

**ITF**

**33rd CONGRESS**

**Miami, 17-25 July 1980**

**REPORT ON ACTIVITIES**

**1977 - 1978 - 1979**

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**INTERNATIONAL TRANSPORT WORKERS' FEDERATION (ITF)**

**133-135 GREAT SUFFOLK STREET · LONDON SE1 1PD**

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## OBITUARIES

1977

**Johann Hatje**, Vice-President for many years of the German Railwaymen's Union, died on 18 January, aged 87.

**Toby Hill**, General Secretary of the Federated Cooks' and Stewards' Union of New Zealand, died on 22 January.

**Len Forden**, former President of the British Transport and General Workers' Union and Chairman of the union's Executive Council on his retirement in 1976, died on 5 March, following a heart attack, at the age of 66.

**Willy Schreuder**, member of the Board of the Dutch Flight Engineers' Association, perished in the air disaster at Los Rodeos Airport, Tenerife, on 27 March. Brother Schreuder was a member of the Flight Deck Technical Committee of the ITF Civil Aviation Section. **Wim Zonneveld** of the Dutch Cabin Attendants' Association also perished in the air collision.

**Ray Gunter**, former Treasurer and President of the British Transport Salaried Staffs' Association and a one-time ITF Lay Auditor, died on 12 April, aged 67. Ray Gunter was Minister of Labour in the Wilson Government from 1964 until 1968 and then briefly Minister of Power.

**Erkki Koivisto**, Director of Activities of the Finnish Radio Officers' Union until his retirement in 1976, died on 26 May, aged 77. Brother Koivisto was one of the founder members of the union.

**Maria Egberta Kooijman**, widow of the late Nathan Nathans, Assistant General Secretary of the ITF, who was killed in an air accident while on an ITF mission to Spain in 1938, died in Hilversum on 19 June. She was 93.

**Godert J. Joustra**, President of the Dutch Railwaymen's Union (now part of the FNV Transport Workers' Union) from 1939 until his retirement in 1951, died on 4 July, aged 91. Brother Joustra was active within the ITF both during the inter-war period, when he was a Deputy Member of the then Dutch Management Committee of the ITF, and during and immediately following the Second World War, when he served for a long period on the ITF Executive Committee.

**Harry Jensen**, former Chief Treasurer of the Norwegian Transport Workers' Union, died in the summer, aged 69.

**John Thompson**, Assistant National Secretary of the British National Union of Seamen, died on 19 October, aged 37.

**G. J. H. Alink**, Chairman of the Dutch Transport Workers' Union from 1961 until his retirement in 1973, died on 29 November, at the age of 67. Brother Alink served on the ITF Executive Board for eleven years.

1978

**C. S. Nair**, Industrial Relations Adviser to the Singapore Industrial Labour Organisation and the Singapore Organisation of Seamen, died on 7 February, aged 55. Brother Nair was a member of the ITF Executive Board from 1974 to 1977.

**Roberto S. Oca**, founder and first National President of the Philippine Transport and General Workers' Organization, died on 23 February, aged 58. Brother Oca subsequently founded the Trade Union Congress of the Philippines and became its first President. In 1965, he was elected a member of the ITF Executive Board and served on the Board for nine years until the Stockholm Congress in 1974.

**Paul Drozak**, a Vice-President of the Seafarers' International Union of North America, died on 9 March, aged 50.

**Eustaquio Tolosa**, a prominent Argentine dockers' leader, died on 10 March, aged 54. Brother Tolosa was elected on to the ITF Executive Board in 1965 and made an honorary member of the Board in 1968 (at this time he was still in prison for his efforts in organizing the 1966 Argentine dockers' strike). He served a second term on the Board from 1974 to 1977 and was also a member of the Committee of the ITF Dockers' Section in both the sixties and seventies.

**Jo de Later**, Vice-President of the Dutch Transport Workers' Union from October 1963 until his retirement in 1966, died on 22 March, aged 76. Jo de Later served for well over fifteen years as his union's deputy on the Committee of the ITF Road Transport Workers' Section.

**Hans Düby**, first General Secretary and subsequently President of the Swiss Railwaymen's Union from 1960 until his retirement at the end of 1971, died on 30 March, at the age of 72. He also served as President of the Swiss Federation of Public Service Workers' Unions and as Vice-President of the Swiss Trade Union Confederation. For many years he was a prominent member of the Swiss Parliament.

Hans Düby became a member of the Committee of the ITF Railwaymen's Section in 1950 and six years later was elected a member of the then Executive Committee of the ITF. In 1960, he became ITF Vice-President and then, in 1965, President. He retired in 1971, having earned universal respect and affection.

**Sir Tom Yates**, General Secretary of the British National Union of Seamen from 1947 until 1960, died on 27 May, in Sydney, Australia, aged 81. He was Chairman of the ITF Management Committee from 1948 to 1961 and of the Seafarers' Section throughout the fifties. He was also a member of the ITF Executive Committee and of the General Council.

**Emile Haudenschild**, Vice-President of the Swiss Railwaymen's Union from 1960 until his retirement at the end of 1969, died on 11 June, aged 74. Brother Haudenschild was Vice-Chairman of the ITF Railwaymen's Section from 1965 until the Vienna Congress in 1971, when he was awarded the ITF Gold Badge.

**C. L. Dennis**, President of the US Brotherhood of Railway, Airline and Steamship Clerks from 1963 until his retirement in 1976, died in July, aged 70. Brother Dennis was a member of the AFL-CIO Executive Council until December 1977.

**Ernst Müller**, Secretary of the Swiss Railwaymen's Union, died on 8 September, aged 56.

**Douglas MacMahon**, former Secretary-Treasurer of the Transport Workers' Union of America, died on 1 October, aged 71.

**Jean Bauché**, former Vice-President of the French Federation of Railway Technical and Supervisory Personnel, died on 21 November.

**M. A. Bakke**, Treasurer of the Norwegian Transport Workers' Union since 1955, died on 7 December, aged 65. Brother Bakke served for many years on the Committee of the ITF Road Transport Workers' Section.

**George B. W. Otway**, founder and President until 1972 of the Grenada Seamen and Waterfront Workers' Union, died on 13 December, at the age of 80. George Otway was instrumental in forming the Grenada Trade Union Council, of which he was President for many years, and also served on the Executive of the Caribbean Congress of Labour.

**Earl G. Shepard**, a Vice-President of the Seafarers' International Union of North America since 1960, died on 19 December, aged 65. He was a member of the Committees of the ITF Seafarers' and Fishermen's Sections and also served on the Fair Practices Committee.

**Simon Barendregt**, one of the founder members of the Dutch Transport Workers' Union and its President since 1973, died on 24 December, at the age of 59. Simon Barendregt was Vice-President of the Dutch Transport Workers' Federation NVV/NKV and had been a member of the ITF Executive Board since 1976.

## 1979

**Roger Bodeau**, former Federal Secretary of the French Railwaymen's Federation (FO), has died. He was a founder member of the Railwaymen's Federation and editor of its paper "Rail Syndicaliste".

**Henk W. Koppens**, former Chairman of the Road Transport Workers' Section of the Dutch Transport Workers' Union and the union's Vice-President from 1969 until his retirement on health grounds the following year, died on 4 January, aged 63. Brother Koppens was Chairman of the ITF Road Transport Workers' Section from 1954 until the 1971 Vienna Congress, when he was awarded the ITF Gold Badge.

**Paul Tofahrn**, former ITF Assistant General Secretary, died on 7 February of a heart attack, aged 78. He first joined the ITF in 1928 in Amsterdam, leaving a few years later and returning in February 1939 as Railwaymen's Section Secretary. At the outbreak of war, he ran the ITF branch office in Paris for a time, coming to London in the spring of 1940. He was appointed Assistant General Secretary in 1943 and resigned from the ITF at the beginning of 1956 to take up the post of General Secretary of the Public Services International. In his latter years with the ITF, he served as Secretary to both the Railwaymen's and Road Transport Workers' Sections. In 1968, the year in which he retired from the PSI, he was presented with the ITF Gold Badge at the Wiesbaden Congress.

**Ewers Theodor Vilhelm Gents**, former General Secretary of the Danish Mates' Association, died on 1 March, aged 87. He held the post of General Secretary from 1958 to 1960 after serving for thirty years as the association's secretary.

**Captain Math. Anzjøn**, one of the founder members of the Norwegian Navigating Officers' Association, died on 6 April, after a short illness, aged 93.

**A. Philip Randolph**, founder of the US Brotherhood of Sleeping Car Porters and a member of the AFL-CIO Executive Council from its establishment in 1955 until his retirement in 1974, died on 16 May, aged 90. The Sleeping Car Porters now form a division of the Brotherhood of Railway, Airline and Steamship Clerks.

**Thore Olsen**, National Secretary of the Norwegian Railwaymen's Union from 1953 until 1963, died on 13 June, aged 80.

**Erich Gygax**, President of the Swiss Transport and Commercial Workers' Union from 1966 until 1975, died, of a heart attack, on 31 July, at the age of 63. He was also a former Executive Board member of the Swiss Trade Union Confederation. He served for three years in the early seventies on the Committee of the ITF Road Transport Workers' Section.

**Adolph Kummernuss** died on 7 August, aged 84. An active trade unionist all his working life, he maintained links between the ITF and the German underground trade union movement in the immediate pre-war and war years and was a key figure in the reconstruction of the German trade union movement after 1945. He helped found both the German Trade Union Confederation and the Transport and Public Service Workers' Union, becoming the OeTV's first president at its

founding Congress in 1949. He was re-elected at each subsequent Congress, finally retiring in 1964.

Adolph Kummernuss was elected on to the ITF General Council when the war ended and served as a member of the Executive Board from 1962 to 1965. He was awarded the ITF Gold Badge in 1960. He also held the office of President of the Public Services International from 1956 to 1964, after spending many years on the PSI General Council.

**Erik Bording**, President of the Danish Transport and General Workers' Union (SiD) since September 1977, died on 11 August, aged 61.

**Priya Gupta**, President of the All-India Railwaymen's Federation, died on 12 August, aged 59. He served on the Committee of the ITF Railwaymen's Section for three years in the early seventies.

**George Lipman**, Assistant Secretary-Treasurer of the British National Union of Seamen from 1960 until his retirement in 1967, died on 1 September, aged 77.

**Jaya Prakash Narayan**, former President of the All-India Railwaymen's Federation and founder of the Indian Socialist Party, died on 8 October, only two days before his 77th birthday.

**Maniben Kara**, President of the Maritime Union of India and former President of the All-India Railwaymen's Federation, died on 28 October, aged 74. Maniben Kara served as both President and General Secretary of the All-India Trade Union Congress and as Vice-President and later President of the Indian Federation of Labour. In the wider international sphere, she attended the founding Congress of the International Confederation of Free Trade Unions and was a former member of the ICFTU Executive Board. She was awarded the ITF Gold Badge at the 1968 Wiesbaden Congress.

**Thérèse Asser**, one of the first people employed in the ITF Secretariat when the Federation was re-created following its collapse during the 1st World War, died in Amsterdam on 11 November. Thérèse started work as a translator and interpreter in 1923 and remained with the ITF in various capacities—she worked as private secretary and personal assistant to three successive general secretaries—until her retirement in 1959. She was presented with the ITF Gold Badge at the Berne Congress in 1960.

**Knud Ellegaard**, who succeeded to the presidency of the Danish Transport and General Workers' Union (SiD) in August 1979, died on 14 November, aged 61. Brother Ellegaard had held a number of key posts in the union, have served previously as Chairman of the Transport Group and more recently as the union's Vice-President. He was a Committee member of the ITF Road Transport Workers' Section from 1971 to 1974.

**Leif Lerstad**, General Secretary of the Norwegian Ships' Engineers' Union from 1958 until 1971, died in November, aged 71.



## FOREWORD

Preparing a report on three years' activities as extensive and varied as the ITF's is bound to involve a large degree of selection and judgment of priorities. It would be impossible and unnecessary to report on everything and I do not think affiliates would thank me if we tried. We have tried instead to give an accurate account of the more significant activities and developments and to do so in broad terms, since the affiliates most involved in any particular item will almost certainly have been given detailed information in reports or circulars at the time. What I hope does emerge from this report is an overall view of what the ITF has been doing, what problems it has to contend with and what trends—industrially, organizationally and politically—the last three years have revealed. If we have succeeded in that, and done so succinctly enough to make the report readable for trades unionists with little time to spare, then I will be content.

For the rest, I should like to put on record my indebtedness to my colleagues in the ITF Secretariat, both at headquarters and in the regional offices, for all their efforts. Without them, little or nothing of what is reported in the pages that follow could have been accomplished.

HAROLD LEWIS,  
General Secretary

# I

## GOVERNING BODIES AND INTERNAL ORGANIZATION

### CONGRESS

The 32nd Congress of the ITF, held in Dublin from 21 to 29 July 1977, was attended by over 450 delegates and advisers representing 176 affiliated unions in Argentina, Australia, Austria, Bangladesh, Barbados, Belgium, Bermuda, Canada, Colombia, Costa Rica, Cyprus, Denmark, Faroe Islands, Finland, France, Gambia, Germany, Ghana, Gilbert and Tuvalu, Great Britain, Greece, Guyana, Honduras, Iceland, India, Irish Republic, Israel, Italy, Japan, Kenya, Korea, Luxembourg, Malaysia, Malta, Mexico, Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Panama, Peru, Philippines, Sierra Leone, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, Trinidad, 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 re-elected Vice-Presidents. **Charles Blyth** retired as General Secretary and was succeeded by **Harold Lewis**.

Resolutions on the following subjects were adopted by Congress:

- (a) **Regulatory Measures in Place of Liberalization in Transport**
- (b) **Measures Aimed at Multinational Corporations**
- (c) **ILO Convention on Working Conditions of Railwaymen**
- (d) **Meetings of Section Chairmen**
- (e) **Spain**
- (f) **Revision of ILO Convention No. 32**
- (g) **Fiji Dock Strike**
- (h) **Flag Transfers**
- (i) **Safety at Sea**
- (j) **Ban on Atomic-Powered Merchant Ships**
- (k) **International Sea-Borne Trade**
- (l) **National Shipping**
- (m) **The Structural Safety of Vessels**

- (n) **An Appreciation of Action by the ILO and IMCO in Support of an International Maritime Labour Standard on Medical Care aboard Ship**
- (o) **Extension of ITF Campaign against Flags of Convenience**
- (p) **Closure of Railway Lines**
- (q) **Damages Suit against Japanese Railwaymen**
- (r) **Modernization of Ecuador Railways**
- (s) **Recognition of Trade Union Activities in the National Spanish Railway Network, RENFE**
- (t) **Agreement Concerning Norms for International Road Haulage**
- (u) **Hazards involved in the Use of Plastic Materials**

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

- (i) **International Boycotts**
- (ii) **Defence of Trade Union and Civil Rights**
- (iii) **Declaration of Caracas**
- (iv) **Women Workers' Problems (I)**
- (v) **Women Workers' Problems (II)**

The motion on **International Boycotts** proposed that the ITF should reject and refrain from participation in such action and that difficulties or disputes with international implications should be settled through democratic consultation and negotiation. The motion was first examined by the Executive Board at its pre-Congress meeting on 19 July 1977, following which it was decided that every effort should be made to persuade the sponsor to agree to its withdrawal. The Chairman of the Resolutions Committee succeeded to the extent that the motion was withdrawn on the understanding that a delegation from the Executive Board would subsequently meet the South African delegation to Congress to discuss the substance of the motion. The Board's delegation to this meeting, which took place on 29 July 1979, made it quite clear that, while it considered the international boycott as a weapon of last resort, it would fly in the face of the ITF's traditions and experience to renounce it. The motion was therefore totally unacceptable.

The Executive Board reverted to a discussion of the motion at its meeting in March 1978 when it was agreed that no further action was called for.

The motion on the **Defence of Trade Union and Civil Rights** dealt with the restriction and abolition of basic trade union freedoms, including the right to strike and bargain collectively, and the disregard of civil and human rights, by the military régimes existing in many Latin American countries. It urged Congress strongly to condemn the actions of such governments and recommended that the Executive Board establish a permanent committee to examine the situation country by

country and, on the basis of its findings, where convincing proof could be obtained, to denounce such governments to the United Nations Commission on Human Rights, to the ILO, and to all other international organizations whose task it was to protect human rights and dignity. The motion also reserved the ITF's right to take whatever industrial action was appropriate in the defence of trade union and civil rights and to seek their restoration.

The motion was discussed by the Congress Resolutions Committee, which decided, with the agreement of the sponsors, that the text be amended so as to refer to *all* totalitarian régimes wherever they may be.

The Board then considered the motion at its meeting in March 1978 and, while endorsing the sentiments expressed, was of the opinion that no changes in the ITF's present procedures were required.

The motion on the **Declaration of Caracas** drew attention to the meeting of leaders of Latin American affiliates in Caracas in September 1976, which had unanimously adopted a Declaration summarizing the views of transport workers on the present political, economic, social, cultural and trade union problems facing them and proposing basic solutions, which would promote social and economic development in a framework of freedom and democracy. The motion called on Congress to endorse the Declaration as a statement of ITF trade union policy in Latin America and recommended the Executive Board to implement the proposals it contained in both Latin America and the Caribbean.

The motion was placed before the meeting of the Board in March 1978. It was agreed to endorse the Declaration and to commend its implementation.

The motion on **Women Workers' Problems (I)** called on the General Secretary to encourage each ITF Section to entrust one or more of its members with special responsibility for women members' matters and to make provision for those members to submit reports on their activities to Section meetings.

The Executive Board meeting held in March 1978 asked the General Secretary to draw the attention of the individual Sections to the proposal contained in the motion and to request them to give it careful attention.

The motion on **Women Workers' Problems (II)** drew attention to the existence of legislation in many countries restricting the employment of women as wage-earners in the transport industry. It instructed the General Secretary to undertake a study to ascertain what changes in the relevant provisions should be advocated, in the light of the changing climate of opinion and the increased participation of women in the industrial process.

This motion was examined by the Board at the same meeting as the previous motion on a related subject and the General Secretary was further asked to carry out an appropriate survey of job opportunities for women in the transport industry.

## GENERAL COUNCIL

The General Council as elected at the 32nd Congress in Dublin was composed as follows:

### *Country or Group*

<i>Country or Group</i>	<i>Titular Member</i>	<i>Deputy Member</i>
<i>Europe and Middle East</i>		
1. Austria ... ..	F. Prechtl	<i>J. Roposs</i>
2. Belgium, Luxembourg and Netherlands ... ..	S. Barendregt 1) (Netherlands) J. Schneider (Luxembourg) P. Potums (Belgium)	<i>W. Ch. van Zuylen</i> (Netherlands) <i>M. Vergracht</i> (Belgium) <i>E. Baudet</i> (Belgium)
3. Denmark, Faroes, Ice- land, Finland ... ..	K. Ellegaard 2) (Denmark) A. C. Hansen (Denmark) U. Keijonen (Finland)	<i>B. Aanaes</i> (Denmark) <i>H. J. Jensen</i> (Denmark) <i>S.-E. Nylund</i> (Finland)
4. France ... ..	L. Buonaccorsi	<i>R. Decoudun</i>
5. Germany ... ..	S. Merten W. Murche H. Vomberg H. Frieser	<i>H. Rake</i> <i>H. Wittkopp</i> <i>E. Plaumann</i> <i>Ms. L. Raupp</i>
6. Great Britain and Irish Republic ... ..	J. L. Jones (Gt. Britain) S. Weighell (Gt. Britain) T. Jenkins (Gt. Britain) C. Kirwan (Ireland)	<i>E. Nevin</i> (Gt. Britain) <i>R. W. Buckton</i> (Gt. Britain) <i>G. Kiely</i> (Gt. Britain) <i>J. Slater</i> (Gt. Britain)
7. Greece, Italy, Malta, Cyprus ... ..	F. Giorgi (Italy) E. Saitis (Greece)	<i>A. Caruana</i> (Malta) <i>H. Neokleous</i> (Cyprus)
8. Norway ... ..	H. Aasarød	<i>M. A. Bakke 3)</i>
9. Spain ... ..	A. Asenjo F. González Vila	<i>A. Periago</i> <i>J. Lizarraga</i>
10. Sweden ... ..	H. Ericson	<i>S. Petersson</i>
11. Switzerland ... ..	W. Meier	<i>K. Rebsamen</i>
12. Israel, Lebanon, Tur- key ... ..	Y. Woschina 4) (Israel) S. Akova (Turkey)	<i>M. Levi</i> (Israel) <i>H. Erol</i> (Turkey)
13. Estonia and Poland ...	Vacant	Vacant

*Africa*

14. Egypt, Gambia, Ghana, Kenya, Liberia, Malawi, Nigeria, Sierra Leone, South Africa, Tunisia, Zimbabwe ...
- J. R. Baiden (Ghana)  
A. Ayoub (Tunisia)  
J. G. Mollo (Kenya)
- M. A. Bakare* (Nigeria)  
*A. J. Mhungu* (Zimbabwe)  
*B. C. Montsho* (South Africa)

*Asia and Australasia*

15. Japan ...
- Y. Murakami  
K. Kihata
- M. Nakae*  
*C. Tateishi*
16. Australia, Bangladesh, Fiji, Gilbert & Tuvalu, Hong Kong, India, Indonesia, Korea, Malaysia, New Zealand, Pakistan, Papua New Guinea, Philippines, Singapore, Sri Lanka, Taiwan ...
- C. H. Fitzgibbon (Australia)  
U. M. Purohit (India)  
S. C. Yang (Taiwan)
- G. Oca* (Philippines)  
*A. Protapuddin* (Bangladesh)  
*C. W. Kim* (Korea)

*Latin America and the Caribbean*

17. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, El Salvador, Uruguay, Venezuela
- H. Hernandez (Venezuela)  
E. O. Venturini (Argentina)  
E. Vanegas B. (Colombia)
- A. Berumen* (Mexico)  
*J. Caceres* (Honduras)  
*M. Berrio* (Panama)
18. Barbados, Bermuda, Curaçao, Dominica, Grenada, Guyana, Jamaica, St. Lucia, St. Vincent, Trinidad
- E. A. Blakeney (Bermuda)
- F. Mungroo* (Trinidad)

*North America*

19. Canada
- W. C. Y. McGregor  
D. Nicholson  
M. M. Rygus
- R. Gralewicz*  
*R. A. Gingerich*  
*D. Kennedy*
20. USA
- E. Shepard 5)  
S. J. Wall  
R. T. McKay  
J. F. Peterpaul  
M. Guinan  
J. F. Otero  
T. W. Gleason
- C. Tanner*  
*M. Barisic*  
*Al. H. Chesser*  
*D. J. Mahoney Jr.*  
*J. A. Wahle*  
*H. C. Crotty*  
*J. Bowers*

1) died December 1978

2) died November 1979

3) died December 1978

4) retired 1978

5) died December 1978

## EXECUTIVE BOARD

At the end of 1979, the Executive Board was made up of the following members:

- F. Prechtl (Austria), *President*
- J. R. Baiden (Ghana), *Vice-President*
- T. W. Gleason (United States), *Vice-President*
- J. L. Jones (Great Britain), *Vice-President*
- H. Aasarød (Norway)
- A. Ayoub (Tunisia)
- M. Beit-Dagan (Israel)—co-opted October 1979
- L. Buonaccorsi (France)
- H. Ericson (Sweden)
- C. H. Fitzgibbon (Australia)
- H. Frieser (Germany)
- H. Hernández (Venezuela)
- B. J. Kok (Netherlands)—co-opted March 1979
- W. C. Y. McGregor (Canada)
- W. Meier (Switzerland)
- S. Merten (Germany)
- Y. Murakami (Japan)
- D. Nicholson (Canada)
- J. F. Otero (USA)
- J. Peterpaul (USA)
- P. Potums (Belgium)
- E. Venturini (Argentina)
- S. Weighell (Great Britain)
- H. Lewis, *General Secretary*

New members of the Board elected at the ITF's 32nd Congress held in Dublin from 21 to 29 July 1977 were:

C. H. Fitzgibbon, H. Frieser, H. Hernández, S. Merten, Y. Murakami, J. F. Otero and E. Venturini.

Outgoing members were: D. Beattie (USA), K. Kihata (Japan), H. Kluncker (Germany), C. S. Nair (Singapore), M. Ramirez (Peru), Ph. Seibert (Germany) and E. Tolosa (Argentina).

B. J. Kok was co-opted to the Board in March 1979 to replace S. Barendregt, who died in December 1978. M. Beit-Dagan was co-opted to the Board in October 1979 to replace I. Kessar, who had himself been co-opted to the Board in October 1978 in succession to Y. Woschina, who resigned on his retirement.

The Executive Board met during 1977 on 15-16 March in Eastbourne and on 19, 26 and 28 July in Dublin during Congress. The Board also met on two occasions in both 1978 and 1979: 13 and 14 March 1978 in London and 17 and 18 October in Vienna, 20 and 21 March 1979 in London and 23 and 24 October 1979 in Miami. Reports on the meetings were carried in ITF publications.

from Shorthand Typist to Private Secretary on 1 January 1977. Miss T. Kennedy and Miss C. Page (both formerly Shorthand Typists) were promoted to Section Assistants in March 1979. D. Reid was promoted to Assistant to the Administrative Secretary in May 1979. Mrs. M. Cossa was promoted to French Translator/Interpreter and Mrs. A. Sachs was given official recognition as ITF Lawyer, both in October 1979.

Mrs. M. Guinane (Telephonist) retired in October 1978 and S. R. Robinson (French Translator/Interpreter) retired in October 1979.

At the end of 1979, 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: 1977: Mrs. C. Ashman (née Easty) (general clerk, May), Mrs. T. James (née Shannon) and Mrs. G. Morgan (general clerks, July), Mrs. D. Williams (née Narain) (junior clerk, August), Miss L. Herm (shorthand typist, September), Miss C. Smart (junior clerk, December). 1978: R. A. Westmarland (assistant to finance officer, February), Miss A. Johansson (shorthand typist, March), Mrs. A. Coombs (Swedish translator/interpreter, November), Mrs. M. Gough and Miss J. Sanders (both shorthand typists, December). 1979: Miss L. Hedges (shorthand typist, January), Miss J. Martin (filing clerk, January), Mrs. E. Bilton (filing clerk, February), Mrs. M. Rochester (shorthand typist, March), Mrs. S. A. Adegunwa (clerk/typist, May), Mrs. W. Borodajko (shorthand typist, June), Mrs. E. Leary (shorthand typist, July), M. C. Fox (assistant to finance officer, August), Miss C. Wright (telephonist/clerk, September).

The following members of staff entered the service of the ITF: 1977: Miss T. Shannon (general clerk, May), Mrs. B. Stonebridge (telephonist/clerk, June), Miss C. Wright (telephonist/clerk, August), Miss C. Smart (junior clerk, September), Miss A. Johansson (shorthand typist, October), R. Fitzgerald (section assistant, December). 1978: R. A. Westmarland (assistant to finance officer, January), Miss A. Hanson (filing clerk, February), Mrs. M. Rochester and Miss J. Sanders (shorthand typists, May) and Mrs. S. A. Adegunwa (clerk/typist, May), J. Goggins (caretaker, October), Miss U. Skarbo (Swedish translator/interpreter, December). 1979: Mrs. E. Leary and Miss M. Norlén (shorthand typists, January), and Miss J. Martin (filing clerk, January), Mrs. L. Wood (shorthand typist, February) and Mrs. E. Bilton (filing clerk, February), Mrs. C. E. Samuels (filing clerk, March), Miss C. Cossa (shorthand typist, April), M. C. Fox (assistant to finance officer, June) and Miss M. Davidson and Miss G. Küper (shorthand typists, June), Mrs. A. C. Angibault (shorthand typist, August), Miss J. M. Berwick (assistant to finance officer, September).



At the end of 1979 the Secretariat comprised :

LEWIS, H.	General Secretary
HAUF, J.	Assistant General Secretary
SELANDER, Å.	Assistant General Secretary
GOLDING, K. A.	Section Secretary, Research and Publications
HODA, M. S.	Section Secretary, Civil Aviation and Travel Bureau Staff
LAUGHTON, B.	Section Secretary, Special Seafarers
LEIGH, Mrs. E. M.	Administrative Secretary
ANGIBAULT, Mrs. A. C.	Shorthand Typist
BERGER, Mrs. I.	Shorthand Typist
BERWICK, Miss J. M.	Assistant to Finance Officer
BROTHERS, G. N.	Section Assistant
BUSSELL, Mrs. M.	Clerk
COLLARBONE, Mrs. A.	Section Assistant
COSSA, Miss C.	Shorthand Typist
COSSA, Mrs. M.	Translator/Interpreter
CURD, W. R.	Section Assistant
DAVIDSSON, Miss M.	Shorthand Typist
EADY, Mrs. G.	Copy Typist
EARNEY, Miss A.	Personal Assistant to General Secretary
ENGLUND, Miss I.	Section Assistant
FITZGERALD, Mrs. M.	Finance Officer
FITZGERALD, R.	Section Assistant
GHAI, Mrs. S.	Filing Clerk
GOGGINS, J.	Caretaker
HANSON, Miss A.	Telephonist
KENNEDY, Miss T.	Section Assistant
KÜPER, Miss G.	Shorthand Typist
MORE, Mrs. E.	Assistant to Finance Officer
NORLÉN, Miss M.	Shorthand Typist
PAGE, Miss C.	Section Assistant
REID, D.	Assistant to Administrative Secretary
SACHS, Mrs. A.	Lawyer
SAMUELS, Mrs. C.	Filing Clerk
SKARBO, Miss U.	Translator/Interpreter
STONEBRIDGE, Mrs. B.	General Clerk
WALSH, Mrs. H.	Editorial Assistant
WOOD, Mrs. L.	Shorthand Typist
WÜNSCHE, 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:

### 1977

- |                           |                                                                                                    |
|---------------------------|----------------------------------------------------------------------------------------------------|
| 24 January—<br>2 February | ILO Shipboard Accident Prevention Meeting, Geneva — Å. Selander.                                   |
| 21 February               | Meeting of American Affiliates, Miami — C. H. Blyth.                                               |
| 26 February               | Irish Transport and General Workers' Union: Dockers' Seminar, Dublin — H. Lewis.                   |
| 26 March                  | Belgian Transport Workers' Union: Special Meeting, Antwerp — C. H. Blyth.                          |
| 7 April                   | Italian Affiliates: Transport Policy Seminar, Rome — H. Lewis.                                     |
| 16—20 May                 | Annual Conference of British Transport Salaried Staffs' Association, Great Yarmouth — J. Hauf.     |
| 25—26 May                 | Ordinary Congress of Swiss Railwaymen's Union, Lugano — F. Prechtl.                                |
| 1—4 June                  | XIIth Ordinary Congress of Finnish Railwaymen's Union, Helsinki — F. Prechtl.                      |
| 2 June                    | French Railwaymen's Federation: Special Meeting, Paris — J. Hauf.                                  |
| 9—10 June                 | ITS General Conference, Geneva — C. H. Blyth and H. Lewis.                                         |
| 10 June                   | 25th Anniversary of Swiss Transport and Commercial Workers' Union, Basle — J. Hauf.                |
| 27—28 June                | German Transport and Public Service Workers' Union: Transport Policy Meeting, Stuttgart — J. Hauf. |
| 7 July                    | Friedrich Ebert Foundation Seminar, Bonn — H. Lewis.                                               |
| 14—19 August              | Swedish Transport Workers' Congress, Stockholm — H. Lewis.                                         |

31 August— 2 September	Consultations with ILO prior to ILO Civil Aviation Meeting, Geneva — M. S. Hoda.
3—7 September	Danish Transport and General Workers' Union Congress, Copenhagen — Å. Selander.
8 September	ICFTU/ITS Meeting on Africa, Brussels — H. Lewis.
12 September	German Transport and Public Service Workers' Union: Transport Policy Meeting, Frankfurt — J. Hauf.
19—24 September	Swedish Railwaymen's Congress, Stockholm — J. Hauf.
25—27 September	Norwegian Transport Workers' Congress, Oslo — J. Hauf.
28—30 September	German Railwaymen's Union Seminar, Frankfurt — J. Hauf.
10—11 October	ICFTU Meeting on South Africa, Brussels — H. Lewis.
11—19 October	ILO Offshore Meeting, Geneva — Å. Selander.
17—18 October	OECD/TUAC Meeting on Multinationals, Paris — K. Golding.
3—4 November	ICFTU/ITS Meeting on Multinationals, Brussels — K. Golding.
3—4 November	French Railwaymen's Seminar, Paris — W. Curd.
3—10 November	Annual Convention of Flight Engineers' International Association, Hong Kong — M. S. Hoda.
8—9 November	OECD/TUAC Plenary Session, Paris — K. Golding.
17—18 November	German Transport and Public Service Workers' Union: Transport Policy Meeting, Stuttgart — J. Hauf.
5 December	ECMT Hearing, Paris — W. Curd.
9—11 December	1st Congress of Spanish Transport Workers' Federation of UGT, Madrid — H. Lewis.
<b>1978</b>	
11—13 January	Congress of Portuguese Dockers' Federation, Funchal — K. Golding.

7 February	ICFTU Emergency Meeting on Tunisia, Brussels — K. Golding.
9—10 February	Meeting of Coordinating Committee of “Brussels Committee”, Brussels — J. Hauf.
16 February	ICFTU Coordinating Committee on South Africa, Brussels — H. Lewis.
16—19 February	National Council Meeting of French Federation of Railway Technical and Supervisory Personnel, Paris — K. Golding.
20 February	Consultations with ILO on Maritime Activities, Geneva — Å. Selander.
22—24 February	Meeting of North American Affiliates, Miami — H. Lewis.
1 March	ICFTU Working Party on Multinationals, Brussels — K. Golding.
6—7 March	ITS General Conference, Brussels — H. Lewis.
17 March	OECD/TUAC Plenary Session, Paris — K. Golding.
30—31 March	OECD/TUAC Preparatory Meeting on Multinationals, Paris — K. Golding.
10—11 April	OECD/TUAC Meeting on Multinationals, Paris — K. Golding.
10—12 April	IFALDA Congress, Dublin — M. S. Hoda.
11—13 May	Federal Congress of French Port and Dock Workers’ Union, Sète — L. Buonaccorsi.
18—19 May	Congress of French Transport Workers’ Union, F.O., Paris — K. Golding.
23—25 May	Congress of European Flight Engineers’ Organization, Brussels — M. S. Hoda.
24—26 May	Congress of Danish Locomotivemen’s Union, Lyngby — Å. Selander.
30 May	ECMT Meeting, Brussels — W. Curd.
1—4 June	Congress of Swedish Commercial Employees’ Union, Stockholm — M. S. Hoda.
5—28 June	ILO General Conference, Geneva — H. Lewis and J. Hauf.

22 June	ECMT Hearing: Combined Transport, Paris — W. Curd.
29 August	German Railwaymen's Union Seminar, Berlin — J. Hauf.
8—10 September	10th Ordinary Congress of Swedish Seamen's Union, Gothenburg — B. Laughton.
14 September	ICFTU/ITS Working Party on Multinationals, Paris — K. Golding.
15 September	TUAC Meeting on Multinationals, Paris — K. Golding.
18—20 September	Congress of Norwegian Seamen's Union, Oslo — Å. Selander.
6—8 October	21st Ordinary Congress of Swiss Transport and Commercial Workers' Union, Lausanne — J. Hauf.
20—22 October	52nd Congress of Luxembourg Federation of Railway and Transport Workers, Luxembourg — J. Hauf.
6—9 November	Annual Convention of Flight Engineers' International Association, San Francisco — M. S. Hoda.
15 November	OECD/TUAC Plenary Meeting, Paris — K. Golding.
21—23 November	Congress of French Transport and Public Service Workers' Union, Paris — M. S. Hoda.
21—30 November	ILO Meeting on Conditions of Work of Fishermen, Geneva — Å. Selander.
22 November	Meeting of Coordinating Committee of "Brussels Committee", Brussels — H. Lewis.
<b>1979</b>	
9—10 January	ITS General Conference, Geneva — H. Lewis.
11 January	ICFTU Coordinating Committee on South Africa, Brussels — H. Lewis.
17 January	Meeting of Coordinating Committee of "Brussels Committee", Brussels — H. Lewis.
28—29 January	TUAC Meeting and OECD Working Group on Multinationals, Paris — K. Golding.
19—20 February	ICFTU/ITS Working Party on Multinationals and TUAC Working Group Meeting, Paris — K. Golding.

- 25—27 February Consultation with OECD IME Committee, Paris — K. Golding.
- 27 February—  
1 March Federal Congress of French Transport and Public Service Workers' Union, Paris — M. S. Hoda.
- 2—4 March Executive Council Meeting of European Flight Engineers' Organization, Lisbon — M. S. Hoda.
- 12 March Extraordinary Congress of German Railwaymen's Union, Munich — J. Hauf.
- 15—20 March Annual Conference of International Federation of Airline Pilots' Associations, Amsterdam — M. S. Hoda.
- 18 April Consultation with OECD on Shipping Policy, Paris — Å. Selander.
- 24—27 April XII National Congress of French Railwaymen's Federation, F.O., Paris — F. Prechtel and K. Golding.
- 3—4 May ICFTU/ITS Working Party on Multinationals, Brussels — K. Golding.
- 7—16 May ILO Air Traffic Controllers' Experts' Meeting, Geneva — H. Lewis and M. S. Hoda.
- 9 May ICFTU Executive Board Meeting, Brussels — H. Lewis.
- 10—11 May Annual General Meeting of European Maritime Pilots' Association, Marseilles — Å. Selander.
- 14—18 May 26th Regular Convention of Brotherhood of Railway, Airline and Steamship Clerks, Toronto — H. Lewis.
- 14—18 May Third Statutory Congress of European Trade Union Confederation, Munich — Å. Selander.
- 30 May—  
1 June Congress of the Swedish Engineer Officers' Union, Stockholm — Å. Selander.
- 31 May—  
1 June TUAC Plenary Session, Paris — K. Golding.
- 4—28 June ILO General Conference, Geneva — H. Lewis and J. Hauf.
- 12—14 June ICAO European Civil Aviation Conference, Strasbourg — M. S. Hoda.

11 July	Meeting of Coordinating Committee of "Brussels Committee", Brussels — H. Lewis.
30—31 July	Meeting with German Transport and Public Service Workers' Union on Urban Transport Problems, Stuttgart — J. Hauf.
5 September	ICFTU/ITF Meeting on Boycott of Chile, Brussels — H. Lewis.
5—7 September	11th Ordinary Congress of Austrian Railwaymen's Union, Vienna — J. Hauf.
12—13 September	ICFTU/ITS Working Party on Multinationals, Paris — K. Golding.
13—14 September	TUAC Working Group on Multinationals, Paris — K. Golding.
20 September	Consultation with OECD IME Committee, Paris — K. Golding.
21 September	Jubilee Celebrations of Dockers' Section of Belgian Transport Workers' Union, Antwerp — H. Lewis.
26 September	Meeting of Presidium of "Brussels Committee", Brussels — H. Lewis.
7—9 October	Congress of Scandinavian Transport Workers' Federation, Oslo — J. Hauf.
22—23 October	OECD/TUAC Ad Hoc Meeting on Microelectronics and Employment, Paris — K. Golding.
30—31 October	8th Congress of Dutch Transport Workers' Union FNV; Congress of Dutch Transport Workers' Union NKV, Utrecht — H. Lewis.
19—23 November	12th ICFTU World Congress, Madrid — H. Lewis, J. Jones and H. Aasarød.
22 November	ECMT Consultative Meeting, Paris — W. Curd.
29 November	French Railwaymen's Seminar, Paris — W. Curd.
3—6 December	Annual Convention of Flight Engineers' International Association, Jerusalem — M. S. Hoda.
7—9 December	2nd Congress of Spanish Transport Workers' Federation of UGT, San Sebastian — K. Golding.
21 December	OECD/TUAC Plenary Meeting, Paris — K. Golding.

## II

### MEMBERSHIP

At the end of 1979, affiliated membership totalled 4,390,992 members from 387 unions in 84 countries.

#### **New affiliations in 1977**

<i>Country</i>	<i>Organization</i>
Fiji	Fiji Waterside Workers' and Seamen's Union.
Greece	Pan-Hellenic Air Transport Trade Union.
Kenya	Dockworkers' Union.
New Zealand	New Zealand Institute of Marine and Power Engineers. New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers.
Spain	Federación del Transporte de ELA-STV.
Venezuela	Asociación de Aeromozas y Mayordomos de Aviación de Venezuela (ADAMA).

#### **New affiliations in 1978**

<i>Country</i>	<i>Organization</i>
Antigua	Antigua Workers' Union.
Australia	Australasian Transport Officers' Federation.
Christmas Island	Union of Christmas Island Workers.
Japan	Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKOROREN).
Pakistan	Merchant Navy Seamen's Union. Pakistan International Airlines Corporation Employees' Union.
Portugal	Federação Nacional dos Sindicatos de Trabalhadores Portuários. Sindicato dos Fogueiros de Mar e Terra do Sul e Ilhas Adjacentes.
Singapore	Port Officers' Union.
Togo	Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA au Togo (STAMAT).



### **New affiliations in 1979**

<i>Country</i>	<i>Organization</i>
Argentina	Unión Tranviarios Automotor.
Canada	B.C. Ferry and Marine Workers' Union.
Colombia	Sindicato de Trabajadores de Sidauto S.A. de Colombia.
Fiji	Federated Airline Staff Association.
France	Fédération Générale des Transports et de l'Équipement (CFDT).
Guatemala	Sindicato Josefino de Trabajadores.
Mexico	Unión de Marineros y Fogoneros del Pacífico (CROM) de Manzanillo.
Netherlands	Vervoersbond NKV.
Nicaragua	Sindicato Unión de Marineros Nicaragüenses y Similares.
Pakistan	PIA Senior Staff Association.
Perú	Sindicato de Tripulantes Marinos Mercantes del Consorcio Naviero Peruano S.A.
Philippines	Philippine Airlines Employees' Association (PALEA).
Portugal	Federação dos Sindicatos do Mar. Sindicato dos Quadros da Aviação Comercial.
Venezuela	Asociación Nacional de Pilotos de Venezuela.

# LIST OF AFFILIATED ORGANIZATIONS

ITF aff.  
number

Membership  
31.12.79

Organizations

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

ITF aff. number	Organizations	Membership 31.12.79	1	2	3	4	5	6	7	8
<b>Antigua</b>										
35	Antigua Workers' Union	201								
<b>Arab Republic of Egypt</b>										
278	United Arab Navigation Company Trade Union Committee	5,575*	x							
<b>Argentina</b>										
10	Sociedad de Personal Ferroviario de Locomotoras "La Fraternidad"	5,100								
11	Sindicato Unico Portuarios Argentinos "SUPA"	22,000								
13	Sindicato Encargados Apuntadores Maritimos	690								
14	Asociación de Capataces Estibadores Portuarios	800								
15	Sindicato de Obreros Maritimos Unidos (SOMU)	10,000								
16	Sindicato de Electricistas—Electronicistas Navales	579								
18	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante (CAOMAR)	1,163								
22	Asociación del Personal Aeronáutico	4,500*								
23	Asociación Argentina de Aeronavegantes	650								
24	Centro de Comisarios Navales de Argentina	360								
25	Centro de Jefes y Oficiales Maquistas Navales—Profesional y Mutual	1,897								
26	Unión Personal Aeronavegación de Entes Privados UPADEP	770								
27	Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina	400								
28	Asociación de Señaleros Ferroviarios de Argentina	1,671								
29	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte									
	Automotor de Cargas	20,100*								
30	Unión Tranviarios Automotor (UTA)	75,912*								
<b>Australia</b>										
385	Federated Clerks' Union of Australia	10,991								
386	Professional Radio and Electronics' Institute of Australasia	200								
387	Australasian Airline Flight Engineers' Association	395								
388	Flight Stewards' Association of Australia	1,550								
389	Federated Marine Stewards' and Pantrymen's Association of Australia	1,040								

\* 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.





ITF aff.  
number

Organizations

Membership  
31.12.79

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

### Christmas Island

925 Union of Christmas Island Workers ... .. 471

### Colombia

58 Asociación Nacional de Empleados de la Flota Mercante Grancolombiana (ANEGRAN) ... .. 505  
 60 Unión de Marineros Mercantes de Colombia (UNIMAR) ... .. 1,000  
 63 Sindicato Nacional de Trabajadores Ferroviarios ... .. 10,700  
 67 Asociación Colombiana de Auxiliares de Vuelo (ACAV) ... .. 325  
 68 Sindicato Nacional de Chóferes de Colombia ... .. 600  
 69 Asociación de Chóferes de Colombia (ASOCHOCOL) ... .. 1,000  
 70 Federación Nacional de Trabajadores Portuarios de Colombia (FEDEPUERTOS) ... .. 2,000  
 71 Sindicato de Trabajadores de Sidauto de Colombia ... .. 1,125

### Costa Rica

76 Unión Ferroviaria Nacional Ferrocarril Eléctrico al Pacífico ... .. 1,000  
 77/0 Sindicato de Trabajadores del Ferrocarril Nacional al Atlántico ... .. 1,000  
 77/1 Sindicato de Empleados de L.A.C.S.A. ... .. 300  
 77/2 Sindicato de Trabajadores de Japdeva ... .. 400  
 77/3 Unión de Trabajadores Bananeros del Atlántico (UTBA) ... .. 300  
 77/4 Sindicato Profesionales Unidos de la Marina Mercante del Atlántico ... .. 100

### Curacao

74 Algemeene Haven Unie ... .. 525  
 78 Federatie van Curacaoshe Vervoer en Transport Curacao ... .. 160  
 79 Bond van Haven en Loodsboot Personeel ... .. 138

### Cyprus

515 Cyprus Turkish Port and Transport Workers' Trade Union ... .. 329  
 518 Federation of Transport, Petroleum and Agricultural Workers ... .. 500



*ITF aff. number* *Organizations* *Membership 31.12.79* *Sections represented\*\**

				1	2	3	4	5	6	7	8
<b>Fiji Islands</b>											
901	Transport Workers' Union	...	...	x							x
903	Federated Airline Staff Union	...	...	...							...
<b>Finland</b>											
542	Rautatiealaisten Liitto (Railwaymen)	...	...	x							x
543	Suomen Veturimiesten Liitto r.y. (Locomotivemen)	...	...	x							...
544	Suomen Konepäällystöliitto (Engineer Officers)	...	...	...	x						...
545	Suomen Merimies-Unioni r.y. (Seamen)	...	...	...	x						x
546	Suomen Laivanpäällystöliitto (Ships' Officers)	...	...	...	x						x
547	Suomen Auto- ja Kuljetusalan Työntekijäliitto r.y. (Transport Workers)	...	...	x							x
548	Luotsiliitto (Pilots)	...	...	...	...						...
549	Suomen Satamatyöntekijäin Liitto r.y. (Dockers)	...	...	...	...						...
550	Suomen Radiosähkötyöjälhiitto r.y. (Radio Officers)	...	...	...	...						...
552	Ilmahuolan Unioni r.y. (Civil Aviation Workers)	...	...	...	...						...
<b>Si. France</b>											
560	Fédération Nationale des Ports et Docks et Assimilés F.O.	...	...	...	...						...
562	Fédération des Officiers de la Marine Marchande F.O.	...	...	...	...						...
563	Fédération Nationale F.O. des Transports	...	...	...	...						...
564	Fédération Syndicaliste F.O. des Cheminots	...	...	...	...						...
565	Fédération Maîtrise et Cadres	...	...	...	...						...
566	Syndicat National du Personnel Navigant Commercial	...	...	...	...						...
567	Syndicat National des Officiers Radios de l'Aviation Civile	...	...	...	...						...
568	Syndicat National des Officiers Mécaniciens de l'Aviation Civile	...	...	...	...						...
569	Syndicat National des Pilotes de Ligne	...	...	...	...						...
570	Fédération des Travaux Publics et des Transports F.O.	...	...	...	...						...
571	Fédération Générale des Transports et de l'Équipement (CFDT)	...	...	...	...						...
<b>Gambia</b>											
203	Motor Drivers', Mechanics' and Allied Workers' Union	...	...	x							x
<b>Germany</b>											
577	Gewerkschaft öffentliche Dienste, Transport und Verkehr	...	...	x							x
578	Gewerkschaft der Eisenbahner Deutschlands	...	...	x							x





*ITF aff.  
number*

*Organizations*

*Membership  
31.12.79*

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

<b>Guyana</b>													
92	Transport Workers' Union	...	...	...	...	...	...	...	...	1,850*			
94	General Workers' Union	...	...	...	...	...	...	...	...	200			X
95	Clerical and Commercial Workers' Union	...	...	...	...	...	...	...	...	204			X
													X
<b>Honduras</b>													
105	Sindicato Industrial de Trabajadores de Transportes Aéreos de Honduras	...	...	...	...	...	...	...	...	200			
106	Sindicato de Trabajadores del Ferrocarril Nacional de Honduras (SITRAFENAL)	...	...	...	...	...	...	...	...	422			X
107	Sindicato de Trabajadores de la Tela Railroad Company (SITRATERCO)	...	...	...	...	...	...	...	...	700			X
108	Sindicato Marítimo Nacional de Honduras (Sindimar)	...	...	...	...	...	...	...	...	385			X
108/0	Sindicato Gremial de Motoristas del Transporte de Derivados del Petróleo	...	...	...	...	...	...	...	...	50			X
108/1	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	...	...	...	...	...	...	...	...	468			X
													X
<b>Hong Kong</b>													
308	Kowloon Canton Railway Workers' Union	...	...	...	...	...	...	...	...	206*			X
													X
<b>Iceland</b>													
617	Sjómannasamband Islands	...	...	...	...	...	...	...	...	3,413			X
													X
<b>India</b>													
311	All-India Railwaymen's Federation	...	...	...	...	...	...	...	...	50,000*			X
312	The Maritime Union of India	...	...	...	...	...	...	...	...	3,800			X
315	The Indian Flight Navigators' Guild	...	...	...	...	...	...	...	...	58			X
316	Indian Flight Engineers' Association	...	...	...	...	...	...	...	...	132			X
317	Transport and Dock Workers' Union	...	...	...	...	...	...	...	...	12,600*			X
319	National Union of Seamen of India	...	...	...	...	...	...	...	...	10,876*			X
323	All India Aircraft Engineers' Association	...	...	...	...	...	...	...	...	654			X
325	Air India Cabin Crew Association	...	...	...	...	...	...	...	...	600			X
326	Air India Employees' Guild	...	...	...	...	...	...	...	...	2,000*			X
													X
<b>Indonesia</b>													
371	Persatuan Buruh Kereta Api (Railwaymen)	...	...	...	...	...	...	...	...	1,500*			X
													X
<b>Irish Republic</b>													
618	Irish Transport and General Workers' Union	...	...	...	...	...	...	...	...	20,001			X
619	National Association of Transport Employees	...	...	...	...	...	...	...	...	3,445			X
620	Seamen's Union of Ireland	...	...	...	...	...	...	...	...	1,000			X

**Israel**

623 Israeli Seamen's Union ... .. 2,000  
 624 National Union of Government Employees' Railwaymen's Section ... .. 1,500  
 625 Transport Workers' Division of Histadrut ... .. 25,960  
 626 Israeli Sea Officers' Union ... .. 1,500

**Italy**

Sindacato Italiano Unitario Ferrovieri ... .. 16,844\*  
 Sindacato Autonomo Unificato Ferrovieri Italiani ... .. 25,262\*  
 Federazione Italiana Lavoratori del Mare ... .. 11,647  
 UIM-UIL ... .. 6,135\*  
 Federazione Italiana Lavoratori dei Porti ... .. 5,000\*  
 634 Unione Italiana Lavoratori Trasporti Ausiliari Traffico e Portuali ... .. 3,500\*  
 635 Federazione Italiana Lavoratori Aviazione Civile ... .. 3,410  
 638 Federazione Italiana Personale Aviazione Civile (FIPAC) ... .. 137  
 639 Sindacato Nazionale Assistenti di Volo e Complementari di Bordo ... .. 824  
 639/0 Associazione Nazionale Tecnici di Volo Aviazione Civile ... .. 192

**Japan**

331 All-Japan Seamen's Union ... .. 73,000  
 332 National Federation of Municipal Transport Workers' Unions (TOSHIKOTSU) ... .. 16,000  
 333 Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKOROREN) ... .. 15,000  
 334 National Railway Workers' Union (KOKORO) ... .. 120,000  
 335 Nippon National Railway Motive Power Union (DORO) ... .. 21,000  
 336 All Japan Express Workers' Union (ZEN-NITTSU) ... .. 14,000  
 337 Japan Air Lines Workers' Union (ZENNIKORO) ... .. 9,000  
 338 Japan Air Lines Cabin Attendants' Union ... .. 2,900

**Kenya**

205 Transport and Allied Workers' Union ... .. 9,905\*  
 206 Railways and Harbours Union ... .. 10,000  
 206/0 Dockworkers' Union ... .. 4,000

**Kiribati and Tuvalu**

910 Kiribati and Tuvalu Overseas Seamen's Union ... .. 1,550\*

ITF aff.  
number

Membership  
31.12.79

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

Organizations

**Korea**

341	National Port Workers' Union	...	...	...	...	...	...	...	x											
342	Korean Railway Workers' Union	...	...	...	...	...	...	...	x											
343	Korean Seamen's Union	...	...	...	...	...	...	...	x											
344	Korean Transportation Trade Union	...	...	...	...	...	...	...	x											
345	Korean Airlines Labour Union	...	...	...	...	...	...	...	x											
346	Korean Automobile and Transport Workers' Union	...	...	...	...	...	...	...	x											

**Liberia**

207	National Maritime Seamen and General Workers' Union	...	...	...	...	...	...	...												
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**Luxembourg**

647	Fédération Nationale des Cheminots et des Travailleurs du Transport Luxembourggeois	...	...	...	...	...	...	...	x	x	x									
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**Malawi**

213	Transport and General Workers' Union	...	...	...	...	...	...	...	x											
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**Malaysia**

347	Airlines Workers' Union Sarawak	...	...	...	...	...	...	...												
348	Georgetown City Council Transport Employees' Union	...	...	...	...	...	...	...												
349	Port Klang Authority Staff Union	...	...	...	...	...	...	...	x											
350	Transport Workers' Union	...	...	...	...	...	...	...	x	x										
351	Railwaymen's Union of Malaya	...	...	...	...	...	...	...												
353	Port Klang Authority Harbour Workers' Union	...	...	...	...	...	...	...	x											
353/0	Penang Port Workers' Union	...	...	...	...	...	...	...												
353/1	Senior Officers' Association	...	...	...	...	...	...	...												
353/2	Union of Employees of Port Ancillary Services Suppliers Port Klang	...	...	...	...	...	...	...												
355	Airline Employees' Union	...	...	...	...	...	...	...												

**Malta**

648	General Workers' Union Port and Transport Section	...	...	...	...	...	...	...	x	x	x									
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x

### Mexico

110	Asociación Sindical de Pilotos Aviadores ...	...	...	...	...	...	...	1,010						X
111	Unión Nacional de Marineros, Fogoneros, Mayordomos, Cocineros, Camareros y Similares del Golfo de México ...	...	...	...	...	...	...	131		X	X			X
112	Unión de Marineros y Fogoneros del Pacífico (CROM) de Manzanillo	...	...	...	...	...	...	110						X
113	Sindicato Nacional de Alijadores Empleados en Agencias Aduanales Marinos, Cargaduría y Similares de la R. M. ...	...	...	...	...	...	...	5,000*	X					X
114	Sindicato de Trabajadores Ferrocarrileros de la República Mexicana	...	...	...	...	...	...	32,500			X			X
118	Sindicato de Empleados de Radio Aeronáutica Mexicana (SERAM) ...	...	...	...	...	...	...	250						X
119	Sindicato Nacional de Trabajadores de Aviación y Similares (SNTAS)	...	...	...	...	...	...	3,980						X
120	Asociación Sindical de Sobrecargos de Aviación de México ...	...	...	...	...	...	...	1,000						X
121	Sindicato Nacional de Técnicos y Trabajadores de Aeronaves de México (SNTTAM)	...	...	...	...	...	...	3,000						X
121/0	Asociación Sindical Oficial de Maquinas de la Marina Mercante Nacional	...	...	...	...	...	...	370		X	X			X
121/1	Orden de Capitanes y Pilotos Navales de la República Mexicana	...	...	...	...	...	...	250						X
121/2	La Unión de Maquinistas Ayudantes y Mecánicos de Combustión Interna del Golfo de México y Terrestres del Estado de Veracruz	...	...	...	...	...	...	120		X	X			X
121/3	Unión de Estibadores y Jornaleros del Puerto de Veracruz	...	...	...	...	...	...	300						X
121/4	Sindicato Gremio Unido de Alijadores de Tampico y Ciudad Madero	...	...	...	...	...	...	500						X

Σ.

### Netherlands

650	Vervoersbonden FNV	...	...	...	...	...	...	49,528	X	X				X
651	Federatie van Werknemersorganisaties in de Zeevaart ...	...	...	...	...	...	...	6,309						X
652	Dienstenbonden FNV	...	...	...	...	...	...	2,050		X				X
653	Vereniging van KLM Boordwerkkruidigen	...	...	...	...	...	...	258						X
654	Vereniging van Nederlands Cabinepersoneel	...	...	...	...	...	...	2,321						X
655	Vervoersbond NKV	...	...	...	...	...	...	23,785	X	X				X

### New Zealand

395	New Zealand Seamen's Union	...	...	...	...	...	...	1,432		X				X
396	Federated Cooks' and Stewards' Union of New Zealand	...	...	...	...	...	...	690			X			X
397	New Zealand Waterside Workers' Federation	...	...	...	...	...	...	6,275						X
398	New Zealand Merchant Service Guild	...	...	...	...	...	...	691			X			X
399	Airline Stewards and Hostesses of New Zealand	...	...	...	...	...	...	1,160						X
399/0	New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers	...	...	...	...	...	...	2,000						X
399/1	New Zealand Institute of Marine and Power Engineers	...	...	...	...	...	...	947						X

ITF aff.  
number

Organizations

Membership  
31.12.79

Sections represented\*\*\*

1 2 3 4 5 6 7 8

Nicaragua

116	Sindicato de Trabajadores y Empleados de Líneas Aéreas y Similares (STELAS)	125								X
117	Sindicato de Trabajadores de Agencias Marítimas, Oficios Varios	200								
117/0	Sindicato de Estibadores Empleados y Oficinistas del Muelle de Corinto	994								
117/1	Sindicato de Trabajadores Unidos de San Juan del Sur	240						X		
117/2	Sindicato Unión de Marineros Nicaragüenses y Similares	200						X		

Nigeria

221 Dockworkers' Union of Nigeria ... .. 20,000

Norway

657	Norsk Jernbaneforbund ... ..	14,602									
658	Norsk Lokomotivmandsforbund ... ..	1,917	X								
659	Norsk Sjømannsforbund ... ..	20,892	X	X							
660	Det Norske Maskinistforbund ... ..	3,600		X	X						
661	Norsk Styrmandsforening ... ..	4,427			X						
662	Norsk Transportarbejderforbund ... ..	16,268				X					
663	Norsk Jern- og Metallarbejderforbund ... ..	1,077									X
664	Norsk Handels- og Kontorfunksjonaerers Forbund ... ..	700									X

Pakistan

359	Pakistan Merchant Navy Officers' Association ... ..	1,001									
361	Flight Engineers' and Navigators' Association ... ..	123						X			X
362	PIA Corporation Employees' Union ... ..	1,000						X			X
363	Society of Aircraft Engineers of Pakistan ... ..	450									X
364	Organization of Karachi Port Trust Workers ... ..	3,510*							X		X
368	Airlines Cabin Crew Association of Pakistan ... ..	400									X
369	Merchant Navy Seamen's Union ... ..	5,000							X		X
370	PIA Senior Staff Association ... ..	1,728									X

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, Aéreo, Marítimo, Portuarios y Similares (FITAMPS) ... ..	901					X				X

**Papua New Guinea**

920 Central District Waterside Workers' Union ... 632\*

**Paraguay**

127/0 Asociación de Profesionales Taximetrístas del Paraguay ... 400  
 127/1 Asociación de Empleados de Aviación del Paraguay ... 100

**Peru**

129 Sindicato Unico de Empleados y Obreros de la Cia de Aviación "Braniff Airways" ... 200  
 131 Sindicato de Tripulantes Marinos Mercantes del Consorcio Naviero Peruano S.A. ... 125  
 132 Federación de Chóferes y Anexos del Perú (FECHAP) ... 40,353\*  
 133 Sindicato Unico de Trabajadores Marítimos y Portuarios Puerto Chimbote ... 310  
 140 Federación Nacional de Trabajadores Ferroviarios del Perú ... 7,000\*  
 142/1 Asociación de Oficiales de la Marina Mercante Nacional—CPV ... 300  
 142/3 Sociedad Empleados Trabajadores Marítimos del Callao ... 100  
 142/5 Sindicato Unico de Trabajadores "LAN Chile" ... 57  
 142/6 Sindicato de Empleados de la Cia. Ecuatoriana de Aviación ... 22

**Philippines**

375 Philippine Transport and General Workers' Organization ... 5,001  
 376 Philippine Airlines Employees' Association (PALEA) ... 4,748\*

**Poland (Exile)**

669 Association of Polish Merchant Navy Officers in London, Seamen Incorporated 123

**Portugal**

665 Federação Nacional dos Sindicatos de Trabalhadores Portuários ... 11,835  
 666 Sindicato dos Fogueiros de Mar e Terra do Sul e Ilhas Adjacentes ... 641  
 667 Federação dos Sindicatos do Mar ... 7,279  
 668 Sindicato dos Quadros da Aviação Comercial ... 600

**St. Lucia**

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

**St. Vincent**

156 Commercial, Technical and Allied Workers' Union ... 298

ITF aff.  
number

Organizations

Membership  
31.12.79

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

**El Salvador**

143 Sindicato de la Industria Portuaria de El Salvador (SIPES) ... ..  
145 Sindicato de la Industria Pesquera (SIP) ... ..  
146 Asociación Sindical de Pilotos Aviadores Salvadoreños ... ..  
147 Unión de Trabajadores de Líneas Aéreas (UTLA) ... ..

600  
400  
100  
120

x  
x  
x  
x

**Sierra Leone**

251 Sierr Leone National Seamen's Union ... ..  
253 Dock Workers' Union ... ..  
255 Transport, Agricultural and General Workers' Union ... ..  
256 Sierr Leone Motor Drivers' and General Workers' Union ... ..

1,001\*  
2,010  
500  
1,000

x  
x  
x  
x

**Singapore**

352 Singapore Air Transport Workers' Union ... ..  
354/0 Singapore Industrial Labour Organisation ... ..  
354/1 Singapore Maritime Officers' Union ... ..  
354/2 Singapore Organisation of Seamen ... ..  
357 Singapore Portworkers' Union ... ..  
358 Port Officers' Union ... ..

5,000  
9,885  
327  
6,000  
5,000  
387

x  
x  
x  
x  
x  
x

**South Africa**

261 South African Council of Transport Workers ... ..  
262 Trawler and Line Fishermen's Union ... ..  
263 Transport and Allied Workers' Union ... ..

2,000  
630  
450

x  
x  
x

**Spain**

670 Federación de Transportes UGT ... ..  
671 Federación del Transporte de ELA-STV ... ..

51,000\*  
8,277\*

x  
x  
x  
x

**Sri Lanka**

328 Independent Harbour Workers' Union ... ..

2,889

x







### III

## RELATIONS WITH AFFILIATED ORGANIZATIONS

### 1.

#### **General**

During the three-year period since the Dublin 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.

#### **National Union of Seafarers of India (Bombay)**

At its meeting in October 1978 the Executive Board decided unanimously that in accordance with Rule III, paragraph 3, of the ITF Constitution the affiliation of this union should be suspended immediately on the grounds that it had acted against the interests of the ITF in a dispute involving a flag-of-convenience vessel, the "Camilla M".

At its meeting in October 1979 the Board agreed on the assurances that would be required from the union if its suspension was to be lifted and that informal approaches could be made to the union on that basis.



## IV

### DISPUTES AND INDUSTRIAL ACTION

#### 3.

##### **Iran Air staff in Great Britain win union recognition**

A three-week-old strike by traffic, maintenance and operating staff of Iran Air in Great Britain was called off on 10 February 1977 when the company agreed to recognize the ITF-affiliated Association of Scientific, Technical and Managerial Staffs as an official bargaining partner. ITF civil aviation affiliates refused all services to the airline for the duration of the strike action.

#### 4.

##### **Portuguese fishermen's strike**

On 16 February 1977, deep-sea and coastal fishermen organized in the Portuguese Seafarers' Federation\* called off a strike, having successfully defended their right to consultation on the hiring of crews, total responsibility for which was in danger of reverting to the trawler owners and harbour masters. The nation's seafarers, who faced a similar threat to their influence over recruitment to the merchant fleet, instituted an overtime ban in sympathy with their striking colleagues. Following a cable from the ITF expressing support for both groups of workers, the Portuguese government cancelled the requisition procedures invoked against the seafarers and agreed to the retention of the status quo.

\*the Federation has since affiliated to the ITF

#### 5.

##### **Dutch unions' fight to protect living standards**

Dutch dockers in the key ports of Rotterdam and Amsterdam and the Dutch crews of cross-Channel ferries commenced a series of spasmodic strikes on 7 February 1977 in support of demands for continued wage indexation, an increase in real incomes and agreement on worker participation in investment decisions. Short sympathy strikes were staged by public transport workers in Rotterdam, Amsterdam and The Hague. The dockers' action ended on 25 February when the ITF-affiliated Dutch Transport Workers' Union reached agreement with the port employers on all the points at issue, and a similar settlement was also effected for members of the ITF-affiliated Dutch Seafarers' Federation. Dockers attending the 1977 ITF Fair Practices Committee meeting in London on 15 February adopted a resolution of support for the two unions in the struggle to protect living standards; they also undertook not to handle ships or cargoes diverted as a result of the industrial action. Other ITF affiliates were informed by circular of the progress of the dispute and agreed to give all possible support to their colleagues in the Netherlands.

6.

### **Strike against SAS in West Germany**

By calling local SAS employees out on strike from 10 to 21 February 1977, the ITF-affiliated German Transport and Public Service Workers' Union was able to win official recognition from the airline as a representative of the company's employees in the Federal Republic. Members of aviation affiliates, at the ITF's request, refused to service SAS aircraft while the strike lasted.

7.

### **ITF unions assist striking Bristow helicopter pilots**

Helicopter pilots working for Bristow Helicopters, a Scottish-based company servicing oil rigs and platforms in the British sector of the North Sea, began strike action on 15 April 1977 following the dismissal of a pilot, ostensibly for refusing to accept an overseas posting, although his efforts to persuade Bristow to accept the British Airline Pilots' Association as a negotiating partner were widely believed to have led to his sacking. The ITF's British affiliates rendered valuable support to the striking Bristow pilots: seafarers blacked vessels supplying North Sea installations, while train and tanker drivers refused to cross Bristow picket lines at BP's giant oil refinery at Grangemouth, and a combined picket of Bristow pilots and sympathetic unions was mounted at Dyce Airport, Aberdeen on 18 May. Assistance was also forthcoming from North Sea affiliates in Belgium, Germany, the Netherlands, Norway and Sweden. The action was finally called off on 4 June when both sides agreed to accept the findings of a public court of inquiry into the circumstances surrounding the pilot's dismissal.

8.

### **Iberia ground staff strike for new pay agreement**

A partial strike in late April 1977 by Iberia ground staff belonging to the ITF-affiliated Spanish Transport Workers' Federation of UGT resulted in the negotiation of a new pay agreement providing for increases averaging 8,000 pesetas and regular cost-of-living adjustments. The airline further agreed to the creation of a workers' seat on the board of management and the setting up of a joint council to deal with decisions affecting scheduling, overtime and promotion. The ITF assured the UGT of its full support for the action and promised international solidarity. A cable was also sent to the Iberia management deploring the use of force by the civil guard to break up a peaceful assembly of striking workers.

9.

### **Strike by SAS cabin attendants in Sweden**

SAS cabin attendants in Sweden, members of the ITF-affiliated Commercial Employees' Union (HTF), called off an 11-day-old strike on 20 May 1977 after accepting the official mediator's proposals for a settlement of their contract claims. The company's Norwegian staff also struck until obliged by the government to resume normal working. One week's notice of industrial action was given by the airline's Danish cabin crews, but talks with the mediator continued past the strike deadline and a satisfactory contract was achieved. The ITF requested aviation affiliates in France, Germany and the Netherlands to lend all possible support to their Swedish colleagues.

10.

### **French cabin attendants' dispute with UTA** (see item 22 of Report on Activities to 1977 Dublin Congress)

A long-standing dispute between members of the ITF-affiliated French Cabin Staff Union and the French private airline UTA on the utilization of staff within the Pacific area, which had led to three separate strikes in 1976, was finally settled to the SNPNC's satisfaction in mid-1977. Under the terms of the agreement, it was decided that cabin attendants based in New Caledonia and Tahiti would fly between Singapore and Los Angeles and that these limits might not be exceeded in any circumstances. Rosters for new routes in the Pacific would be subject to joint management/union scrutiny to ensure proper sharing arrangements between Paris- and Pacific-based staff. An annual joint meeting would also be held to review the actual division of flying hours between the two groups.

11.

### **ITF helps achieve improved pay deal for Hotel Vancouver staff**

The ITF-affiliated Canadian Brotherhood of Railway, Transport and General Workers was able to achieve an improved contract incorporating substantially improved rates of pay for employees of the Hotel Vancouver, which it struck on 9 June 1977, largely thanks to the solidarity shown by members of ITF aviation affiliates, who refused to cross picket lines to take up accommodation in the hotel, which is used by most airlines flying to Vancouver. The action was called off on 18 July.

## **12.**

### **Mexican ground staffs' action wins higher pay**

Eastern Airlines ground staff in Mexico, members of the ITF-affiliated Union of Aviation and Allied Workers (SNTAS), struck the airline on 1 October 1977, after rejecting an unsatisfactory pay offer. The action was called off in late November when agreement was reached on a 15 per cent backdated pay increase. Early in the strike, the ITF cabled the Mexican President asking him to use his good offices to bring both sides to the negotiating table; US aviation affiliates also expressed their solidarity with their Mexican colleagues.

## **13.**

### **Support for Antigua dockers**

Dock workers belonging to the Antigua Workers' Union\* were involved in a contract dispute with the port employers, lasting from the autumn of 1977 to the spring of 1978, in the course of which union members were dismissed; officials, including the general secretary, banned from entering the port area and union offices; and even members' homes kept under police surveillance. The employers, with the support of the government, were able to keep the port of St. John's open throughout by using scab labour under the protection of armed police. The ITF alerted affiliates to the tense situation on the island and advised seafarers not to sail to Antigua until the dispute was settled. Docker affiliates were also requested to refuse to handle ships destined for Antigua unless they were given assurances, verified by the AWU, that the ships involved would be unloaded by registered dock workers. Other affiliates sent messages of support and solidarity to their hard-pressed union colleagues. \*the union has since affiliated to the ITF

## **14.**

### **German national dock strike**

German dockers belonging to the ITF-affiliated Transport and Public Service Workers' Union (OeTV) staged a five-day national dock strike, beginning 25 January 1978, which resulted in an improved pay offer from the port employers. The ITF circulated a list of ships likely to be diverted as a result of the dockers' action, and affiliates agreed not to handle any of these ships if they put in at their ports.

## **15.**

### **Tunisian general strike**

See items 33 to 36.

**16.**

**ITF support for Aer Lingus ground staff**

Administrative, supervisory and clerical staff members of the Workers' Union of Ireland struck Aer Lingus in mid-March 1978 after failing to negotiate a satisfactory agreement on pay and productivity. Normal working was resumed on 8 May, following acceptance of the terms of a provisional settlement, which met the union's principal demands. At the WUI's request, the ITF asked its aviation affiliates not to handle aircraft operated by or on behalf of Aer Lingus until the strike ended.

**17.**

**Portuguese seafarers' overtime ban**

Portuguese seafarers belonging to unions in the Seafarers' Federation imposed an overtime ban at the end of June 1978, immobilizing the entire merchant fleet, to back demands for a complete revision of their collective contract. Attempts by the government to requisition individual ships were—for the most part—successfully resisted by the crews, although the ITF-affiliated Portuguese Dockers' Federation was compelled to issue a vigorous protest when the military police started putting union officers off requisitioned vessels. ITF official Ken Golding held a series of meetings with seafarers' representatives, searching for a way out of the deadlock, and cables were despatched to the Prime Minister and responsible Ministers urging a speedy resumption of talks. After a setback in July, when the collapse of the national government caused an inevitable delay, the ban was finally lifted on 20 September when the talks led to the conclusion of a satisfactory settlement.

**18.**

**Indian merchant navy officers stage protest actions**

Merchant navy officers aboard Indian-flag vessels in Bombay and Calcutta struck in December 1978 and again in early 1979 in protest at government moves to enact legislation prohibiting them from seeking employment on foreign-flag vessels for at least four years after qualification and obliging them to accept whatever employment might be offered in the interim period. At the request of the ITF-affiliated Maritime Union of India, Assistant General Secretary Åke Selander cabled the Indian Prime Minister expressing the concern of the Seafarers' Section at the proposed measures which were contrary to the spirit of ILO instruments for seafarers, notably those relating to continuity of employment.

**19.**

**Malaysian airline dispute**

See items 37 to 43.



**20.**

**TWU strike against Argentine Airlines**

The ITF-affiliated Transport Workers' Union of America called a strike against Argentine Airlines on 11 May 1979 after failing to make any progress in contract talks, which had been continuing since the previous agreement expired on 31 August 1978. Scab labour was hired to enable Argentine Airlines flights to continue operating into the United States and striking workers, many of whom were of Argentine origin, were subject to considerable harassment. Delegates attending the ITF Civil Aviation Conference held in Paris from 29 to 31 May 1979 adopted a strongly-worded resolution condemning the high-handed attitude of the company and expressing solidarity with the striking workers. The strike was eventually called off on 10 October when a new agreement was signed. The TWU promptly expressed its thanks to those aviation affiliates which had taken action against the airline and thus helped promote the settlement.

**21.**

**British offshore catering workers' strike**

British offshore catering workers organized in the ITF-affiliated National Union of Seamen and the Transport and General Workers' Union began a strike on 28 July 1979 against four Aberdeen-based offshore catering companies serving oil rigs and platforms in the British sector of the North Sea, in a dispute over pay and conditions. Pickets lines were established at all key Scottish oil ports and the NUS withdrew supply boats from installations affected by the action. ITF seafarer affiliates in Denmark, France, Germany, the Netherlands, Norway and Sweden were also contacted and agreed that they would not carry food containers or substitute crews to the strike-bound rigs. The strike was called off on 18 August following arbitration talks, which led to an offer of £440 per month to the lowest grade steward (working two weeks offshore followed by two weeks onshore) and the introduction of bonus payments and insurance cover.

**22.**

**First-ever strike against Air India in Britain**

The ITF-affiliated Transport and General Workers' Union staged the first strike ever against Air India in Great Britain from 17 August to 15 September 1979, only calling off its action when the company agreed unconditionally to reinstate 47 employees, all of them active union members, whom it had earlier dismissed. ITF aviation affiliates in Europe were informed that Air India had switched its London flights to other European destinations to lessen the effects of the strike and agreed to refuse to refuel aircraft and supply replacement staff. Other affiliates sent messages of support to Air India workers in Britain.

## REGIONAL ACTIVITIES

### AFRICA

#### 23.

The ITF's activities in Africa are conducted by the ITF's African Representative, Ben Udogwu. For a number of years he had his office in Accra but towards the end of 1977 it was decided that the ITF's needs could be better met if the office were located in East Africa. He therefore moved to Nairobi early in 1978. The ITF's affiliates in West Africa were assured that the move would not signify any lessening of the ITF's efforts on their behalf and that Udogwu would make frequent and extended visits to their countries.

#### 24.

The main emphasis in the ITF's activities has continued to be placed on education and organization. Education for the most part takes the form of seminars organized or sponsored by the ITF. Some are purely national in character, often aimed at shop stewards, and these are designed to impart a better understanding of such matters as collective bargaining, the rôle of unions in the national economy and the particular problems of the branch of the transport industry concerned. They reach to the grass-roots and meet a very real need in that they help to create an informed body of active trade unionists below leadership level, thus giving a strength in depth which many unions have lacked. Seminars of this kind have proved particularly valuable in countries such as Kenya, the Gambia, Ghana and Sierra Leone and they are in such demand that the African Representative could easily devote his whole time to them if there were not many other claims on his services.

#### 25.

At a different level, a number of sub-regional conferences or seminars have been held so that affiliates in countries linked by common economic or social problems could seek common solutions to them. For example, two seminars have been held in Nairobi for affiliates in East, Central and Southern Africa: the first, in November 1977, was sponsored by the American International Association of Machinists (IAM) and the second, from 27 August to 5 September 1979, by the Friedrich Ebert Foundation (FES). Both were highly successful and have engendered a spirit of understanding and solidarity among the participants.

**26.**

In **West Africa** this process has been taken even further. A series of seminars and conferences over recent years culminated in October 1979 with the founding of the West African Transport Workers' Federation at a conference in Freetown, Sierra Leone. Representatives of twenty unions in the Gambia, Ghana, Nigeria, Sierra Leone and Togo adopted a constitution for the new body that is closely modelled on that of the ITF itself. The Federation is to be financed by affiliation fees from the member-unions. Adherence to the ITF's aims and principles is specifically declared in its aims and objectives. A. W. Hassan of the Sierra Leone Motor Drivers' Union was elected as President and Deji Oyeyemi of the Nigerian Union of Railwaymen as Secretary General.

**27.**

Of particular significance was the holding in December 1978 of the first African Regional Civil Aviation Conference. Convened in Nairobi and sponsored by the IAM, representatives from Ghana, Kenya, Nigeria, Sudan, Togo, Zaire and Zambia discussed topics such as job security, trade union rights and occupational health and safety. They also considered steps that could be taken to improve airport security in the light of hijacking and other forms of terrorism.

**28.**

The political environment in which the ITF's African affiliates operate varies widely. The unlamented departure of Idi Amin in **Uganda** has enabled the transport unions there to resume their contact with the ITF and the restoration of parliamentary government in **Ghana** and **Nigeria** should augur well for their unions. The Ghanaian transport workers' unions have continued to play a very active part in the ITF and have been among the leading proponents of the West African Transport Workers' Federation (see item 26 above).

**29.**

The **Nigerian** trade union movement has been extensively reshaped into industrial unions and the process of amalgamation was not without its difficulties, given the inevitable political and personal rivalries which had to be accommodated. The end result, as far as the transport workers are concerned, largely favoured the ITF. By the end of 1979 the new dockers' union had already affiliated and the new road transport and railwaymen's unions were poised to follow suit. The ITF African Representative takes a close interest in the Nigerian movement and has played a decisive part in restoring the transport workers' unions links with the ITF.

**30.**

In **Uganda** the Amalgamated Transport and General Workers' Union has reaffiliated and the railwaymen's union applied for affiliation towards the end of 1979. Both had belonged to the ITF before Amin seized

power and had had to cut their open links during his régime though clandestine contact had been maintained with a number of their leaders. The national economy had been ruined by Amin and the war to oust him has made a bad situation worse. The unions are bereft of even the most basic office equipment but their need to build up a body of active, trained members is even more acute. It is this latter need in particular that the ITF is planning to help the unions to meet.

### 31.

Over the last three years the ITF has been giving support to its affiliate, the Transport and Allied Workers' Union of **South Africa**, which is attempting to organize black busmen in the Transvaal. Like all black unions, it does not enjoy any official status and its efforts to win recognition from the employers, even where it could prove that it had a substantial membership, have so far had no success. The frustration that refusals of recognition inevitably bring about, both among the leaders and the rank-and-file who see little return for their union dues, is no doubt partly the cause of the internal problems which led to the resignation of the union's General Secretary and the failure since then to agree on his successor. More encouragingly, the dockers of Cape Town have joined the Western Province General Workers' Union in large numbers. In December 1979 they struck for one day to press home their demand for union recognition and made it clear that they were ready to repeat this show of strength until they met with a positive response. The stevedoring companies tried first to insist on separate discussions with the "coloured" and black dockers but this was rejected out of hand. The companies have since conceded recognition in principle and it now remains to be seen whether that is translated into a genuine collective bargaining arrangement.

### 32.

More generally, the South African government has made a number of gestures towards the granting of some kind of official status to black workers' unions. They arise from an investigation by a committee of enquiry headed by Professor Wiehahn and open the way for the registration of black workers' organizations. The new legislation, however, provides only for racially segregated unions and this provision has been rejected as a matter of principle by many of the existing black unions. They regard the recent changes in law as being cosmetic or, worse, as a means of bringing the existing black unions under some form of official control. Their suspicion was lent some foundation by the passing of a "Fund Raising Act" in 1979 which could be used to limit or even eliminate material assistance from the international trade union movement to black unions.

### 33.

A general strike in **Tunisia** in January 1978 was crushed by the government. A massive police operation then led to the arrest of leading trades

unionists, including Abderrazak Ayoub, First Assistant General Secretary of the Tunisian Railwaymen's Federation and a member of the ITF Executive Board. Ayoub was also the Tunis Regional Secretary of the national centre, the UGTT. Others arrested included Messaoud Klila of the Railwaymen's Federation and Abdelsalem Jrad of the Transport Workers' Federation. The arrests were condemned by the ITF and other international trade union organizations as an overt act of repression designed to cripple the Tunisian trade unions in their pursuit of legitimate claims. The ITF's protests were endorsed by the Executive Board at its meeting in March 1978 and were backed by affiliates throughout the world. The Board also decided to extend financial assistance to the families of those arrested, since they were almost destitute.

#### **34.**

The Tunisian government finally brought those arrested to trial in October 1978 before a special court. Many of the accused had been maltreated to the point of physical torture and the trial itself was a mockery of justice. The leading lawyers for the defence were dismissed from the court when they protested at the inadequate time given them for their preparations and the trial proceeded even though the defence had no opportunity properly to study the indictment. Ayoub was sentenced to five years' imprisonment with hard labour, Jrad received a suspended sentence of six months and Klila was acquitted.

#### **35.**

The ITF has since maintained its pressure on the Tunisian government to release Ayoub. Affiliated unions have responded to calls to press their governments to make the repression of the Tunisian unions a feature of their dealings with the Tunisian government and the protests have sometimes taken more dramatic form — for example the Italian unions at one point boycotted Tunisian aircraft. The government, however, remains unmoved. Towards the end of 1979 it released Habib Achour, General Secretary of the UGTT, from prison (he had been sentenced to ten years with hard labour) but placed him instead under a form of house arrest. Evidently, this move was prompted by his poor state of health and was not a true act of clemency. Meanwhile the UGTT has a "new" leadership which the government finds more congenial, though the international trade union movement has refused to recognize it.

#### **36.**

The events in Tunisia have irreparably tarnished the Tunisian government's reputation. The Executive Board has made it clear in a series of pronouncements that the ITF will strive unremittingly to secure Ayoub's release and the restoration of trade union rights in a country which once was proud to claim a place in the free world.

## ASIA

### 37.

In February 1979 a dispute between the Airline Employees' Union of Malaysia and the management of the national airline, MAS, which had been simmering for several months came to a head when the management imposed sanctions, including wholesale dismissals, on the workers who had been pressing their claims by banning overtime. At the same time the union was threatened with de-registration. The ITF's Asian Representative, Donald U'ren, whose office is in Kuala Lumpur, had been advising the union and seeking solidarity from other ITF affiliates both within Malaysia and internationally. Johann Hauf, Assistant General Secretary, was also in Penang, Malaysia, at the time to attend ITF seminars (see item 45).

### 38.

On 16 February 1979 Hauf was deported from Malaysia on the grounds that he had interfered in Malaysian affairs. At the same time, Donald U'ren and over twenty MAS employees were arrested under the Internal Security Act which gives the Malaysian authorities the power to detain anyone without charge or trial. The ITF's General Secretary protested immediately and demanded their release. These protests were supported by sympathetic action in Australia, Germany and Great Britain against MAS flights. The ITF also lodged a formal complaint with the ILO alleging that the Malaysian Government had violated ILO Conventions 87 and 98.

### 39.

The government's draconian actions were enough to drive the workers back to their jobs on the management's terms though substantial wage rises were to be granted later. Their union was de-registered and so made defunct. There then followed several weeks of stalemate in what had become a dispute between the ITF and the Malaysian government. The ITF made it known that the international solidarity action, which had brought to an end the MAS flights to London and Australia, could not be ended while U'ren or anyone else was detained for their part in what the ITF insisted was a legitimate industrial dispute. The Executive Board adopted a resolution at its meeting in March 1979 condemning the detentions, calling for the detainees' release and instructing the General Secretary to mobilize the resources of the ITF and of its affiliates so as to exert the maximum pressure on the Malaysian government. A great number of affiliates made strong protests to the government, both directly and to Malaysian embassies.

### 40.

Donald U'ren and nine other detainees were released on 15 and 16 April and more were released shortly afterwards. At the request of the Euro-

pean Manager of MAS, the General Secretary met the Malaysian Minister for Home Affairs (Mr. Ghazali Shafie) in London on 24 April, by which time all but three of the detainees had been released. The General Secretary informed the Minister that it would not be possible for the ITF to advise its affiliates to end the international solidarity action for so long as even one worker remained in detention. That same evening the General Secretary was informed that all the detainees were free and in response the General Secretary asked the affiliates concerned to suspend their action against MAS.

#### **41.**

The General Secretary had raised two other matters with the Minister: the reinstatement of workers who had been dismissed and the de-registration of the union. The Minister foresaw no problem on the first, and said that it was for the union to appeal on the second. In the event, the union did not appeal and so ceased to exist.

#### **42.**

The Minister expressed the general wish that the dispute should be regarded as a bad experience which both the government and the ITF should now put behind them. He confirmed that no conditions had been attached to U'ren's release. In the light of these sentiments it was therefore a shock when in October 1979 the Malaysian police wrote to U'ren to say that since the ITF was not registered as a society within the terms of a Malaysian law (the Societies Act, 1966) he should cease immediately to operate the ITF's Asian Office in Kuala Lumpur. He felt obliged to comply with this order but asked the authorities what he was expected to do to regularize the ITF's position. At the same time the General Secretary protested to the Malaysian government and pointed out that the ITF had had its office in Malaysia for almost sixteen years, that the government had been well aware of its existence and had never before challenged its legality.

#### **43.**

By the end of the year the government had failed to respond to repeated representations, or even to acknowledge them. The Executive Board has taken the view that the government's action is unacceptable and the ITF's Malaysian affiliates insist that the Regional Office should not be voluntarily removed from Malaysia. Since the penalties for operating an unregistered, and therefore unlawful, society are very severe (imprisonment or heavy fines or both), U'ren has been obliged to spend much of his time outside Malaysia and to dispense with office assistance. This has inevitably limited his activities since his release from detention.

#### **44.**

In 1977 and 1978, the ITF had carried out its own customary programme of seminars and conferences. With the aid of the American Brotherhood of Railway and Airline Clerks (BRAC), an Asian Regional Seminar for

Labour Educators was held in Manila from 11 to 23 April 1977, attended by twenty-eight participants from eight countries. The BRAC also sponsored an Asian Regional Dockers' Conference in Manila from 6 to 10 February 1978 and an Asian Civil Aviation Workers' Conference (also in Manila) from 27 to 31 March 1978, the latter discussing topics such as job security, trade union and civil rights, health and safety and hijacking.

**45.**

In February 1979 the ITF and BRAC sponsored an Asian Road Transport Workers' Conference in Penang (Malaysia) where special attention was paid to international standards on working hours and rest periods. This was preceded by an Asian seminar on transport policy, the first of its kind.

**46.**

From 20 to 23 February 1979 the ITF organized an Asian Railwaymen's Conference in New Delhi. The agenda covered technological changes on the railways; working conditions; transport policy; and a review of the situation on various national railways. The conference was supported by generous contributions from the Japanese railwaymen and the hosts, the All-India Railwaymen's Federation.

**47.**

A national seminar for the Korean Railwaymen's Union, organized by the ITF and supported by the BRAC, took place from 14 to 19 December 1978. The ITF and the German Friedrich Ebert Foundation (FES) sponsored a series of seminars for representatives of the All-India Railwaymen's Federation which took place in various locations in India towards the end of 1979. In September 1978 the FES, through the ITF, also carried out a programme in Germany for a delegation of Asian railwaymen.

**48.**

An "Asian Seafarers' Conference" took place in Singapore on 28 and 29 April 1979, convened by the Singapore National Trades Union Congress (SNTUC) and attended by representatives from twelve organizations, of which six are affiliated to the ITF, and an "observer" from the Philippine government's National Seamen's Board. The meeting adopted a statement calling for the constitution of an "Asian Regional Organization of the ITF" (from which Australia and New Zealand should be excluded). It was decided that meanwhile a "Pro-tem Secretariat of Asian Seafarers" should be established in Singapore, together with an "Asian Seafarers' Solidarity Fund".

**49.**

The meeting was opened by Devan Nair, then General Secretary of the SNTUC, with a speech violently attacking the ITF and its policies and



practices on flags of convenience. The ITF's General Secretary, who had been invited at very short notice, had declined to attend on the grounds that it was for the ITF to convene regional or sectional meetings. It was on similar constitutional grounds that he decided he could have no official dealings with the Pro-tem Secretariat. At its meeting in July 1979 the Management Committee decided that the General Secretary should write to the ICFTU protesting against Devan Nair's attack on the ITF and asking that his letter should be conveyed to the ICFTU Executive Board. The Management Committee's action was endorsed by the ITF Executive Board in October 1979.

**50.**

A "Second Asian Seafarers' Conference" was held in Singapore on 10 and 11 August, attended by representatives from six affiliates, and the suspended National Union of Seafarers of India (Bombay). (The General Secretary again declined an invitation.) It adopted a statement calling on non-affiliated unions to join the ITF; calling for the setting up of an "Asian Regional Organization of the ITF" and the resuscitation meanwhile of the former "ITF Asian Advisory Committee"; declaring that "the pro-tem Secretariat shall stand dissolved when satisfactory machinery has been devised by the ITF to meet the aspirations of the Asian seafarers"; seeking the expansion of the ITF Executive Board "to include additional members from Asia" and a review of the ITF flag-of-convenience policy, together with a restructuring of the Fair Practices Committee; and declaring that the suspension of the affiliation of the National Union of Seafarers of India (Bombay) "was arbitrary and unjustified and should immediately be withdrawn".

**51.**

The purely sectional aspects to these events are reported in the report of the Seafarers' Section. With regard to the more general questions of Asian representation, the Executive Board has taken the view that these can be pursued through the established constitutional procedures.

**52.**

A docks strike in Fiji was the subject of an emergency resolution at the ITF's Dublin Congress. Though the claims of the Waterside Workers' and Seamen's Union were later largely met, the government arrested a number of the union's leaders and cancelled its registration. The ITF protested vigorously and lodged a complaint with the ILO. The ITF's dockers' affiliates in Australia and New Zealand gave substantial moral and material support to the union but it nevertheless succumbed. Following the release from prison of its most prominent leaders a fresh start was made and a new union—the Fiji Registered Port Workers' Union—was formed. The Australian and New Zealand unions again extended their help, especially in the way of advice on how to avoid pitfalls into which the old union had fallen. At its meeting in October 1979 the ITF Executive Board agreed in principle to accept the new union's application for affiliation.

## LATIN AMERICA AND THE CARIBBEAN

53.

Throughout the period under review the ITF's Office for Latin America and the Caribbean has remained in Lima, Peru, under the direction of Medardo Gomero.

54.

He and his colleagues have planned and conducted a heavy programme of organizational and educational activities both at regional and national level. The educational activities for the most part take the form of seminars or conferences; the organizational work consists largely of visits to affiliates or potential affiliates to assess their situation and problems and, if necessary, to offer them advice or assistance.

55.

The seminars and conferences have varied widely in size and subject. For example, the maritime unions have had two regional conferences, in 1977 and 1979, where flags of convenience featured prominently on the agenda. At a more basic level, many national seminars have concentrated on one or other section's special problems—"technological change", for instance, is a recurring topic. Other seminars have been directed to the interests of young transport workers or women, or have taken as their theme the broader interests which transport workers have in common with all workers, such as the place of trade unions in national development or the defence and promotion of trade union rights.

56.

In Latin America, of all continents, these activities have to be seen in the context of the political and social environment which is bound to affect and shape the transport unions' functions, or even their very existence. The last three years have seen distinct changes for the better in a number of countries, notably the ousting of Somoza from **Nicaragua** and steps towards the restoration of elected governments in **Bolivia**, **Ecuador** and **Peru**. Elsewhere, military régimes have shown distinct signs of strain, as in **Brazil**, or have come under growing attack, as in **El Salvador** where towards the end of 1979 the traditional military oligarchy was forced to make room for representatives from political groups seeking a middle way between the polarized right-wing military and left-wing guerrillas.

57.

The encouragement to be drawn from these developments must be tempered, however, by a frank acknowledgment that continuing international pressure has failed to secure any significant change for the better in other countries where military rule retains an iron grip. Of these, **Chile** represents a particularly tragic example. In the post-war period only South Africa has attracted as much universal condemnation from a broad range of political opinion as the Chilean junta. The brutality with which the initial coup was carried out in September 1973, the uninhibited reign of terror and torture with which it was afterwards made secure, the systematic dismantling of the democratic rights and practices which had once been Chile's boast—all these made the usurping of the democratic government that much more bitter to contemplate.

58.

Over six years later, the junta is still in control. It has undertaken a number of cosmetic operations and these days is represented abroad by smooth bureaucrats who put a much more sophisticated gloss on the junta's policies than would the hard-faced generals who decide them. Meanwhile, other crises in world affairs have driven Chile from the front pages and the passing of time since the outrage of 1973 makes much harder the task of those seeking to remind world opinion that democracy and human rights have still to be restored there.

59.

It was partly to advertise to the world that the situation remained intolerable that the ITF and the ICFTU called for a week's boycott of Chile from 9 to 16 September 1979. The action had its origins in a resolution adopted by ORIT, the Inter-American region of the ICFTU, which was subsequently endorsed by a special committee of the ICFTU as a whole. These developments were considered at the meeting of the ITF Executive Board in March 1979 which resolved "having regard to the continued failure of the Chilean and Nicaraguan régimes to concede full trade union and civil rights . . . to call upon the affiliates of the ITF to institute a boycott of transport to and from Chile and Nicaragua." The resolution went on to add: "For such action to be effective, it must be fully supported both practically and morally by the national trade union centres and be properly coordinated with those centres and other International Trade Secretariats." (The Board's inclusion of Nicaragua in this resolution was to be made redundant by the fall of Somoza.)

## 60.

The nature and timing of the action were then decided jointly by the ITF and the ICFTU. The specific target was the junta's new "labour code" which it had presented spuriously as a progressive step towards the restoration of trade union rights but which in fact directly contravened many of the basic principles of freedom of association established by the ILO. It was never realistic to hope that the action would bring the junta down, but it did serve its main purpose to turn the spotlight once more on the régime and to demonstrate to the trades unionists of Chile and Latin America generally that the world movement had not forgotten them.

## 61.

Within Chile there are trades unionists battling to keep alive the spirit of trades unionism and to protect transport workers' interests. The fact that others have chosen openly or implicitly to curry favour with the junta makes the efforts of the genuine trades unionists all the more significant. Medardo Gomero and his assistants have maintained close contact with them and have been able to offer the ITF's help when the need arose. Gomero has also concerned himself with the more general task of trying to promote and sustain a unity of purpose among the democratic groups opposed to the junta.

## 62.

It is ironic that Chile and **Argentina**, two Latin American countries which have been historic rivals, and which indeed recently came close to war, should presently vie for the title of the most distasteful régime in South America. There is certainly circumstantial evidence to show that there is a steady exchange of information and guidance between the two on how most effectively to repress human or trade union rights and on the kinds of terror, including torture, most likely to intimidate or remove opponents. In the specific field of trade union rights, the decree introduced by the Argentinian régime in November 1979 laying down new rules on the constitution, functions and conduct of unions and setting new limits on collective bargaining was identical in spirit with the Chilean junta's labour code. It dissolved the national centre, the CGT, and made the establishment of a new centre unlawful. Unions or federations may no longer function nationally but must confine their activities to individual provinces. Political involvement is banned and their internal administration will in future be regulated in such a way as to rob them of their autonomy.

63.

The law has been forthrightly condemned by the ITF's Argentinian affiliates and by the General Secretary in a message to General Videla, the head of the régime. The ITF has also supported the ICFTU in a complaint against the Argentinian government to the ILO on the grounds that the new law violates many of the provisions of the basic ILO instruments, Conventions 87 and 98. In a sense, however, the law is no more than a further step on a path followed by the régime since the military took power. "Intervention" (the placing of a union under the supervision of a military appointee), assaults, kidnapping, assassination or, even more sinister, the unexplained disappearance of people by the thousand have been commonplace. What it now seems intent on doing is to institutionalize the emasculation of those unions which have survived despite everything.

64.

The depressing state of the South of the continent is emphasized by the position in **Uruguay**, once so proud of its democratic traditions. There the unions survive for the most part in a kind of suspended animation, prevented by a ruthless, brutal régime from doing anything effective to protect their members' rights or to bargain collectively. As for **Paraguay**, a venerable dictatorship, the unions are either apologists for the Stroessner régime or suppressed to the point of impotence.

65.

Far more hopeful are the developments in **Brazil** over the last three years. The military and their powerful supporters had tailored the constitution so as to preserve their dominant position but the system has begun to crack under the strains of economic pressures and disagreements among the military themselves on whether it was necessary or expedient to loosen their authoritarian grip. Concurrently, the workers and their unions have begun to stir from what had been a virtual hibernation and the emergence of a number of courageous and resourceful leaders has prompted them to assert themselves in strikes and other actions which have caught the régime off its guard, uncertain whether to react repressively or to let events run their course.

66.

It was, however, Central America which was to claim the world's attention towards the end of the period under review. **Costa Rica**, though far from free of tensions, remained a relative island of calm in contrast to the tumultuous and bloody events in **Nicaragua** and **El Salvador**. And in **Guatemala** the régime intensified a campaign of

murder and torture, directed with special ferocity against the peasants but embracing any workers' organization which dares to challenge it.

**67.**

In sketching the background against which the ITF works in Latin America, rather than reciting a list of events, the intention is to enable affiliates to appreciate better the enormous task confronting the Director of the Lima Office and his colleagues in promoting and safeguarding the interests of the democratic transport workers' unions in the region. With the exception of countries such as **Costa Rica, Mexico and Venezuela** there are few places where their work can be done without severe problems or even physical danger. Even so, they are encouraged constantly by the enduring adherence to trade union principles to be found in the most unfavourable circumstances and among the most down-trodden of workers. Their first priority must be to nourish that faith and to do all they can to see that one day it will bear fruit.

**68.**

The **Caribbean** area shares many of Latin America's problems, though ethnically and socially there are great differences. Most of the islands are gripped by massive and endemic unemployment and are dependent on one or two primary products, the price of which they cannot ultimately control. Their economies are inherently unstable and few of them can stand even the slightest turn for the worse in the world economic situation. By the end of 1979, **Jamaica** was in an appalling economic crisis which was bringing in its train political and social disorder of menacing proportions. **Guyana** too was experiencing a period of unrest that was reflected in divisions within the trade union movement with some unions lending support to the government and others for the first time opposing it. **Trinidad and Tobago** and **Barbados** were faring rather better but in the smaller countries the period saw the overthrow of the Gairy régime in Grenada and the injection of a new uncertainty in the area as to the future of the parliamentary democracies which most had inherited at independence.

**69.**

Disturbing also was the tendency by governments to seek to tighten their controls over the trade unions by limiting their freedoms, especially their freedom to strike. The ITF actively intervened on behalf of its affiliates in **Grenada, Antigua and Dominica** (whose problems were compounded by the terrible devastation of Hurricane David in August 1979) when the governments attempted to break strikes. These developments also highlighted the need for the Caribbean transport workers' unions to cooperate much more closely with each other and by the end of 1979 tentative plans were being made by the Caribbean seafarers' unions to create machinery for that purpose.



# VI

## SECTIONAL ACTIVITIES

### RAILWAYMEN'S SECTION

70.

#### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
<b>(a) Africa</b>		
North Africa	A. Ayoub (Tunisia)	M. Klila (Tunisia)
West Africa	D. Oyeyemi (Nigeria)	R. F. Balogun (Nigeria)
	A. E. Forson (Ghana)	
East Africa	J. G. Mollo ( <i>Vice-Chairman</i> ) (Kenya)	
<b>(b) Asia</b>		
Taiwan (Rep. of China)	Ling Chih-Chung	Liu Chia-Yu
India	U. M. Purohit	D. D. Vashist
Japan	Y. Murakami	M. Nakae
Korea	Chong-Wook Kim	Hun-Ki Lee
<b>(c) Europe</b>		
Austria	H. Schmölz	E. Schmid
Benelux	P. L. Hérin (Belgium)	P. Potums (Belgium)
	G. Gijzen (Netherlands)	C. Kuypers (Netherlands)
	J. Schneider (Luxembourg)	J. Konz (Luxembourg)
Denmark	B. Aanaes	K. K. Jensen
Finland	L. Syrjänen	U. Keijonen
France	D. Iarovay	R. Decoudun
Germany	H. Vomberg	R. Bühler
	H. Wittkopp	
Great Britain	S. Weighell	R. W. Buckton T. Jenkins
Irish Republic	M. Cox	
	C. Kirwan	
Italy	S. Bianchini	F. V. Scimò
	F. Salerno	A. Bisegni
Norway	S. Kortvedt	G. Tønder
Spain	V. Sanchez	A. Rodriguez
	J. M. Munduate	
Sweden	S. Petersson	I. Andersson
Switzerland	L. Joye ( <i>Chairman</i> )	H. Nydegger
Turkey	S. Akova	



<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
<b>(d) Latin America</b>		
Argentina, Chile, Uruguay	A. A. Puebla (Argentina)	J. Aredo (Peru)
Bolivia, Peru	A. Jiménez (Bolivia)	C. Andrade (Venezuela)
Colombia, Ecuador, Venezuela	H. R. Tamayo (Ecuador)	
	A. Salinas (Venezuela)	
Central America	T. Alvarado B. (Costa Rica)	O. Muñoz D. (Costa Rica)
	A. Caballero O. (Honduras)	
<b>(e) North America</b>		
Canada	R. A. Gingerich	F. A. Hardin
USA	J. F. Peterpaul J. F. Otero H. C. Crotty	R. W. Smith A. Terriego

## 71.

### **Sub-Committee on Transport Policy**

At the end of 1979 the Sub-Committee on Transport Policy was composed as follows:

Fritz Prechtl ( <i>Chairman</i> )	Austria
P. Potums	Belgium
D. Langendorf	Germany
J. Schneider	Luxembourg
G. Gijzen	Netherlands
H. Nydegger	Switzerland

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

## 72.

### **Sub-Committee on Working Conditions of Railway Staff**

At the end of 1979 the Sub-Committee on Working Conditions of Railway Staff was composed as follows:

H. Nydegger ( <i>Chairman</i> )	Switzerland
H. Schmölz	Austria
P. L. Hérin	Belgium
T. Tirkkonen	Finland
R. Schäfer	Germany
H. Wittkopp	Germany
R. W. Buckton	Great Britain
S. Weighell	Great Britain
T. Jenkins	Great Britain
(Deputy:	
C. A. Lyons)	
J. Schneider	Luxembourg
C. Kuypers	Netherlands
G. Gijzen	Netherlands
G. Tønder	Norway
S. Kvilekval	Norway
S. Petersson	Sweden
S. Akova	Turkey

**73.**

**SUB-COMMITTEE MEETINGS**

**Sub-Committee on Transport Policy  
Vienna, 5 to 7 April 1977**

This meeting was devoted to formulating a working programme for the inter-Congress period 1977 to 1980.

**74.**

**Brussels, 21 December 1977**

Discussions at this meeting referred to the possible future effects of the Rhine-Main-Danube Canal on the railways. The Committee unanimously agreed that it would be wrong to enter into controversy about the building of the canal but that there should be a stop to the building work to give time for the negative effects of the canal on other transport modes to be investigated. It was suggested that, in the framework of the European Committee of the ITF, an inter-sectional meeting should be held to discuss this question, and that this meeting should take place in Nuremberg at the beginning of March 1978. It was also decided that ITF railwaymen's affiliates should be asked to provide before 1 April 1978 information on the development of their national railways, and that a survey should be produced by the Secretariat on the basis of the answers received.

**75.**

**Vienna, 21 and 22 March 1978**

The agenda for this meeting was based on the proposals made by the previous meeting and read as follows:

- Criteria for national infrastructure policies, in the light of discussions regarding the environment, energy policy, area planning and the railways.
- What can be done by the railways themselves to make their services more attractive?

Draft statements were presented on both subjects, and these will later be used as a basis for a publication.

Meetings were subsequently held in Berne on 21 and 22 April 1978 and in Geneva on 24 June 1978 to discuss the editing of the above-mentioned publication on the railwaymen's view of transport policy.

**76.**

**London, 14 November 1978**

The meeting was concerned with the final editing of a new ITF booklet on transport policy, entitled: "What's Happening to the Railways?"; and with the formulation of a future working programme. On the latter point, it was decided that the Secretariat should prepare background documentation on urban transport for discussion by the Sub-Committee.

**77.**

**Luxembourg, 29 and 30 January 1979**

At this meeting, the final printed version of "What's Happening to the Railways?" was approved. The Sub-Committee decided that the question of urban transport should be the subject of a further ITF publication and that the active cooperation of the Road Transport Workers' Section should be sought in this work. It was also agreed to recommend that a joint meeting of the three inland transport Sections should be held under the auspices of the ITF European Committee to discuss the growing problem of traffic between Eastern and Western bloc countries (see item 140).

**78.**

**Sub-Committee on Working Conditions of Railway Staff  
London, 20 and 21 January 1977**

This was the final meeting of the Editorial Committee responsible for preparing the Study on the Human Effects of Technological Change on the Railways. This Committee was composed of members of the Railwaymen's Section's Sub-Committee on Working Conditions of Railway Staff, experts from the University of Manchester and Johann Hauf. After a thorough discussion of the draft text, the Secretariat was instructed to complete the Study in time for the 1977 ITF Congress. The Study was presented to Congress and also aroused great interest outside the trade union movement.

**79.**

**Stockholm, 26 and 27 October 1978**

Subjects discussed were: the ITF study on technological changes on the railways; professional training and re-training of railwaymen; and railwaymen's working conditions. These three items had been chosen in preparation for the next ILO Inland Transport Committee meeting.

**80.**

**Berne, 25 to 27 June 1979**

The Sub-Committee on Working Conditions of Railway Staff met at the behest of the Section Conference to prepare a draft ITF position paper on the two technical items on the agenda of the forthcoming ILO Inland Transport Committee. The Sub-Committee's draft was distributed to the entire Railwaymen's Section for their comments. This consultation has now been completed. The draft was approved, subject to minor changes, and will form part of the Supplementary Report on Activities to the 1980 Congress.

**81.****CONFERENCES****Railwaymen's Section Conference, Dublin, 25 July 1977**

A full report on this Conference can be found on pp. 44-46 of the Proceedings of the Dublin Congress.

**82.****Asian Railwaymen's Conference, New Delhi, 20 to 23 February 1979**

A report on this Conference can be found under item 46 of this Report on Activities.

**83.****Railwaymen's Section Conference, London, 3 and 4 April 1979**

The Conference was attended by 86 delegates and advisers from 20 countries and was chaired by Louis Joye (SEV, Switzerland). The agenda was as follows:

1. Transport Policy — new ITF publication "What's Happening to the Railways?"
2. Report on Activities of the Sub-Committee on Working Conditions of Railway Staff, with special reference to the ILO Inland Transport Committee
3. Report of the Secretariat
4. Any other business.

The new ITF publication "What's Happening to the Railways?" had been produced as a contribution to the transport policy endeavours of the individual affiliates, giving information on the situation and future prospects of many national railway systems. Furthermore, it examines the railways' significance in relation to the transport industry generally, urges a re-appraisal of the railways' rôle in the context of an integrated transport system and investigates the efforts which the railways themselves can make in order to improve their situation. The publication was approved by the Conference.

During the discussion of the report on the work of the Sub-Committee on Working Conditions of Railway Staff, the Conference agreed that the following objectives should be pursued:

- the promotion of mutual exchanges of information on all aspects of working conditions;
- the distribution of comprehensive data amongst all affiliates;
- the supply of all available, relevant documentation to the ITF Secretariat, with a view to the compilation of broadly-based surveys;
- the achievement of progressive working conditions for the railway members of all ITF affiliates;
- where necessary and appropriate, the discussion of matters affecting working conditions with other inland transport Sections (Road Transport and Inland Navigation);
- the creation of a unified ITF Policy with regard to working conditions.

With reference to the forthcoming Meeting of the ILO Inland Transport Committee, the Conference decided that a meeting of the Subcommittee on Working Conditions of Railway Staff should be called as soon as the documents on the two technical items of the agenda had been issued by the ILO, and that the meeting should draft an ITF position towards these reports (see also item 80).

The British National Union of Railwaymen submitted motions on new Technologies and Shorter Working Week; and the Channel Tunnel. These were adopted after minor alterations (for texts see Annex: Resolutions and Statements Nos. 8 and 9).

#### **84.**

##### SEMINARS

#### **Asian Regional Seminar on Transport Policy, Penang, 5 to 9 February 1979**

A report on this Seminar can be found under item 45 of this Report on Activities.

#### **85.**

#### **Seminar for Greek Railwaymen, Athens, 30 October to 2 November 1979**

At this seminar, Johann Hauf lectured on the history and constitution of the ITF; technological change on the railways; and transport policy. During his stay in Athens, Johann Hauf had talks with the Executive Director of the Greek Railways, the Minister of Transport and the Minister of Labour. In the course of these discussions, it was possible to settle a wages dispute in favour of the ITF-affiliated Pan-Hellenic Railwaymen's Federation.

#### **86.**

##### LECTURES

On 13 April 1977 and on 14 and 15 November 1979 Johann Hauf gave lectures at the Federal Meeting of the Workshop Executive of the Austrian Railwaymen's Union in Lindabrunn near Vienna. The subject of his lectures was the structure, activities and history of the ITF.

#### **87.**

On 17 August 1977, 29 August 1978 and 28 August 1979 Johann Hauf gave lectures at sessions of the Annual Summer Seminar of the German Railwaymen's Union (GdED) on the aims and activities of the ITF, with special reference to the work of the Railwaymen's Section.

#### **88.**

An information meeting for managerial staff of the German Federal Railways took place in Königstein, near Frankfurt-am-Main, from 26 to 30 September 1977. It was organized by the German Railwaymen's Union (GdED). Johann Hauf took part in the meeting on 29 and 30 September and gave three lectures on the history and activities of the ITF as well as on the work of the Railwaymen's Section, with particular emphasis on transport policy and technological changes.

**101.****Pilot Study on Working Conditions of Female Railway Staff**

During the period under review the ITF Secretariat has been working on the above Pilot Study. The field work for it was conducted in the district of Nuremberg in the Federal Republic of Germany. The theoretical basis for the study was the questionnaire used in conjunction with a previous study on the Human Effects of Technological Change on the Railways. In addition to that specific problems of female employees were touched upon. The study will be presented to Congress in all five ITF languages.

**102.****EUROPEAN ECONOMIC COMMUNITY**

A meeting of railwaymen's unions within the European Communities took place in Brussels on 21 November 1978. Subjects for discussion included the results of a railwaymen's rally which had taken place in Brussels on 11 May; and the question of the trade unions' relationship with the European Commission.

**103.**

A consultative meeting between the European Commission and representatives of the Rail and Road Transport Sub-Committees of the "Brussels Committee" was held in Brussels on 8 May 1979. The discussion was generally regarded as fruitful, and more such meetings were urged in the interests of better understanding among the parties concerned.

**104.**

On 31 October 1979, the EEC Railwaymen's Unions (Rail Sub-Committee of the Committee of Transport Workers' Unions in the EEC) met in Luxembourg. The meeting entrusted a small committee with planning the future work of the sub-committee and instructed it to establish contacts with other sub-committees of the Committee of Transport Workers' Unions in the EEC; to coordinate policies; and to endeavour to change the rôle of the railwaymen's unions from a merely reacting and passive one to an active and initiatory one. There was also a discussion on the possibility of organizing a coordinated rail strike in all EEC countries. In view of the difficulties connected with such an action at national level in some countries, it was finally agreed instead to exert appropriate pressure on the new European Parliament and on the EEC Economic and Social Committee.

**105.****EUROPEAN CONFERENCE OF MINISTERS OF TRANSPORT****Symposium on Theory and Practice in Transport Economics, London, 26 to 29 September 1977**

The ITF was represented by W. R. Curd, Section Assistant. Background papers delivered to the participants covered the following subjects: evaluation of demand (passenger and freight transport); choice of investment priorities (theoretical and practical aspects); and optimum use of transport networks. The discussions centred on various methods

of analysing problems and evaluating possible solutions, and it was freely admitted that none of these methods was perfect. Subjects arising from the debates included the desirability of transferring freight and passenger traffic from one form of transport to another, the development of combined transport systems, the effect of transport facilities on the choice of industrial sites and vice versa, and systems for plotting the movement of dangerous goods.

**106.**

**ECMT Hearings**

**Paris, 5 December 1977**

At this Hearing the ITF presented a statement concerning the ECMT's present and future projects. The ITF representative was assisted during the Hearing by R. Decoudun, President of the ITF-affiliated French Railway Salaried Staffs' Federation (FMC). Topics discussed included the transit taxes which some European governments were introducing at the time.

**107.**

**Brussels, 30 May 1978**

Main topics for discussion at this Hearing were road safety and the new structure of working methods within the ECMT. The ITF welcomed the ECMT's new policy of treating the individual transport sectors in a coordinated manner and its abandonment of the practice of dealing with each sector in isolation from the others. The ITF's representative, W. R. Curd, drew attention to the ITF's own activities in this respect and distributed the statement adopted by the meeting of ITF Inland Transport Sections on 1 and 2 March 1978 in Nuremberg (see Annex: Resolutions and Statements No. 37).

**108.**

**Paris, 22 June 1978**

At this ECMT Hearing on Combined Transport the ITF was represented by W. R. Curd, who stated the ITF's position with regard to automatic couplings on the national railways, namely that these should be introduced with a minimum of delay and that countries which were in a position to do so should make the change-over before 1985.

**109.**

**Paris, 11 December 1978**

At this Hearing the ITF was represented by our French affiliate from the FO, who stated the ITF's views on the questions of infrastructure and combined transport.

**110.**

**Paris, 22 November 1979**

The agenda of this Hearing was composed of three items, Transport and Energy, Road Safety, and Urban Transport. The ITF was represented by W. R. Curd and two colleagues from our French affiliates, namely René Hers (FMC) and Daniel Jarovay (FO). The ITF representatives stressed the need for improving public urban transport and for energy conservation in the transport sector.

## ROAD TRANSPORT WORKERS' SECTION

111.

### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Argentina	R. M. Perez	O. Villegas
Australia	T. W. Sullivan J. L. Waters	J. D. Cameron
Austria	W. Follich E. Steinbach	E. Strasser
Barbados	F. L. Walcott	L. Trotman
Belgium	A. De Kie	M. Vergracht
Canada	R. A. Gingerich	
Denmark	E. Nielsen	H. Olsen
Finland	R. Kuisma	E. Vahter
France	G. Doriat	J. Vandecasteele
Germany	K. Haussig ( <i>Vice-Chairman</i> ) H. Wittkopp J. Quadflieg	W. Murche
Great Britain	A. Kitson  T. Jenkins J. Moore G. Kiely C. Kirwan P. Mbinda	J. Ashwell L. Smith C. A. Lyons  J. Cullen
Irish Republic		
Kenya		
Luxembourg	J. Konz	M. Schlechter
Netherlands	G. C. Hoekstra	W. Snijder
Norway	W. Kolstad	
Spain	E. Marchena J. Echeberria	L. Somolinos
Sweden	H. Ericson ( <i>Chairman</i> ) O. Jansson	A. Åslund R. Nilsson
Switzerland	P. W. Küng	E. Beiner
Tunisia	C. Yourès	H. Beloud
USA	W. E. Granlund J. F. Peterpaul	D. A. Bobo A. Kenopensky
Venezuela	J. J. González	
West Africa	M. A. Bakare (Nigeria)	D. Din-Gabisi (Sierra Leone)

112.

### Steering Committee

At the end of 1979 the Steering Committee was composed as follows:

H. Ericson ( <i>Chairman</i> )	Sweden
K. Haussig ( <i>Vice-Chairman</i> )	Germany
P. W. Küng	Switzerland
A. Kitson	Great Britain



### 113.

#### INTERNATIONAL LABOUR ORGANISATION

The work of the Section in the review period was dominated by the formulation of an ILO Convention and Recommendation on Hours of Work and Rest Periods in Road Transport. The subject was first discussed at the 64th ILO International Labour Conference held from 7 to 28 June 1978 and again at the 65th International Labour Conference held from 6 to 28 June 1979. By means of these two Labour Conferences, years of work within the ITF Road Transport Workers' Section have at last been brought to a successful conclusion. The aim had been to replace Convention No. 67 of 1939 (Hours of Work and Rest Periods in Road Transport) by a more flexible, more easily ratifiable instrument. The first steps towards this new Convention were taken in October 1974 when an ILO Meeting of Experts decided that a new instrument should be drawn up and that this should give priority treatment to the question of road safety; social aspects were to be covered in a supplementary Recommendation. The Meeting of Experts also decided that contingencies in developing countries should receive special attention (see item 185 of Report on Activities to 1977 Dublin Congress).

The Convention and supporting Recommendation which have been achieved fulfil these conditions. They are flexible, they cater for the special needs of developing countries and are widely in accordance with the ITF policy on this subject evolved within the ITF Road Transport Workers' Section. The work on this subject in both ILO Labour Conferences was never easy and it must be stressed that it was the extremely good, exemplary discipline of the Workers' Group which finally won the day.

### 114.

#### MEETINGS

##### **Steering Committee**

The Steering Committee of the Road Transport Workers' Section met in Vienna on 19 October 1978 and in Stuttgart on 23 April 1979 to discuss the agenda of the forthcoming Section Conference and the position to be taken by the Workers' Side at the International Labour Conference to be held in June 1979, at which the proposed new Convention and Recommendation on Hours of Work and Rest Periods in Road Transport were to be given their second reading. It was agreed to recommend to the Section Conference that a flexible line be taken at the International Labour Conference, without however violating existing policies and principles laid down by the Section.

On 5 December 1979, in conjunction with an inter-sectional meeting of the ITF's Inland Transport Sections (see item 140), an extended meeting of the Steering Committee was held in Basle, at which, apart from the regular members of the Committee, representatives and experts on the problems of road-bound urban transport participated.

**115.****Urban Transport**

The first meeting of an Ad Hoc Working Group on Urban Road Transport was held in London on 24 and 25 October 1979. This Working Group is composed of representatives of the German Transport and Public Service Workers' Union (OeTV), the British Transport and General Workers' Union (T&GWU) and the ITF Secretariat. Its task consists in the preparation of documentation for meetings of the ITF Road Transport Workers' Section. At the above meeting the Working Group drafted a questionnaire on the working conditions of bus drivers and a set of principles on urban transport policy (see Annex: Resolutions and Statements No. 38).

**116.****International Agreement on Road Haulage**

At the meeting of the ITF Executive Board in Eastbourne on 15 and 16 March 1977, the Section Chairman, Hans Ericson, spoke with reference to the report on the last meeting of the Section's Steering Committee held in London on 22 October 1976. He emphasized the Committee's concern at the use of unorganized vehicle crews under conditions far below those agreed collectively at national level. The problem could not be solved by the Road Transport Workers' Section on its own but required the active cooperation of the ITF as a whole. The Committee therefore considered that it should be raised in plenary session at the ITF Congress in Dublin, and he intended to submit a motion to Congress on the subject.

He also drew the Board's attention to the problems of road transport workers outlined in the Charter on Social Conditions in International Road Transport adopted by the Steering Committee.

The 32nd ITF Congress in Dublin took note of the situation and adopted a resolution calling for the drawing up of a model international agreement concerning norms for international road haulage. A first exploratory meeting on norms for international road haulage was therefore held in Hamburg on 2 and 3 February 1978 with participants from Germany, the Netherlands and Sweden. There were two main items for discussion: the situation of drivers abroad and the increase in the employment of unorganized drivers for international journeys. A further meeting was held in Helsingborg, Sweden, on 5 and 6 September 1978. The meeting discussed the problems of professional drivers travelling abroad, with regard to insurance cover against loss, injury or legal proceedings; and the question of trade union organization and agreements within the international road transport industry. The participants at these exploratory meetings requested the Steering Committee to report on the above developments to the Section and to Congress.

**117.****CONFERENCES****Road Transport Workers' Section Conference, Dublin, 23 July 1977**

A full report on this Conference can be found on pp. 47-48 of the Proceedings of the Dublin Congress.

**118.**

**Road Transport Workers' Section Conference, Stuttgart, 24 to 26 April 1979**

The Conference was attended by fifty-nine delegates from twenty-six unions in sixteen countries. The Steering Committee's proposals in respect of the ILO International Labour Conference were approved. Other items on the agenda included: the present economic situation in international road haulage; and insurance cover for drivers travelling abroad.

On the question of the present economic situation in international road haulage, the Conference recognized the ill-effects on living and working conditions from unbridled competition within the industry. Drivers and employers colluded in undercutting their competitors, and this kept employment standards in road haulage artificially low. Trade union action was needed to improve these standards and the assistance of other ITF Sections would be essential if such action were to be successful.

During the discussion of the economic situation in road haulage, reference was also made to the unfair competition from road haulage vehicles of Eastern bloc countries. The Conference urged that West European governments should take account of transport aspects when negotiating trade agreements with Eastern bloc countries. The unions present at the Conference undertook to exert pressure on their governments to this end. Speaking on insurance cover for drivers in international road transport, a representative of the Swedish insurance company 'Folksam' reported on an insurance proposal which would give Swedish drivers additional protection in the event of accidents, legal proceedings or losses incurred abroad. Various Conference participants mentioned provisions applying to drivers from their own countries and undertook to supply details of these to the ITF Secretariat.

The Conference was informed that the ITF Secretariat was preparing a publication on problems in the road haulage sector. This publication will be presented to the forthcoming ITF Congress.

**119.**

**Asian Regional Conference for Road Transport Workers, Penang, 12 to 16 February 1979**

A report on this Conference can be found under item 45 of this Report on Activities.

**120.**

**EUROPEAN ECONOMIC COMMUNITY**

The Road Transport Sub-Committee of the Committee of Transport Workers' Unions in the EEC met in Brussels on 10 May 1979. The meeting re-emphasized that the EEC Commission was in no way entitled to speak on behalf of EEC trade unions at ILO level. A number of documents had been submitted by the Commission and all were

rejected by the meeting on the grounds that some of them tended towards a dangerous liberalization of transport and others dealt with matters which were outside the Commission's jurisdiction.

**121.**

**OTHER ACTIVITIES**

A delegation from the Stuttgart Tramway Corporation, members of the German OeTV, visited Britain from 30 October to 4 November 1977. They travelled first to Blackpool, where Britain's only remaining tramway is in operation, then to Manchester and London to study the local transport situations in those cities. The ITF helped in arranging this visit.

**122.**

Johann Hauf participated, in a consultative capacity, in three meetings on the preparation of the German OeTV's Transport Policy. The meetings were held in Stuttgart on 27 and 28 June 1977, Frankfurt-am-Main on 12 September 1977 and again in Stuttgart on 17 and 18 November 1977.

**123.**

A meeting on transport to the Middle East took place in Zürich on 18 February 1978 in connection with the Professional Drivers' Conference organized by the Swiss Transport and Commercial Workers' Union (VHTL). The ITF was represented by Johann Hauf. Main points of the discussion were security, hygiene, working hours and repatriation.

**124.**

The Professional Drivers' Conference itself took place in Wettingen, near Zürich, on 19 February 1978. Johann Hauf reported on the situation of European road transport, with special reference to the relationship between EEC Regulation 543/69 and the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR).

**125.**

A delegation of Austrian Railwaymen's Union members, from the Road Transport Department of the Austrian Federal Railways, visited London from 10 to 14 April 1978. The group was accompanied by W. R. Curd and I. Berger from the ITF Secretariat. During their stay they visited ITF headquarters and the London Training Centre at White City.

**126.**

Twenty-two members of the Swiss Public Service Workers' Union (VPOD) visited London from 15 to 19 May 1978. The ITF assisted them when they visited London Transport's vehicle repair depot and driver training centre.

## INLAND NAVIGATION SECTION

127.

### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Argentina	M. Altamirano J. Luciani	P. Togni E. O. Venturini G. Gesek
Austria	W. Darmstädter	
Bangladesh	A. Protapuddin	
Belgium	L. Eggers	
Canada	R. A. Gingerich	
Finland	L. Heinonen	V. Trast
France	J. Duniau	A. Mosthoff
Germany	M. Rosenberg	H. Peifer W. Murche
Great Britain	T. Cronin	
Netherlands	P. Mol ( <i>Chairman</i> )	
Switzerland	K. Rebsamen ( <i>Vice-Chairman</i> )	

128.

### Working Group "Rhine-Main-Danube"

At the end of 1979 the Working Group "Rhine-Main-Danube" was composed as follows:

P. Mol ( <i>Chairman</i> )	Netherlands
K. Rebsamen ( <i>Vice-Chairman</i> )	Switzerland
W. Darmstädter	Austria
M. Rosenberg	Germany
J. Hauf ( <i>Assistant General Secretary</i> )	

129.

### MEETINGS

#### Working Group "Rhine-Main Danube" Munich, 24 and 25 October 1977

Agenda items for this meeting included: the problems of female workers; flagging out on the Rhine; the Austrian and Bavarian views of the situation which will arise on completion of the Rhine-Main-Danube (RMD) canal link; and the holding of a joint meeting of representatives of all inland transport sections to discuss the RMD canal.

On the question of the employment of women in inland navigation, it was decided that the attempts of government and employers' representatives to have the restrictions on the employment of female workers in inland navigation lifted by the Central Rhine Shipping Commission should be opposed. Economic and social considerations did not allow for equal treatment of male and female workers on inland navigation vessels.

With regard to flagging-out problems on the Rhine, a resolution was adopted referring to obligatory licensing in inland navigation. This resolution demanded, in principle, that there should be total licensing of all inland navigation undertakings, a bipartite commission (evenly divided between employers and workers) to examine levels of demand, and a regulation of the ownership issue (the licence holders must be citizens of the relevant Riparian State, including Belgium; and they must own a controlling interest in their companies, in line with national legislation, if foreign capital is involved). The text of this resolution is reproduced in the Annex: Resolutions and Statements No. 34.

**130.**

**Nuremberg, 28 February 1978**

A meeting of the "Rhine-Main-Danube" Working Group took place in Nuremberg on the evening of 28 February 1978. This was in connection with the inter-sectional meeting on the Rhine-Main-Danube Canal held in Nuremberg on 1 and 2 March. Those present re-confirmed the decisions of previous Section meetings. Among the items discussed were the amendment of the Mannheim Act; the inclusion of Austria under the terms of the Mannheim Act; and the problem of unemployment insurance. The meeting concluded with the drafting of an agenda for the next Conference of the Section.

**131.**

**CONFERENCES**

**Inland Navigation Section Conference, Dublin, 23 July 1977**

A full report on this Conference can be found on pp 48-49 of the Proceedings of the Dublin Congress.

**132.**

**Inland Navigation Section Conference, Antwerp, 9 and 10 November 1978**

The Conference was attended by 16 representatives of inland navigation workers from 8 countries. The ITF-affiliated Belgian Transport Workers' Union (BTB) acted as host to the Conference. The agenda items included: the employment of women in inland navigation; the EEC Social Regulation; the Social Convention for the Rhine; and manning levels in Rhine navigation.

On the question of the employment of women in inland navigation, the Section decided that all attempts by the Central Rhine Commission to change the relevant legal provisions should be resisted with all determination. The Conference felt that a socially just revision of these provisions could only be worked out at a meeting of the Tripartite Commission in Strasbourg. The Conference instructed a Working Group (consisting of one representative from each of the Rhine Riparian states plus one from Austria) to examine the policies proposed by the Central Rhine Commission and to draft appropriate counter proposals. The Working Group met in January 1979 in London (see item 133).

Regarding the EEC Social Regulation, the Conference, after considerable discussion, noted with great regret that work on the harmonization of social conditions in inland navigation was continuously being delayed at EEC level. During the discussion of this item it was proposed that the International Convention on Working Conditions of Rhine Boatmen should be revived if the EEC did not succeed in bringing about an alternative harmonization of social conditions. The Conference instructed Manfred Rosenberg (OeTV, Germany) and Johann Hauf (Assistant General Secretary) to prepare a comparative survey on working conditions in Rhine navigation.

There was a lively debate on the following matters: social security of inland navigation workers; payment of sickness benefit; introduction and use of international sickness certificates. As it proved impossible to deal with these questions as thoroughly as was desirable it was agreed to incorporate them in the future working programme of the Section.

The discussion on minimum manning levels was overshadowed by the whole issue of the effects of technological change in inland navigation. The employers would seem to be determined to depress manning levels as much as possible. All such attempts were opposed by the Conference, because reductions in manning levels — quite apart from their negative impact on employment opportunities — could affect general safety and the smooth operation of inland navigation. In addition, it was felt that such research as had been carried out so far into this question was both inadequate and unsatisfactory. The Conference decided to include the question of manning in the future working programme of the Section.

### 133.

#### **Ad Hoc Working Group on the Employment of Women in Inland Navigation, London, 15 and 16 January 1979**

After a thorough examination of the proposals made by the Central Rhine Commission (ZRK) to amend paragraph 14 of the Rheinschiff-fahrtsuntersuchungsordnung the Working Group formulated a number of counter proposals in order to ensure:

- that only persons in full possession of their mental and physical faculties and capable of performing all normal duties on board ship shall be considered to be crew members;
- that persons responsible for looking after children below the age of ten on board ship shall not be considered to be part of the crew;
- that women can only be part of the crew or be employed as skipper of an inland navigation vessel if that vessel is suitable as a place of employment for women, i.e. if it can be steered fully loaded by one person without undue physical effort and its equipment is easy to handle and operate (a ship is considered to be unsuitable as a place of employment for women if no separate sleeping quarters, washrooms and toilets for men and women are available, unless *all* crew members are part of the same family);

- that expectant mothers shall not be employed aboard ship after their third month of pregnancy;
- that nursing mothers shall not form part of a ship's crew until three months after their confinement;
- that such legal provisions as already exist for the protection of women workers in the Rhine Riparian states and in Belgium shall continue to apply unimpaired; and that the daily hours of work of women shall not exceed 8 hrs.

In addition, the Working Group suggested the introduction of an individual Control Book for each crew member, if the existing paragraph 14 of the Rheinschiffahrtsuntersuchungsordnung is amended. Finally the Working Group opposed the proposed deletion of a number of subparagraphs of Article 14.

### **134.**

#### **EUROPEAN ECONOMIC COMMUNITY**

##### **EEC Economic and Social Committee**

On 16 March 1977, a meeting of the EEC Economic and Social Committee's Experts Group on "Transport and Means of Communication" was held in Brussels to discuss the question of "Transport Problems arising from Relations to Eastern Bloc Countries".

Johann Hauf, choosing the proposed Rhine-Main-Danube waterway link as a sample, gave a talk on the complex issue of East/West transports. He also dealt with economic aspects and the situation in international law arising in conjunction with the completion of the Rhine-Main-Danube link.

He concluded that, on completion of the link, it would be necessary to restrict freedom of navigation on the Rhine, as laid down by the Mannheim Act, to vessels of Rhine Riparian and EEC countries. The Mannheim Act would have to be supplemented by contractual agreements between Rhine Riparian states and Eastern Bloc Danube states on a multilateral and/or bilateral basis concerning freight allocations and available capacity.

### **135.**

#### **Harmonization of Inland Navigation in the European Communities**

Informal talks took place in Frankfurt on 25 April 1978 between P. Mol (Dutch Transport Workers' Union), K. Rebsamen (Swiss Transport and Commercial Workers' Union), C. Iddon (Secretary to the Committee of Transport Workers' Unions in the European Communities) and Johann Hauf. They discussed the special situation of Switzerland, and in particular that of the Swiss worker, with regard to the planned harmonization of inland navigation in the European Communities, with special emphasis on Rhine navigation.



On 18 October 1979, a meeting of representatives of EEC inland navigation workers was held in Brussels. K. Rebsamen (VHTL, Switzerland) attended this meeting as an observer. He stressed his observer status, pointing out that any decisions arrived at by the meeting could not have a binding effect on the policies of the VHTL. The agenda of the meeting read as follows: 1) survey of working conditions in inland navigation; 2) amendment of a proposal for an EEC regulation on the harmonization of social provisions in inland navigation; technical requirements for inland navigation vessels; and changes in the status of EEC advisory committees.

The participants reaffirmed the long-held policy of EEC workers that the right of initiative of one third of the members of bipartite committees should be retained. The meeting noted with regret that the Council of Ministers had prepared an EEC draft regulation on the harmonization of certain social conditions in inland navigation without prior consultation of the workers. It was emphasized that such a procedure was totally unacceptable. If the Commission were not prepared to adopt a different approach, the EEC inland navigation unions would not maintain their previous cooperation.

### **136.**

#### **OTHER ACTIVITIES**

On 12 April 1977, the Austrian Secretary of State Veselsky and Johann Hauf exchanged views on the proposed Rhine-Main-Danube link in the Federal Chancellor's office in Vienna. Johann Hauf submitted the views of the ITF Inland Navigation Section, which were noted with interest. Both sides felt that the contacts initiated by this discussion should be maintained.

### **137.**

On 10 June 1977, the "Rhine Boatmen's Group" of the Swiss Transport and Commercial Workers' Union (VHTL) celebrated its 25-year jubilee in Basle. The ITF was represented by Johann Hauf who spoke on topical problems in European inland navigation and the relevant tasks of the trade unions concerned.

### **138.**

A meeting took place in Strasbourg on 14 October 1977 between Johann Hauf and Mr. Raymond Doerflinger, General Secretary of the Central Rhine Commission (ZRK). The subject under discussion was the probable situation in European inland navigation after completion of the Rhine-Main-Danube Canal. The ZRK is in broad agreement with the ITF Inland Navigation Section's policy towards this problem. The main areas of attention will therefore be an appropriate amendment to the Mannheim Act and the solution of the flagging-out problems on the Rhine. The inclusion of Austria under the conditions of the Mannheim Act also warrants special attention, the ITF Inland Navigation Section being in favour of Austria's inclusion. The ZRK is well acquainted with this issue and has started consultations with the Austrian government.

## INLAND TRANSPORT SECTIONS

139.

### MEETINGS

#### **Nuremberg, 1 and 2 March 1978**

Under the auspices of the ITF European Committee, a meeting of representatives of the three inland transport sections took place in Nuremberg on 1 and 2 March 1978. The talks centred upon the Rhine-Main-Danube Canal, and developed into a discussion on transport policy which resulted in the drafting of a statement which was unanimously adopted by those participating. The central theme of this statement was the demand for a coordinated transport policy at national and international level, in which the social conditions of transport workers should under no circumstances be allowed to deteriorate. With regard to the Rhine-Main-Danube Canal, a limitation on the freedom of navigation on the Rhine and an international social convention for the future Rhine-Main-Danube shipping route were demanded (see Annex: Resolutions and Statements No. 37).

140.

#### **Basle, 4 and 5 December 1979**

The second inter-sectional meeting of the ITF's three inland transport sections took place in Basle on 4 and 5 December 1979. The agenda was as follows: East/West competition in European inland transport; and problems of urban transport policy.

An introductory observation on the problem of East/West traffic was that the COMECON States had been gaining an increasingly strong footing in the transport market in recent years, particularly in Western Europe. They had made use of competitive advantages resulting from the differing cost levels attributable to the economic gap between West and East. Particularly in inland navigation, a foreseeable danger was that the completion of the Rhine-Main-Danube Canal would allow the COMECON fleets almost unlimited access to Western Europe. Austria's experiences on the Danube tended to substantiate this fear. To counteract this danger, the Central Rhine Commission and the EEC Council of Ministers had agreed to an amendment of the Mannheim Act to the effect that a permit could be issued to a ship only if there existed a "genuine link" between the ship and the issuing State. This regulation was intended to control access to the Rhine. Participants at the ITF meeting welcomed this amendment to the Mannheim Act and called for concrete negotiations between Western and Eastern States concerning the allocation of traffic.

The participants were of the opinion that competition from Eastern Bloc undertakings did not at the time make any significant difference

in the road transport sector, since East/West traffic accounted for only a small proportion of inter-State transport. However, it was pointed out that there was more than just East/West transport to be considered. The Eastern Bloc's controlling interests in Western firms, for example in forwarding agencies, led one to the conclusion that the COMECON States were striving for a larger overall influence in the West's transport market. In contrast to their practice of buying into Western firms, it was by no means such an easy matter for Western undertakings to establish branches in the Eastern European region.

One danger existed in the transfer of rail traffic to other modes of transport for which the Eastern Bloc countries already had cheap fleets in operation. Road transport's competitive pressure against the railways, an established fact in the West, would thus have an even stronger effect.

On the subject of Urban Transport, the participants considered a draft Commentary on Urban Transport Policy as well as a questionnaire on Working Conditions in Public Urban Passenger Transport Undertakings (road transport). After a thorough discussion, the first commentary on Urban Transport Policy was adopted (see Annex: Resolutions and Statements No. 38).

## DOCKERS' SECTION

### 141.

#### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Australia	C. H. Fitzgibbon ( <i>Chairman</i> )	P. O'Toole
Austria	R. Gryc	W. Darmstädter
Barbados	F. L. Walcott	
Belgium	A. Vervliet	
Canada	D. Nicholson	J. A. Levia
Colombia	R. Marquez I.	
Finland	P. Teikari	
Germany	M. Rosenberg	
Ghana	J. R. Baiden	S. K. Agboh
Great Britain	J. L. Jones	T. Cronin
Irish Republic	C. Kirwan	J. McBrinn
Italy	C. Prevosti	R. Liguori
Malta	A. Caruana	
Netherlands	P. M. van Keulen	
New Zealand	E. G. Thompson	S. P. Jennings
Norway	O. Bach	V. Folvik
Singapore	V. Jayakody	
Spain	L. Ma. Tellaeche	L. Amor
	P. Goñi	
Sweden	H. Ericson	H. Wahlström
Switzerland	K. Rebsamen	
Trinidad	R. Charles	
USA	T. W. Gleason Sr. ( <i>Vice-Chairman</i> )	V. Colucci

**Occupational Safety and Health (Dock Work) Convention**

The Conference of the ITF Dockers' Section held in conjunction with the 32nd Congress (Dublin, 1977) had as its main business the preparation of a new ILO Convention to replace Convention No. 32 on Protection against Accidents (Dockers), which was by then some forty-five years old and inevitably out of date, bearing in mind the changes in the methods and practices of dock work which have revolutionized the port industry and cargo handling over recent years.

The Conference decided on the general content of a new Convention and set up a working group to arrive at a finished draft. This was done by February 1978 and the draft was then sent to the ILO as the position that would be taken by the representatives of the ITF unions at the first discussion of the new Convention which was to take place at the June 1978 session of the ILO General Conference.

That discussion proved initially very difficult. The employers and some of the governments argued that a subject so technically involved and specialized would be best suited to a Recommendation rather than a Convention, or at most to a very general and brief Convention with most points of detail picked up in a supplementary Recommendation. The workers' group, in which the leading positions were occupied by representatives of ITF dockers' unions, argued that a subject of such vital and immediate importance to dockers must rank for treatment in a comprehensive and mandatory instrument, that is a Convention, and the rôle of the supplementary Recommendation, for which they saw a case, should be to refine points already covered in the Convention or to add requirements which, while they might be desirable, were not crucial.

The workers' view eventually carried the day and there was a clear majority in favour of a meaningful Convention, supplemented by a Recommendation. The conclusions of that session, which were to be the basis for the second and final discussion at the 1979 session of the ILO General Conference, were in almost every respect satisfactory to the workers' group, of which Karl Rebsamen (Swiss Transport and Commercial Workers' Union) was the chairman, Charles Fitzgibbon (Chairman of the Dockers' Section and General Secretary of the Australian Waterside Workers' Federation) was the secretary and Urs Hauser (Swedish Transport Workers' Union) the spokesman.

The workers' success at the first discussion was to be confirmed at the second, in June 1979, by the almost unanimous adoption of a Convention and Recommendation. The Convention—the longest text adopted on safety and health since the second world war—envisages a range of technical and administrative measures designed to ensure the prevention of occupational accidents and diseases to which port workers might be exposed.

It sets out in general terms the objectives to be attained and technical measures concerning installations in docks (surfaces, passageways, container terminals, electrical installations, fire-fighting and first aid facilities), on board ship (holds and cargo decks, hatch covers and hatchways) and lifting appliances and loose gear used in the loading and unloading of ships.

Measures are included concerning the design and use of lifting appliances and loose gear such as slings and pallets, and also on precautions to be taken in operations carried out in holds and between-decks, notably regarding ventilation and means of escape when power-operated vehicles or equipment are used.

Several measures concern the handling, packing, marking and labelling, storing and stowing of potentially toxic or otherwise dangerous cargoes and substances. Others cover work in confined areas or the prevention of the dangerous effects of excessive noise. Use in certain cases of personal safety equipment and clothing is envisaged.

Administrative steps foreseen by the Convention are aimed essentially at the mutual recognition by ratifying States of certificates relating to the testing of lifting appliances and loose gear forming part of a ship's equipment, and at measures to overcome problems that might arise in certification. In this respect the Convention stipulates that ships' lifting appliances shall be retested at least every five years, that these appliances and loose gear shall be examined thoroughly every 12 months, and all loose gear shall be inspected regularly before use. A register shall be kept of certificates issued or recognized by the national testing authority and the records of examinations and inspections.

The General Conference also adopted a resolution sponsored by the workers and a number of governments inviting the ILO to increase its assistance to developing countries which wished to set up training centres for instruction in occupational safety and health for dockers.

At the second discussion Urs Hauser was the workers' chairman and spokesman. Charles Fitzgibbon was their secretary and invaluable adviser on technical and drafting matters.

## SEAFARERS' SECTION

143.

### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	A. Ferrero	P. Togni O. Real
Australia	L. Mullens M. Fleming	
Austria	W. Darmstädter	E. Strasser
Belgium	R. van Cant	
Canada	R. Gralewicz D. Nicholson	
Denmark	P. Møller Hansen K. Mols Sørensen ( <i>Chairman</i> )	
Estonia	N. Metslov	K. Matson
Finland	S-E. Nylund R. Anttila	
Germany	H. Rake	W. Murche
Greece	E. Saitis	
India	A. Mitra L. Barnes	Y. M. Serang
Israel	A. A. Chisik	
Italy	F. Giorgi	P. Pieve
Japan	Y. Nohira M. Yamamoto	
Korea	K. P. Hong	M. O. Suh
Netherlands	W. Ch. van Zuylen	
New Zealand	D. Morgan	
Norway	H. Aasarød O. Tennfjord K. Knutsen	
Philippines	G. Oca	L. Mansueto
Singapore	C. S. Nair	
Spain	M. Herranz J. M. Unanue	
Sweden	G. Karlsson K. Rude F. Havik	
Switzerland	K. Rebsamen	
Republic of China (Taiwan)	D. I. Hong	
Tunisia	I. Lejri	
United Kingdom	S. McCluskie E. Nevin Vacant	K. A. Murphy
United States	Vacant S. J. Wall ( <i>Vice-Chairman</i> ) R. T. McKay	

**144.****MANNING COMMITTEE**

At the end of 1979 the Manning Committee was composed as follows:

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

**145.****MEETINGS****Section Conference, Dublin, 22 July 1977**

More than 120 delegates, advisers and observers from 36 countries attended the Section Conference held in conjunction with the Dublin Congress in July 1977. K. Mols Sørensen (Denmark) was in the chair and K. A. Murphy (United Kingdom) acted as rapporteur. A comprehensive report on the Conference was given in the 1977 Congress Proceedings.

**146.****Fair Practices Committee**

During the period under review, the ITF Assistant General Secretary with special responsibility for the Seafarers' Section, Å. Selander, has also participated at meetings of the ITF Fair Practices Committee held in London on 15 and 16 March 1978 and 22 and 23 March 1979 (see items 247 and 249). He has also assisted at the following meetings subsidiary to the ITF Fair Practices Committee: Policy Sub-Committee, London, 19 and 20 October 1978 (see item 248); Enlarged Policy Sub-Committee, London, 11 to 13 December 1979 (see item 252).

**147.****Preparatory Meetings on Training and Qualifications of Seafarers**

During the period under review, meetings with the affiliates concerned were held on the following dates in preparation for IMCO's Sub-Committee on Standards of Training and Watchkeeping and the International Conference on Training and Certification of Seafarers: **1977:** 18 September (London); **1978:** 2 and 3 February and 12 June (London); **1979:** 18 and 19 January and 8 July (London).

**148.**

**Radio Officer Meeting, London, 26 November 1977**

A meeting of ITF Radio Officer affiliates was held at the headquarters of the British Radio and Electronic Officers' Union on 26 November 1977. REOU General Secretary and Treasurer, K. A. Murphy, acted as Chairman. Radio officer representatives from Finland, Netherlands, Norway, Sweden, United Kingdom and United States attended the meeting. The meeting considered the following items of business: exemptions and dispensations; digital reception and transmission; secrecy of correspondence; offshore safety communications; policy positions on radio; the World Administrative Radio Conference 1979; and the IMCO training conference. In view of the deteriorating situation with regard to exemption vessels operating in the Baltic and North Seas (cf. Resolution No. 9, Safety at Sea, adopted by the 1977 ITF Congress), the ITF Secretariat was asked to bring the matter to the attention of the ITF Executive Board.

**149.**

**European Seafarers' Meeting, Oslo, 20 December 1977**

The first meeting of ITF-affiliated European seafarer organizations to be convened under the auspices of the ITF European Committee was held at Leangkollen (Oslo, Norway) on 19 and 20 December 1977 under the chairmanship of Henrik Aasarød in his capacity as a Vice-President of the ITF European Committee. Some 30 delegates from 17 seafarer affiliates in 8 countries attended the meeting. Representatives of the Scandinavian Transport Workers' Federation and the Committee of Transport Workers' Unions in the EEC were also in attendance.

The meeting discussed the situation arising following the adoption by the ILO of a Convention concerning minimum standards in merchant ships (No. 147) and took note of developments within the framework of the European Economic Community and the Scandinavian Transport Workers' Federation in several areas of shipping policy, including harmonization of training standards and scrapping premiums. Following a thorough debate of ILO Convention No. 147, the delegates embodied their views in a resolution (see Annex: Resolutions and Statements No. 36).

**150.**

**Meeting on ITF/ISF Understanding on Asian Seafarers, London, 9 March 1978**

A meeting of ITF affiliates directly concerned with the above matter was held in London on 9 March to discuss the line which the ITF should take during its deliberations with the International Shipping Federation the following day (see item 178). Seafarer affiliates from Germany, Gilbert Islands, India, Netherlands, Norway, Singapore and United Kingdom were represented at the meeting.



## **151.**

### **Manning Committee Meetings**

The ITF Seafarers' Section Manning Committee met on the following occasions during the period under review: **1978:** 13 and 14 April (London); 12 to 15 September (St. Michael's/Easton, USA); **1979:** 28 to 30 April (Copenhagen); 12 June (London — drafting group on catering aspects of manning); 1 October (Stockholm).

At the above meetings, the following decisions on matters of principle were taken:

- to refrain for the time being from establishing actual manning scales;
- to select, at a later stage, typical ships and define the functions (supervisory, maintenance and watchkeeping) that needed to be carried out; and
- to recommend that vessels of 10,000 grt. and above should carry a "marine physician assistant", unless the duties of such a person could be combined with another crew member's duties.

The principles agreed by the Committee have formed the basis of several submissions to IMCO (see item 167).

On 25 May 1978, Å. Selander attended a meeting in Copenhagen on the manning of ships, arranged by the Scandinavian Transport Workers' Federation, at which he briefed the participants on the progress of work within the ITF Seafarers' Section Manning Committee.

## **152.**

### **Training Symposium, Baltimore, 11 September 1978**

On 11 September, the delegates to the September 1978 meeting of the Seafarers' Section Manning Committee (see item 151) attended a symposium on future ITF involvement in the sphere of training at international level, arranged by the ITF-affiliated International Organization of Masters, Mates and Pilots under the auspices of the ITF and held at the Maritime Institute of Technology and Graduate Studies, Linthicum Heights (in Baltimore), Maryland, USA.

## **153.**

### **Radio Officer Meeting, London, 10 and 11 September 1979**

A meeting of the ITF Radio Officer affiliates was held on 10 and 11 September 1979 at ITF Headquarters. The following subjects were debated: dispensations; use of direct printing; digital selective calling system; survival craft portable radio equipment-tests; future maritime global distress and safety system; outcome of the Search and Rescue

Conference; and World Administrative Radio Conference 1979 items. Following a thorough assessment of current exemptions from the radio regulations of SOLAS, which were found to have increased rather than decreased since the ITF Congress adopted a resolution in 1977 condemning this practice, the meeting decided to recommend to the next ITF Seafarers' Section Conference to ask the affiliates concerned to request solidarity action from other affiliates in order to pressurize their respective administrations into abandoning the practice of experimenting with radio safety at sea. Radio Officer affiliates from Denmark, Finland, Germany, New Zealand, Norway, Sweden, United Kingdom and United States were represented at the meeting, which was chaired by K. A. Murphy, General Secretary and Treasurer, British Radio and Electronic Officers' Union.

#### **154.**

#### **International Working Group on Seafarers' Welfare, London, 17 and 18 September 1979**

An international working group on seafarers' welfare met in London on 17 and 18 September 1979 under ITF auspices. The working group\* adopted a statement of intent which envisages the setting-up of an international advisory and coordinating committee on seafarers' welfare with members drawn from the ITF, the International Shipping Federation (ISF), the International Christian Maritime Association (ICMA), the International Labour Organisation (ILO), and various governmental and voluntary organizations. A small working party under the chairmanship of ITF Assistant General Secretary Å. Selander was due to meet early in 1980 to discuss inter alia a draft constitution and the financial arrangements governing the proposed international body. If agreement is reached within the working party the results will be placed before an international conference on seafarers' welfare for confirmation prior to ratification by the constituent organizations.

\*The following persons represent the ITF on the working group: K. Mols Sørensen (Denmark), E. Tollerud (Norway) and R. Lioanjie (United States), with Å. Selander, ITF Assistant General Secretary, acting as Secretary to the working group.

#### **155.**

#### **Asian Seafarers' Meeting, Stockholm, 30 September 1979**

The above meeting of Asian seafarer affiliates was attended by union representatives from Japan, Kiribati, New Zealand, Philippines and Taiwan and was held for the purpose of discussing items on the agenda of the subsequent ITF Seafarers' Section Conference (see item 157) which had a particular bearing on the conditions of seafarers from the Asian region. Following an extensive and frank discussion of certain problems, which threaten to affect the harmony among ITF affiliates in the maritime industry, the meeting adopted a resolution for submission to the ITF Seafarers' Section.

**156.**

**Ad Hoc Meeting on Catering Concessionaire Crews, Stockholm, 4 October 1979**

The above meeting was convened at short notice to discuss problems affecting especially the membership of the British National Union Seamen (NUS) in the cruise ship industry as a result of the use of catering concessionaire crews. The meeting was attended by affiliates in Greece, Italy, Norway, Portugal, Sweden, United Kingdom and United States. W. L. Rich (USA) and J. Slater (UK) chaired the meeting jointly. Following a detailed discussion, during which a number of difficulties concerning the implementation of ITF policy on cruise ships were highlighted, it was agreed that the concessionaire system should be re-examined by the ITF on an urgent basis and that the ITF Secretariat should be asked to reconvene the ITF Standing Committee on Cruise Ships if necessary.

**157.**

**Seafarers' Section Conference, Stockholm, 2 and 3 October 1979**

A Conference of the ITF Seafarers' Section was held in Stockholm on 2 and 3 October 1979 under the chairmanship of K. Mols Sørensen, Section Chairman and President of the Danish Navigating Officers' Association. The meeting was attended by 94 delegates from 45 seafarer affiliates in 23 countries. Representatives from the International Labour Office and the Canadian Labour Congress also attended the meeting as observers. The ITF Secretariat was represented by H. Lewis, General Secretary, A. Selander, Assistant General Secretary, B. Laughton, Secretary, Special Seafarers' Section and D. U'ren, ITF Asian Representative.

The items of business were as follows: national shipping and bilateral trade agreements; employment of non-domiciled seafarers; manning; exemptions from radio regulations of SOLAS; ship management; bareboat charters; coordination and financing of seafarers' international welfare services and facilities; and the plight of refugees.

In view of the complexity of some of the items on the agenda, it was agreed to set up a committee to look into these questions further and report back to the Seafarers' Section Conference. The Committee would consist of representatives from the USA, Canada, Great Britain, Northern Europe, Middle Europe, Southern Europe, Asia, Australia and New Zealand, Africa, Latin America and the Caribbean. It will consider bilateral trade, bareboat charters and ship management.

The Conference adopted resolutions on Asian seafarers' representation within the ITF; reductions in manning; manning standards on flag-of-convenience vessels; the Channel tunnel; and Vietnamese boat people (see Annex: Resolutions and Statements Nos. 14 to 18).

**158.**

**INTERNATIONAL LABOUR ORGANISATION**

**ILO Meeting of Experts on Safety and Health Problems in the Offshore Oil Industry, Geneva, 10 to 19 October 1977**

Å. Selander, ITF Assistant General Secretary, attended the opening sessions of this meeting. He expressed concern that no worker expert had been appointed to represent the seafarers employed in the offshore industry in spite of the fact that there was a nucleus of personnel with maritime experience and qualifications aboard most mobile offshore units and argued that the aspects of ship operation included in the ILO working document presented to the meeting were best dealt with by the ILO Joint Maritime Commission. The meeting, which eventually mainly dealt with matters pertaining to fixed offshore installations, agreed *inter alia* that an internationally recognized divers' log book and appropriate medical certificates for divers should be developed; and that the ILO should continue to collect accident and injury statistics concerning the offshore petroleum industry and compile and analyse existing international and national occupational safety and health standards.

**159.**

**Joint ILO/IMCO Committee on Training, London, 13 to 17 June 1977**

The 5th Session of this Committee was held in London from 13 to 17 June and was preceded by a series of preparatory meetings of the ILO group from 8 to 10 June. The Chairman of the ITF Seafarers' Section acted as Chairman of the Committee. The ITF Assistant General Secretary concerned attended the Session as an adviser.

Among proposals submitted by the seafarer representatives were some relating to the qualifications of ratings forming part of a navigational watch, a new section for engine-room ratings in the IMCO/ILO training guide ("Document for Guidance—1975") and training for medical care aboard ship.

**160.**

**Training of Seafarers and Manning of Ships**

On 1 December 1978, Å. Selander, ITF Assistant General Secretary, and K. Mols Sørensen, Chairman of the ITF Seafarers' Section, together with representatives of the International Shipping Federation (ISF), met the Deputy Director-General of the International Labour Office (ILO) to discuss the future rôle of the ILO in the fields of seafarer training and certification, and manning. Both the ITF and ISF had previously expressed concern at the diminished rôle afforded the ILO (and thus the seafarers and the shipping industry) during the International Conference on Training and Certification of Seafarers which was held in 1978 under IMCO's auspices, in association with the ILO (see item 166). The seafarer and shipowner representatives were reassured that the ILO would do its utmost to resolve this problem. The ILO representative outlined certain possible approaches, but stressed the need for support at national level for the ILO's activities. The seafarer and shipowner representatives also took the opportunity to discuss the future overall maritime programme of the ILO.

**161.**

**Joint Maritime Commission and Tripartite Sub-Committee on Seafarers' Welfare**

The 23rd session of the ILO Joint Maritime Commission (JMC) is due to be held in Geneva in October 1980. It will be preceded by the 4th session of its Tripartite Sub-Committee on Seafarers' Welfare. The JMC agenda includes items dealing with both flags and crews of convenience. The Tripartite Sub-Committee will concentrate on improving international cooperation on seafarers' welfare.

**162.**

**IMCO/ILO Guidelines for training in the packing of cargo in containers**

Pursuant to decisions taken by the Joint IMCO/ILO Committee on Training in January 1975, IMCO's Maritime Safety Committee has now approved the above guidelines for publication in pamphlet form by IMCO and the ILO.

**163.**

**ILO/WHO**

The 6th session of the ILO/WHO Committee on the Health of Seafarers is expected to meet during the autumn of 1981. The main item on the agenda will be revision of the International Medical Guide for ships. The ITF is represented on the Committee through seafarer affiliates in Denmark and Germany.

**164.**

**INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION**

IMCO has continued to provide the ITF and its seafarer affiliates with a forum for airing their views on a variety of matters affecting or relating to maritime safety. Even though we have not always succeeded in convincing governments and shipowners to take full account of seafarers' views it cannot be denied that IMCO has been making rapid progress in many areas, even to the point that the organization has now been forced to pause from its activities for a while as efforts are being concentrated upon implementation rather than adoption of measures designed to enhance maritime safety.

IMCO's track record is impressive and its current programme of activities includes (apart from those activities described later on in this report) the following: acceleration of the coming into force of the 1974 SOLAS Convention; amending the Medical Guide for Carriage of Dangerous Goods (for inclusion as appropriate in the ILO/WHO Medical Guide for ships); adoption of a code of safety for nuclear merchant ships; examination of noise levels aboard ships; improvement

of surveys and inspections; certification standards of electricians and/or electrical officers; standards of training and qualifications of crews serving in mobile offshore units and of maritime pilots; adoption of guidelines with regard to control procedures under the 1978 MARPOL Convention Protocol; improvement of ship movement reporting systems; adoption of a code of safety for special purpose ships; a study of barratry and unlawful seizure of ships and their cargo; development of the maritime distress and safety system; promotion of regional arrangements for combating major incidents or threats of marine pollution; improvement of steering gear standards for passenger and cargo ships; exemptions from radio requirements; adoption of international standards for inert gas systems; and the establishment of a fund for financing technical assistance in the field of maritime training.

## **165.**

### **Tanker Safety and Pollution Prevention**

Following several meetings of an inter-sessional working group on tanker safety and pollution prevention and a joint meeting between IMCO's maritime safety and marine environment protection committees on the same subject, an International Conference on Tanker Safety and Pollution Prevention — a plenipotentiary conference designed to improve tanker safety on an internationally agreed rather than a unilateral basis — was convened under the auspices of IMCO in London from 6 to 17 February 1978, when it was decided *inter alia* to adopt legal instruments to modify the international conventions for the safety of life at sea (SOLAS 1974) and for the prevention of pollution from ships (MARPOL 1973) in respect of inspection and certification; improved steering gear standards; radar and collision avoidance aids; segregated ballast tanks and alternative or interim measures; inert gas systems; and double bottoms or protective location of segregated ballast tanks as an alternative to double bottoms.

The conference also adopted a number of resolutions dealing with, *inter alia*, improvement of the standards of crews on tankers, development of guidelines for the performance of surveys and inspections and the acceleration of the entry into force and procedures for the effective enforcement of the SOLAS and MARPOL conventions and their legal protocols.

## **166.**

### **Training and Certification**

The basis for discussion at the International Conference on Training and Certification of Seafarers (held in June 1978 under the auspices of IMCO) constituted the results of several years of work in IMCO's Sub-Committee on Standards of Training and Watchkeeping and the

joint IMCO/ILO Committee on Training. ITF involvement in both these bodies had been heavy and manifested itself in the fact that no less than sixty delegates from ITF seafarer affiliates attended the Conference as members of the ILO and ITF delegations, or national delegations. J. Singman (United States) served as Chairman of the Conference Drafting Committee and K. Mols Sørensen (Denmark) and A. Selander (ITF) as Vice-Chairman and Secretary respectively to the workers' side of the tripartite ILO Governing Body delegation to the Conference (which held separate meetings both prior to and during the Conference). In spite of the fact that the ILO seafarer and shipowner delegates were unhappy with the diminished rôle afforded to the ILO during the Conference, the results of the Conference were encouraging and will ultimately serve to increase considerably the standards of competency of seafarers worldwide. At the conclusion of its deliberations, the Conference adopted the International Convention of Standards of Training, Certification and Watchkeeping for Seafarers (with an Annex containing technical provisions). The Conference also adopted no less than twenty-three resolutions containing a variety of pertinent guidelines.

The Convention, which contains a provision to the effect that port states may verify that all seafarers on board who are required by the Convention to hold certificates are so certificated or hold a dispensation and which also provides for technical cooperation in the field of seafarers' training, will enter into force twelve months after it has been ratified by 25 states representing at least 50% of the world's merchant fleet expressed in g.r.t.

## **167.**

### **Manning**

Since the 1978 international Conference on training and certification of seafarers the emphasis within IMCO's Sub-Committee on Standards of Training and Watchkeeping has been on manning. At the January 1979 session of the Sub-Committee the ITF made a submission on ships' manning, the essential parts of which were included in a working paper dealing with basic principles for the determination of safe manning. This working paper was discussed at the sub-committee's July session which produced a revised preliminary draft text as well as a preliminary draft list of shipboard activities.

In 1979, the Maritime Safety Committee also decided to expand the sub-committee's terms of reference to allow discussion of the manning issue from other aspects than safety alone.

## **168.**

### **Search and Rescue**

An international conference was held under IMCO auspices in Hamburg from 9 to 27 April 1979 and constituted the final phase in the attempt by IMCO's Group of Experts on Search and Rescue to achieve an

international convention on maritime search and rescue. Some ITF affiliates have participated actively in this work and at the Hamburg conference, which adopted such a convention, the ITF was represented by observers from its German seafarer affiliate. The new convention will enter into force twelve months after the date on which 15 states have become parties to it. In addition to the convention, which among other things deals with the organization of search and rescue services and ship reporting systems, the conference adopted resolutions on the following subjects: arrangements for provision and coordination of search and rescue services; cost to ships of participation in ship reporting systems; need for an internationally agreed format and procedure for ship reporting systems; search and rescue manuals; frequencies for maritime search and rescue; development of a global maritime distress and safety system; harmonization of search and rescue services with maritime meteorological services; and promotion of technical cooperation.

### **169.**

#### **Maritime Satellites**

According to the Convention on the International Maritime Satellite Organization (INMARSAT), which was adopted in 1976, it would enter into force (together with the accompanying operating agreement) 60 days after states representing 95% of the initial investment shares had become parties to it. This requirement has now been met and the Convention and operating requirement came into force on 16 July 1979. The international maritime satellite communications will be administered by the INMARSAT Council and Assembly. The ITF has requested consultative status with the organization.

### **170.**

#### **Relationship between Shipmaster, Shipowner and Maritime Administration**

The May 1978 Session of IMCO's Council, following a debate occasioned by the Amoco Cadiz disaster, agreed to establish an ad hoc group on the above subject. At its first session the group prepared the ground for a possible international agreement which would enable shipmasters to exercise their professional judgment in situations where there was danger to the ship or the maritime environment free from the constraints of dismissal or similar sanctions. At its second and final session the Group discussed among other things the dependency of the master on the shipowner, the degree of control of the administration over the shipowner, the relationship between master and maritime administration and enforcement of regulations in case of contravention by shipowner or master. The group considered that some matters were adequately dealt with by other IMCO bodies and therefore did not warrant any further action. However, eventually the group agreed to submit three resolu-



tions for consideration by the IMCO Council. The first resolution invited states to safeguard the shipmaster's position vis-à-vis shipowners and charterers in discharging his responsibility with regard to maritime safety and the protection of the maritime environment. The second resolution exhorted states to ensure that shipowners provide flag states with information necessary to identify and contact the owners' "decision taker" in matters of maritime safety and protection of the environment. The third resolution addressed itself to the need for all states to have available efficient means, competent personnel and material resources to enable them to enforce international regulations, particularly in cases of marine casualties.

## **171.**

### **Radiocommunications**

The ITF-affiliated radio officer organizations have as usual mounted a vigorous campaign at IMCO to retain the human element in radiocommunications from ships, thus protecting all seafarers from the danger inherent in failure of automatic radio equipment. Preventive and corrective maintenance by highly qualified officers has ranked high on the ITF shopping list both within the Sub-Committee on Radiocommunications and the Sub-Committee on Standards of Training and Watch-keeping. The on-going item on the agenda of the former sub-committee has been the future global maritime distress and safety system and this has been the focal point of the action undertaken by the ITF and its radio officer affiliates who are trying to find a happy medium for combining technical advances in radiocommunications with the proven skills and effectiveness of radio officers or, to use the job description which is most likely to prevail in the future, radio electronics officers. In this connection, ITF affiliates have also participated in meetings of the INMARSAT Preparatory Committee and Inter-Sessional Working Group on the future maritime distress and safety system under IMCO auspices. All throughout our activities in this particular area at IMCO the spectre of wholesale exemptions from the radio requirements has loomed in the background but so far most governments have appeared to be reluctant to give priority to a discussion of this issue.

## **172.**

### **Miscellaneous**

During the period under review the IMCO Assembly has met twice.

In November 1977 it adopted a number of resolutions dealing with: revision of the Merchant Ship Search and Rescue Manual; routeing systems and traffic separation schemes; various equipment performance standards; fire safety requirements for passenger ships; codes of safety for dynamically supported craft; safety zones in offshore exploration areas; standard marine navigational vocabulary; world-wide navigational warning systems; interim scheme for tonnage measurement; and procedures for control of ships and oil discharges.

In November 1979 the Assembly adopted a further set of resolutions dealing with inter alia: arrangements for embarking and disembarking pilots in very large ships; exchange of information for investigations into marine casualties; training of crews in fire-fighting; training and qualifications of persons in charge of medical care aboard ship; control by the flag state over the owner of a ship; decisions of the shipmaster with regard to maritime safety and marine environment protection; and barratry and unlawful seizure of ships and their cargo.

As at 31 December 1979 the following important IMCO Conventions and Protocols had yet to come into force: International Convention for the Safety of Life at Sea (SOLAS 1974)\*; Protocol of 1978 relating to SOLAS 1974; International Convention for the Prevention of Pollution from Ships (MARPOL 1973); Protocol of 1978 relating to MARPOL 1973; and International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW 1978).

\*This Convention will enter into force on 25 May 1980.

### **173.**

#### **INTERNATIONAL TELECOMMUNICATIONS UNION**

#### **World Administrative Radio Conference, Geneva, 27 September to 5 December 1979**

The ITF was represented at the above Conference by K. A. Murphy, General Secretary of the British Radio and Electronic Officers' Union (REOU). Of particular interest to ITF affiliates on the Conference Agenda were the frequency allocations and changes to the international radio regulations.

The Conference unfortunately decided to deny the maritime mobile services exclusive use of the M.F. band 415-495 kHz in Region 1 (in response to the needs of the Aeronautical Radionavigation Service) and this can only serve to diminish the safety of both ships and aircraft. Before this deplorable decision was taken, neither the seafarers' nor the shipowners' international representatives were allowed to take the floor. ITF-affiliated radio officer unions will now be asked to undertake a campaign to rectify the situation.

### **174.**

#### **UN LAW OF THE SEA CONFERENCE**

The protracted international negotiations designed to establish a new pact governing the sea law were still not completed at the time of writing. The sea bed issues which had been holding up the signing of the pact were not resolved at the July/August 1979 session of UNCLOS. There were still considerable differences of opinion between states as to the definition of the continental shelf, production limits and the training arrangements, working conditions and labour legislation governing personnel employed in various capacities by the proposed sea-bed Authority. Other outstanding issues were the status of the "high seas" within the extended economic zone (EEZ), innocent passages through straits and legal sanctions by coastal states following pollution of the

seas from ships. ITF affiliates in Germany, Norway and the United States have been represented at several UNCLOS seminars as advisers to their respective national delegations. The Conference was due to resume work in March 1980. At the ITF Seafarers' Section Conference held in October 1979 interested affiliates were advised to seek inclusion in their national delegation in order to enhance the trade-union input to UNCLOS.

### **175.**

#### **UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT**

UNCTAD V met in May/June 1979 in Manila to discuss participation of developing countries in world shipping and the development of their merchant marines. Particular attention was paid to the Convention on a Code of Conduct for Liner Conferences and a proposal to phase out flags of convenience. The ITF was represented by G. Oca, Philippine Transport and General Workers' Organization, in an observer capacity. UNCTAD V called upon governments to take steps to ensure for developing countries equitable participation in the transport of all cargoes and more specifically bulk cargoes generated by their own foreign trade and to carry out studies on the phasing out of open registries.

### **176.**

#### **ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT**

In April 1979, Å. Selander, ITF Assistant General Secretary, approached the OECD via the Trade Union Advisory Committee attached to the OECD (TUAC) in Paris to establish whether the OECD Maritime Transport Committee (MTC) was prepared to enter into a dialogue with the ITF and its seafarer affiliates concerned on matters such as flags of convenience, crews of convenience, manning etc.

Subsequently, the ITF made a brief submission (through the good offices of TUAC) to the June 1979 session of MTC. Several representatives of major shipping nations expressed a keen interest in establishing such a dialogue with ITF/TUAC although they clearly felt that some subjects were best dealt with by IMCO and the ILO.

At the time of writing preparations were in progress for consultations between the Bureau of the MTC and ITF/TUAC concerning competition from state trading countries; open registry fleets; and relations with the developing countries in matters of shipping policy.

### **177.**

#### **EUROPEAN ECONOMIC COMMUNITY**

Since last reporting several meetings have taken place between seafarer and shipowner representatives and as a result agreement was reached to undertake two surveys—one regarding the employment situation among EEC seafarers and the other regarding labour costs (wages, fringe benefits, hours of work, social security benefits, etc.). In February 1979 it was agreed that the two surveys should be extended as and when appropriate to cover Greece, Portugal and Spain (all applying for EEC membership).

Throughout the series of joint seafarer/shipowner meetings under EEC auspices representatives of the EEC Commission have provided further information on the state of work on flags of convenience and other shipping policy issues and the seafarer and shipowner representatives have asked the Commission to press for early implementation of ILO Convention No. 147 by the EEC member states. It has also emerged from these consultations that a monitoring system was ready for implementation in all member states, should the Eastern Bloc competition get out of hand.

In addition to the above-mentioned surveys it proposed to carry out a survey of subjects covered by two of the three proposals submitted last year by the French government to the Council of Ministers regarding non-discrimination of non-national crew members, maximum working hours and minimum annual leave, and minimum period of notice of dismissal. The material covered by the three inquiries is intended to provide the basis for future discussions on possibilities of social harmonization in shipping.

With regard to the Channel Tunnel, the seafarers and shipowners have expressed the wish to be consulted before the Commission makes a definite proposal.

The EEC seafarers have also set up a working party to discuss matters related to a scrap-and-build policy.

Å. Selander, ITF Assistant General Secretary, has participated in several meetings of the EEC seafarer/shipowner group.

Concurrently with the work of the joint seafarer/shipowner committee in the EEC, the European Communities Economic and Social Committee has recently (April 1979) published an own-initiative opinion dealing with shipping policy problems (maritime safety, emerging shipping nations, flags of convenience and flag discrimination). The Chairman of the ITF Seafarers' Section is a member of this Committee.

## **178.**

### **INTERNATIONAL SHIPPING FEDERATION**

#### **ITF/ISF Understanding on Asian Crews**

In August 1977 the ITF gave formal notice of renegotiation of the Understanding and in March 1978 a meeting of ITF affiliates concerned decided to propose to the ISF that the pay and conditions of Asian seafarers should be in accordance with those appropriate to the flag (except in the case of flags of convenience) and that any adjustment necessary to achieve this position should be made within a maximum period of five years.

The ISF was unable to commit itself to progression towards flag rates and it was therefore mutually agreed that the ITF/ISF Understanding should expire at midnight on 31 May 1978.

As a consequence the ITF was then free, through its affiliated unions, to pursue the policy of "flag rates" for non-domiciled Asian seafarers, which meant that there would no longer be any justification in departures from the ITF policy on crews of convenience. However, bearing in mind the above ITF proposal during the ITF/ISF negotiations the ITF Secretariat recommended that this proposal be implemented by all affiliates concerned and urged affiliates to keep the ITF Secretariat fully informed of their plans to achieve this objective. This policy objective was later confirmed by the ITF Fair Practices Committee at its meeting in March 1979. At the ITF Seafarers' Section Conference in October the ITF Secretariat was asked to monitor developments towards the achievement of this objective (see also item 157).

## **179.**

### **EUROPEAN MARITIME PILOTS' ASSOCIATION**

In December 1978 Å. Selander, ITF Assistant General Secretary, attended a meeting in Brussels between representatives of the ITF and the European Maritime Pilots' Association (EMPA), held under the auspices of the EEC. The meeting was convened following a request by EMPA to attend meetings between seafarers and shipowners in EEC countries. It was agreed, subject to the approval of the two organizations' respective governing bodies, to set up an ITF/EMPA Liaison Committee to examine areas of possible cooperation and the basis for a future merger of the two organizations.

In March 1979, the ITF Executive Board approved the setting up of an ITF/EMPA Liaison Committee.

The following May Å. Selander attended EMPA's Annual Conference to explain the conditions of cooperation between the ITF and EMPA. Regrettably, EMPA was unable to accept the ITF terms in relation to the proposed Liaison Committee, although the Conference expressed the view that EMPA was ready to co-operate generally with the ITF on matters of common interest.

In the light of the above developments the Seafarers' Section has decided to appoint a special ITF committee to consider marine pilotage matters.

## **180.**

### **CREWS OF CONVENIENCE**

The crew-of-convenience problem is far from resolved and unfortunately it is not within the powers of the ITF Secretariat to deal on a regular basis with wage claims and other crew problems which come within the province of national unions.

**181.**

Recent developments in the shipping industry with the emphasis gradually being shifted from vessel operations in traditional maritime nations to producer countries and attempts by traditional maritime nations' owners to move their vessels to cheaper flags "to be able to compete with the lower labour costs of the producer countries" have brought in their train added complications in the ITF's attempts to establish an equitable policy on so-called crews of convenience.

**182.**

The situation is becoming more complicated especially as a result of various international ship management arrangements where crew members often do not know their rightful employer or trade union or what their conditions of service should be as their only point of contact is the master or the recruitment agency and as they are frequently not familiar with the language of the country of the flag of the ship. Low-paid seafarers from one country may be employed in a vessel sailing under the flag of another country—not necessarily a flag-of-convenience registry—and there may not be any bona fide trade union either in the flag state or in the country of citizenship of the seafarers. In such vessels it is not uncommon for seafarers of different nationalities to enjoy different standards of remuneration for the same job. Much evidence of this highly unsatisfactory state of affairs has accumulated at the ITF Secretariat.

**183.**

The "ILO Conditions" used as a minimum yardstick to cover ships where there are no bona fide trade unions are unsatisfactory in that the officers serving in such ships are usually much better paid than the ratings and therefore unlikely to accept the "ILO pay scale". The ITF and its affiliates must therefore decide how to treat such vessels in the future without perpetuating too great a differential between officers and ratings.

**184.**

Inspections by ITF affiliates of many ships flying so-called traditional flags have revealed that Asian and other crews from developing nations have been covered by grossly sub-standard labour contracts. In certain cases these crews did not enjoy any trade-union protection whatsoever.

**185.**

In 1979 the Pan-Hellenic Seamen's Federation advised the ITF Secretariat of its total opposition to bilateral agreements concluded between the Association of Greek Shipowners and foreign seafarer unions aimed at recruiting cheap labour for the Greek shipping industry. The Federation's efforts were wholeheartedly supported by the ITF.

**186.**

Notwithstanding these efforts by the Greek union the ITF Secretariat and its Inspector service are still encountering tremendous difficulties with many Greek-flag vessels both with regard to non-observance of the Greek maritime legislation and collective agreement and international safety standards.

**187.**

At the beginning of 1979 the ITF Secretariat became involved in a lengthy dispute over the wages and conditions of work aboard two Lebanese-flag vessels, the "Eurabia Moon" and "Centra Star", which were strikebound at Trieste (Italy). The owning company, Eurabia International, had previously been involved in a dispute over one of its other vessels in Finland—the "Eurabia Sky" and had decided to take legal action against the Finnish Seamen's Union. Following the ending of the labour dispute involving the two "Eurabia" vessels in Trieste (through the intervention of the Italian Seamen's Union — FILM-CISL) the ITF Secretariat attempted to negotiate an agreement covering all vessels owned by the company on the basis of "ILO wages" and other conditions in accordance with the ITF Collective Agreement. A precondition for the ITF signing such a contract was that the company undertook to drop its case against the Finnish Seamen's Union and other parties in Finland on terms acceptable to the ITF. However, the Company declined to do so but in May 1979 a Helsinki court ruled that the Finnish Seamen's Union was not acting unlawfully in placing an embargo on the "Eurabia Sky".

**188.**

The agreement between the ITF and the South Pacific Marine Services—a group of German shipowners—concerning the employment of seafarers from the Gilbert (the Gilbert Islands are now called Kiribati) and Tuvalu Islands was renegotiated in London on 13 and 14 December 1978. The new three-year agreement gives the Gilbert and Tuvalu seafarers substantial improvements which are now related to German conditions.

**189.**

Special coverage is given to this subject under the heading of the Special Seafarers' Section.

**190.**

Several meetings have been held during 1979 between the ITF and SPMS (cf item 188 above) for the purpose of reaching agreement concerning the conditions to be applied in German-owned flag-of-convenience vessels employing Gilbertese crews. At the time of writing the owners had still not been sufficiently forthcoming to enable the ITF to conclude an agreement.

**191.**

Following the boycott of the Bermuda-registered ship "Fort Hamilton" in Finland in 1978, Å. Selander, Assistant General Secretary, had several meetings with the British and Finnish affiliates concerned with a view to resolving a dispute over the applicability of ITF policy on flags of convenience on Bermuda-registered ships belonging to Canadian Pacific Steamships Ltd. and the comparability of the company's agreement with the British maritime unions with the ITF Collective Agreement for flag-of-convenience ships. As a result of further substantial contractual improvements introduced by the company, their agreement was accepted by the ITF Secretariat as being on a par with the ITF Collective Agreement. However, the issue of principle, that is, whether Canadian Pacific's Bermuda operations should be exempt from ITF action, was placed before the meeting of the ITF Fair Practices Committee in March 1979 which debated the issue extensively and adopted a resolution on Bermuda-flag vessels (see Annex: Resolutions and Statements No. 32).

**192.**

A meeting was held in Ottawa, Canada, on 20 August 1979 under the auspices of the Canadian Labour Congress to discuss the contention of the Canadian maritime unions that Canadian Pacific ships should be manned by Canadians. The participants were drawn from the ITF's British and Canadian seafarers' affiliates. Å. Selander, ITF Assistant General Secretary, participated in an advisory capacity. A statement of intent was adopted which drew attention to the long-standing British involvement with Canadian Pacific but also recognized that Canadian Pacific was beneficially owned in Canada. Both the Canadian and British maritime unions agreed on the ultimate objective of the ITF flag of convenience policy to drive these ships back to the country of beneficial ownership, but felt that this objective might best be achieved by initial action against Canadian-owned flag-of-convenience tonnage not covered by trade union agreements. They therefore agreed to enter into mutually beneficial arrangements and to co-operate fully vis-à-vis the latter category of ships under the banner of the ITF campaign.

**193.**

On 29 June 1979 Å. Selander, ITF Assistant General Secretary, attended a meeting in London convened by the British seafarer unions to discuss the implications of the new Bermuda Shipping Act (1979). A representative of the Bermuda Industrial Union also attended the meeting. The ITF observer explained to the meeting that it would be necessary to obtain the consent of the ITF Fair Practices Committee to remove the Bermuda flag from the ITF list of flags of convenience.

**194.**

The meeting decided to make further inquiries in Bermuda concerning the possible formation of a Bermuda shipowners' association and a body similar to the British National Maritime Board prior to approaching the ITF on the matter of the Bermuda flag. The B.I.U. representative



did not oppose recognition of Bermuda as a bona fide flag as long as it did not become a modified flag of convenience.

#### **195.**

A resolution put forward by the British Merchant Navy and Airline Officers' Association (MNAOA) and proposing the removal of the Bermuda flag from the ITF flag of convenience classification only when adequate legislation protecting seafarers, standards of maritime safety, tripartite machinery to monitor and improve protective and safety legislation and collective bargaining machinery had been introduced in Bermuda failed to attract the necessary majority at the 1979 ITF Seafarers' Section Conference.

#### **196.**

##### **SUBSTANDARD SHIPS**

In March 1978 a memorandum of understanding (the so-called "Hague" memorandum) was adopted by the maritime authorities in Belgium, Denmark, France, Germany, Netherlands, Norway, Sweden and the United Kingdom, primarily on the basis of a resolution adopted by the maritime session of the International Labour Conference in 1976 which urged all governments to implement as soon as possible the substantive provisions and standards of the 1976 ILO Convention on Merchant Shipping (Minimum Standards) and the 1976 ILO Recommendation on Merchant Shipping (Improvement of Standards) pending the ratification and application respectively of these two instruments. The "Hague" Memorandum also has regard to the IMCO Procedures for the Control of Ships. The text of the memorandum was circulated to all seafarer affiliates and inspectors under cover of ITF Circular No. 35/S.6.

Apart from dealing with substandard ships under flags of convenience the ITF and its affiliates have dealt with a number of unsafe ships from both traditional and emerging maritime nations.

#### **197.**

##### **ASIAN SEAFARERS**

In accordance with a resolution adopted by the ITF Seafarers' Section Conference in October 1979, a mission comprising K. Mols Sørensen, ITF Seafarers' Section Chairman, K. P. Kolah, General Secretary of the Maritime Union of India, K. Kihata, International Secretary of the All-Japan Seamen's Union, Åke Selander, Assistant General Secretary, and Donald U'ren, ITF Asian Representative, visited Asia from 7 November to 1 December 1979. (For further background information regarding the reasons for the mission see items 48-51.)

The terms of reference of the mission were to consult affiliated unions and interested parties in Asia on present ITF policies and practices and any problems that the ITF Asian affiliates may have in supporting ITF policies and to consult them on the agenda, venue and preparations of an ITF Asian Seafarers' Conference. The mission was able to cover the following countries: India, Hong Kong, Taiwan, Philippines, Australia, New Zealand, Japan, Korea, Singapore and Indonesia.

Mission members held discussions with the Marine Department, Hong Kong, and the National Seamen's Board and Deputy Minister of Labour, Philippines, as well as with a number of seafarer unions seeking affiliation with the ITF. The Chairman of the ITF Seafarers' Section initiated discussions with the National Union of Seafarers, Bombay, India following which the union made certain undertakings with a view to having its suspension lifted (see item 2). In Indonesia members of the mission were able to pay out wages due to some former crew members of the Liberian ship "Opal City" which had previously been subjected to ITF action in the United States and the United Kingdom.

It was obvious from the discussions with the ITF's Asian seafarer affiliates, which covered such matters as manpower planning, joint manning arrangements, ITF inspections, period of back pay claims and a proposal concerning an overall crew cost package agreement and funding arrangements, that they preferred these and other matters of concern to them to be debated at proper ITF forums. However, it was also established that most affiliates were in favour of a review of the ITF standards regarding crews and flags of convenience. The findings of the mission were reported to the December 1979 meeting of the Enlarged Policy Sub-Committee of the ITF Fair Practices Committee (see item 252).

## **198.**

### **PIRACY**

On 7 November 1977 the ITF Secretariat notified all seafarer affiliates that ships at anchorage off Nigerian ports were being attacked by armed men boarding the ships at night and stealing crews' personal belongings as well as cargo.

On 21 November, the Danish vessel "LINDINGER IVORY", anchored off the port of Lagos, was subjected to a brutal attack by pirates. The Master was shot and thrown overboard and several crew members were seriously injured whilst attempting to defend themselves. Our Danish seafarer affiliates recommended their members not to sail in vessels calling at Nigerian ports until Nigeria guaranteed that there would be no further attacks on Danish vessels and crews.

Following a meeting in London on 23 November between the ITF General Secretary and the Chairman of the ITF Seafarers' Section the ITF Secretariat recommended that all seafarer affiliates should consider taking the same steps as their Danish counterparts until it was again safe for vessels to call at Lagos.

In April 1978 several vessels were boarded by armed raiders off Tema (Ghana). The Government of Ghana later announced that the police and naval units would operate twenty-four hours a day off Tema. No further major incidents have been reported, either from Ghana or Nigeria.

## **199.**

### **VIETNAMESE BOAT PEOPLE**

On 23 May 1978 the ITF Secretariat urged all seafarer affiliates to

approach their governments and shipowners to ensure that instructions were sent to vessels under their countries' flags always to heed distress calls from refugees at sea and to grant such refugees at least temporary asylum as provided for in the 1910 Brussels Convention. In October the same year the ITF Executive Board asked the Seafarers' Section to continue and if possible strengthen the efforts to assist refugees at sea (see Annex: Resolutions and Statements No. 2).

Following several unsuccessful attempts by various international groupings to come to grips with the problem the ITF Seafarers' Section adopted a resolution (later endorsed by the ITF Executive Board) urging the Board and all affiliates to apply sanctions against those which chose to ignore distress calls involving refugees at sea (for full text see Annex: Resolutions and Statements No. 18).

## **200.**

### **INDUSTRIAL DISPUTES**

In May 1979 the ITF Secretariat was informed that two ferries operating between the German island of Sylt and the Danish mainland had been sold to a German owner who intended to put the vessels under the Cypriot flag. In spite of strong protests from the Danish trade union movement it was not possible for the ITF's Danish seafarer affiliates to maintain their collective agreements. On 26 July the ITF convened a meeting in Copenhagen of its Danish affiliates concerned to review the situation and it was decided that the Danish TUC should be asked to examine the possibility of stopping supplies to the ferries with the support of the ITF. If the owner put the vessels under the German flag, the meeting agreed that there should be a German agreement on board. At the time of writing there was no further news.

Other disputes involving ITF seafarer affiliates are highlighted in items 3 to 22.

The ITF Secretariat has on a number of occasions been asked to act as conciliator/mediator in disputes between affiliated unions. In the great majority of these instances solutions were found which were acceptable to all parties. However, arising from these disputes consideration has been given by the ITF Executive Board to the establishment of a recognized conciliation and mediation procedure within the ITF.

## **201.**

### **MISCELLANEOUS**

"Those whom we serve" was the leading theme at a seminar organized in Farnham, England, from 15 to 19 May 1978 by the Missions to Seamen on behalf of their chaplains and at which Å. Selander was one of the lecturers. On 6 February 1979 he gave a follow up lecture on ITF activities on behalf of seafarers at the Missions' London headquarters.

A meeting was held in Oslo on 24 July 1978 between representatives of the National Maritime Union of America and the Norwegian Seamen's Union to discuss offshore operations and union organization. Å. Selander, ITF Assistant General Secretary, attended the meeting in an advisory capacity.

on board; pensions and sickness insurance; holidays with pay; and repatriation. The Committee adopted Resolutions on: social security cover for fishermen; holidays with pay; and repatriation. It also asked the ILO Governing Body to place medical care for fishermen, hours of work and manning, and stabilization of employment and earnings on the agenda of a future International Labour Conference. Furthermore, at the request of the Workers' Group, it called on all maritime states to set up tripartite national labour boards to keep a register of qualified fishermen, to regulate their recruitment and training and to help standardize employment conditions. The Workers' Group also proposed that in its future work the ILO should study systems of remuneration and welfare facilities. Due to employer opposition, a Workers' Group motion to the effect that edible fish should only be used for human consumption failed to get the necessary support.

H. Rake, German Transport and Public Service Workers' Union (OeTV), was Workers' Vice-Chairman of the Committee; D. Cairns, British Transport and General Workers' Union, was Spokesman of the Workers' Group; and Åke Selander, ITF Assistant General Secretary, acted as Secretary of the Workers' Group. Other representatives of ITF affiliates in Canada, Faroe Islands, Iceland, Japan, Norway and Spain attended the Committee either as Workers' Members or as members of the ITF delegation.

## **207.**

### **INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION**

#### **Safety of Fishing Vessels**

The IMCO Sub-Committee on the Safety of Fishing Vessels met in London from 18 to 22 September 1978. Ms. I. Englund, Section Assistant, attended on behalf of the ITF Secretariat. Fishermen's representatives from affiliates in Denmark and the United Kingdom were also present. The Sub-Committee adopted a number of guidelines designed to improve safety aboard small fishing vessels (below 24 metres in length) and finalized its work on this subject in July 1979, at a further sub-committee session which adopted guidelines for the design, construction and equipment of small fishing vessels.

## **208.**

#### **Standards of Training and Watchkeeping**

At its meeting in London from 9 to 13 July 1979, the IMCO Sub-Committee on Standards of Training and Watchkeeping developed pre-

liminary draft texts on the training and certification of fishermen aboard vessels of not less than 24 metres. Å. Selander, ITF Assistant General Secretary, represented the ITF. Fishermen's affiliates in Denmark and the United Kingdom were also represented at the meeting.

## **209.**

### **EUROPEAN ECONOMIC COMMUNITY**

During the ITF Fishermen's Section Conference held in conjunction with the 32nd ITF Congress, the Spanish fishermen's representative spoke of a serious threat to the continued employment of Spanish fishermen mainly as a result of the extension of the EEC fishing limit. In November 1977 the ITF Secretariat made arrangements for representatives of Spanish fishermen to put their case to the Joint EEC Committee on Social Problems in the Fishing Industry.

During the period under review the Joint Committee has been mainly preoccupied with social aids to the fishing industry and Community fisheries policy.

The ITF Fishermen's Section's involvement in the activities of the Joint Committee has been somewhat sporadic as there has been a clear tendency in the Committee to give priority to employer problems. The ITF Secretariat, in cooperation with the Secretariat of the Committee of Transport Workers' Unions in the European Communities, is seeking to remove this bias by calling for stronger unity among the unions on the Committee and by insisting that preparatory meetings of the workers' side be held prior to meetings of the Joint Committee.

Å. Selander, ITF Assistant General Secretary, attended meetings of the Joint Committee in Brussels in November 1977 and in March and June 1979.

## **210.**

### **INTERNATIONAL WHALING COMMISSION**

Officials from the All-Japan Seamen's Union have represented the ITF as observers at the following meetings of the IWC: 30th Annual Meeting, London, June 1978; Special Meeting to review catch limits for certain whale stocks in the Pacific Ocean, Tokyo, December 1978; and 31st Annual Meeting, London, July 1979.

## CIVIL AVIATION SECTION

211.

### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

#### *Ground Staff*

J. P. Maynes — Australia  
(Deputy: J. D. Cameron)  
F. Kaspar — Austria  
(Deputy: W. Darmstädter)  
F. L. Walcott — Barbados  
R. Geldof — Belgium  
R. Génovès — France  
(Deputy: Y. Lequoy)  
C. Kirwan — Irish Republic  
H. Nai — Japan

P. Mbinda — Kenya  
B. J. Kok — Netherlands  
A. Guthrie — Nicaragua  
M. García A. — Peru  
P. Muñoz — Spain  
(Deputy: F. Barros)  
A. Åslund — Sweden  
V. Schiwoff — Switzerland  
C. S. Coleman — USA  
J. F. Peterpaul — USA

#### *Cabin Attendants*

K. D. Elliott — Australia  
Ms. S. Poole — Canada  
H. J. Jensen — Denmark  
M. Abraham — France  
H. B. Beyertt — Germany  
(Vice-Chairman)  
A. Kitson — Great Britain  
(Deputy: J. E. Collier)

K. Poutous — Greece  
V. Toso — Italy  
M. Akiyama — Japan  
A. Caruana — Malta  
O. Turegård — Sweden  
E. M. Mitchell — USA  
Ms. D. E. Puerta C. — Venezuela

#### *Flight Deck*

R. Deseau — France  
T. Harding — Great Britain  
D. Bergmann — Israel  
(Deputy: Z. Dricker)

M. Tirado Campini — Mexico  
W. A. Gill — USA  
(Chairman)  
J. A. Wahle — USA  
(Deputy: F. T. Durkin)

#### *Administrative and Managerial Staffs*

F. J. Muñoz Gómez — Costa Rica  
E. Mackenzie — Great Britain

#### *Air Traffic Controllers*

J. F. Leyden — USA  
(Deputy: R. E. Meyer)

#### *Flight Dispatchers*

M. Verrecchia — Canada

212.

### Flight Deck Technical Committee

At the end of 1979 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
J. A. Wahle (Chairman)	USA	FEIA
R. Van Dyck	Belgium	CGSP
J. C. Vallot	France	SNPL

<i>Name</i>	<i>Country</i>	<i>Union</i>
R. Thiebaut (Deputy: R. Deseau)	France	SNOMAC
H. B. Beyertt (Deputies: D. Neef, F. Brandstetter)	Germany	OeTV
J. Champion (Deputy: R. C. Bricknell)	Great Britain	MNAOA
D. Bergmann	Israel	Histadrut
M. Lavalle	Mexico	ASPA
W. J. Buying (Deputy: J. P. Preyde)	Netherlands	VKB
F. T. Durkin	USA	FEIA

## 213.

### Cabin Crew Technical Committee

At the end of 1979 the above Committee was composed as follows:

<i>Name</i>	<i>Country</i>	<i>Union</i>
K. D. Elliott	Australia	Flight Stewards' Association
R. Van Wolput (Deputy: R. Housen)	Belgium	CGSP
Ms. S. Poole	Canada	CALFAA
H. J. Jensen	Denmark	Salaried Staffs' Union
M. Abraham (Deputy: Ms. M. Fuss)	France	SNPNC
H. B. Beyertt (Deputies: R. Büngener B. Tietze F. Schnurre E. Lange D. Neef)	Germany	OeTV
J. E. Collier (Deputy: E. McDermott)	Great Britain	T&GWU
K. Poutous (Vice-Chairman)	Greece	Air Transport Trade Union (PESMA)
D. Abraham	Israel	Histadrut
V. Toso	Italy	SNAVCO
M. Akiyama	Japan	JAL Cabin Attendants
K. Takita	Japan	JAL Workers' Union
A. Caruana	Malta	GWU
J. F. M. Woltering (Deputy: J. de los Santos)	Netherlands	VKC
D. Ramachandran	Singapore	Air Transport Workers' Union
M. de Julian (Deputy: J. de los Santos)	Spain	UGT
O. Turegård	Sweden	HTF
R. Callahan (Deputy: E. M. Mitchell)	USA	TWU
Ms. D. E. Puerta C.	Venezuela	ADAMA

**Ground Staff Committee**

<i>Name</i>	<i>Country</i>	<i>Union</i>
E. Mackenzie (Chairman)	Great Britain	ASTMS
H. B. Beyertt (Vice-Chairman)	Germany	OeTV
J. P. Maynes	Australia	Federated Clerks' Union
F. Kaspar (Deputy: W. Darmstädter)	Austria	HTV
F. L. Walcott	Barbados	Workers' Union
R. Verbruggen (Deputy: R. Geldof)	Belgium	Metal Workers' Union
M. Verrecchia	Canada	CALDA
D. Renard (Deputy: Y. Lequoy)	France	Public Service Workers
Deputies:		
Ms. G. Kühn	Germany	OeTV
Mr. Krausgrill		
A. von Appen		
R. Leuthner		
G. Reimer		
A. Kitson (Deputy: J. E. Collier)	Great Britain	T&GWU
M. Ghalib	India	Air India Employees' Guild
C. Kirwan	Irish Republic	IT&GWU
Z. Dricker	Israel	Histadrut
V. Toso	Italy	FILAC
H. Nai	Japan	JAL Workers' Union
J. Malii	Kenya	T&AWU
A. Caruana	Malta	GWU
B. J. Kok (Deputy: C. van Pelt)	Netherlands	Vervoersbonden FNV
A. Guthrie (Deputy: M. Blanco)	Nicaragua	USTELAS
A. Aasmundsen	Norway	HK
M. García A.	Peru	Braniff International Airways Employees' Union
J. A. Villagrasa (Deputy: J. Puga)	Spain	UGT
K. Johnson (Technical Adviser: L. Möllerberg)	Sweden	HTF
A. Åslund	Sweden	STF
V. Schiwoff	Switzerland	VPOD
W. L. Scheri	USA	IAM
J. F. Leyden (Deputy: R. E. Meyer)	USA	PATCO
E. M. Mitchell (Deputy: E. F. Downey)	USA	TWU



**215.****CONFERENCES AND MEETINGS****International Conference of Cabin Attendants, London, 29 to 31 March 1977**

Ninety-three delegates and advisers from 28 countries attended this Conference, which endorsed an ITF Statement on the International Flight Attendants' Association (IFAA) and adopted resolutions on Japan Air Lines cabin attendants, the Scandinavian cabin attendants' dispute against SAS, Eastern Airlines cabin attendants and Concorde. In addition to updating Section policy statements on the licensing of cabin attendants, occupational health and safety, discrimination against female cabin attendants and job security of cabin attendants, the Conference also reviewed the questionnaire for the International Survey of Cabin Attendants' Working Conditions and made a number of changes.

**216.****Flight Deck Technical Committee Meeting, Zürich, 28 April 1977**

Mr. L. F. Bateman of the British Aircraft Corporation delivered a paper on research and development work concerning the future design of flight deck instrumentation using cathode ray tubes. The meeting also examined the draft Convention for submission to the ILO on Flight and Duty Time Limitations and added final touches to the ITF Policy Statement on the Air Transport of Hazardous Materials.

**217.****Civil Aviation Section Conference, Dublin, 23 July 1977**

A Conference of the Civil Aviation Section was held in Dublin on 23 July 1977 in conjunction with the ITF's 32nd Congress. A full report on the Conference was carried in the ITF Congress Proceedings.

**218.****Asian Regional Civil Aviation Conference, Manila, 27 to 31 March 1978**

ITF Civil Aviation Section Secretary M. S. Hoda attended the above Conference in the capacity of lecturer. For a detailed report see Regional Activities item 44.

**219.****Cabin Crew Technical Committee Meeting, London, 12 and 13 June 1978**

Twenty-eight members and advisers from 11 countries attended this meeting of the ITF Cabin Crew Technical Committee (formerly known as the Cabin Attendants' Technical Committee), at which O. Johansson (Sweden) was elected Committee Chairman and K. Poutous (Greece) Vice-Chairman. The Committee decided to ask the ILO to convene a meeting of experts on the occupational health and safety of flying staff as soon as possible, and appointed two sub-committees—on occupational health and safety, and on job security and working conditions—to

prepare documents and memoranda for the ILO meeting. Committee members reaffirmed the ITF's existing policy on cabin crew licensing and expressed concern at the growing number of independent cabin crew associations, which were a threat to the industrial and bargaining strength of this category.

## **220.**

### **Flight Deck Technical Committee Meeting, London, 12 and 13 July 1978**

Ten delegates and advisers attended this meeting, which endorsed various submissions by the French Flight Engineers' Union (SNOMAC) regarding the composition of the cockpit crew complement on smaller aircraft such as the B 737, DC 9 and BAC 1-11. The delegates went on to protest strongly at the policy of airline managements in certain countries of operating these aircraft with two pilots only, rather than with two pilots plus a flight engineer. The Committee also approved a document on the flight deck layout of future aircraft and the complementary nature of the pilot's and flight engineer's professions.

After hearing a report from R. Deseau (SNOMAC) on his participation at the Federal Aviation Administration (FAA) hearing on the hazards of plastic materials, the Committee decided to draw the ITF's attention to the need for a coordinated trade union campaign against the hazards of certain types of plastic material used both in aircraft and other modes of transport.

The meeting formulated a Minimum Security Programme for implementation at international level, to be pursued through the International Civil Aviation Organization (ICAO) and the International Air Transport Association (IATA). It decided to update the ITF's policy on flight and duty time limitations and noted with concern ICAO's proposal to amend Annex 1 (Personnel Licensing), which would affect all licensed personnel in civil aviation. The Committee decided that a formal protest regretting that the ITF had not been consulted should be made to the ICAO Secretariat.

## **221.**

### **KSSU Group Meeting, Zürich, 21 to 23 November 1978**

The above meeting of ITF-affiliated civil aviation unions representing workers in the KSSU Group (KLM, SAS, Swissair and UTA) decided: (a) to institute an exchange of information and regular consultation among the unions on new airline projects; (b) to take further steps to exert influence on their respective governments so as to persuade the airlines to negotiate with the unions on a group basis, in conformity with the OECD's guidelines on multinational enterprises; (c) to make a comparative study of the working conditions of selected categories of ground and flying staff, with a view to their harmonization. The meeting also appointed a working party to draft an agreement covering the unions within the KSSU Group to provide for mutual support, including action such as refusing to carry out work or to inter-change crew without

prior agreement among the unions involved and the withholding of their members' services in cases of industrial dispute. This working party met in London on 24 January 1979 and finalized the draft, which was subsequently despatched to all the unions concerned. A second working party was also set up to assess the particular problems facing airline maintenance mechanics arising from the KSSU Group agreement on the division of maintenance work.

**222.**

**African Regional Civil Aviation Conference, Nairobi, 11 to 15 December 1978**

This Conference was attended by ITF Civil Aviation Section Secretary M. S. Hoda. For a full report see Regional Activities item 27.

**223.**

**Ground Staff Committee Meeting, London, 23 to 25 January 1979**

Forty-five delegates, advisers and observers from 16 countries attended the above meeting, which heard a report from the ITF representative at ICAO, D'Arcy Kennedy, on the ITF's participation in various ICAO meetings and discussed ways in which the ITF could increase its influence in that body. In particular, it was felt that national trade unions should impress upon their respective governments the importance of taking the workers' point of view into account when briefing their representatives at ICAO. The meeting decided to call upon the ILO to give urgent consideration to the holding of an international symposium on the effects on employment security and job opportunities in civil aviation of increased automation and the widespread introduction of microelectronics (chips) and computer technology. It was also agreed that ideas and suggestions on the humanization of the workplace in civil aviation should be sent to the ITF Secretariat for collation and dissemination among affiliates.

A resolution was adopted expressing grave concern at the practice in some Scandinavian countries of allowing pilots to carry out pre-flight maintenance and technical checks on certain types of aircraft. The resolution reiterated existing ITF policy, namely that in the interests of safety such work should always be undertaken by qualified and licensed technical personnel. The meeting also gave special attention to the forthcoming ILO meeting on Air Traffic Controllers and decided on the position to be adopted by the workers' side.

**224.**

**Meeting of KSSU Maintenance Engineers, Stockholm, 3 and 4 April 1979**

At the invitation of the Swedish Transport Workers' Union, a meeting of representatives of maintenance engineers from the airlines of the KSSU Group was held in Stockholm on 3 and 4 April 1979 to discuss problems arising from the division of maintenance work among the group partners. It was agreed that a regular exchange of information was essential to ensure security of employment.

**225.**

**Civil Aviation Section Conference, Paris, 28 to 31 May 1979**

Two hundred delegates and advisers from 30 countries attended the Section Conference, which was chaired by J. Wahle (FEIA, USA) in the absence of W. Gill, Section Chairman. The Conference endorsed an agreement on mutual support and solidarity among unions in the KSSU group; expressed its disappointment at the failure of airline managements in the European Community countries to discuss social problems at Community level with the airline unions; called for the convening of a tripartite conference on occupational safety and health for flying staff; appointed an Ad Hoc Committee to advise the ITF on the proposed revision of Annex 1 of the ICAO Convention; called for tighter airport security and adopted a minimum security programme; and adopted resolutions on flight-deck lay-out and crew complement, pilot and flight engineer licensing, pre-flight aircraft inspection, the hazards of cathode-ray screens, and the licensing of cabin crew\*. The Conference also adopted a policy statement on shift work and the transport of hazardous materials by air. Industrial disputes involving Japan Air Lines cabin attendants, Iberia and Argentine Airlines were the subject of resolutions pledging support for the unions concerned. (For texts see Annex: Resolutions and Statements Nos. 19 to 28.)

Separate meetings of cabin crew, flight deck crew and ground staff were also held in conjunction with the main Conference.

\*see item 226

**226.**

**Flight Deck Technical Committee Meeting, London, 6 and 7 November 1979**

The main item on the agenda before the meeting was the proposed revision of ICAO Annex I on Personnel Licensing and Training. The Committee expressed its views on the proposed changes as far as they affected flight deck crew members, and these were referred to the ITF Ad Hoc Committee, which met the next day. The Committee also reviewed the ITF policy statement on flight and duty time limitations and recommended several changes in the existing document in order to bring it up to date. It was felt that existing ITF resolutions and policy statements on flight deck matters should be consolidated and for that purpose a sub-committee was appointed, comprising M. S. Hoda (Chairman), Roger Bricknell (MNAOA-UK), Frank Durkin (FEIA-USA), A. Rolland (SNOMAC-France) and W. J. Buying (VKB-Netherlands). Other items discussed at the meeting included latest status of flight deck designs for the B757 and 767, the flight deck crew complement on the A-310 and anti-misting kerosene fuel.

**227.**

**Ad Hoc Committee on ICAO Annex I, London, 8 November 1979**

This was the first meeting of the ITF Ad Hoc Committee appointed by the Civil Aviation Section Conference held in Paris in May 1979. The meeting was conducted by Bill Gill, Chairman of the ITF Civil Aviation Section, and 16 members and advisers attended. D'Arcy Kennedy, the ITF representative at ICAO, explained the background to and gave details of the changes proposed by the ICAO Secretariat. The Committee felt that although the revised draft was an improvement on the existing text of Annex I certain aspects of it needed further examination and improvement, and it was agreed that representatives of each category should study the document carefully and submit their observations to the ITF Secretariat for discussion at the next meeting, which was fixed for 5 and 6 February 1980. It was further agreed that two air traffic controllers' representatives should be invited to serve on the Committee. The meeting was also informed that the "State letter" to be sent to all member states of ICAO and other international organizations—including the ITF—for comments would be ready by the end of November 1979 and would therefore be available to the members of the Committee before the next meeting.

**228.**

**HIJACKING**

During the period under review, there were several hijacking incidents, two of which were so grave that they deserve special mention. The first involved a Japan Air Lines DC-8, hijacked to Algeria in October 1977. The ITF's request to the Algerian government that the hijackers should be brought to trial or extradited was not acknowledged, their demands were met in full and they subsequently disappeared in Algeria. The second incident occurred in the same month and involved a Lufthansa Boeing 737, hijacked to Mogadishu (Somalia). The Captain of the aircraft was murdered in cold blood. In Mogadishu, German security forces stormed the plane and released the hostages.

The General Secretary reacted to these two cases of hijacking by contacting yet again both the United Nations and ICAO, calling on them to take drastic and immediate action.

ITF aviation affiliates were deeply shocked by these incidents and felt that the ITF should explore what further contribution it could make to a solution of the hijacking menace. To this end, a special meeting was held in Vienna on 24 and 25 November 1977 in which ITF President Fritz Prechtel, ITF Civil Aviation Section Chairman Bill Gill, the President of the German Transport and Public Service Workers' Union (OeTV), Heinz Kluncker, and ITF General Secretary Harold Lewis took part. The meeting decided to recommend to the Civil Aviation Section Conference that was to meet in Geneva on 5 and 6 December 1977:

- (a) that the ITF should be ready, in cooperation with sympathetic states, authorities and organizations to organize boycotts and other sanction against states which continue to support those who carry out acts of terrorism against civil aircraft operations; and
- (b) that the ITF should organize an international symposium to review the whole question of civil aviation terrorism.

## **229.**

### **International Symposium on Hijacking and Other Forms of Attack against Civil Aviation, Bonn, 6 and 7 April 1978**

The ITF Civil Aviation Section Conference, held in Geneva in December 1977, noted the recommendations of the Vienna meeting and adopted a resolution calling on the ITF to organize an International Symposium to review the whole question of terrorism against civil air transport, where experts from relevant national and international bodies could join with ITF civil aviation affiliates in purposeful discussions on all aspects of aviation security, both on the ground and in the air. In accordance with this decision, an international symposium on hijacking and other forms of attack against civil aviation was held in Bonn on 6 and 7 April 1978, at the invitation of the German Transport and Public Service Workers' Union (OeTV). ITF-affiliated civil aviation unions from Europe, the Middle East, Asia and the United States attended. Mr. H. Ruhnau, Secretary of State at the German Ministry of Transport, presented the government's official viewpoint. Airline managements were represented by the International Air Transport Association (IATA) and by Mr. G. Frühe of the German airline, Lufthansa.

The symposium provided a valuable forum for an exchange of views and detailed discussions were held on ways of improving airline and airport security. The ITF civil aviation affiliates present reaffirmed their support for the ITF's policy on hijacking and other acts of terrorism, namely that affiliates, in cooperation with sympathetic states and organizations, should organize sanctions against those countries which continued to flout world opinion and the principles of the appropriate international instruments.

## **230.**

### **Bonn Declaration on Hijacking**

The ITF welcomed in a press statement the agreement entered into by seven nations (Canada, France, Germany, Italy, Japan, the United Kingdom and the USA) at the Bonn Economic Summit in July 1978 to institute a total boycott of all countries which harbour hijackers and terrorists, confiscate hijacked aircraft or refuse to repatriate hijack victims. The ITF has promised that it will cooperate wholeheartedly in the implementation of this policy, which it has long advocated.

**231.**

### **ITF's Minimum Security Programme**

The ITF Civil Aviation Section Conference held in Paris in May 1979 adopted a Minimum Security Programme to be implemented at all airports worldwide. ICAO, IATA and governmental organizations have been urged to ensure its implementation (see Annex: Resolutions and Statements No. 19).

**232.**

### **RELATIONS WITH INTERNATIONAL ORGANIZATIONS**

#### **EEC**

A meeting of civil aviation trade unions from EEC (Common Market) countries was held in Brussels on 4 December 1978. The meeting was informed that the Social Division of the Commission had held preliminary discussions with some members of the employers' group on various problems raised by the workers' side and that the Commission had appointed Jelte Post, former Chairman of the ITF Civil Aviation Section, as an expert to carry out a survey on working conditions of civil aviation workers in EEC member countries, which had the support of Community employers. A small working party was appointed by the meeting to make thorough preparations for future meetings.

**233.**

The working party met on 29 January, 26 March, 4 and 5 July and 16 October 1979 and examined problems of current concern to the Civil Aviation Section, with a view to identifying specific areas for future discussion with the employers within a joint Committee to be established for the civil aviation industry.

**234.**

A full plenary meeting of the workers' side was held on 12 and 13 December 1979 in Brussels. The meeting considered the interim report of the working party and took note of the recommendations made therein. It also discussed the composition of the workers' side of a future joint committee. The meeting further urged the Commission to do everything possible to convene an early ad hoc meeting with the employers so as to discuss social and other matters of concern to aviation employees.

**235.**

#### **ILO**

### **Preparatory Meeting for the ILO Meeting on Civil Aviation, Geneva, 5 and 6 December 1977**

An ITF Civil Aviation Section Conference was held on 5 and 6 December 1977 in Geneva, immediately prior to the ILO meeting. The

Section Conference, which was chaired by Section Chairman, W. A. Gill (USA), and attended by 90 delegates and observers from 23 countries, decided on the position to be adopted by the ITF during the conference as well as on the resolutions to be submitted to the ILO meeting. These concerned: a social convention for civil aviation workers; the establishment of permanent tripartite machinery within the ILO for civil aviation; the convening of a further meeting of the ILO on civil aviation as soon as possible to discuss the social repercussions of technological changes and the problems created by inter-airline mergers and cooperative efforts; and hijacking.

**236.**

**ILO Tripartite Technical Meeting for Civil Aviation, Geneva, 7 to 15 December 1977**

The agenda of the Meeting read: report of the Director-General; occupational health and safety in civil aviation; and employment security in civil aviation.

After lengthy and occasionally acrimonious discussions, the Meeting adopted conclusions on the two technical items, viz. employment security and occupational health and safety in civil aviation. The Meeting further adopted four resolutions on: hijacking; future ILO action; a meeting of air traffic controllers; and trade union rights.

The Workers' Group achieved a significant success in getting most of its points accepted. A resolution on a convention for civil aviation, proposed by the ITF and the Workers' Group, failed to achieve the required number of votes for its adoption because the Employers' Group abstained from voting. An Employers' resolution on "optimising financial returns" also failed because the two other groups abstained from voting on it. All but one of the official positions on the Workers' Group at the meeting were taken by representatives of ITF affiliates. The Chairman of the Workers' Group was E. Mackenzie (Great Britain) and the Workers' Vice-Chairman of the whole meeting was B. J. Kok (Netherlands). L. O. Shorter (Great Britain) was Vice-Chairman and workers' spokesman on the Steering Committee, where the resolutions were discussed, and H. B. Beyertt (Germany) and E. Williamson (Australia) were the workers' spokesmen on the two committees that considered the technical items. M. S. Hoda, Section Secretary, acted as Secretary to the Workers' Group.

**237.**

**ILO Experts Meeting on Air Traffic Controllers, Geneva, 8 to 16 May 1979**

Fifteen government and fifteen workers' experts participated in this ILO Meeting, which adopted conclusions and recommendations on industrial



relations; social and labour aspects of ATC systems; hours of work; remuneration; retirement age and pensions; occupational safety; health and welfare; legal liabilities; manpower and career planning; training and retraining; and employment security. The ITF was represented by M. S. Hoda, who acted as Secretary of the Workers' Group.

### **238.**

#### **ICAO**

The ITF has increased its participation in the work of ICAO following the assignment of D'Arcy Kennedy. During the period under review, he represented the ITF at a number of Air Navigation Commission (ANC) meetings. He also drew the attention of ICAO to the fact that the ITF was excluded from the list of interested organizations to be consulted on security matters and that the Federation had been overlooked when the ANC appointed a Study Group to assist the Secretariat in reviewing Annex I. ITF affiliates were asked to take these matters up with their national authorities and as a result ICAO received a number of enquiries from Contracting States.

At the time of writing this report, a revision of Annex I to the Chicago Convention (Personnel Licensing and Training PEL/TRG) was under way in ICAO. In the first draft the ICAO Secretariat had proposed the introduction of the System Operator/Pilot Concept, which would have affected the flight engineer's profession adversely. The chairman of the ITF Civil Aviation Section, together with D'Arcy Kennedy, met ICAO officials and was successful in persuading them to drop this concept.

In order to examine other proposed changes in Annex I, the ITF Civil Aviation Section Conference held in Paris in May 1979 appointed an Ad Hoc Committee comprising representatives of all categories concerned with ICAO Annex I. The Committee met on 8 November 1979 and reviewed the document and will eventually be making a detailed comment on the draft Annex I for the consideration of ICAO.

### **239.**

The European Civil Aviation Conference (ECAC) (which works under the umbrella of ICAO) held its 10th Triennial Conference in Strasbourg. The ITF was represented by M. S. Hoda, together with R. Deseau of France. The conference adopted a number of recommendations on matters such as aviation security, the reduction of nuisance caused by air transport and the carriage of hazardous materials. The ITF representatives drew attention to the need for regular consultation with the trade unions in the formulation of ECAC's policies.

## TRAVEL BUREAU SECTION

### 240.

#### SECTION COMMITTEE

At the end of 1979 the Section Committee was composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
Australia	J. P. Maynes	J. D. Cameron
Denmark	J. Pors	
	H. J. Jensen	
Germany	K. Haussig	W. Murche
Great Britain	T. Jenkins	C. A. Lyons
		J. L. Richardson
		L. O. Shorter
Irish Republic	L. Smith	
Japan	C. Kirwan	
	K. Fukudome	S. Suzuki
	( <i>Vice-Chairman</i> )	
Kenya	J. Malii	P. Mbinda
Malta	A. Caruana	
Netherlands	P. Diepeveen	
Spain	D. Moragues	A. Caballos
Sweden	L. Hellman	
	( <i>Chairman</i> )	
USA	J. F. Otero	R. J. Devlin
		T. Fitzgibbon

### 241.

As a result of discussions between the Chairman of the ITF Travel Bureau Section and the ITF Secretariat on 26 April 1978 a circular was sent to affiliated unions in which the following proposals were made:

- (i) A survey should be conducted to find out whether special efforts have been made or are planned in the near future in various countries to organize employees of the travel industry into trade unions.
- (ii) In pursuance of the decision taken by the Dublin Congress, an international seminar on travel bureau matters should be convened in London in the second half of 1979. The aims of the Seminar would be to gather information on the industry and other related trade union problems as well as to launch the future activities of the Section.

### 242.

#### CONFERENCES AND MEETINGS

#### **Travel Bureau Section Committee Meeting, London, 31 October 1978**

A meeting of the Travel Bureau Section Committee was held in London on 31 October 1978. Fourteen delegates and advisers from six countries attended. The Committee elected K. Fukudome of the Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKOROREN) as Vice-Chairman.

The meeting noted with satisfaction an encouraging increase in Section membership following the decision of the Transport Workers' Federation (UGT), Spain to affiliate its Travel Bureau Section to the ITF and the merger of the Japan Travel Bureau Workers' Union with KANKOROREN (Japan Federation of Travel and Air Cargo Agency

Workers' Unions), which has since affiliated its entire membership to the ITF. Committee members gave the meeting details of the level of organization of travel trade workers in their respective countries and also agreed to set up a three-man sub-committee to draw up a programme for the international seminar on the travel trade.

The meeting further decided that international organizations such as the World Tourism Organization (WTO), ICAO, the ILO, the Universal Federation of Travel Agents' Associations (UFTAA) and other international organizations should be invited to this seminar to present their point of view. The meeting was of the unanimous opinion that the ITF Travel Bureau Section should follow up the proposal for establishing a relationship with the WTO. It was pointed out that the financial implications of this relationship could, if necessary, be covered by voluntary donations from certain affiliates.

### **243.**

#### ***International Seminar and Section Conference of the ITF Travel Bureau Section, Amsterdam, 9 and 10 October 1979***

At the invitation of the ITF-affiliated Dutch Dienstenbonden FNV, the ITF Travel Bureau Section held an international seminar on the Travel Trade in Amsterdam on 9 and 10 October 1979. The Seminar was attended by 50 delegates and advisers from 14 countries, including guest speakers from the World Tourism Organization (WTO), the International Labour Office (ILO) and the EEC.

The Seminar was opened by the Chairman of the Travel Bureau Section, Lars Hellman, and an address of welcome was given by the President of the host organization, Jan Brouwer. After a progress report on the Section's activities by the Section Secretary, M. S. Hoda, papers were presented by Mr. J. C. Neyret of the WTO on "Tourism as an actual and potential source of employment" and by Mr. A. Payan of the ILO on "Social and Working Conditions of Travel Trade Employees". Mr. M. Vanistendael, Directorate-General of Social Affairs, EEC, also addressed the Seminar.

The Seminar on 9 October was followed by a full Conference of the Travel Bureau Section on 10 October. The Conference adopted an important resolution concerning "companies of convenience", which mainly affected a large Danish-based multinational company Tjaereborg that had transferred its tourist guide operations to a specially-created "company of convenience" in Switzerland in order to avoid trade union organization and proper social conditions for its employees (see Annex: Resolutions and Statements No. 29).

Other items on the agenda included reports by delegates on conditions and problems of the travel trade industry in the various countries represented at the meeting and a plan for future activities.

The Dutch host organization also presented copies of its model collective agreement for travel employees, which is currently being used in a nation-wide organizational drive.

## SPECIAL SEAFARERS' SECTION

244.

### FAIR PRACTICES COMMITTEE

At the end of 1979 the Fair Practices Committee was composed as follows:

<i>Country</i>	<i>Seafarers</i>	<i>Dockers</i>
Argentina	A. Giovenco	
Australia		T. I. Bull
Belgium	R. van Cant	A. Vervliet
Canada	R. Gralewicz	D. Nicholson
Finland	R. Herdin	P. Teikari
France		J. Duniau
Germany	D. Benze	M. Rosenberg
Israel	A. A. Chisik	
Italy	F. Giorgi	L. Betti
Japan	K. Kihata	
Netherlands	W. Ch. van Zuylen	B. J. van Eldik
New Zealand	J. Woods	E. G. Thompson
Norway	E. Tollerud	
Sweden	G. Karlsson	H. Ericson
Switzerland	K. Rebsamen	
United Kingdom	E. Nevin	J. L. Jones
	J. Slater	
United States	J. Fay	T. W. Gleason Sr.
	S. J. Wall	

Co-Chairmen: K. Mols Sørensen (*Chairman, Seafarers' Section*)

C. H. Fitzgibbon (*Chairman, Dockers' Section*)

245.

### MEETINGS

#### **Fair Practices Committee Meeting, London, 15 and 16 February 1977**

The meeting was attended by 47 members, advisers and ITF Inspectors from 18 countries, with 28 observers, including the ITF Regional Representatives, from 8 further countries. C. H. Fitzgibbon, Waterside Workers' Federation of Australia, was in the chair.

The meeting noted the report on activities for the previous twelve months which recorded the steady progress made in pursuing the ITF Campaign against flag- and crew-of-convenience ships.

The meeting took a number of decisions concerning the future conduct of the Campaign. It called upon all maritime affiliates to make more men available to act as ITF Inspectors and asked the General Secretary to approach appropriate affiliates directly in order to increase the number of Inspectors and obtain a wider geographical representation. Affiliates were urged once again to raise the problem of flags of convenience within their national trade union centres and to seek the support of workers in ancillary trades. Affiliates were also urged to make

representations to their governments for early ratification of the ILO Convention on Minimum Standards in Merchant Ships, adopted in October 1976, and implementation of the complementary Recommendation's guidelines. The meeting rejected proposals to modify ITF Policy from the Pan-Hellenic Seamen's Federation, PNO, concerning the acceptance of the Greek collective agreement covering crews on Greek-owned flag-of-convenience ships, and from the Indian seafarers' unions which sought to have the total cost of a crew as a criterion for acceptance, rather than the individual rates of pay. Statements were adopted on the Situation in the Philippines and on Stricter Enforcement of the Far East Only Pay Scale (see Annex: Resolutions and Statements Nos. 30 and 31).

The Committee amended the list of flag-of-convenience countries adopted by the ITF to read as follows:

Liberia	Bahamas	Lebanon
Panama	Bermuda	Cayman Islands
Singapore	Netherlands Antilles	Oman
Cyprus	Malta	Seychelles

Grants from the Seafarers' International Assistance, Welfare and Protection Fund totalling £261,940 were made and endorsement given to grants made by the Welfare Fund small sub-committee totalling £164,373. The meeting also decided that all shipowners are required to make contributions to the Fund, thereby formally rescinding a decision of 1966 which had relaxed that obligation.

An exchange of views and experience among the **ITF Inspectors** present took place following the Committee meeting. A number of practical matters concerning coordination and the provision of information were referred to the Secretariat, and have since been dealt with.

#### **246.**

#### **Joint Conference of the Seafarers' and Dockers' Sections, Dublin, 23 July 1977**

A Joint Conference of the Seafarers' and Dockers' Sections was held on 23 July 1977 in conjunction with the 32nd ITF Congress. It was attended by 150 delegates and advisers from 31 countries. A full report on the Conference was included in the ITF Congress Proceedings.

#### **247.**

#### **Fair Practices Committee Meeting, London, 15 and 16 March 1978**

The meeting was attended by 54 members, advisers and ITF Inspectors from 17 countries and 31 observers, including the ITF Regional Representatives, from a further 10 countries. K. Mols Sørensen, Danish Mates' Association, was in the chair.

Delegates reaffirmed their firm commitment to the overall aims and objectives of the Campaign and noted with satisfaction that a record \$9 million in back pay had been recovered during the period. The Committee, while agreeing that a great deal remained to be achieved, was pleased to record that there had been a general raising of standards, even in vessels with crews that were not covered by ITF agreements.

The meeting decided to appoint a Sub-Committee comprising the two Committee Co-Chairmen, K. Mols Sørensen and C. H. Fitzgibbon, and the General Secretary Harold Lewis, assisted by Assistant General Secretary Åke Selander and Brian Laughton, Secretary of the Special Seafarers' Section, to look at the many proposals that had been made for the future conduct of the Campaign and to suggest ways in which the Campaign might be extended in the future.

The Small Welfare Fund Sub-Committee was asked to deal with a considerable number of applications for grants from the Welfare Fund and to report back to the Fair Practices Committee in due course.

The meeting deplored the fact that even where charter party clauses stipulated that ITF agreements should be signed for a particular vessel (usually to protect the vessel from the consequences of industrial action) many owners accepted charters without concluding the necessary agreements for the crews of these vessels with the ITF. The Section Secretary confirmed that the Secretariat was always ready to supply information to charterers on whether vessels they were considering chartering were covered by ITF agreements.

It was also agreed by the meeting that the Secretariat should keep a close eye on developments in Western Samoa and Tonga, where an attempt was being made to employ cheap crews under the guise of development aid.

The future activities of the Section were also discussed and delegates unanimously reaffirmed the objective of existing ITF policy, namely that ships flying flags of convenience should be returned to the registry of beneficial ownership. Delegates were also agreed that governments should be pressed to take urgent steps to ratify ILO Convention No. 147 on Minimum Standards in Merchant Ships. In this connection, they welcomed the announcement that eight North European states had decided to implement the Convention by ensuring that vessels using their ports and inland waterways came up to the national standard.

A meeting of **ITF Inspectors** was held on the day following the Fair Practices Committee meeting.

## **248.**

### **Policy Sub-Committee Meeting, London, 19 and 20 October 1978**

The Sub-Committee appointed by the Fair Practices Committee meeting was composed of the Co-Chairmen and the General Secretary, assisted by Assistant General Secretary Å. Selander and Section Secretary Brian

Laughton. Its proposals included measures to support national unions in their efforts to organize the crews of flag-of-convenience (f-o-c) and crew-of-convenience (c-o-c) vessels; to impress upon affiliates, government agencies and charterers their responsibility to police collective agreements concluded for f-o-c and c-o-c ships to counteract the apparently increasing tendency of owners to use false wage accounts to avoid payment of the agreed wages; to note the Executive Board's affirmation of the primary function of the Special Seafarers' Section; and to improve the ITF's public relations and publicity efforts.

## **249.**

### **Fair Practices Committee Meeting, London, 22 and 23 March 1979**

The meeting was attended by 58 members, advisers and ITF Inspectors from 19 countries, with 21 observers including two ITF Regional Representatives (from Africa and Latin America and the Caribbean). The Chairman was C. H. Fitzgibbon (Australia).

The meeting adopted the Report on Activities for 1978 after noting the suspension of the National Union of Seafarers of India (Bombay) and reports on the victimization of seafarers involved in ITF action on their return home to certain Asian countries. It agreed on a solution to the different interpretations given by Finnish and British affiliates to the position of Bermuda as a flag of convenience (see Annex: Resolutions and Statements No. 32) and further noted the increasing number of legal actions the ITF and its affiliates had been involved in through their pursuance of the f-o-c Campaign. The Report of the Seafarers' International Assistance, Welfare and Protection Fund showed that grants from the Fund for 1978 totalled £330,000. The Committee agreed on certain changes in the procedure for considering applications in future.

The Committee considered the conclusions of a small sub-committee (consisting of the two Co-Chairmen and the General Secretary) set up in 1978 to consider the future activities of the Campaign, which stressed the need to intensify the Campaign and indicated areas for particular attention. After a wide-ranging discussion, it was decided to set up a more broadly-based sub-committee of dockers' and seafarers' representatives (plus the Co-Chairmen and General Secretary) to further examine all aspects of the flag-of-convenience Campaign and crews of convenience and to carry on the work begun by the 1978 sub-committee and to report back to the 1980 meeting of the Fair Practices Committee (see Annex: Resolutions and Statements No. 33).

A meeting of **ITF Inspectors** was held on the day following the Fair Practices Committee meeting.

## **250.**

### **Regional Conferences and Seminars**

A number of Conferences and Seminars have been held in the Regions and have considered problems associated with the use of flags of convenience (see item 55).

Two non-ITF conferences of Asian seafarers' unions were held in Singapore in April and August 1979, at which some ITF affiliates were represented, ostensibly for the purpose of formulating the participants' views on ITF policies on flags and crews of convenience (see items 48, 49 and 50).

**251.**

**Seafarers' Section Conference and Meeting with Asian Seafarers' Affiliates, Stockholm, September/October 1979**

For a full report see report of the Seafarers' Section (items 155 and 157). The resolution on Manning on Flag-of-Convenience Vessels is reproduced in the Annex: Resolutions and Statements No. 16.

**252.**

**Enlarged Policy Sub-Committee of the Fair Practices Committee, London, 11 to 13 December 1979**

The Sub-Committee recommended that the Fair Practices Committee should reaffirm that the objective of the ITF Campaign was still, as ever, to bring an end to flags of convenience, and that, until that objective had been achieved, it was essential to give support to seafarers on f-o-c ships by securing acceptable standards of wages, working conditions, safety and trade union organization. It further recommended that the Secretariat should make specific proposals to the Fair Practices Committee regarding:

- a) the possibilities of the ITF and its affiliates concluding collective agreements with f-o-c owners based on "total crew cost";  
and
- b) the possibilities and difficulties involved in establishing, by agreement, national funds for the general welfare of seafarers, into which would be paid an agreed proportion of the earnings produced by the "total crew cost" collective agreement.

With regard to the crews-of-convenience campaign, the Sub-Committee recommended that proposals be put to the next Fair Practices meeting regarding wages and conditions on board vessels registered in certain non-f-o-c countries where there is neither an established collective bargaining machinery nor a bona fide trade union. The Fair Practices Committee should also be recommended to reaffirm that the objective of the crews-of-convenience campaign is to establish the principle of flag rates for all seafarers except those serving on f-o-c vessels and that this objective be put into practice within a maximum period of five years from 1 June 1978.



**253.**

#### RULES OF ITF SPECIAL SEAFARERS' SECTION

In October 1978 the ITF Executive Board noted that recent litigation had revealed the need to specify formally the function of the Special Seafarers' Section and affirmed that the primary function of the ITF Special Seafarers' Section was to enrol and represent those seafarers who could not properly be represented by national affiliated seafarers' unions. At its meeting in October 1979 the Executive Board adopted Rules for the Special Seafarers' Section. The General Secretary said that amendments to the Rules might be proposed as a result of consultations that he would undertake with the Seafarers' Section and Fair Practices Committee (see also item 276).

**254.**

#### GENERAL

The increase in activity by ITF maritime affiliates against the use and abuse of flags and crews of convenience reported for the periods 1971-1973 and 1974-1976 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 below for flag-of-convenience registries and the increasing number of countries offering flag-of-convenience facilities during a period of continuing recession in world shipping.

**255.**

Throughout the period under review, the main areas of direct trade union activity have continued to be Europe, including Israel, and Australia and New Zealand, with Canada still expanding its contribution. In Scandinavia, the Norwegian affiliates have joined the Swedish and Finnish unions in being among the most active supporters of the Campaign, whilst the Danes have assisted on a sporadic basis as they continue to work towards freeing themselves from the legal restrictions on their fuller participation. Despite the legal attacks reported below, the British affiliates continued a high level of support for the Campaign. In Germany, France and Italy there has been a significant increase in activities and corresponding successes and in Belgium, the Netherlands, South Africa, 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. The situation in Spain has been improved by new affiliations to the ITF and a full-time ITF Inspector, both in respect of trade union representation of Spanish seafarers and assistance to crews of f-o-c and c-o-c ships in Spanish ports. In Portugal and a number of other countries assistance has been provided when the need has arisen (see also item 274 below).

**256.**

Owners have responded to the undoubted successes of the Campaign with a series of court actions against the ITF and affiliated unions involved. These are no longer isolated individual attempts by owners to secure the release of their ships but part of an organized counter-attack. The International Shipping Federation (ISF), which represents flag-of-convenience owners as well as bona fide flag operators, is coordinating these activities and is known to have circulated lists of specialist lawyers to its members.

**257.**

The owners suffered a severe set-back in the UK in June 1979 in the case of the Swedish-owned Hong Kong registered mv NAWALA when the House of Lords (the English Supreme Court) decided the boycotting activities of the ITF and its British affiliates were lawful and also overruled the Court of Appeal judgement of November 1978 in the case of the Greek-owned Liberian-flag CAMILLA M. The latter case had given owners considerable encouragement in their efforts to use the courts to frustrate ITF activities. The NAWALA was also the cause of litigation in Norway where an appeal to the Norwegian Supreme Court by the union side against an award for damages is still pending. Meanwhile the unions are continuing with their support for the ITF Campaign, having taken note of the Court's findings.

**258.**

Legal skirmishes have taken place in most other European countries. So far none of them has been conclusive either way. It is therefore essential for affiliates to prepare for further legal confrontations and, where necessary, to seek to achieve changes in national legislation.

**259.**

At the end of 1979 a case brought by Universe Tankships Inc., one of Daniel K. Ludwig's companies, against the ITF was set down for trial in March 1980. The case arose from the boycott of the Liberian-flag VLCC UNIVERSE SENTINEL at Milford Haven, Wales, in July 1978 which resulted in the company entering into an ITF agreement, depositing over US\$70,000 on account of back pay and signing a further agreement to pay any outstanding back pay (over US\$250,000). On behalf of the crew the ITF has started legal proceedings in Belgium to obtain payment of both back pay and wages differences during the currency of the agreement.

## 260.

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, regardless of the nationality of the ships they serve in. Problems of this nature led to the suspension by the ITF Executive Board of the National Union of Seafarers of India of Bombay in October 1978. (This is dealt with in more detail under item 2.)

## 261.

Apart from the usual reprisals taken by owners against crew members individually or collectively for having instigated, cooperated in, or failed to oppose ITF affiliates' action to secure acceptable agreements, "official" or "legal" measures by governments or their agencies are the cause of growing concern among affiliates and at the ITF Secretariat. India has made no secret of its opposition to the aims of ITF policy. In a number of cases the Indian NMB has suspended all the Indian seamen concerned and confiscated their seamen's books, leaving them unable to be employed as seamen, possibly for ever. This is clearly meant as a deterrent to other Indian seamen, many of whom are only too well aware of the fact that they are being discriminated against by both their foreign employers and their own government. There is evidence that the government of Bangladesh has carried out, or threatened to carry out, similar punishment of Bangladeshi seamen. Frequent mention has been made in previous reports of the disciplinary and other measures taken against Philippine seamen on their return home. According to their own literature, the prime objective of the Philippine government and Seamen's Board is the export of a cheap, trouble-free, marketable, dollar-earning product in the form of unlimited seamen—their language, not ours. Seamen are afraid to complain about unsafe, unsanitary ships, to say nothing of sub-standard, irregular pay and conditions, for fear of being blacklisted. When they do complain, a government official is dispatched to the ship to explain to them the error of their ways and to get them back to work, or else . . . The ITF General Secretary met the Philippine Labour Attaché in London, who has frequently been involved in these cases, in December 1978, to explain the concern felt by affiliates for him to relay to his government. No reply has been received, but stories have appeared in the Philippine press, alleging the ITF's intention of boycotting all Philippine-manned ships and, at the same time, dismissing them as idle threats ". . . as they said they would do it before, but failed . . ." These stories have been refuted by our Philippine affiliate. There are, at the moment, reported to be 120,000 registered Philippine seamen being added to annually at the rate of 3 to 5,000 graduates of various seamen's schools, of which approximately 33,000 are employed.

**262.**

Taiwanese and South Korean seafarers are known to face similar problems following any involvement with other ITF affiliates for the application of ITF pay and conditions. Manning agents approach wives and families in their efforts to recover any back pay. In a number of cases they have taken legal action against the men, despite the fact that the Companies have signed ITF agreements before the men joined the ships. Mixed-nationality crews, made up mainly of freelance seafarers, have also been under considerable pressure to return any pay settlements to the owners as a result of the high unemployment prevailing in the international recruiting centres of Europe.

**263.**

The use of the Greek collective agreement on Greek-owned flag-of-convenience ships continues to be a problem although in certain cases the Greek union has started to sign special agreements aimed at raising the standard of the Greek agreement to the equivalent of the ITF agreement.

**264.**

At the international level, within IMCO, the ILO, the OECD, the EEC and UNCTAD, the problems of flag-of-convenience ships and/or sub-standard ships have continued to receive a great deal of attention. References in reports of all these organizations clearly indicate that their interest is to a considerable extent due to the pressure maintained by the activities of ITF maritime affiliates. The fact remains, however, that it is *only* the constant threat and, if necessary, use of industrial action by the maritime unions and the attendant bad publicity for the ship-owner 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, or, it seems, improvements in international regulation of the shipping industry.

**265.**

ITF work within the various international bodies concerned with shipping, including flags of convenience, is mainly covered in the report of the Seafarers' Section. The Secretary of the Special Seafarers Section attended the Ad Hoc Inter-governmental Working Group of the UNCTAD Committee on Shipping on the consequences of the existence or lack of a genuine link between a ship and its flag state, held in Geneva in February 1978. As a result of this meeting reports prepared by the UNCTAD Secretariat for the meeting of UNCTAD V held in Manila in May 1979 called for flag-of-convenience registries to be frozen and open registry fleets to be phased out over a period of years with the object of assisting the expansion of developing nations' fleets

and modifying market mechanisms for the transport of bulk cargoes. The report was widely publicized, and was remarkable for the wealth of information it contained on the beneficial ownership of the so-called open registry fleets and which countries are deriving material benefit from these operations. Further reports on Beneficial Ownership, Comparative Labour Costs and the Legal Mechanisms for the phasing out of open registries were published towards the end of 1979. These were to be considered at a second meeting of the Ad Hoc Working Group due to take place in Geneva in January 1980.

## 266.

Several informal meetings with the ISF (International Shipping Federation) have taken place during the period under review to exchange views on the problems associated with the use of flags of convenience. No progress was made. The ISF is totally opposed to any international minimum rate of pay. It has been agreed to meet again from time to time.

## 267.

### FLAG OF CONVENIENCE TONNAGE

A table showing the continued growth in the flag of convenience registries is given below.

Country of Registry	1964		1974		1977		1979	
	Ships	Million GRT	Ships	Million GRT	Ships	Million GRT	Ships	Million GRT
Liberia ... ..	1117	14.55	2332	55.32	2617	79.98	2466	81.53
Panama ... ..	691	4.27	1962	11.00	3267	19.46	3803	22.32
Honduras ... ..	46	0.09	56	0.07	63	0.105	99	0.19
Cyprus ... ..	—	—	722	3.39	800	2.79	762	2.36
Singapore ... ..	—	—	511	2.88	872	6.79	1031	7.87
Lebanon ... ..	174	0.85	88	0.12	163	0.23	185	0.26
Somalia† ... ..	—	—	276	1.92	31	0.16	15	0.05
Seychelles ... ..	—	—	3	(1,901)	10	0.06	6	0.003
Cayman Islands ...	—	—	48	0.04	106	0.12	152	0.23
Bermuda ... ..	—	—	54	1.153	88	1.75	112	1.73
Bahamas ... ..	—	—	129	0.153	109	0.11	91	0.12
Malta ... ..	—	—	26	0.038	44	0.10	47	0.12
Netherlands								
Antilles‡ ... ..	—	—	—	—	112	1.85	86	1.68
Greece†† ... ..	—	—	2651	21.76	3344	29.52	3827	37.35
Tonga‡‡ ... ..	—	—	—	—	12	0.014	16	0.02

†Closed registry 31 October 1976. Bulk of tonnage apparently transferred to Panama.

‡Figures for Netherlands Antilles as at 1977 and 1979 were calculated on a different basis from the others.

††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 flag-of-convenience ships.

‡‡Tonga is included for comparison purposes due to the recent continuing increase in the number of ships registered in that country.

**268.**

The list of countries currently considered by the Fair Practices Committee to be offering flag-of-convenience facilities is as follows:

Liberia	Bahamas	Lebanon
Panama	Bermuda	Cayman Islands
Singapore	Netherlands Antilles	Oman
Cyprus	Malta	

**269.**

The Panamanian Government has been conducting a public relations campaign aimed at convincing the world at large that with the assistance of IMCO advisers it has been implementing the measures necessary to achieve an improvement in its appalling casualty record. Meetings between Panamanian government representatives and ITF officials, including the General Secretary and the Latin American Representative, Medardo Gomero, took place during 1979 at which the Panamanians gave assurances that sub-standard ships were being excluded from the Panamanian registry. As reported below no improvement in the Panamanian loss figures has been recorded yet.

**270.**

The Philippine government issued in 1978 two presidential decrees (Nos. 760 and 866) permitting the temporary registration in the Philippines of foreign-owned vessels under charter or lease to Philippine nationals "for use in the Philippine coastwise trade subject to certain conditions". The ITF has been assured by its affiliate in the Philippines that strict guidelines are applied by the Maritime Industry Authority (MARINA) to prevent abuse of these facilities by foreign owners. The ITF Secretariat is keeping these developments under review.

**271.****CASUALTIES**

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.

The Liverpool Underwriters' Association's Annual Report for 1979 pointed out that the Cypriot, Greek, Liberian and Panamanian fleets together accounted for 74.23% of the total tonnage lost and 58.78% of the total number of ships lost. The Report commented . . . . "Despite measures reportedly taken to improve matters, losses of Panamanian-registered ships have remained at the same high level for the last four years, and those sustained by ships registered under the Greek flag certainly showed no improvement compared with 1978. The tonnage

figure of Liberian-registered ships lost was of course mainly attributable to the losses of large individual units”.

Total losses in respect of ships of 500 tons and over were:

1979 — 279 ships	2,264,970 gross tons
1978 — 260 ships	1,379,695 gross tons
1977 — 203 ships	1,200,318 gross tons

## 272.

### 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 March 1977	5%	AB rate US\$ 531 (377)
1 September 1977	9%	579 (411)
1 September 1978	7.25%	621 (441)
1 September 1979	8.5%	674 (478)

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.)

## 273.

### Ships covered by acceptable agreements

Lists of flag-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 1979, the list contained 1,220 flag-of-convenience ships and 87 crew-of-convenience ships, totalling 1,307, of which over 300 were boycotted or faced with the immediate threat of boycott action. The number of f-o-c and c-o-c ships covered by acceptable agreements in previous years were as follows:

1 March 1979	— 1,232
8 March 1978	— 1,136
7 February 1977	— 990
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 agreement with the union(s) of the flag country.

## 274.

### 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 1979 inspectors were active in the following countries: Australia, Belgium, Canada (East and West Coasts), Finland, France, Germany, Iceland, Israel, Italy, Netherlands, New Zealand, Norway, Portugal, Spain, Sweden, U.K. and U.S.A. In other countries, affiliates and fraternal organizations have assisted crews on an ad hoc basis, e.g. Argentina, Curaçao, Greece, Mexico, Panama, Peru, Singapore, South Africa, Sri Lanka and Turkey. During the period under review, it has been a regular practice for a meeting of ITF Inspectors to follow the Fair Practices Committee meeting. The main purposes of these meetings are to discuss the means of overcoming any practical problems which may have arisen, and for a general exchange of views and experience.

Both inspectors and other union officials have been heavily engaged in assisting crews of flag- and crew-of-convenience vessels 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 taken up to several weeks before a settlement could be reached: e.g. Panamanian ZAK, Hamburg, Germany, December 1979—January 1980, 7 weeks; Panamanian MARABU PORR, Hull, U.K., July—October 1979, 13 weeks; Cyprus ILLERBERG, Newport, U.K., November 1979, 2 weeks; Cyprus HELENE ROTH, London, U.K., November—December 1979, 3 weeks; Liberian ASTROS, Dunkirk, France, November—December 1979, 4 weeks; Panamanian CAPE COAST, Southampton, U.K., January—May 1979, 17 weeks; Cyprus IRENES SYMPHONY, Haifa, Israel, September—October 1979, 3 weeks; Liberian GUNDA BROVIG, Greenock, U.K., February 1979, 2 weeks; Singapore SOHANLAL, Glasgow, U.K., September 1979, 2 weeks.

## 275.

### 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:

1977	188 ships	£3,740,959
1978	224 ships	£4,937,432
1979	338 ships	£8,567,323



**276.****SEAFARERS' INTERNATIONAL ASSISTANCE, WELFARE AND PROTECTION FUND****Rules**

At its meeting in Miami, October 1979, the ITF Executive Board adopted new Rules for the Seafarers' International Assistance, Welfare and Protection Fund to replace those adopted in December 1958. The General Secretary pointed out that amendments to the Rules might be proposed as a result of consultations that he would undertake with the Seafarers' Section and Fair Practices Committee (see also item 253).

**277.****Accounts**

The Balance Sheet and Income and Expenditure Account for the period under review is included in the Financial Report (Document XXXIII C—8).

**278.****Shipowners' contributions**

The Fair Practices Committee has continued the policy of increasing shipowners' contributions to the Fund in line with the rate of increase in wage rates and cash benefits contained in the ITF Collective Agreement. On 1 September 1977 the annual contribution payable for each job place on ships covered by acceptable agreements was increased from US\$150 to US\$162; on 1 September 1978 to US\$174; and on 1 September 1979 to US\$189. At its meeting in London on 15 to 17 February 1977 the Fair Practices Committee rescinded its decision of 1966 and confirmed the principle that "the Welfare Fund is not intended as a substitute for proper social security provisions and therefore all owners are required to pay contributions" and agreed to implement this with effect from September 1977.

**279.****Grants**

Grants made and funds committed in accordance with procedures approved by the Fair Practices Committee totalled £437,554 in 1977; £733,095 in 1978; and £457,397 in 1979.

## 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.

#### **280.**

##### **International Labour Organisation (ILO)**

Road transport matters are dealt with under item 113; Dockers under item 142; Seafarers under items 158 to 163; Fishermen under item 206; Civil Aviation under items 235 to 237.

#### **281.**

##### **International Civil Aviation Organization (ICAO)**

The work of the Civil Aviation Section within ICAO is summarized under items 238 and 239. See also item 228.

#### **282.**

##### **Inter-Governmental Maritime Consultative Organization (IMCO)**

The work of the Seafarers' and Fishermen's Sections within IMCO is summarized under items 164 to 172 and items 207 and 208 respectively.

#### **283.**

##### **International Telecommunications Union (ITU)**

The ITF has observer status with the International Telecommunications Union. Reference to the 1979 World Administrative Radio Conference is made in item 173.

#### **284.**

##### **European Conference of Ministers of Transport (ECMT)**

ITF representation at ECMT Hearings during the period under review is dealt with under items 106 to 110.

#### **285.**

##### **Organization for Economic Cooperation and Development (OECD)**

The work of the ITF Civil Aviation and Travel Bureau Sections within the OECD is summarized under items 290 to 294 of this report.



## VIII

### RELATIONS WITH OTHER INTERNATIONAL TRADE UNION ORGANIZATIONS

**286.**

#### **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 South Africa, the activities of multinational enterprises, the Tunisian situation and the joint boycott of Chile. ITF General Secretary Harold Lewis, Vice-President Jack Jones and Henrik Aasarød (Norwegian EB member) attended the 12th ICFTU World Congress, which was held in Madrid from 19 to 23 November 1979.

**287.**

#### **International Trade Secretariats (ITs)**

Relations with other International Trade Secretariats (ITs) have continued to be very close during the three-year period. General Conferences of ITs were held on 9 and 10 June 1977 in Geneva, on 6 and 7 March 1978 in Brussels, and on 9 and 10 January 1979, again in Geneva. These provided representatives of ITs and the ICFTU with a valuable opportunity to exchange views and experiences on many matters of common interest. ITF General Secretary Charles Blyth retired from his position as ITS General Conference Chairman on 9 June 1977 (see also item 286 concerning the ITF's relationship with the ICFTU).

**288.**

#### **Committee of Transport Workers' Unions in the European Communities**

At its meeting in October 1978 the Executive Board agreed that the ITF should become a member of this committee with which it then had observer status only. The great majority of the committee's member-unions are ITF affiliates and its function is to represent the transport workers' interests on matters raised within the European Economic Community (the "Common Market"). The committee approved the ITF's application to join it in January 1979. The ITF has a seat on the Presidium and three seats on the committee's governing body, the Coordinating Committee.

References to participation in the committee's activities will be found in the reports on the activities of the ITF's various sections. The General Secretary has attended Presidium meetings and he and Johann Hauf, Assistant General Secretary, have attended meetings of the Coordinating Committee.

**289.**

**European Trade Union Confederation (ETUC)**

A "European Transport Liaison Committee" was formed in January 1979 and subsequently recognized by the ETUC as one of its industrial committees. The liaison committee is made up of the presidiums of the European Committee of the ITF and the Committee of Transport Workers' Unions in the European Communities. Its joint secretaries are Clive Iddon, Secretary of the latter, and the General Secretary of the ITF.

**290.**

**Work on multinational enterprises**

**(a) Organization for Economic Cooperation and Development (OECD)**

Since the latter part of 1977, the ITF has played an active rôle in the work of the OECD/TUAC (Trade Union Advisory Committee) Working Group on Multinational Enterprises, its regular member being Ken Golding, Secretary, Research & Publications Department. TUAC, which is made up of representatives of national centres from the OECD countries, of the ICFTU, the ITs and regional trade union organizations such as the ETUC, is the recognized advisory body within the Organization representing workers' interests, and as such is extensively consulted by both the OECD Secretariat and inter-governmental committees on a wide range of matters affecting those interests.

**291.**

In the case of this particular TUAC Working Group, its main functions are to further the implementation and improvement of the Guidelines on International Investment and Multinational Enterprises (which include a chapter on Employment and Industrial Relations) adopted by OECD governments in 1976, and to bring to the attention of the appropriate inter-governmental committee (IME Committee) cases involving breaches of these Guidelines in the field of employment relations and those illustrating the application of the Guidelines or shortcomings in their provisions.

**292.**

The ITF has been involved in both types of activity, including, for example, the working-out of union proposals made in connection with the first overall review of the Guidelines completed in 1979, and the drafting of trade union procedures for identifying and bringing up cases under the Guidelines. It has also prepared and submitted a case con-

cerning the European airline groupings, KSSU and ATLAS, to the IME Committee, and taken part in both formal and informal consultations with that Committee and its Working Party on the Guidelines. Officers of the ITF Civil Aviation Section (Ben Kok, Netherlands; Ove Johansson, Sweden; and Raymond Deseau, France) also participated in two such consultations held during 1978.

**293.**

As a result of clarifications of the Guidelines having direct relevance to the airline groupings case contained in the 1979 review report approved by the OECD Council of Ministers, the ITF Secretariat circularized (Circular 120/Ca 28) all KSSU and ATLAS affiliates in October 1979, and recommended that they utilize these as a basis for new approaches to their respective national airlines on the whole subject of consultation and negotiation on questions affecting their members' interests dealt with at the level of the groupings. Their attention was also drawn to the fact that the review report made it clear that there was no obstacle under the Guidelines to the recognition by the companies of organizations such as the ITF, where national unions agreed to this.

**294.**

During the latter part of 1979, consideration was also being given to the possibility of bringing a further case under the Guidelines concerning the actions of Tjaereborg Travel (a Danish-based multinational travel organization) during a dispute with the ITF-affiliated Danish Salaried Employees' Union (Dansk Funktionærforbund).

**295.**

**(b) ICFTU/ITS Working Party on Multinational Companies**

This body is concerned with the coordination of international trade union policy on multinational enterprises in fora such as the United Nations, the ILO, the EEC and OECD (to avoid overlapping in the latter area, meetings are now generally held in conjunction with those of the TUAC Working Group). Here again the ITF is represented by its Research & Publications Secretary. One additional major activity of the Working Party during the latter part of the period under review has been the drafting of a booklet explaining the problems caused by multinational activity and detailing trade union efforts at both national and international level to combat and solve these, intended for the guidance of union officers and members. The text of this, in the preparation of which the ITF also played a part, was submitted to the ICFTU Congress held in Madrid in November 1979.



## **RESOLUTIONS AND STATEMENTS**





2. Although it can be said that MNCs\* are not met with in transport to the same extent as in primary, manufacturing and processing industry, the fact remains that this form of organization is making ever-greater inroads into certain sectors of the transport, travel and communications industries. These are often well camouflaged. It is, nevertheless, true that many multinational conglomerates based originally on manufacturing, processing or service industries now control substantial holdings in specific transport fields. This has been achieved through the acquisition of existing transportation concerns or through the operation of transport for own account as an adjunct to their manufacturing and marketing activity.
3. Striking examples of this are to be seen in the tanker fleets owned by the giant oil companies; the growth of container consortia; the ever-increasing fleets of road transport vehicles under the direct control of manufacturing conglomerates; or the charter airlines owned and operated by multinational travel enterprises. The last-mentioned has its mirror counterpart in the diversification, by both scheduled and non-scheduled airlines, into the hotel, catering and travel business. Lastly, one should not overlook the point made in a recent study by a German Railwaymen's Union economist. Referring to West German inland waterway traffic, the writer (Rolf Hofmann) stresses that this is not an independent industry in any genuine sense, but serves in reality as transport for own account for concerns such as Thyssen, Hoesch, Stinnes, Mannesmann, Unilever, Salzgitter or VEBA.
4. The running-down of public transport, which has become a deliberate and allegedly "desirable" policy in many industrialized countries, will, if not halted, certainly also lead to a further growth of privately-operated transport, particularly transport for own account of all types, including aviation. Most, if not all of it, will be under the effective control of the multinationals, whether directly or indirectly.
5. Transport operation is one element common to all multinational enterprises, and can provide the key to effective trade union control of multinational activities. Transport workers, through their unions, thus have a uniquely vital rôle to play in this process—one which is in both their own interests and those of their fellow-workers employed by the international conglomerates. It is a rôle which is likely to take on increased importance in the future, due to the second industrial revolution which is bound to occur through the application of micro-electronics to most fields of human industrial activity. The eventual impact of the universal utilization of cheap, easily-produced and highly versatile microprocessors—now probably only a decade or two away—can hardly be over-estimated. One major development generally anticipated is a trend towards the expansion of service industries, including the leisure and travel sectors, and the decline of manufacturing industry, as a source of employment.
6. The problem of containing the multinationals is a well-recognized one and many millions of words have been written and spoken on the subject. Nor is there any shortage of codes of conduct or guidelines seeking to lay down standards for the behaviour of multinational undertakings, including their behaviour in the field of industrial relations and employment conditions. Most inter-governmental organizations and international agencies have produced such declarations, often with the active participation of trade union representatives. Most of them are admirable and worthwhile analyses, both of the problems created by the existence of the multinationals and

*\*The terms "multinational company (corporation)", "multinational enterprise" (OECD), "transnational corporation" (the official UN term) are interchangeable. The initials MNC are used throughout this document as the ones best known in the trade union movement.*

of the way in which they could be dealt with. Unfortunately, they all suffer from the same defect: they are neither binding on the multinationals they attempt to control, nor do they provide sanctions against infringements. It would be pointless for trade unions—including those represented by the ITF—to repeat such an exercise. What needs to be considered is how the trade union movement can make the best use of its own capacity and organizational strength both to curb the multinationals and to make the existing codes of conduct more effective. Such a programme should be neither too detailed nor too ambitious; what it should provide is an essentially practical framework within which all sectors of the international trade union movement can play their part in ensuring that transnational business activity is used for the benefit of the whole international community and not simply for that of the entrepreneurs.

7. Improved information on multinational activity is one major factor in achieving trade union control and has unhappily been much neglected in the past. There are two main aspects: (a) trade union action to secure comprehensive and binding stipulations, at both national and international level, on full disclosure by the multinationals covering the totality of their activity; (b) a need for the fullest possible interchange of information on MNC activity among the unions themselves. Here close collaboration is necessary between unions and their national centres, but equally important is the proper utilization of the ITSs as international union clearing houses for such data and as centres for union follow-up action. This clearly represents the most logical and cost-effective means by which the trade union movement as a whole can get to grips with the problems created by the existence of the multinationals.
8. There is also a strong need for close collaboration on this issue among the individual ITSs themselves, since one is dealing here with business organizations which continually cross the recognized boundaries of industrial separation. The existence of more or less rigid demarcation between individual unions should not blind us to the fact that the real world of international industrial organization has long since moved on from that concept. It is a trend which is not likely to be reversed.
9. Interchange of information and cooperation on the issue within the international trade union movement must, however, have a practical purpose. The aim should be to create an effective trade union countervailing force to the power of the multinationals. There is, therefore, an urgent need for all national unions represented within official international organizations to continually stress to both governments and employers that the ITSs should be properly recognized as the bona fide *international* trade union representatives of workers employed by the international corporations, and should be enabled to play a full representational rôle as and when needed by their national affiliates. There will, of course, be strong resistance to this demand from the multinationals themselves—and possibly also from some governments. It is, however, a resistance which has to be overcome if the trade union movement is to make effective use of organizations such as the ITF to counterbalance the MNCs.
10. This should go hand in hand with trade union pressure to secure the binding application of improved international codes of conduct covering multinational undertakings. Such codes should also incorporate a comprehensive system of regular review and revision to keep them in line with current practices and developments in the transnational business field, as well as with those taking place in the fields of industrial relations and employment conditions. The trade unions, both national and international, should have the right to full participation in that process. The principal aim

of the codes of conduct should be to ensure that multinational undertakings both observe and contribute to the fulfilment of the economic, social, environmental and technological objectives of the countries in which they operate. It is obvious, however, that such an aim—however specifically it is spelled out in an international instrument—will never be realized without effective follow-up action by individual governments. Unions will therefore need to press their governments to institute regular monitoring, by specialized national agencies, of all aspects of MNC activity in their own countries and, just as importantly, ensure that they are either represented within such agencies or have the possibility of over-seeing and checking on the quality and practical implications of such monitoring.

11. Unions in the industrialized countries must also take account of the special problems affecting their fellow-unionists in developing countries. In the latter, it is comparatively easy for the multinationals to pose as benefactors who bring possibilities of new employment (however temporary that may prove) to areas of mass unemployment, and modern technology to those who otherwise might have neither the resources nor the know-how to acquire it. This rather glib argument can only be countered through practical example. There is, consequently, a very strong need for unions in the industrialized countries to convince both their own governments and peoples of the urgency of a *large-scale* transfer of technology for the assistance of developing countries and to the benefit of their populations, including of course their working population. The field should not be left wide open to the multinationals.
12. In the specific case of transport workers' unions, action to curb the power of the multinationals should go together with a vigorous and concerted campaign to halt the present trend towards the dismantling of the existing public transport systems and the tailoring of their freight-carrying sectors to the needs of big business. It needs to be brought home very forcibly to the general public that, when transport unions oppose this process, they are not simply talking about lost jobs but objecting, in the interests of the community, to a situation in which the social and environmental benefits of an efficient public transport system are being increasingly sacrificed in favour of financial expediency and short-term economic aims.
13. Finally, there is a very important point which needs to be made. It is absolutely essential, if transport workers' unions (and others) are to play an effective part in trade union control of the multinationals, that they should have both the possibility and the right to take international sympathetic action. Without it, they would be relatively powerless. Transport workers' unions should therefore continually press for the repeal of national legislation which prohibits such action, and, equally, refuse to enter into any agreement with either employers or governments which would effectively take away or inhibit this right.
14. The objectives set out in the foregoing sections are ones that should be aimed at by unions representing both transport workers and others, regardless of whether they come from industrialized or developing countries. They are designed to be of benefit to all workers affected by the activities of multinational corporations since, if successfully implemented, they could help to create a basic framework for systematic checks on abuses in the areas of industrial relations and employment conditions; recognition of the rôle which needs to be played by the ITF and similar organizations in defending the rights of workers employed by MNCs; and eventually lead to the institution of a permanent system of consultation and negotiation between the multinationals and the international representatives of their employees. It is not pretended that their realization will be easy, but there is no simple alternative if the trade union movement is to have a viable future in a vastly-altered industrial world.

**RESOLUTIONS AND STATEMENTS ADOPTED BY  
ITF SECTION MEETINGS  
RAILWAYMEN**

**8. New Technologies and Shorter Working Week**

This Conference of the ITF Railwaymen's Section, meeting in London on 3 and 4 April 1979, CALLS UPON ITF affiliates to initiate a world-wide campaign to shorten working hours by the introduction of a maximum 35-hour week or other similar measures.

The Railwaymen's Section is especially concerned about the effects of new technologies being applied to railway systems throughout the world and their impact on manpower. We, therefore, urge all affiliates to negotiate agreements which will combine the introduction of shorter working hours with the staged acceptance of new technologies.

**9. Channel Tunnel**

This Conference of the ITF Railwaymen's Section, meeting in London on 3 and 4 April 1979, CALLS UPON our European affiliates to exert pressure upon their Governments to give full support to the latest proposals for the construction of a Channel Tunnel, which will provide a railway link between the European Continent and the United Kingdom, and to press for its early completion.

We believe that to create a railway network common to European states would provide the basis for a properly coordinated transport system within Europe, and also make a vital contribution to the more effective use of energy.

**10. ITF Charter on Social Consequences of the Introduction of New Methods and Techniques on the Railways**

*(endorsed by Railwaymen's Section Conference, London, 3 and 4 April 1979)*

**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. To this end, it is important that the railways operate within the framework of a coordinated transport policy, in which the characteristics of each mode of transport are taken into consideration.

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 on the sincerity and determination of railway managements to keep trade unions and, where applicable, their established representatives on joint consultation councils fully 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 an optimal operation of the industry is

that employees should have full information on all aspects of the industry and should be granted full co-determination.

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 and proposed changes in working conditions and training standards are based on principles of so-called economic self-sufficiency rather than on the contingencies and aims of social planning as a whole, with special reference to human needs. 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. Technology which relieves the individual of strain and stress should be given preferential treatment. However, it should not be used to create unemployment.

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 unions request that the ILO re-stress the principles contained in Conventions 87 and 98, i.e. "Convention concerning Freedom of Association and Protection of the Right to organize" and "Convention concerning the Application of the Principles of the Right to organize and to bargain collectively" respectively. If repressive or restrictive measures on the part of government or the railway administrations lead to an industrial dispute, then trade unions should not be called upon to make restitution for damages and costs arising from this situation. The ITF-affiliated railwaymen's unions reject such a notion 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.

## **DOCKERS**

### **11. Fitting of Man Lifts to Container Cranes**

This Conference of the Dockers' Section, meeting in London on 17 and 18 February 1977, resolves to call on the ITF and its affiliates to develop a programme designed to achieve the fitting of powered man lifts to all container type cranes or any other cranes on which the access ladders are of similar length.

Conference points out that such powered man lifts should be fitted at the construction stage in all new construction and should be fitted to all other constructions when involved in overhaul.

Conference declares that the fitting of powered man lifts would reduce fatigue on drivers and make maintenance easier, safer and more efficient.

### **12. Deck Crane Access Ladders**

This Conference of the Dockers' Section, meeting in London on 17 and 18 February 1977, resolves to call on the ITF and its affiliates to require shipping companies to ensure that deck cranes are fitted with access ladders which are safe and which by the provision of hoops or similar fittings would prevent operators from falling from the immediate platform of the crane should they lose their footing whilst gaining access to a crane cabin.

### **13. Noise Pollution**

This Conference of the Dockers' Section, meeting in London on 17 and 18 February 1977, resolves to call on the ITF and its affiliates to develop a programme on noise pollution with a view to seeking:

- (a) reduction in the incidence of work noise at source by requiring in new ship-buildings the installation of winches, cranes and ventilation systems, etc., which do not produce excess noise;
- (b) the insulation or re-insulation of all cabins and all winch and crane housings where noise is generated by the various machinery in operation to power the winches and cranes;
- (c) the introduction of education programmes, where not at present existing, to provide an awareness of noise dangers amongst dockers;
- (d) the provision of the best and most efficient ear muffs available for dock workers exposed to noise;
- (e) the employment of relief men where noise above safe levels obtains;
- (f) the introduction where it does not now exist of compensation for noise-induced disability;
- (g) the support of the ILO for these objectives and their investigation of the problem of determining a maximum noise tolerance exposure level which ensures that damage to hearing will not take place at the workplace.

## SEAFARERS

### 14. Asian Seafarers' Representation

This Conference of the ITF Seafarers' Section, meeting in Stockholm on 2 and 3 October 1979,

FULLY APPRECIATES the importance and achievements of the ITF Policy on flag-of-convenience vessels during the last thirty or more years and also fully realizes the necessity of the implementation of the concerned activities;

NOTES with apprehension the growing problems between countries of the East-West and the North-South regions concerning the shipping industries of the world;

RECOGNIZES that the issue is related to the seamen of Southeast Asian countries due to the connection between flag-of-convenience ships and Asian seamen, as well as the vastness of the region and the long history of affiliation with the ITF;

CONSIDERING the vital importance of the friendship, harmonious solidarity and unity among all the ITF affiliated organizations;

AFFIRMS that it is the appropriate time to review the ITF policy and activity against flag-of-convenience vessels for future, so that the enforcement of the policy will not cause any negative effect to the members of concerned affiliates;

RESOLVES:

- 1) To request concerned parties to give the best efforts in order to secure the representation of Southeast Asian affiliates at the Fair Practices Committee which will be elected and designated at the ITF World Congress of 1980.
- 2) For the time being, requests the participation of the representatives of concerned Asian seamen's unions in the enlarged Sub-Committee of the Fair Practices Committee, to review the ITF Policy and Campaign against flag-of-convenience vessels.
- 3) To request the General Secretary:
  - (a) to arrange a Conference of Asian seafarers' affiliates in Asia, early in 1980; and
  - (b) in preparation for that Conference to send to the Asian and Pacific countries concerned a delegation, which should include the Chairman of the Seafarers' Section and two representatives of the Asian seafarers' unions, and whose function should be to prepare a report for submission to the Conference.

### 15. Reductions in Manning

This Conference of the ITF Seafarers' Section, meeting in Stockholm on 2 and 3 October 1979,

HAVING HEARD from trusted qualified and experienced shipmasters and officers and ratings having knowledge of the facts covering recent reduced manning arrangements;

HAVING HAD wide experience of the methods and attitudes of the ship-owners and shipmanagers, including recent experiences of the seafaring unions;

BEARING IN MIND the high level of loss of life at sea which has been substantiated by a recent and (as yet unpublished) in-depth report by the UK shipping industry; and

BEARING IN MIND the increasing level of environmental pollution by ships; VIEWS WITH CONCERN the actions of a growing number of administrations to reduce manning levels to an unacceptable level in complete disregard of the advice of professional seafarers and their collective organizations;



CONSIDERS that as a result of this practice the strains and stresses imposed on such reduced crews is raised to an intolerable level so that the demands of international Conventions and other instruments cannot be met;

CALLS UPON all affiliates to support a world-wide stoppage of all ships at a time in the near future to be decided by the Executive Board, as a first step in a campaign to ridding the seas of these dangerously unsafe ships.

## **16. ITF Policy on Manning in Conjunction with the Campaign against the Use of Flags of Convenience**

This Conference of the ITF Seafarers' Section, meeting in Stockholm on 2 and 3 October 1979,

HAVING CONSIDERED manning issues in connection with the ITF Campaign against Flags of Convenience;

HAVING ASCERTAINED that the treatment of manning issues within IMCO until now has centred on matters of principle and that no concrete results are likely to be achieved within the next few years;

PROPOSES that the ITF Manning Committee should draw up a proposal concerning manning scales for vessels under flags of convenience, thereby paying particular attention to the need to carry a sufficient number of qualified personnel on board, both officers and ratings, in order to safeguard the health of all people aboard and maritime safety in general;

FURTHERMORE PROPOSES that this matter also be referred to the ITF Fair Practices Committee prior to arriving at final positions at the 1980 ITF Congress.

## **17. The Channel Tunnel**

This Conference of the ITF Seafarers' Section, meeting in Stockholm on 2 and 3 October 1979,

CALLS UPON all affiliates to exert pressure on their governments and ship-owners to

STRONGLY RESIST by whatever means at their disposal all proposals for the construction of a Channel Tunnel, which would not only reduce the potential for shipping in the North Sea and cross-Channel trades but would also by connection with the Trans Siberian Railway further threaten the jobs of seafarers, dockers, road haulage workers, shipyard and ship repair workers and other shipping ancillary staffs.

## **18. Refugees**

This Conference of the ITF Seafarers' Section, meeting in Stockholm on 2 and 3 October 1979,

NOTING that despite efforts by the ITF and others in the past to encourage assistance for refugees at sea nevertheless ships continue to ignore refugees' distress calls;

CONDEMNNS any action, whether by governments, shipowners or seafarers, inconsistent with the humanitarian traditions of the sea and the generally accepted legal standards requiring assistance to those in distress at sea;

REQUESTS all affiliates to report promptly to the ITF Secretariat the circumstances surrounding any instance of a ship failing to come to the aid of refugees in distress at sea;

URGES the ITF Executive Board and all affiliates to employ sanctions against any shipowner that directly or indirectly instructs or encourages the master of any of its ships to ignore distress calls from or concerning refugees at sea.

## CIVIL AVIATION

### 19. ITF Minimum Security Programme

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979, adopts the following Policy Statement:

1. The Tokyo, Hague and Montreal Conventions should be ratified and implemented by all States.
2. The ITF affirms the principles of the Bonn declaration signed by seven Heads of State in July 1978.
3. The ITF will endeavour, in cooperation with sympathetic States and other organizations, to apply sanctions against defaulting States.
4. Security Committees should be established at all levels (airport, company and national levels) in each country, with the effective participation of workers' representatives. The committees should be empowered to monitor security measures.
5. Strict security measures should be implemented at all airports in accordance with the provisions of ICAO Annex 17 and the ICAO Security Manual. A copy of the Manual should be made available to all appropriate authorities. *In pursuance of its long-standing policy, the ITF has already advised all its member organizations throughout the world to cooperate fully in the implementation of these measures.*
6. All passengers and their baggage should be subjected to security screening.
7. Appropriate authorities should ensure that there is no possibility of mixing controlled passengers with un-controlled persons.
8. Authorized personnel, both ground and flying, having access to airside should be subject to screening and should wear identification badges at all times.
9. Security screening processes should normally be carried out by un-armed personnel. However, armed government security guards should be available in the immediate vicinity of security control gates and other sensitive areas.
10. Diplomats and privileged persons should also be submitted to normal screening.
11. No distinction should be made between scheduled and non-scheduled, domestic and international flights as far as processes for security screening are concerned.
12. The latest and the most modern equipment and technology should be used for the screening of baggage, hand baggage and passengers.
13. No automatic insurance vending machines should be allowed at any airport or air terminal.
14. No private police or security guards should be allowed to carry out any of the above duties. Only legally authorized government security personnel should be employed on these duties.
15. All passenger areas should have prominent posters informing the public of the kind of penalties applicable to persons carrying guns or explosives, or committing unlawful acts.
16. All baggage should be identified. Unidentified baggage should not be loaded under any circumstances and should be kept in an isolated area.
17. Any aircraft left unattended must be thoroughly screened by qualified staff to ensure that there is no suspicious object on board the aircraft.
18. Any suspicious objects should *only* be handled by properly trained, qualified and authorized specialists.
19. Commercial, technical and catering supplies must be properly screened before being loaded on board.
20. In order to permit workers to protect themselves, continuing efforts should be made by authorities and airline companies to impart the latest relevant information on security to any civil aviation personnel who might in the course of their employment be exposed to risks as a result of acts of terrorism and attacks against civil aviation.

## **20. Future ILO Action in Civil Aviation**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

HAVING REGARD to the outcome of the ILO Tripartite Technical Meeting for Civil Aviation held in December 1977 and the positive conclusions and resolutions adopted at this meeting, particularly Resolution No. 6 concerning future ILO action in Civil Aviation;

RECALLING that the ILO has launched programmes for the improvement of working conditions and the working environment (PIACT);

RECOGNIZING that civil aviation workers in general and flying staff in particular have problems unique to their profession, which require further consideration;

URGES the ILO as promised in Resolution No. 6 to make provision for a meeting of experts on these problems as set out in the conclusions on Occupational Health and Safety and Employment Security, adopted at the Tripartite Technical Meeting on Civil Aviation;

REMINDS the ILO that these problems need urgent discussion and should it prove impossible to convene such a meeting in the near future,

URGES the ILO to implement its promise to support activities organized by outside bodies for the improvement of working conditions; and therefore,

CALLS UPON the International Labour Office to give active consideration to supporting a tripartite meeting, which the ITF would be willing to convene on a comprehensive list of such problems to be submitted by it in the form of a memorandum.

## **21. Appointment of an ITF Ad Hoc Committee on ICAO Annex I**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

DECIDES to establish an Ad Hoc Committee of Experts under the chairmanship of the Civil Aviation Section Chairman to deal with matters arising from present proposals within ICAO to revise Annex I, and, as a consequence, Annex VI of the Chicago Convention; such Committee to be composed of two members from each of the following categories: Cabin Attendants, Flight Engineers, Flight Operations Officers, Ground Engineers and Pilots;

THESE MEMBERS to be selected by the Secretariat in consultation with the Civil Aviation Section Chairman, and the standing ITF Civil Aviation Technical Committee Chairmen.

## **22. Shift Work**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979, adopts the following Policy Statement:

1. All shift working arrangements must be negotiated by and acceptable to the trade unions concerned;
2. Whilst it is recognized that in civil aviation, shift work is unavoidable, it should be kept to a minimum;
3. Shift work should be compensated for by shift premium payments and by the granting of additional leisure time;
4. The full shift premium should be paid throughout the 52 weeks of the year (i.e. through sickness, holidays, etc.);
5. Where shift workers are transferred to day work compulsorily by the employers, they should not lose their shift premiums immediately, but these should be withdrawn on a gradually reducing basis;
6. Shift premiums should be included for pension purposes;
7. Shift workers should have a shorter working week than day workers;
8. Where shift workers are obliged to work night shift permanently, they should be entitled to earlier retirement with full benefits.

### **Footnote**

*The term "Shift work" in this policy statement means work done in unsocial hours, i.e. excluding the normal day shift.*

### **23. Pre-Flight Maintenance Inspection of Aircraft**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

HAVING RECEIVED a report from the Scandinavian unions;

NOTES with great concern that pre-flight maintenance inspection on technically sophisticated commercial aircraft in many countries is undertaken by the pilot; FEELS that this practice will lead to a substantial lowering of safety standards because pilots do not possess sufficient technical experience to carry out such inspections; and therefore

DECIDES that in conformity with existing ITF policy, airline companies should be urged to ensure that pre-flight maintenance inspections on technically sophisticated commercial aircraft are carried out by fully licensed and technically experienced personnel after every ground stop.

### **24. Hazards Involved in the Use of Cathode Ray Screens**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

HAVING NOTED that cathode ray screens are being increasingly used in civil aviation; and

TAKING INTO CONSIDERATION the report produced by the French Fédération des Travaux Publics et des Transports FO (Transport and Public Service Workers' Federation FO) and the Swedish HTF (Commercial Employees' Union) on the hazards created by the use of cathode ray screens;

BEARING IN MIND that the use of cathode ray screens leads to a certain number of problems which affect health and particularly the perceptive centres of certain senses;

REQUESTS the ITF to undertake a detailed study and investigation into this problem in cooperation with affiliated unions and the ILO to prepare an ITF policy on this subject; and

REQUESTS the ILO to carry out an extensive investigation of and conduct research on this serious problem which affects the health and safety of civil aviation workers as soon as possible.

### **25. Cabin Crew Licence**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

DRAWS THE ATTENTION of the ICAO Air Navigation Commission to the policy statement issued by the ITF that, in the interest of air safety, a system of cabin crew licensing should be established according to the provisions of ICAO Annex I;

CALLS UPON the ICAO Air Navigation Commission to give urgent consideration to this demand which reflects the opinion of all ITF-affiliated civil aviation organizations; and

DECLARES itself ready to cooperate with experts from ICAO in establishing minimum standards and requirements for such licence.

### **26. Japan Air Lines Cabin Attendants' Union**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

HAVING BEEN INFORMED by the JAL Cabin Attendants' Union that during the Union's 1979 spring offensive the management of Japan Air Lines allowed 160 non-union ground staff management personnel to fly as strike-breakers;

CONSIDERS that such action infringes the fundamental freedom of strike action;

IS OF THE FIRM VIEW that strike-breaking ground management personnel should not be permitted to fly when the safety of passengers is involved and the fundamental rights of workers are abused; and

CONSEQUENTLY EXPRESSES its full solidarity with the JAL Cabin Attendants' Union and CALLS UPON both the JAL management and the Japanese Government to ensure that there is no repetition of this practice; and IN CASE OF non-cooperation by the JAL management and the Japanese Government, the ITF is requested to take all possible action to protest.

## **27. Anti-Union Practices of Iberia Management**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979;

HAVING BEEN INFORMED that the airline company IBERIA and the Spanish Government are systematically restricting the right to strike of workers in the civil aviation industry by adopting legal provisions that workers maintain a minimum level of service;

PROTESTS strongly against such manoeuvres which remove the inalienable right to strike as a last resort when faced with a negative attitude on the part of management;

APPEALS urgently to the Secretary of the Civil Aviation Section and the General Secretary of the ITF to condemn such attitudes and to take whatever steps possible to effect a change in these attitudes;

INVITES all ITF affiliated organizations to protest strongly to IBERIA and the Spanish Government and to give every support to any future action that the UGT might take in this matter.

## **28. Argentine Airlines Strike**

This Civil Aviation Section Conference of the ITF, meeting in Paris from 29 to 31 May 1979, adopts the following Resolution:

WHEREAS the wholly government-owned Argentine Airlines management has taken a dictatorial bargaining position in its negotiations on a contract covering its American workers represented by our affiliate, the Transport Workers' Union of America, AFL-CIO, and

WHEREAS this carrier's negotiators have demanded that the TWU surrender long-held contract provisions as a condition of its offering any improvements in the economic clauses of its agreement, and

WHEREAS these proposals include the taking away of contract protections for a number of previously-covered classifications, the imposing of obligatory overtime on the remaining workers and grant the company the right to hire part-time workers to replace full-time employees, and

WHEREAS when the Union implacably opposed such regressive measures the company violated the spirit of genuine collective bargaining by going over the heads of the TWU negotiators and sought to buy off individual workers by offers of cannibalistic wage increases, and

WHEREAS the old contract between the TWU and Argentine Airlines expired at midnight on August 31, 1978, and the Union followed all legally-prescribed procedures of American labour law before calling a strike at 12:01 a.m. on May 11, 1979, and

WHEREAS such an arrogant and worker-be-damned attitude by an international airline must be met by a show of strongest disapproval by the International Transport Workers' Federation in its capacity as spokesman for all transport worker trade unionists; now, therefore, be it

RESOLVED that this Civil Aviation Section Conference of the International Transport Workers' Federation does most strongly condemn the arrogant and strike-inducing bargaining tactics of Argentine Airlines, and further

RESOLVED that this Conference wholeheartedly supports the strike that was forced upon the Transport Workers' Union of America, AFL-CIO by these tactics, and be it finally

RESOLVED that this Conference calls on airlines and other transport workers throughout the world to take all measures to support the TWU's strike and exert against Argentine Airlines those sanctions which will force it to resort to genuine collective bargaining with the Transport Workers' Union of America, AFL-CIO.

## TRAVEL BUREAU

### 29. Tjaereborg

This ITF Travel Bureau Section Conference, meeting in Amsterdam on 10 October 1979,

HAVING HEARD a report from the ITF's Danish affiliate, Dansk Funktionaerforbund, on the difficulties which it has faced in attempting to organize couriers and tourist guides employed by Tjaereborg Travel, and

HAVING HEARD also that in order to evade trade union organization and conditions for this group of its employees, Tjaereborg Travel has now transferred its tourist guide operations to a specially-created "company of convenience" in Switzerland,

STRONGLY CONDEMNS Tjaereborg for its anti-union policies and practices, and

CALLS UPON the ITF and its affiliates to give all possible support to the Dansk Funktionaerforbund in its fight to achieve decent wages and working conditions for workers employed by this multinational travel enterprise,

NOTING also that the practice of utilizing such "companies of convenience" in order to avoid both trade union organization and proper social conditions is becoming increasingly common in the multinational tourist industry and shall be combatted by effective international trade union action,

URGES the ITF to give special attention to this problem and to take all possible steps to oppose such practices, both in the trade union field and within international official organizations where it is represented.

## SPECIAL SEAFARERS

### 30. The Situation in the Philippines

*(adopted at meeting of Fair Practices Committee, London, 15 and 16 February 1977)*

That relevant Government and pertinent International Shipping Agencies be advised that the full efforts of the ITF and affiliated unions will be directed to ensure the compliance with ITF Agreements by all vessels flying flags of convenience.

Further that, in respect of ITF Agreements secured by affiliates for Philippine crews, the vessels should not be released until the National Seamen's Board of the Philippines has notified acceptance of the Agreement.

### 31. Stricter Enforcement of the Far East Only Pay Scale

*(adopted at meeting of Fair Practices Committee, London, 15 and 16 February 1977)*

Where a vessel is to be covered by a Far East Only Agreement, it is required to provide a statement that it is to trade exclusively within the Far East Area. Any vessel which indicates any intention to trade outside the designated Far East Area shall be required to sign a worldwide agreement. Any vessel found to be trading worldwide while covered by a Far East Agreement shall be required to sign a worldwide agreement and back payments made.

### **32. Bermuda Flag Vessels**

This meeting of the ITF Fair Practices Committee, being held in London on 22 and 23 March 1979,

HAVING REGARD to the differences which have arisen as to the correct interpretation of the previous decision affecting the C.P. Bermuda flag vessels, ACCEPTS that the NUS and the MNAOA have acted in the terms of their understanding of that decision;

NEVERTHELESS NOTES that when Bermuda was designated a flag of convenience, no decision was recorded that any exemption was made to the general rule and thus the Finnish Seamen's Union acted in accordance with the record;

NOTES that, following the dispute over the Bermuda-registered vessel FORT HAMILTON, an understanding was reached to improve the NUS Agreement on that vessel and other C.P. Bermuda flag vessels;

ACCEPTS that, subject to the agreement for all these vessels being modified in accordance with the new formula, the agreement be declared as meeting the requirements of the ITF for the vessels identified by the ITF at this time as covered by the new formula.

### **33. Creation of Enlarged Policy Sub-Committee**

This meeting of the ITF Fair Practices Committee, being held in London on 22 and 23 March 1979,

DECIDES to establish a sub-committee comprising six representatives of seafaring affiliates and six representatives of dockers' affiliates, together with the Co-Chairmen and the General Secretary, for the purpose of examining all aspects of the flag of convenience campaign and related issues of crews of convenience and to carry on the work commenced by the 1978 sub-committee and report back to the 1980 meeting of the Fair Practices Committee.

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

### **INLAND NAVIGATION**

#### **34. Obligatory Licensing in Inland Navigation**

The following resolution was adopted by the Working Group "Rhine-Main-Danube" at its meeting in Munich on 24 and 25 October 1977 and refers exclusively to the Rhine Riparian states (Austria, France, Germany, the Netherlands, Switzerland) and Belgium. The reason for the drafting of this resolution lies in the existing policy of the ITF Inland Navigation Section regarding the problem of flagging out in Rhine navigation. The ITF is of the opinion that *the free choice of flag on the Rhine has extremely negative social and economic consequences and should therefore be prohibited*. The ITF is furthermore aware of the dangers likely to arise as a result of the completion of the Rhine-Main-Danube navigational link. The situation in Rhine navigation can only be worsened by the competition arising from any future dumping measures on the part of Eastern bloc countries and as a result of the lack of regulatory measures in respect of freedom of movement, the free choice of flag etc.

It is part of the policy of the ITF Inland Navigation Section that Austria should be brought under the provisions of the Mannheim Act. In view of this, the resolution quoted below should be taken to include Austria.

In connection with the question of licensing, it is also necessary to regulate the right to take cargo for the return journey in respect of undertakings which have not been issued with a licence by a Rhine Riparian state or Belgium. It should be forbidden for such undertakings to take on a cargo for the return journey of the vessels concerned.

The resolution reads as follows:

The Inland Navigation unions affiliated to the ITF, NOTING that social and economic considerations render it absolutely essential that obligatory licensing be introduced in inland navigation in the Rhine Riparian states (including Belgium).

DEMAND that licences be granted solely to citizens of Rhine Riparian states (including Belgium). Legal or natural persons granted licences must therefore be citizens of one of the Rhine Riparian states (including Belgium). The national authorities shall be the sole licensing authorities.

FURTHER DEMAND that, if foreign capital is involved, licence holders must own a controlling interest in accordance with the relevant national legislative provisions. Licence holders must also be permanently resident in the country issuing the licence and must at the time the licence is granted and for the period of its validity own a controlling interest in their company.

DEMAND also that licences be granted subsequent upon an examination of the level of demand. This shall be established by a bipartite commission, which shall be responsible for granting licences. The bipartite commission shall be composed equally of representatives of trade unions and employers' associations. An examination of the level of demand is essential in order to establish whether the social conditions, the professional qualifications and the financial means necessary for the granting of a licence exist. Furthermore, it is crucial that such an examination should take due account of the problem of overcapacity in inland navigation.

DEMAND therefore that once granted a licence may *under no circumstances* be transferred and that the issuing authority should be entitled to withdraw a licence when, for example, an employer has not fulfilled the social obligations imposed on him by law in respect of his employees or when he has failed to observe a collective agreement entered into by employers and workers.

The Inland Navigation unions affiliated to the ITF

UNDERTAKE to defend the above-mentioned demands before both national and international authorities and organizations and remain firmly convinced that the introduction of obligatory licensing in inland navigation represents an important step forward in the consolidation of the social and economic situation in inland navigation.

## FISHERMEN

### 35. Fishing Rights

WHEREAS the ITF Fishermen's Section Conference held in Grimsby, England, in June 1976 concluded that the ITF Secretariat should seriously consider proposing 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,

WHEREAS there is now a distinct possibility that UNCLOS at its next session in the early part of 1979 may be ready to adopt a package of proposals, including those dealing with total allowable catches and quotas and the allocation of catches surplus to national requirements, and

WHEREAS, in the meantime bilateral negotiations have been conducted or are being conducted by some countries which have already extended their fishing limits,

This ITF Fishermen's Section Social Policy Sub-Committee, meeting in Torshavn on 10 and 11 October 1978,

RECOMMENDS that the ITF Secretariat formally proposes to the next session of UNCLOS that in the context of Article 51, para 3, of the single negotiation text special consideration be given during negotiations between coastal states concerning fishing rights to countries and areas which are particularly dependent on fishing from an economic point of view, i.e. countries and areas where there are no other natural resources as alternatives to fishing and where limited home markets and distances to other markets make manufacturing industries unviable.



## EUROPEAN COMMITTEE OF THE ITF

### 36. ILO Convention No. 147 on Minimum Standards in Merchant Ships

This Meeting of European Seafarer affiliates of the ITF, held under the auspices of the European Committee of the ITF on 19 and 20 December 1977 at Leangkollen, Oslo, Norway,

HAVING DISCUSSED the situation with regard to the action taken so far by European governments with a view to ratifying the ILO Convention concerning Minimum Standards in Merchant Ships (No. 147),

CONSIDERS that progress towards ratification of the Convention should be the subject of proper consultation of the parties concerned at national level and that governments should do their utmost to resolve any difficulties,

WELCOMES the initiative taken by a group of North Sea coastal states in undertaking extensive mutual consultation with a view to implementing and ratifying the above Convention,

URGES the ITF General Secretary and members of the ITF Executive Board to remind governments of the Resolution concerning Standards on Merchant Ships which was adopted in connection with Convention No. 147 and the accompanying Recommendation No. 155, which among other things, "urges governments to ratify the Convention and apply the Recommendation speedily in the interest of making the seas and shores of the world safe from mishap" and to impress upon those governments the importance which the ITF attaches to this matter,

AGREES that any difficulties experienced at national level in connection with the contemplated ratification of the aforesaid Convention should be reported by affiliates forthwith to the ITF Secretariat,

CONSIDERS that the ITF-affiliated unions have a major task to fulfil under the terms of the Convention, especially as regards Article 2(d) and Article 4(3), REQUESTS the ITF General Secretary in the meantime to attempt to evaluate the likely effects of the implementation of this Convention on the administrative and manpower resources of affiliated unions (and, indirectly, on the services provided by the ITF Secretariat), as a result of the assistance to be rendered in connection with the envisaged port state control procedures; to outline the methods to be applied in this connection with a view to achieving maximum uniformity; and to report on these matters to the appropriate ITF bodies.

### 37. Transport Policy and the Rhine-Main-Danube Canal

Representatives of the ITF-affiliated trade unions from several European countries met in Nuremberg on 1 and 2 March 1978, to discuss the future effects of the Rhine-Main-Danube Canal. Unions organizing road transport, inland navigation and railway workers were represented at the meeting.

Strong criticism was levelled at European transport policy. It was stated that there was a nonsensical double-investment situation brought about by transport policy decisions—for example, in the building of the Rhine-Main-Danube Canal. The building of this canal would cost 4,000 million DM and the annual cost of maintaining it in good order had been estimated at 300 million DM. As if this were not enough, the taxpayer would be called upon to pay twice over; firstly for the building and maintenance of the canal, and secondly for the additional losses which would be sustained by the railways thus affected, which even now are running with excess capacity.

Transport policy decisions of this kind would bring about unnecessary over-capacity and would thus have purely negative effects upon the communal and national economies. The cost of the competition which would erupt from this situation would have to be borne in the main by transport workers, but also by the undertakings themselves for the good of the over-burdened economy.

The transport workers' unions of the western world are extremely concerned at the prospect of a flood of eastern-bloc shipping into the western-European canal and river network once the Rhine-Main-Danube Canal is in operation. The unions fear that there will be serious disruption of established transport markets in western countries as a result of ruinous competition.

In order to avoid this, it is essential that the Mannheim Act, which governs the legal provisions on the Rhine and in which Austria should be included as a riparian State, should be amended so that domestic traffic would be subject to licensing by local authorities for non-riparian States.

Furthermore, international agreements should secure an equitable distribution of the market, as well as appropriate quota systems. These measures should not be subject to weakening by the present freedom of undertakings to choose the location of their premises.

The transport trade unions belonging to the ITF demand an alternative transport policy:

- Instead of cut-throat competition at the expense of the workers, transport policy must strive towards an allocation of transport according to macro-economic principles. This would be achieved by such measures as the introduction of quota systems and capacity controls on national and international levels.
- In the formation of infrastructure policies, the transport modes which are most beneficial from a macro-economic point of view should be given special consideration. In this, aspects such as traffic safety, reduced environmental damage and energy saving must be regarded as significant factors.
- The social conditions of all those employed in transport should be developed along progressive lines and brought up to the standards which the trade unions have struggled to achieve in Europe.
- It will be essential for a social convention covering the whole of Europe to be adopted for application to the future Rhine-Main-Danube waterway system. This convention should pay particular attention to employment, income and social policies affecting employed persons.

### **38. Commentary on Urban Transport Policy**

*(adopted at Inter-Sectional Meeting of Inland Transport Sections, Basle, 4 and 5 December 1979)*

#### **I. Present Situation**

Despite numerous counter measures, the problems of urban transport have continued to increase in recent years. The unbridled growth of motor traffic has given rise to a disturbing number of accidents, damaged the environment, increased noise levels and diminished the quality of life. The energy policy problems associated with motor traffic have been especially severe. The social costs of the traffic crisis are exorbitant, and have to be borne by the taxpayer and by the working population in particular.

Transport policy has largely broken down. This means that public transport, which could represent a genuine alternative if it were given proper encouragement, has been and continues to be neglected. The politicians responsible for transport policy have favoured the motor car in their infrastructure policies and have left public transport at the mercy of private transport's market power (or competitive force).

This is a bad development for the people who work in public urban transport. Transport policy decisions in urban transport not only influence the living conditions of the ordinary citizen; they also have had negative effects upon the social situation of employees in public urban transport undertakings.

The availability of jobs, their security and any possibilities for social advancement are highly dependent upon the extent to which State transport policy is active; whether it provides financial assistance for public transport and/or advances this sector by means of traffic guidance measures.

The lack of protection and development of public urban transport, together with the explosive increase in private car traffic, have resulted in the loss of jobs in public urban passenger transport.

Public transport employees are thus faced with the following problems:

- Rationalization in public urban transport undertakings endangers job security and can lead to a worsening of the work situation.
- Constantly rising traffic density strongly increases the stresses and strains to which the travelling staff are subjected.
- Job and social security in public transport undertakings are threatened not only by the increasing volume of private car traffic but also by the unjust, anti-social competitive advantages of private transport undertakings (inferior social conditions, excessive working hours, lower standards of vehicle maintenance).

Urban transport policy decisions also have a significant effect upon the quality of life for all working people, who are dependent upon a well-functioning public transport system and an optimal distribution of traffic to ensure that they do not use up the time which they have gained, in terms of shortened working hours, in travelling to work. Traffic stress experienced in the journey to work and back home again is, furthermore, a significant health hazard.

## **II. Objectives of Urban Transport Policy**

### **1. Basic aims**

The ordinary citizen has a fundamental right to public transport services. Many people have no means of private transport at their disposal. The trade unions believe that an urban transport policy must be one of reform, aimed at the improvement of the transport service offered to the ordinary citizen and to the working population in particular, whilst having a positive influence upon the social situation of those actually employed in public urban transport undertakings.

Such an urban transport policy, oriented towards the needs of working people, must be established in accordance with the following principles:

- Private motorization and public transport should be apportioned their share of urban traffic in a way which meets social and commonweal requirements.
  - Environmental protection and road safety should have precedence over considerations of operational cost.
  - Private transport should pay for the social costs which it brings about, in order that unjustifiable cost advantages may be equalized.
  - Priority treatment should be given to means of transport which save energy.
- With these principles in mind, the relationship between private road transport and public transport must be placed on a new footing.

Public urban passenger transport is macro-economically advantageous and fulfils significant functions relating to urban development and settlement policy. And in the context of road safety, of improved environmental protection and of a more provident use of energy resources, it has a great deal to recommend it.

Thus the improvement of public passenger transport will have to be given priority in urban transport policy. Private motorization, which takes up a great deal of ground space, damaging the environment, domestic and leisure areas, must therefore be restricted. Public transport's share of passenger traffic must be increased so as to arrive at a balanced relationship between it and private motorization.

Public passenger transport is a communal obligation, being one of the fundamental essentials of daily life. Its socio-political significance must of necessity be awarded far greater prominence than should considerations of economically viable operation. The principle of financial self-sufficiency, which stems from economic competitive thinking, is not appropriate to the solution of our problems.

## **2. Individual objectives**

### **2.1 Relationship between public and private transport**

For the achievement of a balanced relationship between public and private transport, as mentioned above, the following points should be pursued:

- Public transport's share of commuter traffic should be considerably increased.
- The public transport services offered for leisure traffic should be improved, even if transport by private car will continue to be dominant.
- In city centres, public transport and pedestrian traffic should be given absolute priority over the private motorist.
- Domestic areas must be well provided with public transport connections and protected against traffic emissions.
- The greatest possible equality of transport services for all urban areas should contribute to the aims of a sensible location of premises and the de-centralization of production and service industries, domestic and leisure facilities.
- The main candidates for expansion should be the more accessible modes of surface transport, such as buses and trams, even if a certain amount of road space is thus lost by the private motorist. In high-density regions, underground and urban overground railways should be built and/or expanded.
- The promotion of local public passenger services is essential not only in cities and conurbations but also in regional centres and their environs. Especially for these hitherto-neglected regions, an acceptable basic supply of public transport services has to be established. Similarly, there has to be a stronger regional linkage of national railway networks with those of local transport services.

### **2.2 Financing**

- Public financing options must be established, and these should lead to a commonwealth-oriented economic basis for public urban passenger transport.
- All investment, including investment in vehicles, should be financed from public funds.
- Running costs for public urban passenger transport should be covered by mixed financing comprising compensation from public funds for socially desirable services, together with income from fares.
- The socially desirable services for which compensation should be paid from public funds would include such things as commuter traffic and the transport of school children, the handicapped and the economically weak sections of the community.
- Furthermore, regulations have to be developed for the reimbursement of costs of some "public good" services which have hitherto been completely ignored: road traffic reduction, environmental pollution, road safety, saving of energy and raw materials, minimizing the social costs of traffic jams, positive effects on urban development.

- Indirect beneficiaries of public urban passenger transport, such as commercial firms and administrations, should be subject to an urban transport or infrastructure levy to pay for the special advantages which they enjoy as a result of their conveniently-located premises.
- The fares charged must be socially acceptable to the travelling public and attractive by comparison with the costs of private motorization.

### 2.3 Organizational readjustment

Nowadays, a system of public urban transport which is convenient for the passenger can no longer be operated from a single-firm or purely local standpoint. It is thus a matter of urgent necessity for public urban passenger transport to be organizationally readjusted. In this, the following two points must be borne in mind:

- Firstly, cooperative forms of transport must be developed within the individual towns, and
- secondly, it will be necessary for transport services to be taken beyond their purely local context and broadened into regional services which take account of the logistics of the region in question.

For this purpose, transport combines must be formed, in which all transport carriers in a given town or region will work together. This cooperation should cover, amongst other things, the following aspects: unified tariffs, integrated timetables, joint network planning, harmonization of technical and organizational standards, and joint financing.

Such coordination could produce a better supply of public transport services under economically improved conditions.

Bipartite co-determination must become a reality in transport combines and individual undertakings.

The de-nationalization of public urban passenger transport installations is to be rejected, because it leads, as a rule, to a worsening of the employees' working conditions and of the transport service, as well as to a re-distribution of costs to the detriment of public finances.

### 2.4 Traffic regulation and construction measures

Precedence is to be given to public urban passenger transport when regulating traffic flows, for example by means of the following:

bans on turning and stopping for private transport; right-of-way on urban roads and priority/exclusive filtering phases for public urban passenger transport; provision of vehicle-activated traffic signals;

provision of bus lanes;

provision of segregated trackway for trams;

pedestrian zones with access to public transport;

restrictions on long-term parking, so as to reduce queues for parking space in the city centre. The following measures will also be essential:

- keeping the pavements and kerbsides free of parked vehicles;
- restricting the building of multi-storey car parks in the inner-city zone;
- limiting the number of reserved parking spaces and garages for new buildings in the inner-city zone;
- technical measures aimed at improving the attractiveness of public transport facilities.