from the vehicle.

D. Sickness and Industrial Accidents

In cases where a driver, as a consequence of his work, is outside his country of residence and suffers an industrial accident or suffers from a sickness attested by a medical certificate, he should, in so far as corresponding benefits are not granted to him under domestic laws or regulations or by virtue of an international agreement, be provided at his employer's expense with

- (a) any medical care which he may require;
- (b) any other benefits to which he would have been entitled under the domestic laws and regulations which would have been applicable if the accident or sickness had occurred in his country of residence;
- (c) board and lodging until his state of health permits him to return to his place of residence, the liability of the employer for the payment of these benefits being limited to six months in cases where it is established that the driver's sickness resulted from a previous condition and would have occurred even if he had not left his country of residence.

E. Repatriation

If the journey is interrupted for a reason beyond the control of the driver, and if it is impossible for him to return to his place of residence in the vehicle under his charge, he should be entitled to repatriation at his employer's expense and in accordance with the latter's instructions.

F. Legal Protection

The trade unions should agree with employers at national level that a bail bond be provided and that the costs of any legal protection required by a driver whilst being abroad on the instructions of his employer and arising out of the performance of a driver's professional duties are to be met by that driver's employer.

INLAND NAVIGATION

23. Rhine-Main-Danube Canal

This Conference of the ITF Inland Navigation Section, meeting in Lindabrunn near Vienna on 23 to 25 November 1976,

- NOTING that work on the Rhine-Main-Danube canal is well advanced and will soon be completed;
- ALSO NOTING that completion of the canal will bring about direct contacts between two blocks of countries with differing economic and political structures, which will undoubtedly have an effect on transport and social policy;
- REGRETTING that the Rhine riparian states, including Belgium, are clearly paying insufficient attention to the problem and are neglecting the opportunity to work out a common approach;
- CALLS UPON the governments and international organizations responsible for working conditions and safety in inland navigation to take immediate steps to evolve a joint policy in the interests of workers in the industry.

24. Flag Jurisdiction on the Rhine

This Conference of the ITF Inland Navigation Section, meeting in Lindabrunn near Vienna on 23 to 25 November 1976,

- NOTES WITH CONCERN that companies operating in inland navigation in the Rhine riparian States, including Belgium, change flags frequently to gain an economic and social advantage and this freedom of registration has brought about a worsening in the working and social conditions of workers in inland navigation;
- CALLS ON all members of the ITF Inland Navigation Section to work together to prevent flag transfers from endangering the social security of workers in inland navigation.

SEAFARERS

25. Training and Qualifications of Seafarers—Attendance at ILO and IMCO Meetings

The ITF Seafarers' Section, meeting in Geneva from 8 to 11 October 1975, HAVING DISCUSSED the ITF's involvement in the field of training and qualifications of seafarers generally; RESOLVES that a record be kept of attendances of affiliated unions at ILO and IMCO meetings concerned with this subject and that a report on such attendances be submitted to each conference of the Seafarers' Section in order to facilitate decisions by the Section in regard to future ITF representation at such meetings.

26. Personnel Safety and Working Conditions on board Mobile Offshore Units

The ITF Seafarers' Section, meeting in Geneva from 8 to 11 October 1975, HAVING DISCUSSED the present problems besetting the offshore industry as regards the occupational safety and working conditions of the personnel concerned; RECOMMENDS that these problems, in so far as they concern mobile operating units and supply vessels and other auxiliary craft, be brought to the notice of the International Labour Organisation with a request that they be discussed within the framework of the Organisation's maritime activities; NOTES WITH SATISFACTION that certain matters appertaining to the structural and navigational safety of mobile offshore units have already been brought to the attention of the Inter-Governmental Consultative Organization for consideration within the framework of that organization as appropriate; URGES the administrations concerned to involve both sides of the maritime offshore industry, to the maximum extent possible, in their pre-IMCO consultations and national delegations to IMCO meetings concerned with safety matters affecting personnel on board mobile offshore units.

27. Trade Union Action regarding Offshore Rigs, Drill Ships, Supply Vessels and other Auxiliary Craft

(endorsed by Seafarers' Section Conference, Geneva, 8 to 11 October 1975)

This Meeting on oil rigs and offshore supply vessels, being held under the auspices of the ITF in London on 26 August 1975, HAVING CONSIDERED various problems encountered by ITF affiliates and other trade unions attempting to organize personnel employed in the offshore production and supply industries; NOTES the appalling conditions under which some personnel work within the various national sectors of the North Sea and Celtic Sea oil fields—notably with regard to remuneration, working hours, safety and health, accommodation, social security and security of employment; NOTES FURTHER that many of the rig and supply vessel operators concerned are extremely reluctant to recognize the rôle of the trade unions in the industries and, consequently, to facilitate the achievement of trade union objectives, e.g. by denying trade union representatives access to oil rigs for organizing purposes and by refusing to enter into collective agreements, in particular in respect of non-nationals; NOTES ALSO that the accident rate within the industries is alarmingly high, in particular on board drilling platforms and in connection with diving operations; that the present system of supervision of safety regulations, where such exist, is far from satisfactory; that the levels of manning, especially aboard survey, safety and some supply ships, leaves a lot to be desired; and that drilling platforms, owing to their location, are extremely vulnerable to collisions with merchant vessels;

RECOMMENDS that the trade unions concerned include the following measures in their programmes of action where they have not already done so:

Trade union organization

1. Where several national trade unions are involved in organizing personnel employed in the offshore industries of a particular country they shall form an inter-union liaison committee for the purpose of settling any jurisdictional matters which may arise and with a view to providing a firmer base for co-operation on whatever action may be required.
2. In connection with their organizing activities the trade unions concerned shall pay particular attention to the organizing of personnel employed by sub-contractors as well as divers and other specialized personnel, e.g. certain employees aboard survey ships.
3. In view of the difficult access to most places of work serious consideration shall be given to the introduction of a check-off system for collection of union membership contributions.
4. The trade unions concerned shall be fully consulted prior to the engagement of all personnel for service within the national sector in question and trade union officials shall be granted reasonable access to oil rigs and supply vessels or other operating units for the purpose of contacting prospective members and to perform the usual duties connected with trade union activities as the case may be.
5. There shall be elected trade union representatives on board each oil rig and supply vessel or other operating unit, where this conforms with national trade union policy.

Collective bargaining and trade union recognition

6. The right to collective bargaining should be determined at national level and the governments concerned should be asked to withhold or withdraw licences from companies which refuse to afford collective bargaining rights to union(s) and take such other measures as will ensure trade union recognition and representation rights.
7. Collective agreements shall include provisions regarding: rates of pay and allowances, hours of work, leave and crew relief arrangements, security of employment, life and accident insurance (including cover when serving abroad), manning and access for trade union representatives to places of work.

Safety, health and social security

8. The government of the flag state or of the national offshore sector concerned, as appropriate, shall ensure that proper safety standards (including radio safety standards) are laid down and adhered to by all companies using its flag or operating within its national sector—by government inspectors paying regular visits by helicopter or otherwise to remote operating units, if required. The government concerned shall enforce such standards, if necessary by withholding or withdrawing licences from non-complying operators.
9. Such regulations shall include safe manning standards for all types of craft and units employed in offshore activities as well as standards pertaining to crew accommodation, occupational health and personal hygiene (including protective clothing, medical examinations prior to engagement and subsequent regular examinations and compulsory reporting of accidents), offshore safety zones, properly co-ordinated medical services, safety delegates (elected by the employees) and survival and safety training.
10. All personnel shall be covered by the national health and social security regulations of the flag state or the country within whose national sector the offshore activities are carried on. Where this is not possible, for legal reasons, the employer concerned shall provide corresponding benefits, e.g. by taking out appropriate insurance policies.

Training

11. In addition to the safety training referred to in para. 9 above it is desirable that the government and the industry concerned take steps with a view to ensuring adequate training for all employees and providing any additional training over and above that required for related jobs at sea or ashore in order that professional recognition may be given in due course for various positions within the offshore production and supply industries.

REQUESTS, in view of the sizeable involvement of rigs, vessels and companies registered in flag-of-convenience countries, that the ITF Secretariat undertake a survey with a view to establishing the full extent of the international involvement in the North and Celtic Seas offshore activities for the benefit of the national unions concerned;

REQUESTS FURTHER that this resolution is brought to the notice of ITF affiliates in other areas of the world where there are offshore production and supply industries;

URGES all trade unions concerned, in view of the paramount importance of international solidarity among the workers concerned in the face of the predominantly multi-national character and worldwide activities of the companies involved in offshore activities, to co-operate nationally as well as internationally to the fullest possible extent with a view to solving the problems which undoubtedly lie ahead in the areas of trade union recognition, collective bargaining rights and safety and health within the offshore industries and to report any disputes or other problems with possible international ramifications as well as settlements of such disputes and problems without undue delay to the ITF Secretariat.

28. Manning

The ITF Seafarers' Section, meeting in Geneva from 8 to 11 October 1975,

RESOLVES that a committee be established for the purpose, whenever possible, of directing the attention of the general public, politicians and international agencies to the effects of the lack of adequate detailed manning requirements and for the further purpose of drawing up, for submission to the Seafarers' Section, proposals for ITF manning criteria and suggesting action;

FURTHER RESOLVES that the Committee be composed of representatives of ITF affiliates as follows:

<i>Category</i>	<i>Representative</i>	<i>Country</i>
Masters	K. Mols Sørensen	Denmark
Deck Officers	W. L. Rich	United States
Engineer Officers	F. Schamann	United States
Radio Officers	K. A. Murphy	United Kingdom
Deck Ratings	W. Ch. van Zuylen	Netherlands
Engine-room Ratings	P. Wahlström	Sweden
Catering Personnel	S. McCluskie	United Kingdom

29. ITF Policy on Maritime Radio

The ITF Seafarers' Section, meeting in Geneva from 8 to 11 October 1975,

HAVING REVIEWED the position adopted by the 5 and 6 December 1974 Conference of ITF Radio Officer and Radio Electronic Officer affiliates in London;

BEING MINDFUL of the crucial need of all seafarers for the highest level of safety;

ADOPTS the following common policy for the guidance of and action by ITF affiliates in defending and improving radio safety at sea:

1. to work for implementation by their Governments of the recently adopted SOLAS Amendment, permitting Masters on vessels carrying radio electronic officers to reallocate part of the radio watch for technical repair and maintenance duties for safety only;
2. to welcome installation of selective calling devices and teleprinters aboard ships only when (a) radio electronic officers are carried to maintain and repair them, (b) they are installed in the radio room, and (c) they include visual and/or audible devices to alert the radio officer to various degrees of message importance (distress, other safety, weather essential to his vessel, ship's business deemed urgent by the shipowner, etc.), and to reject them on any other basis;
3. to oppose (a) the loose interpretation of Regulation 6 (d) of Chapter IV of SOLAS now permitted by certain governments who allow duties, neither essential for safety of life at sea nor radio in nature, to be used as a pretext for impairing radio safety watches; and (b) any relaxation of the present SOLAS exemption requirements, either by amendment or in practice;
4. to press, through IMCO and ILO, for inclusion in whatever new formal international instruments on maritime training, qualifications and certification are adopted sections on:
 - (a) "Qualifications, training and certification of radio officers and radio electronic officers" with provisions as (i) set forth for the Radiocommunication Operator's General Certificate for the Maritime Mobile Service (in the Radio Regulations of the International Telecommunications Union, Geneva, 1974), and as are (ii) necessary to meet the needs of the developing technology, especially as to the training of radio officers in both the Near Future and Distant Future Maritime Distress System, as laid down in the IMCO Policy Document (Resolution A.283 (VIII));
 - (b) "Mandatory minimum requirements to ensure the continued proficiency and updating of knowledge for radio officers and radio electronic officers";
 - (c) "Operational guidance on radio watchkeeping and technical maintenance and repair of radiocommunications equipment by radio officers and radio electronic officers" with standards in accordance with those set forth in (i) the above-mentioned ITU provisions, (ii) the above-mentioned IMCO Policy Document and (iii) Chapter IV of the Safety of Life at Sea Convention, as amended in 1974;
5. to press for the preparation of satisfactory drafts by IMCO's Sub-Committee on Radiocommunications for subsequent processing at IMCO's Sub-Committee on Standards of Training and Watchkeeping for consideration at the Joint ILO/IMCO Committee on Training of Seafarers as well as at ILO itself in order to achieve the objectives set out in paragraph 4 above;
6. to welcome the introduction of satellite communications as a useful supplement to maritime safety communications modes, but to oppose sole reliance on satellites—which are especially vulnerable to being inactivated by natural phenomena, by accident or by hostile action—for distress or safety;
7. to take measures designed to ensure that the reliability and maintainability factors of ship satellite equipment be adequately provided for by the forthcoming International Conference on the Establishment of an International Maritime Satellite System, so as to remedy the failure of the Panel of Experts on Maritime Satellites to do so in its Report to Governments as any maritime satellite system which does not have the necessary high degree of ship equipment reliability, and is not integrated into the regular ship telecommunications facilities in the radio room, is self-evidently one that could undermine and destroy the existing international radio safety system, and would thus constitute a threat to the safety of lives of all seafarers who are now well served by the existing radio safety system;

8. to suggest that adequate provision can only be made for reliability and maintainability of ship satellite equipment if:
 - (a) the ship's terminal is located in the radio room where it can be readily maintained and repaired by the ship's radio officer, and can be integrated with existing terrestrial telecommunications facilities;
 - (b) the ship's terminal is designed for maximum reliability and maintainability;
 - (c) adequate technical manuals and other documentation, work bench facilities, tools, test instruments and spare parts are provided for maintenance and repairs at sea by the qualified radio officer;
 - (d) additional technical training of radio officers to accomplish ship satellite equipment repairs that may be necessary at sea and in port, are provided; and
 - (e) a comprehensive programme of preventive maintenance is carried out at sea and in port at regular intervals by qualified radio officers;
9. to recommend that a Maritime Satellite Programme that meets these essential requirements should be welcomed by all organizations representing seafarers;
10. to call attention to the fact that in the absence of any or all of the safeguards listed in paragraph 8 above, satellite facilities would constitute a serious danger to the safety of lives of seafarers and that it would therefore be necessary to take action to include the above safety requirements in these facilities or reject the facilities as unsafe;
11. to reject totally any further extension of the period of auto alarm usage;
12. to oppose the introduction, under any guise or pretext—such as experimental programmes—of the “area of operations” concept, i.e. the replacement of existing radio-telegraph safety provisions by the inadequate and unreliable radio-telephone provisions in what is described as “European waters”, since its implementation would remove a large proportion of shipping from the protection of the international maritime radio-telegraph network, and place an intolerable burden on other, already fully occupied, crew members;
13. to oppose replacement of human radio watchkeeping under the guise of introducing a “common distress system” entailing the replacement of a radio-telegraph system by a radio-telephone system, manned by personnel unskilled in radio;
14. to ensure in the context of paragraph 13 above, that radio-telephone facilities IMCO proposes to require on radio-telegraph equipped ships, as linkage between radio-telephone and radio-telegraph distress systems, are installed in radio rooms, for that purpose;
15. to oppose any change of existing frequency for distress 500 kHz as well as any abandonment of or reduction in facilities for the use of medium frequencies in the band 405 to 535 kHz, for distress, safety, direction-finding, ship's business or public correspondence;
16. to endorse efforts by the ITF's radio officer affiliates to defend and improve the maritime distress system, by maintaining high standards of equipment, practices and personnel, and by introducing new standards only after they have been tested and proven under all conditions—day, night, weather, season and area;
17. to suggest, in the context of paragraph 16 above, that the major single improvement at this time would be the introduction and world-wide utilization of radio electronic officers and that therefore:

- (a) comprehensive training should be undertaken by, or under the supervision of governments, to provide ships with radio electronic officers;
 - (b) governments should implement the recently adopted Radiocommunication Operators' General Certificate for the Maritime Mobile Service, based on (i) the standards of qualifications set by the ITU Radio Regulations, (ii) SOLAS Chapter IV as amended and (iii) the provisions for expanded radio officer training as laid down in the IMCO Policy Document on the Future Maritime Distress System;
18. to work for the establishment of comprehensive programmes of protective maintenance to be performed by radio officers and radio electronic officers at sea for the purpose of maintaining in service all the vessel's radiocommunications equipment for safety, ship's business and public correspondence;

REITERATES that it is understood that the duties and jurisdiction of radio officers and/or radio electronic officers, as spelled out above, do not include operation, except for radio and electronic communications;

RECOGNIZES that aboard some vessels, there is electronic equipment that is neither radiocommunication nor radionavigation in nature; it is understood that the above policy positions do not apply in the case of equipment other than for radiocommunication and for radionavigation;

URGES ITF radio officer affiliates to demand radio officer representation on national delegations to IMCO sub-committees, ITU conferences and ILO meetings where radio matters are dealt with; and

RECOMMENDS that the ITF radio officer affiliates take specific action designed to implement the policy of the ITF Seafarers' Section with regard to the creation of a special tariff for communication to and from seamen in international trade and their families.

30. An International Maritime Labour Standard on Medical Care aboard Ship

The ITF Seafarers' Section, meeting in Geneva from 8 to 11 October 1975, HAVING EXAMINED the existing situation nationally and internationally with regard to the provision of medical care aboard ship;

REAFFIRMS the need to provide seafarers with conditions of life and work equivalent to those enjoyed by workers on shore;

RECOGNIZES that a minimum professional level of medical care beyond the concept of first-aid on board all merchant vessels is vital to the well-being, continuity of employment, and the health of all seafarers;

RECALLS the affirmative actions and discussions which have taken place since an International Maritime Labour Standard on Medical Care aboard Ship was first proposed at its meetings held in conjunction with the Preparatory Technical Maritime Conference of the International Labour Organisation, Genoa, Italy, September 1969; and,

- (a) The supportive statements and special mention given to this matter by the late Secretary-General of the International Labour Organisation at the 55th Session (Maritime) of the International Labour Conference, Geneva, Switzerland, October 1970;
- (b) The Resolution on Medical and First-Aid Training for Ship Personnel, adopted by the Joint International Labour Organisation-World Health Organization Committee on the Health of Seafarers, Geneva, September 1973;
- (c) The Resolution on Medical Care aboard Ship, adopted by the Seafarers' Section Conference of the ITF Congress, Stockholm, Sweden, August 1974;

URGES THEREFORE the Maritime Session of the International Labour Conference, scheduled to meet in Geneva in October 1976, to adopt an International Maritime Labour Standard on Medical Care aboard Ship, which shall require the training of seafarers in medical skills beyond the first-aid level.

SPECIAL SEAFARERS

31. Proposed Hong Kong Shipping Register

This meeting of the ITF Fair Practices Committee, being held in London on 17 and 18 January 1974 and attended by representatives of seafarers' and dockers' trade unions from Argentina, Australia, Belgium, Canada, Republic of China, Denmark, Finland, Germany, Israel, Italy, Netherlands, Norway, Sweden, the United Kingdom and the United States of America:

1. **STRONGLY CONDEMNNS** the proposal to establish a Shipping Register in Hong Kong, such Register to be separate from that of the United Kingdom;
2. **FIRMLY BELIEVES** that such a separate register would inevitably lead to a deterioration of the safety of navigation through a lowering of the mandatory qualifications demanded of officers and seamen compared with those demanded by United Kingdom legislation;
3. **ALSO BELIEVES** that shipping companies of various nationalities would establish bogus shipowning companies in Hong Kong in order to take advantage of cheap labour and less demanding maritime legislation and trade union agreements;
4. **DEMANDS** that the British Government does not allow the establishment of a separate Hong Kong Shipping Register;
5. **CALLS UPON** all maritime affiliates of the ITF, in the event of the establishment of such a register and, in the framework of the ITF flag-of-convenience campaign, to pay particular attention to vessels flying the Hong Kong flag;
6. In this connection, **AGREES** that ships transferred from the registers of traditional maritime countries, including the U.K., to the proposed Hong Kong register shall be considered as ships operating under a flag of convenience;
7. **AGREES ALSO** that new ships registered on the proposed Hong Kong register which are managed and/or beneficially owned in countries other than Hong Kong shall be considered as ships flying a flag of convenience; and
8. **AGREES FURTHER** that the transfer of a ship flying a flag of convenience to the proposed Hong Kong register will not alter its status unless:
 - (a) the beneficial ownership and management are indigenous to Hong Kong;
 - (b) the standards of equipment and manning comply with United Kingdom standards in all respects; and
 - (c) rates of pay and other conditions of seafarers are negotiated with an ITF affiliate and approved by the ITF.

32. The ITF Definition of a Flag of Convenience

This meeting of the ITF Fair Practices Committee, being held in London on 17 and 18 January 1974,

RESOLVES to adopt the following definition of a flag of convenience:

Where the beneficial ownership and control of a vessel is found to lie elsewhere than in the country of the flag the vessel is flying, the vessel is to be considered as sailing under a flag of convenience.

In any case where it is claimed by the owner, charterer or agent that a particular vessel is not sailing under a flag of convenience, it shall be the responsibility of the owner, charterer or agent to produce satisfactory and fully acceptable proof of his claim.

33. Reaffirmation of ITF Opposition to the Use of Flags of Convenience

This meeting of the ITF Fair Practices Committee, being held in London on 17 and 18 January 1974,

REAFFIRMS its conviction based on decades of bitter experience, that the exploitation of flags of convenience represents an international scandal, debasing all honourable standards of national sovereignty and responsibility at the cost of seafarers' wages, conditions and even their very lives;

PLEDGES the unrelenting resolve of the ITF Seafarers' and Dockers' unions to end this disreputable practice by all means at their disposal;

GIVES SOLEMN NOTICE that the action of the ITF's affiliates will be directed, not only against the existing registers of convenience, such as those of Liberia, Panama, Cyprus and Somalia, but against any new registers or similar devices which may be proposed or introduced for the same purposes.

34. The Energy Crisis

The ITF Fair Practices Committee, meeting in London on 17 and 18 January 1974, discussed the current energy crisis and received a report from Brother Gleason on certain steps which the American maritime unions contemplated. The Committee agreed that the situation demanded close and continuous attention on the part of the ITF Executive Board, particularly with regard to the grave effect on workers' standards and job opportunities, and instructed the General Secretary to bring the feelings expressed by the Committee to the notice of the Board.

35. Policy Guidelines on Flags of Convenience

This meeting of the ITF Fair Practices Committee, being held in London on 19 and 20 March 1975,

RESOLVES that, to assist in the interpretation of the ITF definition of a flag of convenience, the following policy guidelines shall be used:

1. The ITF shall adopt a list of flag-of-convenience countries which list shall be reviewed when deemed convenient. When producing the list the Rochdale criteria shall be used for guidance.
2. In any case where it is claimed by the owner, charterer or agent that a particular vessel is not sailing under a flag of convenience, it shall be the responsibility of the owner, charterer or agent to produce satisfactory and fully acceptable proof of his claim.
3. Where the beneficial ownership of a vessel lies in a country in which the ITF affiliated seafarers' unions have negotiated a national collective agreement on par with or superior to the ITF agreement, the national union concerned shall be free to take action to ensure the implementation of their own national agreement. Where action is taken outside the country of beneficial ownership, the ITF agreement shall apply unless a specific request is made by the national union in the case of each individual vessel for its own, on par or superior, collective agreement to be implemented.

List of Flag-of-Convenience Countries

In accordance with the above resolution the following list of flag of convenience countries was adopted:

LIBERIA
PANAMA
CYPRUS
SINGAPORE
SOMALIA
OMAN
BAHAMAS
BERMUDA
NETHERLANDS ANTILLES

(Countries will be added or deleted as necessary).

36. Recommendation on the Expansion of the ITF Inspector Service

This meeting of the ITF Fair Practices Committee, being held in London on 27 to 29 January 1976,

RECOMMENDS that the ITF Secretariat expands activity in the flag-of-convenience campaign by increasing the numbers and use of inspectors.

Where an affiliate believes that an inspector, or additional assistance, would materially assist the conduct of the campaign it shall inform the ITF with supporting statements, details of the officer they are prepared to second to this work and request permission to institute the service.

Upon agreement and institution of a service by the affiliate, it shall provide the ITF with cost accounts to enable re-imbursments related to costs incurred.

FISHERMEN

37. Safety of Fishing Vessels and Fishermen's Working Conditions

The Fishermen's Section of the International Transport Workers' Federation (ITF) met in London on 7 February 1974 to discuss a whole range of subjects connected with the safety of fishing operations and working conditions of fishermen. The Conference noted that fishing remained a particularly dangerous occupation, despite a number of precautionary measures taken at both national and international level and expressed the opinion that a great number of further measures would have to be devised and implemented with a view to overcoming the worst of the safety problems which were still besetting fishermen in their work. The Conference also recommended that the following action be taken by the ITF and its fishermen affiliates to promote action designed to benefit the fishermen at large:

International Labour Organisation (ILO)

The Conference recalled the long period of time which had elapsed since the last ILO meeting on fishermen's questions (1967), despite repeated calls by the ITF for a meeting of experts to discuss the social problems of fishermen and deplored the fact that very few countries had taken the trouble to ratify existing ILO instruments of recent date concerning fishermen. It agreed that all ITF affiliates concerned should press their respective administrations for such a meeting to be held as soon as possible and not later than early 1976.

Proposed international convention on safety of fishing vessels

The Conference noted with satisfaction that IMCO had now taken steps to prepare for the adoption of a safety convention for fishing vessels and that the objectives set out in an ITF statement dating from 1968 had thus been met. It expressed a strong desire that the fishermen, being directly involved in the matter, should be fully consulted and be invited to participate actively both in the preparatory work and at the international conference scheduled for 1976 to adopt such a convention. It agreed that all ITF affiliates concerned should pursue this matter as strongly as possible through their national administrations and that the ITF Secretariat should continue to exert pressure at IMCO in order to achieve this end.

European Economic Community

The Conference took note of a report of an informatory nature on the work currently proceeding within the EEC Joint Committee on Social Problems in Sea Fishing. The EEC delegates present welcomed the progress made so far but regretted that those of the ITF's affiliates who were members of this Committee had been greatly handicapped as a result of inadequate facilities of an administrative nature, including the translation and interpretation services. The Conference also expressed the hope that the Joint Committee would be able to achieve a more effective co-ordination of work with other international agencies active in the field of industrial safety and social welfare of fishermen and that the ITF members of the Joint Committee would be adequately represented on the various governing and subsidiary bodies of the Joint Committee.

Marine pollution

The Conference noted with satisfaction the considerable efforts undertaken by various international and regional bodies in this sphere of interest but regretted that despite the laudable intentions of all concerned, not least public opinion, sea-borne chemicals continued to pollute the fishing grounds, causing serious injuries to fishermen and damage to fish stocks. It demanded that the international agencies concerned as well as national administrations should do their utmost to prevent all dumping of harmful substances in the sea be it from land, sea or air and to secure proper compensation for fishermen for any losses thus sustained.

Fishing limits

The Conference noted with satisfaction the action taken by the ITF Executive Board by requesting observer status for the ITF—as the most representative international fishermen's organization—at the Third Law of the Sea Conference

scheduled for the middle of 1974 as well as by requesting that the UN member governments should include representatives of national fishermen's organizations as advisers in their delegations to the Law of the Sea Conference. The Conference instructed the ITF Secretariat to work towards a two-fold objective, namely the preservation of existing employment opportunities for both distant water and inshore fishermen and, consequently, the conservation of fish stocks. In addition, any ITF action should be conducted so as to achieve maximum co-ordination of views between fishermen and seafarers. The Conference recognized that there was a need to consider fishing limits in isolation from both economic zones designed for the control of the resources of the seabed and territorial waters and that the fishing limits themselves might conceivably be divided into a "permissible" and an "absolute" limit. A lasting international settlement of the fishing limits issue was of paramount importance to all fishermen.

ILO/IMCO/FAO Code of Safety for Fishermen and Fishing Vessels

The Conference noted the progress which a sub-committee of the ITF Fishermen's Section had made in preparing an ITF submission to an ILO/IMCO/FAO Joint Meeting of Consultants whose task it was to finalize Part B of this Code and to revise Part A which was adopted in 1968. The ITF and its fishermen's affiliates would be represented at the next Joint Meeting of Consultants scheduled for the middle of February 1974. The Code covers the safety and health of fishermen (Part A) and the construction and equipment of fishing vessels (Part B).

38. The Employment Situation in the Fishing Industry

This Conference of the ITF Fishermen's Section, meeting in Grimsby on 21 and 22 June 1976,

HAVING DISCUSSED the recent steady decline in the number of job opportunities for fishermen in many major fishing nations of the world as a result of various measures of an economic and regulatory nature;

IS CONVINCED that the detrimental effects of this trend could be mitigated through the adoption of the following measures:

- applied research into the long-term investment potential in fisheries (including the catching of new species and alternative fishing grounds in future "international" waters);
- internationally agreed procedures governing the utilization of the living resources of the seas;
- industrial development in fishing ports where unemployment is particularly severe;
- appropriate training for fishermen (including training for alternative employment—preferably within the fishing industry—and a broader based training of a more general type for future fishermen in conjunction with paid educational leave);
- decasualization of the fishing industry.

39. Fishing Limits

This Conference of the ITF Fishermen's Section, meeting in Grimsby on 21 and 22 June 1976,

NOTES with concern that the continuing international discussion of fishing limits and related issues under the auspices of the United Nations Conference on the Law of the Sea (UNCLOS) has as yet failed to produce an international instrument regulating rights of fishing and obligations of conservation within territorial limits, inside an exclusive economic zone and on the high seas beyond this zone which is universally acceptable and ratifiable;

NOTES also with concern that in the absence of such an instrument the employment situation of fishermen all over the world becomes increasingly precarious; REITERATES its conviction that lasting solutions to the problems surrounding fishing limits and related issues can best be found within the framework of the UN system;

PLEDGES the support of the ITF Fishermen's Section in general for all reasonable and practicable proposals designed to accelerate the process of finding permanent solutions to the above issues and in particular for the concept of an exclusive economic zone not exceeding 200 nautical miles in which the coastal state shall have sovereign rights to explore, exploit, conserve and manage the natural renewable resources and shall determine the allowable catch of those living resources and generally prevent over-exploitation on condition that the coastal state as part of the optimum utilization of the living resources in its exclusive economic zone shall, when unable to harvest the total allowable catch within that zone, give other states access to the surplus allowable catch on terms to be agreed upon bilaterally or multilaterally without levying any financial charges in respect of such access;

REQUESTS that the ITF Secretariat be represented at the forthcoming session of UNCLOS;

BELIEVES FURTHERMORE that the best safeguard for regular employment of fishermen and avoidance of overfishing and serious international conflicts in the future lies in the proper management of the oceans' resources and that therefore the world's fishermen are entitled to a voice when it comes to determining the total allowable catches (and quotas) within specified areas and the surplus allowable catches (and quotas) within the total sustainable yield of the exclusive economic zones concerned;

RECOMMENDS THEREFORE that the fishermen's affiliates of the ITF seek representation on their respective national delegations to various international and regional fisheries commissions (such as NEAFC and ICNAF) or any equivalent future organizations in order to enable the affiliates concerned to influence the allocation of quotas in the interest of protecting, as far as possible, the livelihood of fishermen and preserving fish stocks;

RECOMMENDS FURTHER that the ITF Secretariat seeks observer status with the aforesaid organizations with a view to assisting in any required co-ordination of views and provision of advice to its affiliates;

AGREES IN CONCLUSION that in addition to the above proposals the following objectives merit serious consideration in any representations made to UNCLOS:

- that special consideration be given by coastal states to the needs of countries and areas which are particularly dependent on their fishing industry;
- that the right of coastal states to determine the allowable catch within its exclusive economic zone shall carry with it an obligation to admit observers from regional fisheries commissions to ensure that the maximum allowable catch is set at the correct level.

40. International Convention on Safety of Fishing Vessels

This Conference of the ITF Fishermen's Section, meeting in Grimsby on 21 and 22 June 1976,

RECALLS that the 1974 ITF Fishermen's Section Conference expressed a strong desire that representatives of fishermen be invited by their respective Governments to participate actively in the preparatory work leading to the adoption of an international convention on safety of fishing vessels under the auspices of IMCO;

REGRETS that very few Governments responded to this request and that as a result the draft convention text does not take sufficient account of the fishermen's views on the safety of crews aboard fishing vessels;

REQUESTS that a small sub-committee of safety experts drawn from ITF-affiliated fishermen's unions be entrusted with the task of examining the final draft international convention text and whatever proposals in relation thereto that are received from ITF-affiliated fishermen's unions with a view to submitting any relevant comments to the International Conference scheduled to be held in 1977 to adopt the proposed convention;

REQUESTS ALSO that the ITF Secretariat be represented at the International Conference and that the Federation's fishermen's affiliates again make strong representations to their Governments with a view to being included on the respective national delegations to the Conference.

41. Social Conditions of Fishermen

This Conference of the ITF Fishermen's Section, meeting in Grimsby on 21 and 22 June 1976,

NOTES that the International Labour Organisation has made a proposal in its programme of meetings for the biennium of 1978-79 for a meeting of experts on fishermen's working conditions;

RECALLS that the 1974 ITF Fishermen's Section Conference decided that priority should be given inter alia to the following subjects at the ILO experts meeting: working hours, stabilization of earnings and pensions (including pensionable age);

CONSIDERS that such an international discussion is long overdue and that the issues involved have recently assumed a position of particular prominence in view of the proposed new international ocean régime and the decline in the employment opportunities for fishermen;

CONSIDERS ALSO that as a consequence there is a need for the ITF Fishermen's Section to adopt new international social policy objectives;

AGREES THEREFORE to set up a small sub-committee consisting of representatives of fishermen's unions in Canada, Denmark, Germany, Iceland, Japan, Norway, the United Kingdom and the United States to determine in time for the envisaged ILO meeting what the above international social policy objectives should be;

WELCOMES in this context proposals made by its British fishermen's affiliate with regard to an employment scheme for wage-earning fishermen designed to achieve regularity and security of employment of fishermen; and

INSTRUCTS the above sub-committee to consider in detail the inclusion as far as possible of the above proposals in the new social policy objectives of the ITF Fishermen's Section.

42. Preservation and Rational Utilization of Whale Stocks

This Conference of the ITF Fishermen's Section, meeting in Grimsby on 21 and 22 June 1976,

HAVING NOTED a statement submitted by the Japanese fishermen's affiliate of the ITF to the following effect:

- that the protection and rational utilization of the various species of whales are of vital importance to the people and fishermen of Japan;
- that many experts recognize that the whale stocks have increased considerably as a result of the effective international control exercised by the International Whaling Commission;
- that these control measures have recently become more severe as a result of various political and emotional pressures and may no longer be sufficiently realistic;

CONCLUDES that the whale stocks which are the common heritage of mankind should be controlled on scientific grounds in order that they may be properly and effectively utilized as an invaluable source of food;

URGES THEREFORE the International Whaling Commission to fix a catch quota for the coming season as high as possible compatible with the preservation and enhancement of the whale stocks.

CIVIL AVIATION

The following two statements and accompanying resolution were endorsed by the Section Committee at its meeting in Stuttgart on 20 to 22 January 1976:

43. Responsibilities of Crew Members as to Aircraft Emergency Equipment and Procedures

1. Prior to flight each item of emergency equipment must be checked as to location, conditions and stowage by responsible personnel specifically assigned to that duty by the employer and/or licensing authority, according to the law of each country. The flight deck should be informed of the completion of such an inspection.
2. All crew members must be fully trained in emergency procedures and in the use of all of the emergency and rescue devices of the aircraft to which they are assigned. Such training shall be repeated and up-dated periodically at intervals not exceeding 12 months. Such training shall specifically include fire fighting under realistic conditions including dense smoke.
3. Crew members should participate in the evaluation and establishment of rescue and emergency procedures. Such procedures should be subject to rapid revision in the light of actual experiences.
4. Pertinent information arising from incidents, accidents, institutional testing or other sources, which may affect emergency procedures or flight safety, must be disseminated among all affected crew members without delay.
5. Operators must inform all crew members of changes to emergency equipment and/or procedures and take steps to ensure that the said crew members are aware of these changes and appreciate any and all implications. Prior consultation with crew members on such changes before they are made is essential.
6. The aircraft emergency equipment maintenance procedure should be well-documented and should be approved by the appropriate civil aviation inspection authority of the Government concerned.
7. All emergency and rescue equipment and procedures and associated flight personnel training of all operators engaged in civil air transportation must be subject to initial approval and frequent monitoring by the competent State Civil Aviation Authority.
8. Deterioration of fire proofing/flammable retardant etc., treatment of aircraft materials over a period of time must be considered by the competent State Civil Aviation Authority in its monitoring of the airworthiness of all transport aircraft.
9. Crew members, specially qualified in the fire/smoke/toxicity characteristics of the materials used in aircraft interiors, particularly plastics, should participate in all studies designed to establish procedures to deal with aircraft interior fires.
10. Crew members must be adequately and promptly informed of all pertinent developments in dealing with hijacking, sabotage, terrorism or extortion directed against civil aviation.
11. All expiry dates and/or inspection dates of emergency equipment must be prominently displayed. All dischargeable units must have indication of the charge state.

12. The fire extinguishing/fire suppression means in each cargo compartment of all transport aircraft shall be adequate to deal with fires including those involving plastic materials. The smoke evacuation/suppression means in each cargo compartment of all transport aircraft shall be adequate to ensure that no passenger or crew compartment is exposed to dangerous quantities of toxic gases or smoke.

44. Multinational Personnel Exchange and Safety in Charter Companies

The ITF Cabin Attendants' Technical Committee, meeting in London from 27 to 28 February 1975, discussed, in connection with preparations for the forthcoming ILO Tripartite Meeting on Civil Aviation, multinational cooperation between airline companies. The meeting regretted that this development could have serious consequences for employment and recruitment in companies which transfer part of their operations to countries where the trade unions have limited freedom of action, a situation which is being made more difficult by the reluctance of the airline companies to negotiate with trade union organizations at the international level.

MINDFUL of the information which has come to the knowledge of the ITF regarding the neglect of safety regulations particularly in charter companies as well as the growing tendency of aviation authorities to grant dispensations in respect of inter alia regulations on the minimum number of cabin crew members,

This meeting of the ITF Cabin Attendants' Technical Committee therefore **CALLS UPON** all civil aviation affiliates to resist any deviations from national and international safety regulations which come to their notice and to report them to the ITF;

CALLS UPON aviation authorities in the countries concerned to respect both national and international minimum regulations.

45. Multinationals

The ITF Ground Staff Committee, meeting in London on 20 and 21 May 1975,

- **DEEPLY CONCERNED** by the critical economic situation through which civil aviation is passing at the present time;
- **CONSCIOUS** of the activities of the European airlines in particular to set up international bodies such as the Association of European Airlines, the ATLAS and KSSU Groupings;
- **CONSIDERING** that this development may have serious consequences for the civil aviation workers,
- **CALLS UPON** the trade unions affiliated to the ITF to supply the ITF with all information about any development in the field of cooperation between airlines and calls for cooperation between the unions to be intensified, and
- **MAINTAINS THE RIGHT** of the trade unions not to be bound by any decisions taken by these Groupings without prior consultation with the trade unions and maintains the right of the trade unions to take whatever action they consider appropriate against any such Group decisions.

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

RAILWAYMEN

46. ITF Charter on Social Consequences of the Introduction of New Methods and Techniques on the Railways

*(adopted at meeting of Sub-Committee on Working Conditions of
Railway Staff, London, 22 to 23 June 1976)*

Introduction

The railways are one of the essential foundations of the economy and of social progress. They can, however, only accomplish their tasks if they are placed in a position to undertake constant modernization of their operations and thus increase their carrying capacity and improve the quality of the service.

Quite apart from the regulations prevailing in various countries and regulating the relations between the railways and the state authorities, railways have the character of enterprises serving the collectivity. They form an essential part of the economic infrastructure of the nation. For this reason the authorities have a great influence on the railways since they are entrusted with maintaining the general interests of the country and its population. These authorities have the task, within the framework of a far-sighted and dynamic transport investment policy, of creating a situation in which the railways can fulfil their socio-economic functions in an optimal manner.

The immediate responsibility for the efficiency, safety and modernization of railway operations lies with the management of the undertaking concerned. The management must be ready and able, with the support of the authorities, to make use of modern methods and techniques for a constant improvement of their operation. The management, however, must also be conscious of its material and moral responsibility towards employees and allow them to participate in the fruits of increased productivity. The practical efficiency of all such measures will therefore depend, to a large extent, on the sincerity and determination of railway managements to keep trade unions and, where applicable, their established representatives on joint consultation councils closely informed on all proposed measures and to come to an agreement with these on measures to be taken in the interests of the employees. A necessary condition for the willingness of railwaymen to cooperate with management in such measures is that planning should not be limited to technical and economic aspects but that the social consequences of these for employees should also receive thorough preliminary consideration and that the trade unions' demands should receive due consideration.

Furthermore, the railwaymen's trade unions affiliated to the International Transport Workers' Federation will withhold their cooperation whenever the introduction of new methods and techniques is based on principles of so-called economic self-sufficiency rather than on the contingencies and aims of economic planning as a whole. The introduction and implementation of new methods and techniques on the railways should be governed by principles of transport policy, energy policy and environmental policy which take due account of the relationship between economic costs and benefits arising to the community as a whole.

Measures aiming exclusively at improving the profitability of the railways, and not taking into account the above-mentioned demands, must inevitably lead to acute industrial disputes. The ITF-affiliated railwaymen's unions reject such an attitude and declare their solidarity with brother organizations which find themselves obliged to take up the fight against it. In all questions relating to the modernization and rationalization of the railways, they declare their allegiance to the principles contained in the following Charter:

CHARTER

1. The modernization of railways must be planned within the framework of a comprehensive investment programme. The human being must be regarded as the most important factor in any such planning. Employment security, the avoidance of loss of earnings and the social security of the employee must therefore be in the foreground of all considerations.
2. Any reduction in the labour force resulting from the introduction of new methods and techniques must be the object of careful planning. Reductions in the labour force, insofar as these must be regarded as unavoidable, should take place through:
 - (a) normal wastage;
 - (b) changes in recruitment;
 - (c) requisite changes in manpower policy relating to the recruitment and training of young railwaymen;
 - (d) premature voluntary retirement on an adequate pension;
 - (e) transfers, when they are unavoidable;
 - (f) voluntary resignation, with appropriate compensation.Measures envisaged under (b) to (f) above shall only be carried out in consultation with, and under the control of, the trade unions and with the consent of the employee in question.
3. In the case of transfers to other types of employment, the employee should suffer no loss of income or acquired seniority rights if temporarily placed in lower rated duties. If the transfer involves a change of domicile the employee should not have to bear any expenses or losses arising from this, or suffer social hardship.
4. Special agreements should be worked out between management and the unions on re-training programmes which afford employees an opportunity of free re-training for other occupations. During re-training the employee should suffer no loss of earnings.
5. The classification and evaluation of duties must take account of the demands made on the employee as a result of new methods and techniques.
6. The fair participation of employees in the results of increased productivity is of decisive importance for railwaymen and their trade unions. Such participation of employees should be ensured by improvements in working conditions, agreed between the trade union and the employer, giving particular regard to the reduction of weekly working hours without loss of pay.
7. No work previously done by railway employees should be contracted to outside firms. Existing contracts with outside firms should be revised with a view to extending the railway undertaking's own production, particularly in regard to equipment and components.
8. There should be no use of auxiliary personnel. This Charter is a guideline for ITF railwaymen's affiliates who undertake to fight for its implementation and, in doing so, afford each other every possible assistance.

47. Public Passenger Transport in Conurbations

This meeting of the ITF Transport Policy Sub-Committee, being held in Utrecht, Netherlands, on 3 and 4 November 1976,

- CONSIDERS that the attractiveness of public urban passenger transport is being impaired by the lack of coordination between the various modes of public transport, which leads to a reduction in the number of passengers and thus creates the danger of a further limitation of available capacity in the public transport sector;
- NOTES that the railways in particular, as a result of their dependence on coordinated connecting services, are adversely affected by this;
- CALLS UPON all ITF affiliates to exert the strongest possible pressure on the governments of their countries with a view to ensuring that, in the interests of their users, public urban passenger undertakings introduce interchangeable tickets and develop integrated timetables and a coordinated policy in fares.

ROAD TRANSPORT WORKERS

48. ITF Charter on Social Conditions in International Road Transport

(adopted at meeting of Steering Committee, London, 22 October 1976)

In view of the increasing use of drivers in international road transport who are not members of a bona fide trade union and are, therefore, employed on conditions which are substantially worse than those negotiated at national level between trade unions and employers, the road transport workers' unions affiliated to the ITF demand that the following social conditions should apply as a minimum standard in international road transport:

(If the working conditions of drivers contained in national collective agreements are worse than the standards mentioned below, the trade unions concerned should—if necessary with the support of other ITF affiliates—endeavour to negotiate correspondingly higher standards with regard to international road transport.)

1. Hours of Work:

“Hours of work” means the time during which drivers concerned are at the disposal of the employer or of any other person entitled to claim their services, or the time during which the owners of vehicles and members of their families are engaged on their own account in work connected with a road transport vehicle, its passengers or its load.

The maximum hours of work of drivers, including two hours of overtime, should not exceed 10 hours per day within any period of 24 hours, beginning with the commencement of a tour of duty.

The normal weekly hours of work of drivers should not exceed 40 hours. The maximum permissible hours of work over a period of seven successive days should not exceed 60 hours including overtime. It is permissible to calculate weekly hours of work as an average over a period of two consecutive weeks (14 days).

2. Overtime:

For overtime, a supplement of 50% of the basic hourly rate (100% for overtime between 8 p.m. and 6 a.m.) is payable. Overtime is calculated on a daily basis.

3. Breaks and rest periods:

No driver may work for any continuous period of more than four hours without being granted a break of at least 30 minutes.

Every driver shall be granted a rest period of at least 36 consecutive hours in every period of seven days. The interval between two weekly rest periods shall not exceed 14 days.

The driver is in no way obliged to remain on the vehicle during breaks. All other rest periods must be taken away from the vehicle.

4. Subsistence allowance:

For any period during which a driver is absent from his home base, a subsistence allowance to cover the costs of accommodation and food is payable. The amount of this allowance is based on the cost of living in the transit country in question and must be sufficient to provide comfortable accommodation and adequate food (breakfast and two cooked meals per day).

5. Sickness and industrial accidents:

If a driver, who is outside his country of residence as a consequence of his work, suffers an accident or becomes ill and provides a medical certificate in proof thereof, the employer is responsible for meeting the costs of any medical care required and must continue to pay the driver his normal wage and, if the driver is not in hospital, pay a subsistence allowance in accordance with para. 4 above.

6. Repatriation:

If the journey is interrupted for a reason beyond the control of the driver, and if it is impossible for him to return to his place of residence in the vehicle under his charge, he should be entitled to repatriation at his employer's expense and in accordance with the latter's instructions.

7. Legal protection:

The employer is responsible for meeting the costs of any legal protection required by a driver whilst being abroad on his instructions and arising out of the performance of that driver's professional duties, and must provide drivers with a bail bond before they go abroad.

8. Minimum age:

The minimum age of drivers in international road transport is 21 years.

The road transport workers' unions affiliated to the ITF agree to promote the realization of the above demands with every means at their disposal because sub-standard social conditions, particularly as regards hours of work and rest periods:

- endanger road safety and the health of drivers;
- are incompatible with the need to protect the environment; and
- undermine the social conditions agreed between employers and trade unions.

SEAFARERS

49. Conditions of Service of Cruise Ship Personnel

The ITF Standing Committee on Cruise Ships, meeting in Miami on 1 and 2 April 1974,

Having surveyed conditions affecting employees on board cruise ships operating out of US East and Gulf coast ports, in particular the effects of the practices of catering concessionaire companies and the abuses possible under that system; Finds that the concessionaire system generally has tended to depress wages and social conditions; to involve intolerable hiring and firing practices; and to hamper national unions in the implementation of agreements signed with the shipping companies concerned:

The Committee strongly recommends that the ITF establishes minimum international standards in respect of manning, wages and working conditions as well as social security for all personnel employed on cruise ships;

Further recommends that the ITF shall set up machinery to co-ordinate any necessary action by the affiliated maritime unions concerned, to secure the policing and enforcement of such minimum standards;

Recommends also that the ITF should maintain continual surveillance of the activities of catering concessionaire companies in order to prevent the continuation or extension of abuses involved in their operations.

In the implementation of these decisions the ITF policies in respect of both flags and crews of convenience will be fully observed.

50. Co-operation and Resource Utilization in Connection with Welfare Programmes for Seafarers and the setting up of an International Working Group on the Establishment of an International Body for promoting Co-ordination and Financing of Seafarers' International Welfare Services

The International Conference on Seafarers' Welfare, held under the auspices of the International Transport Workers' Federation (ITF) on 18 and 19 May 1976 in London,

FIRMLY BELIEVES that there is considerable scope for co-operation at local, regional and—in particular—at international level, when it comes to providing, maintaining and improving, where necessary, welfare services to seafarers and that in this context, every encouragement should be given to avoiding duplication of effort at all these levels, special consideration being given to the examination and channelling of requests for grants for seafarers' welfare purposes; and

RESOLVES therefore to set up an international working group with representatives of the main bodies present at this Conference for the purpose of considering the establishment of an international body (including its composition and terms of reference), in the spirit of ILO Recommendation 138 but not necessarily under the aegis of the ILO, which would pursue the co-ordination and financing of seafarers' international welfare services and facilities where necessary. The working group shall report (particularly as regards the scope of activities of the proposed body) back to and seek a mandate from its constituent organizations and thereafter to a subsequent conference to be held within one year. The working group shall also report to the ILO and shall, where possible, dovetail its activities with those of the ILO;

RESOLVES FURTHER

- that the international body shall as a matter of first priority
 - (a) make recommendations concerning the means of financing seafarers' international welfare and identify any need for facilities such as clubs, sports, entertainments, cultural provisions for seafarers visiting ports other than those in their own countries—with particular reference to developing countries;
 - (b) identify the nationalities of seafarers visiting the ports concerned;
 - (c) bring together appropriate interests to fulfil the needs identified and co-ordinate their action;
- that each of the following organizations and groups shall be invited to be represented on the working group by up to three persons:
 - International Transport Workers' Federation (ITF);
 - International Shipping Federation (ISF);
 - International Christian Maritime Association (ICMA);
 - International Labour Organisation (ILO);
 - National and governmental agencies, as appropriate and not otherwise represented;
 - Voluntary organizations operating internationally, as appropriate and not otherwise represented;
- that the Secretariat for the working group will be provided by the ITF and that the working group shall appoint its own Chairman;
- that in order to expedite the necessary work the organizations to be represented on the working group will notify the ITF by 1 July 1976 of the names of their participants.

CIVIL AVIATION

51. Flight Deck Crew Complement of Boeing 7X7

This Flight Deck Technical Committee of the ITF Civil Aviation Section, meeting in London on 24 and 25 August 1976:

- TAKES NOTE of the the developments associated with Boeing 7X7 and its Crew Complement;
- REAFFIRMS the 1967 Amersfoort Resolution on Crew Complement requiring two Pilots and a fully licensed and appropriately qualified Flight Engineer;
- REMINDS all affiliates of this policy and its application to the 7X7;
- DIRECTS the ITF Secretariat to instruct affiliates to ensure all operators are made aware of this policy and conform to it.

52. New Aircraft Types

This Flight Deck Technical Committee of the ITF Civil Aviation Section, meeting in London on 24 and 25 August 1976,

- NOTING that automation is becoming more and more common, while purchase and maintenance costs continue to rise; and that it does not necessarily bring with it greater efficiency and reliability, indeed sometimes the contrary;
- BEARING IN MIND that the purpose of technological progress should not be systematically to eliminate human skill, but rather to provide us with adequate equipment, which is both technologically sound and efficient and safe; that less sophisticated aircraft cost less and are cheaper to operate, thus improving profit margins;
- RECOMMENDS designers, manufacturers and operators to heed this evidence. The Flight Engineers believe that their professional skills would then be put to better use on the flight deck, and a more effective contribution would be made towards reducing operating costs;
- EMPOWERS union leaders to use this argument with the manufacturers and operators.

53. Free Drinks to Passengers on Aircraft

This meeting of the ITF Cabin Attendants' Technical Committee, held in London on 22 and 23 November 1976:

- HAVING NOTED with concern the growing practice of providing unlimited free alcoholic drinks to passengers by airline companies in order to improve the companies' competitive position;
- AWARE of incidents of assaults against cabin attendants by drunken passengers in airline companies where this practice exists;
- CONSIDERS this practice to be hazardous to safety, particularly in emergency situations when the evacuation of passengers under the influence of alcohol could pose serious problems for the cabin attendants responsible;
- CALLS UPON all airline companies and civil aviation authorities to put a stop to this practice;
- REQUESTS all cabin attendants' unions/associations to direct their members not to serve alcoholic drinks beyond the limit considered safe;
- URGES ICAO to issue appropriate guidelines to all member states to discourage the practice of serving unlimited free alcoholic drinks to all passengers on board aircraft.

54. ITF Statement on the Emergence of the International Flight Attendants' Association (IFAA)

The International Flight Attendants' Association (IFAA) was set up at a "World Conference of Cabin Attendants" held in Rio de Janeiro in May 1976. That conference was ostensibly the initiative of the Varig flight attendants' organization (ACVAR) but it was lavishly endowed by all kinds of companies involved directly or indirectly in the airline business. Many airlines liberally offered free air tickets to potential participants and the hospitality overflowed.

Those attending fell broadly into four groups: representatives of genuine unions sent, officially or unofficially, to see what all the fuss was about; representatives of organizations which operate outside the mainstream of the trade union movement in their own country, some of them splinter groups and some reported to be unhealthy close to their airline management; representatives of Eastern bloc organizations; and individual flight attendants, some members of unions and some not, who represented no-one but themselves.

The ITF had been invited but had declined: firstly because the conference was intended primarily to set up an international flight attendants' organization for which the ITF saw no need since most flight attendants' unions of any substance have long found their international home in the ITF; and secondly because the meeting was being held in Brazil, whose government does not permit the ITF to carry out any activities within its territory.

The ITF advised its affiliates not to send official delegations and very few did so. The "International Flight Attendants' Association (IFAA)" has since been established and is canvassing for membership of both organizations and individuals. It has set up a headquarters in Montreal and has a number of regional representatives. It is seeking, but will not get, recognition from international bodies such as ICAO.

The ITF feels bound to set out clearly its position on these developments:

1. Cabin attendants, like any other workers, need strong unions at national level that can organize and bargain effectively with their employers. That must be their first priority.
2. Through their national unions they must effect the closest liaison both with other categories in the civil aviation industry and with fellow unions at international level. Isolation in either respect would be a fatal weakness.
3. The ITF caters for both requirements. It only admits to membership bona fide unions with a real claim to speak on behalf of their members. Within the ITF Civil Aviation Section, unions representing cabin staff can work out programmes and policies which can be integrated with those of other civil aviation workers and yet at the same time meet the very special needs of cabin attendants of all nationalities.
4. On the other hand, the hybrid and yet exclusive nature of IFAA makes it a potential danger to the cabin attendants' international cause. By accepting individual membership it offers asylum and a forum to dissidents unwilling to press their views through the established union processes. By laying heavy emphasis on the exclusive needs of cabin attendants, IFAA ignores the harsh reality that no group in such a complex industry as civil aviation can afford to go its own way mindless of the needs and aspirations of other categories.
5. At national level airlines vary widely in their approach to industrial relations: some enlightened, some reactionary, most of them somewhere in between. Internationally, however, they are uniformly loath to have anything to do with unions if they can help it. Their unaccustomed benevolence in the preparation and conduct of the Rio meeting—no airline has ever made unsolicited offers to union officials to pay their way to ITF meetings—surely indicates where their sympathies lie. The ITF is flattered.
6. The ITF's income derives from affiliation fees. How the IFAA is funded is a mystery. Until the mystery is revealed by an adequate statement of accounts, the suspicion is bound to persist that its activities are subsidized by organizations other than those which allegedly belong to it. This question of financial independence is crucial to any claim that the IFAA may make to be an unfettered spokesman for the working cabin attendants' interests.
7. Spokesmen for the IFAA have so far been anxious to stress that they do not set themselves up as rivals to the ITF. The ITF states baldly that no good can come to cabin attendants from the IFAA's emergence. At best it will make for division and confusion at national and international level. At worst, it will be a vehicle through which airlines and even governments can exercise a debilitating influence on a key sector of civil aviation personnel. All cabin attendants would be well advised to have nothing to do with it.

EUROPEAN COMMITTEE OF THE ITF

55. Spain

This European Committee of the ITF, meeting in Vienna on 19 and 20 March 1976,

NOTES WITH CONCERN the Spanish Government's continuing imposition of military jurisdiction over the Spanish railways, merchant marine, deep-sea fishing and civil aviation industries and the Madrid Metro as evidenced by Decree No. 47/1976 of 6 January 1976 concerning the exercise of military jurisdiction on the RENFE which, among other provisions, prohibits absolutely meetings of railway workers;

NOTES ALSO that, being under military jurisdiction, any workers organized in free trade unions undertaking industrial action for any purpose are liable to be imprisoned for up to 30 years;

CALLS ON the Spanish Government to give concrete evidence of its expressed desire for democracy by abolishing military jurisdiction in the transport industries and by recognizing the right of Spanish workers to organize free trade unions; and

FURTHER CALLS ON the transport workers' unions in the EEC to use all their influence with their governments so as to ensure that no trade agreements are concluded between Spain and the European Community before the restoration in Spain of the substance, and not merely any outward show, of democracy; and

RESOLVES to support the Federación Nacional de Transportes of the UGT in a campaign to secure full trade union, democratic and civil rights for Spanish transport workers and to abolish military jurisdiction and state-controlled trade unions in the transport industries.

ITF CONFERENCE ON WOMEN WORKERS' PROBLEMS

56. Equality of Women—Trade Union Contribution to the General Legislative and Social Programme

The unions attending this ITF Conference on Women Workers' Problems, being of the view that the trade union movement has a significant contribution to make towards the promotion of women's equality at work, agree to use their influence, where appropriate:

- (a) to work for the immediate introduction of legislation in the area of equality of pay and other emoluments, equality of opportunity and employment conditions;
- (b) to work for the review of the protective legislation applying solely to women and the possibility of its replacement by objective criteria of optimum safety and desirable working conditions for all workers;
- (c) to bring about equality of social security provision for all men and women in employment, it being understood that this would involve equal insurance obligations on the part of working women;
- (d) to press for the setting up of a statutory independent body to deal with cases of alleged discrimination; and
- (e) to persuade the relevant authorities to provide adequate public child-care facilities for all working men and women with children.

The unions represented at this ITF Conference, held in London from 18 to 20 November 1975, further agree to use the information media at their disposal to promote a change in social attitudes towards women. In particular, they pledge themselves to work towards the elimination of the concept of "traditional rôles" for men and women in education, career guidance and advice services, employment and the home and declare their support for the right of all women to freely available family planning facilities.

57. Programme of Action: Promotion of Women's Equality through Collective Bargaining

Trade unions are urged to adopt the following Programme of Action:

1. Equal pay

(a) Equal pay for equal work

Where the principle of equal remuneration has not yet been introduced measures appropriate in the national circumstances should be taken by unions to achieve:

- (i) the revision of collective agreements to provide for the introduction of equal pay; and/or
- (ii) the application of the same salary scale to men and women without discrimination.

Where the principle of equal remuneration already operates, measures appropriate in the national circumstances should be taken by unions to ensure the application of that principle (e.g. by pressing for the abolition of different job titles applying to the two sexes).

(b) Equal pay for work of equal value

Unions should be urged to press for and actively to collaborate in the conduct of work study exercises with a view to the eventual establishment of an objective system of job evaluation and classification based on an assessment of the effort, responsibility and level of qualification/skill required.

Special efforts should be made by unions to eliminate the outmoded division of occupations into "men's" and "women's" work.

(c) Equality in other elements of remuneration

Unions should press employers to extend to all women workers those allowances currently awarded exclusively to male employees, and to workers whose dependants the various fringe allowances paid in certain countries to heads of families.

Employers should be urged by unions to accept the need for pensions contributions and benefits to be paid on the same basis for men and women employees.

2. Equal opportunity

(a) Equal access to job categories

Unions should make a positive effort to ensure that all jobs and all levels of all jobs in the transport industry which hitherto have been predominantly or exclusively reserved for members of one sex are opened up to both sexes. Unions should persuade employers of the need to apply non-discriminatory employment policies. The only acceptable criterion for the satisfactory performance of any job should be aptitude.

(b) Equal access to vocational training

Employers should be urged by unions to encourage the participation of women in pre- and in-service training schemes, particularly in male-dominated transport sectors and occupations.

3. Pregnancy and maternity leave

In cases of pregnancy, women workers should be protected against arbitrary dismissal, loss of job status or seniority (whether for promotion or pension purposes), as well as against reductions in normal pay and other emoluments (including any non-wage benefits such as free or concessionary tickets and passes). Provided that it is medically safe to do so, they should also be able to continue working during the early stages of pregnancy.

Unions should press for the introduction of a prescribed period of maternity leave with pay, the period following the actual confinement capable of being utilized by either parent as agreed between themselves.

4. Child-care provision

Unions should insist on the provision of free child-care facilities by the public authorities near the place of residence. In addition, where appropriate, they should press for the provision by the employer of such facilities at the place of work. They should also negotiate special leave with pay for either parent of a sick child.

5. Redundancy and other work-force reductions

In cases of redundancy or other reductions in the work force there must be no discrimination on grounds of sex.

6. Shorter and more flexible working hours

Unions should press for the more widespread introduction of shorter and more flexible working hours.

58. Women in the Trade Unions

1. Membership

Accepting that women have equal rights of admittance to membership of trade unions, as well as access to all sections of them, special efforts should be made to bring unorganized women workers, particularly those in the various branches of transport and its ancillary occupations, into union membership.

Unions should keep detailed records of the number of women organized in specific occupations so that a check can be kept on the range and status of jobs available to women and so that the areas of strength can be established from which to base campaigns for improved conditions for women trade union members.

2. Contributions and Benefits

Unions constitutions should set the same regulations for men and women regarding contributions and benefits.

3. Representational Voluntary Office

Unions should encourage women to seek election to representational posts within the unions (e.g. shop stewards, branch secretaries and national executive committee members).

4. Full-time officials

Unions should encourage women to stand for election and to apply for positions as full-time officials.

5. Participation in union activities

Special efforts should be made to make both men and women more aware of the contribution that women can make to their union.

Trade unions should revise their procedures with a view to making it easier for women, particularly those with family responsibilities, to participate fully in union activities. In particular, it is suggested that:

- more attention should be paid to the timing, location and advance notice of union branch meetings and training courses;
- more encouragement should be given to women members to attend union meetings;
- training provided in union activity and procedures and in participation in union meetings should be available to all women members;
- child-care facilities should be provided, where necessary, at all union branch meetings, training courses, etc.

6. Model Equal Opportunities Clause for Inclusion in Collective Agreements

Trade unions should press for the following, or a similar, equal opportunities clause to be incorporated into collective agreements:

“The parties to this collective agreement are committed to the development of positive policies to promote equal opportunity in employment regardless of workers’ sex, marital status, creed, colour, race or ethnic origins. This principle will apply in respect of all conditions of work, including pay, hours of work, holiday entitlement, overtime and shiftwork, work allocation, guaranteed earnings, sick pay, pensions, recruitment, training, promotion and redundancy.

“The management undertake to draw opportunities for training and promotion to the attention of all eligible employees, and to inform all employees of this agreement on equal opportunity.

"The parties agree that they will review *annually and more frequently if necessary*, through their joint machinery, the operation of this equal opportunity policy.

"If any employee considers that he or she is suffering from unequal treatment on the grounds of sex, marital status, creed, colour, race or ethnic origins he or she may make a complaint which will be dealt with through the agreed procedures for dealing with grievances."

7. Discrimination in favour of women (so-called "reverse discrimination")

Separate training facilities for women should be introduced to enable them to enter occupations previously occupied either exclusively or predominantly by men.

8. Women's Conferences

The rôle of Women's Conferences should be to identify women workers' problems for discussion on an integrated union platform.

* Amendment to the TUC Model Clause considered necessary by the Working Group.

59. Safety and Health on the Railways

(adopted by ITF Conference for African Railway Trade Unionists, Tema, Ghana, 4-8 October 1976)

1. The managements of all railway undertakings in Africa should comply strictly with the provisions of existing health and safety regulations and legislation.
2. The existing legislation should be improved to take account of the special health and safety problems of railway workers. African railway unions are urged to take appropriate action—through the ITF and their respective national centres—to ensure that the desired changes are brought about.
3. African railway unions should approach railway managements with a view to establishing the necessary apparatus, through the collective bargaining machinery, for dealing with the particular health and safety problems existing in the African railway industry. In particular, the unions should endeavour to achieve the earliest possible establishment of:
 - (a) independent union safety committees or
 - (b) the modification of the constitutions of the existing local staff committees and councils
 - (c) joint safety committees.
4. African railway unions should urge their respective governments to take immediate steps to ratify existing ILO Conventions and Recommendations on health and safety topics.
5. Considering that these instruments are of a general character, the ITF should bring pressure to bear on the ILO to convene conferences dealing specifically with questions of health and safety as they affect the railways.
6. Railway unions should give serious consideration to the need to establish, within their respective unions, sections dealing with health and safety questions. Failing this, they should make use of expert advisory services.

7. African railway unions should take immediate action with a view to bringing about the establishment of health and safety departments within all African railway undertakings. These should be staffed by appropriately qualified personnel.
8. Through these departments, the trade unions should urge railway managements to establish health and safety training schemes for permanent way workers, as well as for employees in marshalling yards, goods sheds and workshops. Special attention should be paid to training in first-aid.
9. The ITF should assist in promoting health and safety on the railways by sponsoring research experts and organizing seminars and courses for its African affiliates, thus enabling railway trade unions to play an effective part in the management of health and safety arrangements.
10. Special attention should be paid to railway workers at stations in remote rural areas, who should have access to the following essential facilities:
 - (a) means of communication in an emergency;
 - (b) first-aid training and equipment;
 - (c) adequate physical protection (fences, etc.);
 - (d) mobile clinics staffed by qualified medical personnel, which should visit workers at intervals of not less than one month.
11. Long-distance trains should be fitted with portable telephone equipment. Telephone and/or telegraph poles should also be installed every two miles to ensure that firemen are not exposed to unwarranted physical danger through having to walk long distances to report accidents and/or engine failures.
12. In order to reduce the number of accidents and enhance railway safety generally, African railway managements should carry out regular and thorough maintenance of locomotives and track, including testing and certification of engines and track before they are commissioned.
13. Bearing in mind that the present high accident rate is unfairly attributed to the carelessness of railway staff, whereas the low standard of maintenance of track and locomotives as well as inadequate loading and marshalling procedures are usually to blame, it is in the general interest that the existing Accident Boards should be reconstituted to include union representatives.
14. In view of the fact that industrial accidents and occupational diseases represent a tragic waste of human and economic resources, which Africa, as a developing continent, can ill afford, African governments should consider establishing national industrial safety and health advisory boards where such do not already exist.
15. Legislative provisions concerning workmen's compensation fall far short of what is desirable, bearing in mind the occupational hazards existing on the railways. Urgent steps should therefore be taken to amend such legislation so as to extend the railway management's obligation to pay compensation beyond the period between signing on and off duty. This system is known to apply in at least one African country; its introduction should be urged elsewhere in the continent.
16. Management should provide adequate safety equipment, such as safety glasses, protective clothing, safety shoes, gloves, tools, welding shields, etc.
17. Adequate medical and first-aid clinics should be provided for railway workers.