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Proceedings of the

34th Congress

Madrid

20 to 28 October 1983

**International Transport Workers' Federation
133/135 Great Suffolk Street, London SE1 1PD**

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AGENDA

OF THE THIRTY-FOURTH CONGRESS OF THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION held from 20 to 28 October, 1983 in Madrid

- 1. OPENING CEREMONY**
- 2. ADDRESS BY HOST ORGANIZATIONS AND
DISTINGUISHED GUESTS**
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GENERAL SECRETARY, PRESIDENT AND
VICE-PRESIDENTS**

**34th Congress
International Transport Workers' Federation**

**Summarized Record of Proceedings in
Plenary Session**

Thursday 20 October 1983

Morning Session

Before the proceedings opened, the Municipal Orchestra of Madrid played a selection of musical items with a Spanish theme. Further selections were played at intervals during the opening session.

The President, Fritz Prechtl, welcomed delegates attending the 34th ITF Congress being held in Madrid. He also extended warm greetings to guests of Honour Charles Blyth, Roger Dekeyzer, Jack Jones and Louis Buonaccorsi, as well as to the Spanish dignitaries attending the opening session.

E. Tierno Galván, Mayor of Madrid, said it gave him great satisfaction to welcome the ITF to the Spanish capital. He reminded delegates of the important part being played by ordinary Spanish citizens and particularly working class Spaniards in re-establishing the democratic tradition in Spain – efforts that were being spearheaded by the UGT General Workers' Union of which he was proud to be an active member. He hoped that a peaceful and ordered pluralist society would be achieved in his country once the current economic difficulties had been successfully overcome. The presence of the ITF in Spain would help his fellow countrymen achieve these aims; the support the ITF and its affiliates had shown for the Spanish people in agreeing to come to Spain was much appreciated.

E. Barón Crespo, Spanish Transport Minister, speaking on behalf of his government department, said he was deeply conscious of the need to defend the interests of Spanish transport workers and their organisations. One of the early tasks of the new Socialist government would be to reform the transport industry and to integrate the trade unions more closely into the decision-making process. A first priority would be to overhaul the administration, with a view to promoting more democratic control and strenuous efforts would be made to eliminate the operating deficits in some sectors of the industry. Other government targets included the elimination of unfair competition between transport modes and the setting of reasonable tariffs. State support would be made available to the maritime and aviation industries which faced special problems, while in road transport limits would shortly be introduced on driving hours. Improvement of the working conditions of seafarers was a further priority and an area in which the ITF could be of real assistance. A thriving transport industry was crucial to the kind of society the Socialist government wished to build with the aid of the trade unions.

Unanue, General Secretary of the Basque Transport Workers' Federation ELA-STV, conveyed warm fraternal greetings from his union and workers in Spain's northern Basque country. He stressed the pluralist nature of Spanish society and the pride of the Basques, for so long an oppressed nation, in having once again their own autonomous parliament and unions and a rôle to play in the wider trade union movement. International worker solidarity meant a great deal to Spanish trade unionists and they were delighted that the ITF had recognised the progress being made towards the restoration of freedom in Spain by holding its first Spanish Congress. He hoped that Congress would further strengthen the spirit of brotherhood uniting the world's transport workers, as strong worker organisations were needed to counter the deflationary policies of many governments, which were putting increased numbers out of work. He concluded by welcoming delegates to Madrid and suggesting that they might wish to visit the Basque region once Congress was over.

Sánchez, General Secretary of the UGT Transport Workers' Federation, said he was delighted that the ITF had accepted the UGT's invitation to hold Congress in Madrid – for the first time in its long history. Spanish transport workers held their International in high esteem and were deeply grateful for the very valuable assistance they had received throughout the long and difficult years of the Franco dictatorship. Having regained their union freedoms, Spanish transport trade unionists wanted in their turn to join with delegates in offering support to workers in countries where trade union rights were in abeyance, especially those in Latin America with whom they felt special bonds of kinship. He trusted Congress would reaffirm the importance of international worker solidarity at this time of crisis and that the unions organised in the ITF would unite in defence of the living standards of workers in the transport sector.

Redondo, General Secretary of the Spanish General Workers' Union (UGT), welcoming delegates, was glad Congress was taking place in Spain. He referred to the long and close ties between his union and the ITF and paid a warm tribute to the generous support of former ITF Vice-President Jack Jones for the clandestine UGT during the years of the Franco dictatorship and for the emerging unions – his own included – in the difficult initial period of the return to democracy. He welcomed the victory of the Socialists in the recent national and local elections in Spain and hoped the government would be sympathetic to the unions' desire to play a more active rôle in government. Spain was still very much a young democracy and the unions – his own foremost among them – were eager to help consolidate democracy, although they would not shrink from criticising even a Socialist government if it failed to live up to their expectations. In concluding, he reaffirmed the support of the Spanish unions for the guiding principles of the international trade union movement and its determination to fight for the restoration of fundamental trade union liberties in Latin America above all.

J. Almunia Amáñ, Spanish Minister of Labour, said he was pleased to welcome to Spain an organisation that had for so long defended transport workers' rights worldwide. Transport was an essential instrument of

economic progress and it was vital that workers in the industry should enjoy full democratic and trade union rights. He said that the Socialist government would be holding detailed discussions with the social partners on ways of overcoming the current social and economic problems facing the country; it acknowledged the unions' willingness to become more closely involved in government and their maturity in realising that this would necessitate making certain sacrifices. He was aware of the invaluable assistance the ITF had given Spanish workers and democrats in the past and hoped the Federation would continue to help with the task of helping reconstruct democracy in Spain. Meanwhile, he wished Congress every success in its deliberations and hoped delegates would leave Madrid with their determination to tackle the enormous difficulties that lay ahead greatly strengthened.

The President paid tribute to all those trade union colleagues and friends of the movement who had died since the last Congress. Delegates stood for one minute in silent homage to their memory.

PRESIDENTIAL ADDRESS

Fritz Prechtel, President of the ITF, began by expressing his delight at being able to preside over this 34th ITF Congress in the new Spanish democracy. He welcomed the Spanish transport trade unionists present in the hall and invited them to join their fellow union leaders in playing a full part in the work of the next few days.

He reminded delegates of the ITF's constitutional commitment to defend the economic and social interests of transport workers and its espousal of democracy and freedom – obligations that were not easy to meet in the world today.

He went on to speak of the vast sums being spent by the industrialised nations on the production of armaments and condemned the arms trade that was endangering the future of mankind. The money involved would be better diverted to development aid or possibly to improving the conditions of transport workers and funding the improvements in transport systems that were urgently needed in many countries.

The technological age was widening the gap between the industrialised nations and the countries of the third world and putting large numbers of people out of work. It was the task of the trade unions not to accept growing levels of unemployment as inevitable but to ensure that necessary measures were taken to create jobs.

The President concluded his address with a plea to the world superpowers to ensure that the Geneva disarmament negotiations were brought to a successful conclusion. It would take a rapprochement between the superpowers to safeguard world peace and ensure that incidents such as the Korean airline disaster would never again be repeated.

STANDING ORDERS

(Congress document XXXIV C-5)

The Standing Orders as set out in Document XXXIV C-5 were *unanimously adopted*.

ELECTION OF (a) CREDENTIALS COMMITTEE (b) RESOLUTIONS COMMITTEE

(Congress document XXXIV C-6)

The proposals set out in the document were *unanimously approved*, and nominations invited.

Thursday 20 October 1983
Afternoon Session

ADDRESS BY ENZO FRISO OF THE ICFTU

Enzo Friso, Head of the Department for the Americas, Europe and the Middle East of the International Confederation of Free Trade Unions, conveyed apologies from ICFTU General Secretary John Vanderveken, who was unable to be present as he was in Turkey visiting the Turkish trade union leaders held since the military coup in August 1980.

It was unfortunately the case that the new decade had brought a growing threat to the labour movement worldwide. In some countries, attempts were being made to undermine trade unionism, with attacks on the right to organise and to free collective bargaining, while in others the persecution, detention, and even assassination of union activists was relatively commonplace. Many instances could be cited of the lack of respect for these essential freedoms in countries as diverse as Poland, Chile, South Africa and the region of Central America, and while it was vital that the international free trade union movement should respond to individual breaches as they occurred, it was equally important that it should intensify its involvement in those areas where respect for human and trade union freedoms was being steadily eroded.

The world's workers urgently desired to live in peace and security and for that reason the international labour movement had a duty to those it represented to grapple with the problems of unemployment, poverty, exploitation and oppression as they gave rise to tensions that could so easily lead to conflict within and between nations. The possibility of violent struggle would not disappear until the reasons underlying it were eliminated; indeed, the current explosive situation could only worsen in the face of the intransigence of those governments which would not tolerate even minimal change. It would be necessary for the trade unions to draw up detailed recommendations concerning the effective international control of the arms trade, the rundown of the arms industry and the creation of alternative sources of employment, with the money saved being diverted to development aid.

We had all been witness not so long ago to how this tenuous peace had been threatened by the shooting down by a Soviet warplane of a South Korean commercial airliner – an action which had prompted international protests, led by the ITF, which had courageously declared an international boycott of Russian aircraft in response to this wanton destruction of over two hundred lives.

Another matter of the deepest concern to all those involved in the movement was the effect on workers and their families of the current world economic crisis; the last few years had seen unemployment rise rapidly and a sharp increase in the numbers of the poor. Those countries that had attempted policies of reflation had seen their efforts frustrated by grave difficulties in their balance of payments, high real interest levels and by

inflation – a situation that had led a growing number of governments to contemplate a resort to protectionism. The fragile economies of the developing countries had been dealt a severe blow, with a significant decline in per capita income and resulting extreme poverty and the debt burden of many of these countries had become intolerable.

If these problems were to be successfully overcome, it was vital that the Brandt Committee report, to which the ICFTU had contributed, and which contained an imaginative programme for development and world economic recovery should be implemented and not allowed simply to gather dust.

In concluding, he sketched the three key questions which must be addressed and which had been the main themes of the ICFTU's last Congress – the violation of human and trade union rights, the arms race and unemployment and poverty, for which practical solutions had to be sought. The ITF had much to contribute to the international union response, both in the fields of ideas and action. It had always collaborated closely with the ICFTU and he hoped these good relations would continue and grow deeper to the benefit of the working class, and particularly of the international free trade union movement.

REPORT ON ACTIVITIES

(Congress document XXXIV C-7)

The General Secretary, introducing the debate on the Report on Activities, spoke of the difficulties of adequately summarising the many and varied activities of the ITF during the inter-Congress period within the compass of a relatively short document. He was pleased to be able to report that the continuing expansion of the ITF's regional base was beginning to bear fruit, while the eight industrial sections, which were central to the ITF's work, had as customary all met in conference and committee to discuss matters of mutual concern and work out appropriate programmes of action. Links with the various inter-governmental organisations active in the transport field remained close and rightly took up much of the ITF's time. He awaited with interest the contributions to the forthcoming debate which would, he had no doubt, emphasise the variety and unity of the ITF, the differences as well as the similarities between its affiliates, and was confident that at the end of this exchange the ITF would emerge as a stronger and more effective organisation.

Doi (All-Japan Seamen's Union) referred briefly to the economic difficulties facing Asia and its transport workers in particular, although Japan, as one of the few industrialised nations in the Region, had fortunately escaped some of the worst effects of the recession. He hoped that the ITF would heed his pleas as Chairman of the Asia/Pacific Regional Committee that it should pay more attention to the needs of its Asian affiliates which it had not always fully understood. He regretted that the ITF had not adopted an Asian language as one of its official languages and that it had as yet never elected an Asian to the post of Vice-President,

both areas in which a change was long overdue. While voicing these two specific criticisms, he wished warmly to welcome the expansion of the ITF's Asian activities under the new Regional Representative, as shown by the many conferences, meetings and seminars held there in the past three years. He hoped delegates would lend their support by approving those motions that Asian unions would be presenting to this Congress.

The General Secretary said that he had been asked to convey fraternal best wishes to Congress from the Public Service Federation of the Spanish UGT, which included the Palacio staff among its members.

Grönberg (Swedish Transport Workers' Union) said that the ITF by its very nature was greatly dependent on the strength of the commitment of national unions to its guiding principles and their willingness to participate to the full in its work. In agreeing to abide by the Constitution, member-unions had a duty to resist attacks on basic human freedoms and since the last Congress he was pleased to see that they had fulfilled this solemn obligation by protesting to governments, multinational companies and international organisations against the infringement of trade union rights in Latin America, South Africa, Spain and Poland, among others. The ITF had also deservedly won real respect for its continuing campaign against flags of convenience which had benefited many thousands of seafarers worldwide. Looking to the future, he thought that the ITF should now examine how best it could continue to defend the interests of those it represented and what improvements needed making to enable it to meet the demands that would be made upon it in its efforts to protect the weak and oppressed and create a more just society. His union would be introducing during Congress an amendment to the ITF Constitution proposing that each member of the Executive Board have a deputy appointed to represent him in his absence – a change which he firmly believed would enable the ITF the more effectively to fulfil its responsibilities.

ELECTION OF (a) CREDENTIALS COMMITTEE (b) RESOLUTIONS COMMITTEE

(Congress document XXXIV C-6)

The following were *nominated* and *elected* to serve on the *Credentials Committee*:

Africa:	N. A. Ashietey (Ghana)
Asia/Pacific:	H. C. Bang (Korea)
Latin America and the Caribbean:	L. H. Etchezar (Argentina)
North America:	J. D. Hunter (Canada)
	J. Fay (USA)
Europe:	E. Steinbach (Austria)
	L. Hall (Great Britain)
	W. Kolstad (Norway)
	F. J. Alves de Figueiredo (Portugal)

The following were *nominated* and *elected* to serve on the *Resolutions Committee*:

Africa:	J. N. Malii (Kenya)
Asia/Pacific:	C. H. Fitzgibbon (Australia)
Latin America and the Caribbean:	J. Trajano da Silva (Brazil)
North America:	R. C. Smith (Canada)
	E. Spector (USA)
Europe:	W. Darmstädter (Austria)
	S. Bøje Larsen (Denmark)
	S-E. Nylund (Finland)
	D. Benze (Germany)
	K. A. Murphy (Great Britain)
	J. Schneider (Luxembourg)

ELECTION OF TELLERS AND BALLOT SCRUTINEERS

The following were *nominated* and *elected* to serve as *Tellers and Ballot Scrutineers*:

J. A. Levia (Canada)
C. E. Villarreal (Panama)
Ong Ah Heng (Singapore)
O Zudonu (Nigeria)
A Nagy (Austria)

REPORT ON ACTIVITIES (*Cont.*)

Hwa Kyoan Suk (Korean Air Lines Labour Union) referred to the tragic fate of the passengers aboard the Korean Air Lines Boeing 747 shot down by a Russian fighter in an act of aggression that was an offence against all peace-loving people. Following the incident, his union had written to the ITF urging that it should punish the Russians for this barbarous action and the ITF had displayed its considerable power as an international labour organisation by initiating a worldwide boycott of Aeroflot 'planes. It was now time, he said, to put the tragedy in the past and turn all efforts towards improving the lot of the world's transport workers. He ended by thanking ITF member unions for their support at a time of great grief for his nation and expressed the wish that measures would shortly be taken to rule out a similar tragedy in the future.

Kulkarni (Transport and Dock Workers' Union, Bombay, India) welcomed the upturn in ITF activities in Asia under the new Regional Secretary Mohammad Hoda and outlined some of the industrial problems facing maritime workers in the Region. While he was grateful to the ITF for the assistance it had given during the strike of Air India employees he reminded the General Secretary that help was still needed. He regretted that the Secretariat did not respond swiftly enough to

attacks on human and trade union rights and mentioned in this connection the recent attacks on minority Tamils in Sri Lanka on which subject his union would be submitting an emergency resolution to Congress. He congratulated Solidarity leader Lech Walesa on being awarded the Nobel Peace Prize for his efforts to uphold the principles of the free trade union movement against all the odds in his native Poland, and concluded his remarks by calling on the affluent nations of the West to take a more active interest in Asia, Africa and Latin America and the ITF to make more funds available for its regional work.

Friday 21 October 1983

Morning Session

REPORT ON ACTIVITIES (*Cont.*)

Morsink (French Transport Workers' Federation, FGTE-CFDT) reported that one of the first acts of the new French Socialist government had been to set certain transport policy targets and he was pleased to say that transport workers and their unions were regularly consulted – under newly-introduced co-determination procedures – before important decisions were taken in this area. Union leaders in France were becoming increasingly worried by the low pay and long hours of the growing numbers of foreign workers employed by sub-contractors in the French transport industry (principally on the metro, in the docks, in airport cleaning and on f-o-cs in the merchant navy) and hoped Congress would take steps to deal with this unwarranted exploitation of a particularly vulnerable sector of the labour force. It should also seek to curb the powerful hold of the multinationals on the lives of workers in the countries of the third world. He admitted that he had been deeply moved by the government and union representatives who had spoken on the previous day of the future of Socialism in Spain and pointed to certain similarities with France where a Socialist government had only just taken power after many years of conservative government and where, as in Spain, Socialism had laboriously to be constructed and defended against opposing forces. In conclusion, he asked to be allowed to join in the congratulations to Lech Walesa on the occasion of the award of the Nobel Peace Prize for his work on behalf of Solidarity.

Lewis (General Workers' Union – GWU, South Africa) said he had been asked formally to convey thanks for the splendid support given to his union during the recent dock workers' strike in Port Elizabeth. While strictly speaking a failure (hundreds of strikers had been dismissed and many of the older men would probably not work again) the strike had exposed the government's implacable hostility towards the growth of trade unionism in the key transport sector and had served to remind workers that they must join together – as they were now doing in a new national centre – if they were to achieve their objectives. The only black mark in the whole affair had been the attitude of the Council of Transport Workers; it was becoming difficult for the GWU to cooperate with a union which wanted it banned. He drew attention to the shortcomings of the impending reform of the South African Constitution, under which Indians and Coloureds were to be included only as minor partners in government, and dismissed claims that the interests of black South Africans could be safely left to the administrations of the homelands which were an integral part of the repressive structure of apartheid. As evidence of this he cited the reaction of the Ciskei government to the current boycott, in a fares protest, of buses taking black commuters from the Ciskei to their jobs in Port Elizabeth in the Republic; the GWU branch secretary had been arrested in his office, the Allied Workers' Union had

been banned, and penalties imposed on workers found in possession of union literature. He called on Congress to express its abhorrence of a government which he described as a special kind of dictatorship, with the legal means to make people 'disappear' for years and which even assassinated those it perceived as its enemies; a strongly-worded statement should be adopted exposing the hollowness of the so-called reforms. He made one last appeal for the ITF to accept the invitation to hold its next Congress in Kenya, thereby acknowledging the growing strength of the union movement in Africa.

Perez (National Federation of Road Haulage Workers, Argentina) expressed his sympathy with the problems outlined by the previous speaker. He congratulated the General Secretary on the wide range of ITF activities since the last Congress but complained that not enough coverage had been given in the report to events in Latin America. Unions in the region were working for the restoration of trade union rights and it was gratifying to be able to report the progress towards democracy being made in many Latin American countries. As delegates were no doubt aware, elections would shortly take place in Argentina, although he feared that the country's huge foreign debt burden could make it extremely difficult to install democratic government there. He deplored the arms race and the granting of loans by the international banks for the purchase of arms and hoped Congress would support the motion on the subject that had been submitted by a Peruvian affiliate. The shooting down of the Korean Air Lines Boeing had constituted a grave threat to world peace, which trade unionists were pledged to defend in words and action – the Aeroflot boycott called by the ITF had been a most appropriate response to an act of unprovoked aggression.

Bleser (National Federation of Railway and Transport Workers, Luxembourg) reported in detail on the success of the Urban Transport Day held on 28 September which had drawn attention to the threats to urban transport services in Europe and had helped persuade more people of the undoubted advantages of public passenger transport in cities. The preparations for the Day had been made during a series of coordination meetings organised by the ITF Secretariat at which road and rail affiliates from various European countries had been represented; unions participating in the Day had been left free to decide the best way of presenting their case and a wide range of events had taken place, ranging from leaflets to open days and free rides and, from his own knowledge, the celebration of the Day in Luxembourg had proved extremely popular. It could be argued that publicity was not the job of the trade unions, but when local authorities failed lamentably in their duty to win passengers by publicising the benefits of public transport in towns and cities, workers had no other choice than to take the initiative themselves. The Day had shown what could be achieved through international cooperation and he hoped it would be the first of many similar joint ventures.

Ms Raupp (German Railwaymen's Union) said it was vital that women should assume a more equal rôle within the trade unions and urged support for a Congress motion calling on affiliates to encourage the increased

participation of women trade unionists in education and training programmes. As examples of the focus of attention on women's rights, she instanced the ITF's Women's Conference in 1975, the UN International Women's Decade, now coming to an end, and the ICFTU's Women's Conference due to take place in Madrid in 1985. She was glad to be able to tell Congress that the Women's Committee of the ICFTU – from which, incidentally, she would soon be retiring – was now represented on the ICFTU's highest decision-making body, its Executive Board, through its Chairman and one ordinary member. She felt the time was now right for the ITF to set up its own Women's Committee to ensure that women's interests were properly reflected in its work; the ITF must not be left behind at a time when other national and international organisations were recognising that women wanted to take part on equal terms in the life of the labour movement.

Muto (National Railway Workers' Union – KOKURO, Japan) thanked the ITF for backing Japanese railway workers in their opposition to government plans for the privatisation of the railway industry. The two Japanese railwaymen's affiliates were grateful for ITF assistance in defending the damages suit brought by Japan National Railways following the 1975 strike and would be asking delegates to vote for a jointly-sponsored motion calling on the JNR and the government to withdraw this action which constituted a very real threat to the continued trade union representation of railway workers in Japan. He reaffirmed the wholehearted support of his union's members for the ITF's expanding programme of activities in the Asia/Pacific region and issued an appeal for unions in the area to cooperate more closely in fighting for the fundamental union freedoms that were denied workers in so many of its countries. As one of the unions hosting the regional Inland Transport Workers' Conference in Tokyo in three months' time, KOKURO would do its utmost to ensure the success of a meeting that would be preparing the ground for regional submissions to the next session of the ILO Inland Transport Committee.

David (Transport Workers' Union, Malaysia) described in detail the legal restrictions on trade union activity in Malaysia, which had met with fierce opposition from organised labour; the government had imposed legal registration of trade unions, banned unions from joining together in confederations and in the aviation sector had forced a house union on the employees of the national airline, MAS. ITF affiliates in the country had set up an ad hoc council to co-ordinate their activities and the council had asked him to convey to Congress its wish that the ITF reopen an Asian regional office in Kuala Lumpur. He appealed for ITF support for the South African liberation movement in its efforts to free blacks from a deeply unjust régime and condemned the violence perpetrated against the minority Tamil population of Sri Lanka, urging that the UN send a mission to investigate the situation there. Regrettably, the number of Asian governments failing to implement ILO Conventions and Recommendations was growing and he hoped that the next session of the Inland Transport Committee of the ILO would discuss the non-observance of

ILO standards with a view to taking corrective action. Malaysian unions, he concluded, agreed with the African affiliates of the ITF that the 35th International Congress should be held in Nairobi.

Haar (German Railwaymen's Union) attacked the transport policies of the German federal government, which had invested vast sums in expanding the road network, with enormous costs in terms of the rise in traffic deaths and increased environmental pollution, at a time when his own industry was threatened by privatisation and further cutbacks in manpower. Unregulated competition between transport modes could easily destroy whole industries which offered a vital social service and that was why joint initiatives aimed at urging more sensible transport policies – such as the recent International Transport Day – were of such significance; more than ever, cooperation between the ITF's various sections was essential if we were to change attitudes. He agreed with the President regarding the sending of an ITF message to the Geneva disarmament conference; the vast sums currently being spent on arms would be far better employed on the relief of poverty and starvation in many areas of the world.

Marges (Dutch Transport Workers' Union) praised the efforts of the independent trade unions in South Africa on behalf of black workers; he thought the Executive Board should be asked to draw up a statement on South Africa for the consideration of Congress.

The President promised that Marges' suggestion would be given due consideration.

The President read the text of an ITF statement which it was proposed to forward to the UN Conference on Disarmament in Geneva.

The text of the statement was *approved*.

The President informed Congress that a Spanish army captain had been abducted and murdered by members of the ETA terrorist organisation.

Delegates stood in silence for one minute in tribute to the memory of the dead army captain.

Tuesday 25 October 1983

Morning Session

Congress stood for one minute in silent tribute to the French and American victims of a terrorist bomb attack on the UN peace-keeping forces in Beirut.

REPORT ON ACTIVITIES (Cont.)

Chimphanga (Railway Workers' Union of Malawi) said he was indebted to the ITF for enabling his union to be represented at this – its first – Congress and hoped that the Federation would undertake further educational projects for railway workers in Malawi on the lines of the excellent seminars organised by the Nairobi office for union members in 1981 and 1982. He was pleased to be able to report that industrial relations in his country were generally good: the railway workers' union, which organised railway staff and the crews of cargo and passenger vessels on Lake Malawi, was on the best of terms with the management of Malawi Railways, operating a check off system for the collection of dues from its members and being automatically consulted on all matters affecting their conditions of service. Indeed, it had succeeded only recently in agreeing improvements in leave provisions and holiday pay with the employers.

Benade (South African Council of Transport Workers) strongly refuted the charge made by David Lewis earlier in the debate that he had called for the banning of the General Workers' Union (GWU); he had, he insisted, merely appealed for the creation of special machinery for resolving jurisdictional disputes between rival unions such as that between the GWU and the older-established unions in Port Elizabeth. Moving on to the bus boycott in East London, he pointed out that two important facts had been omitted from Lewis' report, namely that the bus fares had been increased following a pay rise to black transport workers and that workers had been intimidated into taking part. He told Congress of the atrocities committed during a similar bus boycott in Cape Town in 1980, also instigated by the GWU, the deaths of and injuries to workers and bus drivers, and the extensive damage to the bus fleet; he also briefly recalled a further boycott in Natal which had led to the bus company being ruined financially and then sold at less than its true value to a buyer approved by the boycotters. While he was not entirely against consumer boycotts as such, he felt delegates had been misled by Lewis as to the real motives behind these union actions. He advised the ITF not to associate itself with the acts of naked terrorism that had been perpetrated against innocent persons and called on Congress vigorously to condemn the outrages committed by the bus boycotters.

Sikhosana (Transport and Allied Workers' Union – TAWU, South Africa) described in detail the circumstances leading to the setting up of the independent black trade unions in South Africa and condemned the government of the Republic for resorting to the Internal Security Act in

order to prevent black trade unionists from fully exercising their rights as workers. He reported that three of his union members who lived in the Ciskei but worked in East London and who had joined the bus boycott had been arrested by agents of the homeland government on 30 July last and detained for 46 days without being brought before the courts; along with other detainees, they began a hunger strike to force their release and when this was eventually achieved two of the three were discharged from their employment in a clear act of retaliation. TAWU had secured legal representation for the two men and this had resulted in their subsequent reinstatement without loss of pay. The ITF had helped by providing much appreciated moral and financial support to the families of the detained men and for this his union was deeply grateful.

Zudonu (Nigerian Ports Authority Workers' Union) explained that his union, a recent affiliate, was an industry union formed out of three previously separate workers' organisations; the initial problems following amalgamation had now been largely overcome, thanks in no small measure to the leadership training programme initiated by the ITF Regional Representative Ben Udogwu. It was vital, he continued, that ITF educational activities generally should be intensified to enable African trade union officials to be equipped with the tools they needed to achieve a measure of economic and social justice for workers, who were ruthlessly exploited at the hands of both local employers and foreign-based multinationals. Regrettably, major sections of the labour movement in Africa were denied basic freedoms, notably public sector unions in Nigeria which were excluded from the decision-making machinery and were not permitted to bargain collectively, in clear breach of ILO standards. In his own industry, containerisation had led to the loss of many jobs to workers at inland depôts, while those dockers who had been trained to operate the new machinery were not properly remunerated for the additional skills they had acquired.

Protapuddín (Bangladesh Launch Labour Association) reported to Congress on the restrictions that had been placed on trade union freedoms – in contravention of ILO Conventions – by the martial law administration in Bangladesh; normal trade union activities had been suspended and special permission had to be sought from the authorities before unions could hold any meetings, including those of their executives. The government had even set up a rival trade union centre with the express aim of crippling democratic trade unionism in Bangladesh and was rendering it virtually impossible for unions to maintain their international affiliations. The very survival of his union was now at stake and positive action, not mere expressions of indignation, was now needed from the ITF and its affiliates who had not spoken out emphatically enough in the past against trade union repression in Asia. He concluded by thanking the ITF General Secretary for making it possible for his association to be represented here in Madrid and Mo Hoda for his untiring efforts on behalf of all three transport workers' affiliates in his country.

Brima (Dock Workers' Union, Sierra Leone), extending fraternal greetings from affiliates in Sierra Leone, underlined the importance of interna-

tional worker solidarity to unions in the developing nations in their struggle to improve the living standards of the workers they represented. While many successes had been recorded in Africa in recent years, he said, wage levels remained far too low and essential union rights were frequently under serious threat. That was why it was essential that the ITF should at least maintain its present level of activities in the region, and indeed generally throughout the third world, where unions were faced with similar problems. He praised the courage of the ITF in condemning the wanton destruction by Russian fighter aircraft of the Boeing 747 earlier in the summer, and in concluding appealed to the Federation for assistance to his members who were being adversely affected by the introduction of new cargo handling methods in the ports.

Stier (Canadian Air Line Flight Attendants' Association) said that, in his view, unemployment, which had risen sharply worldwide since he last reported, represented a planned and deliberate attempt on the part of industry and right-wing governments to reduce the effectiveness of unions and prevent workers from standing up for their rights; technological change was also a major contributory factor in the increase in the numbers of jobless and the multinationals, which manipulated governments and were capable of withdrawing their investments and laying plants idle at a whim, played an important part. He feared the creation of a society in which the few who controlled the information collected by machines enjoyed all power and wealth and the masses were purposefully kept in ignorance and poverty, and called on ITF affiliates to display solidarity by advocating measures to reduce the working year so as to create more jobs; by extending assistance to all groups of workers under attack, regardless of whether they were organised; and by pressing for industry-wide unions that had the muscle to take on the employers.

Padilla (Merchant Seamen's Union, El Salvador) prefaced his remarks by referring to the prolonged civil strife widespread in Central America and the current climate of fear in the area; foreign intervention, aimed at destabilising certain governments, had exacerbated an already tense situation. In Latin America as a whole, the failure of the economic policies adopted by the debt-ridden governments had added to the burdens shouldered by the workers, and he appealed to the representatives of unions from the more prosperous north to examine their consciences and be more generous in their support of their less fortunate brethren in the under-privileged countries of the south. Workers throughout the region faced a daunting challenge in their attempts to build up free trade unions and needed every encouragement if they were to persevere with this extremely difficult task. His own union in particular urgently required financial assistance to enable it to move out of its present cramped headquarters into more adequate premises. Finally, he asked to be allowed to record the gratitude of his fellow trade unionists for the splendid solidarity that the members of the Spanish General Workers' Union and many other ITF affiliates had shown towards the oppressed peoples of the region.

Opio (Amalgamated Transport and General Workers' Union, Uganda) traced the recent troubled history of Uganda, a country which in the 1960s

had been one of the most flourishing countries in black Africa, an important member of the East African community, self-sufficient and with a sound transport infrastructure. The excesses of the eight brutal Amin years which followed were, he said, too well-known to need recording in detail here and had left as their legacy half a million dead and an economy in chaos. Fortunately, the present government was well embarked on a programme of national reconstruction and the Ugandan unions were now seeking support for their efforts to assist in the rebuilding of their ravaged nation. He wished to thank the ITF for stepping in so promptly and helping Ugandan transport workers – through conferences, seminars and workshops – to regain their dignity and take their place once again among the world's trade unionists. Today, he was proud to report the industrial relations climate was excellent; with the 15 unions affiliated to the national centre enjoying full union rights and the freedom to belong to international trade union organisations. The importance of worker participation at the workplace (as worker directors) and in local and national government (as councillors) was acknowledged, indeed it would not be going too far to say that the workers were the 'watch-dogs' of freedom.

Otero (Brotherhood of Railway, Airline and Steamship Clerks, United States) began by expressing his sincere appreciation of the words of condolence at the beginning of the session for the bereaved families of the American soldiers killed in Beirut. He paid special tribute to the sterling work of the ITF's regional representatives against a backdrop of increased repression of political and trade union rights. While he agreed that delegates were right to condemn despicable right-wing dictatorships such as that of General Pinochet in Chile and other oppressive governments, Congress would be failing in its duty to protect essential freedoms if it did not also express its deep concern at the recent execution of union leaders on the Caribbean island of Grenada, the excesses of the iron-fisted Nicaraguan Sandinista régime, and the holding of thousands of political and trade union prisoners in Castro's Cuba, as well as castigating those Communist and extreme left-wing régimes that systematically deprived workers of basic human and union freedoms. He urged the ITF not to use economic difficulties at home as a pretext for running down its regional work; not to stand up for democracy in Africa, Asia and Latin America would be to fail the principles by which the ITF had been governed throughout its long and honourable history. The fact that this Congress was being held in a free Spain was proof of how determined support of clandestine unions over many years had at last overcome an implacable dictatorship. Perhaps in the not too distant future it might be possible to hold Congress in one of the nations at present under the implacable boot of tyranny.

REPORT OF THE CREDENTIALS COMMITTEE

(Congress document XXXIV C-6/a/Report)

Hunter (Canadian Brotherhood of Railway, Transport and General Workers), Chairman of the Credentials Committee, introduced the report and recommended its adoption.

The report was *unanimously adopted*.

REPORT ON ACTIVITIES (Cont.)

Ramos y Solares (Mexican Aviation Technicians' and Workers' Union) said that the determination of the world's transport trade unionists to respond effectively and positively to the international crisis of capitalism was greatly encouraging to Mexican workers in their current dilemma. The Mexican economy was in ruins, with hyperinflation, massive external debts and a worthless currency; the workers, as usual, were paying the costs of the government's disastrous policies, in terms of reduced pay, loss of purchasing power, higher taxes etc. Other Latin American and third world countries were pursuing similar policies and foreign-based multi-nationals were taking advantage of the situation to exert an unwelcome external control over the affairs of previously sovereign states. As would be readily appreciated, Mexican transport trade unionists were in great need of effective worker solidarity; the ITF could assist by appointing a coordinator to enable ITF affiliates to present a united front to the anti-worker policies of the government, while affiliates were urged to consider holding brief national protest stoppages to draw attention to the plight of these beleaguered trade unionists.

Moyo (Railway Associated Workers' Union, Zimbabwe) informed delegates that his union was in the process of amalgamating and was hoping to double its affiliated membership. He said that the complete lack of worker education during the period of white rule meant that unions in Zimbabwe stood to benefit greatly from the stepping up of the ITF's seminar activity in the country. The earlier experiences of black Zimbabweans made them keenly aware of the sufferings of their fellow Africans in South Africa and those other neighbouring countries over which it sought to exert domination; he urged the ITF to play its full part in seeking the establishment of social justice for the majority black populations of these nations.

Vogel (Federation of Railway Workers' Unions, Chile) expressed his gratitude for the frequent expressions of ITF solidarity with the transport trade unions in Chile in their fight for an end to the dictatorial government and the restoration of freedom to the Chilean people. Under Pinochet, as was well known, trade union rights were circumscribed, with a ban on strikes and the setting up of trade union confederations, while the extreme monetarist policies of the government had deprived workers of their right to a job and to social security benefits in time of need and pension funds had been endangered by unwise investments. Some concessions had now been granted in the wake of the mass demonstrations organised by the trade unions and student groups in recent months and while a limited degree of optimism was not misplaced, much remained to be done before the repressive legislation and government decrees restricting trade union activity could be repealed. Meanwhile, he wished the unions in Spain the very best of good luck in their new venture.

The General Secretary, in a reference to the events of the past days in Grenada, said that the General Secretary of the ITF affiliate in the country and his officials were reported to be safe, although precise information was hard to come by at this time.

Tuesday 25 October 1983

Afternoon Session

REPORT ON ACTIVITIES (Cont.)

Fantognon (Togo Civil Aviation, Meteorological and ASECNA Workers' Union) declared that he had been especially impressed by the spirit of brotherhood uniting all those present at this – his first – Congress and promised his union's backing in the fight against injustice and repression in all their forms. He particularly wished to thank the previous speakers from unions in the developed world for the concern they had shown – their own difficulties notwithstanding – for the problems of their fellow trade unionists in the developing nations. As spokesman for the Togolese affiliates, he said he had been asked to urge the ITF to consider granting 3-6 month scholarships to leaders of unions from the regions to enable them to receive the advanced training they needed to prepare them for their difficult task, although he stressed that this must not be at the expense of the basic training of union officials in local and regional seminars. Togolese unions were also seeking an expansion of ITF activities in French-speaking Africa where much valuable groundwork had been put in by the African Representative, Ben Udogwu in the inter-Congress period. He closed by lending his full support to the recommendation of the recent African regional conference regarding the holding of a first regional Congress in Nairobi.

Küng (Swiss Transport and Commercial Workers' Union) said that the inland transport affiliates of the ITF had been actively supporting for some years now efforts aimed at persuading transport undertakings of the benefits of combined transport and he was pleased to be in a position to report that the ruinous competition between transport modes that had characterised certain sectors of the industry – and militated against the best interests of transport workers – was being gradually superseded by an era of cooperation between transport undertakings, particularly in the road/rail sectors. The focus of inter-sectional activity in the review period had been on problems of urban transport; a wide measure of agreement had been achieved and a number of highly successful actions had been undertaken. Affiliates were determined to pursue these goals with unrelenting vigour, as reflected in the decision of Congress to set up a special urban transport committee with members from the road and rail sections.

ELECTION OF GOVERNING BODIES

General Council

(Congress document XXXIV C-14/GC/1)

Document XXXIV C-14/GC/1, Election of the General Council, was *unanimously adopted*.

Executive Board

(Congress documents XXXIV C-14/EB/1 and C-10/1)

The General Secretary informed Congress that the Executive Board at its meeting on 18 and 19 October had proposed that the membership of the Board should be increased from 25 to 26 seats with the extra seat being allocated to the Asia/Pacific Region. He suggested that a vote be taken on Document XXXIV C-14/EB/1, which contained this proposal, together with Document XXXIV C-10/1, which contained the constitutional amendment that must be adopted for the proposed change to enter into effect.

Documents XXXIV C-14/EB/1 and XXXIV C-10/1 were both *unanimously adopted*.

REPORT ON ACTIVITIES (Cont.)

Sant'Anna (National Federation of Maritime, Inland Navigation and Civil Aviation Workers, Brazil), after congratulating the General Secretary on an excellent report, went on to inform Congress that the trade unions in Brazil were united in their opposition to external interference in the affairs of a sovereign state. He regretted that the divisions in the trade union movement in his country (it was divided into three) were weakening organised labour's response to the twin problems of unemployment and wage restraint flowing from the economic policies of the government which had incurred a very sizeable external debt. Labour rejected the hegemony and privilege which were the hallmark of present-day Brazilian society.

Doriat (FO National Transport Workers' Federation, France) emphasised the strength of French solidarity with oppressed trade unionists worldwide, adding that it was largely thanks to the readiness of ITF unions to speak out in defence of their less fortunate brethren suffering at the hands of dictatorships that a measure of freedom was still present even under the worst régimes. Nor should one forget the trade unionists in the Communist bloc, who were persecuted and imprisoned by governments allegedly espousing socialism; the courage exhibited by Polish workers in particular was an example to all and the award of the Nobel Peace prize to Lech Walesa would give heart to others fighting to shake off tyranny. French trade union pluralism, while not without its critics, was a source of strength in that the unions were not the mouthpiece of any one party, its only weakness being that it sometimes encouraged demagoguery. He roundly condemned the four Communist ministers with important portfolios in the Socialist government for favouring the expansion of the Communist-backed CGT confederation at the expense of other union centres, although he was pleased to note that these anti-democratic forces in government had suffered a reversal in recent union elections which

had reinforced the determination of French trade unionists to defend their independence of government. Turning to the road transport industry, he reported on the increased rest periods recently achieved for truck drivers, while regretting that two unions (one an ITF affiliate) were resisting efforts to extend this excellent agreement to all French road haulage undertakings. In closing, he expressed horror at the loss of French and US lives in the Lebanese bomb attack; he thanked the ITF for paying tribute to the dead soldiers earlier and stressed that efforts to undermine democracy, peace and freedom – the essential pillars of free trade unionism – must be frustrated at all costs.

Wednesday 26 October 1983

Morning Session

The President thanked the Spanish hosts for the dinner and entertainment given the previous evening.

REPORT ON ACTIVITIES (*Cont.*)

Coppin (French Transport Workers' Federation, CFDT), referring to Doriat's intervention on the previous day, said there were times when trade unions had to choose between different political affiliations and that his union had chosen the path of Socialism. He assured delegates that he was prepared to work together with other ITF affiliates, regardless of their political leanings, just as long as they were fighting with him for the goals of equality and social justice; sectarianism was no part of his philosophy. What mattered was that we should now turn the page and continue the struggle, forgetting such minor disagreements, which should be viewed in their proper perspective. His union had taken part, along with other French affiliates of the ITF, in over 200 f-o-c actions in recent years and would always cooperate in a spirit of brotherhood in assisting fellow transport workers around the world.

Tay (Singapore Maritime Officers' Union) began by condemning the shooting down of the Korean Air Lines Boeing 747 as a callous act of international terrorism; it had prompted Singaporean workers to stage spontaneous protests involving Russian air and sea transport. He extended sympathy to the people of South Korea on this appalling tragedy that had cost so many lives and on the Rangoon massacre of government ministers – a second violent outrage that had come so soon after the first disaster. He regretted that the ITF was dominated by western unions and paid great attention to their preoccupations and yet had for years ignored the problems of high unemployment that had been a constant concern of unions in Asia long before it had begun to surface in the west. It was to be hoped that the countries now experiencing this phenomenon for the first time would not embrace policies of protectionism as the continuation of free trade was far more likely to provide a more lasting solution and one that would benefit workers in both Asia and the west. He urged the ITF to allow Asian unions to play a more active rôle in its activities; this would strengthen its effectiveness as a body dedicated to preserving peace and promoting international cooperation.

Ashietey (Ghana Merchant Navy Officers' Association) said his union was deeply grateful for international support during the recent Black Star Line dispute, which was only resolved following the intervention of the ITF and the Nigerian dockworkers' boycott of company vessels in their ports. It was a sad fact, he said, that workers in his country remained impoverished because the government was not exploiting Ghana's many natural resources to the full; the standard of life of workers in the third

world with its weak and fragile economies could be greatly improved with the help of their fellow trade unionists in the developed world. Turning to the situation in South Africa, he spoke out against the proposed changes in the Constitution, the attacks by the South African armed forces on the front line states of Angola and Mozambique and the Republic's illegal hold over Namibia; he, too, had been disturbed by the disclosures made by David Lewis earlier in the debate and wished to join other speakers in calling for action from the Executive Board to meet a serious situation. He went on to express special thanks to Ben Udogwu for his splendid work on behalf of trade unionists in Africa, particularly his efforts to extend ITF activities and influence further into the French-speaking countries of West Africa, and followed this up by urging the African affiliates to become more involved in ITF activities and the formulation of ITF policies. Africa, he said, would prove an excellent venue for the next ITF Congress.

Staedelin (ETUC) thanked delegates for affording him this opportunity of addressing Congress on behalf of the member unions of the ETUC. He informed delegates that the ETUC was urging the governments of Europe to adopt policies of job creation and of increased national investment in public transport and the transport infrastructure as vital means of ensuring a return to full employment. It was also advocating a reduction in working hours as a further way of increasing the number of jobs available. While new technology brought many benefits, it was likely to add to the problems of unemployment and so it was vital that trade unions should be fully consulted prior to its introduction and in the initial years of operation in order to keep possible job losses to a minimum. He said that the ETUC had close contacts with European transport workers' organisations and knew it could rely on them for support in all its many concerns; it was also deeply indebted to the ITF's own liaison committee in Brussels, which had exhibited such exemplary solidarity. Although the ETUC had many purely European issues to contend with, it was nonetheless keenly aware that it had a moral duty to overcome the north/south divide so as to help the unions in the third world achieve social justice for the workers they represented.

ADDRESS BY JOHN SIMONDS OF THE ILO

Simonds conveyed best wishes to delegates from ILO Director-General Francis Blanchard whom he had the honour to represent at Congress. He said that the ITF had due cause to be proud of its involvement in the work of the ILO; no other single workers' organisation had exerted the same degree of influence. This collaboration had extended to no less than seven sectors of ILO activity, to which must now be added the travel bureau sector.

Over the years, the ILO had evolved a comprehensive set of standards for seafarers (the so-called International Seafarers' Code) which covered all possible areas of concern to this group of workers. These had been supplemented by conventions and recommendations establishing

minimum standards of life and work in the other maritime industries, notably marine fishing, the docks and inland navigation, and with ITF help the ILO had formulated an agreement providing for social security for Rhine boatmen which he hoped would become the basis for further instruments protecting the rights of inland navigation workers in other parts of Europe and throughout the world.

With regard to future ILO activities, a meeting of the Joint Maritime Commission was scheduled for the next biennium, together with the 11th session of the Inland Transport Committee, which would be discussing occupational safety and health in road transport, while the interests of port workers and railwaymen would be amply catered for within the ILO's continuing technical cooperation programme.

He had noted the resolutions submitted to Congress calling on the ILO for yet more activities on behalf of the world's transport workers and assured delegates that due importance would be attached to these.

Generally speaking, the ILO had a responsibility to identify the most pressing problems facing the world's workers, to study possible solutions and formulate measures for dealing with these problems.

The current economic crisis and its effects on workers posed a grave threat to the stability of the social structure, and that was why the last session of the International Labour Conference had examined the need to revise existing ILO standards dealing with employment. It had adopted a resolution put forward by the workers' side recalling the view of the World Employment Conference that the right to work was a basic right and freedom of mankind, as well as noting the importance of employment policy for achieving social objectives in an interdependent international community. The resolution invited member states to ratify and apply the 1964 Employment Policy Convention and to observe the accompanying Recommendation and to give priority to measures for the creation of employment opportunities, including policies to stimulate investment, the establishment of job creation programmes, the increasing of access to jobs, the facilitation of structural adjustments and the reorganisation of working time. It also dealt extensively with a variety of measures to be taken by the ILO and its member states.

The ILO had been much disturbed by the recent alarming increase in the number of complaints it had received alleging violation of instruments on freedom of association. The Committee of Experts had been particularly concerned that in addition to infringing some of the most fundamental principles set forth in the instruments some of these governments had been violating fundamental human freedoms, respect for which was essential to the free exercise of trade union rights.

The ILO could not accept that investigation of such complaints constituted unwarranted interference in the internal affairs of sovereign states; to do so would be to tie its hands completely. In applying for membership of the ILO, states had freely to accept the constitution, including the rôle of

the ILO's supervisory machinery, and had thereby voluntarily accepted certain international obligations.

In conclusion, he said that the protection of the basic rights of the world's workers lay at the heart of the ILO and he called on delegates to continue to support the ILO in this rôle. It was vital that we should not waver in our determination to safeguard the rights of those workers who now enjoyed them, to bring these basic rights to those who did not yet enjoy them and to return basic rights to those from whom they had been forcibly taken away.

REPORT ON ACTIVITIES (*Cont.*)

Criado (Federation of Railway Workers' Unions, Chile) wished to express his gratitude to Regional Director Medardo Gomero for his support of the trade unions in Chile, particularly during the past ten years. He roundly condemned the disastrous economic policies of the military régime which had piled debt upon debt to the point where Chile now had the largest international loan of any country and its entire future was mortgaged to the world's bankers. Meanwhile, Chilean workers were suffering ever greater deprivation and facing a bleak future. While he appreciated that workers in many third world countries had similar problems, there could be no doubt that the suffering of workers living under dictatorships were of a quite different order. He could only say that Chilean workers were no longer prepared to make such enormous sacrifices for a government that had betrayed them and in the efficacy of whose policies they had never had any faith. His fellow workers could only foresee a decent future for themselves and their families under a democracy when they would be willing to suffer any hardships asked of them for the sake of the common good. He urged unions from countries ruled by repressive governments to continue the struggle for a return to a democratic system of government, no matter how hard and apparently fruitless that struggle might now seem; one day they would be able to live in peace and freedom, those efforts must bear fruit.

Mhungu (Railway Associated Workers' Union, Zimbabwe) spoke of the teething problems that the new nation state of Zimbabwe was experiencing and which were the result of the world recession coupled with the exodus of skilled white workers over the past three years. He accused South Africa of promoting guerilla warfare in Zimbabwe, which had suffered incursions after the frontier line states had jointly resolved to withdraw the contract labour that had previously been supplied to the mines in the Republic. He further urged Congress to endorse the UN resolution calling on South Africa to withdraw from Namibia and while he welcomed the limited privileges that sections of the Asian and Coloured community had been given under the new South African Constitution, these concessions were far from adequate, and the native black population was still bereft of any civil rights. He thanked Ben Udogwu for organising training seminars for black Zimbabwean railway workers, whose training needs had been totally ignored by the previous

régime and hoped that the ITF would continue its educational activity when the railway workers' union merger went ahead, hopefully within the next few weeks. He too felt that the next Congress should be held in Africa.

Ero (Nigeria Union of Railwaymen) said that unions in Nigeria were greatly appreciative of the leadership training programmes initiated by the ITF which had also enabled union officials to play a prominent part in the civic life of the country. He requested ITF assistance in the area of research (Nigerian unions lacked the necessary resources to train their own research staff) and said he would welcome advice on how best to improve the present cumbersome arbitration procedures which so often unnecessarily delayed the settlement of even the simplest disputes. The hiring of legal experts to deal with labour law cases was prohibitively expensive and his fellow unionists would also be grateful for any help the ITF could give in this area. He went on to express sympathy with the plight of workers in Port Elizabeth as described by David Lewis and hoped that other affiliates would give them all the practical support they could. He drew his contribution to a close by condemning the callous Russian action in shooting down the Korean Air Lines Boeing 747; the loss of all on board was an outrage that could not be tolerated.

The General Secretary, replying to the debate on the report on activities, began by thanking the officers and staff of the Secretariat for their hard work during the past three years. He particularly wanted to express his gratitude to Assistant General Secretary Hans Hauf, who was leaving the ITF to take up a new post in Austria, for the fine contribution he had made to the work of the three inland transport sections and the ITF generally during the ten years he had worked for the Federation. The ITF's most senior officer, Ken Golding, was also relinquishing his post as Civil Aviation Secretary so as to be able to devote his full attention to the Research and Publications Department; civil aviation affiliates, meeting in conference, had already paid their own tribute and to this he wished to add his own keen appreciation of the enthusiasm, skill and unflagging energy with which Ken had guided the affairs of this important section, which he had served at various times in a long and distinguished career with the Federation.

Delegates, during a long and wide-ranging debate, had referred time and again to "terrorism" which in its different aspects had forced itself into the centre of the stage. It was a theme that he had no choice but to echo himself in his concluding remarks.

One of the early speakers, Benade of the South African Council of Transport Workers, had referred, for example, to the 'terrorist activity' engaged in by black South Africans who had joined the recent bus boycotts. That bus drivers should have been injured or killed was of course a matter for the deepest regret but the underlying reasons why bus boycotts were so explosive were to be found in the South African government's policies which forced black citizens to live in townships far away from their place of work, and so to make long uncomfortable journeys of

a kind that whites did not suffer. In a sense the buses were symbols of apartheid – itself a form of “terrorism”. It was therefore inevitable that black workers would periodically hit out against a transport system which was an integral part of the oppression under which they had to live.

The South African Transport Services (SATS) dispute in Port Elizabeth was again typical of the South African situation. Benade’s description of it as a ‘jurisdictional dispute’ was totally false and misleading and his call for government mediation made no sense since the government was an interested party. It was only when the ITF had won international publicity for the General Workers’ Union claim to represent the SATS dockers that the employers had sought to foist on their employees the Black Staff Association which it claimed met their needs.

The issues involved were clear to all fair-minded people: black workers had been deprived of the right to join a union of their choosing and had no say generally in the conduct of the affairs of their own country. In such a situation, the government had to bear its own heavy share of the responsibility for the violent reactions that its policies and behaviour provoked.

He disagreed with the assertion made by Otero (Brotherhood of Railway, Airline and Steamship Clerks, United States) that the terror tactics of left-wing governments were not always subjected to the same condemnation as those of right-wing régimes. The ITF had actively supported the Solidarity trade unions in Poland and had protested vigorously at the recent trade union legislation enacted by the Polish government which, by a tragic irony, most closely resembled the decrees enforced in Chile. Whatever labels régimes gave themselves, the international labour movement had its own standards of judgment and was not easily duped by nations purporting to uphold socialism and yet denying genuine free and independent unions the right to exist.

He then turned to another, less obvious, form of terrorism – the economic terrorism that grew inevitably out of the economic oppression suffered by many unions and their members in the developing countries. Those delegates who had referred to the great disparity of incomes within developing countries would know that it remained one of the ITF’s prime tasks to combat this and other manifestations of social injustice, but fear and intimidation as weapons against workers and unions were practised in the developed world too. The bankruptcy proceedings, for example, used or threatened by certain US airlines had been initiated in order to break free from obligations to their workforces. They were part of a general trend whereby employers were seeking to emasculate the trade unions and to force their workers to cut their standard of living or lose it altogether. Ultimately, this was the essence of the f-o-c campaign and success would depend on the ability of the ITF’s unions to take effective action.

Clearly, the trade union movement was currently under attack from both the recession and the introduction of new technology. Together, these two factors posed tremendous problems for ITF affiliates. Transport

workers could hardly be blamed for running scared and he had every sympathy for unions which found themselves in a weak position and had to concede give-backs rather than condemn their members to extended periods of unemployment. He had had to strike an unhappy note in the face of some unpalatable realities but this was no concession to the pundits who were busy writing the trade union movement's obituary. True, the priority for many of the ITF's affiliates was to batten down the hatches and to concentrate on survival, but better days would come, of that he was sure.

The President thanked the General Secretary for his concluding remarks and also expressed his thanks to the Assistant General Secretaries, the Section Secretaries and the staff for their good work over the past three years.

The Report on Activities was *unanimously adopted*.

FINANCIAL STATEMENTS AND AUDITORS' REPORTS

(Congress document XXXIV C-8)

The General Secretary, introducing the Report, referred to the deficit on the General Fund in 1982. This was due to the extremely heavy expenditure on regional activities in that year, but was no cause for serious concern.

Kitson (Transport and General Workers' Union, Great Britain), speaking on behalf of the Lay Auditors, expressed their thanks to the General Secretary, the Finance Officer and the staff of the Finance Department for their administration of the ITF's finances. He said he would like to take this opportunity to wish the ITF every success in the future. He moved the adoption of the report.

The Financial Statements and Auditors' Reports were *unanimously adopted*.

REPORT OF THE RESOLUTIONS COMMITTEE

(Congress document XXXIV C-9/Report)

Fitzgibbon (Waterside Workers' Federation of Australia), Chairman of the Resolutions Committee, introduced the report and recommended its adoption.

Wednesday 26 October 1983

Afternoon Session

MOTIONS

(Congress document XXXIV C-9)

Perez (National Federation of Road Haulage Workers, Argentina), speaking on behalf of those unions which had submitted a series of motions on the economic and political situation in Latin America, agreed with the suggestion of the Resolutions Committee that the motions should be referred to the Executive Board for further consideration. He felt that even if there were difficulties as indicated by the Committee Chairman the ITF should still hold the two-hour transport stoppage called for in a further motion in order to express in tangible and practical form ITF opposition to dictatorships.

The report of the Resolutions Committee was *unanimously adopted*.

The President confirmed that the motion concerning the representation of Africa on the Executive Board had been withdrawn by the sponsors, that effect had already been given to the motion dealing with the increased representation of the Asia/Pacific region on the Board and that the motion relating to the representation of Central America on the ITF's governing bodies had been referred to the electoral group for Latin America and the Caribbean.

The motion on **Unemployment** was moved by **Knapp** (National Union of Railwaymen, Great Britain), who regretted that his union must once again come before Congress to express its serious concern at the continuing high levels of unemployment besetting so many countries. The numbers of jobless were a direct consequence of deliberate government policies which disregarded the poverty and deep distress caused by long-term unemployment and its devastating effects on whole communities which had once been heavily dependent on industries that were now being run down. Particularly disturbing was the situation of the young unemployed who were being denied the opportunity to plan a secure future for themselves. The right to freely chosen work was recognised as being fundamental to human dignity and the right of all to a job would be defended by the labour movement, which would never accept unemployment as an unavoidable evil. The motion before the Congress represented a further refining of the resolutions the ITF had already adopted on the subject; he suggested that the Executive Board should look at the employment schemes that had been adopted in countries such as Denmark and Belgium when planning the joint campaign to convince employers and governments of the necessity of implementing measures to alleviate unemployment.

The motion was *unanimously adopted*.

The motions on **Workers and New Technologies** and on **Transport Policy**, both submitted by the German Railwaymen's Union, and the motion on

Protection of the Marine Environment submitted by the German Transport and Public Service Workers' Union, were *adopted unanimously* without a discussion.

The motion on **Participation of Women Workers in Educational Activities** was moved by **Ms. González** (Costa Rican Railway and Port Workers' Union), who proposed an amendment to the motion so as to extend its scope to deal in a final section with the problems experienced by African women seeking employment.

The motion was *unanimously adopted*, and a final paragraph added:

"CALLS ON the ITF to declare as its first priority the solution of the employment problems which African women are facing and for this purpose to place at the disposal of the Regional Representative for that continent all necessary resources to enable him to plan and carry out an effective campaign of action on behalf of our sisters concerned."

Congress *agreed* that the nine motions which dealt with the economic and political situation in Latin and Central America should be *referred to the Executive Board* as recommended by the Resolutions Committee.

The motion on **Observance of International Conventions**, which had been submitted by the Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR), was *unanimously adopted* without a discussion.

Congress *agreed*, with one vote against, that the motion on a **Worldwide Transport Stoppage**, which had been submitted by the ITF's Argentinian affiliates, *should be withdrawn* as recommended by the Resolutions Committee.

The motion on **Damages Suit against Japanese Railwaymen** was moved by **Hirai** (National Railway Workers' Union, Japan) on behalf of the two sponsors. He thanked the ITF for the support it had given its Japanese railwaymen's affiliates from whom the government and the national railway company were seeking punitive damages for their participation in industrial action in November 1975. The rail unions were determined to press their fight to regain the right to strike guaranteed by the Japanese Constitution, but denied public service workers by law since the end of the last war, and would need continuing ITF assistance in these efforts. He expressed his heartfelt thanks to Johann Hauf who had visited Japan especially to demonstrate the strength of international backing for their case.

The motion was *unanimously adopted*.

The emergency motion on **Dumping of Nuclear Waste at Sea** was moved by **Slater** (National Union of Seamen, Great Britain), who reported on the campaign launched by the British transport unions which had succeeded in preventing the British and other European governments from

implementing plans to dump nuclear waste in the Atlantic; 1983 was the first year since 1949 that no wastes had been dumped in the Atlantic Ocean. He deplored the 'out-of-sight, out-of-mind' attitude of all too many administrations and urged the ITF to join other bodies in calling for the development of an alternative programme of disposal on land. We had a moral duty to coming generations to ensure that the world they inherited was not fraught with dangers; to place in the world's oceans containers designed to allow gradual dispersal in seawater of low-level nuclear waste was a risk we could not afford to take. It was vital that Congress should add its voice to the international outcry against sea dumping as evidenced by the decisive vote of countries adhering to the International Dumping Convention in favour of a two-year moratorium on sea dumping while further scientific surveys were conducted into the possible consequences of such a programme.

The motion was *unanimously adopted*.

The emergency motion on the **Shooting-Down of Korean Air Lines B-747** was introduced for discussion.

Hänninen (Finnish Civil Aviation Workers' Union) explained that his union had not participated in the Aeroflot boycott because it had been asked by the Finnish government to act in accordance with Finnish neutrality; in any case, the union did not believe that the boycott would improve safety in the skies. Finnish unions would continue to reserve the right not to take decisions that conflicted with Finnish foreign policy.

Greendale (Transport and General Workers' Union, Great Britain) believed the motion should have been referred to the Executive Board. His objection was to the words 'all possible pressure' in the substantive part of the motion as they implied, in his opinion, ITF readiness to take further boycott action against the Soviet Union. His union had imposed a sixty-day ban (subsequently lifted after 30 days) on the handling of Aeroflot flights and he felt it would be unreasonable to demand further action of T and G members. If the motion was pressed to a vote, his union and he felt sure other British unions would oppose it; he asked Congress to do likewise. These objections would not prevent the T and G from pressing for financial compensation for the families who had been bereaved in the disaster.

The General Secretary said Greendale had failed to interpret the clause correctly. He explained that the words 'all possible pressure' were not intended to indicate a call for further industrial action. Indeed, the ITF was only too well aware that boycotts could not be sustained indefinitely and had deliberately not asked for such action from affiliates. Rather it was asking for a continuing of the representations already made to ICAO for an amendment to the Chicago Convention and for renewed efforts to ensure that the families of the crew and passengers of the Korean Air Lines Boeing who had perished in the disaster won proper financial compensation. The Executive Board would be keeping this matter under review.

Kotwal (Transport and Dock Workers' Union, Bombay, India) thought there should be an inquiry into Russian allegations that the aircraft had been engaged on a spying mission; it was vital that the truth or otherwise of these allegations should come to light. Support for an independent inquiry could only strengthen the ITF's position.

The President, for the benefit of the delegates, explained once more the objectives underlying the motion so that Congress might then proceed to a vote.

The motion was *adopted by a majority*, with the Finnish unions abstaining from the vote.

The emergency motion on **Violations of Human Rights in Sri Lanka** was moved by **Kulkarni** (Transport and Dock Workers' Union, Bombay, India), who thanked the Management and the Resolutions Committees for allowing the motion to be brought before Congress. He recalled that in similar circumstances in East Bengal in 1971 the ITF had unanimously accepted a resolution calling on affiliated unions to boycott ships carrying military cargoes to Pakistani ports. The solidarity actions initiated then by the world's transport workers in support of the liberation struggle launched by the people of East Bengal had gone a long way towards restoring freedom and human rights in the region, which was now a sovereign state with transport trade unionists attending this Congress. He reported that transport and agricultural workers in Sri Lanka had been one of the prime targets in the recent violence against Tamil speakers of Indian origin, many of whom had been killed or injured and had their property burned and looted. Military rule had been imposed in Tamil-speaking areas and Tamils had been disenfranchised and rendered stateless. It was all part of a systematic campaign against a minority group that had long been the subject of institutionalised discrimination. He did not believe the motion constituted unwarranted interference in the internal affairs of a sovereign nation, merely an effort to restore basic human rights to a persecuted group. Those Tamils who had been exiled from their homeland should be allowed to return and compensated for their suffering. He appealed to delegates to support the motion and its call for a boycott of shipping and air links with the country.

The General Secretary, replying to Kulkarni, assured him that international public opinion had been outraged by the treatment of the Tamil population in Sri Lanka. Nonetheless, he felt that the motion should be remitted to the Executive Board for it to decide – possibly together with the ICFTU – on an appropriate international response to these events. He did not feel that the proposed boycott was either practical or the best way of tackling a situation which as Kulkarni had said was of very long standing.

Kotwal (Transport and Dock Workers' Union, Bombay, India) suggested to Kulkarni that the reference to a boycott be omitted from the motion which would then urge merely 'appropriate action'. He stressed that even

though the motion had been submitted by an Indian union it should not be interpreted as being political in character; it had solely humanitarian intent.

Kitson (Transport and General Workers' Union, Great Britain), while endorsing the spirit of the motion, agreed with the General Secretary that the boycott suggestion was inappropriate and proposed that the text be modified to call for Executive Board support of the five objectives listed in the substantive paragraph of the motion. His union would not participate in any boycott, though it would support the Sri Lankan Tamils as part of its international campaign in defence of human rights. If the motion was not amended, his union would have no alternative other than to vote against it.

Kulkarni said that while he was not unhappy with the wording of the motion he would agree to the dropping of the boycott call if this was the wish of Congress. He hoped effective alternative action would be taken as the ITF had a clear duty to stand by this group of persecuted citizens.

The President proposed that the motion be referred to the Executive Board which should be asked to reword the last paragraph of the motion to take account of the views that had been expressed regarding a boycott.

Congress *agreed* that the motion, in its amended form, be *remitted to the Executive Board* for further consideration.

The emergency motion on **Dismissal of Trade Unionists by Hapag-Lloyd AG**, which had been submitted by the German Transport and Public Service Workers' Union, was *unanimously adopted* without a discussion.

The emergency motion on **Misuse of Bankruptcy Laws for Anti-Union Activity**, was introduced by **Kilroy** (Brotherhood of Railway, Airline and Steamship Clerks, United States) on behalf of the sponsoring unions in the United States. He asked delegates for their support of the motion, as US organised labour needed the strength of ITF opinion behind it if it were successfully to press its case with government against the misuse of bankruptcy laws by airlines to evade their responsibilities to their labour force.

Lindner (Transport Workers' Union of America), also urging adoption of the motion, said that the current union-busting tactics of certain sectors of the US aviation industry were the inevitable outcome of the deregulation of air services, a policy which had been roundly condemned by delegates in Miami in a Congress resolution. Many US airlines had run up massive deficits as the result of the cut-throat competition unleashed by the liberalisation of the industry and a number had already sought refuge in bankruptcy legislation originally designed to aid small companies facing difficulties in a prolonged recession; by invoking chapter 11 they had been able to reorganise as cut-price carriers at great cost to the employees, who were obliged to accept savage pay cuts and a worsening of conditions of service. He hoped that the efforts of the AFL-CIO to have this misuse of

the legislation declared illegal would bear fruit. Deregulation contained the seeds of its own destruction; what concerned the unions was the infringement of union rights in the interim. By adopting this motion, Congress would be standing shoulder to shoulder with the US aviation unions in the fight to retain hard-won union benefits.

The motion was *unanimously adopted*.

AMENDMENTS TO THE ITF CONSTITUTION

(Congress document XXXIV C-10)

Sukhia (Maritime Union of India), introducing **amendment no. 1** redefining paid-up membership, said the change would benefit affiliates in the developing countries as it would give these unions voting rights at Congress based on actual membership rather than according to the proportion on which affiliation fees were paid as at present. There were compelling financial reasons why unions in the third world could only pay fees on a reduced membership. He also proposed various alternative methods of fixing affiliation fees.

The General Secretary said the ITF recognised that the circumstances of affiliates varied widely and the present system had been adopted in an attempt to ensure fairness, although he appreciated that the voting strength of unions paying fees at a reduced rate was thereby reduced. However, a union paying fees at say 10% of the standard rate was by common practice allowed 20% of votes. The proposed change contained loopholes that might be exploited, thereby endangering the ITF's fee income, and so the Executive Board had recommended rejection. He suggested that Sukhia might consider submitting an alternative proposal to the next Congress.

The proposed amendment to para (6) of Rule IV – Congress was *rejected by a majority*.

Amendment no. 2 to paragraph (9) of Rule IV – Congress, proposed by the Executive Board and redefining the number of votes to which an affiliate should be entitled in the event of a membership vote at Congress, was *adopted unanimously* without a discussion.

Amendment no. 3 to paragraph (8) of Rule V – General Council, proposed by the Executive Board and confirming existing practice with respect to the convening of meetings of the General Council, was *adopted unanimously* without a discussion.

Grönberg (Swedish Transport Workers' Union), introducing **amendment no. 4** proposing the election of an equal number of deputy members as replacements for the full titular members of the Executive Board, argued that the authority of the Board was weakened if, as often happened, all members were not able to be present at meetings due to prior commitments. The proposed system of deputies, each with full and equal rights,

would give the ITF far greater stability and ensure that the decisions taken by the Board were reached on the basis of extended democracy. Where both titular and deputy members were in attendance, deputy members would be entitled to speak but not to vote. The sole intention behind this amendment was to strengthen the ITF to enable it to meet the growing challenges it faced.

Karlsson (Swedish State Employees' Union), seconding the amendment, said that what was being sought was a system of deputies such as that already existing within the General Council. Board members took important decisions and were responsible for ensuring their implementation and it was therefore vital that all members should be present at each meeting. The proposal before Congress would render the ITF more responsive to the views of its members and hence considerably more democratic as Grönberg had just indicated. The anti-union trends so prevalent today demanded a strong trade union movement with a structure the equal of the demands made upon it.

The General Secretary disagreed with both the two previous speakers. In his view, the practical effects of the proposal would not be very great and it would do nothing to extend democracy in the ITF. He wondered how many affiliates had a similar system within their own organisation. Unions elected to their highest decision-making body persons of trust and experience in whom they vested certain fixed responsibilities and whom they would not wish to see replaced by deputies. There was also the question of financing the attendance of deputies at meetings of the Board, for if they did not attend regularly they would be out of touch with the Board's business. It would be far too expensive for the ITF to pay for the attendance of both members and deputies, while to allow unions to pay for the expenses of their own deputies would put deputies from the third world countries at a great disadvantage. He urged Congress to follow the virtually unanimous recommendation of the present Board that this amendment be rejected.

Grönberg said it was important to have deputies who could take over as full members if anything untoward happened to a member of the Board.

Küng (Swiss Transport and Commercial Workers' Union) suggested that delegates might like to consider before the next Congress whether democracy within the ITF would not be best strengthened if the General Council, which was more representative of the many countries in which the ITF had members than was the Executive Board, were to meet say at least once between Congresses rather than that the Board be extended in the manner proposed.

The proposed amendment to paragraph (1) of Rule VI – Executive Board was *rejected by a majority*.

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AMENDMENTS TO THE ITF CONSTITUTION (Cont.)

Belgrano (Argentine Flying Staff Association), opposing the adoption of **amendment no. 5**, said it would have the effect of weakening the position of the Management Committee, depriving it of its functions and vesting them in the General Secretary and the Secretariat. It should be withdrawn. *(Belgrano also intervened a second time during the subsequent discussion to expand on his objections to this amendment.)*

The General Secretary said the amendment should not be interpreted as an attempt to downgrade the functions of the Management Committee. It merely sought to clarify the precise status of the Committee as a sub-committee of the Executive Board. He also reminded delegates that amendments to the Constitution must be adopted unanimously or else made subject to a membership vote requiring at least a two-thirds majority.

Otero (Brotherhood of Railway, Airline and Steamship Clerks, United States) opposed this amendment and the other amendments relating to the Management Committee on behalf of the North American unions which had already made their views known within the Board. The proposed amendments would weaken the authority of the Management Committee; they were cosmetic and unnecessary. He stressed that the delegation did not intend to press its opposition to the proposed changes on the floor of Congress.

Evans (Transport and General Workers' Union, Great Britain) supported the amendment, which had the backing of the majority of his fellow Board members, and urged its adoption.

Haar (German Railwaymen's Union) said that by rejecting the amendment Congress would be shifting authority from the Board to the Management Committee. This represented a major change of emphasis and not one he felt delegates were in sympathy with.

The President intervened to point out that the proposed amendment would merely bring the Constitution into line with existing practice.

Belgrano then asked that his union's opposition to the amendment be recorded.

Congress *agreed* that it was not necessary to proceed with a membership vote.

The proposed amendment to paragraph (2) of Rule VII – Management Committee was *adopted unanimously* by a show of hands.

The General Secretary introduced **amendments nos. 6 and 7** proposing an increase in the number of Vice-Presidents and submitted by unions in

Africa and Asia respectively. He said the Executive Board was in favour of the Asian proposal that there should be four Vice-Presidents and that the President and the Vice-Presidents should each come from a different regional electoral group, as all groups would then be represented. He suggested that there might perhaps be an informal vote to test the feeling of Congress on the matter. Indeed, delegates might not even wish to change the number of Vice-Presidents.

Haar (German Railwaymen's Union) supported the African proposal for five Vice-Presidents as being the solution least likely to cause friction whenever a new President was being selected.

Fitzgibbon (Waterside Workers' Federation of Australia) said he had supported the Asian proposal within the Executive Board. He suggested that the first amendment, no. 6, be put to Congress; if carried, the Asian unions had said they would be prepared to withdraw their proposal.

Morikage (National Railway Workers' Union, Japan) said the Board's view was clear. The important matter was that the present position where not all the regions were represented had been rectified.

Oyeyemi (Nigeria Union of Railwaymen) said he could see no valid objection to the President and one of the Vice-Presidents being taken from the same regional group; once elected the President represented the ITF as a whole, not the narrower regional interest. The African unions sponsoring this amendment were by no means opposed to the alternative proposal put forward by the Asian group. Both amendments sought to change the current practice which discriminated against unions in the developing nations.

Otero (Brotherhood of Railway, Airline and Steamship Clerks, United States) said that the Asian amendment had received the unanimous approval of the Board at its pre-Congress meeting. Now some Board members seemed to be having second thoughts. He asked for a membership vote on amendment no. 7.

Barnes (National Union of Seafarers of India) agreed that as things stood third world nations did not have adequate opportunity to participate fully in the decision-making process at the highest level within the ITF. His union – although a co-sponsor – would be prepared if necessary to stand by the African proposal as it met its aspirations.

Merten (German Transport and Public Service Workers' Union) said there had been a friendly discussion on the two amendments within the Board, with the African and Asian members expressing understanding for each other's proposals. It was always possible that a Vice-President might be precluded by events in his own country from carrying out his ITF duties; that was why his union would perhaps prefer to have five Vice-Presidents.

Kotwal (Transport and Dock Workers' Union, Bombay, India) said delegates appeared to be in sympathy with the intention behind the two amendments. He thought there should be a vote on amendment no. 7 first; indeed, a trial vote might well serve to clarify the view of Congress.

The President said that Standing Orders required him to take a vote on the amendments in strict numerical order.

A vote by show of delegate cards was then requested on amendments nos. 6 and 7. Neither amendment gained a two-thirds majority.

Haar (German Railwaymen's Union) wished to register a formal objection to the procedure followed by the chair. Congress should have been asked whether there was any support for Otero's request for a membership vote. In any event, delegates should have been asked to vote first on the proposal favoured by the Board. He felt that the vote just taken should be regarded as no more than a test of opinion.

The President informed Haar that he had merely followed the procedure laid down.

Doi (All-Japan Seamen's Union) doubted that either proposal would win a two-thirds majority. Only if the two proposals were merged were they likely to attract the necessary level of support. He hoped this suggestion would be acceptable to the Congress.

The President then announced that separate membership votes would be taken on amendments nos. 6 and 7.

The total number of votes cast was as follows:

	<i>Amendment No. 6</i>	<i>Amendment No. 7</i>
TOTAL	3,846,000	3,758,000
FOR	1,970,000	3,066,000
AGAINST	1,876,000	692,000
2/3 majority required	2,564,000	2,505,333

The proposed *amendment no. 7* to para. (1) of Rule VIII – Presidents and Vice-Presidents was thus *adopted by a two-thirds majority* and the decision taken to increase the number of ITF Vice-Presidents to four.

The General Secretary, introducing **amendment no. 8** dealing with the conditions of staff at ITF headquarters and in the regions, explained that the amendment would give the General Secretary more authority to appoint such staff (other than officers and heads of department) as were necessary without recourse to the Executive Board. This was in line with the practice adopted by General Secretaries in recent times. The only new requirement was for the General Secretary to report to the Board on changes in staff.

The proposed amendment to paragraphs (6) and (7) of Rule X – Secretariat was *unanimously adopted*.

The General Secretary, introducing **amendment no. 9** relating to disputes, said that the change had been proposed so that consultation with the Management Committee was not a rigid requirement but could be undertaken when, for example, a number of affiliates were at odds with each other over a dispute.

The proposed amendment to paragraph (5) of Rule XIV – Assistance in Disputes was *unanimously adopted*.

The General Secretary, introducing **amendment no. 10** requiring the ITF's accountants to present their reports to the Executive Board rather than the Management Committee, said that the proposed amendment was intended to bring the Constitution into line with existing practice.

The proposed amendment to paragraph (3) of Rule XVII – Finance and Auditing was *unanimously adopted*.

STATEMENT ON SOUTH AFRICA

The General Secretary said that a statement on the situation in South Africa had been drawn up in response to a request made during the debate on the Report on Activities. He commended the declaration to Congress.

Marges (Dutch Transport Workers' Union) – speaking on behalf of the Benelux unions – said he was pleased that the Board had responded to his request for a statement on South Africa. There was no doubt that it effectively refuted the arguments of the South African delegate who had insisted on labelling freedom-fighting trade unionists as 'terrorists'. It was vital that these brave men who ran grave risks to secure basic union rights for the oppressed black majority in the Republic should have the backing of the international labour movement for their efforts.

Benade (South African Council of Transport Workers) said he did not find the statement totally unacceptable (he supported, for instance, the granting of political rights to black South Africans), but would vote against its adoption by plenary. Surely the ITF did not believe the black one-party dictatorships in the states neighbouring South Africa were models that were worthy of imitation? He could not understand why South Africa was always being singled out for attack. He took particular offence at the reference to South Africa's so-called 'domination' of the transport systems in the region – far from attempting to depress the economies of its neighbours, as alleged, South African Transport Services (SATS) had aided in the reconstruction of port facilities in Maputo and loaned trains to Zimbabwe, although the return of these had to be requested when Prime Minister Mugabe repaid South African generosity by abusing the Pretoria government. If the statement were adopted as it stood he would be tempted to work to *make* it true, by advising SATS that it should cease to supply these services.

Oyeyemi (Nigeria Union of Railwaymen) said the black-ruled states Benade had criticized had freely chosen the one-party system; what was at issue here was the right of black South Africans to help determine the way in which they were governed – something conspicuously denied them at present. He wondered whether a person who made such comments had any right to belong to the ITF; perhaps now was the time to disassociate ourselves from unions with these views. He was deeply proud of David Lewis, of what he and his colleagues in the emerging independent unions stood for and promised him every encouragement; he was also grateful for the strong stand that the General Secretary had taken on South Africa throughout Congress. He asked delegates to adopt the statement.

The General Secretary said that the statement was essentially honest and truthful. Even the South African government itself could not deny that it intimidated the front line states – aid was given and as abruptly withdrawn when nations asserted their independence and offended South African susceptibilities. Benade's closing remarks could only be interpreted as intimidation.

The statement was *adopted, with one vote against.*

The President extended a heartfelt welcome to the Spanish Prime Minister Felipe González. The ITF was honoured by his presence at this Congress; he could rest assured of ITF support now and in the future. The ITF had been pleased to come to Madrid because it wished to help Spanish efforts to restore democracy and a strong trade union tradition. Nor would this spirit of brotherhood die with the end of Congress – the strong links that the ITF had forged with the Spanish labour movement, even in the time of Franco, would continue.

ADDRESS BY THE SPANISH PRIME MINISTER FELIPE GONZALEZ

The Spanish Prime Minister, Felipe González, said he wished to offer the warmest possible welcome to delegates; it was with a feeling of legitimate pride that he, as head of government of a free country, had responded to the invitation to address such an important international gathering. To see representatives from so many culturally diverse and geographically widely spread nations here in the Congress hall was a pleasure indeed.

He believed the ITF had a rôle to play in redressing the balance in a world which spent so much time discussing the East/West arms race that the desperate plight of many of the countries in the poorer southern hemisphere went largely disregarded. It was encouraging to note that the ITF had not lost its sensitivity to the daily problems of hunger and unemployment that were the lot of many millions of our fellow men.

Those representatives at Congress from countries in Latin America who were torn between anguish at their present condition and hope for a

better future could rely on his continuing concern and support. There were many delegates present too from African nations where economic progress had been halted by the world recession and with whom he deeply sympathised in the great hardships they now faced. He spoke as a Spaniard who believed that the nations of Europe had certain international obligations towards the underprivileged and the dispossessed.

He wished to express words of hope – for surely never had men had more opportunities for creating a better world where words such as ‘balance of terror’ held no meaning.

He closed his address by thanking the ITF and its member unions for their solidarity in earlier more difficult times. He was overjoyed to see in the audience familiar faces – the faces of those who had come to the aid of Spain in the past.

The President thanked the Spanish Prime Minister for his address of welcome and his good wishes. He was delighted that González had been able to spare the ITF some of his valuable time.

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AFFILIATION FEES

(Congress document XXXIV C-11)

The General Secretary, introducing the document and moving its adoption, said that the ITF would have to engage in some tight housekeeping for the next year. The Board had felt that affiliates could not be expected to pay more than an extra penny in fees in 1984, given the problems many affiliates presently faced.

Document XXXIV C-11 (Affiliation Fees) was *unanimously adopted*.

ELECTION OF GOVERNING BODIES (Cont.)

(Congress document XXXIV C-14)

General Council

Document XXXIV C-14/GC/2, Nominations for the General Council, was *unanimously adopted* and the General Council thus elected.

Executive Board

Document XXXIV C-14/EB/2, Nominations for the Executive Board, was *adopted*, with one abstention, and the Executive Board thus elected.

SECTION CONFERENCE REPORTS

The Report of the Inland Navigation Section Conference (Document XXXIV C-13/IN/Report) was introduced by the Rapporteur, **Geeraerts**. He paid tribute to the contribution made to the work of the Section by Peet Mol and Karl Rebsamen, who were retiring and asked the Secretariat to send a letter of appreciation to Rebsamen, who was not present at Congress.

Nylund (Finnish Ships' Officers' Union) regretted that he had not been able to attend the conference of the Section. The Finnish Seamen's Union also wished to convey its apologies for non-attendance. He asked to be allowed to nominate L. Heinonen and V. Trask as member and deputy respectively of the Committee for Finland.

The Report of the Inland Navigation Section Conference (Document XXXIV C-13/IN/Report) was *unanimously adopted*.

The Report of the Road Transport Workers' Section Conference (Document XXXIV C-13/Rt/Report) was introduced by the Rapporteur, **Haussig**, and was *unanimously adopted* without discussion.

ELECTION OF PRESIDENT

The General Secretary said the members of the Executive Board were unanimously agreed that the present incumbent Fritz PrechtI should be recommended for re-election.

Fritz PrechtI was re-elected President of the ITF unanimously and by acclamation. He was awarded a standing ovation.

ELECTION OF VICE-PRESIDENTS

The President announced that the Executive Board had unanimously decided that the following should be nominated as Vice-Presidents: D. Oyeyemi (Nigeria Union of Railwaymen) – Africa; H. Muto (National Railway Workers' Union, Japan) – Asia/Pacific; R. M. Perez (National Federation of Road Haulage Workers, Argentina) – Latin America and the Caribbean; T. W. Gleason (International Longshoremen's Association, United States) – North America.

D. Oyeyemi, H. Muto, R. M. Perez and T. W. Gleason were elected unanimously and by acclamation as Vice-Presidents of the ITF.

The President thanked Congress on his own behalf and on that of the Vice-Presidents for their election to office.

ELECTION OF THE GENERAL SECRETARY

The President said the members of the Executive Board were unanimously agreed that Harold Lewis should be nominated for a further term.

Harold Lewis was re-elected General Secretary of the ITF unanimously and by acclamation.

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ELECTION OF LAY AUDITORS

The following were *unanimously elected* as Lay Auditors: A. Kitson (Transport and General Workers' Union, Great Britain); J. Mills (Transport Salaried Staffs' Association, Great Britain); and G. Martin (Union of Shop, Distributive and Allied Workers, Great Britain). G. Kiely (USDAW) had previously announced his intention of retiring.

SECTION CONFERENCE REPORTS (Cont.)

The Report of the Seafarers' Section Conference (Document XXXIV C-13/S/Report) was introduced by the Rapporteur, **Wall**. He said that the following names should be added to the list of members of the Standing Committee on Maritime Mobile Offshore Units: M. Sant'Anna (Brazil), K. E. Sukhia (India), S. Soeroso (Indonesia), M. Guidi (Italy) and H. O. Isaksen (Norway).

Sørensen (Danish Mates' Association), Section Chairman, asked Congress for its approval of the report.

Strichartz (American Radio Association) pointed to a minor error in the Committee lists: A. Scott (United States) should be included as the deck officer representative on the Manning Committee, not W. L. Rich, as given: Rich's name should be added as the masters' alternate member on the Training Committee.

The Report of the Seafarers' Section (Document XXXIV C-13/S/Report) was *unanimously adopted*.

The Report of the Dockers' Section Conference (Document XXXIV C-13/D/Report) was introduced by the Rapporteur, **Fitzgibbon**, who asked that S. Avitan (Israel) and K. Marges (Netherlands) be added to the list of nominations for the Section Committee.

The General Secretary pointed out that M. Kotwal and K. A. Khan should be added as member and deputy respectively for India on the Section Committee.

The Report of the Dockers' Section Conference (Document XXXIV C-13/D/Report) was *unanimously adopted* without further discussion.

The Report of the Joint Seafarers' and Dockers' Section Conference (Document XXXIV C-13/JSDC/Report) was introduced by the Rapporteur, **Fitzgibbon**, who said that L. M. Franco and J. Murua of Spain should be added to the list of nominations for the Fair Practices Committee as the seafarers' and dockers' representative respectively.

The General Secretary announced that A. Caruana (Malta) had asked to be included as a dockers' representative on the Fair Practices Committee.

Heinonen (Finnish Seamen's Union) asked if an agreement had been concluded with Furness Withy on wage rates. He also wanted to know whether it was true that the Norwegians had reached an agreement in the Philippines, which provided for rates that were lower than the ITF rates.

The General Secretary, in reply to Heinonen, said that there had been no agreement concluded yet with the Furness Manning Agency, although discussions had taken place. He had been notified of the draft agreement reached by the Norwegian Seamen's Union, but had as yet no details of the wage scales.

The Report of the Joint Seafarers' and Dockers' Section Conference (Document XXXIV C-13/JSDC/Report) was *unanimously adopted*.

The Report of the Fishermen's Section Conference (Document XXXIV C-13/F/Report) was introduced by the Rapporteur, **Jacobsen**, who asked that H. Dumarey (Belgium), J. A. Levia (Canada) and A. Delgado (Portugal) be added to the list of nominations for the Section Committee.

Ms Benade (Trawler and Line Fishermen's Union, South Africa) said she would like to take this opportunity of paying tribute to the bravery of those South African trawler fishermen who had rescued the crew of a Spanish oil tanker El Castillo de Bellver on fire off the South African coast after an explosion on board. Unfortunately, their livelihood was now being threatened by the oil that was leaking from the wreck.

Levia (Canadian Brotherhood of Railway, Transport and General Workers) clarified certain mistakes that had been made when reporting his contribution to the debate on the report on activities of the Section.

Sánchez (UGT Transport Workers' Federation, Spain) asked Ms. Benade to convey to her members concerned the UGT's grateful thanks for the assistance they had so generously given to the crew of the stricken oil tanker. The vessel's owners were she would be glad to hear organizing a clean-up campaign.

The Report of the Fishermen's Section Conference (Document XXXIV C-13/F/Report) was *unanimously adopted*.

The Report of the Railwaymen's Section Conference (Document XXXIV C-13/Rw/Report) was introduced by the Rapporteur, **Schneider**, who said that H. Kilian and H. Resch should be added as a second member and deputy member respectively for Germany to the list of nominations for the Section Committee. S. Weiss (Germany) should also be included as a railwaymen's representative on the newly-formed Urban Transport Committee.

Kvilekval (Norwegian Railwaymen's Union) asked that S. Kortvedt and G. Tønder be added as member and deputy for his country on the

Committee of the Section. Also that his own name be inserted on the list of members of the Sub-Committee on Working Conditions of Railway Staff.

Khan (Bangladesh Railway Employees' League) asked that he be allowed to express his union's gratitude at being accepted into the ranks of the ITF.

Buckton (Associated Society of Locomotive Engineers and Firemen, Great Britain) regretted that he had missed the Section Conference. He reported on a major research project which his union had entered into with the University of Nottingham which would be investigating the effects of stress on footplate staff. The results of the study would be reported to the Railwaymen's Section in due course.

The Report of the Railwaymen's Section (Document XXXIV C-13/Rw/Report) was *unanimously adopted*.

The Report of the Civil Aviation Section Conference (Document XXXIV C-13/Ca/Report) was introduced by **Beyerdt**, in the absence of the Rapporteur, Gill. He reported that the late nominations to the Section Committee and the various Technical Committees would be incorporated into the final Committee lists. He paid tribute to the excellent work done by former Section Secretary Mo Hoda and the unstinting efforts of Ken Golding, who had so ably led the Section since just after the last Congress and who had regretfully had to announce his resignation from this office; also mentioned were retiring members of the Section Jack Wahle, D'Arcy Kennedy and Roger Deseau whom he thanked most warmly for the many years of hard work they had contributed. Congress was informed that a decision had already been taken to hold the next full Section Conference in Stockholm, in response to an invitation from the Swedish aviation affiliates. At the request of the Conference, a cable had also been sent to the government of Nicaragua in an effort to secure the immediate release of a Salvadorean pilot who had been arrested following an emergency landing in Nicaragua.

Dandois (Masters' and Merchant Navy Officers' Association, Argentina) said delegates were perhaps not aware that a woman – Rosario Camacho of Bolivia – had been voted on to the Executive Board of the ITF; he was delighted as her election testified to the significant social progress made by women transport workers in Latin America. Sister Camacho was a genuine trade unionist and a brave woman who had been persecuted for her union activities by the government of Bolivia in the past.

Camacho (Union of LAB Civil Aviation Workers, Bolivia) said that she had no intention of being the mere token woman on the Board. She hoped that this position would enable her the more effectively to fight for the interests of transport workers in Latin America, men and women alike.

Stier (Canadian Air Line Flight Attendants' Association) asked all ITF affiliates to lobby their governments seeking support for the introduction of an internationally acceptable licensing system for cabin crews; ICAO's licensing panel would be meeting shortly to debate the question.

Duangkeo (Aerothai Staff Union) hoped that steps would be taken to permit the airlines of Korea and Taiwan (and also South African Airways) once again to overfly Vietnam. At present all three airlines had to take the sea route which represented a considerable and costly diversion. It was desirable that these carriers, which operated regular scheduled services to Bangkok, an important gateway to the Far East, should have the complete freedom of the skies.

The Report of the Civil Aviation Section Conference (Document XXXIV C-13/Ca/Report) was *unanimously adopted*.

Palma (International Federation of Air Line Pilots' Associations) was glad to say that a spirit of close cooperation existed between the two Internationals. He was particularly grateful for the support of the ITF and its affiliates during the joint boycott of Aeroflot; this had helped spur ICAO into action which would hopefully culminate next year in a decision aimed at making a repetition of this appalling disaster less likely.

The Report of the Travel Bureau Section Conference (Document XXXIV C-13/Tr/Report) was introduced by the Rapporteur, **Hellman**, and was *unanimously adopted* without discussion.

LOCATION OF ITF HEADQUARTERS

Congress *unanimously agreed* that ITF headquarters should remain in London.

GOLD BADGES

The President said it gave him great pleasure to announce the recipients of the ITF Gold Badge awarded for distinguished services to the Federation.

Gold Badges were presented to C. H. Fitzgibbon (Waterside Workers' Federation of Australia), W. C. Y. McGregor* (Canadian Division of the Brotherhood of Railway, Airline and Steamship Clerks), B. Kok (Dutch Transport Workers' Union), P. Mol (Dutch Transport Workers' Union) and D. Nicholson (Canadian Brotherhood of Railway, Transport and General Workers).

Nicholson (Canadian Brotherhood of Railway, Transport and General Workers), on behalf of the recipients, thanked his fellow workers for having given him and his colleagues the opportunity to represent them within the ITF. He knew others would uphold the proud tradition in which they had all been glad to serve.

The President thanked in the name of Congress these five men who had served the ITF so well for so many years. He wished them all a long and happy retirement and asked Brother Smith to convey these sentiments to Bill McGregor.

**received by R. C. Smith on his behalf*

RETIRING EXECUTIVE BOARD MEMBERS

The President informed Congress that the following members of the Executive Board were also retiring: D. C. Fanuele (Argentina); C. H. Fitzgibbon (Australia); E. Baudet (Belgium); W. C. Y. McGregor (Canada); E. Vanegas B. (Colombia); H. C. Bang (Korea); M. Morikage (Japan); B. J. Kok (Netherlands); and J. Grönberg (Sweden). He thanked them for their work within the Executive Board and wished them all good fortune for the future. He also expressed his gratitude to the outgoing ITF Vice-President Siegfried Merten, asking his German colleagues to pass on these sentiments to Brother Merten who had had to leave Congress early for family reasons. He then thanked Ken Golding for his excellent work within the Civil Aviation Section; he had served the members of the Section well and would be much missed, although fortunately the ITF would continue to have his most able services as Head of Research and Publications. He next turned to Assistant General Secretary Johann Hauf and wished him every success in his new career in Vienna where he hoped to see plenty of him.

Hauf (ITF Assistant General Secretary) said parting hurt a little. He had spent the best years of his life with the ITF and was grateful for that. He thanked his colleagues for all their good wishes.

Kotwal (Transport and Dock Workers' Union, Bombay, India) said he had the pleasant duty of presenting a small memento from his union to the ITF.

Vietata (Fiji Registered Ports Workers' Union) entered bearing aloft a war club which he presented to the General Secretary after joking that a security guard at the door of the Congress Hall had sought to prevent him entering thus armed. He asked the General Secretary to ensure that it was placed in a prominent place back at ITF headquarters.

The President thanked Kotwal and Vietata for their generous gifts.

CLOSING ADDRESS

The President said this had been a particularly busy Congress and he wished to thank all those who had worked behind the scenes to make it such a success, particularly the Spanish trade unionists and the Palacio staff for their generous hospitality and the many social events they had organised.

The next duty would be for the Executive Board and the General Secretary to give effect to those decisions and resolutions that had emanated from Congress, a far from easy task in the present economic climate.

The President then declared the 34th Congress of the ITF closed.

Reports of Section Conferences and Committee Meetings

CREDENTIALS COMMITTEE

Doc. XXXIV C-6/(a)/Report

1. The Credentials Committee met on 20 October. All members were present.
2. It elected J. Hunter of Canada as its Chairman and agreed that the Chairman should also act as the Committee's Rapporteur.
3. The Committee agreed to recommend to Congress that the credentials of all affiliated unions which had paid fees for the first three quarters of 1983 should be approved. The transfer of money from one country to another is often subject to delays and it would therefore be reasonable to exercise a little flexibility in the application of the requirements of Rule IV, para. 3, of the ITF Constitution.
4. The Committee then examined the credentials of those delegates who had registered on 19 and 20 October and found that the credentials of all but fourteen of the organizations concerned could be approved immediately. The Committee asked the Chairman and the Secretariat to examine these cases further and empowered the Chairman to act on the Committee's behalf, on the understanding that he would only convene a further meeting of the Committee if he thought it necessary.
5. It was also agreed, on the same understanding, that he would examine, and decide on, the credentials of delegations registering after 20 October.
6. The Chairman subsequently cleared the credentials of five organizations referred to in para. 4 above. In the case of one affiliate, the Chairman was unable to approve the delegation's credentials and they will attend the Congress as observers. He was also unable to accept the credentials of an organization which was represented by proxy. At the time of the preparation of the report, he still had to make a decision on the credentials of seven organizations.
7. A delegate list based on the Committee's recommendations and the Chairman's subsequent action is to be distributed. It shows the presence of 456 delegates and 192 advisers from 232 organizations in 63 countries. The total voting strength is 3,941,000.
8. A supplementary delegate list will be issued if necessary showing delegations which have arrived late and which have been approved by the Chairman, together with any further organizations whose credentials the Chairman has since cleared.

J. D. HUNTER,
Chairman.

RESOLUTIONS COMMITTEE

Doc. XXXIV C-9/Report

The Resolutions Committee was made up of the following members:

K. Murphy (Great Britain)	E. Spector (United States)
D. Benze (Germany)	R. C. Smith (Canada)
S-E. Nylund (Finland)	J. Trajano da Silva (Brazil)
S. Bøje Larsen (Denmark)	C. H. Fitzgibbon (Australia)
W. Darmstädter (Austria)	J. N. Malii (Kenya)
J. Schneider (Luxembourg)	

The Committee met on 20 October 1983 at 17.00 hrs. C. H. Fitzgibbon took the chair and was elected Rapporteur. The members of the Committee considered the Motions contained in Doc. XXXIV C-9 as well as an Emergency Resolution from the British National Union of Seamen and recommended that they be dealt with as follows:

Doc. XXXIV C-9

- 1. African Representation on the ITF Executive Board** (the ITF's Nigerian and Kenyan affiliates) — this motion was dealt with by both the Executive Board and the Resolutions Committee. Both bodies took the view that the time was not yet ripe, bearing in mind the membership totals in the African Region, for a third seat to be allocated on the Executive Board. The African colleagues were advised to withdraw the motion.
- 2. Asia/Pacific Representation on the ITF Executive Board** (National Union of Seafarers of India and Maritime Union of India) — this motion was recommended for acceptance and will be dealt with under item 10 of the Congress agenda (see Docs. XXXIV C-10/1 and XXXIV C-14/EB/1).
- 3. Representation of Central America** (Costa Rican Railway and Port Workers' Union (UFPN)) — the Resolutions Committee considers that the content of this motion is applicable only to the Latin American Region and should therefore be dealt with by the Regional Electoral Group concerned.
- 4. Unemployment** (British National Union of Railwaymen (NUR)) — by Congress in Plenary Session.
- 5. Workers and New Technologies** (German Railwaymen's Union (GdED)) — by Congress in Plenary Session.
- 6. Transport Policy** (German Railwaymen's Union (GdED)) — by Congress in Plenary Session.
- 7. Protection of the Marine Environment** (German Transport and Public Service Workers' Union (OeTV)) — by Congress in Plenary Session.
- 8. Participation of Women Workers in Educational Activities** (Costa Rican Railway and Port Workers' Union (UFPN)) — by Congress in Plenary Session.

The Resolutions Committee recommends that Congress refer the following motions back to the Executive Board:

- 9. Terrorism in Latin America** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)).

10. **Violence in Latin America** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)).
11. **Repression in Latin America** (the ITF's Argentinian affiliates).
12. **Central America** (Costa Rican Railway and Port Workers' Union (UFPN)).
13. **Arms Trade** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)).
14. **Peaceful Settlement of Border Disputes** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)).
15. **"Disappearances" in Argentina** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)).
16. **Latin America's Foreign Debt** (the ITF's Argentinian affiliates).
17. **Argentina's Territorial Claim** (the ITF's Argentinian affiliates).

Executive Board Doc. XXXIV C-9/1 gives the reason for this recommendation (see page 60).

18. **Observance of International Conventions** (Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR)) — by Congress in Plenary Session.
19. **Worldwide Transport Stoppage** (the ITF's Argentinian affiliates) — the Resolutions Committee recommends withdrawal of this motion. *Reference is also made to Doc. XXXIV C-9/1, para. 6 (see page 60).* The Resolutions Committee unanimously agreed that the ITF's credibility would be put in question by uncritical acceptance of this motion.
20. **The Holding of ITF Executive Board Meeting and the 35th Congress of the ITF in Mombasa and Nairobi** (co-sponsored by affiliates in Africa) — according to Rule IV, para. 1 of the ITF Constitution, it is for the Executive Board to decide the venue of an ITF Congress. This motion can therefore be taken only as an invitation to the Executive Board.
21. **Railway De-nationalisation** (Japanese National Railway Workers' Union (KOKURO) and Nippon National Railway Motive Power Union (DORO)) — by the Railwaymen's Section Conference.
22. **Damages Suit against Japanese Railwaymen** (Japanese National Railway Workers' Union (KOKURO) and Nippon National Railway Motive Power Union (DORO)) — by Congress in Plenary Session.
23. **ILO Convention on Working Conditions of International Road Transport Drivers** (Swedish Transport Workers' Union) — by the Road Transport Workers' Section Conference.
24. **Assistance to Drivers Abroad** (German Transport and Public Service Workers' Union (OeTV)) — by the Road Transport Workers' Section Conference.
25. **Social Security Provision for Drivers Working Abroad** (Swedish Transport Workers' Union) — by the Road Transport Workers' Section Conference.
26. **Legal Assistance to Drivers Abroad** (Swedish Transport Workers' Union) — by the Road Transport Workers' Section Conference.

27. **Deregulation of the Road Haulage Industry** (All-Japan Federation of Transport Workers' Unions (UNYU-ROREN)) — by the Road Transport Workers' Section Conference.
28. **Transport of Dangerous Goods** (German Railwaymen's Union (GdED)) — by the Road Transport Workers' Section Conference.
29. **Elimination of Toll Charges** (Union of Shop, Distributive and Allied Workers (USDAW), Great Britain) — by the Road Transport Workers' Section Conference.
30. **Compensation for Road Transport Drivers** (Union of Shop, Distributive and Allied Workers (USDAW), Great Britain) — by the Road Transport Workers' Section Conference.
31. **Competition and Health and Safety in Inland Navigation** (Dutch Transport Workers' Union (FNV)) — by the Inland Navigation Section Conference.
32. **Response to New Technology in Ports and Other Transport Sectors** (Dutch Transport Workers' Union (FNV)) — by the Dockers' Section Conference.
33. **ILO Activities in the Port Industry** (Dutch Transport Workers' Union (FNV)) — by the Dockers' Section Conference.
34. **Revision of ILO Convention 137** (Swedish Transport Workers' Union) — by the Dockers' Section Conference.
35. **Appointment of Group of Experts on IMO Matters** (Swedish Seamen's Union) — by the Seafarers' Section Conference.
36. **International Law of the Sea** (All-Japan Seamen's Union (JSU)) — by the Seafarers' Section Conference.
37. **ITF Seafarers' Section** (Finnish Ships' Officers' Union) — by the Seafarers' Section Conference.
38. **Caribbean Maritime and Aviation Council (CMAC)** (unions belonging to the Caribbean Maritime and Aviation Council (CMAC)) — the Resolutions Committee recommends that this motion be referred back to the Executive Board, since according to Rule XII of the ITF Constitution, it is for the Executive Board to establish regional and other offices of the ITF.
39. **Inclusion of Electricians in Manning Scales** (Pan-Hellenic Seamen's Federation (PNO)) — by the Seafarers' Section Conference.
40. **Maintenance of Electrical/Electronic Equipment on Ships** (British Merchant Navy and Airline Officers' Association (MNAOA)) — by the Seafarers' Section Conference.
41. **Pilotage in the Baltic** (Finnish Seamen's Union) — by the Seafarers' Section Conference.
42. **World Shipping and Flags of Convenience** (British National Union of Seamen (NUS)) — by the Seafarers' Section Conference and the Joint Seafarers' and Dockers' Conference.
43. **Ratification of ILO Convention 147 and IMO STCW Convention** (All-Japan Seamen's Union (JSU)) — by the Seafarers' Section Conference.

44. **Organization and Training of Seafarers on F-o-C Vessels** (Maritime Union of India) — by the Seafarers' Section Conference and the Joint Seafarers' and Dockers' Conference.
45. **Assistance to Stranded Seafarers** (National Union of Seafarers of India and Maritime Union of India) — by the Seafarers' Section Conference.
46. **Election of Fair Practices Committee Preparatory Sub-Committee** (Swedish Seamen's Union) — by the Joint Seafarers' and Dockers' Conference.
47. **Grants towards Dockers' Welfare** (Swedish Seamen's Union and Swedish Transport Workers' Union) — by the Joint Seafarers' and Dockers' Conference.
48. **"Exclusion Zone" in South Atlantic** (the ITF's Argentinian affiliates) — by the Fishermen's Section Conference.
49. **Cabin Crew Working Environment** (Swedish Commercial Employees' Union (HTF)) — by the Civil Aviation Section Conference.
50. **Occupational Illness among Flying Staff** (Swedish Commercial Employees' Union (HTF)) — by the Civil Aviation Section Conference.
51. **Use of Computer Systems in Civil Aviation** (Swedish Transport Workers' Union) — by the Civil Aviation Section Conference.
52. **Hijacking** (British Merchant Navy and Airline Officers' Association (MNAOA)) — by the Civil Aviation Section Conference.
53. **Pan American Redundancy Terms** (Australian Transport Officers' Federation) — by the Civil Aviation Section Conference.

Emergency Resolution on the Dumping of Nuclear Waste at Sea (British National Union of Seamen (NUS)) — by Congress in Plenary Session.

Four other emergency motions were submitted, considered and accepted by the Standing Orders Committee on Friday 21 October 1983. The Chairman of the Resolutions Committee, who was present at the meeting, agreed that, in view of their acceptance by the Standing Orders Committee, the following emergency motions should be dealt with by Congress in Plenary Session:

- **Shooting-Down of Korean Air Lines B-747** (the ITF's Korean affiliates).
- **Violations of Human Rights in Sri Lanka** (Transport and Dock Workers' Union, Bombay, India).
- **Dismissal of Trade Unionists by Hapag-Lloyd AG** (German Transport and Public Service Workers' Union (OeTV)).
- **Misuse of Bankruptcy Laws for Anti-Union Activity** (the ITF's US affiliates).

C. H. FITZGIBBON,
Rapporteur.

EXECUTIVE BOARD STATEMENT ON AGENDA ITEM 9: MOTIONS

Doc. XXXIV C-9/1

1. The nature of the ITF is clearly set out in the Preamble to its Constitution: "It is a free trade union body established to defend and further internationally the economic and social interests of transport workers of all kinds, and their trade unions." The Preamble goes on immediately to set out the ITF's general philosophy: "It stands for the defence of democracy and freedom and is opposed to colonialism, imperialism, totalitarianism and aggression in all their forms . . ."
2. The ITF has on many occasions, both by word and deed, translated that philosophy into action by defending its affiliates and their members against terrorism (motion 9, "Terrorism in Latin America") and violence (motions 10, "Violence in Latin America", and 15, "'Disappearances' in Argentina"). It has a long history of active opposition to dictatorships and repression (motion 11, "Repression in Latin America").
3. The aims of the ITF as set out in Rule 1, para. 2, of the Constitution include "to support the work of the United Nations, its agencies, other intergovernmental and non-governmental organizations in those activities promoting peace based on social justice and economic progress". The ITF is therefore implicitly opposed to the arms trade and arms race (motion 13, "Arms Trade") and recognizes that there can be no true peace without economic and social justice (motions 12, "Central America", and 16, "Latin America's Foreign Debt").
4. The ITF's general commitment to certain principles does not mean, however, that it can be expected to pass judgment on every political issue, especially when it is common knowledge that there is no consensus among affiliates and no likelihood of one. The ITF has nothing to gain by concerning itself with disputes between governments over which it will have no influence (motions 14, "Peaceful Settlement of Border Disputes", and 17, "Argentina's Territorial Claim"). It has a great deal to lose in such cases from the divisions and even bitterness which can arise from confrontations over matters which are far removed from the ITF's jurisdiction.
5. *The Executive Board therefore asks the Resolutions Committee to recommend that motions 9 to 17 should be referred to the Executive Board which would, in due course, consider what action could be taken on them within the terms of the ITF's Constitution.*
6. With regard to motion 19 ("Worldwide Transport Stoppage"), the Executive Board notes that the four introductory paragraphs give rise to the same comments that it has already made with regard to motions 9 to 17 (see above). The Executive Board regards the call for a worldwide stoppage of two hours in the operative part of the motion (commencing, "Resolves . . .") as being unrealistic and impossible to implement. The Board is very conscious of the damage which can be done to the ITF's reputation if it publicly calls for action that the ITF's affiliates cannot effectively take.
7. *The Board therefore recommends the Resolutions Committee to suggest to the sponsors of the motion that they should withdraw it in the light of the Board's comments.*

RAILWAYMEN'S SECTION CONFERENCE

The Conference of the Railwaymen's Section was held on 24 October 1983 and was attended by 124 delegates, advisers and observers from 24 countries.

L. Joye (SEV, Switzerland), Section Chairman, took the chair.

1. Election of Rapporteur

J. Schneider (FNCTTFEL, Luxembourg) was elected Rapporteur.

2. Report on Activities

This was introduced by **J. Hauf**, who also reported on the success of the "Urban Transport Day" in Europe on 28 September 1983. This event had had the active cooperation of affiliates in a number of countries: Great Britain, Germany, Luxembourg, Austria – to name just a few. He also mentioned that a bilateral (combined) "Urban Transport Committee" was to be formed at this Congress. This had first been suggested at the Railwaymen's Conference in Luxembourg in 1982 and since then efforts had continued to bring the two Sections (Railwaymen and Road Transport Workers) closer together on matters such as transport policy, new technologies and urban transport. Nominations for this new "Urban Transport Committee" had already been submitted by the Road Transport Workers' Conference and he asked the railwaymen's delegations to do the same.

Comments on the Report on Activities were received from:

P. Potums (Belgium), who spoke about the problems of excess capacity and liberalisation policies in Europe.

E. Haar (Germany) called for a programme of cooperative action with other ITF Sections aimed at securing the advances which trade unions had so far been able to achieve on behalf of railwaymen. He spoke out against the present policies of many European governments who were hostile to trade unions in general and to the railways in particular and stressed the need for joint strategies to be developed immediately to combat these policies.

J. Clivaz (Switzerland) drew attention to the serious environmental consequences arising from the dismantling of railways which inevitably followed the transfer of ownership from the public to the private sector.

Park Joon Hong (Korea) said that inequalities between the northern and southern hemispheres led to suppression of the minor and underdeveloped nations. He said that peace was attainable only when nations worked together in mutual respect.

J. Knapp (Great Britain) complained that railways and other public undertakings were suffering slow strangulation at the hands of the present British Government, who were determined to undermine public transport.

R. Kilroy (USA) described the situation of the American and Canadian railways and deplored the lack of an effective national transport policy in North America. He mentioned that one railway company in particular, CONRAIL, might be bought by its employees following government instructions that it be sold to private interests.

A. J. Oduor (Kenya) called for a greater understanding of the problems of developing countries and invited the Executive Board to consider holding the next ITF Congress in his country.

D. Oyeyemi (Nigeria) made reference to the first ITF African Railwaymen's Conference, which had been held in Nairobi in 1980. The Conference had been a major success and had emphasized the desirability of the unions from developing countries becoming more intimately involved with the work of the Section.

L. E. Nicklasson (Sweden) suggested that a more aggressive policy for the Section might include such points as the development of investment policies, using free market capital if necessary, and the training of experts in transport policy. Such a programme would have to be supplemented by rigorous public relations work calling attention to environmental and safety aspects.

I. Khan (Bangladesh) reported on the status of the railway system and its employees in his country and asked for greater educational assistance.

R. Hers (France) said that positive planning for the future should form a greater part of the Section's working programme. There was need for more statistical information to be published by the ITF and regularly updated.

The Report on Activities was *adopted*.

3. Motions

The motion on Railway Denationalization was considered by the Conference to apply to other countries than Japan. It was *agreed* to recommend that this motion be extended in scope and dealt with by Congress in Plenary Session.

4. Working Programme

The Working Programme proposed in document XXXIV C-7/Rw/(WP) was *adopted* with the addition of items on Nightwork, the formulation of an Action Programme for the Section (as mentioned during the discussion of the Report on Activities) and further work on the use of new technologies.

5. Elections

Louis Joye (Switzerland) announced that he was retiring as Section Chairman.

J. Schneider (Luxembourg) was elected as his successor.

D. Oyeyemi (Nigeria) was unanimously elected to a further term as Section Vice-Chairman.

The following members were elected to the **Section Committee**:

Country	Member	Deputy
(a) Africa		
West Africa (Nigeria) & Zimbabwe	D. Oyeyemi (Vice-Chairman) (Nigeria)	A. J. Mhungu (Zimbabwe)
Uganda	P. Katabuling	—

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
<i>(b) Asia & Pacific/Australia</i>		
Bangladesh	M. I. Khan	—
India	U. M. Purohit	J. P. Chaubey
Japan	H. Muto	—
	A. Sato	—
	I. Nagata	—
	T. Kubo	—
Korea	Park Joon Hong	—
Australia	G. Perlstein	T. Collins
<i>(c) Europe & Middle East</i>		
Austria	H. Schmölz	E. Steinbach
Benelux	P. Potums	J. Damilot
	(Belgium)	(Belgium)
	J. C. v. d. Berg	—
	(Netherlands)	
	J. Schneider	R. Bleser
	(Chairman)	(Luxembourg)
	(Luxembourg)	
Denmark	E. N. Jespersen	K. K. Jensen
Finland	L. Syrjänen	U. Keijonen
France	R. Hers	J. Mallet
	D. Iarovay	A. Collas
	J. Zaoui	A. Stimamiglio
Germany	D. Langendorf	S. Weiss
	H. Kilian	H. Resch
Great Britain	J. Knapp	R. W. Buckton
	C. A. Lyons	
Ireland	T. Walsh	G. Sheehan
Israel	M. Hayardeny	—
Italy	S. Mezzanotte	A. Ceva
	U. Calcagnini	S. de Angelis
	F. Salerno	A. Luigi
Norway	S. Kortvedt	G. Tønder
Spain	E. Santos M.	J. M. Vallejo S.
Sweden	A. Karlsson	T. Persson
Switzerland	J. Clivaz	R. Bucher
<i>(d) Latin America</i>		
Argentina, Chile, Uruguay	L. H. Etchezar	—
	(Argentina)	
Brazil	H. S. Regato Andrade	O. Coutinho
Central America (Costa Rica)	M. T. Alvarado B.	R. Espinoza F.
<i>(e) North America</i>		
Canada	J. D. Hunter	
	R. C. Smith	J. Boyce
USA	R. I. Kilroy	E. J. Neal
	J. F. Otero	L. E. Boshier
		J. Jenkins
	A. Terriego	A. Lese
	G. R. Dehague	—

Sub-Committee on Transport Policy

The composition of the Sub-Committee on Transport Policy is as follows:

<i>Member</i>	<i>Country</i>
F. Prechtl	Austria
G. Perlstein	Australia
<i>(Deputy: T. Collins)</i>	

<i>Member</i>	<i>Country</i>
P. Potums	Belgium
D. Jarovay	France
R. Hers	France
J. Colin	France
D. Langendorf	Germany
S. Mezzanotte	Italy
G. Arconti	Italy
C. Listorto	Italy
J. Schneider	Luxembourg
M. Oester	Switzerland

To simplify administration, this Sub-Committee, which is purely advisory, is German speaking.

Sub-Committee on Working Conditions of Railway Staff

The composition of the Sub-Committee on Working Conditions of Railway Staff is as follows:

<i>Member</i>	<i>Country</i>
G. Perlstein (Deputy: T. Collins)	Australia
H. Schmölz	Austria
P. Potums	Belgium
T. Tanner	Finland
P. Ménard	France
C. Poirier	France
A. Stimamiglio	France
R. Schäfer	Germany
H. Kilian	Germany
J. Knapp	Great Britain
R. W. Buckton	Great Britain
C. A. Lyons	Great Britain
A. Ceva	Italy
S. de Angelis	Italy
G. Ranalli	Italy
R. Bleser	Luxembourg
G. Tønder	Norway
S. Kvilekval	Norway
A. Rodriguez D.	Spain
R. Nilsson	Sweden
A. Cochet	Switzerland

6. Any Other Business

There were no speakers under this item of the agenda.

J. SCHNEIDER,
Rapporteur.

ROAD TRANSPORT WORKERS' SECTION CONFERENCE

The Conference of the Road Transport Section took place on 22 October. It was attended by 130 delegates, advisers and observers from 33 countries.

K. Haussig (OeTV, Germany), Section Chairman, took the chair.

1. Election of Rapporteur

K. Haussig was elected Rapporteur.

2. Report on Activities

The Report on Activities was *approved*. An interim report on the work of the Section's Working Party on Dangerous Goods Transport, taking the form of a draft policy statement, was presented to the Conference.

During the discussion of the Report on Activities:

V. David (Malaysia) and **R. M. Perez** (Argentina) called for added emphasis on the Asian and Latin American aspects of the Section's work.

J. Grönberg (Sweden) spoke about the working conditions of professional drivers and reported that the Swedish Government had still not ratified ILO Convention No. 153 despite the efforts of his union. He also reported on the problem of lorries being stolen in Italy, especially in the region of Bologna, Milan and Turin.

H-D. Höhne (Germany), after introducing the paper on the transport of dangerous goods (see above), reported on a recent strike by long-distance lorry drivers in his country. He thanked other ITF affiliates for their support during the strike.

W. Morris (Great Britain), **V. Schiwoff** (Switzerland) and **J. Schneider** (Luxembourg) congratulated the ITF on the success of Urban Transport Day in Europe, which had taken place on 28 September 1983, and called for a repetition of this event on a worldwide scale.

G. Doriat (France) supported this idea and also suggested that the ITF press for conditions such as back trouble to be recognised as occupational illnesses in the case of drivers.

A. de Kie (Belgium) said that efforts should be continued with regard to assisting drivers abroad, despite the disappointing results of recent experiments such as the maintenance of an information/recruiting office at the Spanish border town of Irún. He also pointed out the need for the ITF to continue and improve its work on the provision of an identity card for drivers needing help from ITF affiliates abroad.

A. Duran P. (Spain) agreed that this work should be continued. He drew attention to the confused state of working conditions regulations in Spain, arising from the great number of local collective agreements.

J. Vandecasteele (France) spoke about the social problems arising in connection with drivers' working time.

P. W. Küng (Switzerland) reported on the outcome of a public relations campaign by his union to promote the interests of professional drivers. He also spoke about his union's own concept for the provision of help to drivers abroad and stressed the need for the ITF to have more publicity.

3. Motions

The following motions were *adopted*: ILO Convention on Working Conditions of International Road Transport Drivers; Assistance to Drivers Abroad; Social Security Provision for Drivers Working Abroad; Legal Assistance to Drivers Abroad; Deregulation of the Road Haulage Industry. The motion on Transport of Dangerous Goods was *adopted* after the retraction of one clause (For texts see Annex: Resolutions adopted by Congress, Nos. 13-18).

The motion on Elimination of Toll Charges was *withdrawn* on the understanding that the Secretariat would arrange for the subject of road financing to be studied by the next Section Conference.

The Conference decided to *refer* the motion on Compensation for Road Transport Drivers to the leadership of the Section for further consideration.

4. Working Programme

The Working Programme proposed in the annex to document XXXIV C-7/Rt was *approved*, with the addition of items on road financing and on trade union rights in multinational companies.

5. Elections

Kurt Haussig was elected to a further term as Section Chairman.

Johnny Grönberg was elected to the position of Section Vice-Chairman.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	R. M. Perez	O. R. Tieri
Australia	J. L. Waters	T. W. Sullivan
	J. P. Maynes	T. W. Sullivan
Austria	R. Tresdner	F. Lanz
	E. Steinbach	—
	R. Kopfensteiner	—
Belgium	A. de Kie	K. Stessens
Brazil	J. D. Trigo	—
Denmark	J. Hansen	J. A. Engelbrechtsen
Dominican Republic	A. Esteves	—
Finland	R. Kuisma	K. Lehtikoinen
France	P. Morsink	M. Paye
	G. Doriat	J. Vandecasteele
Germany	K. Haussig (Chairman)	H-D. Höhne
	G. Pohl	—
Great Britain	J. Ashwell	A. Kitson
		L. J. Smith
		W. Morris
	G. Martin	—
	J. Knapp	—
	C. A. Lyons	—
	A. T. Hughes	J. Moore
Ireland	T. Walsh	J. Cullen
Israel	M. Levy	—
Italy	R. Liguori	P. Carcassi
	D. Orlandi	D. Caprioli
	T. Kubo	S. Kan-no
Japan	J. N. Malii	—
Kenya	Lee Sang Won	—
Korea	R. Bleser	M. Schlechter
Luxembourg	V. David	—
Malaysia	J. J. Hengst	W. Snijder*
Netherlands	P. R. Liggett	—
New Zealand	W. Kolstad	D. Lilleskaut
Norway	J. G. Bethancourt	R. D. Salazar
Panama	D. McPherson	C. Carrington
Sierra Leone	A. Kamara	—
Singapore	Ong Ah Heng	J. Cross
Spain	A. Duran P.	L. Somolinos M.

*retired January 1984 replaced by P. van Stratum

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Sweden	J. Grönberg (<i>Vice-Chairman</i>)	K. Gustafsson
Switzerland	R. Nilsson P. W. Küng V. Schiwolf	E. Andersson O. Pugin —
Uganda	S. E. Opio	—
USA	D. A. Bobo G. Leitz A. Kenopensky	R. M. Curran J. Donoghue F. Souza

Steering Committee

The composition of the Steering Committee is as follows:

K. Haussig (<i>Chairman</i>)	Germany
J. Grönberg (<i>Vice-Chairman</i>)	Sweden
J. Ashwell	Great Britain
P. W. Küng	Switzerland
G. Doriat	France
P. Morsink	France
A. Duran P.	Spain

6. Any Other Business

A report on the situation of lorry drivers in Japan was distributed to the Conference.

There was no other business.

K. HAUSSIG,
Rapporteur.

URBAN TRANSPORT COMMITTEE REPORT

In accordance with decisions of the Railwaymen's and Road Transport Workers' Section Conferences (see Report on Activities XXXIV C-7, items 102 and 126) an Urban Transport Committee has been founded at this Congress.

The work of this Committee will be based on the Statement on Short-Distance Passenger Transport which was adopted jointly by the two Sections (see Report on Activities XXXIV C-7, Statement No. 19).

The Committee is obliged to meet annually and is composed as follows:

Railways

<i>Member</i>	<i>Country</i>
E. Steinbach (<i>Deputy: F. Hums</i>)	Austria
K. Jensen	Denmark
S. Weiss	Germany
J. Knapp	Great Britain
A. Ceva	Italy
T. Kubo	Japan
I. Nagata	Japan
G. Greivelding	Luxembourg
J. C. v.d. Berg	Netherlands
A. Cochet	Switzerland

Road Transport

<i>Member</i>	<i>Country</i>
R. Tresdner (<i>Deputy: J. Probst</i>)	Austria
R. Kopfensteiner	Austria
K. Stessens	Belgium
J. Hansen	Denmark
K. Lehtikoinen	Finland
G. Doriat	France
D. Larrière-Cardoso (<i>Deputy: C. Chaussée</i>)	France
H. Resch	Germany
W. Morris	Great Britain
D. Orlandi (<i>Deputy: D. Caprioli</i>)	Italy
T. Takahashi (<i>Deputy: S. Kan no</i>)	Japan
V. David	Malaysia
J. J. Hengst	Netherlands
A. Duran P.	Spain
J. Gronberg	Sweden
V. Schiwoff	Switzerland
J. E. Lawe (<i>Deputy: G. Leitz</i>)	USA

INLAND NAVIGATION SECTION CONFERENCE

The Conference of the Inland Navigation Section was held on 21 October 1983. 22 delegates, advisers and observers from 15 countries participated.

P. Mol (FNV, Netherlands), Section Chairman, took the chair.

1. Election of Rapporteur

A. Geeraerts (BTB, Belgium) was elected Rapporteur.

2. Report on Activities

The Report on Activities was introduced and *adopted*.

During the discussion of this Report, **M. del Pozo** (Electricistas Navales, Argentina) and **A. Protapuddin** (Launch Labour Association, Bangladesh) asked that the particular circumstances of inland navigation in their own regions be taken into account. **M. Rosenberg** (OcTV, Germany) described the work being undertaken in connection with manning levels in Rhine navigation. This work is highly complicated and rife with conflict. The trade unions are prepared for any necessary action.

3. Motions

After some discussion, it was agreed to *approve* the motion from the Dutch Transport Workers' Union (FNV) concerning Competition and Health & Safety in Inland Navigation, as referred to the Conference by the Resolutions Committee (see Annex: Resolutions adopted by Congress, No. 19).

4. Working Programme

The Conference *adopted* the following Working Programme:

1. Preparatory work for the Eleventh Session of the ILO Inland Transport Committee, which will be dealing inter alia with: "The working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation as well as occupational safety and health aspects connected with the application of new technologies."
2. Continuation of work for the revision of the Rhine Shipping Act under the auspices of the Central Rhine Commission (ZRK) in Strasbourg.
3. The development of international policies for the regulation of transport capacities. This should be achieved in co-operation with other ITF Sections.
4. In the coming inter-Congress period, the Section will be intensifying its endeavours in connection with inland navigation in the non-European regions, as requested during the discussion of the Report on Activities. Situation reports from the various countries involved will be sought in order to facilitate this work.

5. Elections

Peet Mol announced his retirement from the chairmanship of the Section. **Alfons Geeraerts**, the Rapporteur, was elected to replace him. Also retiring from office was the Section Vice-Chairman, **Karl Rebsamen** (VHTL, Switzerland). **Walter Darmstädter** (HTV, Austria) was elected as his successor.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	M. del Pozo	J. Luciani
Austria	W. Darmstädter (<i>Vice-Chairman</i>)	G. Gesek
Bangladesh	A. Protapuddin	Z. Islam
Belgium	A. Geeraerts (<i>Chairman</i>)	—
Brazil	M. Sant'Anna	J. N. Rocha
Finland	L. Heinonen	V. Trask
France	G. Boussac	J. Zaoui
	J. Duniau	D. le Moal
Germany	M. Rosenberg	H. W. Kaysser
Great Britain	J. Connolly	W. S. Powell
Netherlands	P. Kloosterman	—
Switzerland	H. Baumgartner	—
USA	J. F. Beirne	—

Working Group "Rhine-Main-Danube"

The composition of the Working Group "Rhine-Main-Danube" is as follows:

A. Geeraerts (<i>Chairman</i>)	Belgium
W. Darmstädter (<i>Vice-Chairman</i>)	Austria
A. Heintz	France
M. Rosenberg	Germany
P. Kloosterman	Netherlands
H. Baumgartner	Switzerland

6. Any Other Business

The Conference gave a vote of thanks to the outgoing Section Chairman, Peet Mol.

A. GEERAERTS,
Rapporteur.

DOCKERS' SECTION CONFERENCE

The Conference held on 22 October was attended by 73 delegates and advisers from 32 organizations in 25 countries.

The Section Chairman, C. H. Fitzgibbon, presided. He informed the Conference that as he had retired from his union, this would be the last ITF Congress that he would attend as a delegate.

1. Election of Rapporteur

It was *agreed* that the Chairman should act as Rapporteur.

2. Report on Activities

Doc. XXXIV C-7, items 169-177 and Doc. XXXIV C-7/D (Supp.)

T. Bull (Waterside Workers' Federation of Australia) reported that the Australian government was formulating new regulations to counter some of the hazards arising from the use of new equipment (particularly heavy machinery) in the ports. His union would send the ITF a copy of the regulations. He also referred to the continuing need for the proper testing of old containers. The **General Secretary** referred to the work of an IMO/ILO committee on the packing of containers. New guidelines were being considered and the ITF had been asked to comment on a draft document.

It was *agreed* to approve the Report on Activities and the Supplementary Report.

3. Motions

After some discussion, it was *agreed* to approve motions on ILO Activities in the Port Industry and the Revision of ILO Convention 137. It was further *agreed* to approve the motion on Response to New Technology in Ports and Other Transport Sectors with some amendments (for texts see Annex: Resolutions adopted by Congress, Nos. 20-22).

With regard to the resolution on Response to New Technology in Ports and Other Transport Sectors which made reference to the need for a strategy which would involve all sectors of the transport industry, the General Secretary undertook to bring the resolution to the attention of the other ITF industrial sections involved.

4. Working Programme

It was unanimously *agreed* that the draft resolution to Congress given in Doc. XXXIV C-7/D (Supp.), paragraph 5, should form the basis of the Section's Working Programme, the one addendum being a specific reference in the last paragraph to the introduction of computer-controlled information systems.

5. Elections

J. Connolly (British Transport and General Workers' Union) was elected as Chairman of the Section and **T. Bull** (Waterside Workers' Federation of Australia) as Vice-Chairman.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Antigua	B. W. Spencer	K. Smith
Australia	T. I. Bull (<i>Vice-Chairman</i>)	N. Docker
Belgium	M. Devolder	P. Patteet
Brazil	J. N. Rocha	E. Batalha
Canada	D. P. Garcia	
Cyprus	H. Neocleous	
Denmark	E. Seiding	A. Kruse
Dominica	R. Bannis	L. Benoit
Ecuador	R. Intriago G.	L. Guevara S.
Finland	L. Roppola	
France	C. Devaux	G. Scanapiecco
Germany	M. Rosenberg	K. Haussig
Great Britain	J. Connolly (<i>Chairman</i>)	W. Powell
Honduras	R. Martinez Bueso	F. Meza A.
India	M. Kotwal	S. R. Kulkarni
Ireland	C. Kirwan	T. Walsh
Israel	S. Avitan	
Italy	L. Scarponi	M. Fenzi
	V. Gallo	A. Mosehezini
	R. Liguori	L. Esposito
Korea	Kim Dong-In	
Malta	A. Caruana	
Mexico	J. M. Cruz A.	H. Lopez Romero
Netherlands	K. Marges	
New Zealand	S. P. Jennings	
Nigeria	O. Zudonu	
Norway	O. Bach	
Panama	M. Berrio I.	J. A. Assady
Portugal	A. Gonçalves	J. Pais
Sierra Leone	F. A. Brima	
South Africa	D. Lewis	
Spain	J. Muruamendiaraz	
	J. A. Olaizola	
Sweden	H. Wahlström	B. Gustavsson
Trinidad and Tobago	V. Glean	R. Charles
USA	T. W. Gleason	

6. Any Other Business

It was unanimously *agreed* to record the Section's deep appreciation of the great contribution which the retiring Chairman, C. H. Fitzgibbon, had made to the ITF both as Chairman of the Section and Co-Chairman of the Fair Practices Committee.

C. H. FITZGIBBON,
Rapporteur.

SEAFARERS' SECTION CONFERENCE

The Conference met four times, on 21, 24, 25 and 26 October and was attended by some 170 delegates, advisers and observers from 80 affiliates in 48 countries.

Chairman: K. Mols Sørensen (Denmark).

1. Election of Rapporteur

S. Wall (United States) was elected Rapporteur.

2. Report on Activities

Murphy (Great Britain) outlined the IMO programme specifically dealing with the Future Global Maritime Distress and Safety System (FGMDSS) and recommended that all seafarers should oppose the new system and that the ITF should suggest that the training for the FGMDSS should go to an early session of the ILO/IMO Joint Committee on Training.

With regard to item 250 of Doc. XXXIV C-7 the **ITF Assistant General Secretary** advised the meeting that the negotiations in respect of German owned f-o-c ships manned by Kiribati and Tuvalu seafarers were due to be resumed after the ITF Madrid Congress.

With regard to item 2 of Doc. XXXIV C-7/S (Supp.) **Heinonen** (Finland) wondered when the result of the sub-committee's work could be expected. He felt there should be changes in the agreement especially concerning vacation and social benefits.

Laughton replied that a draft agreement text could be expected to be ready in January 1984.

With regard to item 8 **Sivertsen** (Norway) and **Nylund** (Finland) had reservations with regard to the resolution* contained in Annex 3 on the grounds that some radio officer affiliates had not stated that they were going to refuse to work the FGMDSS or actively opposed dispensations from SOLAS. **Scott** (United States) supported Annex 3 thereby opposing the delegation of radio officer duties to deck officers. **Aasarød** (Norway) also supported Annex 3. So did **Schamann** (United States).

Regarding items 9-11 **Spruhan** (Great Britain) was not satisfied with the minutes from the Ad Hoc Steering Group on the Offshore Industry. He felt that the unionisation of offshore crews was the prerogative of the coastal unions and therefore did not feel that the ITF Secretariat in consultation with the affiliates concerned should draw up a collective agreement for the offshore industry. The **ITF Assistant General Secretary** replied that the Steering Committee had been set up at an Offshore Conference at which Spruhan's organisation had been represented and had agreed to the nomination of a representative of the British Merchant Navy and Airline Officers' Association as the British representative on the Steering Committee. **Sukhia** (India) felt that the level of working conditions should bear relation to the local conditions. **Mungroo** (Trinidad and Tobago) disagreed with Sukhia on this point. **Madsen** (Denmark) welcomed the setting up of the Standing Committee. Following a reference by **Gross** (Norway) to difficulties with jurisdictional claims and the use of f-o-c vessels to overcome these problems it was agreed to add the following three items to the terms of reference of the Standing Committee: information on activities by multinational companies; manning; and monitoring of problems connected with flag changes.

With regard to item 13 and Annex 2 **Aasarød** (Norway) informed the Conference that he had serious reservations with regard to the proposed manning scales. He therefore proposed that the present scales should be referred

*for text of this resolution, which was subsequently adopted, see Annex: Resolutions adopted by Congress, No. 31.

back to the Manning Committee for revision. He could agree to the policy paper recommendations but felt that time off on board could not be compared to time off ashore. He also felt that the Conference should discuss the composition of the Manning Committee in order that a proper distribution of seats was achieved as regards categories and unions**.

Nevin (Great Britain) proposed that in Annex 2 para. 5 line 3 the words "be required to" should be inserted between the words "not" and "perform". On manning scales 3, 4 and 5 he further proposed that the asterisk be removed after Electrician/Electrical Engineer Officer. Also he felt that the position of Chief Steward/Cook should be replaced by one Steward and one Cook in manning scales 3, 4 and 5.

Benze (Germany) felt that the manning scales did not in all respects meet modern concepts and that the basic principles should take account of the use of multi-purpose ratings.

Nylund (Finland) supported the manning scales with Nevin's proposed additions and suggested that a new sub-paragraph 3c) (iv) should be added on page 2 of Annex 2: "navigation and safety equipment".

Schamann (United States) proposed that a Chief Engineer should be carried on all ships of 500 grt and above.

A lengthy debate followed during which **Drozak** (United States), **Lindvall** (Sweden), **Farrow** (Hong Kong), **Havik** (Sweden), **Morgan** (New Zealand), **Scott** (United States) and **Gross** (Norway) supported the adoption of the policy paper and manning scales as amended by Nevin and Nylund and during which **Luciani** (Argentina) opposed the scales on the grounds that minimum scales would become maximum scales, **Sant'Anna** (Brazil) proposed that the Manning Committee be expanded to cover especially representatives of unions in developing countries, **Aasarød** (Norway) clarified that he felt that there were not sufficient ratings included in the scales, **Mullens** (Australia) supported the proposal that Chief Steward and Cook should be two persons, **Tselentis** (Greece) endorsed Nevin's and Nylund's amendments to the policy paper and **Anttila** (Finland) supported the acceptance of the policy paper and manning scales without changes.

Lindström (Sweden) supported the referral back of the policy paper and manning scales to the Manning Committee for further discussion. So did **Tselentis** (Greece) who also felt that the Manning Committee should be expanded. **Franco** (Spain) proposed that the paper should be withdrawn and **Coppin** (France) urged that the proposed manning scales be revised.

The proposal by Aasarød to refer the policy paper and manning scales back to the Manning Committee was *defeated* by 300 votes against and 237 in favour on a membership vote. Nevin's and Nylund's amendments were *carried* by a show of hands. Schamann's proposal to add one Chief Engineer in manning scales 2, 3, 4 and 5 was also *carried* by a show of hands.

**A vote was later taken on a proposal by Aasarød (Norway) to increase the size of the Committee to be composed of 4 officers and 8 ratings and a second proposal by the Section Chairman that the Committee should be composed of 6 officers and 6 ratings. Aasarød's proposal was defeated by 48 votes against and 33 in favour on a show of hands.

Following the voting **Drozak** (United States) questioned on a point of order whether **Schamann's** proposal that a Chief Engineer be added was valid as no discussion had been held on the proposal. If a Chief Engineer should be added so should one engine room rating.

With regard to item 22 the **ITF Assistant General Secretary** enquired as to which affiliates would be represented at the UNCTAD meeting.

With regard to item 32 the **ITF Assistant General Secretary** outlined the arrangements made with regard to the hearing and extended an open invitation to all European seafarer affiliates to attend the hearing.

With regard to item 33 the **ITF Assistant General Secretary** drew attention to the fact that the seminar had requested that consideration be given to an intra-Caribbean ITF agreement and suggested that this matter be referred to the ITF Fair Practices Sub-Committee on the revision of the ITF Collective Agreement.

With regard to item 37 **Gilligan** (Irish Republic) asked why the Seamen's Union of Ireland had not been invited to this meeting and the **ITF Assistant General Secretary** explained that the Irish Transport and General Workers' Union had indicated that they were dealing with the company in question. Therefore the dispute was between the Irish Transport and General Workers' Union, the British National Union of Seamen and the Dutch Seafarers' Federation.

The Report on Activities (items 178-265 of Doc. XXXIV C-7) and the Supplementary Report on Activities (Doc. XXXIV C-7/S (Supp.)) with attachments (some as amended) were *adopted* with the exception of Annex 2 to Doc. XXXIV C-7/S (Supp.) in view of **Drozak's** point of order.

The Seafarers' Section Conference was resumed on 24 October 1983 when as a result of **Drozak's** point of order at the previous session **Gross** (Norway) submitted the following proposal to amend the manning scales: "It should be noted that the manning scales being considered relate to ships with periodically unmanned engine rooms. In other words the ships in question must be approved by authorities and classification societies for such trading. With this in mind my suggestion is that in the manning scales to which a Chief Engineer was added at the last meeting the number of Engineer Officers is reduced by one person. An asterisk should then be added after Engineer Officers and Engine Room Ratings with the following footnote: At times when it is necessary to stand continuous conventional watches the manning scale shall be increased by one Engineer Officer and one Engine Room Rating". This amendment was *carried* by 79 votes in favour, 12 against and 3 abstentions by a show of hands.

3. Motions

The motion on Appointment of Group of Experts on IMO Matters was *withdrawn* following an assurance by the **ITF General Secretary** that the work of the IMO would be more closely monitored and that the ITF was prepared to enlist the support of its affiliates on an ad hoc basis in which case the ITF would defray the cost of their attendance. The motion on International Law of the Sea (already adopted by the Fishermen's Section Conference as

amended) was also *adopted* unanimously by the Seafarers' Section. The motion ITF Seafarers' Section was *withdrawn* following an assurance by the **ITF General Secretary** that he would look into the work of the Seafarers' Section to see how he could devote more resources to the Section. The motion Inclusion of Electricians in Manning Scales was *adopted* by 87 votes in favour and 7 against. The motion Maintenance of Electrical/Electronic Equipment on Ships was *adopted* as amended. The motion Pilotage in the Baltic was *adopted* as amended. The motions Port State Control and ILO Conventions, Shipping and World Trade and Ratification of ILO Convention 147 and IMO STCW Convention were all *adopted* unopposed. The motion Assistance to Stranded Seafarers was *withdrawn* following an assurance by the **ITF Assistant General Secretary** that the ITF would do its utmost to assist in all deserving cases of abandoned seafarers.

(For texts see Annex: Resolutions adopted by Congress, Nos. 24-30).

4. Working Programme

The Working Programme proposed for the Seafarers' Section was *approved* as one of the attachments to the Supplementary Report on Activities (Doc. XXXIV C-7/S (Supp.)/WP).

5. Elections

K. Mols Sørensen (Denmark) and **S. Wall** (United States) were re-elected Chairman and Vice-Chairman of the Section respectively.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	J. Luciani	E. Dandois O. Real M. Pazos M. Pascual E. O. Venturini F. Ross
Australia	A. R. Dailey L. N. Mullens	
Belgium	R. van Cant	R. Dieles
Brazil	J. Levy e Silva	M. Sant'Anna
Canada	M. Sjoquist R. Gralewicz J. D. Hunter	R. Cook
Cyprus	H. Neocleous	
Denmark	K. Mols Sørensen (Chairman)	S. Fønсков
Faroe Islands	J. Høgenesen	O. Jacobsen
Finland	R. Anttila S-E. Nylund S. Sihvonen A. Suominen	O. Häyrynen
France	L. Coppin C. Vanderstrael	R. Deschamp J-M. Péhourticq
Germany	D. Benze	W. Zechner
Ghana	N. A. Ashietey	A. Walker
Great Britain	J. Slater E. Nevin K. A. Murphy	S. McCluskie P. J. Newman J. Bromley
Greece	M. Zenzefyllis	
Hong Kong	Au Yeung Ming E. H. Farrow	

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
India	L. Barnes	U. M. Almeida
Indonesia	K. E. Sukhia	U. S. Adam
Ireland	A. Soemadji	S. Soeroso
	F. Gilligan	W. Stacey
	R. Walsh	K. O'Brien
Israel	S. Avitan	I. Cohen
		Z. Plotnik
	E. Marcovitz	D. Yehezkel
Italy	M. Guidi	B. De Bonis
	G. Marangoni	S. Sierra
	F. D'Agnano	L. Orsi
Japan	A. Kawamata	S. Idemoto
Kiribati Island & Tuvalu	I. Malua	K. Birima
Korea	H. C. Bang	B. U. Kim
Malta	A. Caruana	
Netherlands	C. Roodenburg	P. Trommel
New Zealand	D. Morgan	J. Woods
	J. W. Dickinson	
	G. D. Harris	
	D. E. Graham	G. Levcaç
Norway	H. Aasarød	
	B. Sivertsen	P. Grönbeck
	F. Gross	
Panama	C. Villarreal	F. Samuel
Peru	J. Gomeró Rodríguez	R. Centeno Vidalon
Philippines	G. Oca	L. Mansueto
Portugal	A. A. P. Delgado	J. F. Fidalgo
Singapore	A. Karim	Leow Ching Chuan
	T. Tay	T. Au
Spain	L. M. Franco G.	C. Verdera S.
	J. M. Ibarguren	
Sweden	A. Lindström	N-B. Andersson
	C. Lindvall	E. Säföbom
	F. Havik	C. Themnér
Switzerland	H. Baumgartner	
Rep. of China (Taiwan)	Lie Ching-Chee	King Dye-Shain
Trinidad & Tobago	F. Mungroo	V. Glean
USA	J. Fay	F. Drozak
	R. T. McKay	
	S. J. Wall	R. Lioeanjie
	(Vice-Chairman)	
	A. Scott	W. R. Steinberg
	R. F. Schamann	

Standing Committee on Maritime Mobile Offshore Units

The composition of the Standing Committee on Maritime Mobile Offshore Units is as follows:

<i>Country</i>	<i>Member</i>
Argentina	E. Dandois
	J. Luciani
Australia	T. Boronovskis
	M. S. Boorman
Belgium	R. van Cant
Brazil	M. Sant'Anna
Canada	J. A. Levia
Denmark	K. Madsen
	A. Bruun
	A. C. Hansen
	S. Bøje Larsen
	A. Kruse

<i>Country</i>	<i>Member</i>
Germany	M. Blanke
Great Britain	R. Spruhan
	B. Parker
	J. Bromley
Greece	M. Zenzefyllis
India	K. E. Sukhia
Indonesia	S. Soeroso
Irish Republic	S. Tracey
	W. Stacey
Italy	M. Guidi
Netherlands	J. Vriesen
New Zealand	J. Woods
	J. McLeod
Norway	E. Gjennestad
	F. Gross
	H. O. Isaksen
Sweden	A. Lindström
Trinidad & Tobago	F. Mungroo
United States	R. Daschbach
	R. Lioeanjie
	A. Scott

Manning Committee

The composition of the Manning Committee is as follows:

<i>Country</i>	<i>Member</i>	<i>Category</i>
Argentina	M. del Pozo	Electrician
Finland	L. Heinonen	Engine Room Rating
Great Britain	E. Nevin	Master
	K. A. Murphy	Radio Officer
	S. McCluskie	Catering Rating
Greece	F. Papadopoulos	Electrical Officer
India	L. Barnes	Engine Room Rating
Norway	H. Aasarød	Catering Officer
Sweden	A. Lindström	Deck Rating
United States	A. Scott	Deck Officer
	R. F. Schamann	Engineer Officer
	F. Drozak	Deck Rating

Marine Pilotage Committee

The composition of the Marine Pilotage Committee is as follows:

<i>Country</i>	<i>Member</i>
Argentina	E. Dandois
Australia	F. Ross
Finland	O. Häyrinen
France	G. Castanier
Germany	W. Peters
Israel	Y. Groman
United States	D. Quick

Training Committee

The composition of the Training Committee is as follows:

<i>Country</i>	<i>Member</i>	<i>Category</i>
Australia	W. Moore	Deck Officer
	L. Mullens	Catering Rating
Brazil	J. Levy e Silva	Deck Rating

<i>Country</i>	<i>Member</i>	<i>Category</i>
Finland	S-E. Nylund	Master
	<i>Alternate Member: W. L. Rich (United States)</i>	
Great Britain	P. J. Newman	Catering Officer
	K. A. Murphy	Radio Officer
India	K. E. Sukhia	Electrical Officer
	L. Barnes	Engine Room Rating
Japan	A. Yoshida	Engine Room Rating
Norway	K. Halvorsden	Deck Rating
United States	R. Spencer	Engineer Officer
	J. Mason	Electrician

Maritime Policy Committee

The composition of the Maritime Policy Committee is as follows:

<i>Region</i>	<i>Member</i>
Africa	N. A. Ashietey
Asia	L. Barnes
Australia and New Zealand	D. Morgan
Canada	R. Gralcwicz
Great Britain	J. Slater
Latin America and the Caribbean	F. Mungroo
North Europe	H. Aasarød
Central Europe	J. Kahmann
South Europe	M. Zenzefyllis
United States	R. Lowen

Asian Seafarers' Regional Committee

The composition of the Asian Seafarers' Regional Committee is as follows:

<i>Country</i>	<i>Member</i>
Australia	F. Ross
Hong Kong	Au Yeung Ming
India	L. Barnes
Indonesia	A. Soemadji
Japan	A. Yoshida
Kiribati Island	I. Malua
Korea	S. S. Park
New Zealand	D. Morgan (<i>substitute J. McLeod</i>)
Pakistan	vacant
Philippines	G. Oca
Singapore	Lim Boon Heng
Taiwan	C. C. Lie

The Section Chairman and Vice-Chairman are ex officio members of all Committees.

6. Any Other Business

At the end of the discussion of the Supplementary Report on Activities **Doi** (Japan) spoke of the present circumstances in the Arabian Gulf in which the safety of seafarers serving aboard merchant vessels sailing in the region is seriously threatened by a considerable number of mines found adrift and at loose. As the Arabian Gulf is the sole lane for a large number of merchant ships flying various flags and trading to and from the ports in the coastal states of the Gulf he urged that the competent authorities of the Gulf States should take effective measures such as the establishment of detection, disposal and warning systems to deal with these mines drifting loose, in order

to ensure the safety of merchant vessels sailing in the Gulf. He further requested the ITF Secretariat to take appropriate measures to guarantee the safety of ships by drawing the attention of appropriate international agencies to this matter of vital importance.

Miranda (Mexico), speaking on behalf of the Mexican Masters and Pilots Guild and the Mexican Engineer Officers' Association, spoke of a splinter organization in Mexico which had attempted to organize and man ships with uncertificated personnel and requested that the ITF General Secretary in the name of the ITF Congress should despatch protest cables to the Mexican President and Secretary of Labour and Social Security to cancel the registration of the splinter organization.

S. WALL,
Rapporteur.

JOINT SEAFARERS' AND DOCKERS' SECTION CONFERENCE

The Conference of the Joint Seafarers' and Dockers' Sections was held on 22 and 24 October 1983 and was attended by 210 delegates, advisers and observers from 42 countries.

C. H. Fitzgibbon (WWF, Australia), Co-Chairman, took the chair. He congratulated his successor John Connolly (TGWU, Great Britain) and invited him to the platform.

1. Election of Rapporteur

C. H. Fitzgibbon (Chairman) was elected Rapporteur.

2. Report on Activities

Both the Report on Activities and the Supplementary Report on Activities were unanimously *adopted* without discussion.

3. Review of the Flag-of-Convenience Campaign

Lim Boon Heng (Singapore Organisation of Seamen) re-affirmed the request made by the Singapore unions at the March 1983 Fair Practices Committee meeting that Singapore be deleted from the list of countries considered to offer flag-of-convenience facilities. He gave clarification on numerous points of the amendments to the Singapore Maritime Shipping Regulations which, the Singapore unions felt, now came up to standards comparable to those obtaining in other traditional maritime nations. It was *agreed* that the Secretariat would take into consideration the views of the Singapore maritime unions when drawing up their proposals to the next Fair Practices Committee.

Heinonen (Finnish Seamen's Union) stressed the importance of having properly trained ITF Inspectors and requested that a more formal training programme be introduced.

Ashietey (Ghana Merchant Navy Officers' Association) informed the meeting that although to date the African unions had not been very successful in implementing the f-o-c policy, they did very much want to cooperate.

On paragraph 11 of the paper **Roodenburg** (FWZ, Netherlands), **van Cant** (BTB, Belgium), **Benze** (OeTV, Germany), **Lioeanjie** (NMU, USA), **Mungroo** (Seamen & Waterfront Workers' Trade Union, Trinidad) and **Spruhan** (NUS, Great Britain) spoke against the proposals whilst **Mols Sørensen** (Styrmandsforening, Denmark), **Bull** (WWF, Australia), **Lindström** (Seamen's Union, Sweden), **Drozak** (SIU, USA) and **Tselentis** (PNO, Greece) were in favour of it. Para. (v) (d) was removed from para. 11 and the paper was *adopted* by 131 votes to 6.

4. Motions

After discussion, motions on Flags of Convenience (submitted by the British National Union of Seamen) and Organization and Training of Seafarers on E-o-C Vessels (submitted by the Maritime Union of India) were *adopted* as amended (see Annex: Resolutions adopted by Congress, Nos. 32 and 33).

After discussion, the motion on Election of Fair Practices Committee Preparatory Sub-Committee was *withdrawn* by the presenters, the Swedish Seamen's Union, on the understanding that consideration be given by the Co-Chairmen and the Secretariat as to how the work of the Fair Practices Committee could be carried out more effectively and that a report on this be submitted to the next Fair Practices Committee.

After discussion, the motion on Grants towards Dockers' Welfare (submitted by the Swedish Seamen's Union and the Swedish Transport Workers' Union) was *defeated* by 17 votes.

5. Working Programme

This agenda item had already been covered under the discussion on Doc. XXXIV C/JSDC/3.

6. Elections

Fair Practices Committee

Laughton's proposal that the composition of the Fair Practices Committee remain as agreed at the Miami Congress with the addition of Indonesia and the deletion of Bermuda was *agreed*.

The composition of the new Committee is as follows:

<i>Country</i>	<i>Seafarers</i>	<i>Dockers</i>
Argentina	M. del Pozo	C. Loza
Australia	F. Ross	T. I. Bull
Belgium	R. van Cant	M. Devolder
Brazil	M. Sant'Anna	J. N. Rocha
Canada	R. Gralewicz	J. D. Hunter
China (Rep. of) (<i>Taiwan</i>)	C. C. Lie	
Denmark	K. Mols Sørensen	A. Kruse
Finland	L. Heinonen	L. Roppola
France	L. Coppin	C. Devaux*
Germany	D. Benze	M. Rosenberg
Ghana	N. Ashietey	
Great Britain	J. Slater	A. M. Evans
	E. Nevin	J. Connolly
Greece	M. Zenzefyllis	
Hong Kong	E. H. Farrow	

*subsequently replaced by J-M. Péhourticq

<i>Country</i>	<i>Seafarers</i>	<i>Dockers</i>
India	L. Barnes	S. R. Kulkarni
Indonesia	S. Soeroso	
Israel	E. Marcovitz	
Italy	M. Guidi	G. Marangoni
Japan	K. Kihata	
Korea	S. S. Park	D. I. Kim
Malta		A. Caruana
Netherlands	C. Roodenburg	K. Marges
New Zealand	D. J. Morgan	S. P. Jennings
Norway	Ø. Ringvold	O. Bach
Panama	C. Villarreal	M. Berrio I.
Philippines	G. Oca	
Portugal	T. Santos Cardoso	A. Laureano
Singapore	A. Karim	M. A. Nonis
Spain	L. M. Franco G.	A. J. Murua
Sweden	A. Lindström	H. Wahlström
Switzerland	H. Baumgartner	
Trinidad	F. Mungroo	
United States	S. J. Wall	T. W. Gleason
	J. Fay	

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

7. Any Other Business

Mols Sørensen thanked Charlie Fitzgibbon for all his invaluable work in the Joint Sections and for the excellent cooperation he had received from him since their election as Co-Chairmen at the Stockholm Congress in 1974. On behalf of the Joint Sections he wished him all the very best in his retirement. Fitzgibbon received a standing ovation from the Conference.

C. H. FITZGIBBON,
Rapporteur.

FISHERMEN'S SECTION CONFERENCE

The Conference of the Fishermen's Section was held on 24 October 1983. 51 delegates, advisers and observers from 24 organizations in 18 countries participated.

Chairman: O. Jacobsen (Faroe Islands).

1. Election of Rapporteur

The Chairman was elected Rapporteur.

2. Report on Activities

The **Chairman** urged all affiliates to pay more attention to those matters concerning fishermen which were under consideration at the IMO.

Levia (Canada) described in detail a situation which had arisen in Canada where, following several company bankruptcies in the fishing industry, a rescue operation was under way where the federal government, one provincial government, a bank and fishermen had become shareholders in a new company. The two governments had agreed that where the workforce in a company exceeded 100 employees layoffs of more than 100 employees or

half the workforce of a given plant would be subject to the approval of both governments. There was an over-abundance of fish in cold storage in Canada and a government commission had embarked on an advertising campaign in order to sell some of the stored fish to ease the situation.

The **Chairman** appealed to those countries which had not yet replied to the questionnaire on the "ITF Survey on fishermen's conditions" to do so at their earliest convenience.

With regard to Annex 1 to Doc. XXXIV C-7/F (Supp.) – a resolution on "EEC Fisheries" – **Buonaccorsi** (Committee of Transport Workers' Unions in the European Communities) suggested that this resolution now be amended in view of the fact that the ITF Assistant General Secretary concerned was now a member of the Joint Committee for the Social Partners in the Fishing Industry and would also have access to its working groups. (For the amended text of the resolution see Annex: Resolutions adopted by Congress, No. 23).

With regard to sub-paragraph 6(b) of Doc. XXXIV C-7/F (Supp.) the Conference proposed that J. Skrede (Norway) as well as the Chairman should be nominated to fill the two positions reserved for fishermen on the Joint FAO/ILO/IMO Working Group to prepare a "Document for Guidance on Fishermen's Training and Certification".

The Report on Activities (items 266-283 of Doc. XXXIV C-7) and the Supplementary Report on Activities (Doc. XXXIV C-7/F (Supp.)) were *adopted* unanimously as amended.

3. Motions

The motion on International Law of the Sea was *adopted* unanimously following one amendment (see Annex: Resolutions adopted by Congress, No. 24). The motion on "Exclusion Zone" in South Atlantic was *defeated* by 1 vote in favour, 18 against and 8 abstentions following a lengthy debate.

The Conference decided, however, to ask the ITF Secretariat to convene a meeting of the ITF's Argentinian and British fishermen's affiliates together with the Chairman of the ITF's Fishermen's Section in an attempt to resolve the issue of fishing rights within the area, if necessary by asking the Argentine and British governments to seek a negotiated settlement to this problem.

4. Working Programme

The Working Programme contained in Doc. XXXIV C-7/F (Supp.) was *adopted* with the addition of two items (Investigation of the influence of the activities of multinational corporations on fishermen; and Formulation of an ITF policy on mandatory training of fishermen) proposed by the Danish Transport and General Workers' Union (SiD).

5. Elections

O. Jacobsen (Faroe Islands) and **J. Skrede** (Norway) were re-elected Chairman and Vice-Chairman of the Section respectively.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Substitute</i>
Argentina	M. A. Pascual	J. Luciani O. Real M. Castro E. O. Venturini
Belgium	R. van Cant	
Canada	J. A. Levia	
Denmark	P. S. Mortensen	A. Kruse
Faroe Islands	O. Jacobsen (<i>Chairman</i>)	
France	L. Coppin	G. Hanno
Germany	W. Zechner	D. Benze
Great Britain	J. Connolly	K. A. Murphy
Iceland	O. Vigfússon	G. Hallvardsson B. Hédinsson R. Nesciobelli
Italy	M. Guidi	
Japan	S. Yanagida	
Netherlands	M. van Rossum	B. J. van Eldik
New Zealand	D. J. Morgan	J. Woods
Norway	J. Skrede (<i>Vice-Chairman</i>)	I. Nes
Portugal	A. Delgado	
South Africa	Ms. C. Benade	P. Kinnear
Spain	L. M. Tellacche	J. M. Unanue
United States	L. Bonser	J. Fay R. Daschbach

The Conference decided to dispense with the Social Policy Sub-Committee and instead appointed a *Steering Committee* consisting of the following members:

O. Jacobsen (*Chairman*)
J. Skrede (*Vice-Chairman*)
J. Connolly (*Europe*)
J. A. Levia (*North America*)
M. del Pozo (*Latin America*)
S. Yanagida (*Asia/Pacific*)
Ms. C. Benade (*Africa*)

6. Any Other Business

Coppin (France) invited the ITF to hold its next Fishermen's Section Conference in Boulogne-sur-Mer.

Dekeyzer, former ITF President and founding father of the ITF Fishermen's Section, addressed the Conference.

O. JACOBSEN,
Rapporteur.

CIVIL AVIATION SECTION CONFERENCE

The Conference of the Civil Aviation Section was held on 22 October 1983 at 9.30 a.m. in Madrid and was attended by 125 delegates and advisers from 39 countries.

1. Election of Rapporteur

W. A. Gill (Section Chairman) took the chair and was elected Rapporteur.

2. Report on Activities

The Report on Activities as contained in Doc. XXXIV C-7 and in the Supplementary Report on Activities Doc. XXXIV C-7/Ca (Supp.) was *adopted*, with the following observation:

O. Turegård (ITF, Sweden) thanked the ITF Secretariat and ITF affiliates for the support which they had received in their negotiations this year on SAS cabin crew, aimed at securing equal pay for equal work for cabin crew personnel from Denmark, Norway and Sweden.

3. Motions

The following motions were *adopted* unanimously:

- Cabin Crew Working Environment;
- Occupational Illness among Flying Staff;
- Use of Computer Systems in Civil Aviation;
- Pan American Redundancy Terms.

(For texts see Annex: Resolutions adopted by Congress, Nos. 34-37.)

The motion on Hijacking submitted by the Merchant Navy and Airline Officers' Association (Great Britain) was *withdrawn* on the grounds that the objectives of this motion had already been complied with.

4. Working Programme

The Working Programme as contained in Doc. XXXIV C-7/Ca/(WP) was *approved*, with the following observations:

- An invitation to hold the next Section Conference in Sweden was made on behalf of the three Swedish ITF civil aviation affiliates. It was, however, pointed out that there was already a standing invitation from the Singapore Air Transport Workers' Union to hold the next Section Conference there. It was therefore decided that the decision on where the Conference would be held should be left to the Secretariat in consultation with the unions issuing the invitations.
- P. Stier (CALFAA, Canada) proposed that the Cabin Crew Technical Committee should become more active and hold more meetings. He suggested that the Chairman could call meetings and that the unions could make more finances available in order to make this possible. It was also necessary that there should be more participation by North American cabin crew unions.

- Attention was drawn to the problems of members of the EEC Civil Aviation Workers' Committee not attending meetings and members were urged to take their duties more seriously. Civil aviation unions in the EEC area should also exert much greater influence on their national representatives both within the EEC Commission and the Council of Ministers in order to assist in achieving the social objectives of EEC civil aviation workers' unions.
- The ILO observer at the meeting was asked to take back a message to the ILO that the 1986/7 Biennium was far too late for any ILO civil aviation meeting to consider the problems of deregulation and competition policy.
- It was proposed that more work should be undertaken through study groups working independently and reporting back to the Secretariat and the Section. It was further proposed that the various technical committees could establish such study groups.

5. Elections

W. A. Gill (FEIA, USA) was re-elected Section Chairman and **H-B. Beyertt** (OeTV, Germany) was re-elected Section Vice-Chairman.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Antigua	B. W. Spencer	K. Smith
Argentina	H. Basteiro	M. Belgrano
Australia	T. Collins	
	B. Robinson	
	J. P. Maynes	T. Sullivan
Austria	W. Darmstädter	
Barbados	vacant	vacant
Belgium	D. Lintermans	
	R. Geldof	
Brazil	J. Trajano da Silva	E. Cicero de Lacerda
Canada	A. Sandziuk	
	T. Saunders	
	L. Leblanc	M. Jamernik
	P. J. Stier	B. Dunn
Costa Rica	G. Madrigal	
Denmark	E. V. Andersen	
	H. J. Jensen	
	vacant	
Fiji Islands	vacant	
Finland	H. E. Hänninen	A. Siniyoki
	O. Metsänen	E. Aro
France	M. Abraham	J-C. Blachère
	P. Le Gall	M. Le Moal
	C. Lemarchand	J. Goachman
	Y. Lequoy	R. Génovès
	vacant	
Germany	H-B. Beyertt (Vice-Chairman)	
Great Britain	A. Mahoney	R. Miller
	E. Nevin	J. Newman
	A. Kitson	J. Collier
Greece	J. Pircolos	
Hong Kong	R. Lim	

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
India	M. Bir Singh K. A. Khan P. N. Phadnis	C. Dhingra
Ireland	T. Walsh	J. Somers
Israel	D. Schewarzbard	
Italy	V. Toso B. Loi	
Japan	T. Sumiya Ms. S. Yoshikawa	M. Akiyama
Kenya	M. M. Ndambuki	
Luxembourg	R. Bleser	J. Schneider
Malta	A. Caruana	
Mexico	vacant	
Netherlands	H. A. Popelier L. A. Klemkerk J. F. M. Woltering	H. Leisink M. J. Kalkwarf J. H. Kostermans
New Zealand	R. D. Watson G. D. Harris Ms. J. Waddell	E. W. J. Ball
Nicaragua	vacant	
Norway	H. Evjen	
Pakistan	vacant	
Peru	vacant	
Portugal	F. J. Alves de Figueiredo J. Mateus	J. Tamagnini
Spain	L. I. Rodriguez	F. Del Rio
Sweden	O. Turegård K. Andersson	L. Åsen
Switzerland	V. Schwolf	U. Bollet
Uganda	S. Eldard Opio	
United States	W. A. Gill (<i>Chairman</i>) R. I. Kilroy C. S. Coleman	J. F. Otero A. Bertsch W. E. Granlund
	C. Hunt	
	W. L. Scheri	
	J. J. Kerrigan	E. Koziatek
Venezuela	vacant	

Flight Deck Technical Committee

The composition of the Flight Deck Technical Committee is as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	R. Perez	C. Delger
Belgium	J. Dion	J. M. Colson
Chile	vacant	
Denmark	O. S. Therkildsen	
France	J.-C. Sonnette R. Thiebaut (<i>Vice-Chairman</i>)	A. Lamarque A. Rolland
Germany	H.-B. Beyertt	vacant
Great Britain	R. B. Bricknell (<i>Chairman</i>)	P. Robertson R. Ellison-Smith
India	P. N. Phadnis	T. M. Chandran
Israel	vacant	
Italy	V. Caruso B. Alfeo	
Mexico	vacant	
Netherlands	L. A. Klemkerk	M. J. Kalkwarf

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Pakistan	vacant	
Spain	L. Madroño	
United States	W. A. Gill	
	C. Hunt	
Zambia	F. Imasiku	

Cabin Crew Technical Committee

The composition of the Cabin Crew Technical Committee is as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	M. Belgrano	M. Thiessen
Belgium	M. Baker	
Canada	C. Gaultois	
	L. Leblanc	M. Jamernik
	P. J. Stier	B. Dunn
Chile	vacant	
Denmark	T. Rytikønen	
France	M. Abraham	J-C. Blachère
Germany	H-B. Beyertt	vacant
Great Britain	E. McDermott (<i>Chairman</i>)	
	J. Collier	
Greece	J. Pircolos	
Hong Kong	R. Lim	
India	M. Bir Singh	C. Dhingra
Israel	vacant	
Italy	M. Cafarelli	A. Marinacci
	B. Alfeo	
Japan	H. Kato	
	Ms. S. Yoshikawa	M. Akijama
Luxembourg	R. Bleser	
Malta	A. Caruana	
Netherlands	J. F. M. Woltering (<i>Vice-Chairman</i>)	J. H. Kostermans
New Zealand	Ms. J. Waddell	
Portugal	J. Mateus	
Singapore	R. Doraisamy	
Spain	A. Romero	
Sweden	O. Turcgård	
Switzerland	V. Schiwoff	U. Boller
United States	G. Roberts	Ms. P. Fink
Venezuela	vacant	

Ground Staff Technical Committee

The composition of the Ground Staff Technical Committee is as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Argentina	H. Casarini	
	J. Sansat	
Australia	T. J. Collins	
	B. Robinson	
Austria	W. Darmstädter	vacant
Barbados	vacant	
Belgium	R. Geldof	R. Verbruggen
	D. Lintermans	K. Peeters
Canada	J. T. Saunders	
	A. Sandziuk	
Denmark	K. Madsen	
	A. Kruse	
	E. V. Andersen	

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Fiji Islands	vacant	
Finland	F. Eskelin	
France	Y. Lequoy	R. Génovès
	P. Le Gall	M. Le Moal
Germany	H-B. Beyertt	vacant
Great Britain	A. Mahoney	R. Miller
	J. Collier (<i>Chairman</i>)	
India	vacant	
Ireland	T. Walsh	J. Somers
Israel	vacant	
Italy	V. Toso	
	D. Sesta	
Japan	M. Sugita	
Kenya	M. M. Ndambuki	
Malta	A. Caruana	
Netherlands	H. A. Popelier	H. Leisink
New Zealand	R. D. Watson	E. W. J. Ball
	G. D. Harris	
Nicaragua	vacant	
Norway	H. Evjen	
Pakistan	vacant	
Peru	vacant	
Portugal	F. J. Alves de Figueiredo	
Spain	E. Del Rio Magaz	R. Sampablo Buezas
Sweden	O. Turegård	
	K. Andersson	
Switzerland	V. Schiwoff	U. Bolter
United States	C. S. Coleman	A. Bertsch
	W. L. Scheri	
	J. J. Kerrigan	E. F. Downey
	(<i>Vice Chairman</i>)	
Zimbabwe	K. Nuamukonda	

6. Any Other Business

The **Chairman** reported that K. A. Golding was giving up his position as Section Secretary of the Civil Aviation Section for health reasons. He pointed out that Brother Golding's connection with the Section went back to 1950 and thanked him for the excellent job which he had done as Section Secretary. The Conference gave a standing ovation to the Section Secretary.

P. Stier (CAI/FAA, Canada) reminded the Conference that the Civil Aviation Section had a commitment to achieving cabin crew licensing and that this subject would shortly be discussed once again at ICAO. Affiliates were asked to ensure that ICAO took notice of this demand by lobbying their governments in favour of cabin crew licensing. This applied not only to cabin crew affiliates, but to all unions who were members of the Section.

At the request of the Mexican pilots' representative, the Section recommended to Congress that it should intervene with the Nicaraguan authorities to secure the release of a Salvadorian pilot who had been held in custody by the Nicaraguan authorities for having violated their air-space as a result of having to make an emergency landing.

J. Mateus (Sindicato Nacional do Pessoal de Voo da Aviação Civil, Portugal) extended an invitation for the next Cabin Crew Technical Committee meeting to be held in Lisbon in September 1984.

W. A. GILL,
Rapporteur.

TRAVEL BUREAU WORKERS' SECTION CONFERENCE

The Conference of the Travel Bureau Workers' Section was held on 24 October 1983 at 2.30 p.m. in Madrid and was attended by 34 delegates and advisers from 14 countries. Also present as observers were W. A. Gill (Civil Aviation Section Chairman) and a group of 16 study group leaders from the Swedish affiliate HTF.

1. Election of Rapporteur

Lars Hellman (ITF, Sweden) took the chair and was elected Rapporteur.

2. Report on Activities

The Report on Activities as contained in Doc. XXXIV C-7 and in the Supplementary Report on Activities Doc. XXXIV C-7/Tr (Supp.) was *adopted*, with the following observations:

The Section should become more active in organizations such as the WTO, ILO, OECD and the EEC in order to help in achieving improvement and harmonization of conditions, vocational training and competency certification standards internationally. It was also vital that all union organizations with members in the tourism industry should work together. Tourism was a major growth industry and it was in the interests of both the Section and the ITF that it should be properly organized.

Attention was drawn to the close links existing between the civil aviation industry and the travel trade, with travel agencies installing computer terminals with direct access to airline computer terminals for booking tickets, and airlines operating in the tour and hotel business. The fact that the travel trade was badly organized and had poor conditions could adversely affect pay and working standards in aviation. At the same time, however, the direct computer linkage between travel agencies and airlines resulted in loss of employment in the travel bureau sector.

Other transport sectors also had close connections with tourism. The latter in fact had many strands and travel bureau workers needed to use all sources of information and help to improve their position. The primary work of trade union organization, however, had to be done by themselves.

The problem of the exploitation of travel trade employees working abroad for long periods and the difficulties of organizing and protecting them when they were not covered by their own national labour legislation also needed to be tackled. This could be done by the ITF coordinating affiliates' efforts at national level to improve conditions and to achieve the establishment of internationally-acceptable agreements for the travel trade. The drawing-up of a new and improved version of the ITF Model Collective Agreement was therefore an urgent task, as was also the study of the two multinational travel

undertakings American Express and Thomas Cook being undertaken by the Section. Affiliates were asked to cooperate by providing the Secretariat with the information necessary to both tasks.

Although it had been possible in some countries to organize the employees of larger companies, it had generally proved extremely difficult to do this in the case of the many small family-type travel agencies, which tended to be strongly anti-union and to refuse recognition. A special effort was needed in this area.

3. Motions

There were no motions referred to the Conference.

4. Working Programme

The Working Programme contained in Document XXXIV C-7/Tr/(WP) was *adopted*, with the following observations:

- that there was a need for Travel Bureau Section affiliates to assist in solving problems of representation at meetings of international official organizations.
- that study groups should be set up to deal with certain items on the Working Programme, but that since some of these items were inter-related they could be examined by the same study group.

5. Elections

L. Hellman (HTF, Sweden) was unanimously re-elected as Section Chairman, as were also **N. Ozaki** (KANKOROREN, Japan) and **C. A. Lyons** (TSSA, Great Britain) as Section Vice-Chairmen.

The following members were elected to the **Section Committee**:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Australia	J. P. Maynes	T. W. Sullivan
Canada	R. C. Smith	J. Boyce
	J. T. Saunders	
Denmark	H. J. Jensen	E. V. Andersen
Finland	T. Lehmusto	H. Marviala
France	R. Hers	D. Iarovay
	P. Morsink	vacant
Germany	K. Haussig	G. Hütter
Great Britain	C. A. Lyons	J. L. Richardson
	(<i>Vice-Chairman</i>)	
	A. Mahoney	R. Miller
	A. Kitson	J. Collier
Ireland	C. Kirwan	J. Burke
Italy	V. Toso	
Japan	N. Ozaki	
	(<i>Vice-Chairman</i>)	
	M. Ito	
Kenya	vacant	
Malta	A. Caruana	
Netherlands	E. Niehot	
	Ms. M. Veenstra	
Spain	F. Nenclares Alonso	J. L. Perez de Ziriza

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Sweden	L. Hellman (<i>Chairman</i>) S. Hellström	
USA	J. F. Otero	F. T. Lynch W. L. Scheri

6. Any Other Business

The **Chairman** expressed the Section's thanks to KANKOROREN for inviting the Sub-Committee to meet in Tokyo in May 1984 and to BRAC for inviting the 1985 Section Conference to San Diego, California.

The meeting was then closed.

L. HELLMAN,
Rapporteur.

RESOLUTIONS ADOPTED

1. Unemployment

This Congress, being gravely concerned at the continuing high level of unemployment in the majority of member countries of the ITF, believes that a concerted campaign should be launched by the trade union movement for the adoption of measures designed to alleviate the hardship and suffering caused by unemployment.

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, therefore CALLS FOR the elimination of overtime working, a reduction in working time (including a reduction in hours and increased holidays) and earlier retirement; and

URGES the Executive Board to meet at the earliest opportunity to agree common objectives and a plan of campaign designed to apply the maximum pressure on both employers and governments.

2. Workers and New Technologies

The introduction of new technologies has led to fundamental changes in methods and conditions of work in the transport sector. More and more transport employees are faced by job losses, de-skilling, the growth in shift work and job monotony.

The introduction of new technology is often aided by subsidies from national governments and international institutions. The social consequences of these measures are either simply not appreciated or do not receive adequate consideration.

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, therefore RESOLVES:

- to counter falling levels of employment by advocating a further reduction in hours of work;
- to endeavour further to reduce the health risks from shift working;
- to strive to minimize the negative effects of new technologies on the workers; and
- to agree to the introduction of new technologies only when this is accompanied by social measures that will ensure that the workers suffer no hardship as a result.

3. Transport Policy

The unions affiliated to the ITF view with concern the general social and economic situation which is characterized by:

- intolerably high levels of unemployment;
- economic stagnation;
- a wide disparity in the relative prosperity of rural and industrial regions; and
- a growing threat to the environment.

Inadequate salaries, poor social conditions, excessive working hours, inadequate training and the constant flouting of regulations on working hours are the experience of many workers in the transport sector – a situation that has come about because of a failure of transport policy. Private transport has been excessively promoted at the expense of public transport, which has been systematically neglected for decades, and this has led inevitably to high traffic accident rates and excessive energy consumption. Indeed, the point has now been reached where a radical change of course in matters of economic and transport policy is called for if we are to escape from the current impasse. Such a rethinking of transport planning must aim to bring about:

- an overall transport system geared to meeting its communal obligations and not the needs of private profit;
- the placing of environmental considerations and road safety before economic viability;
- the promotion of energy-saving transport modes;
- the expansion of those public transport services that are essential to the majority of the population and particularly to those who live in remote areas;
- a return to full employment;
- a continuous improvement in the working conditions of those employed in the transport sector.

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, therefore

RESOLVES that transport planning and the regulation of the transport market should take place along the following lines:

- There should be public financing of public urban passenger transport and the railways. Public infrastructure investment in the roads should be directed principally towards removing traffic bottlenecks, improving road safety and environmental protection, and for road maintenance;
- Special attention should be paid to ensuring that public transport undertakings meet their commonweal obligations. Ruinous competition between transport carriers and undertakings endangers these social and commonweal aspirations and should therefore be avoided. The legal framework governing the regulation of the transport market should be redrawn in certain key areas as this is the only means by which it is possible for commonweal-oriented undertakings to remain financially viable;
- The social and working conditions of those employed in the transport sector must be improved, the pertinent regulations effectively policed and penalties for non-compliance very greatly increased;
- Efforts at all levels to improve road safety must be stepped up;
- Traffic bottlenecks in the international road transport network that hinder road transport operations must be removed in the interests of regional equality and economic development. Tedious border formalities should be simplified.

4. Protection of the Marine Environment

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **RECOGNIZING** that the animal and plant life of the world's oceans is under threat from

- polluted rivers
- the dumping of nuclear waste
- vessels cleaning their tanks and discharging used oil
- industrial effluents
- chemicals etc.

and that this seriously threatens the jobs above all of workers in the fishing industry;

CALLS ON all ITF affiliated unions to do all within their power to curb the growing destruction of the marine flora and fauna;

CALLS ON the ITF to take the appropriate steps vigorously to defend the marine environment; and

URGES all ITF unions to instruct their members to refrain from any action that would lead to marine pollution.

5. Dumping of Nuclear Waste at Sea

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

EXPRESSES alarm at the policy of certain governments to use the world's oceans as dumping grounds for nuclear waste and at the consequential threat of radioactive pollution to marine life and, ultimately, the health and safety of ordinary people,

CONDEMNS the British government's recently published intention to escalate sea dumping activity by working on the disposal of high-level nuclear waste,

NOTES that in February 1983 the London Dumping Convention, the United Nations-sponsored agency which regulates the disposal of hazardous wastes at sea, passed a resolution by 19 votes to 6 in favour of a two year moratorium on nuclear waste dumping at sea pending the outcome of an expert analysis of its impact on the marine environment,

WELCOMES the opposition to nuclear waste dumping at sea expressed by numerous trade unions and trade union centres around the world,

APPLAUDS the actions of those affiliates which have called on their members not to handle or transport any nuclear waste to be dumped at sea and have therefore prevented the dumping of nuclear waste at sea in 1983,

URGES all affiliates to agree to join the boycott of nuclear waste to be dumped at sea, and

REQUESTS the ITF Secretariat to co-ordinate the international boycott by collating and circulating information received from affiliates on the planned movement of nuclear waste to be dumped at sea and on the chartering or use of ships, trains, road vehicles or aircraft for transporting the waste.

6. Shooting-Down of Korean Air Lines B-747

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

STRONGLY ENDORSES the action of the ITF Secretariat in condemning the brutal shooting-down by the Soviet Air Force of an unarmed Korean Air Lines Boeing 747, resulting in the death of its 269 passengers and crew members, and in calling upon the Soviet Union to accept full responsibility for this, including the payment of compensation to the families of the innocent victims.

IT ALSO ENDORSES the call made by the ITF for its affiliates to demonstrate their abhorrence of such behaviour by taking industrial action against Aeroflot aircraft in order to bring home to the Russian government how deeply aviation and other transport workers feel about attacks on civil aircraft.

CONGRESS FURTHER STRONGLY APPROVES the fact that the ITF and its affiliates have urged upon ICAO the need for it to undertake an immediate independent investigation of this incident as well as to secure the conclusion of international instruments which would prevent and outlaw such crimes in the future.

For this reason, CONGRESS WELCOMES the decisions taken by the ICAO Council to conduct such an investigation, to review the provisions of the ICAO Convention, its annexes and other related documents, and to consider amendments to these which would prevent the recurrence of such a tragic incident.

IT FURTHER WELCOMES the fact that ICAO is to examine with the highest priority an amendment to the ICAO Convention which would involve an undertaking by Member States not to use force against civil aircraft.

Finally, CONGRESS RESOLVES that the ITF and its affiliates should maintain all possible pressure to secure compensation for the relatives of those passengers and crew members who lost their lives as the result of the destruction of KAL Flight 007, and to ensure that the promised amendments to ICAO instruments are implemented as quickly as possible.

7. Misuse of Bankruptcy Laws for Anti-Union Activity

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

HAVING CONSIDERED the events following the adoption of the resolution on the Deregulation of Air Services by the 33rd ITF Congress, meeting in Miami in July 1980, and

HAVING NOTED that in the current dispute between Continental Airlines and its employees as represented by United States ITF-affiliated and other airline unions, the company last month misused Chapter 11 of the US Bankruptcy Act in order to declare itself bankrupt and then immediately reorganize its operations in order to avoid complying with existing agreements with those unions and as an excuse arbitrarily to reduce its labour force, cut wages and impose lower standards of working conditions,

BELIEVES that bankruptcy laws should in no circumstances be utilised to undermine workers' rights or as a means of avoiding a company's social and contractual obligations, and that the example of Continental Airlines could easily be followed by other companies in both the airline and other transport industries, providing employers with a new and extremely pernicious device to destroy union organization and hard-won wages and working conditions, and

ALSO BELIEVES that these actions by Continental Airlines are yet another example of the damaging effects of deregulation about which the ITF expressed its deep concern in its resolution adopted at the 33rd ITF Congress.

Congress therefore **STRONGLY CONDEMN**S any attempt by undertakings to circumvent their social and contractual obligations in this way and draws the urgent attention of all transport workers' unions to the dangers inherent in allowing companies to abuse bankruptcy legislation for such purposes.

It also **PLEDGES** its complete support to the airline unions in the United States who are at present engaged in fighting against this practice, recognising that if they do not win their battle, then unions in other countries may find themselves in turn threatened by similar tactics.

8. Participation of Women Workers in Educational Activities

WHEREAS women have become an important part of the labour force in Central America in recent years and should therefore be represented in appropriate numbers in the leadership of the trade unions;

WHEREAS the ITF has on a number of occasions urged the more active participation of women in trade union affairs;

WHEREAS male trade union leaders have cited the lack of trade union education for women as one of the reasons for not heeding this advice;

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

- 1) **CALLS ON** the ITF to urge its affiliates as a top priority to encourage the increased participation of women trade unionists in national and international training and education programmes;
- 2) at the same time, in order to achieve this objective, the ITF should so arrange its programme of educational activities that equal numbers of men and women are enabled to participate and should, where necessary, organize activities solely for women workers.
- 3) **CALLS ON** the ITF to declare as its first priority the solution of the employment problems which African women are facing and for this purpose to place at the disposal of the Regional Representative for that continent all necessary resources to enable him to plan and carry out an effective campaign of action on behalf of our sisters concerned.

9. Observance of International Conventions

WHEREAS it is the duty of the ILO to promote good relations between workers, employers and governments and guarantee stable employment and respect for human dignity as laid down in various ILO Conventions;

WHEREAS the countries of Latin America are not observing these Conventions;

WHEREAS Latin American labour laws are often so framed that they conflict with the spirit of ILO Conventions and the Declaration of Human Rights;

WHEREAS, in practice, workers are fired, suffer unemployment, imprisonment, exile and even death for defending the interests of the working class;

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **RESOLVES:**

- 1) that the ITF urge the ILO to demand of Latin American governments that they observe those Conventions they have ratified and are thus obliged to implement;
- 2) to ask democratic organizations to show solidarity and support for Latin American workers, who are suffering persecution and the violation of their trade union rights.

10. Dismissal of Trade Unionists by Hapag-Lloyd AG

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **CONSIDERING**

— that members of the German Public Service and Transport Workers' Union (OeTV) have adopted a resolution on board the container vessel "Alemania Express" in which they call upon the OeTV and the ITF to oppose the transport of Cruise missiles and Pershing II missiles;

- that the shipowners Hapag-Lloyd AG, upon learning of this resolution, initiated procedures of notice of dismissal of the captain of the vessel and two members of the maritime workers' council, and
- that by these measures Hapag-Lloyd AG is attempting to restrict the internationally recognised free democratic trade union movement,

CALLS UPON Hapag-Lloyd AG to withdraw the notices of dismissal initiated against the trade union members, Captain Hein Kraft, and the maritime workers' council members Seifert and Sönksen,

and **POINTS OUT** that Hapag-Lloyd cannot expect to be treated particularly kindly by ITF affiliates if it were not to follow this request.

11. Railway De-nationalisation

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **RECALLING** the resolution adopted by the ITF Railwaymen's Section Conference held in Luxembourg in February 1982 on De-Nationalising the Railways;

NOTING that railway deficits may be attributed to the misguided transport policies of governments;

CONSIDERING that the de-nationalisation of the railways is incompatible with the socio-economic rôle of public transport, poses a threat to the jobs and conditions of railway staff and obstructs the pursuance of an overall transport policy;

MINDFUL that the energy crisis and a growing awareness of environmental considerations have led recently to a wider recognition of the advantages offered by the railways;

REJECTS categorically any de-nationalisation of the railways;

EXPRESSES great concern at the fact that the governments of many countries intend to enforce the de-nationalisation of the national railways in total disregard of the strong opposition of the unions concerned; and

CALLS UPON all affiliated unions to support the railwaymen's struggle against such government policies.

12. Damages Suit against Japanese Railwaymen

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **RECALLING** the earlier resolution on this subject adopted by the 32nd Congress of the ITF held in Dublin in July 1977;

BEING DEEPLY CONCERNED at the fact that the Japanese National Railways and the Government of Japan are pressing for an early conclusion of the court proceedings and have absolutely no intention of withdrawing the suit for ¥ 20,200 million (approximately US\$ 84 million) damages against the two ITF railwaymen's affiliates;

CONDEMNS the outdated labour policies of the Japanese government as being the principal cause of the dispute;

CONSIDERS that the claim for such a huge amount in damages amounts to a vindictive attempt to cripple or even eliminate the unions concerned;

REITERATES that this lawsuit not only runs counter to internationally accepted labour practices, but is detrimental to the establishment of normal industrial relations; and

STRONGLY URGES the Government of Japan and the JNR Authorities immediately to withdraw the damages suit and to restore full trade union rights to the railway employees.

13. ILO Convention on Working Conditions of International Road Transport Drivers

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, **RECALLING** the resolution on an Agreement concerning Norms for International Road Haulage adopted by the 32nd ITF Congress in Dublin in 1977, and noting that this matter is no nearer a conclusion;

BELIEVES that regulations on minimum standards for road transport drivers should be laid down in an ILO Convention;

INSTRUCTS the General Secretary to promote the adoption by the ILO of a Convention on drivers' welfare and working conditions.

This ILO Convention shall set basic requirements in respect of minimum conditions of employment.

14. Assistance to Drivers Abroad

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

NOTING:

that the problems encountered by international road haulage drivers are growing due to the expansion in this form of transport, stricter border formalities and increased traffic density;

that the number of attacks on heavy goods vehicles has increased recently;

that the ILO Governing Body has decided to place on the agenda of the 11th Session of the Inland Transport Committee scheduled for 1984/5 the questions of job security and medical protection of road transport workers;

DEMANDS that in pursuance of the decisions of the 33rd Congress and the 1982 Road Transport Workers' Section Conference an ILO Convention on social, legal and medical protection for drivers abroad be adopted;

that this should include at least the following basic provisions: sickness insurance, the right to repatriation in the event of sickness, life insurance, and legal protection with free choice of solicitor;

that work on the drafting of the Convention be commenced without delay;

that discussions be opened on measures to offer drivers more effective protection against attacks;

and that in accordance with the decision of the Road Transport Workers' Section Conference held in Stockholm in 1982 the ITF should make known the results of its investigations into how trade union assistance may most effectively be rendered to drivers abroad.

15. Social Security Provision for Drivers Working Abroad

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

CONSIDERING it unjust that the relevant national social security provisions should not apply in the event of sickness or accident involving drivers working abroad and that assistance should not be available to drivers following a traffic accident in a foreign country;

AWARE that drivers when within their own national boundaries are entitled to the full range of national social security benefits;

DEMANDS that the social security provisions of any given country should extend to citizens of that country when working abroad;

and

CALLS UPON the ITF General Secretary to promote at the next ILO Inland Transport Session the adoption by the ILO of a Convention giving all those working abroad the right to the same social security cover and assistance as they are entitled to within their own country.

16. Legal Assistance to Drivers Abroad

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

AWARE OF the difficulties faced by drivers following a traffic accident in a foreign country;

RECOMMENDS the ITF, in consultation with the members of its Road Transport Workers' Section, to explore the possibilities of drivers receiving advice or assistance from ITF affiliated organizations in the country concerned.

17. Deregulation of the Road Haulage Industry

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

TAKING NOTE of the fact that the Government of Japan is planning a considerable relaxation of the heavy goods vehicle licensing system and of regulations on tariff-fixing as part of its policy of encouraging free competition and bringing about reduced government intervention in the industry – a policy that is now common in the industrialized world;

BEING CONCERNED that such a policy would result in excessive competition between carriers and encourage illegal practices such as fare-dumping and the overloading of vehicles, with serious adverse effects on the wages, working conditions and employment security of workers in the industry, as well as leading to an increase in traffic accidents and damage to the environment;

RESOLVES:

to urge the government of Japan to reconsider its position, and

to instruct the Secretariat to conduct a worldwide survey on the state of deregulation in international road haulage with the aim of formulating an effective ITF policy on the subject.

18. Transport of Dangerous Goods

Increasing traffic density and the fact that more toxic substances are now being carried mean that the transport of dangerous goods by road has become a serious threat to man and the environment. This danger is added to by inadequate safety regulations, too few safety checks, too low penalties for non-observance and in some cases by wide variations in the pertinent national regulations. Transport undertakings are only too eager to take advantage of this unsatisfactory situation to make large profits at little risk to themselves, while the dangers to the public are ignored.

Checks made in the Federal Republic of Germany in 1979 on 255 road tankers revealed that 114 had technical faults, 92 of them serious. Only 48 vehicles were in perfect order. The carelessness with which highly toxic substances are often handled reached its climax with the recent week-long “disappearance” of 41 drums of dioxin owned by Hoffmann La Roche and their “reappearance” in mid-May in a totally unsecured area. Such dangers to the public can no longer be tolerated.

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, therefore DEMANDS:

- effective national regulations and international conventions to protect the general public and transport workers involved in the transport of dangerous goods;
- that the principle of causal and precautionary responsibility be applied internationally, with all persons producing hazardous waste being required to make prior arrangements for its safe disposal or dumping;
- an international reporting and inspection system to reduce the transport of dangerous substances to a minimum;
- improved safety standards, more police checks, stiffer penalties, including the revoking of licences;
- that all privately-owned treatment plants be turned into special treatment plants and placed under state control so that the risky business of storing or disposing of dangerous chemicals no longer takes place according to considerations of private profit;
- that as workers in special treatment plants bear a heavy responsibility and are exposed to considerable risks they should receive better training, retraining and information and be given regular medical examinations.

19. Competition and Health and Safety in Inland Navigation

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

CONSIDERING that in a number of countries and regions there exists unfair competition between individual transport modes (road, inland navigation and rail) and that this is prejudicial to the interests of workers, consumers and carriers alike;

NOTING that this unfair competition is often the result of wide variations in working conditions and regulations in the different countries;

NOTING FURTHER that in many countries there is no health and safety legislation for workers in inland navigation and that where such regulations do exist they are often inadequate, and that this has an adverse effect on the control of the transport capacity as well as on other forms of transport;

REQUESTS the General Secretary (a) to develop, in consultation with ITF affiliated unions, international policies for the regulation of the transport capacity, as well as, to the fullest extent possible, for the promotion of uniform health and safety provisions for workers in inland navigation, and (b) to undertake, in cooperation with the I.L.O., the necessary steps for the harmonization of the conditions of workers in all sectors of transport.

20. Response to New Technology in Ports and Other Transport Sectors

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

NOTING that in all countries major changes are taking place in cargo handling (e.g. containerization, and the use of new methods and equipment) and that the introduction of new technologies generally in all sectors of the transport industry has a direct bearing on job content and levels of employment and on the conditions of workers in the industry;

BEING CONCERNED in particular at the effect on employment and job opportunities in the developing countries, many of which already suffer from massive unemployment and do not have adequate social security provisions;

NOTING also that in discussions between trade unions and employers aimed at developing joint strategies for dealing with the problems that arise, the employers invariably state that these changes are due to developments in other countries that are beyond their control;

NOTING moreover that this is a specious argument, in that the employers are in fact pursuing a deliberate policy and not merely reacting to developments beyond their control;

CONSIDERING that unions worldwide face these problems and should therefore develop joint and coordinated trade union strategies to counter the employers' stance and protect the interests of the workers they represent;

REQUESTS the General Secretary to create the conditions which would make it possible for the transport workers in the ITF to develop such a joint trade union strategy, whereby the social conditions and levels of employment of the workers would be protected.

21. ILO Activities in the Port Industry

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

CONSIDERING that the ports are an important part of the transport industry and that workers in this sector too need the assistance of the International Labour Office;

CONSIDERING that the International Labour Office is involved in solving the economic and social problems of workers in the railway, maritime, inland navigation, road transport and civil aviation industries and that this activity makes it possible for the ITF and its affiliated unions to develop international policies for its members in these sections;

CONSIDERING FURTHER that the International Labour Office has insufficient manpower to support and assist workers in the port industry in the same way as it does those in other sectors of the transport industry;

REQUESTS the General Secretary to take the necessary action, and to ask the International Labour Office to give more attention, manpower and support to the port industry; and

CALLS UPON the International Labour Office to give all possible support to the port industry by making more assistance and manpower available for that purpose.

22. Revision of ILO Convention 137

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, CALLS ON the ITF Secretariat to contact the ILO Governing Body urging that it place on the agenda of an early International Labour Conference the question of the revision of Convention No. 137 and that the Office prepare a draft text for the new Convention more clearly defining the terms "dockworker" and "dock work" and establishing more precisely than hitherto the right of dockworkers to permanent or regular employment. The Convention should be so worded that it is impossible to evade its spirit by, for example, transferring "conventional dock work" from workers at the docks to other groups of workers.

23. EEC Fisheries

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, BEING CONSCIOUS of the paramount need for all ITF affiliated fishermen's unions to show unity in coming to grips with the problems facing their respective memberships as a result of political decisions governing access to fishing grounds and the size and distribution of the total allowable catch of any species and to keep abreast of and influence social policy decisions affecting their respective memberships,

DEPLORES the fact that Workers' representatives are not granted sufficient access to EC negotiations with third countries on fisheries agreements,

RECOMMENDS therefore that these views are transmitted in the strongest possible terms through the Committee of Transport Workers' Unions in the European Communities to those responsible within the EC machinery and requests better representation for fishermen on the relevant EC Consultative Committee,

RECOMMENDS FURTHER that all ITF fishermen's affiliates in the EC approach their respective governments to obtain such access.

24. International Law of the Sea

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

NOTING that the United Nations Conference on the Law of the Sea (UNCLOS) led finally to the completion of the International Convention on the Law of the Sea, which was signed by 117 countries after exhaustive deliberations lasting for over ten years;

URGES those governments which are now reluctant to sign the Convention, despite having supported it at UNCLOS, to ratify it at the earliest opportunity, since the world's transport workers affiliated to the ITF are convinced that unobstructed navigation of the world's seas, on the basis of international consensus, is beneficial to the world community.

25. Inclusion of Electricians in Manning Scales

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

NOTING that modern technological developments in the field of electronics can increase safety and productivity aboard ship, yet call for qualified personnel, specialized in operating the relevant equipment;

FURTHER NOTING that the need for electricians to be properly trained has not yet been recognized and that as a result this rating is still not included in vessel manning scales;

RECOGNIZING that the absence of the electrician rating from vessel manning scales jeopardizes the safety of life at sea and that of the vessel, resulting in an increase in marine accidents;

DEMANDS that action be taken at both national and international level in order to achieve the inclusion of the electrician rating in vessel manning scales;

BELIEVES that where electrical work is assigned to other ratings this is inconsistent with the need for detailed knowledge of a speciality in growing use on board ship; and

POINTS to the dangers involved where electrical work is carried out by other than qualified electricians.

Congress CALLS ON the ITF Secretariat to make the necessary arrangements for the convening of a Conference of affiliates in order to consider this issue and adopt activities which would promote the inclusion of the electrician rating in vessel manning scales and ensure that this policy is substantially adhered to.

26. Maintenance of Electrical/Electronic Equipment on Ships

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, RECOGNIZING that an increasing amount of electrical and electronic equipment is being carried on ships;

RECOGNIZING that safety on board depends upon adequate training of seafarers in the use and maintenance of all equipment;

RESOLVES that affiliated unions should continually press their national governments to include within their shipping legislation a requirement that appropriate crew members should be specially trained in the maintenance of electrical and electronic devices and that an opportunity should be provided for such crew members to update and extend their training in these areas.

27. Pilotage in the Baltic

WHEREAS the growing number of merchant vessels plying the Baltic indicates a need for more regular use to be made of marine pilots in the Baltic area, with a view to ensuring maritime safety and the protection of the marine environment;

WHEREAS officers on vessels originating from areas outside the Baltic are not always conversant with the special conditions that exist in the Baltic and its archipelago, particularly in winter, and which call for detailed specialist knowledge on the part of the officers concerned; and

WHEREAS qualified "Baltic pilots" can be supplied by the various Baltic coastal states;

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IS OF THE VIEW that vessels from outside the Baltic and large ships above 50,000 dwt should normally carry a pilot when in Baltic waters;

FIRMLY OPPOSES a widening of the granting of dispensations from the obligation to carry a pilot when entering the archipelago;

REQUESTS the ITF Marine Pilotage Committee expanded to include a number of representatives of organizations covering masters and mates to further specify which ships shall be obliged to carry a pilot.

The recommendations issued by the ITF Marine Pilotage Committee shall be regarded as ITF policy until the next conference of the ITF Seafarers' Section.

28. Port State Control and ILO Conventions

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

WELCOMES the introduction of port state powers through ILO Convention 147 entering into force on 28 November 1981, and the sentiments of the Paris Memorandum of 26 January 1982, but regrets that inspections will be simply to "check the certificates and documents relevant for the purposes of the Memorandum" and that there is scope for applying standards of inspections differently, particularly with regard to ILO Convention 98 (the Right to Organise and Collective Bargaining).

NOTES that whilst port states may require vessels to meet international standards, ultimate responsibility for taking action against vessels which do not meet internationally recognised standards remains with flag states.

CALLS UPON affiliates to press their governments for tighter enforcement of the provisions of ILO Convention 147, especially regarding the right to organise and collective bargaining.

REQUESTS the ILO to examine ways in which improvements can be made in the standards of enforcing ILO Conventions relating to seafarers.

29. Shipping and World Trade

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

RECALLS the resolution adopted by the ITF's Miami Congress in July 1980 that support and encouragement should be given to the development of liner cargo sharing arrangements for national flag fleets outlined in the UNCTAD Code of Conduct for Liner Conferences.

NOTES that governments have sought to define 'national shipping lines' so that vessels not flying the flag of trading partners and not using domiciled crews can be employed.

CALLS UPON affiliates to press governments which have ratified the UNCTAD Code of Conduct for Liner Conferences to define 'national shipping line' so that only national flag and nationally crewed vessels are included.

CALLS UPON all affiliates to press their governments to examine ways in which international trade can be better planned and managed to avoid the harmful fluctuations in demand for shipping, which create job insecurity and downward pressure on terms and conditions of employment.

30. Ratification of ILO Convention 147 and IMO STCW Convention

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

WELCOMES the endorsement by the ITF Fair Practices Committee meeting in March 1983 of the statement adopted by the ITF ad hoc meeting on the employment of non-domiciled seafarers, Rotterdam, 22 July 1982;

NOTES the achievements and progress of the ITF Campaign against flags of convenience;

REQUESTS the governments concerned to take the necessary measures to ensure that the wages and working conditions of the flag state are rigorously applied to non-domiciled seafarers serving aboard ships of the traditional maritime countries and that fair and legal recruiting procedures are enforced through the competent agency and/or the ITF affiliates in the flag country;

CALLS ON the governments of the countries responsible for port state control under the provisions of ILO Convention No. 147 and of the IMO (STCW) Convention to ascertain that these ships are adequately manned by seafarers duly qualified and certificated;

DRAWs the particular attention of the ITF affiliates concerned to these provisions; and

APPEALS to those governments that have not already approved the above-mentioned international conventions to ratify them as soon as possible in order further to ensure safety of life at sea.

31. Future Global Maritime Distress and Safety System (FGMDSS)

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

RECALLING the resolution on Policy Positions on Radio adopted by the Congress in Miami on 18 July 1980;

FURTHER RECALLING that the resolution demanded 500 kHz ship to ship alerting, the carriage of a Radio Electronic Officer for technical maintenance and as a manual fallback capability in the proposed Future Global Maritime Distress & Safety System (FGMDSS);

NOTING that the International Maritime Organization's (IMO) proposed FGMDSS excludes 500 kHz ship to ship alerting and, so far, has made no provision for the carriage of a Radio Electronic Officer;

RECOGNISING that the IMO proposal is in direct contradiction to the "Policy Positions on Radio" Resolution and will seriously degrade the Safety of Seafarers; and

BEARING IN MIND seafarers' views on the FGMDSS;

CALLS ON all maritime unions affiliated to the ITF to inform their Administrations that their members will not undertake any duties normally performed by the Radio Officer/Radio Electronic Officer and will not operate the FGMDSS.

32. Flags of Convenience

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, NOTES the continuing growth of flag of convenience fleets.

RECOGNIZES that flag of convenience shipping represents a form of capital which is not subject to social control, and that the beneficial owners of flag of convenience shipping escape economic and social obligations and responsibilities in their countries of residence by tax avoidance, payment of crew wages below the ILO minimum wage recommendations, and the failure to provide social and welfare conditions.

WELCOMES the UNCTAD resolution that flag of convenience registries should be transformed into normal shipping registries, but regrets the slow progress being made.

NOTES the continuing high incidence of shipping casualties involving flag of convenience vessels.

REGRETS that flag of convenience states have been ineffective in supervising their registered fleets and allow vessels to operate which are unseaworthy both as far as manning and equipment are concerned.

NOTES the growth in the provision of ITF approved crews for flag of convenience vessels.

NOTES the difficulties which affiliates face in combating the exploitation of crews on flag of convenience vessels, particularly by national legislation restricting the freedom of affiliates to take action against flag of convenience vessels.

WELCOMES the re-affirmation at the ITF Fair Practices Committee meeting in London 22-23 March 1983, that where the ITF affiliate in the country of beneficial ownership opposes the flagging out of a ship and takes action or seeks representation to maintain a crew and notifies the ITF of their position the ITF will not approve the signing of any other agreement or issue or re-issue an ITF Blue Certificate in respect of that ship.

RECOGNIZES the difficulties which affiliates face in tracing vessels leaving their national register, particularly when flagged out.

URGES affiliates to resist government legislation aimed at weakening the campaign against flags of convenience, and pledges the full support of the ITF to defend affiliates attacked under such legislation.

INSTRUCTS the ITF General Secretary to investigate and report to the next meeting of the Fair Practices Committee on the possibility of enlarging the ITF Special Seafarers' Department so that it can determine speedily the country of beneficial ownership of f-o-c ships and notify the affiliates in the country of beneficial ownership prior to the ITF approving the signing of an agreement or the issue or re-issue of an ITF Blue Certificate; and in the meantime

CALLS UPON all seafarer affiliates and the ITF Special Seafarers' Department to keep each other fully informed about all known or suspected cases of flagging out and to consult with each other immediately they are approached by owners of f-o-c ships seeking to conclude agreements for the issue of ITF Blue Certificates so that ITF f-o-c policy can be fully implemented.

33. Organization and Training of Seafarers on F-o-C Vessels

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

HAVING OBSERVED that ships operating under flags of convenience are usually manned by untrained, unqualified and unorganized seafarers who pose a threat to the safety of other vessels operating in international shipping lanes as well as to well-trained organized seafarers,

REQUESTS the ITF to take effective steps to prevent the use of such unorganized seafarers and to seek to ensure the safety of life at sea through strict implementation of ILO Convention No. 147 and the IMO International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 by insisting on the engagement of trained and qualified seafarers.

34. Cabin Crew Working Environment

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983, adopts the following resolution:

CONSIDERING that since commercial aircraft are now being constructed to operate at ever higher altitudes and speeds, cabin crew are subject to increasing work pressure; and

WHEREAS at altitudes of around 10,000 metres, cabin pressure corresponds to an altitude of between 1,500 and 2,000 metres, combined with air humidity of approximately 7%, and that in this oxygen-deficient environment cabin crew are expected to carry out their tasks and to meet heavy demands upon them in respect of both passenger service and safety;

NOTING that one consequence of low humidity is that the body tends to swell because normal transpiration cannot take place and that it takes up to two days on the ground before normal body-moisture balance is restored;

NOTING ALSO that smoking on board has become a bigger problem because air circulation on board has been reduced for fuel economy reasons; that it is known that exposure to radio-active emissions is considerably greater at these high altitudes than on the ground; and that the effects of continual exposure to these in the passenger cabin have not yet been established;

FURTHER NOTING that in the Spring of 1983, a much discussed article in the Swedish magazine "Working Environment" drew attention to the findings of a number of researchers that cabin crew are particularly prone to skin cancer, and that a high degree of strain on the shoulders, back and on the so-called "coffee-serving" arm has long been known as a problem;

CONSIDERING ALSO that within SAS an equally widely discussed study of the working environment on board aircraft has been begun on the initiative of the Swedish Commercial Workers' Union (HTF), with the assistance of the Luleå Technical Institute, and that a first report on this was presented to the meeting of the ITF Cabin Crew Technical Committee held in Madrid in September 1981, following which a number of cabin crew organizations expressed strong interest in the study;

WHEREAS one difficulty that has emerged is that of methodology in approaching the problems, since in this area the researcher is faced with completely new problems in the shape of the artificial environment involved when operating at an altitude of 10,000 metres;

WHEREAS the airlines' demands for provision of increased service as a means of competition in a situation of poor profitability in the industry have had an adverse effect on the working environment and the tempo of work has been forced up; while claims for improvements in working environment usually involve increased costs and become more difficult to achieve in bad times;

CONSIDERING THEREFORE that well-founded arguments are needed when negotiating if the working environment on board is not to be adapted to the present economic situation, and that consequently knowledge in this field is important since it can be utilized by the unions in their efforts to achieve a good working environment on new-generation aircraft;

RESOLVES that the ITF should intensify its activity in the area of working environment and identify the health risks to which cabin crew are subjected, inter alia with the aid of studies carried out in this field. The aim of this should be to produce recommendations to affiliates on how they can deal methodically with the problems involved, within the framework of a common policy worked out by the ITF Civil Aviation Section.

35. Occupational Illness among Flying Staff

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

HAVING NOTED that the Swedish Commercial Workers' Union (HTF) has established that the incidence of tropical diseases has increased among SAS staff; that during recent years there have been a number of cases of malaria which, in turn, have led to other diseases; and that heart problems have, inter alia, become more common;

HAVING NOTED ALSO that, at the present time, malaria is not included among the occupational diseases considered to be a problem for insurance purposes,

CALLS UPON the ITF Secretariat to establish the extent of occupational diseases of this type among civil aviation flying staff and to formulate a common policy which can be used in representations to national authorities.

36. Use of Computer Systems in Civil Aviation

During the 1970s administrative computer systems were increasingly introduced in the civil aviation industry for production control of maintenance and inspection work on aircraft, engines and components.

This is a particularly disturbing development as the profession of airline technician will undoubtedly undergo considerable changes as a result, and this could well involve a lowering of professional training requirements.

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THEREFORE CALLS ON ITF affiliated organizations to enter into negotiations leading to agreements that would give the members concerned the appropriate training to enable them to retain the present range of job tasks and their professional skills; and

URGES the ITF to set up a committee which, together with ITF affiliates, could evolve an ITF policy on the subject including:

- 1 International regulations ensuring the safety of automation equipment and setting standards for its use, and
- 2 Studies regarding the potential health effects of VDTs and similar technology on the health of workers.

37. Pan American Redundancy Terms

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

CONCERNED that Pan American World Airways has refused to negotiate proper redundancy terms for its employees in Australia;

CONDEMNNS this blatant disregard of the general conditions and standards normally applicable to Australian aviation workers in the event of cutbacks in the labour force;

Congress IS OF THE VIEW that the standards obtaining in individual countries should be regarded as minimum standards and therefore

DECLARES its firm opposition to attempts by all foreign-based multinational companies to impose lesser standards on or to sub-contract work as an avoidance of their industrial contractual obligations to the union members of any country in which they operate.

RESOLUTIONS REFERRED TO THE ITF EXECUTIVE BOARD

The following were referred to the Executive Board:

Five motions submitted by the Peruvian Federation of Marine, Port, River and Lake Shipping Workers (FEMAPOR) on **Terrorism in Latin America; Violence in Latin America; Arms Trade; Peaceful Settlement of Border Disputes; and "Disappearances" in Argentina.**

Three motions submitted by the ITF's Argentinian affiliates on **Repression in Latin America; Latin America's Foreign Debt; and Argentina's Territorial Claim.**

A motion on **Central America** submitted by the Costa Rican Railway and Port Workers' Union (UFPN); a motion on the **Holding of ITF Executive Board Meeting and the 35th Congress of the ITF in Mombasa and Nairobi** co-sponsored by ITF affiliates in Africa; and a motion entitled **Caribbean Maritime and Aviation Council (CMAC)** submitted by unions belonging to CMAC.

An emergency resolution on **Violations of Human Rights in Sri Lanka** was amended, with the agreement of the sponsor, by the deletion of a reference to boycott action and was then referred to the Executive Board for further consideration.

STATEMENT ADOPTED

The following **Statement on South Africa** was adopted by Congress in Plenary Session:

This 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

CONDEMNS the continued flouting of internationally accepted labour practices in South Africa. This is exhibited no more clearly than in the attitudes and practices of South African Transport Services (SATS), the state-owned employer of the majority of South African transport workers, which continues to deny its workers the freedom to be represented by democratic unions of their own choosing. The ITF will continue to support those workers in their claims for such basic rights.

There can be no true trade union rights in a climate of political repression. The ITF therefore CONDEMNS the continued implementation and refinement of the apartheid system as evidenced in the latest amendments to the South African Constitution. The ITF will continue to support the struggle of South Africa's workers for majority rule in an undivided, non-racial South Africa.

The ITF CONDEMNS South Africa's illegal occupation of Namibia, which makes open and effective organization of the transport workers or workers in general impossible.

Finally, it CONDEMNS the South African government's use of its military and economic power and, in particular, its domination of the transport systems of the region, to undermine and violate the independence of neighbouring states, thus adding enormously to their political, social and economic problems.

POLICY STATEMENTS ADOPTED

The following Policy Statements were adopted by the Seafarers' Section Conference held in conjunction with Congress:

ITF EUROPEAN SEAFARERS' CONFERENCE STATEMENT

(endorsed by Seafarers' Section Conference, Madrid, October 1983)

The ITF European Seafarers' Conference, held on board the Finnish flag ferry "SILVIA REGINA" on 8 and 9 March 1983, and being convened for the sole purpose of discussing the continuing decline in European merchant fleets with resulting job losses, adopted the following statement on its conclusion:

Shipping policy programmes

1. The greatest threat to the continuing existence of European merchant fleets is the device of flags of convenience. Many Western European owners are the beneficial owners of f-o-c shipping and thus escape economic and social obligations and responsibilities in their countries of residence by tax avoidance and the payment of low wages. Also, there is a continuing high incidence of shipping casualties involving f-o-c ships and full and proper inquiries are often not carried out by the authorities of the f-o-c countries. In addition f-o-c ships continue to be the greatest menace to the marine ecology through oil spills and other forms of pollution.
2. In the absence of adequate government policies on shipping, especially policies designed to support national fleets, shipowners will increasingly re-register ships in countries offering flags of convenience. It is therefore of vital importance for the ITF's European seafarer affiliates to seek to achieve the following measures:
 - controlling the re-registering of national flag ships under flags of convenience;
 - guarantees that beneficial owners of f-o-c ships meet their economic and social obligations and responsibilities to the state in which they are based as well as the financial responsibilities for environmental, social and economic damage and injury to seafarers caused by their ships;
 - effective and uniform application of port state control beyond a cursory examination of documents.
3. The European seafarer affiliates of the ITF are determined to maintain national shipping industries with highly qualified seafarers enjoying high social standards which is in tune with their highly industrialized societies.
4. The ITF's European seafarer affiliates demand that European governments find ways within their treaty obligations to provide financial and other assistance to maintain their national fleets.
5. In view of the need for the ITF to have a comprehensive shipping policy programme on which affiliates can draw for advice the European seafarer affiliates of the ITF urge that the ITF Seafarers' Section Maritime Policy Committee be asked to draw up such a programme on an urgent basis and that in this context the ITF Secretariat, if found necessary, consider arranging for a study to be undertaken:
 - to identify and project the key performance trends for shipping on an individual fleet basis and provide comparisons between OECD, Comecon, FOC, Far Eastern and Third World Shipping Sectors;
 - to compare and contrast manpower trends and provide forward projections on manpower needs;
 - to compare and contrast the legal frameworks and financial support systems within which individual fleets operate, and thereby identify the practices most conducive to efficient operation;
 - to compare and contrast industrial relations practices.
6. The European seafarer affiliates of the ITF are committed to the phasing out of flags of convenience, recognize the primary right of affiliates in countries of beneficial ownership to sign agreements for f-o-c ships provided such agreements are acceptable to the ITF as being at least on par with the ITF Collective Agreement and deplore the fact that owing to lack of consultation by some ITF affiliates some owners have been given

a free hand to sign agreements with other unions than those of the country of beneficial ownership much to the detriment of that country's fleet. The European affiliates of the ITF request the ITF General Secretary to undertake a comprehensive investigation into these practices.

7. In an effort to create orderly conditions in the European shipping industry it will be necessary for the ITF and its European seafarer affiliates to seek to influence parliaments, governments, ministries and individual politicians. It will also be necessary to influence public committees and parliamentary commissions as well as a number of bodies appointed by various ministries with the task of implementing government shipping policy and preparing proposals for new policies to be embodied in new laws and regulations. High priority should also be given to the need to influence national centres, and such inter-governmental organisations as the ILO, IMO, OECD and UNCTAD. It may also be necessary from time to time to request international solidarity and to mobilise the international trade union movement to come to terms with authorities or shipowners.

Port state control

8. The European seafarer affiliates of the ITF strongly recommend that the ITF Seafarers' Section appoints a sub-committee whose members should be drawn from affiliates with access to the committee governing the operation of the Paris/Hague Memorandum on port state control and whose task would be to ensure compliance with ILO and IMO instruments and to propose improvements as regards the contents and operation of the Memorandum. They furthermore recommend that the ITF Inspectors concerned be given a thorough grounding on the manner in which ILO Convention 147 is to be applied.

Manning

9. The European seafarer affiliates of the ITF are concerned about the development of the manning situation in the merchant fleet of the world. Today there is already an unacceptably high accident rate in international shipping both as regards accidents involving human life and ships casualties with considerable damage to the environment. The main reason for these damages and accidents is usually human error due to unqualified crews and undermanning as well as great pressure of work. To improve their financial position the world's shipowners have pressed for reductions in manning. With the assistance of the authorities the Norwegian owners have introduced new manning regulations which has resulted in a reduction in the manning in Norwegian ships by 25%-30%. This will undoubtedly result in other seafaring nations making the same reductions because of the competitive situation. The Norwegian manning reductions will lead to a world-wide reduction in the safety of ships and for the coastal states the risk of pollution caused by maritime casualties will increase.
10. The European seafarer affiliates of the ITF totally reject the trend which can be discerned in the new Norwegian manning regulations and recommend that the ITF General Secretary calls on all seafaring nations and coastal states in the world to oppose this trend with all means at their disposal and to refer them to the spirit of the resolution on manning of ships which the ITF Seafarers' Section adopted at a meeting in April 1982 in which it was recommended that all affiliates who encounter problems with owners and national administrations over manning shall receive maximum support from other affiliates which may take the form of industrial action.

Non-domiciled seafarers

11. The European seafarer affiliates of the ITF are committed to phasing out the exploitation of non-nationals employed on national flag ships and therefore wholeheartedly concur with the recommendations adopted by the ITF ad hoc meeting held in Rotterdam in July 1982.

ITF

12. The European seafarer affiliates of the ITF have found this type of meeting conducive to discussing their particular problems and would recommend that further meetings of this kind be convened as and when necessary on an ad hoc basis under the auspices of the ITF Seafarers' Section. They are, however, conscious of the paramount need for decisions of a crucial nature to be taken by the ITF Seafarers' Section as a whole in order to maintain good relations among all ITF seafarer affiliates.

ITF POLICY ON MANNING OF SHIPS

1. The basic principles involved in arriving at manning requirements should be considered prior to considering the numbers of each type of officer or rating that might be required. The following basic concepts have a bearing on manning:

Recognition and Development Criteria

Essential To The Task of Defining Manning Requirements

2. Among the criteria which have traditionally been used for this purpose are the following:
 - a) trading area (e.g. home trade, middle trade, worldwide trade)
 - b) number, size and type of main propulsion units (HP/kW, diesel or steam) and auxiliaries
 - c) tonnage (GRT)
 - d) safety of voyage between ports (e.g. duration of voyage, nature of voyage)
 - e) construction and technical equipment of ship
 - f) catering needs
 - g) sanitary regulations
 - h) watchkeeping arrangements
 - i) responsibilities in connection with cargo-handling in port
 - j) medical care aboard ship

Further Criteria

3. As a result of the social evolution and the changes that have taken place in the ship-building and shipping industries and in particular in view of the increasing importance of social aspects in shipboard employment there are further criteria governing the manning of ships. Consequently, the following factors should be added to those listed in para 2 a) - j) above:
 - a) Safe watchkeeping requirements and procedures
 - b) Provisions regarding working hours
 - c) The maintenance function as it relates to:
 - (i) ship machinery and support equipment
 - (ii) radiocommunications and radionavigation equipment
 - (iii) other equipment (including cargo support and handling equipment) and
 - (iv) navigation and safety equipment
 - d) The human complement necessary to ensure that while malfunctioning automatic and remote control equipment is being repaired the function of the controlled equipment will still be available to the vessel, on a manual basis
 - e) Peak workload situations
 - f) The human endurance/health factor (manning must never fall below the level at which the seafarers' right to good health and safety is jeopardized)
 - g) Adequate manning to ensure that the ship's complement can cope with on-board emergencies
 - h) Adequate manning to ensure that the ship can assist other ships in distress
 - i) On-board training requirements and responsibilities
 - j) Responsibilities flowing from the need for environmental protection
 - k) Observance of industrial safety and seamen's welfare provisions
 - l) Special conditions generated by the introduction of specialized ships
 - m) Conditions generated by the introduction of hazardous cargoes which may be explosive, flammable, toxic, health-threatening or environment-polluting
 - n) Other work related to safety aboard the ship
 - o) Age and condition of ship

Operational and Maintenance Activities

4. Shipboard activities that must be carried out so that the operation and maintenance of the ship and its equipment shall not pose hazards to lives of seafarers and passengers, to property, or to the environment. These activities include the functions carried out by the following departments:
 - a) Deck Department
 - b) Engine Department
 - c) Radio Department
 - d) Catering Department

Three-Watch System (based on an 8 hour Working Day)

5. This system shall be applied to the deck and engine departments in all seagoing ships. Neither the master nor the chief engineer shall be required to stand watches, and shall not be required to perform non-supervisory work.
6. The number of qualified personnel on board ships shall be at least such as to ensure compliance with the 1978 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers and the 1980 IMCO Assembly Resolution on Principles of Safe Manning.

Safety and Hygiene

7. Furthermore, it will be necessary to pay due attention to the contribution of the catering personnel towards the overall safety and hygiene of ships.

Interlinkage of Shipboard Activities

8. The fact that all shipboard activities are interlinked must be the guiding principle governing the manning considerations set forth under "Further Criteria" above. For example, safe navigation cannot be undertaken if propulsion equipment, steering gear, radionavigation or radiocommunication equipment are malfunctioning. Similarly the health of those aboard will determine their availability to function in the optimum manner necessary for the safe operation of the ship. Accordingly, there is a need to provide a higher level of medical attention on board ships beyond the first-aid concept and for this reason we would suggest that ships above a certain size shall carry a "marine physician assistant" or that a "marine physician assistant's" duties should be combined with the duties of another person forming part of the ship's complement.

The Network Factor

9. The "network" factor, i.e. the fact that all ships are interdependent upon one another in mutual assistance must be kept in mind in considering manning requirements. The manning must be adequate to ensure the capability of the ship to go to the aid of a ship in distress. Accordingly, there must be reliable radiocommunications for alerting purposes to describe its plight and what assistance it requires and for coordinating assistance for the ship in distress. There must be sufficient competent manpower on board each ship to handle the ship's own lifeboats in a safe and efficient manner to participate in other life-saving procedures.

Conclusion

10. Minimum manning requirements does not mean the minimum number in the sense of the fewest tolerable, but means the minimum number that will be adequate for the safety of the ships, crews and passengers, property and the environment at all times.
11. Every vessel shall be sufficiently manned for the purpose of preventing excessive strain upon the crew and avoiding or minimizing as far as practicable the working of overtime.
12. It is the firm view of the ITF that all the above matters must be fully considered as a prerequisite to considering manning requirements on a numerical basis and guidelines formulated in accordance therewith.

Manning Scales

13. The attached manning scales (1-6) are to be regarded as minimum safe manning in accordance with IMO standards.
14. In negotiations with owners and national administrations ITF affiliates shall also take into consideration the principles set out in the above ITF policy on manning of ships.

Manning Scale No. 1

MINIMUM SAFE MANNING IN ACCORDANCE WITH IMO STANDARDS

PROPOSED MANNING SCALE FOR A CARGO SHIP OF 200 TO 499 GRT WITH PERIODICALLY UNMANNED ENGINE ROOM AND TRADING WORLD WIDE

- 1 Master
 - 2 Deck Officers
 - 3 Deck Ratings
 - 1 Chief Engineer *)
 - 1 Motorman
 - 1 Cook
-

9-10 One of whom has medical training
beyond First Aid training

*) For ships of a propulsion power of 1500 kW add one Engineer

Manning Scale No. 2

MINIMUM SAFE MANNING IN ACCORDANCE WITH IMO STANDARDS

PROPOSED MANNING SCALE FOR A CARGO SHIP OF 500 TO 1599 GRT WITH PERIODICALLY UNMANNED ENGINE ROOM AND TRADING WORLD WIDE

- 1 Master
 - Deck Department: 3 Deck Officers *)
 - 4 Deck Ratings *) ***)
 - Engine Department: 1 Chief Engineer
 - 2 Engineer Officers *) **) ****)
 - 1 Engine Room Rating ****)
 - Catering Department: 1 Chief Steward/Cook
 - 1 Steward/Stewardess
-

11-16 One of whom has medical training
beyond First Aid training

*) If a properly negotiated relief system is in operation based on one to one system and with a maximum period of service on board 2 months, the manning can be reduced by one Deck Officer, one Engineer (in ships of more than 1500 kW propulsion power) and one Deck Rating.

**) In ships of less than 1500kW propulsion power it is only necessary to have two Engineer Officers on board the ship.

***) One of which may be a junior/entry rating taking into consideration the varying training practices in different countries.

****) At times when it is necessary to stand continuous conventional watches the manning scale shall be increased by one Engineer Officer and one Engine Room Rating.

Manning Scale No. 3

MINIMUM SAFE MANNING IN ACCORDANCE WITH IMO STANDARDS

PROPOSED MANNING SCALE FOR A CARGO SHIP OF 1600 TO 5999 GRT WITH PERIODICALLY UNMANNED ENGINE ROOM AND TRADING WORLD WIDE

- 1 Master
- Deck Department: 3 Deck Officers
- 1 Bosun
- 3 A.B.s
- 2 OS/Junior/Entry Ratings

Engine Department: 1 Chief Engineer
 2 Engineer Officers*
 1 Electrician/Electrical Engineer Officer
 1 Repairman
 1 Engine Room Rating *)
 1 Junior/Entry Rating

Radio Department: 1 Radio Officer

Catering Department: 1 Chief Steward
 1 Cook
 1 Cook/Steward
 1 Steward/Stewardess

22-24 One of whom has medical training
 beyond First Aid training

*) *At times when it is necessary to stand continuous conventional watches the manning scale shall be increased by one Engineer Officer and one Engine Room Rating.*

Manning Scale No. 4

MINIMUM SAFE MANNING IN ACCORDANCE WITH IMO STANDARDS

PROPOSED MANNING SCALE FOR A CARGO SHIP OF 6000 TO 11999 GRT WITH PERIODICALLY UNMANNED ENGINE ROOM AND TRADING WORLD WIDE

Deck Department: 1 Master
 3 Deck Officers
 1 Bosun
 3 A.B.s
 3 OS/Junior/Entry Ratings

Engine Department: 1 Chief Engineer
 2 Engineer Officers *)
 1 Electrician/Electrical Engineer Officer
 1 Repairman
 2 Engine Room Ratings *)
 1 Junior/Entry Rating

Radio Department: 1 Radio Officer

Catering Department: 1 Chief Steward
 1 Cook
 1 2nd Cook
 1 Cook/Steward
 1 Steward/Stewardess

25-27 One of whom has medical training
 beyond First Aid training

*) *At times when it is necessary to stand continuous conventional watches the manning scale shall be increased by one Engineer Officer and one Engine Room Rating.*

Manning Scale No. 5

MINIMUM SAFE MANNING IN ACCORDANCE WITH IMO STANDARDS

PROPOSED MANNING SCALE FOR A CARGO SHIP OF 12000 GRT AND OVER WITH PERIODICALLY UNMANNED ENGINE ROOM AND TRADING WORLD WIDE

Deck Department: 1 Master
 3 Deck Officers
 1 Bosun
 3 A.B.s
 3 OS/Junior/Entry Ratings

<i>Engine Department:</i>	1 Chief Engineer
	2 Engineer Officers *)
	1 Electrician/Electrical Engineer Officer
	1 Repairman
	2 Engine Room Ratings *)
	1 Junior/Entry Rating
<i>Radio Department:</i>	1 Radio Officer
<i>Catering Department:</i>	1 Chief Steward
	1 Cook
	1 2nd Cook
	1 Cook/Steward
	1 Steward/Stewardess

25-27 One of whom has medical training
beyond First Aid training

*) At times when it is necessary to stand continuous conventional watches the manning scale shall be increased by one Engineer Officer and one Engine Room Rating.

Manning Scale No. 6

MINIMUM SAFE MANNING SCALE TUG-TOW VESSELS

PROPOSED MANNING SCALE FOR 50 GRT TO 500 GRT TUG-TOWING VESSELS INVOLVED IN TOWING OPERATIONS WITH PERIODICALLY UNMANNED ENGINE ROOMS SHALL BE

	1 Master
<i>Deck Department:</i>	2 Deck Officers
	3 Deck Ratings *)
<i>Engine Department:</i>	1 Chief Engineer
	1 Engineer **)
	1 Motorman/Engine Rating **)
<i>Catering Department:</i>	1 Cook

10-13 One of whom has medical training
beyond First Aid training

INTEGRATED TUG-BARGE VESSELS

*For purposes of manning the integrated tug-barge vessel shall be treated as a ship having the combined gross registered tonnage of the tug and barge. *)*

**) Those vessels involved in transporting petroleum products add one tankerman.*

****) Those vessels not equipped with periodically unmanned engine rooms add one Engineer and one Entry Engine Rating.*

Tugs over 500 GRT shall carry the same manning as cargo ships of the same GRT.

DOCUMENTS ISSUED IN CONNECTION WITH CONGRESS

XXXIV C-5—PROPOSED STANDING ORDERS

1. Congress procedure shall be governed by the relevant provisions of the ITF Constitution and by these Standing Orders.
2. The Management Committee shall act as the Standing Orders Committee.
3. The official languages of the Congress shall be English, French, German, Spanish and Swedish, into which all debates and documents shall be translated. Delegates may speak in other languages but they shall then make their own arrangements for interpretation, though the Secretariat will co-operate as far as possible.
4. The President may lay down a time limit for speeches.
5. The report of the Credentials Committee shall be considered as soon as it is available.
6. No proposal or amendment to a proposal shall be considered before it is (a) seconded and (b), if the President decides, given in writing to the delegates in the official languages.
7. If there is more than one amendment to a proposal, they shall be considered in the order of their importance, of which the President shall be the judge.
8. The President's ruling on the interpretation of these Standing Orders and procedural questions in general shall be final unless a challenge to his ruling is:
 - (a) made by the delegations of at least five affiliated organizations, and
 - (b) supported in a membership vote by a two-thirds majority.
9. Delegates are reminded that voting at Congress is governed by Rule IV, paragraphs 9 and 10 of the Constitution which run as follows:

"9. Voting at Congress shall be by show of delegates' cards or by membership vote. A membership vote shall be taken when prescribed by this Constitution or required by the Executive Board or by three organizations from three different countries represented directly and not by proxy at Congress. For the purposes of such a vote, an affiliate having up to one thousand members shall have one vote. An affiliate with more than one thousand members shall have one vote for each full thousand of its paid-up membership and one vote for any number of members by which its paid-up membership exceeds a number expressible in units of one thousand. The procedure for membership votes shall be set out in the Standing Orders.

10. Decisions shall be taken by simple majority except on matters for which this Constitution sets other requirements. In elections for any seat or office a candidate must receive more than half the votes cast to succeed. The voting procedure shall be set out in the Standing Orders."
10. The following procedure will apply in the event of a membership vote being taken in accordance with the above provisions of the Constitution:
 - (a) Each delegation will be given an envelope with ballot papers sufficient for five membership votes.
 - (b) The ballot papers will be of five different colours. Papers of one colour will be used each time a vote is taken. The President will announce which colour to use on each occasion.

XXXIV C-6—ELECTION OF: (a) CREDENTIALS COMMITTEE (b) RESOLUTIONS COMMITTEE

(a) Credentials Committee

1. Rule IV, paragraph 11, of the ITF Constitution requires Congress to appoint a Credentials Committee "to examine the credentials of delegations and make recommendations to Congress accordingly".
2. The Executive Board *recommends* that the Credentials Committee should consist of nine members from the following regions:

<i>Region</i>	<i>Members</i>
Africa	1
Asia	1
Latin America and Caribbean	1
North America	2
Europe and Middle East	4

(b) Resolutions Committee

3. It is customary for the ITF Congress to elect a Resolutions Committee. The Executive Board *recommends* that it should consist of eleven members from the following regions:

<i>Region</i>	<i>Members</i>
Africa	1
Asia	1
Latin America and Caribbean	1
North America	2
Europe and Middle East	6

4. The Executive Board feels it would be helpful to point out that in ITF practice the Congress Resolutions Committee is not called upon to discuss or make recommendations on the merits of motions. Its main concern is to ensure that they are properly discussed elsewhere—for example, it may recommend that a motion of primary interest to one Section should first be discussed within the appropriate Section Conference. The Committee's function is therefore largely procedural though, at the request of Congress, it may be asked to draft or re-draft resolutions arising from Congress debates.

SUPPLEMENTARY REPORTS ON ACTIVITIES

XXXIV C-7/Rw—RAILWAYMEN'S SECTION

1. The Section's Sub-Committee on TRANSPORT POLICY met in Berne from 1 to 3 March 1983. Subjects under discussion were: integrated fare systems; the general transport policy situation; and a report on activities by the Secretariat. Information on integrated fare systems available at ITF level was found to be somewhat incomplete, and the Secretariat was asked to circularise affiliates with a request for additional material.

The general transport policy debate centred around an analysis of the European situation as formulated by the German, Swiss and Austrian Railwaymen's Unions ("Proposals and Demands for Improved Transport and Railway Policies"). This document was approved by the Sub-Committee and subsequently distributed to all members of the Railwaymen's Section.

2. An Inquiry into Railway Tunnel and Bridge Building took place in Innsbruck, Austria, on 16 and 17 June 1983. Johann Hauf gave evidence regarding the international implications of transit traffic through Austria.

XXXIV C-7/Rt—ROAD TRANSPORT WORKERS' SECTION

1. From 28 to 30 March 1983, a meeting of the Steering Committee was held in Aschau, near Munich. Drivers and union officials from Austria, Switzerland and the Federal Republic of Germany were invited to participate in this meeting, the purpose of which was to investigate closer the complex traffic problems of southern Bavaria and to go deeper into the question of cross-frontier road transport. Addresses on these themes were given by Bavarian customs officials, traffic policemen and civil servants. The participants also visited the border crossing of Kiefersfelden/Kufstein and were informed about the practical work of police and customs.

2. The Road Transport section of the Committee of Transport Workers' Unions in the European Community (the "Brussels" Committee) held a conference in Luxembourg on 13 and 14 April 1983. The ITF was represented by W. Curd. Items on the agenda included common transport policy, the revision of EEC Social Regulation 543/69, and the question of consultation of the two sides of industry regarding ILO Convention 153 and its supplementary Recommendation (No. 161).

With regard to the revision of EEC Social Regulation 543/69, the meeting noted that the employers' side had at last begun to make concessions in respect of "duty time" limitations, inasmuch as they were for the first time making proposals which included this concept. The proposals themselves were far from acceptable, but they did represent an improved prospect for future negotiations.

3. At the time of writing, work is in progress on an updating of statistical information regarding the *working conditions of urban bus drivers as previously published in the ITF report "BUS 1980"*.
4. Following complaints from Denmark that road haulage drivers were being subjected to bandit attacks in other countries, the ITF Secretariat endeavoured to gain an overview of this problem, and in particular to determine whether it was a widespread phenomenon. It emerged that the main problem was southern Italy and the Italian authorities have been alerted to the concern of trade unions representing lorry drivers from other European countries. At the time of writing, it is not clear what action, if any, the authorities envisage.

XXXIV C-7/IN—INLAND NAVIGATION SECTION

1. A meeting of the transport unions' working party on Rhine Shipping was held in Strasbourg on 21 February 1983. The working party discussed the procedures followed by the trade unions at meetings of the Central Rhine Commission (ZRK) in Strasbourg during the current revision work on the Rhine Shipping Act's manning provisions. The discussion was concerned mainly with the question of monitoring, and it was unanimously agreed that effective monitoring was possible only if rigid block times were established.

ZRK

2. A Tripartite Advisory Conference on Manning took place at ZRK headquarters in Strasbourg from 23 to 25 February 1983. The meeting was essentially consultative in character. The revision of Chapter 14 of the Rhine Shipping Act was discussed. A proposal on this question had been drafted by the ZRK on 5 October 1982 and was given to the meeting. Numerous position papers were also submitted by the workers' representatives. The ITF unions concentrated on the following principles:
 - Firstly, it would have to be possible to carry out improved monitoring of crew complement.
 - Secondly, penalties would have to be raised to a level at which they would neutralise the economic advantage to be gained by cheating.
 - Thirdly, fixed block times (periods of vessel standstill) should be introduced.
 - Fourthly, the introduction of two operational patterns was agreed to. With two operational patterns ("A" trips=16 hours, "B" trips=24 hours) it was essential that two certificate holders be aboard for "A" trips and three for "B" trips.

The meeting was inconclusive. There were no grounds for compromise between the workers' and employers' representatives.

XXXIV C-7/IT—INLAND TRANSPORT SECTIONS

Seminars

1. The European Conference of Ministers of Transport (ECMT) held a Seminar on "The Future of the Use of the Car" in Paris on 12 and 13 January 1983. The ITF was represented by Johann Hauf. The seminar participants expressed great interest in the ITF's contribution, "ITF Transport Forum (1981)".

Publications

2. ITF policies were strongly reflected in the book "Vorfahrt für Arbeitnehmer – Alternativen zur Verkehrspolitik" (Right of Way for the Workers – Alternatives in Transport Policy), published in Germany at the beginning of 1983. Johann Hauf participated in the authorship of the book which examines the concept of an integrated transport policy from the viewpoint of the various modes of inland transport. At present, it is available only in the original German.

Actions

3. In the spring of 1983, plans were laid for the holding of a European "Urban Transport Day", when the cause of the urban transport sector would be given maximum publicity in all countries simultaneously. The date had been set for 28 September 1983, and at the time of writing the views of affiliates concerned were being sought in connection with the timing of the event as well as its likely character in the various countries. Options open to affiliates ranged from the placing of newspaper advertisements to the granting of free rides on public urban transport for all or part of the day. A meeting to gather information regarding intended action in the various countries was held in Frankfurt-am-Main on 9 June 1983 and hosted by the German Railwaymen's Union (GdED). Further reports concerning this event will be made verbally.

XXXIV C-7/D—DOCKERS' SECTION

1. The questionnaire on which the survey into the effects of automation and mechanization was based (see item 171 of the Congress Report on Activities) had some weaknesses:
 - (a) to comply with the Miami Congress decision it had to deal with a range of subjects;
 - (b) because of varying definitions of "dockers" and of terminology and statistical material in use from country to country, particularly developing countries, some of its questions had to be more general than is usually desirable.
2. Even so – and despite the limited number of affiliates who initially completed it – a great deal of material was accumulated which showed a general position relating to the more developed areas of the world. Subsequently, the information obtained from the questionnaire was added to by contributions by delegates to the Dockers' Section Conference from Nigeria, Kenya, Trinidad and Tobago, Malaysia and Fiji and by material and information obtained at the African Dockers' Conference in December 1982 (see item 176).
3. The African conference was followed by an Asia/Pacific Regional Dockworkers' Conference which took place in Kuala Lumpur from 24 to 27 January 1983. The discussions ended with the unanimous adoption of conclusions which noted that, whilst the degree of technological change varied from country to country, there had been a substantial reduction in the port labour force overall and that this trend could produce social tensions in a region where, in some countries, there was already massive unemployment. However, the unions recognized that there was a need to adopt advanced technologies if the developing countries were not to lag too far behind the industrialised countries. The ITF was asked to urge governments in the region to set up tripartite committees at all levels so as to ensure consultation on the adverse effects of technological changes. The ITF's assistance was also sought in persuading governments to ratify and observe the relevant ILO and IMO international instruments.
4. Subject to the facts that (a) reasonably exact analysis of the overall position was inhibited by some misunderstanding of the questions posed, thereby affecting the answers (for example, differences in the definition of a "docker" and different interpretations of the terms "mechanization" and "automation"); and (b) that the answers did not represent a cross-section of all experiences, the following are some general conclusions which can be drawn:
 - (a) The degree of containerization of non-bulk cargoes exported or imported shows a considerable variation between countries and no consistent picture. However, the general conclusion is that the degree of world trade now carried in containers or other forms of unitized load is very substantial and is understandably significantly higher in highly industrialized economies than in the developing economies.
 - (b) There has been a very significant conversion to this mode of cargo carriage on a world-wide basis.
 - (c) There has been a growth of semi-automated facilities and this trend continues.
 - (d) There is still great difficulty in providing a precise definition of "docker" or "dockwork".
 - (e) In general it can be said that basically the same range of equipment is used from country to country.
 - (f) There are indications that there has been a reduction in the overall number of accidents resulting in personal injury (only to be expected as a result of the reduction in the labour force) but the number of serious and indeed fatal accidents, as a proportion of the overall number of accidents, has risen. This appears to be associated with—
 - (i) the limited visual range provided for the driver of equipment;
 - (ii) misuse of equipment beyond its apparent safe working ability;
 - (iii) the degree of maintenance provided;
 - (iv) inadequate training facilities in some countries;
 - (v) considerable misuse of containers related to overloading, poor maintenance and no required method of regular testing.

- (g) A quite staggering reduction in the overall size of the actual dock labour force with almost similar reductions in the size of ancillary labour forces (i.e. checkers (tally clerks) and supervisory labour), related to the degree to which a country's trade is containerized and bulked but with considerable discrepancies between one country and another.
- (h) Considerable difference between the developed and developing worlds as to the application and effect of new methods.
- (i) As a general rule there is now considerable security of employment provided for dockworkers. More information would be required to confirm a worldwide trend, but generally substantial efforts have been made to minimize the effects of mechanization on job security, and as a general rule dockers are slightly better paid than the average worker.
- (j) By 1 January 1983 only nineteen countries* had ratified ILO Convention No. 137 of 1973 and only eight countries** had ratified ILO Convention No. 152 of 1979. (Given the technical nature of the latter, however, and the fact that some governments need to change national laws or regulations before they can ratify it, it may be too early to come to any pessimistic conclusion.)

5. The ITF was also requested by the Dockers' Section Conference to prepare a general statement of intent for consideration at the 1983 Madrid Congress. A resolution to that effect from the Dockers' Section to Congress could read:

HAVING NOTED the relevant reports of ITF affiliates from both developed and developing nations, the 34th Congress of the ITF, meeting in Madrid from 20 to 28 October 1983,

DECLARES that the failure of most national governments, particularly in the third world, to ratify ILO Conventions 137 of 1973 and 152 of 1979 is a significant measure of their negligence in taking steps designed to protect the interests of dockworkers and improve the working conditions of an important section of the world's transport industry;

CALLS UPON the ITF to circularize all governments which have not ratified the Conventions urging them to do so and to mobilize affiliates in the countries concerned to press for ratification, pointing out in both cases the advantages of the tri-partite consultations inherent in the conventions;

REQUESTS the ITF to draw to the attention of the ILO the significantly dangerous aspects of the new technology – in particular the design and ergonomic weaknesses of some new machinery and the defects in the rules for the testing of containers – and to press for a review of the current ILO Code of Safety and Health in Dockwork;

FURTHER REQUESTS the ITF to draw the attention of the ILO to its failure to convene an experts' meeting on the formulation of new certificates to complement the current Code and Convention 152 of 1979 and the attention of IMO to the relevant material on the misuse of containers, the breaching of the International Convention on Safe Containers and the lack of provision for their regular testing; and

REQUIRES the ITF to continue to monitor the effects of containerization and other forms of mechanization and automation in the port industry and disseminate all relevant information to affiliates on the understanding that affiliates will provide the ITF with information on a regular basis as to:

- (a) developments in their countries, including application of new technologies and their effects;

*Afghanistan, Australia, Costa Rica, Cuba, Egypt, Finland, France, Iraq, Italy, Kenya, Netherlands, Nicaragua, Norway, Poland, Portugal, Romania, Spain, Sweden and Uruguay

**Cuba, Finland, Germany (Federal Republic), Guinea, Mexico, Norway, Spain and Sweden

- (b) problems encountered with new and larger machinery and modifications applied to increase safety;
- (c) the rejection of any equipment on safety grounds; and
- (d) general changes in conditions of work or social advances that may be of interest or value to other affiliates.

XXXIV C-7/S--SEAFARERS' SECTION

MEETINGS

ITF European Seafarers' Conference

1. An ITF European Seafarers' Conference held on board the Finnish flag ferry "SILVIA REGINA" on 8 and 9 March 1983* discussed the continuing decline in European merchant fleets and resulting job losses. The Conference was attended by approximately fifty delegates from seafarers' unions in Belgium, Denmark, Finland, Great Britain, Greece, Iceland, Ireland, Italy, the Netherlands, Norway and Sweden. K. Mols Sørensen, Chairman of the ITF Seafarers' Section, chaired the meeting and Åke Selander, ITF Assistant General Secretary, and Brian Loughton, Secretary of the Special Seafarers' Department, represented the ITF Secretariat. B. Klerck Nilssen, Chief of the I.L.O Maritime Branch, also attended the Conference in an observer capacity.

ITF Fair Practices Sub-Committee on the revision of the ITF Collective Agreement

2. Å. Selander, Assistant General Secretary, assisted with the arranging of and participated in the work of the above sub-committee (held in London from 21 until 23 February 1983). For a report on the same see Doc. XXXIV C-7/SSD, para 2.

ITF Inspectors' Meeting

3. Å Selander, Assistant General Secretary, attended a part of the above meeting (held in London on 24 and 25 March 1983) for the purpose of providing information regarding Greek shipping, non-domiciled seafarers, etc. For a report on the meeting see Doc. XXXIV C-7/SSD, para 5.

ITF Asian Seafarers' Regional Committee

4. The fourth session of the above Committee met in Wellington, New Zealand, on 12 and 13 May 1983 to discuss matters arising from the ITF Fair Practices Committee meeting and the ITF Asia/Pacific Regional Committee meeting as well as UNCTAD, non-domiciled seafarers and pre-sea training. The Committee were also given a report on the ITF European Seafarers' Conference. In addition delegates entertained a discussion on unemployment of seafarers and the future composition of the Committee. At the end of its deliberations the Committee adopted a resolution concerning the setting up of a permanent secretariat in Asia for the benefit of the ITF's seafarer affiliates in that region (see below). Representatives from Australia, Hong Kong, India, Indonesia, Japan, Kiribati Islands, Korea, New Zealand, Pakistan, Singapore and Taiwan were in attendance together with K. Mols Sørensen (ITF Seafarers' Section Chairman), Å. Selander, ITF Assistant General Secretary, and M. S. Hoda, ITF Asian Representative.

ITF Radio Officer Meeting

5. A meeting of ITF Radio Officer affiliates was held in Upminster, England, on 21 and 22 June 1983 to discuss among other things the Future Global Maritime Distress and Safety System (FGMDSS) and the outcome of the recent ITU World Administrative Radio Conference (Mobile).

*A statement adopted on the conclusion of the conference was endorsed by Congress and is reproduced on Page 109.

6. It was agreed that training for the FGMDSS would be required for the transitional period and should be to the standard of a Radio Electronic Officer. A possible syllabus could be derived from an updated version of the outline supplementary syllabus in Part 11 of Resolution 14 in the STCW Convention 1978.
7. It was also agreed that an effort should be made, at the Sub-Committee on Radiocommunications 26th session, to get the Technical Working Group to develop technical standards from the operational standards they are completing. This would give a clearer view of the maintenance requirements and thus the training standard needed. Again the training syllabus should be as complete as possible before its submission to the STW Sub-Committee.
8. In conclusion the meeting adopted a resolution for submission to the next ITF Seafarers' Section Conference (Madrid) which calls on all maritime unions affiliated to the ITF to inform their Administrations that their members will not undertake any duties normally performed by the Radio Officer/Radio Electronic Officer and will not operate the FGMDSS (see Annex: Resolutions adopted by Congress, No. 31).

Ad Hoc Steering Group on the Offshore Industry

9. The above Committee (cf. item 204 of the Congress Report on Activities) met in Rotterdam on 11 July 1983 to discuss: the appointment and terms of reference of an ITF Standing Committee on Maritime Mobile Offshore Units; ITF Collective Agreements for flag of convenience shipping engaged in the offshore industry; and ITF representation at IMO meetings on Maritime Mobile Offshore Units. The Steering Group proposed the following terms of reference:
 - Elaboration of ITF Collective Agreements for the offshore industry;
 - Representation at the IMO by means of a panel of experts;
 - Consideration of jurisdictional problems, especially those flowing from ITF policies on flag state and continental shelf state preferences respectively;
 - Provision of inputs into the ILO machinery dealing with offshore industry matters;
 - Examination of types of inter-union liaison committees with a view to making recommendations as necessary;
 - Establishment of an offshore safety programme;
 - Training, qualifications and certification of offshore personnel;
 - Monitoring the recruitment of workers into the offshore industry and encouraging trade union affiliation;
 - Monitoring the development of deep-sea mining activities.
10. The Steering Committee further outlined the types of offshore units to be covered by ITF agreements and the extent to which the standard ITF Collective Agreement would have to be amended. On the question of IMO representation the Steering Committee felt that this would best be taken care of through the appointment of a panel of experts.
11. The Steering Group meeting was attended by representatives from Argentina, Australia, Great Britain, Netherlands, New Zealand, Norway and United States. S. Wall (ITF Seafarers' Section Vice-Chairman) chaired the meeting and Å. Selander, ITF Assistant General Secretary, attended the meeting on behalf of the ITF Secretariat.

ITF Seafarers' Section Maritime Policy Committee

12. The above Committee met at the Maritime Institute of Technology and Graduate Studies, Linthicum Heights (nr Baltimore), United States, from 8 until 10 August 1983 to discuss: a comprehensive shipping policy; Joint Ventures; and UNCTAD – Conditions for registration of ships. With regard to a *comprehensive shipping policy* the Committee adopted several proposals and conclusions (see below) but felt unable in the time available to finalize a comprehensive policy. The position on *joint ventures* was finalized. The Committee perused the UNCTAD set of principles governing the registration of ships and proposed certain amendments to the same. Affiliates in Canada, Denmark, Germany, Ghana, Great Britain, India, Israel, Norway, Sweden, Trinidad and United States were represented at the meeting, which was chaired by K. Mols Sørensen (ITF Seafarers' Section Chairman). Å. Selander, ITF Assistant General Secretary, represented the ITF Secretariat.

ITF Seafarers' Section Manning Committee

13. The above Committee met at the Seafarers' Harry Lundeberg School of Seamanship, Pincey Point, Maryland, United States, from 11 until 13 August 1983 to discuss: reductions in manning scales and a specific ITF policy paper on manning. The Committee succeeded in agreeing on such a policy paper and in the process adopted minimum safe manning scales for six different ship types. The new policy and the manning scales* will be placed before the next ITF Seafarers' Section Conference in Madrid for endorsement.

INTERNATIONAL MARITIME ORGANIZATION (IMO)

Sub-Committee on Standards of Training and Watchkeeping

14. The 16th session of the above IMO sub-committee was held in London from 20 until 22 April 1983. It was preceded by the second meeting of the Joint IMO/ILO Working Group on the Revision of the Document for Guidance 1975 – on which the seafarer members are K. Mols Sørensen (Denmark) and K. Kihata (Japan) – and an IMO working group on training of officers responsible for cargo handling on ships carrying dangerous and hazardous substances in solid dry bulk and packaged form. A preparatory meeting of ITF affiliates attending the IMO and Joint IMO/ILO meetings was held in London on 15 April 1983.
15. The Sub-Committee agreed on the whole with the revised text of the 'Document for Guidance, 1975' which the Joint Working Group had prepared and recommended that it be submitted to the next meeting of the Joint IMO/ILO Committee on Training (probably to be held in 1985) for consideration. After consideration by the Joint Committee the "Document for Guidance" would be transmitted to the IMO Maritime Safety Committee and ILO Governing Body for adoption. The possible scope and contents of the guide will be elaborated at the next STW session. Also, the Joint Working Group expressed the view that there was a need from the seafarers' point of view to ensure that personnel operating vessel traffic service (VTS) systems providing advice and instructions to ships are properly trained. The Sub-Committee therefore decided to seek authorisation from the Maritime Safety Committee to prepare an appropriate recommendation or resolution on this matter.
16. The STW Sub-Committee adopted a draft resolution on training of officers and ratings responsible for cargo handling on ships carrying dangerous and hazardous substances in solid form, in bulk or in packaged form which will first go to the Maritime Safety Committee and then to the 13th IMO Assembly for adoption.
17. Affiliates in Australia, Denmark, Finland, Great Britain, Greece, Japan, Norway, Sweden and United States were represented at the above meetings.

*These were approved by Congress, subject to certain amendments (see page 111).

Sub-Committee on Radiocommunications

18. The 26th session of the above IMO Sub-Committee was due to be held in London from 12 until 16 September 1983.

Maritime Safety Committee

19. The 48th session of the above IMO Committee was held in London from 6 until 17 June 1983. ITF affiliates in Denmark, Great Britain, Greece, Portugal and United States were represented at the session. The ITF had joined with several other organisations in consultative status – BIMCO, ICS, IFSMA, INTERTANKO, ISF and OCIMF – in submitting a paper on “Armed robberies from merchant ships”. This paper was remitted to a working group on which ITF Assistant General Secretary Åke Selander served. In the event the Maritime Safety Committee adopted an outline for a draft IMO Assembly resolution on measures against acts of piracy and armed robbery from ships, which urges Governments to take all measures necessary to prevent and suppress acts of piracy and armed robbery from ships in or adjacent to their waters, including strengthening of security measures and invites governments and interested organizations to advise shipowners, ship operators, shipmasters and crews on measures to be taken to prevent acts of piracy and armed robbery and minimize the effects of such acts as well as to inform the IMO of action taken to implement the aims of the present resolution. The resolution further recommends that governments and organizations concerned should inform the IMO of any act of piracy or armed robbery committed against a ship flying the flag of their country, indicating the location and circumstances of the incident, requests the IMO Secretary-General to circulate to governments and organizations concerned the information referred to above and requests the IMO Council to keep this matter under review and take such further action as it may consider necessary in the light of developments.

INTERNATIONAL LABOUR ORGANISATION (ILO)

ILO Seminar for Senior Government Officials from Asian Countries on Maritime Labour Standards

20. At the time of writing ITF Assistant General Secretary Åke Selander was due to attend the above seminar – which would focus on the implementation of ILO Convention No. 147 – together with representatives of seafarer affiliates in India, New Zealand and Norway.

International Committee on Seafarers' Welfare

21. The Presidium of the above Committee – the secretaryship of which the ILO has now assumed – met in Oslo on 3 June 1983 to discuss inter alia the compilation and publication of a list of existing welfare facilities for seafarers; identification of difficulties experienced by seafarers abandoned in foreign ports; and possible inputs by the Committee for the new ILO instrument on welfare to be discussed at the next ILO Preparatory Technical Maritime Conference. Åke Selander, ITF Assistant General Secretary, represented the ITF.

UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT (UNCTAD)

22. A meeting of the Preparatory Committee of the United Nations Conference on Conditions for Registration of Ships has been scheduled from 7 until 18 November 1983 in Geneva to prepare a draft international agreement on the conditions for registration of ships for submission to a Plenipotentiary Conference due to be held during the Spring of 1984.

UNITED NATIONS LAW OF THE SEA CONFERENCE (UNCLOS)

23. The new Law of the Sea Convention was adopted towards the end of 1982 in spite of a number of important nations either voting against its adoption or abstaining from voting. The ITF and the ILO have kept an intermittent watch on the developments

leading to the adoption of the Convention. According to the ILO major parts of the Convention are largely outside the competence of the ILO. Thus, the Convention deals with the definition of the territorial sea and contiguous zone, passage through straits used for international navigation, archipelagic states, the exclusive economic zone, the continental shelf, the high seas, the right of access of land-locked states to and from the sea and freedom of transit, the protection and preservation of the marine environment, marine scientific research, the development and transfer of marine technology and the settlement of disputes, for which it envisages inter alia the establishment of an International Tribunal for the Law of the Sea.

24. The longer-term implications of the Convention and those which are of particular potential concern to the ILO, arise out of its most controverted provisions, namely those governing the sea-bed, ocean floor and subsoil beyond the limits of national jurisdiction (called "the Area" in the Convention). This Area and its mineral resources will under the Convention be managed as "the common heritage of mankind". To this end, the Convention provides for the establishment of an International Sea-Bed Authority, of which all States Parties to the Convention will be ipso facto members, which will be responsible for organising and controlling the exploration for, and exploitation of the mineral resources of the Area, and which will be responsible for the equitable sharing of financial and other economic benefits derived from activities in the Area. The principle underlying this part of the Convention is that the resources of the Area are to be exploited for the general benefit of mankind, and the profits distributed so as to ensure that developing States receive a fair share.
25. These activities of exploration and exploitation in the Area may be undertaken either by state or private enterprises under contract with the Authority or by "the Enterprise" which, in the terms of the Convention, will be established as the organ of the Authority to carry out activities in the Area directly. This will be an international institution carrying out operational activities under the authority of an intergovernmental body.
26. The major concern of the ILO, in the steps to be taken for the implementation of the new Convention, is to ensure that the labour and social conditions as well as the safety standards applicable to workers engaged in activities in the Area are fixed at an appropriate level and are effectively enforced. This problem has a double aspect. In the first place, activities undertaken under contract with the Authority will be subject to the law of the State in whose territory the exploiting enterprise is registered, and the need here is to ensure that the national law lays down appropriate standards. Secondly, activities undertaken directly by the Enterprise to be set up under the Convention, will not be subject to any national law, and there will be a need to establish appropriate international regulations through the mechanism established under the Convention for the adoption of rules and regulations by the Authority.
27. The ILO Director-General has proposed that the ILO should ensure that the provisions adopted reflect appropriate conditions of work and safety standards that are prescribed for activities in the Area, based on the relevant provisions of international labour Conventions and Recommendations, as well as the development, through bilateral agreements, of appropriate arrangements between the Authority and the International Labour Organisation for ensuring the effective observance of such provisions. He has further proposed that when the time comes, the ILO should explore means of offering assistance in meeting the training needs for workers both of the Enterprise and of developing countries wishing to undertake deep-sea mining and related activities.

EUROPEAN COMMUNITY

Steering Committee of the EC Social Partners in Sea Transport

28. A meeting of the above Committee was held in Brussels on 27 January 1983 to discuss among other things employment, port state control, UNCTAD (flags of convenience/bulk cargo sharing), the Vredeling directive on multinationals, the insolvency directive, reports on working conditions and wages and work programme. Å. Selander, ITF Assistant General Secretary, attended on behalf of the ITF Secretariat. No plenary session has so far been held during 1983 because of the withholding of budgetary allocations although we understand a Plenary Session of the EC Social Partners in Sea Transport will be held in October 1983.

"Transport Infrastructure Experimental Programme"

29. On 16 December 1982 the EC Council approved a proposal for a regulation concerning limited action in the field of transport infrastructure, whereby the Community is to grant financial aid up to ceiling of the 10 million ECU available from the 1982 budget for various projects including the cross-Channel link.

Application of rules of competition to shipping

30. It is understood that the Italian government has forwarded a submission to the EC Council Secretariat, maintaining that the legal basis for bringing shipping within the framework of the Common Transport Policy must be Article 84 (2) of the Rome Treaty. If it does not prove possible to bring shipping – and civil aviation – within this framework a loophole would be provided for a gradual exodus of all the other modes of transport.
31. In spite of the procedural difficulties mentioned earlier, the Economic and Social Committee (ESC) Opinion on this subject was highly satisfactory. The workers' experts were successful in getting in the majority of their essential points: the exclusion of bulk cargoes from the shipping proposal provided an opportunity for a reference to the need for Community action in relation to flags of convenience. The opinion underlines throughout the "special characteristics" of shipping, warns of the dangers of undue interference (from the Commission's "competition" Directorate) in delicate machinery set up for stabilizing the conditions in which this industry operates in a complex international setting and, on frequent occasions, brings forward workers' interests as legitimate matters for consideration in this context, besides calling for adequate worker representation on the various types of machinery.

ITF/COMMITTEE OF TRANSPORT WORKERS' UNIONS IN THE EUROPEAN COMMUNITY

32. The ITF is arranging (in conjunction with the "Brussels Committee") a European Parliament Hearing – a Socialist Group of Members of the European Parliament Inquiry into Shipping – which it is hoped will be attended by representatives of socialist parties in the EEC, appropriate directorates of the EEC Commission, IMO, UNCTAD, ILO, shipowners' organizations and seafarers' trade unions. The hearing, which will concentrate on flags of convenience and substandard shipping, has been scheduled for 22 and 23 November 1983 (in London) when it is hoped shipping experts and witnesses – abandoned, unpaid, physically injured, and ill-treated seafarers generally – will congregate to pass judgement on the wrongs and rights of present-day shipping operations.

CARIBBEAN MARITIME AND AVIATION COUNCIL (CMAC)

Seminar for Caribbean dock workers and seafarers

33. A seminar for representatives of dock workers and seafarers in the Caribbean area was held in Curacao, Netherlands Antilles, from 25 until 27 April 1983, under the joint sponsorship of the ITF and the Caribbean Maritime and Aviation Council (CMAC). Over twenty participants from unions in Antigua, Bermuda, Curacao, Dominica, Guyana, Grenada, St. Kitts, St. Lucia, St. Vincent, Jamaica, Surinam and Trinidad and Tobago attended the seminar.
34. Åke Selander, ITF Assistant General Secretary, lectured to participants on ITF policy on flags of convenience and non-domiciled seafarers and ran through the procedures required to effect an ITF collective agreement. Other matters touched upon by the seminar were the total crew cost concept and guidelines appertaining to the appointment of ITF inspectors and arrests of ships. The participants were also given up-to-date information relating to the conditions applicable to foreign crews serving in Greek flag ships. The seminar participants showed great concern at the decrease in the number of seafaring jobs in the area and expressed the view that within the pending review of ITF policy on f-o-cs and the collective agreement, consideration be given to a Caribbean ITF agreement to be applied to intra-Caribbean shipping, thus facilitating the recruitment of local seafarers through CMAC. Another matter that worried the participants was the reported number of other countries in the Caribbean area which were contemplating the setting up of open registers.

35. The participants – on a recommendation by the CMAC administrative council – proposed that an ITF/CMAC delegation should make contact with the governments of Bermuda and Bahamas pressing those governments to tighten up their registers. Also, again at the recommendation of the CMAC administrative council, an ITF/CMAC delegation should seek urgent talks with Caribbean cruise ship operators with a view to securing further employment for Caribbean seafarers in those ships. The ITF Secretariat was reminded that the matter of the Greek-flag cruise ship "Britanis" where a number of Caribbean seafarers had been left stranded without pay, was still unresolved, and the participants urged the ITF Secretariat to put pressure on the Greek owner to fulfil his obligations vis-à-vis the crew.

INTERNATIONAL SHIPPING FEDERATION (ISF)

36. The statement on non-domiciled seafarers adopted by the Ad Hoc Meeting on the Employment of Non-Domiciled Seafarers (held in Rotterdam on 22 July 1982 – cf. item 199 of the Congress Report on Activities) and later endorsed by the March 1983 meeting of the ITF Fair Practices Committee (cf. Doc. XXXIV C-7/SSD, item 4) was formally submitted to the ISF in time for their Annual General Meeting. It came as no surprise to the ITF that the statement did not meet with the ISF's favour. However, in recognition of the fact that the issue is of major concern to the ITF's affiliates the ISF declared its preparedness to meet ITF representatives to discuss the matter.

RELATIONS WITH AFFILIATES

37. On 10 June 1983 Åke Selander, ITF Assistant General Secretary, attended a meeting in Dublin between the Irish Transport and General Workers' Union, British National Union of Seamen, Dutch Seafarers' Federation and Norwegian Seamen's Union in an attempt to resolve various disputes over manning of drilling rigs operating in the Irish sector. During the meeting it emerged that the Irish Federation of Employers guarantee to pay the wages of any foreign workers laid off because of the need to put Irish seafarers on board. This agreement apparently only applies to supply boats. The representative of the Irish Transport and General Workers' Union held out the prospect of discussing the 1984 rig deployment requirements prior to the date on which the rights become operative. If sufficient notice was given to the Irish Federation of Employers it was conceivable that the same guarantees offered in respect of supply boats could be extended to rigs and other units.

FLAGS OF CONVENIENCE

Negotiations with South Pacific Marine Services (SPMS)

38. Åke Selander, ITF Assistant General Secretary, headed the trade union negotiating side during the negotiations which took place in London on 18 January 1983 (see Doc. XXXIV C-7/SSD, item 8).

Swedish Seamen's Union Seminar on flag-of-convenience operations

39. Åke Selander, ITF Assistant General Secretary, lectured at the above seminar which was held in Kungälv, Sweden, from 18 until 20 May 1983 (see Doc. XXXIV C-7/SSD, item 7).

Danish seafarer affiliates' seminar on the future of Danish shipping

40. Åke Selander, ITF Assistant General Secretary, lectured on UNCTAD and alternatives to flagging out at the above seminar which was held in Copenhagen on 25 August 1983.

Negotiations

41. During the period under review Åke Selander, ITF Assistant General Secretary, has also been involved in several negotiations with affiliated unions and shipowners seeking ITF approval of collective agreements for flag-of-convenience ships.

Cruise Ships' Seminar

42. The ITF has for some time been contemplating holding a workshop in Miami dealing with the problems facing certain crews employed by cruise ship operators. More recently, the Seamen's Church Institute of New York has also displayed an interest in this area and is now actively pursuing the same objective. Both the ITF and the Institute agree that there should be a jointly arranged workshop – by the Institute representing the Christian welfare services, the ITF representing the maritime trade unions and the shipowners and operators representing the management side. The ITF should be represented among the consultants, the ITF should invite representatives of its affiliates concerned, the ITF should have a considerable input in the workshop programme and – in return – the ITF would support the workshop financially and with background information and other data which might be of assistance to the workshop.

Visit to Greece

43. Åke Selander, ITF Assistant General Secretary, visited Athens and Piraeus from 9 until 14 February 1983 where he had talks with the Minister of Mercantile Marine and the Secretary-General of the Ministry of Mercantile Marine on the proposed introduction of legislation covering in particular the so-called bilateral crewing agreements. During his visit he also had discussions with the Pan-Hellenic Seamen's Federation and some of its constituent unions. He also had a brief meeting with the head of the Greek Shipowners' Association and met with several representatives of the Greek shipping press for the purpose of broadcasting the ITF's views on the bilateral crewing agreements. It was a last-ditch move and in retrospect the Minister did not appear to have heeded the ITF advice but went ahead with the proposed legislation almost unchanged thereby managing to antagonise not only the ITF but also the Greek shipowners and every seafaring union in Greece.

Proposals and Conclusions

(adopted by Maritime Policy Committee Meeting, Linthicum Heights, August 1983)

The Committee, being aware of the extensive structural changes taking place in world shipping with their consequential negative effects on job opportunities for seafarers, concurred with the view expressed by the ITF European Seafarers' Conference earlier in the year that the ITF should have an extensive shipping policy programme, but felt unable in the time available to draft and consider such a programme in view of the vast range of subjects which needed to be covered.

The Committee, however, suggested that the programme should initially cover the following areas:—

- Flags of convenience;
- Non-domiciled seafarers;
- Safety;
- Manning and watchkeeping;
- Training, qualifications and certification;
- Welfare;
- Health and medical care;
- Seafarers' taxation;
- Shipping subsidies and scrapping premiums;
- Cargo sharing;
- Joint ventures;
- Radiocommunications;
- Defence rôle of the merchant navy;
- Wages, working, living and social conditions;
- The rôle of ministries responsible for shipping;
- Offshore activities;
- Bareboat charters;

- Employment;
- Port state control (sub-standard ships);
- Relations with inter-governmental and other international bodies active in the area of shipping;
 - Repatriation;
- Trade union rights;
- Ship management;
- Cruise ships;
- Shipping research;
- Recruitment of seafarers.

On several of the above subjects the committee was able to arrive at some firm conclusions:—

Cargo sharing

ITF recognizes the increased interest among its affiliates in various forms of cargo sharing arrangements as expressed in policy statements by governments and inter-governmental organizations and implemented in bilateral or multi-lateral trading arrangements.

The principle of cargo sharing implies that the servicing of a trade route is considered a national or international interest where long-term over-all benefits to nations and peoples override any narrow and short-term capitalist market solutions and distribution of benefits to interested parties.

Re-allocation of cargo shares between carriers and nations also involves re-allocation of the responsibility for seafarers' safety, welfare, wages and employment opportunities. Cargo reservation may be a legitimate and rational instrument of a national shipping policy provided it is carried out with due consideration being paid to the seafarers' interests and specifically so that

- (a) the highest safety and operational standards on a trade route are maintained
- (b) the overall bargaining power of the national maritime trade unions is maintained and that workers' democratic influence on ship operation is not impaired
- (c) employment of FOC carriers is phased out
- (d) fair competition amongst carriers is ensured subject to the constraints of the cargo allocations
- (e) a sufficiently large share of cargo is allocated to third flag carriers from bona fide shipping nations to ensure the benefits of a competitive market.

Joint ventures

Bona fide joint venture arrangements incorporating transfer of technology through developed countries' seafarers and utilizing developing countries' seafarers, and in this connection meeting the IMO training qualifications standards as a minimum should be subject to the following qualifications:

- (a) the equity shall be held by the participating companies in the bona fide maritime countries which enter into a joint venture, due consideration being given to any legal provisions concerning distribution of equity, and in the case where equity participation is low in respect of a developing nation any profits shall be ploughed back into that nation's participating company to enable it to take up a higher equity approaching parity,
- (b) the ships shall be registered in either of the countries participating in the joint venture,
- (c) the ships shall be managed from either of the countries participating in the joint venture,
- (d) the ships participating in the joint venture shall fly the flag of and be manned by the respective countries participating in the joint venture on the understanding that in the case of multi-ship operations there shall be an equal distribution of the ships,
- (e) the level of crew remuneration, manning and other benefits shall be in accordance with those applicable to comparable ships flying the same flags as the ships which participate in the joint venture,

- (f) the safety standards shall meet national and international requirements,
- (g) the seafarers serving in the ships participating in the joint venture shall be encouraged to join the appropriate trade union in the country of the flag of the ship,
- (h) the ITF affiliated or recognised trade unions concerned in the countries participating in the joint venture shall be fully consulted prior to the establishment of and during the whole period of the joint venture operation,
- (i) the trade unions concerned shall keep the ITF Secretariat fully informed of any developments.

Flag of convenience countries are not considered to be bona fide maritime countries.

The rôle of ministries responsible for shipping

There should be less reliance on classification societies to carry out surveys and inspections of ships in view of the vested interests in those societies.

In conclusion the Committee suggested that the ITF Secretariat should go ahead and compile a register of past ITF resolutions and policy statements on shipping matters as well as draft suitable additional texts under the above subject-headings to facilitate the future work of the Committee in this area, making use, if necessary, of any available research facilities.

Setting up of a Secretariat for Asian Seafarers

This ITF Asian Seafarers' Regional Committee, meeting in Wellington from 12 to 14 May 1983,

RECOLLECTS that the aspirations of the participants of the ad hoc Asian Seafarers' Conference which met in Hong Kong in March 1980 to set up a permanent secretariat in Asia to monitor the views of Asian seafarer affiliates, to serve as a repository and to assist Asian seafarer affiliates were

- (a) recorded in a resolution adopted by the ITF Asian Seafarers' Regional Committee which met in Seoul, 2-4 August 1982, and
- (b) requested the ITF to consider the setting up of such a secretariat for Asian seafarers in Asia at the earliest opportunity.

NOTES that the said recommendation has not yet been accepted.

REITERATES the considered opinion of this Committee that the ITF should urgently consider the setting up of such a secretariat in Asia at an early date.

XXXIV C-7/SSD—SPECIAL SEAFARERS' DEPARTMENT

1. This Report should be read in conjunction with the Supplementary Report of the Seafarers' Section (XXXIV C-7/S).

MEETINGS

2. **FPC Sub-Committee on the Revision of the ITF Collective Agreement, London, 21 to 23 February 1983**

The meeting was held at ITF headquarters under the chairmanship of K. Mols Sørensen (Denmark) – Chairman of ITF Seafarers' Section and Co-Chairman of the ITF Fair Practices Committee. Apart from the Chairman the meeting was attended by M. Sant'Anna (Brazil), L. Barnes (India), C. Roodenburg (Netherlands), Ø. Ringvold (Norway), C. C. Lie (Taiwan) and R. Lioeanjie* (United States). Å. Selander and B. Laughton attended on behalf of the Secretariat.

*substituting for S. Wall

The Sub-Committee considered the revision of the terms of the ITF collective and special agreements and the acceptability criteria for national and company agreements and submitted its report to the March 1983 FPC which decided that a further meeting of the Sub-Committee should be held before the 1983 ITF Congress. The meeting was fixed for 1-2 September 1983 in London.

3. European Seafarers' Conference, Helsinki/Stockholm, 8 and 9 March 1983

The Conference adopted a strong statement on shipping policy programmes which, *inter alia*, identified the increasing use of flags of convenience as the greatest threat to the continuing existence of European merchant fleets and called upon the ITF Secretariat and European affiliates to carry out an action programme (see Doc. XXXIV C-7/S, item 1 and statement on page 109).

4. Fair Practices Committee Meeting, London, 22 and 23 March 1983

The meeting was attended by 100 delegates, advisers, observers and ITF Inspectors from 29 countries. The Co-Chairmen, C. H. Fitzgibbon (dockers) and K. Mols Sørensen (seafarers), chaired alternate sessions. The agenda comprised: 1. Report of the last meeting, June 1982; 2. Report on Activities; 3. Report on the Seafarers' International Welfare, Protection and Assistance Fund; 4. Report on FPC Sub-Committee on the revision of the ITF Collective Agreement; 5. Any other business.

The Committee decided that in view of the expansion of the campaign against flag-of-convenience ships over recent years a comprehensive review of the Fair Practices Committee policy and methods of promoting the campaign should be discussed during the 34th Congress to be held in Madrid in October 1983. The ITF Secretariat was instructed to prepare a full report to be considered by the Joint Seafarers' and Dockers' Section Conference. The Joint Conference would also consider matters such as the concluding of acceptable agreements by ITF seafarer affiliates for f-o-c ships beneficially owned in their own countries, total crew costs under national agreements and the advisability of permitting trade unions in countries with authoritarian régimes to conclude agreements on behalf of the ITF.

Having received a report on the meeting held on 21 March between the ITF, the Korean Seamen's Union and the Pan-Hellenic Seamen's Federation (PNO) and having discussed the question of agreements signed by the Korean Seamen's Union, the Committee adopted a programme of points designed to ensure that stricter control was maintained over such agreements, that shipboard representatives be appointed by the KSU, that the KSU appoint representatives for foreign ports to liaise with ITF Inspectors and that an approach be made to the Korean government to discontinue the present manning agent system and appoint the KSU as supplying agent for crews. It was also agreed that where the ITF affiliate in the country of beneficial ownership opposes the flagging-out of a ship and takes action to maintain a crew or seeks representation or notifies the ITF of its position the ITF will not approve the signing of any other agreement or issue or re-issue an ITF Blue Certificate in respect of that ship.

The Committee decided that the Gibraltar, Vanuatu and Sri Lanka flags be added to the list of flags considered to be flags of convenience; the Oman flag was removed from the list. It was decided that further investigation was needed before adding the Saudi Arabian flag to the list. A proposal by the Singapore seafarer affiliates that the Singapore flag be removed from the list of flags of convenience was discussed at length and it was decided that in view of possible loop-holes in the Singapore Merchant Shipping Regulations, 1981, a more detailed report should be prepared for consideration at the 34th Congress.

The Committee accepted as policy a statement on non-domiciled seafarers adopted at an ITF ad hoc meeting held in Rotterdam on 22 July 1982. The policy provides that the rates of pay of non-domiciled seafarers serving on traditional flag ships be raised in stages so that from 1st July 1986 there is no discrimination between seafarers on such ships. Pursuant to this policy, funding arrangements were accepted, provided that the difference between the flag rate and "local rates" is funded in accordance with the arrangements agreed by the 1982 FPC with regard to flag-of-convenience ships. It was agreed to put pressure on national shipowners to negotiate the implementation of this policy. The Committee rejected the proposal that the wage rates approved by the FPC with effect from 1st April 1982 should be frozen for a period of two years.

Having received the report from the European Seafarers' Conference held on 8-9 March 1983, where strong opposition had been voiced to further reductions in manning levels along the lines being promoted in Norway, the Committee pledged support for seafarers' unions taking action against attempts to promote such unsocial manning levels in Norway and elsewhere.

It was decided to reconvene the Sub-Committee on the Revision of the ITF Collective Agreement to prepare a further review for consideration by the Madrid Congress in the light of the general policy review which was to take place. The Committee noted that the rates of pay in the ITF wage scale for f-o-c ships effective from 1st January 1983 was a first step towards reducing differentials between higher and lower paid seafarers on f-o-c ships as approved by June 1982 FPC.

The Committee noted the back pay for seafarers on f-o-c ships during 1982 and that shipowners were increasingly resorting to the use of double accounts in an attempt to deceive ITF Inspectors and it was resolved to take action to stamp out this and other practices designed to cheat seafarers of the proper wages to which they were entitled.

In considering the list of casualties suffered by f-o-c ships during the period 1978-1982, it was noted that Panama had never held any inquiry into the loss of a Panamanian-flag ship. Affiliates were urged to press the Panamanian authorities to hold inquiries and the ITF's Panamanian seafarers' affiliate promised to press its government for action. In this connection Inspectors were urged to scrutinise closely safety on f-o-c ships and to take the necessary action to ensure the enforcement of the provisions of ILO Convention 147 concerning minimum standards on merchant ships and the Paris Memorandum on Port State Control by European Countries.

5. ITF Inspectors' Seminar, London, 24 and 25 March 1983

The Seminar was attended by 50 Inspectors from 24 countries. The participants were briefed by Åke Selander, ITF Assistant General Secretary, on IMO Control Procedures on substandard ships, ILO Convention 147, problems on Greek-flag ships and ITF policy on non-domiciled seafarers; and by Brian Laughton, Secretary Special Seafarers, on ITF policy on flags of convenience, the ITF Collective Agreement and acceptable national agreements, international developments and ITF documentation requirements. Legal matters were dealt with by one of the ITF's legal advisers. Working groups discussed and developed methods of dealing with the practical day-to-day problems. Matters for consideration in connection with the Congress f-o-c policy discussions were to be forwarded to the ITF Secretariat.

6. ITF/Caribbean Maritime and Aviation Council (CMAC) Seminar for dockers and seafarers, Curaçao, Netherlands Antilles, 25 to 27 April 1983

Åke Selander, ITF Assistant General Secretary, lectured to participants on ITF policy on flags of convenience and non-domiciled seafarers and ran through the procedures required to effect an ITF collective agreement. Other matters touched upon by the seminar included the total crew cost concept and guidelines appertaining to the appointment of ITF inspectors and arrests of ships (see also Doc. XXXIV C-7/S, paras. 33-35).

7. Swedish Seamen's Union/ITF f-o-c campaign Seminar for seafarers and dockers, Gothenburg, 18 to 20 May 1983

The seminar covered all aspects of the ITF f-o-c campaign particularly the practical application of the policy within Sweden. The participants were addressed by Anders Lindström and Johnny Grönberg, presidents of the seamen's and transport workers' unions respectively, Åke Selander and Brian Laughton for the ITF, and other specialists from the seamen's union.

GENERAL

8. **Negotiations with South Pacific Marine Service (SPMS) concerning collective agreement for members of Kiribati and Tuvalu Overseas Seamen's Union (KATOSU), London, 18 January 1983**

Following the conclusion of a new collective agreement for KATOSU members serving in SPMS German flag ships in November 1981 (see XXXIV C-7, item 250), the SPMS and ITF had agreed to continue the negotiations for an agreement that would be acceptable under the ITF f-o-c policy for those KATOSU members serving in SPMS owned f-o-c ships, but the present date was the earliest that could be agreed. The ITF was represented by Åke Selander, Brian Laughton, Tas Bull, WWF, Australia, and H. Schmeling, OeTV, Germany. The KATOSU was represented by Iota Malua and Naurua Kaitu. The SPMS delegation, headed by Klaus Oldendorf, N. Schuess and H. Anke, confirmed that the KATOSU crews of the SPMS f-o-c ships were being paid the same *net* increase as the crews of the German flag ships and that no further increase was possible. Despite exhaustive re-examination of the SPMS proposals in the light of the ITF total crew cost concept no agreement could be reached. The negotiations were adjourned pending the outcome of the current FPC review of the ITF policy on acceptable agreements.

9. **Assistance to Ships' Crews**

Settlement of claims for arrears of wages and other cash benefits reported to the Secretariat for the period 1 January to 31 August 1983 for crews of f-o-c ships totalled US\$3,412,075 in respect of 97 ships.

LEGAL ACTIONS

10. In Finland, further hearings in the case of the Panamanian-flag SUN POLIUX have taken place and the case continues.
11. In the Netherlands, the unions' appeal to the Court of Cassation in the SAUDI INDEPENDENCE case has not yet been heard; in the case of the Liberian-flag PACIFICO, the appeal court upheld the decision of the court of the first instance.
12. In Great Britain, in March the House of Lords upheld the decision of the Court of Appeal in the owners' favour in the case of the Liberian-flag mv HOEGL APAPA. The main case concerning the Maltese flag ROSSO has been dropped by the owners, following the sale of the ship.
13. In Germany, in the cases of the Liberian-flag GLAFKI (Brunsbuttel, January) and Panamanian-flag BAISSA 1 (Hamburg, March) decisions by the respective labour courts permitting owners to take on board the ships replacement crews resulted in the ending of the six week long strikes by Philippine crews.
14. In France, the appeals by the union side in the cases of the Liberian-flag ships GLOBAL MED and GOOD FAITH have been made but no hearings have yet taken place.
15. In South Africa, ITF lawyers have lodged an appeal in the case of the Cyprus-flag ships HOUDA PEARL and HOUDA BEAUTY against the first instance finding that the ITF agreement was null and void for duress. The case concerns claims for wages by Philippine crew members covered by the ITF agreement.

XXXIV C-7/F—FISHERMEN'S SECTION

MEETING

Fishermen's Section Social Policy Sub-Committee

1. The above Sub-Committee met in Bremerhaven on 13 and 14 June 1983. The Agenda covered the employment situation among fishermen; international minimum standards for deep-sea fishermen (wages and working conditions); ILO and IMO activities; and the ITF Fishermen's Section Working Programme.

2. The Sub-Committee took note of, updated and corrected an international "Survey of Fishermen's Conditions" and requested that the ITF Secretariat distribute the same to all fishermen's affiliates. The Sub-Committee also recommended that the Section Chairman and the Section Vice-Chairman should attend those IMO meetings where matters of training and qualifications of fishermen were discussed. The Sub-Committee further pinpointed clauses to be included in an ITF Collective Agreement for fishing vessels. In addition the Sub-Committee drafted proposals relating to the Section's Working Programme for the next inter-congress period. In conclusion the Sub-Committee adopted a resolution on "EEC Fisheries".

ILO, IMO AND FAO

IMO's Sub-Committee on Standards of Training and Watchkeeping

3. At the 16th session of the above Committee (London 20-22 April 1983) a draft Assembly resolution on certification of skippers and officers in charge of a navigational watch on fishing vessels of 24 metres in length and over was approved for submission to the 13th IMO Assembly (through the Maritime Safety Committee) for adoption.
4. With regard to certification as skipper on fishing vessels operating in limited waters the majority of the Sub-Committee considered that some sea-going service as officer in charge of a navigational watch should be required for certification as skipper.
5. The Sub-Committee also considered an alternative text for the recommendation on standards for fishing vessels of less than 24 metres in length prepared at the 15th session. The intention of IMO is that a text should be further elaborated at the next Sub-Committee session.
6. On the question of the preparation of a "Document for Guidance on Fishermen's Training and Certification" the Sub-Committee – following consultation between the IMO, FAO and ILO Secretariats – agreed the following procedure for the elaboration of such a document:
 - (a) the Document should be prepared by a joint FAO/ILO/IMO Working Group to meet concurrently with the Sub-Committee;
 - (b) the Joint Working Group should consist of two representatives each of IMO and of FAO and four representatives of ILO (two fishing vessel owners and two fishermen members). A limited number of advisers from each of the four groups could also participate in the Joint Working Group in accordance with the general practice;
 - (c) the Joint Working Group would submit the draft text of the Document for Guidance to the Sub-Committee for comments;
 - (d) the text prepared by the Joint Working Group and any comments of the Sub-Committee would subsequently be submitted to the three organizations for additional comments. The Joint Working Group would then incorporate all comments received in a final draft to be submitted to the three organizations for approval.
7. It will behove the ITF to pay particular attention to the above developments and to attend in as large numbers as possible when these matters are being discussed at IMO.

INTERNATIONAL WHALING COMMISSION (IWC)

8. In July 1983 the ITF was represented in an observer capacity by K. Yoshino, All-Japan Seamen's Union, at the 35th Annual Meeting of the IWC in Brighton, England. The ITF observer read a statement to the meeting.

XXXIV C-7/Ca—CIVIL AVIATION SECTION

1. Negotiations within TAP-Air Portugal

In January, the Portuguese cabin crew affiliate informed the ITF that no settlement had yet been reached on a range of issues, including the crew complement of the

1-1011, which had been promised by the company in 1982. As the result of protests by the ITF and its affiliates to both the company and the Ministry of Transport, negotiations were finalized on the Tristar crew complement, but other issues had not been settled. Later, in April, the ITF Secretariat was called upon to make further protests concerning the refusal of the company to negotiate on cabin crew career structure and pay. Negotiations on these issues were later resumed (but see also item 20 below).

2. Second meeting of ICAO Personnel Licensing and Training Panel

In January, the ITF was informed that the above meeting would provisionally take place from 31 October to 16 November 1983. Affiliates were informed of this by Circular and of the fact that the ITF would again be represented by D'Arcy Kennedy as its Observer, assisted by such technical advisers as proved necessary in the light of the Panel's eventual agenda. Affiliates were also requested to redouble their efforts to secure support for the ITF's policies on licensing and training by their national ICAO representatives.

3. Settlement of EL AL dispute

The Histadrut informed the Secretariat of a successful conclusion to this four-month-old dispute* in January, under which all EL AL workers would resume their jobs, with the question of any staff cut-backs and other disputed issues being the subject of further negotiations between the company, Histadrut and a newly-formed overall EL AL staff committee. In writing to the Secretariat, Histadrut expressed its deep appreciation of the solidarity shown by the ITF and its aviation affiliates during the dispute.

*see also XXXIV C-7/item 24

4. Dispute between International Association of Machinists and Qantas

On February 6, Qantas ignored requests by the IAM for continuation of negotiations on a new contract for 232 members employed at San Francisco and Honolulu and transferred the work normally performed by them to a non-union firm. The IAM considered that its members had been effectively locked out by the company, due to its own readiness to negotiate. It applied to the courts for relief and also asked that ITF affiliates should send protests on the company's action to Qantas headquarters in Sydney. There was a good response from the ITF member-unions to this request (See also item 14 below).

5. Dispute between NZ cabin crew union and Air New Zealand

Members of the ITF-affiliated Airline Stewards and Hostesses' Union went on a 24-hour strike at 0500 on 16 February in protest against the refusal of the company to reinstate a member acquitted of alleged theft. The company had applied for the case to be submitted to the Arbitration Court. The ITF Secretariat supported the union's actions and teleaxed a protest to the company against what amounted to a re-trial of the union member.

6. Cancellation of EEC civil aviation meetings

A meeting of the enlarged Section Committee of the EEC Civil Aviation Workers' Side scheduled for 16 February was cancelled. The ITF was subsequently informed by the Secretary of the Committee of Transport Workers' Unions in the European Community, Clive Iddon, that he had been told that the European Parliament was withholding funds for meetings, whether of workers', employers' or governmental experts. Both of the Commission's Directorates General (Transport and Social Affairs and Employment) which organize meetings on civil aviation had claimed that they had already used up the funds previously allocated to them and that there was no possibility of arranging any further meetings during the first half of 1983.

7. Meeting of ITF Flight Operations Officers'/Flight Dispatchers' Working Group, 1 and 2 March 1983

A first meeting of this group (originally scheduled for 19 and 20 January) took place at ITF headquarters on the above dates, attended by representatives from Canada,

Germany, Great Britain, Portugal, Sweden and the United States. The Chairman of IFALDA also took part as an observer. The meeting elected D'Arcy Kennedy, the ITF's ICAO Representative, as Chairman pro tem, and Mike Verrechia of the Canadian Air Line Dispatchers' Association as its Vice-Chairman.

The question of FOO licensing dominated the discussions during the meeting. Particular concern was expressed at the threat to the modest level of standardization so far achieved if attempts to remove the FOO licence from ICAO Annex 1 were to succeed. As the result of a decision taken by the working group, the ITF will be presenting a revised case to the next meeting of the ICAO Licensing and Training Panel for the retention of the FOO licence in Annex 1. To assist the ITF in its preparations, members of the Working Group agreed to collate additional information on the status, authority and dispatching procedures of FOOs worldwide and submit it to the Secretariat. Ground staff affiliates were also asked to approach their governments in support of the retention of the licence.

A second meeting of the Working Group was scheduled for 7 September in London.

8. Reinstatement of dismissed flying staff by SPANTAX (Spain)

The Flying Staff Section of the ITF-affiliated UGT Transport Workers' Federation on 10 March finally won reinstatement of 22 pilots and flight engineers dismissed by the Spanish charter airline SPANTAX in October 1981. The agreement reached provided that the dismissed employees should have their full seniority restored and receive all arrears of pay from the date of their dismissal until their reinstatement on 7 March 1983. They will also be provided by the company with all necessary facilities to requalify for their licences. In informing the Secretariat of this, the Spanish union expressed its thanks for the support which it had been given by the ITF and its affiliates during its long dispute.

9. Hijacking of Libyan Arab Airlines B-727 to Malta

On learning of reports that the Maltese Government was preparing to allow the hijackers of this aircraft to leave Malta, the ITF Secretariat teleaxed its affiliate, the Malta General Workers' Union, on 25 March 1983 asking it to use its influence with the government to have the hijackers prosecuted in accordance with both Article 7 of the Hague Convention on the unlawful seizure of aircraft and with ITF policy. The ITF was later informed by the General Workers' Union that the hijackers had been returned to Libya, where they had been arrested.

10. ICAO: Dangerous Goods/Emergency Evacuation

On the basis of information received from D'Arcy Kennedy, on 29 March the ITF brought to the attention of all civil aviation affiliates, recommendations by the ICAO Air Navigation Commission to the ICAO Council that two amendments should be incorporated in Annex 6, concerning the training of aeroplane flight crew and cabin attendants respectively in the transport of dangerous goods. This in consequence of the entry into force on 1 January 1984 of Annex 18 - the Safe Transport of Dangerous Goods by Air, which requires initial and recurrent training programmes for personnel (ITF Circular No. 48/Ca. 10 refers).

Also discussed by the ANC was a proposed new paragraph 4.2.11 to be added to Chapter 4 of Annex 6 which would require *operators* to demonstrate to the satisfaction of States that the procedures to be followed, the assignment and qualifications of crew members and the installed equipment permit emergency evacuation in 90 seconds or less of the maximum number of persons, including authorized crew, on aircraft used in international air transport. Since the ANC adopted an ambiguous attitude towards the incorporation of this paragraph, the ITF cabled ICAO supporting it and also pointing out that Annex 6 Chapter 12 makes operators responsible for training in emergency procedures, and that this obligation should be reflected in the new paragraph.

Affiliates were also asked to seek the support of their national authorities for this.

11. **Dispute between OeTV and BA Germany over stewardesses' duties**
Towards the end of March, the Secretariat was informed by the Civil Aviation Section of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) of an attempt by BA Germany to use locally-employed stewardesses on internal routes for boarding duties, despite the fact that the company employed sufficient ground hostesses. The union was taking action on this through the courts. Some stewardesses had also reported sick. The OeTV asked the ITF to ensure that British BA stewardesses were not used as substitutes for these. With the help of the British Transport and General Workers' Union this was done.
12. **Negotiating problems between UGT and Austrian Airlines**
In March also the ITF was asked to assist its Spanish aviation affiliate, UGT Aereo, in a dispute with local management of the above airline which would not recognize it. The Union was also pressing for the reinstatement of a dismissed member. Protest action was being taken by UGT Iberia members, who service the company's aircraft, to delay its flights. The Secretariat drew the situation to the attention of the ITF's Austrian aviation affiliate, the ITFV, which contacted the company's head office. The results of this approach were later communicated to the Spanish affiliate.
13. **Draft revised policy statement on the use of micro-electronics in civil aviation**
The draft text of a revised policy, prepared by the ITF Secretariat, was circulated to all ground staff affiliates on 5 April 1983. This had been done in view of the very limited response to requests for background material on technological change agreements and the use of VDUs, and because only one nomination had so far been received for a working party to revise the existing policy, which had in the meantime also been adopted virtually unchanged by other ITF Sections. Delay in circulating the draft and trying to convene a first meeting of the working party had also been caused by the Section Secretary's illness, and this meant that because of the heavy work-load on the ITF's translators during the pre-Congress period, it would not now be possible to organize such a meeting before Congress. Ground staff affiliates were, however, asked for their comments on the draft and for further nominations to the working party.
14. **Use of anti-union consultants for sub-contracting work in aviation**
At a meeting of the OECD Trade Union Advisory Committee (TUAC) Working Group on Multinational Enterprises (of which the Section Secretary is a member) held in Paris on 25 April, the question of anti-union law firms acting as consultants to the local managements of foreign airlines operating in the United States was raised. These advise airlines on how to sub-contract existing union jobs to non-union firms. An example is given by the dispute between Qantas and the US International Association of Machinists (IAM) referred to in item 4 above. Ben Sharman, IAM International Representative, was also at the meeting and underlined that not only Qantas, but Iberia, JAL and Lan-Chile were using the same anti-union law firm for this purpose. With the support of the ITF and the International Metalworkers' Federation (with which the IAM is also affiliated), TUAC agreed that it would at a later stage submit cases on this growing and dangerous trend under the OECD Guidelines on Multinational Enterprises. The subject was also raised in advance at a consultation with the OECD IME Committee on the following day. The ITF Secretariat has since been in touch with its Spanish aviation affiliate concerning the activities of Iberia's US management. Japanese members of the TUAC Working Group also promised that they would investigate the similar situation in JAL's US operation.
15. **ITF/CMAC Caribbean aviation workers' seminar, Curaçao, 25-27 April**
From 25 to 27 April 1983 a seminar for Caribbean civil aviation union representatives was held in Curaçao, Netherlands Antilles. The seminar, run jointly by the ITF and the Caribbean Maritime and Aviation Council (CMAC), was attended by 19 representatives from Antigua, Bermuda, Curaçao, Dominica, St. Vincent, Surinam and Trinidad as well as by Roy Bannis, Assistant Secretary of CMAC, and Graham Brothers, ITF Research Department.

The seminar discussed the particular problems of Caribbean aviation workers, safety and health, collective bargaining and standardisation of agreements and strategies for improving airline workers' conditions. The participants also visited Curaçao Airport and ALM facilities and heard a talk by an airport security officer.

16. Social effects of deregulation at the ILO

Having been informed that a meeting on the above subject had not been included by the Governing Body in its list of smaller ILO meetings to be held during the 1984/85 biennium, the ITF Secretariat wrote on 11 May to the ILO Director-General expressing its disappointment at this outcome and proposing that a full-scale tripartite Civil Aviation Meeting should be scheduled for the 1986/87 biennium, with the social effects of deregulation being dealt with at this, either as a separate item or as part of a wider item on the social problems of the civil aviation industry (the programme of larger meetings for the 1984/85 period has also already been fixed). At the time of writing, the Secretariat had not yet received a reply to this proposal.

17. EFFE General Assembly meeting, Zürich, 16 to 19 May

The Section Secretary took part in the above meeting as an observer, together with Bill Gill, Section Chairman, in his capacity as FEIA President, and Ron Ellison-Smith of the ITF-affiliated British MNAOA. A great deal of the meeting was devoted to crew complement and flight deck design, and the Section Secretary took the opportunity of explaining how the ITF was defending the position of flight engineers throughout the world and of stressing the need for unity between the F/Es and other airline categories, particularly ground staff, if they were to be successful in their fight. Useful contacts were also made with several non-affiliated flight engineer organizations, some of whom said that they would be considering applying for membership in the ITF. A suggestion that the ITF might like to take part in a joint public relations committee with the EFFE on crew complement and flight deck issues was later brought to the attention of the ITF Flight Deck Technical Committee (see below).

18. Meeting of ITF Flight Deck Technical Committee, Paris, 24 and 25 May

This meeting, the last to be held under the chairmanship of Jack Wahle (US; FEIA) who has now retired from line service, was attended by representatives from France, Germany, Great Britain, the Netherlands, Spain and the USA, as well as by observers from the EFFE. Among the subjects discussed at the meeting were crew complement and flight deck layout, with particular emphasis on ways of making the ITF campaign for a three-man crew more effective; preparations for the next meeting of the ICAO Personnel Licensing and Training Panel, which is expected to deal with the third crew member and F/E licensing; developments within the US FAA, with special reference to the new concept of regulatory negotiation which the FAA has introduced on flight time and duty time; and developments within the EEC on mutual recognition of personnel licences in civil aviation, as well as on flight time and duty time limitations.

Following the retirement of Jack Wahle, Roger Bricknell (Great Britain; MNAOA), formerly FDTA Vice-Chairman, was unanimously elected as the Committee's Chairman, as was René Thiebaut (France; SNOMAC) as its new Vice-Chairman. A number of tributes were paid to the work done by Jack Wahle on behalf of both the Committee and the Civil Aviation Section as a whole, and presentations were made to him by the ITF and the French Flight Engineers' Union (SNOMAC), which acted as host to the Committee.

19. Meeting of ITF Cabin Crew Technical Committee

At the time of writing, arrangements were in hand for a meeting of the above Committee to be held in London on 8 and 9 September. Among the subjects included in the provisional agenda were cabin crew licensing at ICAO and within the EEC; cabin crew complement on new aircraft such as the A-310, B 757 and B 767; the activities of the International Flight Attendants' Association (IFAA); and the Survival Panel Programme operated by the Canadian Air Line Flight Attendants' Association (CALFAA).

20. **Dispute between Portuguese cabin crew union and TAP-Air Portugal**

Further to the information contained in item one above, in June the Secretariat received from the ITF-affiliated SINVOO details of further developments in the situation. As a result of the failure of TAP to abide by the terms of a temporary agreement covering cabin crew during the period 1 April to 31 October 1983, the union denounced this with effect from 24 May. It also terminated a special agreement extending the administrative régime introduced in 1981 beyond its legal term of August 1982. This agreement was conditional on TAP making proposals on a new collective contract and salary revision by 31 December 1982, which it had also failed to do. The termination of these two agreements by the union meant that the original collective contract of 1978 had to be applied. This, however, the company refused to do and was continuing to make use of regulations which no longer had any validity. At the request of its affiliate, the ITF Secretariat cabled both TAP and the Ministers of Labour and Transport strongly urging that the 1978 agreement be fully applied until a new collective contract could be negotiated. The union itself was preparing new proposals for this purpose.

21. **Revised dates for ICAO Personnel Licensing and Training Panel (PELTP/2)**

At its meeting on 16 June, the ICAO Air Navigation Commission (ANC) decided that this second meeting of the Panel should now be held in Montreal from 3 to 18 November 1983, and not as previously scheduled from 31 October to 16 November (see item 2 above). All civil aviation affiliates were informed of this change (Circ. No. 86/Ca. 27 of 21 June). As part of its work, the Panel will have to provide detailed justification, as instructed by the ANC, for its recommendations that the FOO licence should be deleted from Annex 1 and that cabin crew should not be licensed under the same Annex. The F/E licence will also be dealt with under an agenda item headed "Future Activities". Copies of the draft agenda were also circulated to affiliates. It is anticipated that the ITF will be invited to attend in an observer capacity on the same basis as at PELTP/1. The formal invitation was expected in late August.

XXXIV C-7/Tr—TRAVEL BUREAU WORKERS' SECTION

1. **Consultation with OECD Tourism Committee, Paris, 17 February**

A second consultation between ITF, IUF and TUAC representatives and the above Committee was held at OECD headquarters on 17 February, preceded by a meeting of the trade union side. The ITF group at this consisted of Lars Hellman (Sweden; Section Chairman), who acted as union spokesman during the consultation; N. Ozaki (Japan; Section Vice-Chairman) and C. A. Lyons (Great Britain; Section Vice-Chairman). The Section Secretary was unable to attend owing to illness. Copies of the unions' submission to the Committee and of the Committee's comments on it were despatched to all Travel Bureau Workers' Section affiliates with Circular No. 56/Tr. 2 of 13 April.

2. **Supply of agreements to ITF Secretariat**

Because of the small number of up-to-date agreements on file at the Secretariat and the fact that this makes it difficult to answer queries received from ITF member-unions, all Travel Bureau affiliates were requested by Circular No. 55/Tr. 1 of 13 April to supply copies (at least three) of their current agreements for this purpose. At the time of writing there had been only a limited response to this request.

3. **Questionnaire concerning travel operations by Thomas Cook and American Express**

In connection with the decision taken at the Stockholm Section Conference that the ITF should undertake, during the next inter-Congress period, a pilot study of these two multinational companies active in the travel trade, a basic questionnaire was sent to all Travel Bureau affiliates on 18 April (Circular No. 59/Tr. 3) covering trade union organization, negotiating rights, agreements and conditions.

4. Follow-up to consultation with OECD Tourism Committee

Due to some unsatisfactory aspects of the consultation of 17 February referred to in item 1 above, efforts were being made through TUAC to arrange an informal meeting between the Chairman and Vice-Chairman of the Committee and union representatives to discuss these during the Committee's meeting scheduled for 6-8 July. TUAC, however, informed the ITF in June that it had been advised that because the Committee had first to discuss a project concerning labour and tourism at its own meeting, it would not be possible at this stage to arrange such a get-together. In the meantime, TUAC was trying to obtain copies of the relevant discussion paper so that the trade union representatives could submit comments on it before the next consultation with the Committee takes place.

Selected ITF Travel Bureau affiliates were also asked to contact national representatives on the Tourism Committee considered friendly to the idea of consultation with the unions in order to ensure that meaningful joint discussions are held in the future.

PROPOSED SECTION WORKING PROGRAMMES

XXXIV C-7/Rw/(WP) – RAILWAYMEN'S SECTION

1. Investigations into the effects of shift work.
2. Measures to combat privatisation of railway services.
3. Updating of statistical material as published in the ITF survey "What's happening to the Railways?"
4. Follow-up work in connection with the ILO Inland Transport Committee's conclusions regarding "Vocational Training and Retraining of Railwaymen" and "Working Conditions in Rail Transport".

XXXIV C-7/Rt/(WP)—ROAD TRANSPORT WORKERS' SECTION

1. Preparatory work for a proposed ILO Convention on the Health, Welfare and Working Conditions of Professional Drivers.
2. Continued representations for the ratification of ILO Hours of Work and Rest Periods (Road Transport) Convention, 1979 (No. 153), and its Recommendation.
3. Further investigation of possibilities for rendering assistance to drivers abroad.
4. Continued monitoring of changes to the European Agreement on the Carriage of Dangerous Goods by Road (ADR) within the UN Economic Commission for Europe.

XXXIV C-7/IN/(WP)—INLAND NAVIGATION SECTION

1. Preparatory work for the Eleventh Session of the ILO Inland Transport Committee, which will be dealing inter alia with:
"The working and social conditions of boatmen in domestic and international inland navigation, including legal protection and repatriation as well as occupational safety and health aspects connected with the application of new technologies".
2. Continuation of work for the revision of the Rhine Shipping Act under the auspices of the Central Rhine Commission (ZRK) in Strasbourg.

XXXIV C-7/S/(WP)—SEAFARERS' SECTION

1. Further development of a comprehensive ITF shipping policy programme
2. Further development of ITF minimum safe manning scales and, as necessary, of ITF policy on manning of ships
3. Implementation of ITF policy on non-domiciled seafarers

4. Trade union recognition, training and competency standards, personnel safety and working conditions on board mobile offshore units and for divers
5. Implementation of ITF Policy Positions on Radio
6. Implementation of ITF policy on cruise ships
7. Development of an ITF policy vis-à-vis piracy and armed robbery from ships
8. Internationally agreed criteria for application of war risk bonus and insurance agreements
9. Development of a more sophisticated system of ITF representation at IMO
10. Follow up of action agreed by the 1981 Joint ILO/WHO Committee on the Health of Seafarers
11. Preparation for the UN Preparatory Committee and Plenipotentiary Conference on Conditions for Registration of Ships (1983 and 1984)
12. Preparations for the ILO Joint Maritime Commission (1984)
13. Preparations for the Joint IMO/ILO Committee on Training (1985)

XXXIV C-7/F(WP)—FISHERMEN'S SECTION

1. Establishment of an ITF Fisheries Policy
2. Follow up of 1978 ILO conclusions and resolutions concerning conditions of work in the fishing industry
3. Training and qualifications of officers and crews of fishing vessels (IMO/ILO/FAO)
4. Development of social policy objectives for fishermen
5. Examination of the effects of marine pollution on fishing operations
6. Completion and updating on a regular basis of the survey of fishermen's conditions
7. Health of fishermen - a catalogue of research projects on fishermen's health and ILO/WHO activities
8. Safety of fishermen (IMO/ILO)
9. Establishment of an ITF Collective Agreement for fishing vessels
10. Minimum collective bargaining demands
11. Mutual assistance to members of ITF fishermen's affiliates

XXXIV C-7/Ca(WP)—CIVIL AVIATION SECTION

The Civil Aviation Section has three technical committees: the Flight Deck Technical Committee, Cabin Crew Technical Committee, and the Ground Staff Technical Committee. There are also Committees representing ITF-affiliated unions within the KSSU and ATLAS European airline groupings. All of these meet at regular intervals to discuss problems and formulate policies within their own fields of interest, and the work of these committees will be continued. It is also usual for a full Section Conference to be held during the period between Congresses. It is proposed that this should be held either at the end of 1984 or during the early part of 1985.

As a result of meetings held during 1982 and 1983 of Licensed Aircraft Maintenance Engineers and Flight Operations Officers/Flight Despatchers respectively, ITF Working Groups have now been established for these two ground staff categories with the aim of formulating policies for use at both ICAO and national level. There is also a Working Party for the revision of existing Section policy on the use of micro-electronics in aviation, which will be continuing work on this and possibly also coordinating its policies with those of other ITF Sections affected by technological change.

The Section has also been particularly active within the EEC, following the creation in 1981 of an EEC Civil Aviation Workers' Side and Section Committee, the overwhelming majority of whose members come from ITF unions, and this activity will be continued.

The same has been true of ICAO, where the ITF was represented in an observer capacity at the first meeting of the Personnel Licensing and Training Panel (PELT/1) on the revision of ICAO Annex 1, as well as making submissions on a number of subjects to ICAO, both through its ICAO Representative, D'Arcy Kennedy, who has done a great deal to enhance the ITF's status within the organization, and by the ITF Secretariat. This work will of course be continued and increased, particularly at the second meeting of the PELTP (31 October to 16 November 1983) and at the PEL/TRG Divisional Meeting which has now been provisionally planned for 1986.

The ITF has also been pressing the ILO for a tripartite meeting on social problems resulting from deregulation, and for implementation of the resolutions and conclusions adopted at the 1977 Tripartite Technical Meeting on Civil Aviation. This pressure will be maintained.

Good cooperation has also been established with the ITF Travel Bureau Workers' Section and with other ITSs with membership in the aviation and aerospace fields, and this will be continued and extended.

The ITF has also been active within the Organization for Economic Cooperation and Development (OECD) in bringing a successful case concerning the KSSU/ATLAS groupings under the OECD Guidelines on Multinational Enterprises and continued use should be made of these conclusions by KSSU and ATLAS affiliates. It is also anticipated that additional cases concerning the aviation industry may be brought under the OECD Guidelines.

A number of regional meetings and seminars for civil aviation workers have also been held during the period under review, and this will be continued during the forthcoming period of activity.

To summarize the Section working programme for the years 1983 to 1986:

1. Usual meetings of the various technical committees at regular intervals.
2. A full Section Conference to be held at the end of 1984 or in early 1985.
3. Meetings of the various working parties and groups established.
4. Meetings of the KSSU/ATLAS committees with the aim of harmonizing conditions within the groupings and achieving proper consultation of the aviation unions on grouping decisions. Maximum use should be made of the OECD conclusions by affiliates in this area.
5. Continued representation at ICAO meetings and conferences where matters of interest to ITF members are discussed, together with such written submissions as are necessary.
6. Activity within the EEC with the aim not only of representing civil aviation workers' interests generally, but of securing the creation of a Joint Worker/Employer Committee for the industry.
7. Continued pressure on the ILO for a tripartite meeting on the social effects of deregulation and for implementation of the 1977 Tripartite conclusions and resolutions, together with ITF representation at any other ILO meetings where questions affecting civil aviation workers are dealt with.
8. Extension of cooperation with the ITF Travel Bureau Workers' Section and with other ITSs on common problems.
9. The organization of regional meetings and seminars for civil aviation workers.

XXXIV C-7/Tr/(WP)—TRAVEL BUREAU WORKERS' SECTION

The Travel Bureau Workers' Section consists of a Section Committee currently consisting of representatives of seventeen countries from Africa, Asia, Europe and North America. There is also a Section Sub-Committee which acts as a liaison and administrative body, consisting of the Section Chairman (Lars Hellman); the two Section Vice-Chairmen: N. Ozaki (Japan) and C. A. Lyons (Great Britain); J. F. Otero (United States); and the Section Secretary.

It is usual for a full Section Conference to be held during the period between ITF Congresses, together with meetings of the Section Committee and Sub-Committee as and when necessary. At the last Section Conference held in Stockholm, the ITF received an invitation from US BRAC to hold the next Conference in San Diego, California during 1985. The ITF's Japanese affiliate, Kankororen, at the same time invited the Section to hold a Sub-Committee meeting in Tokyo in May 1984.

The Section is an affiliate Member of the United Nations World Tourism Organization (WTO), with which it maintains regular contact. Through the OECD Trade Union Advisory Committee (TUAC), it has also during the last period of activity established a relationship with the OECD Tourism Committee, and together with the International Union of Food and Allied Workers' Associations (IUF) has taken part in two consultations with that Committee concerned with the problems of travel trade workers. Finally, the Section has more recently established an excellent relationship with the ILO Hotel and Tourism Branch. A Hotel, Catering and Tourism Committee of the ILO is in process of being established, and the first meeting of this has still to take place. The last meeting of the old-style Industrial Committee concerned with hotels and catering is due to take place in December 1983, and the ITF has been invited to take part in this in an observer capacity as a prelude to the Section's participation in the work of the new Committee.

The Section is also now closely watching developments within the European Economic Community, which appears to be taking a greater interest in tourism and will seek representation on any joint committee established within the EEC for the industry.

It also has a close relationship with the ITF's Civil Aviation Section, each Section now being represented at the other's Section Conferences, and closer relations on questions of common interest and concern will be developed. The same is true of the excellent relations which the ITF already has with its sister-ITS, the IUF.

To summarize the Section working programme for the years 1983 to 1986:

1. A meeting of the Sub-Committee to be held in Tokyo in May 1984.
2. A Section Conference to be held in San Diego, California, in 1985.
3. Studies of two multinational travel companies, American Express and Thomas Cook, to be undertaken, with the ultimate aim of international organizational campaigns within them.
4. Increased trade union participation and representation within official international organizations such as the WTO, OECD, EEC and ILO.
5. The undertaking of publicity campaigns at both national and international level in order to draw attention to the low standards of wages and conditions existing in the travel trade, as well as to anti-union practices and policies employed by travel operators, and particularly by transnational corporations operating in this field.
6. Continued encouragement and support to the spread of trade union organization among the tourist occupations and union efforts to raise the level of wages and working conditions.
7. The revision and up-dating of the draft ITF Collective Agreement for travel bureau workers in line with the best trade union standards prevailing in the industry.
8. Pressure, both nationally and internationally, for the recognition of tourism occupations as distinct professions, with appropriate standards of vocational training, examination and certification.
9. The drawing-up of specimen curricula for vocational training courses applying to the principal travel trade occupations represented within the ITF.
10. To work for the achievement of closer cooperation with the ITF's Civil Aviation Section and with other international trade union organizations working in the tourism field.

11. The undertaking of studies of technological innovations in industry, such as remote data processing, and their effects on employment and working conditions.
12. To increase the spread of information among ITF affiliates concerning organizational developments and improvements in wages and working conditions achieved by unions active in the travel trade.
13. Pressure for the extension of the tourist season through the development of new forms of tourism and new tourist areas, and for the creation of stable, year-round employment in the industry.

FINANCIAL STATEMENTS AND AUDITORS' REPORTS 1980 TO 1982

(Congress document XXXIV C-8)

1. The attached accounts of the ITF **General Fund** have borne out the request made in this report to the 1980 Congress, to keep the scale of the previous surpluses in perspective. As can be seen now, the ITF is once more operating with a deficit, and quite a substantial one in 1982. This has been largely caused by exchange fluctuations, in particular, the inflation of the US Dollar exchange rate against Sterling, the ITF's main currency, which has greatly increased the cost of ITF activities in dollar linked areas, such as Latin America. This is reflected in the excess expenditure on Regional activities of £49,226 in 1981 and £88,477 in 1982; combined with the ITF's wish to increase rather than reduce activities wherever possible, this has produced the present trend of excess expenditure. As shown on the overall position the ITF has been able to absorb the current deficit, but there is little left in hand to offset any future deficiencies.
2. The **Seafarers' International Assistance, Welfare and Protection Fund** has continued its growth, and now stands at some £19 million. It does, of course, continue to attract the attention of some shipowners, and in order to safeguard the funds disbursed on welfare projects for seafarers, a registered charity – "The ITF Seafarers' Trust" – was established in 1981, with a transfer of £4 million from the Welfare fund, including some investments. The Trust is now dealing with all welfare grants covered by the rigorous demands of its deed. Grants which do not meet the requirements of the Trust continue to be dealt with from the Welfare fund, subject to the rules of that fund. The Seafarers' Welfare fund has been enhanced by the same fluctuations that are the cause of concern in the General fund accounts, namely the strong exchange value of the US Dollar, as almost all funds received by the Welfare fund are US Dollars. The extent of these fluctuations can be seen by the increase in the foreign currency stabilisation provision, which now stands at £2,464,722 in 1982, from a loss of £132,895 in 1980.
3. The ITF accounts have been audited regularly by the Auditors appointed at the 33rd Congress, namely J. Mills, G. Kiely and A. Kitson. Their certificates in respect of 1980 and 1981 are attached, as are the reports of the Professional Auditors for 1980, 1981 and 1982. The 1982 accounts have not, at the time of preparing this document, been submitted to the Executive Board, but the outcome of the Board's considerations and the Lay Auditors' decision on them will be reported to Congress.*

*At its meeting on 18 and 19 October 1983, the Executive Board approved the Financial Report for 1982.

GENERAL FUND

Balance Sheet as at 31 December 1980, 1981 and 1982

	1982 £	1981 £	1980 £
FUND BALANCE at beginning of year ...	98,375	114,358	99,591
Add Transfer of Balance on Trade Union Foundation fund at Closure	7,503	—	—
Deficit/Surplus for the year	(70,855)	(15,983)	14,767
	<hr/> 35,023	<hr/> 98,375	<hr/> 114,358
Provisions (amounts set aside for future expenditure)			
Congress 1983	107,264	35,864	—
Foreign Currency Stabilisation (<i>see note 1</i>) ...	93,824	67,988	45,806
Pensions	19,642	19,642	43,273
Regional Activities	—	—	64
	<hr/>	<hr/>	<hr/>
Total Fund Resources	<u>255,753</u>	<u>221,869</u>	<u>203,501</u>

REPRESENTED BY

Current Assets

Cash at Bank and with Agents (London and Abroad)	528,161	261,448	143,167
Cash in Hand, London (including Foreign Currency and Travel Cheques)	27,545	13,844	5,772
Investments (Market Value 1982 £14,258; 1981 £4,262 and 1980 £4,341)	12,277	4,774	4,774
Investment Unquoted (Nominee Company) ...	3	3	3
Affiliation Fees Due	56,297	42,401	26,603
Advances	84,379	17,933	21,828
Debtors and Prepayments	20,748	14,186	6,132
	<hr/>	<hr/>	<hr/>
Total Current Assets	<u>729,410</u>	<u>354,589</u>	<u>208,279</u>

Current Liabilities

Creditors and Accrued Expenses	88,589	71,006	19,762
Advances	38,813	25,168	11,591
Affiliation Fees Prepaid	4,327	5,180	1,629
Special Purpose Donations (Balances Unexpended) ...	13,143	8,975	4,370
Corporation Tax	12,190	9,672	14,989
Current Account - Seafarers' Welfare Fund ...	368,203	38,412	(30,951)
	<hr/>	<hr/>	<hr/>
Total Current Liabilities	<u>525,265</u>	<u>158,413</u>	<u>21,390</u>
	<hr/>	<hr/>	<hr/>
Total Net Current Assets	<u>204,145</u>	<u>196,176</u>	<u>186,889</u>
Loan (Long Term)	13,855	14,039	16,609
Fixed Assets (<i>see note 2</i>)	<u>37,753</u>	<u>11,654</u>	<u>3</u>
	<hr/>	<hr/>	<hr/>
Total Net Assets	<u>255,753</u>	<u>221,869</u>	<u>203,501</u>

GENERAL FUND

Income and Expenditure Account for the years ended 31 December 1980, 1981 and 1982

	1982 £	1981 £	1980 £
INCOME			
Affiliation Fees Receivable	678,284	611,566	508,514
Less Congress Allocation (Effective from 1st January 1981)	35,700	18,364	—
Less 30% Allocation to Edo Fimmen Special Account – Regional Activities	192,776	177,960	152,554
	<u>449,808</u>	<u>415,242</u>	<u>355,960</u>
OTHER INCOME			
Bank and Loan Interest (Net after Taxation) ...	11,397	9,074	13,981
Sales of Publications	88	41	31
Allocation from Seafarers' International As- sistance, Welfare and Protection Fund ...	501,838	386,001	378,853
Transfer from Edo Fimmen Special Account – Regional Activities Unused Allocation ...	—	—	39,454
	<u>963,131</u>	<u>810,358</u>	<u>788,279</u>
EXPENDITURE			
Congress – 1980 (after Deduction of Provisions from Previous Years £75,000)	—	(1,069)	3,953
Meetings, Conferences and Activities	134,447	84,897	66,761
Publications and Public Relations	22,622	17,586	30,972
Headquarters	717,492	608,988	558,344
Miscellaneous	27,748	49,213	65,299
Transfer from Edo Fimmen Special Account – Regional Activities Excess Expenditure ...	88,477	49,226	—
	<u>990,786</u>	<u>808,841</u>	<u>725,329</u>
Operating Surplus/Deficit of the Year	(27,655)	1,517	62,950
Less Provisions for Future Expenditure			
HQ Equipment and Car (including Depreciation)	7,500	—	20,183
Congress 1983	35,700	17,500	—
Pensions	—	—	28,000
	<u>(70,855)</u>	<u>(15,983)</u>	<u>14,767</u>
Net Surplus/Deficit to Balance Sheet			

GENERAL FUND EXPENDITURE

Supplementary Details

	1982 £	1981 £	1980 £
MEETINGS, CONFERENCES AND ACTIVITIES			
<i>(Not Including Congress)</i>			
Executive Board	65,766	40,028	30,837
Section and Other Meetings	42,989	20,211	9,758
ICFTU and ITS	1,138	2,023	1,054
Fraternal Delegations, Missions and Solidarity	6,063	5,434	6,461
I.L.O.	1,929	1,138	2,789
Technical Services (Reports & Translations) ...	940	16	3,163
Invitations and Hospitality	327	622	379
Travel Insurance	3,192	2,024	1,435
European Activities	5,911	8,845	5,696
Intergovernmental Agencies	6,192	4,556	5,189
	<u>134,447</u>	<u>84,897</u>	<u>66,761</u>
PUBLICATIONS AND PUBLIC RELATIONS			
ITF Magazine ("Panorama")	5,281	7,151	4,251
Newsletters and Bulletins	3,100	2,449	4,028
Subscriptions to Periodicals	3,952	3,569	3,190
Research and Library	608	945	906
Congress Reports and Constitution	4,029	530	6,116
Pamphlets and Campaigns	4,338	766	1,274
Research - Special Projects	1,314	2,176	11,207
	<u>22,622</u>	<u>17,586</u>	<u>30,972</u>
HEADQUARTERS			
Salaries (After Transfer to Regional Activities of £23,000; 1980 - £6,000)	402,293	344,694	310,602
Superannuation (Pension Fund Contributions, Ex Gratia Pensions, etc.)	48,335	45,802	45,008
Social Security	35,491	28,861	30,046
Rent, Heating and Services	77,329	68,750	59,404
Rates (General and Water)	41,407	39,414	29,491
Stationery and Office Supplies	16,876	12,361	17,701
Postage, Telephone and Telegrams, Delivery and Messenger Services	94,792	68,171	65,144
Insurance - Property and Contents	969	935	948
	<u>717,492</u>	<u>608,988</u>	<u>558,344</u>
MISCELLANEOUS			
Computer Programming and Systems	8,599	29,159	50,936
Audit and Professional Fees	13,339	11,326	9,991
General Expenses	2,931	2,208	3,334
Travel - Motor Expenses	620	480	344
Bank Charges	2,234	868	669
Grants	25	35	25
Interest paid to Staff Members of Former Pension Scheme	—	3,448	—
Advances Written-Off	—	1,689	—
	<u>27,748</u>	<u>49,213</u>	<u>65,299</u>

EDO FIMMEN SPECIAL ACCOUNT – REGIONAL ACTIVITIES

Income and Expenditure Account

for the years ended 31 December 1980, 1981 and 1982

	1982 £	1981 £	1980 £
INCOME			
Allocation of 30% of Affiliation Fees	192,776	177,960	152,554
Special Contributions	—	1,433	64
Interest Receivable Less Tax	4	5	7
TOTAL INCOME OF THE YEAR	<u>192,780</u>	<u>179,398</u>	<u>152,625</u>
EXPENDITURE			
Africa			
Salaries and Allowances	21,831	20,153	17,501
Office Expenses	5,129	3,657	2,588
	<u>26,960</u>	<u>23,810</u>	<u>20,089</u>
Education and Organisation	33,447	41,021	3,103
	<u>60,407</u>	<u>64,831</u>	<u>23,192</u>
Asia			
Headquarters Administration	25,735	17,000	—
Salaries and Allowances (Kuala Lumpur) ...	1,398	22,618	16,521
Education and Organisation	34,702	9,452	3,884
Tokyo Office			
Office Expenses (Net after Contributions by Japanese Affiliates of £14,953 1982; £13,273 1981; £10,072 1980	3,120	4,597	3,459
Education and Organisation	989	260	799
	<u>65,944</u>	<u>53,927</u>	<u>24,663</u>
Latin America – Lima Office			
Salaries and Allowances	48,821	32,637	24,320
Office Expenses	12,729	19,451	8,521
Education and Organisation	81,065	49,811	25,208
	<u>142,615</u>	<u>101,899</u>	<u>58,049</u>
Headquarters, London			
Administration	6,000	6,000	6,000
Travel and Expenses	1,760	1,967	1,203
Grants and Assistance	4,531	—	—
	<u>12,291</u>	<u>7,967</u>	<u>7,203</u>
TOTAL EXPENDITURE OF THE YEAR ...	281,257	228,624	113,107
<i>Operating Deficit/Surplus for the Year</i> ...	(88,477)	(49,226)	39,518
<i>Unutilised Special Contributions to be Carried Forward</i>	—	—	64
Net Deficit/Surplus C/Fwd. to General Fund ...	(£88,477)	(£49,226)	£39,454

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

Balance Sheet as at 31 December 1980, 1981 and 1982

	1982 £	1981 £	1980 £
FUND BALANCE — at beginning of year ...	14,011,966	13,505,535	10,540,964
Add Surplus for the Year ...	5,504,046	4,684,782	2,964,571
Less 1981 Donation to ITF Seafarers' Trust (Registered Charity) ...	—	(4,178,351)	—
Less Prior Year Expenditure (<i>see note 4</i>) ...	(3,198,376)	—	—
Fund Balance at End of Year ...	16,319,636	14,011,966	13,505,535
Foreign Currency Stabilisation Provision ...	2,464,722	1,325,645	—
Receipts Awaiting Allocation ...	468,516	428,959	329,016
TOTAL FUND RESOURCES ...	<u>19,252,874</u>	<u>15,766,570</u>	<u>13,834,551</u>

REPRESENTED BY

Assets

Cash at Banks (London and Abroad) ...	12,436,312	9,188,618	4,940,320
Investments at Cost (Quoted) (Market Value 1982 £9,738,889; 1981 £5,535,535; 1980 £7,415,088) ...	7,679,501	4,873,356	6,846,796
Freehold Property ...	639,227	639,227	639,227
Interest receivable ...	18,614	34,675	95,504
Current Accounts — Affiliated Unions ...	2,656,306	4,040,141	2,900,423
— General Fund ...	368,204	38,412	—
— Seafarers' Trust ...	123,129	29,450	—
Recoverable Expenses — Advances and Debtors ...	582,575	361,213	120,790
TOTAL ASSETS ...	<u>24,503,868</u>	<u>19,205,092</u>	<u>15,543,060</u>

Less

Liabilities

Sundry Creditors and Advances ...	1,158,064	793,145	137,300
Crew Back Pay and Compensation Awaiting Distribution ...	2,895,679	2,042,728	1,297,663
Taxation ...	625,277	580,605	229,602
Current Accounts — Affiliated Unions ...	4,974	22,044	12,993
General Fund ...	—	—	30,951
Provision for Interest on Back Pay (<i>see note 3</i>) ...	567,000	—	—
TOTAL LIABILITIES ...	<u>5,250,994</u>	<u>3,438,522</u>	<u>1,708,509</u>
TOTAL NET ASSETS ...	<u>19,252,874</u>	<u>15,766,570</u>	<u>13,834,551</u>

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

**Income and Expenditure Account
for the years ended 31 December 1980, 1981 and 1982**

	1982 £	1981 £	1980 £
INCOME			
Remitted by Shipowners and Collecting Unions –			
Welfare Contributions	5,866,207	4,688,794	3,594,312
Crew Membership Fees	393,524	329,585	265,702
	<u>6,259,731</u>	<u>5,018,379</u>	<u>3,860,014</u>
Interest and Dividends less Corporation Tax ...	844,170	784,994	576,834
Rent Receivable – HQ Office	48,000	38,353	38,263
Donations Received	4,916	45,818	—
TOTAL FUND INCOME OF THE YEAR ...	<u><u>7,156,817</u></u>	<u><u>5,887,544</u></u>	<u><u>4,475,111</u></u>
EXPENDITURE			
Welfare Grants	59,740	99,352	396,552
Assistance to Seamen	2,462	35,664	3,537
Interest on Crew Back Pay Settlements	28,596	27,885	47,652
Provision for Interest Due on Back Pay Settlements	192,000	—	—
	<u>282,798</u>	<u>162,901</u>	<u>447,741</u>
Allocation to General Fund for Staff Services Rendered, and Indirect Expenses Incurred, on Behalf of the Fund (Included in Expenditure Charged to the General Fund)	501,838	386,001	378,853
Head Office Expenditure for Meetings, Travel Administration and Representation not Specifically Charged to the General Fund ...	178,060	125,624	153,963
Grants to Seafarers' Unions	25,047	4,082	1,825
Direct Reimbursements to Seafarers' Unions and/or their Officers in Respect of Representation ...	457,260	327,202	200,538
Legal and Professional Expenses	411,969	164,060	194,082
Exchange Differences	—	—	132,895
TOTAL FUND EXPENDITURE OF THE YEAR	<u><u>1,856,972</u></u>	<u><u>1,169,870</u></u>	<u><u>1,509,897</u></u>
Operating Surplus for the Year	5,299,845	4,717,674	2,965,214
Loss/Gain on Sale of Investments (Net) after deduction of any Tax chargeable thereon ...	204,201	(32,892)	(643)
TOTAL SURPLUS OF THE YEAR	<u><u>5,504,046</u></u>	<u><u>4,684,782</u></u>	<u><u>2,964,571</u></u>

**Notes to Accounts
GENERAL FUND**

1. Foreign Currency Stabilisation – the net difference arising (i) on day-to-day transactions and (ii) cash balances held abroad due to varying exchange rates, are retained in a provision which is available to meet any losses occasioned by adverse currency depreciation.
2. Fixed Assets – furniture, fixtures and equipment (including motor car) are at cost less sales in year of purchase, and fully depreciated within two years, whilst library additions are written off immediately on acquisition.

3. Affiliation Fees – the Federation's Constitution allows affiliates, in certain circumstances, to request that their annual fee be calculated at concessionary rates. This procedure has been applied during 1980, 1981 and 1982, and the total amount of affiliation fees receivable shown in the Income and Expenditure account does not therefore represent the total amount due on reported membership, calculated at the standard affiliation fee rate. It is deemed prudent not to include amounts due from affiliates who are two or more years in arrears.
4. All amounts in brackets reflect negative values.

Edo Fimmen Special Account

1. Affiliation Fee Allocation – the allocation of 30 per cent of affiliation fees receivable to the Regional Activities Account is in accordance with authorised procedure; any unutilised portion of this allocation has to be carried back to the General fund each year. The allocation has been fully utilised for 1981 and 1982 (1980 – £39,454 carried back).
2. Special Contributions – When contributions are received from affiliates or other sources to be applied in connection with Regional Activities, then – to the extent that they are not utilised, either specifically or generally, to make good any excess over affiliation fee allocation – it has been laid down that such contributions should be carried forward and not included in the retransfer to the General Fund mentioned in note 1. In 1981 and 1982 the balance to be carried forward is nil, in 1980 £64.
3. External Projects – various projects are organised by Regional offices and representatives at the request of affiliates and/or international organisations the expenses of which are met directly by the bodies concerned. The costs of such projects cannot therefore be included in the Regional Account, which does not therefore reflect the extent of such activities.
4. Headquarters, London – Administration – the sum of £6,000 represents a portion of Head Office salaries attributable to the activities carried out on regional affairs. As from 1981 Asian Activities are now directed from Headquarters.
5. All amounts in brackets reflect negative values.

Seafarers' International Assistance, Welfare and Protection Fund

1. Foreign Currency Stabilization – see note 1 General Fund.
2. Allocation to General Fund – from 1977 onwards it was decided to levy the charge for administration, salaries, office overheads and organisation at a rate of 10 per cent of contribution income for the preceding year.
3. Interest on Back Pay Settlements Paid to Seamen – during the period between the receipt of settlements from shipowners and the remittance of back pay to foreign seamen, the funds are placed on interest earning deposits. On payments being effected to individual seamen, interest is paid to such seamen at the varying rates being earned currently on such deposits, interest is also allowed to shipowners where deposits are refunded.
Although interest on all deposits, including Back pay is brought into the financial statements as and when earned, interest payments to crew members have up till now only been charged when actually remitted. With a view to showing a fairer picture of the potential liability of the fund for future interest, a provision has been established. The estimated charge for 1982 is included in the revenue accounts and amounts to £192,000; a further sum of £375,000 is charged under prior year adjustments see note 4 following.
4. Prior Year Expenditure – this expenditure consists of:—
 - a) a provision of £375,000 which has been created to cover the interest liable to be paid to crew members on sums received prior to 1982 and not yet remitted.
 - b) expenditure by affiliated unions on the Flag of Convenience Campaign, and long-term seafarers' welfare activities, for which final accounting was not received in time to process through the accounts of the year concerned. The financing was effected from the current balances held by affiliated unions, and reflects the reduction of that item from £4,040,141 in 1981 to £2,656,306 in 1982. A substantial proportion relates to disbursements by the Seamen's unions of Korea and Taiwan. The total amount now cleared under this item being £2,821,376.
5. All amounts in brackets reflect negative values.

TRADE UNION FOUNDATION FUND
Balance Sheet as at 31 December 1980, 1981 and 1982 (now closed)

	1982 £	1981 £	1980 £
FUND BALANCE — at beginning of the year ...	7,503	7,503	7,503
Less Transferred to General Fund in accordance with the decision of the Executive Board ...	7,503	—	—
	<u>£ —</u>	<u>£7,503</u>	<u>£7,503</u>

REPRESENTED BY

Investment —£11,032 3% British Transport Stock 1978/88 — now transferred to General Fund ...	£ —	£7,503	£7,503
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Income and Expenditure Account
for the years ended 31 December 1980, 1981 and 1982

	1982 £	1981 £	1980 £
INCOME			
Interest Receivable (gross — tax borne by General Fund)	331	331	331
EXPENDITURE			
Interest allocated to General Fund	331	331	331
	<u>£ —</u>	<u>£ —</u>	<u>£ —</u>

Notes forming part of the Accounts for the year ended 31 December 1980, 1981 and 1982

1. The only transactions on the Fund in the past were the receipt of investment interest and its allocation to the General Fund.
2. In accordance with past practice, investment income has been allocated to the General Fund to be employed towards the making of grants formerly borne by the Solidarity Fund (now closed).
3. The Fund was closed at 31 December 1982, and its sole investment transferred to the General Fund in accordance with an Executive Board decision of 18/19.10. 1982.

LAY AUDITORS' CERTIFICATES

1980

We, the undersigned, have examined the accounts of 1980 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

The Committee of Auditors:

23 June 1982	Signed: J. Mills
P.S. Due to pressure of work the third auditor A. Kitson was unable to attend.	Signed: G. Kiely

1981

We, the undersigned, have examined the accounts of 1981 and are satisfied that as presented they give a true and accurate picture of the finances of the Federation.

The Committee of Auditors:

11 November 1982	Signed: A. Kitson
	Signed: G. Kiely
	Signed: J. Mills

1982

Due to the need to have the accounts printed for Congress, there was insufficient time to arrange a meeting of the Lay Auditors to examine the Audited accounts for 1982. The Lay Auditors have however examined all vouchers and accounts for that period during their routine examinations.

PROFESSIONAL AUDITORS' REPORTS

1980

We have examined the attached accounts and notes relating to the General and Special Funds, which have been prepared under the historical cost convention.

In our opinion they give a true and fair view of the state of affairs at 31 December 1980 and of the income and expenditure of the respective funds for the year ended on that date.

54 Baker Street
London W1M 1DJ
15 October 1981

Signed:
Stoy, Hayward & Co.
Chartered Accountants
Auditors

1981

We have audited the accounts in accordance with approved Auditing Standards.

In our opinion, these accounts, which have been prepared under the historical cost convention, give a true and fair view of the state of the Federation's affairs at 31 December 1981 and of the income and expenditure of the respective funds for the year ended on that date.

54 Baker Street
London W1M 1DJ
20 August 1982

Signed:
Stoy, Hayward & Co.
Chartered Accountants
Auditors

1982

We have audited the accounts in accordance with approved Auditing Standards.

In our opinion, these accounts, which have been prepared under the historical cost convention, give a true and fair view of the state of the Federation's affairs at 31 December 1982 and of the income and expenditure of the respective funds and of the source and application of resources for the year ended on that date.

54 Baker Street
London W1M 1DJ
25 July 1983

Signed:
Stoy, Hayward & Co.
Chartered Accountants
Auditors

XXXIV C-10 — AMENDMENTS TO ITF CONSTITUTION

The following amendments have been proposed to the ITF Constitution:

RULE IV — CONGRESS

Para. (6)

1. Amend so as to read:

"Paid-up membership shall be the number of members for which affiliation fees are paid according to Rule II, paragraph (3) (a) and Rule XVI. This definition of paid-up membership shall be generally applicable in the interpretation of this Constitution."

Submitted by: *National Union of Seafarers of India*
Maritime Union of India

Note:

In a preamble to this proposal, the sponsors point out that transport workers' organizations in developing countries are unable to play their full rôle in the ITF because the present constitutional provision concerning "paid-up membership" may reduce their voting strengths if they pay affiliation fees at less than the standard rate. This rate, however, is set at such a level that many unions in the developing countries would have to spend a disproportionate part of their income — perhaps as much as a quarter — in order to belong to the ITF and to have an unqualified right to their full vote. On the other hand, the affiliation fee for unions in the developed countries is only a small fraction of the membership subscriptions which they charge.

RULE IV – CONGRESS

Para. (9), line 5

2. Delete all after “. . . Congress.” and add:

“In a membership vote those affiliates with a paid-up membership of less than 1,000 shall have one vote; others shall have one vote for every 1,000 paid-up members, calculated to the nearest thousand.”

Submitted by: *ITF Executive Board*

Note:

This amendment is designed both to simplify the present text and to remove the anomaly whereby the affiliation of only one extra member gives an affiliate the right to an extra vote.

RULE V — GENERAL COUNCIL

Para. (8)

3. Add “if necessary” after the words “each Ordinary Congress” (line 2); add “so” between “Board” and “decide” (line 2); delete all after “decide” (lines 2 and 3).

Submitted by: *ITF Executive Board*

Note:

This amendment is designed to bring this provision into line with existing practice.

RULE VI — EXECUTIVE BOARD

Para. (1)

4. Amend so as to read:

“There shall be an Executive Board which shall consist of twenty-five members and twenty-five deputy members, elected by Congress from among the members of the General Council, and the General Secretary. The term of office of elected members and deputy members of the Executive Board begins with the election of the Executive Board at an Ordinary Congress and ends with the election of the new Executive Board at the following Ordinary Congress. All members and deputy members are eligible for re-election.”

Submitted by: *Swedish Transport Workers' Union*

Note:

The Swedish Transport Workers' Union has explained its proposal as follows:

“The Executive Board consists of twenty-five members elected at each Ordinary Congress from among the members of the General Council. The General Council consists of members and deputy members elected at each Congress. Every member of the General Council elected by Congress thus has a deputy member, but there are no corresponding provisions in the case of the Executive Board.

“Experience shows that it is not possible for ordinary members of the Executive Board to attend every meeting. At the same time, it is most unfortunate for the ITF if the Executive Board is not always fully attended, since the Board is the ITF's highest governing body between ordinary Congresses and meetings of the General Council.”

RULE VII — MANAGEMENT COMMITTEE

Para. (2), lines 2 to 5

5. Delete all after the word “Board” on line 2 and replace by:

“and given it by this Constitution. The Management Committee shall meet whenever the Executive Board so decides or when a majority of the Committee itself requests a meeting.”

Submitted by: *ITF Executive Board*

Note:

This amendment is designed to bring this provision into line with existing practice.

RULE VIII – PRESIDENT AND VICE-PRESIDENTS

Para. (1)

6. Lines 1, 3 and 6: replace “three” by “five”

Lines 4 to 6: delete the words “and at least one of them shall come from either the Asian, African or Latin American regional groups.”

Submitted by:

Nigeria Union of Railwaymen (NUR)
Nigerian Ports Authority Workers' Union (NPAWU)
Dockworkers' Union of Nigeria (DUN)
Union of Shipping, Clearing and Forwarding
Agencies Workers of Nigeria (USCFAWN)
Nigerian Union of Road Transport Workers (NURTW)
The Dockworkers' Union, Kenya
Railways and Harbours Union, Kenya
Transport and Allied Workers' Union, Kenya

Note:

The present provision is for three Vice-Presidents, each of whom must come from a different regional electoral group and at least one of whom must be from either Asia, Africa or Latin America.

See also amendment no. 7.

RULE VIII – PRESIDENT AND VICE-PRESIDENTS

Para. (1)

7. Lines 1 and 6: replace “three” by “four”

Lines 3 to 6: delete all the second sentence of the paragraph and replace by:

“The President and four Vice-Presidents shall each come from a different regional electoral group.”

Submitted by:

Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP)
National Union of Seafarers of India (NUSI, Bombay)
Singapore Organisation of Seamen (SOS)
Amalgamated Union of Seafarers of Hong Kong (AUSHK)
Indonesian Seafarers' Union (KPI)
All-Japan Seamen's Union (JSU)
National Chinese Seamen's Union (NCSU)
Korean Seamen's Union (KSU)
Singapore Maritime Officers' Union (SMOU)

Note:

See also amendment no. 6.

RULE X – SECRETARIAT

Paras. (6) and (7)

8. Delete the existing texts and replace by:

“(6) The General Secretary shall appoint such staff as are necessary. The salaries and conditions of employment of staff employed at the ITF's headquarters shall be governed by a collective agreement between the Management Committee and the staff's trade union. The salaries and conditions of employment of staff employed in any other offices shall be determined by the General Secretary after negotiations with the staff's trade unions or the staff themselves. The General Secretary shall report to the Executive Board on changes in the staff.”

Submitted by: *ITF Executive Board*

Note:

This new drafting would reflect what has basically been the actual practice for many years. The only new element would be the requirement for the General Secretary to report periodically to the Executive Board.

RULE XIV – ASSISTANCE IN DISPUTES

Para. (5), lines 3 and 4

9. Delete all the present text after the word “shall” (line 3) and replace by:

“take such measures as he judges to be appropriate and practical in consultation, if necessary, with the Management Committee.”

Submitted by: *ITF Executive Board*

Note:

This amendment is designed to bring this provision into line with existing practice.

RULE XVII – FINANCE AND AUDITING

Para. (3), lines 6 and 7

10. Replace “Management Committee” by “Executive Board”.

Submitted by: *ITF Executive Board*

Note:

This amendment is designed to bring this provision into line with existing practice.

XXXIV C-10/1—AMENDMENTS TO ITF CONSTITUTION (Supplement)

RULE VI – EXECUTIVE BOARD

Para. (1), lines 1 and 2

Replace “twenty-five” by “twenty-six”

Submitted by: *ITF Executive Board*

Note:

See also Doc. XXXIV C-14/EB/1

XXXIV C-11—AFFILIATION FEES

1. Congress has to decide the standard rate of affiliation fee for the next three years, 1984 to 1986. It was once the practice to fix a fee for the whole period, but that was in times of relatively stable prices and exchange rates. The recent practice has been to decide on a fee for each of the three years, inevitably on a rising scale. It is hoped in this way to avoid the situation where affiliates might pay far more than the ITF needs in the first year and far less in the third.
2. This system has met with general approval and the Executive Board *recommends to Congress* that it should again be adopted.
3. Forecasting the ITF's needs over the next three years is a matter of making the best guess. The only certainty about costs is that they will rise and the movement of exchange rates is even more speculative than that of prices. In any event, needs are only one side of the coin. The other is the ability of affiliates to pay. World-wide recession has hit trade union membership hard in many of the industrialized countries whose transport unions have traditionally given the ITF its main financial foundation. Affiliates which once were well endowed now find themselves having to count their pennies and cut their costs.
4. In these times it would be unrealistic to propose a large increase in the standard rate of fee. Most affiliates have little money to spare and if the fee is set too high there will be a tendency to reduce the affiliated membership on which it is paid. Some increase is necessary, however, if the ITF's real income is not to be substantially reduced.

5. The Executive Board therefore *recommends Congress* to fix the standard rate of affiliation fee as:

1984	:	22 pence
1985	:	24 pence
1986	:	26 pence

The very small increase of one penny in 1984 on the 1983 fee of 21 pence is a recognition of the problems which many affiliates presently face and which will hopefully have eased by the time the 2 pence increases in 1985 and 1986 are applied.

6. It is understood that in accordance with the Miami Congress decision on the financing of Congresses, the basic cost of the next Congress will be met from the ITF's general income. The recommendation in para. 5 envisages the setting aside of one penny a year for that purpose.

XXXIV C-14/GC/1—ELECTION OF THE GENERAL COUNCIL

1. The election of the General Council is governed by Rule V of the ITF Constitution, the main provisions being:
 - (a) The General Council consists of titular members and their deputies, and the General Secretary. The titular and deputy members are elected by Congress.
 - (b) The membership of the Council is to be a reasonable reflection of the ITF's membership, geographically and industrially. No affiliated organization with a paid-up membership of less than 100,000 may have more than one member and no organization more than two.
 - (c) The Council is elected from nominations made by national or regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group.
 - (d) The composition of the national or regional electoral groups and the number of nominations which each group can make are decided by Congress on the recommendation of the Executive Board.
 - (e) If there has to be a vote within a group, i.e. if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs 9 and 10. (These paragraphs are reproduced in the Congress Standing Orders.)
2. In accordance with Rule V, paragraph 6, of the ITF Constitution, the Executive Board *recommends* that in the election of the General Council, the national or regional electoral groups and the number of nominations which each group may make should be:

<i>National or Regional Group</i>	<i>Members</i>	<i>Deputy Members</i>
<i>Europe and Middle East</i>		
1. Austria	1	1
2. Belgium, Luxembourg and Netherlands	3	3
3. Denmark and Finland	3	3
4. Faroes and Iceland	1	1
5. France	1	1
6. Germany	4	4
7. Great Britain and Irish Republic	4	4
8. Italy	3	3
9. Greece	1	1
10. Malta and Cyprus	1	1
11. Norway	1	1
12. Portugal	1	1
13. Spain	1	1
14. Sweden	1	1
15. Switzerland	1	1
16. Israel and Turkey	2	2
17. Estonia and Poland	1	1

<i>National or Regional Group</i>	<i>Members</i>	<i>Deputy Members</i>
<i>Africa</i>		
18. Gambia, Ghana, Kenya, Liberia, Malawi, Nigeria, Sierra Leone, South Africa, Togo, Tunisia, Uganda, Zambia, Zimbabwe ...	3	3
<i>Asia/Pacific</i>		
19. Japan	2	2
20. Bangladesh, Hong Kong, India, Indonesia, Korea, Malaysia, Pakistan, Philippines, Singapore, Thailand, Taiwan ...	3	3
21. Australia, Fiji, Kiribati & Tuvalu, New Zealand, Papua New Guinea	1	1
<i>Latin America and the Caribbean</i>		
22. Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, El Salvador, Uruguay, Venezuela	3	3
23. Antigua, Barbados, Bermuda, Curaçao, Dominica, Grenada, Guyana, St. Lucia, St. Vincent, Trinidad	1	1
<i>North America</i>		
24. Canada	3	3
25. USA	7	7

3. At its meeting in March 1983 the Executive Board decided "to recommend the incoming Executive Board elected at the 34th ITF Congress to undertake a fundamental review of the composition of the General Council."

XXXIV C-14/GC/2—NOMINATIONS FOR THE GENERAL COUNCIL

<i>National or Regional Group</i>	<i>Titular Members</i>	<i>Deputy Members</i>
<i>Europe and Middle East</i>		
1. Austria	F. Prechtl	R. Zehenthöfer
2. Belgium, Luxembourg and Netherlands	A. D. Drenth (Netherlands)	C. Roodenburg (Netherlands)
	P. Potoms (Belgium)	E. Baudet (Belgium)
	J. Schneider (Luxembourg)	K. Stessens (Belgium)
3. Denmark and Finland	U. Keijonen (Finland)	S-E. Nylund (Finland)
	R. Anttila (Finland)	R. Kuisma (Finland)
	A. Kruse (Denmark)	A. Hansen (Denmark)
4. Faroes and Iceland	O. Vigfússon (Iceland)	O. Jacobsen (Faroes)
5. France	Y. Lequoy	R. Hers
6. Germany	E. Haar	R. Hofmann
	R. Kobilke	D. Langendorf
	S. Merten	D. Benze
	K. Haussig	H. Resch

- | | | |
|-------------------------------------|--------------------------------|----------------------------------|
| 7. Great Britain and Irish Republic | A. M. Evans
(Great Britain) | J. Slater
(Great Britain) |
| | J. Knapp
(Great Britain) | R. W. Buckton
(Great Britain) |
| | C. A. Lyons
(Great Britain) | E. Nevin
(Great Britain) |
| | C. Kirwan
(Ireland) | G. Martin
(Great Britain) |
| 8. Italy | L. Mancini | V. Gallo |
| | G. Arconti | L. Scarponi |
| | G. Aiazzi | R. Liguori |
| 9. Greece | M. Zenzefyllis | A. G. Tselentis |
| 10. Malta and Cyprus | A. Caruana
(Malta) | H. Neocleous
(Cyprus) |
| 11. Norway | H. Aasarød | W. Kolstad |
| 12. Portugal | A. Gonçalves | V. Mendes |
| 13. Spain | V. Sánchez | A. Periago |
| 14. Sweden | A. Karlsson | J. Grönberg |
| 15. Switzerland | J. Clivaz | P. Küng |
| 16. Israel and Turkey | M. Levy
(Israel) | E. Marcovitz
(Israel) |
| | M. Acidereli
(Turkey) | F. Özek
(Turkey) |
| 17. Estonia and Poland | Vacant | Vacant |

Africa

- | | | |
|---|----------------------------|--------------------------------|
| 18. Gambia, Ghana, Kenya,
Liberia, Malawi, Nigeria,
Sierra Leone, South Africa,
Togo, Tunisia, Uganda,
Zambia, Zimbabwe | E. K. Fantognon
(Togo) | A. W. Hassan
(Sierra Leone) |
| | D. Oyeyemi
(Nigeria) | S. Sambo
(Nigeria) |
| | A. J. Mhungu
(Zimbabwe) | J. N. Malii
(Kenya) |

Asia/Pacific

- | | | |
|--|------------------------------|----------------------------------|
| 19. Japan | H. Muto | T. Watanabe |
| | A. Yoshida | A. Sato |
| 20. Bangladesh, Hong Kong,
India, Indonesia, Korea,
Malaysia, Pakistan,
Philippines, Singapore,
Thailand, Taiwan | Lee Sang Won
(Korea) | P. Das
(India) |
| | L. Barnes
(India) | A. Protapuddin
(Bangladesh) |
| | Lim Boon Heng
(Singapore) | Mohd Noh Bin Katim
(Malaysia) |
| 21. Australia, Fiji, Kiribati
& Tuvalu, New Zealand,
Papua New Guinea | T. I. Bull
(Australia) | D. Morgan
(New Zealand) |

Latin America and the Caribbean

- | | | |
|--|-----------------------------|-------------------------|
| 22. Argentina, Bolivia, Brazil,
Chile, Colombia, Costa
Rica, Dominican Republic,
Ecuador, Guatemala,
Honduras, Mexico,
Nicaragua, Panama,
Paraguay, Peru, El Salvador,
Uruguay, Venezuela | R. M. Perez
(Argentina) | P. Miranda
(Mexico) |
| | Ms. R. Camacho
(Bolivia) | J. Criado
(Chile) |
| | M. Sant'Anna
(Brazil) | J. Assady
(Panama) |
| 23. Antigua, Barbados, Bermuda,
Curaçao, Dominica, Grenada,
Guyana, St. Lucia,
St. Vincent, Trinidad | V. Glean
(Trinidad) | R. Bannis
(Dominica) |

North America

24. Canada

R. C. Smith

R. Gralewicz

J. D. Hunter

J. A. Levia

M. M. Rygus

J. T. Saunders

25. USA

F. Drozak

J. Fay

S. J. Wall

T. Martinez

R. T. McKay

R. Kilroy

J. F. Peterpaul

B. Sharman

W. Lindner

W. Gill

J. F. Otero

O. Berge

T. W. Gleason

J. Bowers

XXXIV C-14/EB/1—ELECTION OF THE EXECUTIVE BOARD

1. The election of the Executive Board is governed by Rule VI of the ITF Constitution, the main provisions being:

- (a) The Board consists of members elected by Congress, from among the members of the General Council, and the General Secretary.
- (b) The membership of the Board is to be a reasonable reflection of the ITF's membership, geographically and industrially. No affiliated organization may have more than one member.
- (c) The Board is elected from nominations made by regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group, but the candidates must be members of the General Council.
- (d) The composition of the regional electoral groups and the number of nominations which each group can make are decided by Congress on the recommendation of the Executive Board.
- (e) If there has to be a vote within a regional electoral group, i.e. if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs 9 and 10. (These paragraphs are reproduced in the Congress Standing Orders.)

2. At its meeting on 18 and 19 October the Board considered how it could best meet the requirement in (b) above. It also considered its attitude to motions 1 and 2 in Doc. XXXIV C-9 which called for an extra seat for the African and for the Asian/Pacific regions respectively. The Board decided that the Asian/Pacific region had a clear claim to an extra seat but that it could not fairly take a seat away from any other regional group.

3. It therefore decided to propose to Congress that the number of elected members of the Board should be increased from 25 to 26 (see Doc. XXXIV C-10/1) by amending Rule VI, para. (1) of the ITF Constitution.

4. In accordance with Rule VI, para. (5), of the Constitution, the Board *recommends* that in the election of the Executive Board the regional electoral groups and the number of nominations which each group may make should be:

(a) Europe and Middle East	12	
(b) North America	5	(see attached
(c) Africa	2	schedule of
(d) Asia/Pacific	4	countries)
(e) Latin America and the Caribbean	3	

5. The Executive Board *further recommends* that, with the exception of the North American group (which includes two countries), no country with a paid-up membership of less than 400,000 should have more than one nominee and no country more than two.

AFRICA

Gambia	Liberia	Sierra Leone	Tunisia
Ghana	Malawi	South Africa	Uganda
Kenya	Nigeria	Togo	Zambia
			Zimbabwe

ASIA/PACIFIC

Australia	India	New Zealand	Taiwan
Bangladesh	Indonesia	Pakistan	Thailand
Fiji	Japan	Papua New Guinea	
Kiribati & Tuvalu	Korea	Philippines	
Hong Kong	Malaysia	Singapore	

LATIN AMERICA AND THE CARIBBEAN

Antigua	Curacao	Guyana	St. Vincent
Argentina	Dominica	Honduras	El Salvador
Barbados	Dominican	Mexico	Trinidad
Bermuda	Republic	Nicaragua	Uruguay
Bolivia	Ecuador	Panama	Venezuela
Brazil	Grenada	Paraguay	
Chile	Guatemala	Peru	
Colombia		St. Lucia	
Costa Rica			

NORTH AMERICA

Canada	USA
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EUROPE AND MIDDLE EAST

Austria	France	Italy	Spain
Belgium	Germany	Luxembourg	Sweden
Cyprus	Great Britain	Malta	Switzerland
Denmark	Greece	Netherlands	Turkey
Estonia	Iceland	Norway	
Faroe Islands	Irish Republic	Poland	
Finland	Israel	Portugal	

XXXIV C14/EB/2—NOMINATIONS FOR THE EXECUTIVE BOARD

NAME

Europe and Middle East

F. Prechtl
P. Potums
Y. Lequoy
E. Haar
S. Merten
A. M. Evans
J. Knapp
L. Mancini
A. D. Drenth
H. Aasarød
V. Sánchez
A. Karlsson

COUNTRY

Austria
Belgium
France
Germany
Germany
Great Britain
Great Britain
Italy
Netherlands
Norway
Spain
Sweden

Africa

D. Oyeyemi
A. J. Mhungu

Nigeria
Zimbabwe

Asia

H. Muto	Japan
Lim Boon Heng	Singapore
L. Barnes	India
T. I. Bull	Australia

Latin America and the Caribbean

R. M. Perez	Argentina
Ms. R. Camacho	Bolivia
M. Sant'Anna	Brazil

North America

J. D. Hunter	Canada
R. C. Smith	Canada
T. W. Gleason	USA
J. F. Otero	USA
J. F. Peterpaul	USA

MANAGEMENT COMMITTEE

At its meeting on 28 October 1983, the Executive Board were unanimously agreed that the new Management Committee should be composed as follows:

Fritz Prechtel (President), T. W. Gleason (Vice-President), H. Muto (Vice-President), D. Oyeyemi (Vice-President), R. M. Perez (Vice-President), H. Aasarød (Norway), L. Barnes (India), A. M. Evans (Great Britain), J. Knapp (Great Britain), J. F. Peterpaul (United States).

List of Delegates
34th Congress
International Transport Workers' Federation
MADRID

20 to 28 October 1983

N.B.: *denotes proxy representative

<i>ITF</i> <i>Aff. No.</i>	<i>Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
	Antigua		
5121	The Antigua Workers' Union	<i>B. W. Spencer</i>	
	Argentina		
5001	Sociedad de Personal Ferroviario de Locomotoras "La Fraternidad"	<i>L. H. Etchezar</i> <i>C. Alvarez</i>	
5002	Sindicato Unico Portuarios Argentinos (SUPA)	<i>M. Campos</i>	
5005	Sindicato de Obreros Marítimos Unidos (SOMU)	<i>M. Andreallo</i> <i>C. Duvivier</i>	<i>A. Austerlic</i>
5006	Sindicato Electricistas – Electronicistas Navales	<i>M. del Pozo</i>	
5007	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante (CAOMAR)	<i>E. Dandois</i>	
5008	Asociación Argentina de Personal Aeronáutico (APA)	<i>H. Bastero</i> <i>H. Casarini</i>	<i>C. Rosa</i> <i>F. Villani</i>
5009	Asociación Argentina de Aeronavegantes	<i>M. Belgrano</i>	<i>M. Thijssen</i> <i>J. Canillon</i> <i>R. Nagel</i> <i>M. Carrasco</i>
5010	Centro de Comisarios Navales de Argentina	<i>*J. Luciani</i>	
5011	Centro de Jefes y Oficiales Maquinistas Navales – Profesional y Mutual	<i>J. Luciani</i>	
5012	Unión Personal Aeronavegación de Entes Privados (UPADEP)	<i>J. A. Sansat</i>	<i>J. Pucci</i> <i>J. H. Cabrera</i>
5013	Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina	<i>O. Jose Real</i>	
5015	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas	<i>M. Blanco</i> <i>O. R. Tieri</i> <i>R. M. Perez</i> <i>R. Berizzo</i> <i>F. Racicky</i>	<i>J. M. Pestarino</i> <i>H. H. Reina</i> <i>R. Pistone</i>
	Australia		
8700	Federated Clerks' Union of Australia	<i>T. W. Sullivan</i>	
8701	Professional Radio and Electronics Institute of Australasia	<i>*F. G. C. Ross</i>	
8704	Federated Marine Stewards' and Pantrymen's Association of Australia	<i>L. Mullens</i>	
8705	The Motor Transport and Chauffeurs' Association	<i>*T. W. Sullivan</i>	
8706	Merchant Service Guild of Australia	<i>F. G. C. Ross</i>	<i>W. Moore</i>
8708	Waterside Workers' Federation of Australia	<i>C. H. Fitzgibbon</i> <i>T. I. Bull</i>	
8709	Australian Institute of Marine and Power Engineers	<i>A. R. Dailey</i>	

<i>ITF</i> <i>Aff. No. Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
8710 Australian Transport Officers' Federation	<i>T. J. Collins</i> <i>B. J. Robinson</i> <i>G. A. Perlstein</i>	
8711 Australian Railways Union	<i>*T. I. Bull</i>	
8712 Australian Stevedoring Supervisors' Association (ASSA)	<i>*C. H. Fitzgibbon</i>	
Austria		
9001 Gewerkschaft der Eisenbahner	<i>F. Prechtl</i> <i>H. Schmölz</i> <i>F. Bartosik</i> <i>K. Silvestri</i> <i>A. Nagy</i> <i>E. Steinböck</i> <i>J. Kralik</i> <i>G. Rittler</i> <i>E. Steinbach</i>	<i>M. Plotzer</i> <i>F. Hums</i> <i>F. Prechtl jun.</i>
9002 Gewerkschaft der Bediensteten im Handel, Transport und Verkehr	<i>R. Zehenthofner</i> <i>W. Darmstädter</i> <i>J. Probst</i> <i>O. Absolon</i>	
9003 Gewerkschaft der Gemeindebediensteten	<i>R. Kopfensteiner</i> <i>J. Dragantis</i>	
Bangladesh		
8020 Bangladesh Launch Labour Association	<i>A. Protapuddin</i>	
8022 Bangladesh Biman Sramik Union (BBSU)	<i>A. Salam</i>	<i>O. Solaiman</i>
8023 Bangladesh Railway Employees' League (BREL)	<i>I. Khan</i>	
Belgium		
9050 Belgische Transportarbeidersbond	<i>E. Baudet</i> <i>H. Dumarey</i> <i>A. de Kie</i> <i>K. Stessens</i> <i>L. Antoine</i>	<i>R. van Cant</i> <i>M. Devolder</i> <i>A. Geeraerts</i> <i>L. de Peuter</i>
9051 Secteur Tramways, Vicinaux et Autobus de la Centrale Générale des Services Publics		
9052 Secteur Cheminots de la Centrale Générale des Services Publics	<i>P. Potums</i> <i>J. Maroil</i>	
9053 Secteur Aviation de la Centrale Générale des Services Publics	<i>D. Lintermans</i>	<i>J. Verbruggen</i> <i>K. Peeters</i>
9054 Centrale des Métallurgistes de Belgique	<i>R. Geldof</i>	
Bolivia		
5245 Sindicato de Aeronavegación LAB Santa Cruz-Oriente	<i>A. Urena Calisaya</i>	
5251 Federación Sindical de Transportes Aéreos de Bolivia	<i>F. Fuentes</i>	
Brazil		
5301 Confederação Nacional dos Trabalhadores em Transportes Marítimos, Fluviais e Aéreos	<i>M. M. Sant'Anna</i> <i>J. N. Rocha</i> <i>J. Trajano da Silva</i>	<i>J. Levy e Silva</i> <i>J. Xavier de Lima</i> <i>E. Batalha</i> <i>D. Soares</i> <i>E. Cicero de Lacerda</i> <i>J. Mello</i>
5302 Confederação Nacional dos Trabalhadores em Transportes Terrestres - CNTT	<i>O. Coutinho</i> <i>H. R. Andrade</i> <i>J. Dias Trigo</i>	

<i>ITF</i>	<i>Aff. No. Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
	Canada		
6900	Canadian Airline Dispatchers' Association	<i>A. Sandziuk</i>	
6901	Canadian Air Line Flight Attendants' Association	<i>L. LeBlanc</i> <i>P. J. Stier</i>	<i>J. Cowan</i> <i>R. D'Souza</i>
6902	Canadian Merchant Service Guild	<i>R. F. Cook</i> <i>M. R. Sjoquist</i>	<i>W. Hogg</i>
6903	Canadian Brotherhood of Railway, Transport and General Workers	<i>J. D. Hunter</i> <i>J. A. Levia</i>	
6904	Seafarers' International Union of Canada	<i>R. Gralewicz</i>	<i>A. C. Boyle</i>
6905	Canadian Area International Longshoremen's and Warehousemen's Union	<i>*J. D. Hunter</i>	
6907	Canadian Air Line Employees' Association	<i>J. T. Saunders</i>	<i>D. Bourque</i>
6960	Brotherhood of Railway, Airline and Steamship Clerks	<i>R. C. Smith</i> <i>J. Boyce</i>	
	Chile		
5440	Federación de Sindicatos de Trabajadores Ferroviarios de Chile	<i>J. Criado</i>	<i>E. Vogel</i>
	Costa Rica		
5641	Unión Ferroviaria y Portuaria Nacional	<i>Ms. G. González</i>	<i>M. T. Alvarado</i>
5643	Sindicato de Empleados de LACSA	<i>*M. T. Alvarado</i>	
	Cyprus		
9101	Federation of Transport, Petroleum and Agricultural Workers	<i>H. Neocleous</i>	
	Denmark		
9150	Specialarbejderforbundet i Danmark (SiD)	<i>A. Kruse</i> <i>J. Hansen</i> <i>E. Seiding</i> <i>J. A. Engelbrechtsen</i> <i>E. Kracht</i>	<i>P. Sand Mortensen</i> <i>C. Jensen</i> <i>N. Daugaard</i> <i>P. Aagaard</i>
9151	Dansk Jernbaneforbund	<i>I. S. Bjarndahl</i> <i>P. M. Olsen</i>	<i>K. Andersen</i> <i>S. A. Nielsen</i>
9154	Metal Søfart	<i>K. Madsen</i>	<i>D. Schmidt Nielsen</i>
9155	Dansk Sø-Restaurations Forening	<i>A. Bruun</i>	<i>F. Lund</i>
9159	Radiotelegrafistforeningen	<i>S. Bøje Larsen</i>	
9160	Maskinmestrenes Forening	<i>A. C. Hansen</i>	<i>A. Sørensen</i>
9161	Danmarks Skibsførerforening	<i>A. Toft</i>	
9162	Dansk Funktionærforbund	<i>J. Jørgensen</i>	<i>O. S. Therkildsen</i>
9163	Dansk Styrmandsforening	<i>K. Mols Sørensen</i>	<i>P. Funch</i>
9164	Handels- og Kontorfunktionærernes Forbund i Danmark	<i>E. Jensen</i> <i>E. V. Andersen</i>	
9165	Jernbaneforeningen	<i>K. Jensen</i>	
9166	Dansk Metalarbejderforbund	<i>S. Fønsskov</i>	<i>S. Borg</i>
	Dominica		
5711	Waterfront and Allied Workers' Union	<i>R. Bannis</i>	
	Ecuador		
5859	Federación Nacional de Trabajadores de las Autoridades Portuarias del Ecuador (FENATRAPEC)	<i>R. Intriago Gilbert</i>	
	Faroe Islands		
9270	Føroya Fiskimannafelag	<i>O. Jacobsen</i>	<i>J. O. Høgenesen</i>
	Fiji		
8801	Fiji Registered Ports Workers' Union	<i>T. Vietata</i>	

<i>ITF</i>	<i>Aff. No. Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
	Finland		
9290	Rautatieliäisten Liitto (Railwaymen)	<i>U. Keijonen</i> <i>K. Niitoaho</i> <i>S. Koskela</i> <i>V. Kauppinen</i>	<i>M. Uuskoski</i>
9291	Suomen Veturimiesten Liitto r.y. (Locomotivemen)	<i>L. Syrjänen</i>	<i>V. Tuorila</i>
9292	Suomen Konepäällystöliitto (Engineer Officers)	<i>P. Vahtra</i> <i>E. Aurtova</i>	<i>T. Tanner</i> <i>A. Suominen</i>
9293	Suomen Merimies-Unioni r.y. (Seamen)	<i>R. Anttila</i> <i>R. Herdin</i> <i>L. Heinonen</i>	<i>P-E. Nelin</i>
9294	Suomen Laivanpäällystöliitto (Ships' Officers)	<i>S-E. Nylund</i>	
9295	Suomen Auto- Ja Kuljetusalan Työntekijäliitto r.y. (Transport Workers)	<i>K. Lehikoinen</i> <i>L. Roppola</i> <i>K. Westman</i> <i>O. Porkka</i> <i>P. Lindeman</i> <i>M. Paavala</i> <i>O. Häyriinen</i> <i>S. Sihvonen</i>	<i>V. Mehto</i>
9296	Luotsiliitto r.y. (Marine Pilots)		
9298	Suomen Radiosähkötäjäliitto r.y. (Radio Officers)		
9299	Ilmailualan Unioni r.y. (Civil Aviation Workers)	<i>H. E. Hänninen</i>	
9300	Teknisten Liitto TL r.y. (Technical Staff)	<i>O. Metsänen</i>	<i>E. Aro</i>
9301	Teknisten Ja Erikoisammattien Liitto r.y. (Travel Bureau Staff)	<i>T. M. Lehmusto</i>	<i>I. L. Marviala</i> <i>M. A. Wahren</i>
	France		
9342	Fédération Nationale F.O. des Transports	<i>G. Doriat</i> <i>J. Vandecasteele</i>	
9343	Fédération Syndicaliste F.O. des Cheminots	<i>D. Iarovay</i> <i>N. Benarous</i>	
9344	Fédération Maîtrise et Cadres des Chemins de Fer (FMC)	<i>R. Hers</i>	
9345	Syndicat National du Personnel Navigant Commercial	<i>M. Abraham</i>	<i>G. Gomez</i> <i>J-C. Blachère</i> <i>D. Jullien</i>
9347	Syndicat National des Officiers Mécaniciens de l'Aviation Civile	<i>G. Charles</i>	<i>S. Coulombel</i> <i>C. Lemarchand</i>
9349	Fédération F.O. des Travaux Publics et Portuaires de la Marine et des Transports	<i>Y. Lequoy</i> <i>J. Duniau</i> <i>C. Montfiquet</i> <i>R. Génovès</i>	<i>M. Jordi</i>
9350	Fédération Générale des Transports et de l'Equipeement, CFDT	<i>J. Zaoui</i> <i>L. Coppin</i> <i>P. Morsink</i>	
	Germany		
9390	Gewerkschaft öffentliche Dienste, Transport und Verkehr (ÖTV)	<i>S. Merten</i> <i>D. Benze</i> <i>H-B. Beyertt</i> <i>H. Blinne</i> <i>L. Beck</i> <i>K. Haussig</i> <i>H-D. Höhne</i> <i>G. Oesterreich</i> <i>H. Pfeifer</i> <i>H. Resch</i> <i>M. Rosenberg</i> <i>W. Gerdes</i>	<i>B. von der Heiden</i> <i>G. Hütter</i> <i>H-W. Kaysser</i> <i>H. Kilian</i> <i>H-J. Kreitlow</i> <i>H. Matthiessen</i> <i>E. Rumpel</i> <i>S. Claus</i> <i>W. Zechner</i> <i>K. Flechsenhar</i> <i>W. Kröckel</i> <i>J. Gross</i>

ITF

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Delegates

Advisers

9391 Gewerkschaft der Eisenbahner
Deutschlands (GdED)

*E. Haar
D. Langendorf
S. Weiss
H. Ferring
J. Lindenmeir
W. Nowak
Ms. L. Raupp
W. Lohmann
R. Schäfer
P. Alles
B. Jungkunz*

Ghana
7103 Ghana Merchant Navy Officers'
Association

N. A. Ashietey

Great Britain
9440 National Union of Railwaymen (NUR)

*J. Knapp
T. Ham
I. Williams
A. McIntosh*

9441 National Union of Seamen

*J. Slater
R. Spruhan
T. McGregor*

*P. Heaton
J. Nelson*

9442 Transport Salaried Staffs'
Association (TSSA)

*C. A. Lyons
J. Mills
A. Jebson
C. Charlton*

9443 Union of Shop, Distributive and
Allied Workers (USDAW)

*G. Martin
R. McSehphney*

9444 Associated Society of Locomotive
Engineers and Firemen (ASLEF)

*R. W. Buckton
N. J. Wright*

J. A. Meale

9445 Transport and General
Workers' Union

*A. Ramsay
A. M. Evans
W. Greendale
A. Kitson
B. Nicholson
J. Connolly
J. Collier
J. Ashwell
B. Morris
W. Powell
D. Duffy
E. Rehmütz
L. Hall
L. Marson
G. Thomas
R. Atwell
E. Nevin
J. Newman
R. Bricknell
K. Finnis*

9446 Merchant Navy and Airline
Officers' Association

9447 Radio and Electronic
Officers' Union

K. A. Murphy

J. Bromley

9448 United Road Transport Union
9449 Association of Scientific, Technical
and Managerial Staffs

*A. T. Hughes
A. Mahoney*

<i>ITF</i>	<i>Aff. No. Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
	Greece		
9491	Pan-Hellenic Seamen's Federation (PNO)	<i>M. Zenzefyllis</i> <i>A. G. Tselentis</i>	
9493	Flight Stewards' and Stewardesses' Union	<i>J. Pircolos</i>	
9497	EIM Flight Engineers' Association	<i>G. Loukas</i>	
	Guatemala		
5966	Sindicato Gremial Nacional de Marineros Mercantes	<i>L.A. Casasola</i> <i>Castaneda</i>	
	Honduras		
6116	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	<i>R. Martínez Bueso</i>	
	Hong Kong		
8051	Merchant Navy Officers' Guild	<i>E. H. Farrow</i>	
8052	Amalgamated Union of Seafarers	<i>Au Yeung Ming</i>	
8053	Cathay Pacific Airways Flight Attendants' Union	<i>D. Ngan</i>	<i>R. Lim</i>
	Iceland		
9510	Sjómannasamband Íslands	<i>O. Vigfússon</i>	<i>G. Hallvarðsson</i>
9511	Farmanna- og Fiskimannasamband Íslands	<i>B. Hédinsson</i>	
	India		
8101	Maritime Union of India	<i>K. E. Sukhia</i>	
8104	Transport & Dock Workers' Union, Bombay	<i>S. R. Kulkarni</i> <i>M. Kotwal</i>	
8107	Air India Cabin Crew Association	<i>M. Bir Singh</i>	<i>R. Char</i>
8109	National Union of Seafarers of India	<i>L. Barnes</i> <i>U. M. D'Almeida</i>	
8110	Calcutta Port Shramik Union	<i>P. Das</i>	
	Indonesia		
8151	Kesatuan Pelaut Indonesia KPI	<i>Arief Soemadji</i> <i>Azwar Nadlar</i> <i>Soeryanto Soeroso</i> <i>R. I. Soedijono</i>	
	Irish Republic		
9200	Irish Transport and General Workers' Union	<i>C. Kirwan</i> <i>J. Cullen</i>	
9201	National Association of Transport Employees (NATE)	<i>M. Cox</i>	<i>E. Walsh</i>
9202	Seamen's Union of Ireland	<i>F. Gilligan</i>	<i>W. Stacey</i>
	Israel		
7820	Israeli Seamen's Union	<i>S. Avitan</i>	<i>I. Cohen</i> <i>T. Plotnick</i> <i>B. Shifman</i>
7821	National Union of Government Employees' Railwaymen's Section	<i>M. Hayardeny</i>	
7822	Transport Workers' Division of Histadrut	<i>M. Levy</i> <i>M. Siew</i> <i>D. Schewarzbard</i>	
7823	Israeli Sea Officers' Union	<i>E. Marcovitz</i>	<i>D. Yehezkel</i> <i>Y. Groman</i>

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Italy			
9530	Sindacato Italiano Unitario Ferrovieri (SIUF)	F. Salerno R. Dezi G. Ranalli	G. Illibato C. Listorto L. Annunziato
9531	Sindacato Autonomo Unificato Ferrovieri Italiani (SAUFI)	S. Bianchini U. Calcagnini G. Arconti	
9532	Federazione Italiana Lavoratori del Mare	M. Mascetti M. Guidi R. Nesciobelli	B. de Bonis E. Cevaro
9533	Unione Italiana Marittimi (UIM-UIL)	G. Marangoni	
9534	Federazione Italiana Lavoratori dei Porti (FILP-CISL)	L. Scarponi	
9535	Unione Italiana Lavoratori Trasporti Ausiliari Traffico e Portuali	R. Liguori	
9536	Federazione Italiana Lavoratori Aviazione Civile (FILAC)	V. Toso	
9538	Sindacato Nazionale Assistenti di Volo e Complementari di Bordo	M. Cafarelli	
9539	Federazione Italiana Lavoratori Trasporti FILT-CGIL	R. Bertocchi F. D'Agnano V. Gallo L. Mancini S. Mezzanotte M. Papagno D. Orlandi D. Sesta	P. Albanesi
Japan			
8200	All-Japan Seamen's Union	K. Doi H. Nomura K. Kihata M. Nakamura K. Yoshino T. Kubo	
8201	All-Japan Municipal Transport Workers' Union (TOSHIO)		
8202	Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKOROREN)	N. Ozaki M. Ito	
8203	National Railway Workers' Union (KOKURO)	M. Morikage H. Muto K. Hirai K. Umeki A. Yamamuro T. Arai	H. Ueki K. Ida
8204	Nihon National Railway Motive Power Union (DORO)	A. Sato A. Tsuchiya	
8205	All Japan Federation of Transport Workers' Unions (UNYU-ROREN)	T. Sakaguchi H. Kazuo T. Shingo A. Sugino	
8206	Japanese Confederation of Aviation Labour (KOKUDOMEI)	T. Watanabe K. Higuchi H. Kato	
8207	Japan Air Lines Cabin Attendants' Union (KYAKUJO)	S. Yoshikawa	S. Ikeda

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8208	Japan Federation of Transport Workers' Unions (KOTSU ROREN)	<i>C. Matsuda H. Mitsuoka B. Tamura</i>	<i>M. Takaoka T. Sawagashira T. Kanari K. Okutani Y. Senoo Y. Ozaki A. Nakamura K. Miyake K. Butsuda T. Kurokawa</i>
8209	General Federation of Private Railway Workers' Unions of Japan (SHITETSU-SOREN)	<i>I. Nagata S. Shimoichi S. Fuchigami M. Nagase N. Ishikawa R. Kimura</i>	
	Kenya		
7200	Transport and Allied Workers' Union	<i>J. N. Malii M. M. Ndambuki</i>	
7201	Railways and Harbours Union	<i>A. J. Oduor</i>	<i>A. J. Muthoka</i>
	Kiribati and Tuvalu		
8850	Kiribati and Tuvalu Overseas Seamen's Union	<i>I. Malua</i>	
	Korea		
8250	Korean Federation of Port and Transport Workers' Unions	<i>Kim Dong In</i>	<i>Kim Bong Suk</i>
8251	Korean Railway Workers' Union	<i>Joon Hong Park</i>	<i>Kim Ki Dal (interp.)</i>
8252	Korean Seamen's Union	<i>Kang Byung-Won H. C. Bang K. J. Koh B. U. Kim Lee Duk-Kwang</i>	<i>Yom Haeng-IL (interp.) H. C. Shin K. S. Choi</i>
8254	Korean Air Lines Labour Union	<i>Hwa Kyoan Suk</i>	
8255	Korean Automobile and Transport Workers' Federation	<i>Lee Sang Won Kim Sun Ho</i>	
	Luxembourg		
9580	Fédération nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés luxembourgeois	<i>J. Schneider R. Bleser</i>	
	Malawi		
7301	Railway Workers' Union of Malawi	<i>W. C. Chimphanga</i>	
	Malaysia		
8302	Kelang Port Authority Staff Union	<i>R. Zainal</i>	
8303	Transport Workers' Union	<i>V. David</i>	
8305	Klang Port Authority Harbour Workers' Union	<i>Mohd Noh Bin Katim</i>	
8307	Senior Officers' Association	<i>Y. Bin Ahmad</i>	
	Malta		
9600	General Workers' Union Port and Transport Workers' Section	<i>A. Caruana</i>	
	Mexico		
6181	Asociación Sindical de Pilotos Aviadores de México	<i>C. Smith-Picco</i>	

<i>ITF</i>		<i>Delegates</i>	<i>Advisers</i>
<i>Aff. No.</i>	<i>Country and Organization</i>		
6184	Sindicato Nacional de Alijadores Empleados en Agencias Aduanales Marinos, Cargaduría y Similares de la R.M.	<i>J. M. Cruz Arbelo</i>	<i>H. Lopez Romero</i>
6193	Unión de Estibadores y Jornaleros del Puerto de Veracruz	<i>T. Medina</i>	<i>P. Mirada A. Huerte</i>
Netherlands			
9620	Vervoersbond FNV	<i>A. D. Drenth B. J. Kok K. Marges P. Mol J. J. Hengst H. Popelier</i>	
9621	Federatie van Werknemers—organisaties in de Zeevaart	<i>D. Opmeer</i>	<i>P. Trommel</i>
9622	Dienstenbond FNV	<i>C. Roodenburg</i>	
9623	Vereniging van KLM Boord-werktuigkundigen	<i>W. Snijder L. A. Klenkerk</i>	
9624	Vereniging van Nederlands Cabinepersoneel VKC	<i>J. H. Kostermans</i>	<i>J. F. M. Woltering</i>
New Zealand			
8900	New Zealand Seamen's Union	<i>D. J. Morgan</i>	
8901	Federated Cooks and Stewards' Union of New Zealand	<i>D. E. Graham</i>	
8902	New Zealand Waterside Workers' Federation	<i>S. P. Jennings</i>	
8903	New Zealand Merchant Service Guild	<i>J. W. Dickinson</i>	
8905	New Zealand Engineering, Coachbuilding, Aircraft, Motor and Related Trades Industrial Union of Workers	<i>P. Watson</i>	
8906	New Zealand Institute of Marine and Power Engineers	<i>G. D. Harris</i>	
8909	The Canterbury & Westland Drivers and Their Assistants Industrial Union of Workers	<i>P. R. Liggett</i>	
Nigeria			
7351	Nigeria Union of Railwaymen	<i>G. O. Ero M. Ahmed D. Oyeeyemi D. Ofuokwu</i>	<i>D. O. Iweanya</i>
7354	Nigerian Ports Authority Workers' Union	<i>A. Agbonikhena O. Zudonu P. A. Oribabor J. Diko</i>	
Norway			
9670	Norsk Jernbaneforbund	<i>S. Kvilekval R. Engen K. Arnesen</i>	<i>H. Johansen</i>
9671	Norsk Lokomotivmannsforbund	<i>G. Tønder</i>	<i>H. J. Olaussen</i>
9672	Norsk Sjømannsforbund	<i>H. Aasarød T. Mikalsen W. Syversen E. Gjennestad</i>	<i>B. Mordt D. Tresselt</i>
9673	Det Norske Maskinistforbund	<i>F. Gross</i>	
9674	Norsk Styrmandsforening	<i>B. Sivertsen</i>	

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6975	Norsk Transportarbeiderforbund	<i>W. Kolstad</i> <i>O. Bach</i> <i>O. Lilleskare</i> <i>H. Evjen</i>	<i>S. Fjeldstad</i>
9676	Norsk Jern- og Metallarbeiderforbund		
9677	Norges Handels- og Kontorfunksjonærers Forbund	<i>A. Wikestad</i>	
Panama			
6372	Sindicato Industrial de Empleados de Líneas Aéreas y Similares de la República de Panamá (SIELAS)	<i>M. Berenguer</i>	<i>M. Henriquez</i>
6373	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos, Portuarios y Similares (FITTAMPS)	<i>J. Assady</i>	<i>F. Samuel</i> <i>D. McPherson</i> <i>M. Berrio</i> <i>C. E. Villarreal</i> <i>C. Carrington</i> <i>L. C. Samuel</i> <i>R. Marquez</i>
6375	Sindicato Nacional de Trabajadores Asalariados del Transporte de Carga – Panamá (SINATRATC)	<i>J. G. Bethancourt</i>	<i>R. D. Salazar</i>
Peru			
6516	Asociación de Oficiales de la Marina Mercante Nacional – CPV	<i>C. Arana</i> <i>Izquierdo</i>	
Philippines			
8402	Associated Marine Officers' and Seamen's Union	<i>G. Oca</i> <i>J. E. M. Oca</i>	
Portugal			
9740	Federação Nacional dos Sindicatos de Trabalhadores Portuários	<i>H. A. Freire</i> <i>Gonçalves</i> <i>MdJ. Alves</i> <i>Filipe</i> <i>A. A. Picareta</i> <i>Delgado</i>	<i>M. Vieira</i> <i>M. Barros</i>
9741	Sindicato dos Fogueiros de Terra e da Mestrança e Marinhagem de Máquinas da Marinha Mercante (SITEMAQ)		<i>N. A. Serra</i> <i>Clemente</i>
9743	Sindicato dos Quadros da Aviação Comercial	<i>F. J. Alves de</i> <i>Figueiredo</i>	
9744	Sindicato Nacional do Pessoal de Voo da Aviação Civil	<i>J. Mateus</i>	<i>J. Tamagnini</i>
9745	Sindicato dos Oficiais e Engenheiros Maquinistas da Marinha Mercante	<i>V. M. Mendes</i>	
9746	Sindicato dos Marinheiros Mercantes de Portugal	<i>J. F. Tavares</i> <i>Fidalgo</i>	<i>J. Moucho</i> <i>Cabaço</i>
9747	Sindicato da Mestrança e Marinhagem de Câmaras da Marinha Mercante	<i>Tiago S. G.</i> <i>Cardoso</i>	
El Salvador			
5785	Unión Gremial de Marineros Mercantes	<i>L. F. Padilla</i>	
Sierra Leone			
7451	Dock Workers' Union	<i>F. Brima</i>	
7453	Sierra Leone Motor Drivers' and General Workers' Union	<i>*F. Brima</i>	

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Singapore

8450 Singapore Air Transport
Workers' Union

R. Doraisamy

V. Pang

8451 National Transport Workers'
Union

Ong Ah Heng

J. Cross

8452 Singapore Maritime Officers' Union

T. Tay

8453 Singapore Organisation of Seamen

*Abdul Karim Bin
Hja Zaini*

Leow Ching Chuan

Lim Boon Heng

M. A. Nonis

8454 Singapore Port Workers' Union

Adnan Bin Saad

8455 Port Officers' Union

South Africa

7500 South African Council of Transport
Workers

D. C. Benade

S. Tshabalala

7501 Trawler and Line Fishermen's Union

Ms. C. Benade

P. Kinnear

7502 Transport and Allied Workers' Union

J. Sikhosana

7503 General Workers' Union

D. Lewis

Spain

9790 Federación de Trabajadores del
Transporte del Estado Español –
UGT

V. Sanchez M.

E. Santos M.

L. I. Rodriguez M.

A. Rodriguez D.

L. M. Franco G.

J. M. Vallejo S.

A. Duran P.

F. Fernandez C.

J. M. Carracedo C.

J. A. Llorente

A. Rodriguez D.

T. Saez

R. Sampablo

A. Romer

R. Ocana

C. Verdera S.

V. Riesco M.

J. R. Fernandez N.

J. A. Olaizola

A. Periago B.

J. Selles

J. M. Herrera

L. Somolinos

M. del Monte

J. R. Moreno

R. Ortega

F. Nenclares A.

M. J. Pena C.

R. Calvo R.

L. M. Tellaeche V.

R. Rabina

J. Balcazar

L. Ortega R.

E. Carrera V.

9791 Federación del Transporte de
ELA-STV

J. M. Unanue L.

J. Muruamendiaraz

J. M. Ibarguren

M. Lizarralde

Sweden

9840 Statsanställdas Förbund

L. E. Nicklasson

I. Ygeman

B. Andersson

A. Karlsson

U. Schyldt

T. Persson

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	9841	Svenska Sjöfolksförbundet	<i>A. Lindström</i> <i>N.-B. Andersson</i>	<i>N. Martinsson</i> <i>T. W. Larsson</i> <i>L. Jansson</i> <i>E. Andersson</i>
	9842	Svenska Maskinförbunds förbundet	<i>F. Havik</i>	<i>C. Themnér</i>
	9843	Sveriges Fartygsbefälsförening	<i>C. Lindvall</i>	<i>E. Sjöföbom</i> <i>W. Kukol</i>
	9844	Svenska Transportarbetareförbundet	<i>J. Grönberg</i> <i>S. Skoglund</i> <i>H. Wahlström</i> <i>I. Åsén</i> <i>A. Collin</i> <i>A. M. Lutti</i>	<i>T. Pettersson</i> <i>O. Rytterbrant</i> <i>K. Gustafsson</i>
	9845	Handelstjänstemannaförbundet (HTF)	<i>L. Hellman</i> <i>H. Eriksson</i> <i>J. Soini</i>	<i>L.-E. Karlsson</i> <i>O. Turegård</i> <i>G. Jacobsson</i>
	9846	Sveriges Arbetsledareförbund	<i>J. E. Lindgärde</i>	<i>H. Tülikka</i>
		Switzerland		
	9890	Schweizerischer Eisenbahner- verband (SEV)	<i>J. Clivaz</i> <i>L. Joye</i> <i>A. Cochet</i> <i>J. Hartmann</i> <i>R. Bucher</i>	
	9891	Gewerkschaft Verkauf, Handel, Transport und Lebensmittel (VHTL)	<i>P. Küng</i> <i>H. Baumgartner</i>	
	9892	Verband des Personals öffentlicher Dienste (VPOD)	<i>V. Schiwoff</i> <i>W. Kunz</i>	
		Taiwan		
	8550	National Chinese Seamen's Union	<i>Lie Ching-Chee</i> <i>Fang Lie-Fan</i> <i>Hsu Yng-Ching</i> <i>Lie Ku-Ken</i>	<i>Hong Dah-Ih</i>
	8551	Chinese Federation of Railway Workers' Unions	<i>Wang Tzu-Wei</i> <i>Liu Chia-Yu</i>	<i>Yeh Yong-Ming</i>
		Thailand		
	8560	Aerothermal Staff Union	<i>Chaow Duangkeo</i>	
		Togo		
	7550	Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA au Togo (STAMAT)	<i>K. Fantognon</i>	
	7551	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)	<i>*K. Fantognon</i>	
	7553	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)	<i>*K. Fantognon</i>	
		Trinidad		
	6661	Seamen and Waterfront Workers' Trade Union	<i>V. H. Glean</i>	<i>F. Mungroo</i>
		Turkey		
	9940	Railway Workers' Union	<i>Mehmet Acidereli</i> <i>Filiz Ozek</i>	

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	Uganda		
7600	Amalgamated Transport and General Workers' Union	<i>S. E. Opio</i>	
7601	Railway Workers' Union	<i>*S. E. Opio</i>	
	United States		
6950	International Organization of Masters, Mates & Pilots	<i>A. C. Scott</i>	
6951	American Radio Association	<i>W. R. Steinberg</i>	<i>H. Strichartz</i>
6952	Transport Workers' Union of America	<i>W. G. Lindner</i> <i>M. Guinan</i> <i>J. E. Lawe</i> <i>G. Leitz</i> <i>J. J. Kerrigan</i> <i>A. Terriego</i> <i>B. Sharman</i> <i>F. Waldner</i> <i>Q. Kerr</i> <i>W. A. Gill Jr.</i>	<i>J. F. O'Donnell</i> <i>F. Ryers</i>
6954	International Association of Machinists and Aerospace Workers		
6955	Flight Engineers' International Association		
6956	National Maritime Union of America	<i>S. J. Wall</i> <i>T. Martinez</i> <i>R. Lioeanjie</i>	<i>J. Paterson</i> <i>T. Simpkins</i> <i>E. Spector</i> <i>R. Solar</i>
6957	Seafarers' International Union of North America	<i>F. Drozak</i> <i>R. Daschbach</i> <i>J. Fay</i> <i>E. Turner</i> <i>L. Bonser</i> <i>M. Sacco</i> <i>T. W. Gleason Sr.</i> <i>T. W. Gleason Jr.</i> <i>D. Carson</i> <i>A. Talmadge</i> <i>J. H. Raspberry</i> <i>A. Pimpinella</i>	
6958	International Longshoremen's Association		
6959	National Marine Engineers' Beneficial Association	<i>R. T. McKay</i> <i>F. Schamann</i>	<i>J. C. Fox</i>
6960	Brotherhood of Railway, Airline & Steamship Clerks (BRAC)	<i>R. I. Kilroy</i> <i>D. A. Bobo</i> <i>J. F. Otero</i> <i>C. S. Coleman</i> <i>R. M. Curran</i> <i>W. E. Granlund</i> <i>F. T. Lynch</i> <i>L. E. Boshier</i> <i>E. J. Neal</i> <i>A. Gonzalez</i>	<i>J. R. Jenkins</i> <i>J. Guerrieri</i> <i>A. T. Bertsch</i> <i>R. M. Skelly</i> <i>W. R. Dysart</i> <i>D. Leme</i>
6962	Hotel Employees' and Restaurant Employees' and Bartenders' International Union - Joint Council of Dining Car Employees		
6963	Brotherhood of Maintenance of Way Employees	<i>*F. Waldner</i>	
	Venezuela		
6773	Asociación de Aeromozas y Mayordomos de Venezuela (ADAMA)	<i>A. Mauco</i>	<i>G. Gonzalez L.</i> <i>F. Velasquez de</i> <i>Velasquez</i>

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	Zimbabwe		
7650	Air Transport Workers' Association	<i>K. M. Nuamukonda</i>	
7651	Railways Associated Workers' Union	<i>S. M. Moyo</i>	<i>A. J. Mhungu</i>
7653	Transport and General Workers' Union	<i>M. Mazithulela</i>	

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Guests of Honour

- Spanish Prime Minister, **Felipe González**.
E. Barón Crespo, Minister of Transport, Spain.
J. Almunia Amáñn, Labour Minister, Spain.
E. Tierno Galván, Mayor of Madrid.
N. Redondo, General Secretary of the Spanish General Workers' Union (UGT).
C. H. Blyth, former ITF General Secretary.
R. Dekeyzer, former ITF President.
J. Jones, former ITF Vice-President.
L. Buonaccorsi, former ITF Executive Board member.
D. Nicholson, former ITF Executive Board member.
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Observers

- E. Friso*, International Confederation of Free Trade Unions.
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M. Garnacho, International Federation of Building and Woodworkers.
M. Fernandez, International Federation of Chemical, Energy and General Workers' Unions.
G. Stephan, International Federation of Commercial, Clerical, Professional and Technical Employees.
E. Goodson, International Federation of Plantation, Agricultural and Allied Workers.
D. Gallin, International Union of Food and Allied Workers' Associations.
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S. Nadeem, Amnesty International.
F. Staedelin, European Trade Union Confederation.
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