



Report of the Secretariat 1994-1998

*ITF 39th Congress, New Delhi
29 October 1998 - 5 November 1998*

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FOREWORD

This Report, covering the four years from 1994 to 1998, has been prepared in a different way from those previously submitted to Congress. Rather than trying to list the huge number of meetings, publications, campaigns and other activities which have been undertaken by the ITF during the period under review, the Report attempts to identify the most important industrial and political developments which have affected ITF affiliates and the key activities which have been carried out in response to them.

There are two reasons for adopting this new approach. The first is, quite simply, the sheer volume of activities which have taken place during the past four years. The second is that, from 1996 onwards, we have distributed the regular Report on Activities which is submitted to the ITF Executive Board at six monthly intervals, to all affiliates. These reports, which provide a detailed historical record of all ITF activities, have been re-edited for Congress delegates into four Annual Activities Reports, covering 1994, 1995, 1996 and 1997, and should be read in conjunction with this Report on Activities.

Also to be read alongside this Report is an additional document "Transport Workers: Beyond 2000 - Progress Report" which details the action taken to implement the Action Programme adopted at the Geneva Congress.

This has been both a very difficult and a very stimulating period in the ITF's history. It has seen a special Congress marking the organisation's remarkable 100th Anniversary. It has seen an unprecedented period of growth in the number of transport workers, in the number of unions and the number of countries in the ITF, alongside a significant fall in the fee paying membership.

The period since the Geneva Congress has also seen important changes in ITF personnel, both in the London headquarters and in the Regions. Without the hard and dedicated work of the ITF officers and staff, the achievements outlined in this Report would not have been possible.

I said at the Geneva Congress that the ITF is dedicated to meeting the needs for international solidarity of all affiliated unions - big and small, rich and poor. We have done our best to live up to that promise. We have had some quite remarkable successes but some failures too, and much remains to be done in the years ahead.

During the last four years we have also celebrated the ITF's Centenary - a hundred years of delivering practical solidarity to transport workers around the world. In today's global economy such solidarity is needed more than ever. I hope and believe that the great trade union leaders who founded this Federation in 1896 would be able to recognise and be proud of what the ITF has achieved as we face the challenges of the new Millennium.

I commend the Report on Activities to Congress.

David Cockroft
General Secretary

OBITUARIES

Knud Mols Sørensen, former Chair of the ITF Seafarers' Section, General Secretary of the Danish Mates' Association and an ITF Gold Badge holder, died on 25 February 1996, aged 69.

The sensitive world in which the ITF flag of convenience campaign operates usually requires both a hard cop and a soft cop figure to help bring divergent interests together. Mols was a unique blend of the two.

No-one who ever saw him chair a meeting (and he chaired literally hundreds during his ITF career) could doubt his ability to be tough. He was never slow to tell people to shut up, cut the microphone off, even occasionally to throw them out of the room.

Behind the toughness was a sense of humour, a commitment to let everyone speak if they had something to say, and total honesty in defence of trade union principles, all of which inspired loyalty and affection throughout the ITF.

During his chairmanship he also took control of virtually every other significant Section body. the European Seafarers' Regional Committee, the Maritime Transport Section of the Brussels Committee (today the FST), the workers' side of the European Union's Joint Committee on Maritime Transport and even the ITF Asia/Pacific Seafarers' Regional Committee (APSRC). When he retired in 1994, it took at least five people just to replace him in these positions.

Paradoxically it was probably the Asia/Pacific Committee in which he took the greatest pride. Without that committee, formed at a time of great tension between the traditional maritime unions and the largely labour supplying unions from Asia, there would probably be no ITF FOC campaign today.

Mols was a dedicated defender of the seafaring profession and a friend of seafarers. He will be sadly missed.

Bruno de Bonis, Secretary of the ITF Special Seafarers' Department from 1994 to 1996, died on 28 December 1996 in Ravenna, Italy, aged 55, after a long illness.

Bruno worked as an ITF Inspector in the Italian port of Ravenna, one of the ITF's greatest strongholds, for fifteen years before taking over responsibility, as head of the Special Seafarers' Department (SSD), for coordinating the ITF's international campaign against flags of convenience.

Bruno's unique combination of new ideas, toughness and charm plus an unparalleled knowledge of the campaign enabled him to produce a total transformation not only of the SSD in London but also in the way in which the ITF inspectorate operated worldwide.

The concrete results of this restructuring are very much in evidence today. The ITF has twice the number of inspectors, twice the staff in London and twice as many agreements as when Bruno took over. The vast bulk of the credit that the ITF is treated with a new respect in the maritime industry must also go to Bruno.

From the day he arrived in London in January 1994 Bruno threw himself totally into making his new job a success. He worked every available hour and travelled wherever he was needed sorting out disputes and disagreements between affiliates and inspectors in a way which was little short of miraculous.

The work Bruno did in the last few years of his life will constitute a permanent memorial to a trade unionist with a real understanding for what true internationalism means. He was a real fighter : hard working, totally dedicated, utterly honest and great fun.

1994

Enrico Cevaro, the ITF Inspector in Naples, died on 23 February. Cevaro, who came from the Italian transport workers' federation FIT-CISL, was responsible for the ITF's flag of convenience campaign in the south of Italy.

Italian Executive Board member **Mario Guidi** died on 26 May. Guidi was head of the International Department of the Italian Transport Workers' Federation FIT-CISL and for many years a leading figure in the ITF FOC campaign.

Jorge Luciani, former President of the Argentinian Engineer Officers' Union, died on 8 August, at the age of 59.

Juan Fonseca, ITF Latin American Regional Director from October 1985 until the closure of the Lima Office in March 1989, died on 7 September. Fonseca worked as a "field representative" and then as chief assistant to the Regional Director before taking over responsibility for the overall conduct of the ITF's Latin American activities.

Machipisa Ndhlovu, President and one of the founders of the Zimbabwe Transport and General Workers' Union, died on 20 September. He was also president of the Zimbabwe Transport Union Federation.

Luigi Vaglica, National Officer of the Railwaymen's Section of the Italian Transport Workers' Federation FIT-CISL, died on 26 September.

Charles Kgopa, Secretary/Organiser of the Northern Transvaal branch of the Transport and Allied Workers' Union of South Africa, was murdered in October.

Calvert W Bean, Education Officer of the Bermuda Industrial Union, died on 3 November. Bean was also a former President of the BIU Marine and Ports Division.

1995

Harry Lycke, President from 1955 to 1958 of the Swedish Engineer Officers' Union (SMBF), died on 5 February, aged 85.

Ray Buckton, former General Secretary of the British Associated Society of Locomotive Engineers and Firemen (ASLEF), died on 7 May, aged 72.

Don Garcia, President Emeritus of the Canadian Area of the International Longshoremen's and Warehousemen's Union (ILWU), died on 10 May.

Matthew Guinan, President from 1966 to 1979 of the Transport Workers' Union of America (TWU) and the last of the TWU leaders jailed during the 1966 New York City transit strike, died in New York, aged 84.

Albert Bousser, President emeritus of the Luxembourg Federation of Railway and Transport Workers (FNCTTFEL), died on 2 May, aged 89. Bousser was FNCTTFEL General Secretary from 1945 to 1954, President from 1954 to 1964 and subsequently Minister of Transport.

Au-Yeung Ming, General Secretary of the Hong Kong Amalgamated Union of Seafarers, died on 1 June.

Ricardo Pérez, former ITF Vice President, Executive Board member and ex-Chair of the Road Transport Workers' Section, died suddenly in the night of 24/25 June. Pérez retired in 1992 as General Secretary of the Argentinian Road Transport Workers' Federation but was still active in retirement as the union's adviser on international affairs.

Jan Skrede, Vice Chair since 1980 of the ITF Fishermen's Section and head of the Norwegian Seafarers' Union office in Ålesund, died on 10 July, aged 58, after a short illness.

Chief Emmanuel O A Odeyemi, former General Secretary of the Nigeria Motor Drivers' Union and Treasurer of the Organisation of African Trade Union Unity (OATUU), died in Lagos at the end of June.

Bev Minter, Chair of the Council of the British National Union of Marine, Aviation and Shipping Transport Officers (NUMAST) and a delegate to the ITF Geneva Congress, has died.

Polycarp Jele, National Executive Committee member and a Vice Branch Secretary of the Swaziland Transport and Allied Workers' Union (STAWU), died on 4 August in a car accident while on his way to work. Jele played an important role in the 1994 ITF Border Crossing Conference which was held in Manzini.

Charles WBO Kitoto, Secretary-General of the Kenya Railway Workers' Union (RAWU), died on 28 July, aged 53, in hospital in Nairobi. Kitoto, who had previously served as RAWU Director of Education and Deputy General Secretary, took over as RAWU Secretary-General in December 1993 following the death of ITF Vice President Raphael Okang'a.

Joseph Nathaniel Mills, former President of the Longshoremen's division of the Bermuda Industrial Union (BIU), died on 24 August, aged 81.

Mateusz Berezeki of the Polish Seafarers' Union died on 11 September.

Sam McCluskie, former General Secretary of the British National Union of Seamen (NUS), died on 15 September, at the age of 63. McCluskie served as NUS General Secretary from 1986 - 1990. On the merger of the NUS with the NUR into the rail and maritime union RMT he was appointed as the new union's Executive Secretary and deputy to RMT General Secretary, Jimmy Knapp.

Hanefi Yesil, Izmir Branch President of the National Port and Land Stevedores' Union of Turkey LIMAN-IS, died on 21 September, aged 59.

Captain Eduardo Dandois, former President of the Argentinian Merchant Marine Deep Sea Officers' Union (CAOMAR), died on 23 September.

Claude Cumberlandidge, for many years Victoria Branch Secretary of the Waterside Workers' Federation of Australia (WWF), died in November.

1996

Esau Rankholo, former General Secretary of the Transport and Allied Workers' Union (TAWU) of South Africa, died tragically in a car accident on 2 January.

Samson Moyo Mabheka, President from 1989 to 1995 of the Zimbabwe Amalgamated Railwaymen's Union (ZARU), died on 12 January, aged 54.

Gustaf Klang, vice president of the Swedish Seafarers' Union during the 1970s, died aged 73.

GK Kale, former president and founder member of the All India Port and Dock Workers' Federation, died aged 93.

KA Khan, general secretary of the Air India Employees' Guild, has died.

Tom McGrath, former national vice president of the Canadian Brotherhood of Railway, Transport and General Workers (CBRT) and former ITF Inspector in Vancouver, died on 11 February, aged 68.

Edward van Wyk, former Western Cape branch secretary of the South African Transport and General Workers' Union, died on 7 March.

Kristján Sigurdur Adalsteinsson, president from 1961 to 1963, of the Icelandic Seafarers' and Fishermen's Union died on 14 March, aged 89.

Kokou Fantognon, former ITF Francophone Coordinator and General Secretary of the Togolese Civil Aviation Workers' Union STAMAS, died on 18 March in Lomé.

Martti Komulainen, second vice president of the Finnish Seafarers' Union, died on 16 June, aged 49.

Francis A Hagan, former secretary general of the Sierra Leone National Seamen's Union and later director of education at the Sierra Leone Labour Congress (SLLC), died on 17 June, aged 66.

Martti Veirto, President from 1970 to 1978 of the Finnish Transport Workers' Union AKT, died on 25 September, aged 77.

Joe Sacco, Executive Vice President of the Seafarers' International Union of North America (SIU), died on 19 October, aged 58.

Odd Wessel Larsen, Vice President from 1968 to 1971 of the Norwegian Railway Workers' Union, died on 21 October, aged 74.

Erik Udby-Hansen, President from 1967 to 1981 of the Danish Ships' Officers' Association, died on 29 December, aged 80.

1997

George Berger, who was the German translator/interpreter at ITF headquarters from 1953 to 1960, died on 14 January, aged 84.

A Iwai, General Secretary of the Japanese national trade union centre SOHYO from 1955 to 1970 and a former Central Executive Committee member of the Japanese National Railway Workers' Union (KOKURO), died on 18 February, aged 74.

Jos Stuer, Secretary of the Belgian Christian Transport and Diamond Workers' Union (CVD), died on 26 February, aged 57.

Mohammed Bailor Timbo, Finance Officer of the Amalgamated Transport Workers' Union (ATWU) of Sierra Leone, died on 16 May, in a road accident, at the age of 56.

Bill Whatley, General Secretary of the British Union of Shop, Distributive and Allied Workers (USDAW) from 1979 to 1986, died on 5 September, aged 74.

Chris Pate, General Secretary of the International Graphical Federation (IGF) and ITF staff member from 1989 to 1991, died of cancer on 15 September at the tragically early age of 37. In 1994, Chris won a bitterly contested election for the post of General Secretary. In the three years following he worked tirelessly to establish the IGF as a truly global organisation and to promote cooperation between the different internationals operating in the media and communications industries.

Per Eriksson ("Frisco-Per"), who was the Swedish Seafarers' Union official in San Francisco during the war years, died on 26 October, aged 90. Frisco-Per attended the ITF veterans meeting held just before the ITF Centenary Congress in London in 1996 and was a member of the SEKO union delegation to the Congress.

Pat King, former International Vice President of the US International Organization of Masters, Mates and Pilots (IOMMMP) and an ITF Inspector for many years, died on 29 October, at the age of 79.

OH Jensen, President from 1970 to 1974 of the Danish Railway Workers' Association, died in a traffic accident.

Brother Hezekiel R Bopape, Vice President of the Transport and Allied Workers' Union, South Africa died on 31 December 1997.

1998

Arne Kruse, President from 1978 to 1988 of the transport group of the Danish Transport and General Workers' Union (SiD), died on 24 January, at the age of 72.

Vicky Udogwu, wife of the ITF's African Regional Secretary Ben Udogwu, died tragically in a car accident in Nigeria in February.

Asit Mitra, General Secretary of the National Union of Seamen of India, died on 16 February.

GOVERNING BODIES AND INTERNAL ORGANISATION

CONGRESS

1. The 37th ITF Congress took place in Geneva from 4 to 11 August 1994, attended by 862 delegates and advisers from 278 unions in 85 countries. It was preceded by an ITF Conference on Women Transport Workers, the conclusions of which were debated in Congress plenary sessions. The Congress debated a special document "Transport Workers: Beyond 2000" which considered the role and structure of the ITF in the future and adopted an Action Programme. A total of 38 resolutions were passed by Congress. Eike Eulen (Germany) was elected ITF President following the retirement of Jim Hunter (Canada) and David Cockroft was elected General Secretary. John Bowers (USA), Marcos Castro (Argentina), Billy Oro (Nigeria), and Kanju Suzuki (Japan) were elected Vice Presidents.
2. The ITF's 38th (Centenary) Congress took place in London from 30 June to 2 July 1996. In addition to celebrating the Centenary of the ITF, the Congress, which was attended by 798 delegates and observers from 251 unions in 87 countries, considered a Progress Report on Transport Workers: Beyond 2000 and adopted resolutions on International Solidarity for Peace and the ITF Centenary. A commemorative video was made of the Congress proceedings and distributed to all affiliates.
3. The full texts of the resolutions and amendments to the ITF Constitution adopted at the Geneva and London Congresses can be found in the relevant Congress proceedings.

GENERAL COUNCIL

4. A full list of members of the ITF General Council elected at the 37th Congress can be found in the Congress proceedings. The General Council has not met for over thirty years, since a period when it was similar in size to the present Executive Board and when most existing ITF regional and Section structures had yet to be created. As part of the review exercise "Transport Workers: Beyond 2000", the ITF Executive Board is recommending to Congress a set of constitutional amendments which will have the effect of abolishing the General Council, and transferring its functions either to the Congress or to the Executive Board as appropriate.

EXECUTIVE BOARD

5. In July 1998, the ITF Executive Board was made up of the following members:

Europe/Middle East

W Haberzettl	Austria
J Van den Rijse	Belgium
K Veselka	Czech Republic
H Nielsen	Denmark
P-E Nelin	Finland
Y Veyrier	France
E Eulen	Germany
(President)	
R Schäfer	Germany
J Knapp	Great Britain
W Morris	Great Britain
R di Fiore	Italy

W Waleson	Netherlands
A Vasiliev	Russia
J Cubillo	Spain

Africa

vacant

U Ukamunna (Vice-President)	Nigeria
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Asia/Pacific

J Coombs	Australia
U Purohit	India
S Nakanishi (Vice-President)	Japan
K Suzuki	Japan
J S Kim	Korea
T Tay	Singapore

Latin America/Caribbean

M Castro (Vice-President)	Argentina
O Coutinho	Brazil
G Badilla Jimenez	Costa Rica

North America

J O'Neil	Canada
J Bowers (Vice-President)	USA
R Scardelletti	USA
W Scheri	USA

D Cockroft	General Secretary
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6. New members elected at the ITF's 37th Congress were: K Veselka (Czech Republic) H Nielsen (Denmark) R di Fiore, I Shinkevitch (Russia) A Lindström (Sweden) G B Oro (Nigeria) M Ramela (South Africa) K Utagawa (Japan) T Tay (Singapore) M R Castro (Argentina) J O'Neil (Canada) W L Scheri (United States).
7. Outgoing members were K Mols Sørensen (Denmark) A Karlsson (Sweden) M Moussa (Niger) V David (Malaysia) R Perez (Argentina) J Boyce (Canada) J Peterpaul (United States)
8. M Devolder (Belgium) retired from the Board in 1995 and was replaced by J Van den Rijse (Belgium).
9. A Lindström (Sweden) and V Sánchez (Spain) retired in 1996 and were replaced by P E Nelin (Finland) and J Cubillo (Spain) respectively.
10. K Suzuki (Japan); G B Oro (Nigeria); R Valladon (France); A Montero Barquero (Costa Rica); F Hums (Austria); I Shinkevitch (Russia) and D Van der Heem (Netherlands) retired in 1997 and were replaced by S Nakanishi (Japan) - who also replaced Suzuki as ITF Vice President; U Ukaumunna (Nigeria) - who also replaced Oro as ITF Vice President; Y Veyrier (France); G Badilla Jimenez (Costa Rica); W Haberzettl (Austria); A Vasiliev (Russia) and W Waleson (Netherlands) respectively.

11. K Utagawa (Japan) retired from the Board in **1998** and K Suzuki (Japan) was co-opted to replace him. The Board was also informed that the seat held by M Ramela (South Africa) was vacant due to his having ceased to hold office in his union but that there was no consensus amongst South African affiliates on his replacement. The Board therefore decided to leave the seat vacant until the 39th Congress.
12. The Board has met on ten occasions since the beginning of 1994. At each meeting the Board has approved a list of applications for affiliation to the ITF and a comprehensive report on the Activities of the Secretariat over the preceding six month period.
13. At its meeting in **Sydney on 15-16 March 1994**, the Board agreed that applications for affiliation from unions which had not met their constitutional obligations with regard to fees should lapse 12 months after their approval by the Board, and that unions wishing to pay affiliation fees at a concessionary rate should be required to complete a questionnaire about their financial circumstances. It took a number of decisions related to preparations for the ITF 37th Congress, and agreed to delegate to the General Secretary the power to appoint new ITF Finance and Administration Officers to replace retiring officers and to appoint a new ITF Legal Adviser.
14. At its meeting in **Geneva on 2-3 August 1994**, the Board noted the appointments of Bob Thomas as ITF Finance Officer, Desmond Reid as ITF Administration Officer, Mark Dickinson as Administrative Officer of the ITF Seafarers' Trust, and Deirdre Fitzpatrick as ITF Legal Adviser. It also agreed to appoint Stuart Howard as Secretary of the ITF Civil Aviation Section. The Board agreed important changes to the ITF's structure in Latin America and the Caribbean, including the re-establishment of a Regional Office and Regional Secretary, and to establish a new African Regional Committee. It also agreed to re-designate B R Udowgu as African Regional Secretary.
15. At its meeting in **Geneva on 11 August**, the newly elected Executive Board made recommendations to Congress for the positions of President, Vice Presidents and General Secretary of the ITF.
16. At its meeting in **London on 21-22 March 1995**, the Board noted that arrangements had been finalised for the purchase of a new ITF headquarters building in London. It appointed Mark Dickinson as Deputy Secretary to the ITF SSD during Bruno de Bonis's illness. It appointed Sarah Finke as ITF Women's Officer on an interim basis; Mauricio Sant'Anna as ITF Regional Secretary for Latin America and the Caribbean; and Mahendra Sharma as Education Coordinator for the Asia/Pacific Region, and gave Stuart Howard responsibility for the ITF Tourism Services Section. Finally the Board agreed to convene an extraordinary Congress of the ITF in London from 30 June to 2 July 1996 to celebrate the ITF Centenary.
17. At its meeting in **London on 17-18 October 1995**, the first to take place in the new ITF building, the Board agreed, in the light of Ake Selander's decision to leave the ITF's employment to take up a new position, to advertise the post of Assistant General Secretary (Seafarers'/Fishermen's Section) to affiliates. It also agreed to appoint Kees Marges full time Secretary of the ITF Dockers' Section and Joanne Abayasekara as Acting Education Officer.
18. At its meeting in **Stuttgart on 19-21 March 1996**, the Board examined in detail the ITF's deteriorating financial situation, instructed the General Secretary to take

whatever steps were necessary to present a balanced budget in the next financial year, and agreed to convene a special Management Committee to examine the longer term problems related to affiliation fee income. The Board agreed to appoint Mark Dickinson as Assistant General Secretary responsible for the Seafarers and Fishermen's Sections and to confirm Sarah Finke as ITF Women/General Policy Officer. It noted with regret the decision of Bruno de Bonis to resign as Secretary of the SSD for health reasons and expressed its appreciation for his work. It also held a detailed examination of proposals from the Secretariat for changes in ITF policies and procedures arising from the 'Transport Workers Beyond 2000' exercise.

19. At its meeting in **London on 24-25 October 1996**, the Board examined a detailed paper on the longer term financial situation of the ITF. It agreed that, for the purposes of calculating affiliation fees due, a figure of 1,000 should be adopted as the minimum membership figure from 1 January 1998. The Board discussed relations between the ITF and the Federation of Transport Workers' Unions in the EU (FST). It agreed to appoint Jean-Yves Legouas to the position of Secretary of the ITF Seafarers' Section and to note the appointment by the General Secretary of Joanne Abayasekara to the new staff position of Education Coordinator. It also agreed to appoint an informal Budget Committee, comprising the President, General Secretary and the two Board members from Great Britain to help in preparing the ITF budget.
20. At its meeting in **Palma de Mallorca on 24-25 April 1997**, the Board agreed to suspend the rights of the Water Transport Workers' Union of Russia to participate in the ITF FOC Campaign and that the union should be suspended from ITF membership if any further examples of non compliance with ITF policy should come to light. A document on relations between the ITF and the FST was deferred pending discussions at the forthcoming FST General Assembly. The Board agreed to appoint Mikhail Lyakhov as part time ITF representative in Moscow, and to circulate a series of draft policy statements to all affiliates in preparation for the 39th ITF Congress.
21. At its meeting in **London on 23-24 October 1997**, the Board noted that the WTWUR had been suspended from ITF membership for non compliance with ITF policy. It agreed to recommend to Congress a phased increase in ITF affiliation fees over the period 1998 to 2002 and to conduct a further study into the ITF affiliation fees system over the same period. It agreed to urge all affiliates to bring their declared membership at least into line with their own dues paying membership as provided in the ITF Constitution, and to eliminate the upper limit of 50,000 for unions paying fees at a concessionary rate in non convertible currencies. The Board noted with regret the retirement of Richard Flint, ITF Communications Officer, for health reasons. It agreed to recommend to Congress that five additional seats should be created on the ITF Executive Board for women transport workers and that one ITF Vice President position should be reserved for a woman. It agreed that an ITF delegation should visit China in the future, and the Board endorsed the principle of an ITF Campaign Ship to mark the 50th Anniversary of the FOC Campaign.
22. At its meeting in **Prague on 23-24 April 1998**, the Board approved a draft discussion document 'Mobilising Solidarity' to be submitted to the 39th ITF Congress, agreed a series of constitutional amendments, and made a number of recommendations on the composition of the ITF Executive Board including the expansion of the Board by one seat (in addition to the five new seats reserved for women) in recognition of the growth in the Asia/Pacific region. The Board noted that Graham Brothers, ITF Assistant General Secretary was due to retire from the ITF no later than April 2000 and agreed to advertise the vacancy created by his departure with a view to

appointing a replacement in April 1999. The Board agreed to appoint Sarah Finke as head of a new ITF Policy and Information Department which would include Education activities, and that she should continue to be responsible for the ITF Women's Department, provided this did not weaken ITF women's activities. The meeting heard a report of the successful defence by the ITF of legal action brought against it during the ongoing Australian ports dispute. It adopted a resolution of support with the MUA and agreed to make a donation £25,000 from the International Solidarity Fund to the union.

23. Since 1994, a summary of decisions taken by each meeting of the Executive Board has been distributed with a General Information Circular to all affiliated unions. From October 1996 onwards, these Circulars also included an edited version of the Secretariat Report on Activities which had been submitted to, and approved by, the Executive Board. Edited Annual versions of these reports have been made available to Congress delegates.

MANAGEMENT COMMITTEE

24. In July 1998, the ITF Management Committee was composed as follows:

E Eulen	<i>President</i>
M Castro	<i>Vice-President</i>
S Nakanishi	<i>Vice-President</i>
U Ukaumunna	<i>Vice-President</i>
J Bowers	<i>Vice-President</i>
P-E Nelin	Finland
J Knapp	Great Britain
W Morris	Great Britain
U Purohit	India
W Scheri	United States
D Cockroft	<i>General Secretary</i>

25. A Lindström retired from the Management Committee in 1996 and was replaced by P E Nelin. K Suzuki and B Oro retired from the Management Committee in 1997 and were replaced by S Nakanishi and U Ukaumunna.
26. The Management Committee has met immediately prior to each Executive Board meeting (except the meetings at Congress). From 1996 onwards, in view of the increasing volume of work, these meetings have generally been for a full day. A special Management Committee meeting also took place in London in July 1998 to discuss the venue for the 39th ITF Congress in the light of the nuclear testing programmes by India and Pakistan earlier in the year.

THE SECRETARIAT

LONDON HEADQUARTERS

27. In July 1998 there were approximately 70 persons employed at the ITF London Headquarters, representing in total eighteen different nationalities. The organigram overleaf provides more detailed information.

ITF SECRETARIAT

1 July 1998

General Secretary
David Cockroft
Joan Hannah

Assistant General Secretary
Graham Brothers
(Inland Transport Sections:
Railwaymen's Section, Road
Transport Workers' Section,
Inland Navigation Section)
Jane Barrett
(Assistant Secretary)
Mac Urata

Civil Aviation Section
Tourism Services Section
Stuart Howard
Shane Enright
Anna Peters (*part-time*)

Dockers' Section
Kees Marges
Anna Llewellyn
(*part-time*)

Legal Department
Deirdre Fitzpatrick
Susana Moss
Geoff Ablett
Martin Raicheva-Wedge
Oleg Romanyuk
M Abdul Karim

**Information and Policy/
Women/Education Department**
Sarah Finke
Mirjam Korhonen
Isabel Cortes
Annette Guerda-Fischer
Richard Rose
Heather Walsh
Katharine Reedy (*part-time*)
Jenny Morgan (*part-time*)

Assistant General Secretary
Mark Dickinson
(Maritime Sections —
Seafarers' Section,
Special Seafarers' Department
(SSD),
Fishermen's Section)
Jean-Yves Legouas
(Secretary, Seafarers' Section)
Jon Whitlow
(Assistant Secretary,
Seafarers' Section
and Fishermen's Section)
Steve Cotton
(Assistant Secretary, SSD)
Minal Gohil
Louise Davies
Seafarers' Section:
Wulf Steinvorth
Tom Holmer
Dawn Weeks
Anna Llewellyn
(*part-time*)

SSD Actions Unit:
Miren del Olmo
Tommy Molloy
Juan Giner
Bill Goodger
Astrid Gabel
SSD Agreements Unit:
Tony McGregor
Sara Teixidó
Valeska Acosta
Anna Holmes
Marshal Abrahams
Dongli Her
Satu Griffiths
Hattie Lalor
Ivancia Krizan
ITF Seafarers' Trust
Timo Lappalainen

Finance Department
Bob Thomas
Jean Neve
(Assistant Secretary)
Randy Kelchure
Linda Frampton
Stephanie Shonfield
Caroline Mangal
Stephen Connor

Systems Department
Paul Neve
Steven Musto
David Clarke

Administration
Desmond Reid
Teresa Kennedy
(Assistant Secretary)
Elisabeth Stark
Alice Muchanyuka
Keith Pope
Diane Markwick
Dianne Fouche
Roland Fernandez
Ayo Ohiwereh
Lawrence Hambrook

Language Services Unit
Michèle Cossa
(Unit Head)
Ingrid Köhler
Dorit Mano
Christine Richards
Anna Peters (*part-time*)

27. Eva Leigh, ITF Administration Officer, and Margaret Fitzgerald, ITF Finance Officer, retired during 1994 after many years service with the ITF. They were replaced in August 1994 by Desmond Reid and Bob Thomas. Deirdre Fitzpatrick was appointed to the new position of ITF Legal Adviser in May 1994.
28. Stuart Howard was appointed to the position of Secretary to the ITF Civil Aviation Section in August 1994 and in March 1995 was given responsibility for the Tourism Services Section. Kees Marges, formerly part time Education Officer and Dockers

Secretary, was given full-time responsibility for the ITF Dockers' Section in October 1995.

29. Bruno de Bonis, who took up his duties as Secretary to the Special Seafarers' Department in January 1994 was taken seriously ill at the end of that year. He continued, despite his illness to carry out most of his functions as SSD Secretary until April 1995 when he submitted his resignation. He died in December 1996.
30. Ake Selander, Assistant General Secretary with overall responsibility for the Seafarers' and Fishermen's Sections and the Special Seafarers' Department, left the ITF for another position in 1996. He was replaced in April 1996 as Assistant General Secretary by Mark Dickinson, who also took over responsibility for the SSD. Jean-Yves Legouas was appointed Secretary of the ITF Seafarers' Section in October 1996.
31. Sarah Finke was appointed Women's/General Policy Officer in April 1996. She was appointed head of a newly created Policy and Information Department in addition to her function as Women's Officer in April 1998 following the retirement of Richard Flint as Communications Officer on health grounds at the end of 1997. Joanne Abayasekara was appointed ITF Education Coordinator in October 1996 and as Assistant Secretary of the Policy and Information Department in April 1998. She was replaced on maternity leave during 1998 by Mirjam Korhonen of the Finnish trade union development agency SASK.
32. The period under review saw some major structural changes in the ITF Secretariat. Some of these arose from the move to a single Headquarters Building (ITF House) in 1995, resulting in the integration of the formerly separate SSD Finance and Administration Units. The results of a major review of the operation of the Seafarers' Section and Special Seafarers' Department saw the creation of a number of separate SSD Units (Agreements, Actions and Claims) each of which was headed by a senior member of staff designated as Unit Head. Staffing levels in each of these Units was significantly increased, as was staffing in the Seafarers' Section. The bulk of the staff costs for these members of staff are borne by the ITF Seafarers' International Assistance Welfare and Protection Fund.
33. The increasing volume of work within ITF Sections and Departments has made it necessary to provide senior staff back up to the ITF Officers concerned. In addition to the heads of Unit, therefore, a new staff grade of Assistant Secretary was created within the ITF Secretariat. These positions are held by staff members with considerable experience either within the ITF Secretariat itself or in an affiliated union or related organisation. Stephen Cotton, originally head of the SSD Agreements Unit, was appointed Assistant Secretary (SSD) in 1997 and replaced as Head of Unit by Tony McGregor, formerly from the British seafarers' union. Miren del Olmo was appointed head of the SSD Actions Unit in 1995, and Aileen Collarbone was head of the SSD Claims Unit from 1994 until 1998 when she left the ITF prior to the integration of the seafarers' claims function within an expanded legal services department.
34. Jon Whitlow was appointed Assistant Secretary, Seafarers' and Fisheries' Sections in 1994. Asbjørn Wahl was appointed Assistant Secretary, Inland Transport Sections in 1995 and replaced by Jane Barrett (formerly of the TGWU South Africa) in 1997. Shane Enright was appointed Assistant Secretary Civil Aviation/Tourism Services Sections in 1997. Jean Neve and Teresa Kennedy were appointed Assistant Secretaries in the Finance and Administration Departments respectively in 1995. Michele Cossa, French translator/interpreter was appointed to head the new ITF Language Services Unit in 1994.

35. Wulf Steinvorth, OTV Germany, joined the ITF Secretariat in the Seafarers' Section in 1995 for a period of secondment of 4 years.
36. In view of the constantly increasing volume of work within the ITF Seafarers' Trust, Timo Lappalainen (Finnish Seamen's Mission, Antwerp) was appointed full-time Administrative Secretary to the Trust in 1997.

INFORMATION TECHNOLOGY

38. The ITF has continued to make increasing use of information technology with the installation of a sophisticated computer network, making use of the internet, and linking the London headquarters with the regional offices. ITF FOC inspectors are also a part of the network. Email and more intensive use of the world wide web are transforming the ITF's ability to communicate quickly and cheaply with its affiliates. Following the departure of the ITF's computer services manager in 1995, the ITF Systems department has been placed under the management of the ITF Finance Officer. ITF Congress documents and other information about the ITF can be obtained from the ITF's World Wide Web Site : www.itf.org.uk.

FINANCE

39. The recruitment of a fully qualified accountant to head the ITF's Finance Department has enabled the ITF to build on the work already done by outside consultants in 1993 and 1994 in implementing a new, much more sophisticated accounting and financial control system. Detailed management accounts and a 'zero based' budgeting system have made it much easier to predict expenditure, although the nature of ITF work often involves reacting to unexpected problems. An informal Budget Committee has been established to assist the Secretariat, and a more formal relationship has been established between the ITF's professional auditors and the lay auditors elected by Congress. These matters are dealt with in greater detail in the Financial Report to Congress.

OFFICE ACCOMMODATION

40. As reported to the Geneva Congress, in 1993 the Executive Board authorised the General Secretary to seek new office accommodation in London in view of the previous inadequate arrangements which split the ITF Secretariat between two separate locations. It was also strongly recommend to find accommodation with adequate conference facilities for ITF meetings.
41. A comprehensive search of possible London properties ended early in 1995 with the identification of a large building some 200 metres from the existing ITF headquarters. The freehold of this building was acquired by the ITF Seafarers' International Assistance Welfare and Protection Fund for some £2.7m and a further £1.3m was spent in refurbishment, including the construction of fully equipped conference facilities with interpretation booths and capacity for almost 200 persons. The new building, named 'ITF House' was occupied in September 1995 and formally opened on 17th October by the ITF President and General Secretary at a ceremony held in conjunction with the ITF Executive Board meeting. As with the previous building (Great Suffolk Street), the ITF General Fund pays a commercial rent to the Welfare Fund for its share of the facilities.
42. The building is well equipped with conference rooms and other facilities as well as

spare office space. And the majority of ITF meetings are now held in it, resulting in significant savings, both in rental of alternative meeting facilities and in secretariat travel to meetings outside London. Many representatives of ITF affiliated unions have already had the opportunity to visit ITF House and others are welcome to do so. It now includes a fully equipped library, including Internet access terminals as well as a wide selection of books and publications dealing with transport and trade union issues and officers and members of ITF affiliated unions are welcome to make use of these facilities (by prior appointment).

ITF SUPERANNUATION FUND

43. In July 1998 the Trustees of the ITF Superannuation Fund were : ITF Management-J Knapp, W Morris, D Cockroft; ITF officers and staff-H Lewis, S Howard, A McGregor.

REGIONAL OFFICES

44. An organigram showing the ITF staffing in the different regional office is reproduced below for information.

ITF REGIONAL OFFICES

1 July 1998

AFRICA <i>Nairobi</i>	Ben Udogwu Wairimu Mwangi Stephen Musembi
<i>Francophone Africa Representative</i> <i>(Ouagadougou)</i>	Nazi Kabore
ASIA/PACIFIC <i>Tokyo</i>	Shigeru Wada Masahiko Nakamura Mark Davis Naoko Nagahashi Chikako Tokoro Shoko Doi
<i>Sub-Regional Office</i> <i>(New Delhi)</i>	Mahendra Sharma (Assistant Regional Secretary) Sangam Tripathy Nishi Kapahi Monica Malhotra
LATIN AMERICA & THE CARIBBEAN <i>Rio de Janeiro</i>	Mauricio Sant'Anna Filomena Garcia Jose Iglesias Heloise da Silva Menezes Jorge Bias da Silva
MOSCOW <i>(Sub-Regional Office)</i>	Mikhail Lyakhov
US FOC OFFICE <i>Washington</i>	John Sansone Jennifer Lyman

44. In 1996, the ITF Asia/Pacific Regional Office returned to the region, opening in **Tokyo** in July. The Office is headed by Regional Secretary Shigeru Wada, assisted by M Nakamura, head of the ITF Japanese Office, and Mark Davis (New Zealand).

45. Mahendra Sharma was appointed Education Coordinator in the newly opened ITF **Delhi** Office and promoted to the post of Assistant Regional Secretary in 1995. In 1997 Sangam Tripathy was appointed regional education assistant working out of the Delhi office.
46. Mauricio Sant'Anna was appointed Latin American Regional Secretary in 1995, working out of the newly opened ITF **Rio de Janeiro** Office. He is assisted by Filomena Garcia. The position of Regional Education Coordinator was carried out on a part time basis by Richard Torres (TCU United States) from 1995 until the end of 1996 and by Rafael Grigera (Argentina) for the first half of 1996. On his return to Argentina for personal reasons, he was replaced by Jose Iglesias (Venezuela) who took up the position at the beginning of 1998.
47. Following the resignation of ITF Francophone Representative Kokou Fantognon in 1995, the General Secretary appointed Nazi Kabore (SUMAC Burkina Faso) to this post. The Francophone office of the ITF was therefore relocated to **Ouagadougou**. Kabore works under the supervision of African Regional Secretary Ben Udogwu.
48. In April 1997 the ITF Executive Board agreed to establish an ITF Office in **Moscow** to deal with relations with transport unions in Russia and other CIS countries and Mikhail Lyakhov (Russian Railwaymen's Union) was appointed as part time ITF representative in Moscow. In 1998, Lyakhov was made a full time ITF Moscow representative.

MEMBERSHIP AND RELATIONS WITH AFFILIATED ORGANISATIONS

MEMBERSHIP TRENDS

50. In July 1998, affiliated membership totalled 4,603,775 members from 533 unions in 128 countries. A further 47 unions, including unions from 8 further countries, had been accepted into affiliation by the Executive Board at that date but had yet to complete all formalities, mainly the payment of six months' affiliation fees as required by the ITF Constitution.
51. This compares with a total affiliated membership of 4,411,892 members from 439 unions in 110 countries in January 1994.
52. Total declared ITF membership therefore grew modestly over the period under review by 4.3 per cent. Over the same period, however, the number of affiliated unions grew by 21 per cent and the number of countries represented within the ITF family by 16 per cent.
53. These impressive growth figures do not show the whole picture. Constitutional changes adopted at the 1990 ITF Florence Congress considerably weakened the relationship between total (declared) membership and the payment of affiliation fees. Guidelines adopted by the ITF Executive Board following that Congress make it possible for the ITF Executive Board to approve the payment of fees at a concessionary rate. Depending on the economic situation in the country concerned and the financial status of the union, this concessionary rate can be as low as 10%.
54. The proportion of ITF affiliated unions paying fees at less than the standard rate has risen significantly during the inter Congress period. In January 1994 it was 31 per cent of unions representing 20 per cent of the total membership. In July 1998, it was 48 per cent of unions representing almost 30 per cent of membership.
55. Many of the unions which have joined the ITF over the past four years come with significant problems and very high expectations of the contribution which the ITF can make to solving them. Every affiliate, irrespective of size, carries with it a certain minimum costs to the ITF, such as the costs of mailing (or faxing) circulars and documents. The majority of the new affiliates are very weak financially and this also increases pressure on the (limited) funds which the ITF has available to sponsor the participation of such unions at ITF meetings and other activities.
56. In practical terms this has meant that a 20 per cent increase in the number of affiliated unions has been accompanied by static income from affiliation fees, despite the decision by the 1994 Congress to increase the standard rate of fees by approximately 4 per cent per annum. Without important restrictions in expenditure, this would have led to a large and unsustainable deficit in the ITF General Fund.
57. The position of the ITF 'Welfare Fund' is, by contrast, very healthy and has enabled a significant expansion of activities directly linked to the FOC Campaign and the defence of seafarers' rights. These funds cannot, for legal and moral reasons, however, be used to finance the general activities of the ITF.
58. These issues are dealt with in greater detail in the Financial Report presented to Congress. However, three important decisions were taken by the ITF Executive Board during the period under review to try to improve the situation:

Minimum Membership

59. Rule XVI paragraph (1) of the ITF Constitution, provides that the Executive Board "shall fix a minimum number of members for the purposes of establishing affiliation fees due from affiliates having a very small fee-paying membership." This power had not previously been used by the Board, with the result that some unions with very small memberships (the smallest was around 20) were being assessed for affiliation fees which were in some cases smaller than the bank charges levied on the transfer.
60. Following intensive discussions, the Board decided at its meeting in October 1996 to establish a minimum membership figure, for the purposes of calculating affiliation fees of 1,000. This figure may, for unions in developing and emerging economies, still be subject to the granting of a concessionary rate which can be as low as 10 per cent. In practice therefore, this rule now means that no union, irrespective of size or financial situation can remain independently affiliated to the ITF unless it is capable of paying an affiliation fee of at least £75 per year.

Fees Concessions

61. The second decision taken by the Board was to require all unions wishing to apply to pay fees at a concessionary rate to complete a detailed questionnaire giving details of the average wages received by its members, total annual income and other financial data. This information is used by the Secretariat in reaching a recommendation on the level of concession to be applied. A list of all unions paying at a concessionary rate is submitted to the Executive Board each October for approval.
62. At the beginning of the period under review, the Board required all affiliated unions to complete and return these questionnaires on an annual basis, failing which payment of fees would automatically revert to the standard rate. This proved to be very difficult to enforce in practice, as many unions did not complete the forms and then found themselves with fee areas they could not afford to pay. For practical reasons, therefore, in 1996 the Board modified its position to require the completion of a detailed application form once during each inter Congress period. This means that each union which is currently paying fees at a concessionary rate will be obliged to complete and return a new questionnaire on their financial situation shortly after the Delhi Congress.

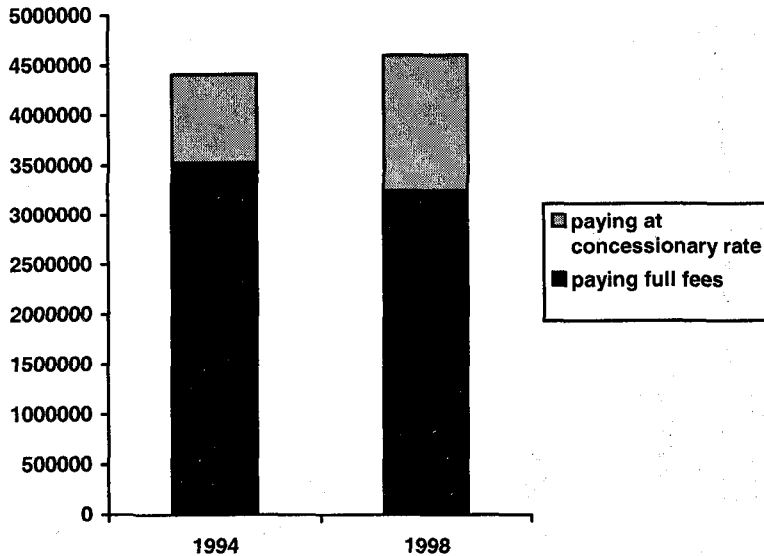
Membership Declaration

63. Thirdly, in the light of the fact that a substantial number of ITF affiliates under-declare their ITF membership the Executive Board reminded all affiliated unions to that it is a Constitutional obligation for them to declare to the ITF their full fee paying membership.

EVOLUTION OF ITF MEMBERSHIP 1994 - 1998

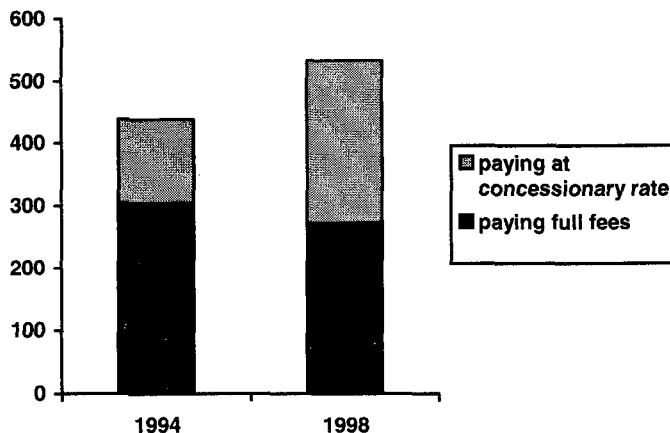
64. The following tables provide, in graphical form, a picture of the evolution of ITF membership between 1994 and 1998.

TABLE ONE
ITF Membership 1994 - 1998



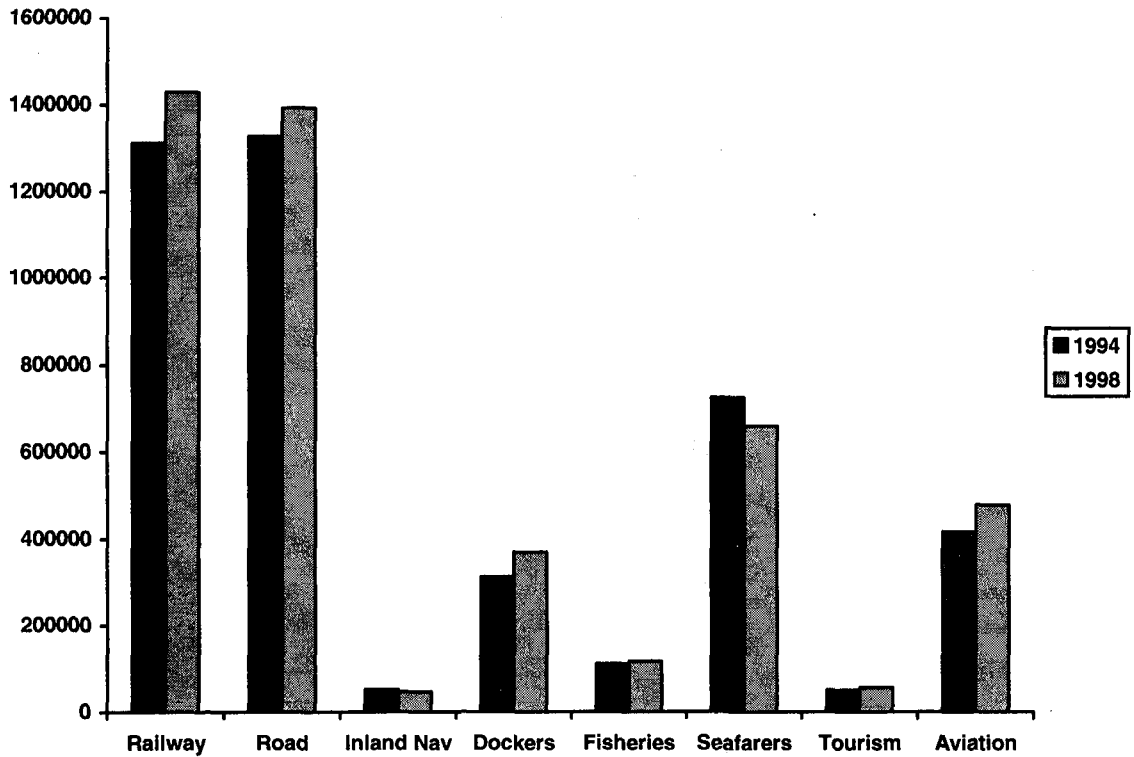
65. TABLE ONE shows the 4.5% increase in the total membership of unions affiliated to the ITF between 1994 and 1998, as well as the reduction in the membership represented by unions paying ITF affiliation fees at the Standard Rate.

TABLE TWO
Number of ITF affiliates 1994 - 1998



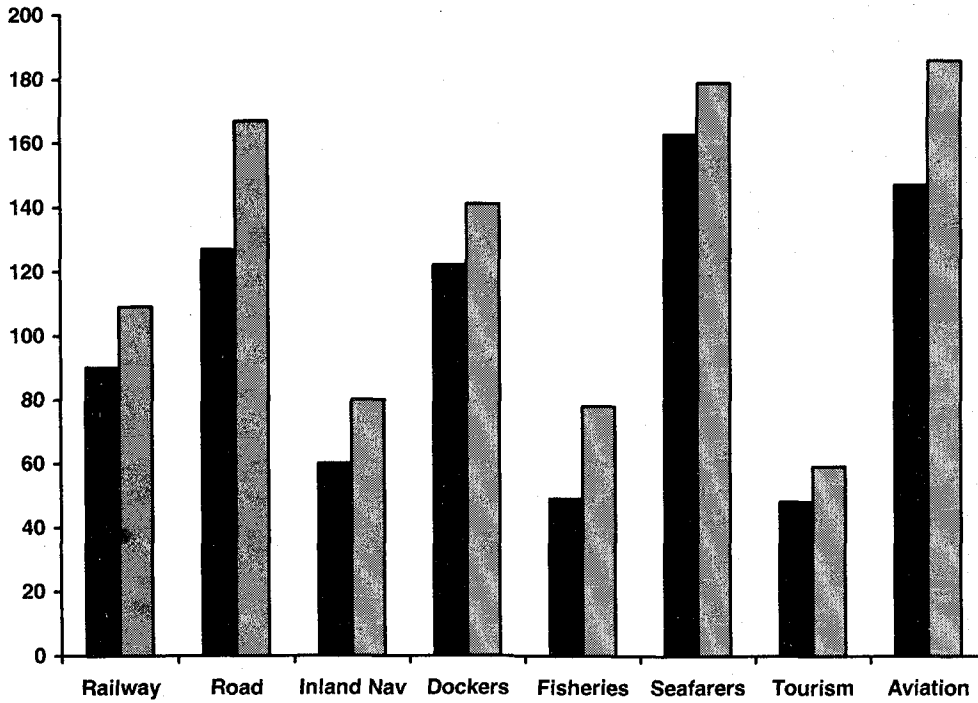
66. TABLE TWO give the same information but analysed according to the *number of unions*. The increase over the four year period is greater than in Table One, showing that the new affiliates have been, in general, smaller unions. The Table also shows clearly that by 1998 almost 50% of unions were paying fees on a concessionary basis.

TABLE THREE
Development of ITF Membership by Section 1994-1998



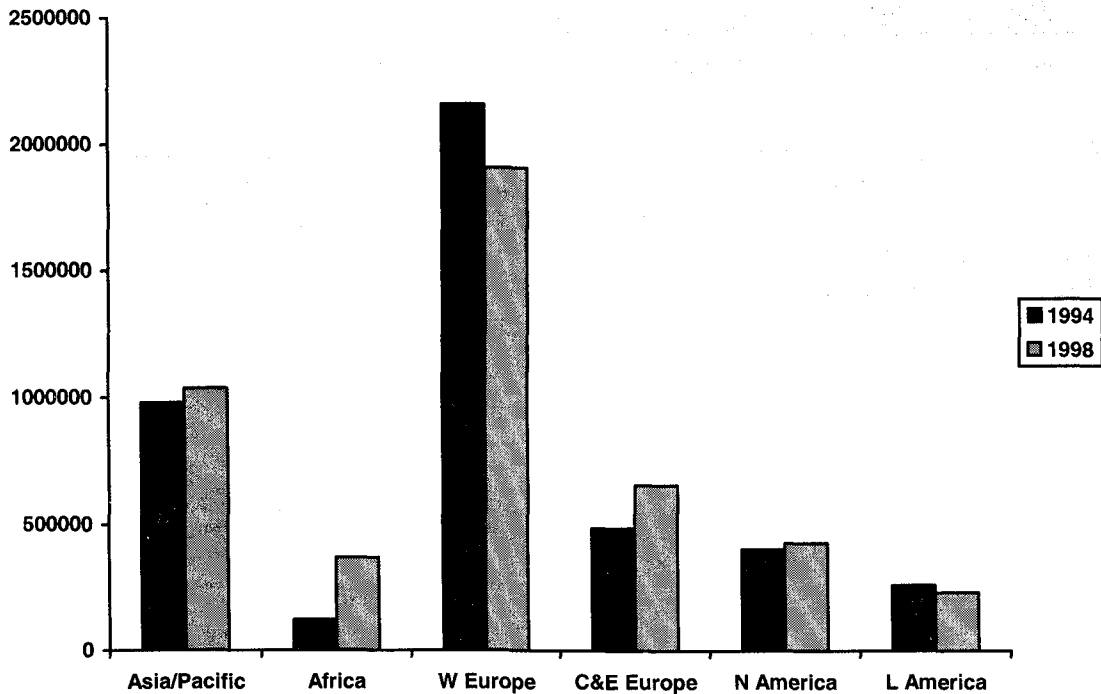
67. TABLE THREE gives a breakdown in ITF membership by Section. Despite significant job losses through restructuring in both the railway and ports industries, the total number of members has increased in these two Sections. This is due to several important new affiliations. Road transport, civil aviation fisheries and tourism have all shown increases in membership, with falls being recorded in the Seafarers' Section and Inland Navigation, in both cases due to membership losses amongst ITF affiliates rather than to a reduction in the number of affiliated unions.

TABLE FOUR
Development of number of ITF affiliates by Section 1994-1998



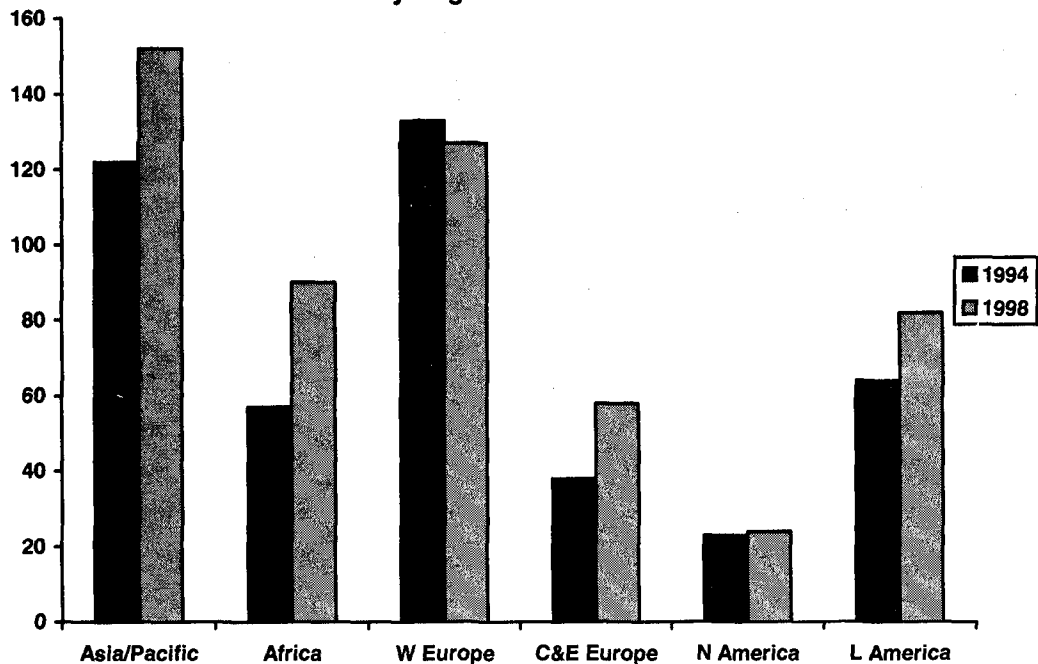
68. TABLE FOUR shows the same information, but analysed according to the total number of ITF affiliates, rather than total membership. This shows that in every Section, even those which have lost membership, there has been a sharp increase in the total number of affiliated unions.

TABLE SIX
Evolution of ITF Membership by Region 1994-1998



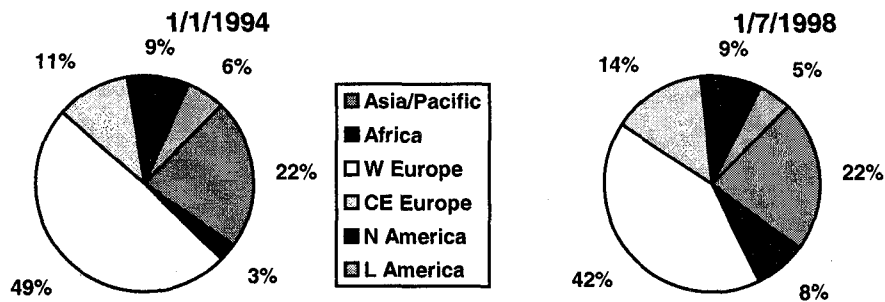
69. TABLE SIX shows the evolution of ITF membership according to Region. In view of the large number of affiliates from Central and Eastern Europe which have joined the ITF over the past four years, this sub-region is shown separately, although these countries continue to form part of the ITF European Region. ITF membership in Western Europe has declined modestly, while it has increased slightly in Asia/Pacific and North America. Very significant increases have been recorded in Africa and Central and Eastern Europe. The decline in Latin America and the Caribbean is mainly due to the suspension of a large number of unions which were included in the 1994 figures but which had not paid affiliation fees for many years and in some cases had effectively ceased to operate. The trend towards the end of the four year period was upward.

TABLE SEVEN
Evolution of ITF affiliate numbers
by Region 1994-1998



70. As with the previous tables, Table Seven shows clearly that the total number of affiliated unions has increased substantially in every Region with the exception of Western Europe which has reduced by a total of six unions due to suspensions and one disaffiliation. This shows clearly that membership losses reflect job losses in different transport sectors as a result of structural and technological change.

TABLE EIGHT
REGIONAL DISTRIBUTION OF ITF MEMBERSHIP
1994 - 1998



NEW AFFILIATIONS

71. A total of 170 unions were accepted into affiliation during the period 1 January 1994 - 1 July 1998:

Albania	Independent Trade Union Federation of Transport Workers of Albania Union of Independent Trade Unions of Transport of Albania
Argentina	Sindicato de Peones de Taxis de Capital Federal Centro de Patrones Fluviales, de Pesca y de Cabotage Marítimo
Azerbaijan	Independent Trade Union of Marine Transport of Azerbaijan Republic (ITUMT)
Bangladesh	Bangladesh Seamen's Association Bangladesh Truck Chalok Sramik Federation Bangladesh Biman Employees' Union Bangladesh Inland Water Transport Corporation Workers' Union Bangladesh Road Transport Workers' Federation
Benin	Syndicat des Travailleurs Air Afrique Benin (SYTAAB)
Brazil	Federação Nacional dos Aeronautas e Aeroviários
Bulgaria	Union of Transport Workers' Syndicates in Bulgaria
Burkina Faso	Union des Chauffeurs Routiers du Burkina
Cameroon	Fédération Syndicale des Travailleurs du Transport du Cameroun Association des Marins du Cameroun (ASMACAM)
Canada	Teamsters Canada
Cape Verde	Federação Nacional dos Sindicatos de Transportes, Comunicações, Metalomecanica e Turismo (FNSTCMT)
Chile	Federación de Sindicatos de Empresa e Interempresas de Agencias de Naves Mercantes y de Auanas de Compañías de Bahia de Chile (FEBACH) Federación Nacional de Sindicatos de Oficiales de Naves Especiales de Chile (FONECHI) Confederación Nacional de Federaciones y

	Sindicatos Portuarios, Pesqueros y Gente de Mar de Chile (CONGEMAR)
	Federación de Sindicatos de Conductores de Camiones de Chile
	Sindicato de Oficiales de Southern Shipmanagement (Chile) Ltda.
	Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Lineas Aereas Afines y Conexas de Chile
Colombia	Sindicato Nacional de Manipuladores de Carga de los Terminales Maritimos Colombianos (SINTRAMARITIMO)
Democratic Republic of Congo	Fédération Nationale des Travailleurs du Transport
	Syndicat des Travailleurs des Ports Maritimes
	Syndicat National des Agents du Groupe Onatra (SYNAGON)
Costa Rica	Unión Nacional de Trabajadores de Obras Publicas y Transportes (UNATROPYT)
Croatia	Autonomous Trade Union of Communication - Transportation Workers of Croatian Railways
Curaçao	Bond voor vliegend Cabine Personeel (Union of Flight Attendants)
Ecuador	Federación Nacional de Trabajadores de las Autoridades Portuarias del Ecuador
	Unión de Gente de Mar del Ecuador (UGEME)
Egypt	General Trade Union of Railway Workers
	General Trade Union of Maritime Transport Workers
	General Trade Union of Air Transport Workers
Eritrea	Transport & Communication Workers' Federation (TCWF)
Ethiopia	Transport and Communication Workers' Trade Union Industrial Federation
Fiji	Air Pacific Flight Attendants' Association
Finland	Kunta-Alan Ammattiliitto KTV r.y.
Gambia	Association of Gambia Sailors (AGS)
Georgia	Georgian Seamen's Trade Union
Ghana	Ghana Marine Fishing Officers' Association
Great Britain	Amalgamated Engineering and Electrical Union
Guinea-Conakry	Syndicat National des Marins Pêcheurs de Guinée
Guyana	Guyana Labour Union
Honduras	Sindicato Nacional de Motoristas de Equipo Pesado de Honduras (SINAMEQUIPH)
Hong Kong	Hong Kong Seamen's Union
Hungary	Közlekedési Dolgozók Szakszervezeteinek Szövetsége
	Folyami Hajosok Fuggetlen Szakszervezete
India	Visakhapatnam Dock Labour Board and Dock Workers' Union
	Paradip Port Workers' Union
	Madras Port Trust Employees' Union
	Maharashtra State Transport Kamgar Sanghatana

	Gujarat State Transport Workers' Federation
	Tuticorin Port Mariners' and General Staff Union
	Orissa State Transport Workers' Union
	Ernakulam District Waterways Employees' Association
	Adarsha Auto & Taxi Drivers' Union
	Chefair Employees' Guild
	Rickshaw Mazdoor Sabha
	Kerala Fishing Boat Workers' Congress
	All India ITDC Mazdoor Janta Union
Indonesia	Sektor Transportasi Dan Angkutan - Serikat Buruh Sejahtera Indonesia (Transportation Sector, Indonesian Prosperity Trade Union)
Italy	Federazione Italiana Sindacale Addetti Servizi Commerciali Affini e Turismo (FISASCAT-CISL)
Ivory Coast	Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)
	Syndicat National du Personnel de l'ANAM (SYNPANAM)
	Syndicat Inter-Entreprises des Travailleurs des Transports Routiers de Côte d'Ivoire (SIETTROCI)
	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)
Jamaica	Bustamante Industrial Trade Union
Japan	National Council of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)
Kazakhstan	Central Committee of Aviation Workers' Trade Unions of the Republic of Kazakhstan
Kenya	National Seamen's Union of Kenya
	Kenya National Union of Fishermen Workers
Latvia	Latvian Fish Industry Workers' Union
	Latvijas Aviodarbnieku Arodbiedriba (Civil Aviation Trade Union of Latvia)
	Latvijas Autotransporta Darbinieku Arodbiedriba, LADA (Latvian Trade Union of Employees in Motor Transport)
Liberia	United Seamen, Ports and General Transport Workers' Union of Liberia
Lithuania	Independent Dockers' Union
	Lietuvos Jurininku Sajunga (Lithuanian Seamen's Union)
	Motor Transport Workers' Federation of the Lithuanian Workers' Union
Madagascar	Fédération Chrétienne des Marins de Madagascar
Malawi	Transport & General Workers' Union
Mauritius	Maritime Transport & Port Employees' Union
	Union of Bus Industry Workers
	Transport Employees' Union
Mexico	Alianza de Tranviarios de México
Morocco	Union des Syndicats UMT des Transports
Mozambique	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)
Mongolia	Mongolian Transport, Communication and Petroleum Workers' Union

Montenegro	Mongolian Railway Workers' Union Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro
New Zealand	New Zealand Combined Union of Railway Employees*
Nicaragua	Sindicato de Estibadores y Presupuestados de Administración Portuaria de Corinto (SEPAC)
Niger	Syndicat Unique des Conducteurs de Taxi du Niger
Nigeria	National Union of Air Transport Employees (NUATSE) Air Transport Services Senior Staff Association of Nigeria
Norway	Norsk Kommuneforbund
Pakistan	Aircraft Technologists Association of Pakistan (ATAP) Foreign Air Lines Workers' Association Road Transport Workers Federation of Pakistan People's Unity of PIA Employees Pakistan Transport Bus Workers' Union Pakistan Warehouse Carrier Workers' Union
Palestine	Palestine Drivers' General Union
Papua New Guinea	Papua New Guinea Harbours Board National Employees' Union
Paraguay	Unión de Sindicatos de Trabajadores del Transporte (USTT)
Peru	Federación de Capitanes - Patronos de Pesca del Peru (FECAPPEP)
Philippines	Philippine Seafarers' Union ALU-TUCP Associated Labor Union TUCP Pambansang Tinig at Lakas sa Pantalan (PANTALAN)
Poland	National Section of Port Workers NSZZ Solidarnosc Seamen's and Deep-Sea Fishermen's Trade Unions Federation
Portugal	Sindicato dos Engenheiros da Marinha Mercante
Romania	Federatia Sindicatelor Portuare (Constantza) (Trade Union Federation of Constantza Harbour) Metro Workers' Free Unions Federation (USLM) Federatia Nationala 'Drum de Fier'
Russia	Water Transport Workers' Union of Russia Dockers' Union of Russia 'New Russia' Marine Workers' Union Seafarers' and Maritime Workers' Union of Western Russia Motor Transport & Road Workers' Union of Russia
Rwanda	Association des Chauffeurs des Poids Lourds au Rwanda
Senegal	Syndicat Unique des Transports Aériens du Sénégal (SUTAS) Collectif National des Pêcheurs Artisanaux du Sénégal SNTMM) Syndicat des Dockers, Pointeurs et Gardiens du Sénégal
Sierra Leone	Sierra Leone Professional Drivers' Association

Slovakia	Independent Trade Union of Public Road Transport in Slovakia (ITUPRT)
Slovenia	Sindikát Zeleznicarjev Slovenije Sindikát Zelezniskega Transporta Slovenije
Solomon Islands	Solomon Islands National Union of Workers
Sri Lanka	Sri Lanka Nidahas Sewaka Sangamaya Cabin Crew Welfare Society Sri Lanka Nidhas Rajaya Vurthiya Samithi Sammelanaya (Sri Lanka Independent State Employees' Federation) Jathika Deewara Kamkaru Sangamaya (National Union of Fishermen)
St Lucia	Vieux-Fort General and Dock Workers' Union
Sweden	Statstjänstemannaförbundet (ST)
Switzerland	KAPERS - Vereinigung des Kabinenpersonals der Swissair (Swissair Flight Attendants' Association)
Taiwan	Taiwan Dock Workers' Federation of Republic of China China Airlines Employees' Union
Tanzania	Tanzania Seamen's Union (TASU) Communication and Transport Workers' Union of Tanzania, COTWU (T)
Thailand	Thai Airways International State Enterprise Employees' Association Bangkok Mass Transit Authority State Enterprise Employees' Association The Transport Company Limited State Enterprise Employees' Association
Turkey	Türkiye Motorlu Tasit İşçileri Sendikası (TÜMTİS) Birlesik Tasimacilik Çalışanları Sendikası (BTS)
Ukraine	Ukrainian Free Trade Union of Locomotive Engineers (Vil'na Profspilka Mashynistiv Zaliznyts' Ukrayiny (VPMU) Free Trade Union of Metro Workers of Ukraine (VPPMU) Trade Union Council of Railwaymen and Transport Builders of Ukraine
United States	Professional Airways Systems Specialists (Dist No.6 PASS/NMEBA)
United States	District No. 4 NMU/MEBA International Brotherhood of Teamsters, AFL-CIO American Maritime Officers AFL-CIO (AMO) United Transportation Union (UTU)
Uruguay	Centro de Maquinistas Navales (CMN) Unión Centros de Marinos
Venezuela	Sindicato Unico de Empleados Publicos Profesionales de las Telecomunicaciones Aeronauticas de Venezuela MTC (SUEPPTAV) Sindicato Unico Nacional de Empleados Publicos de Tecnicos en Radiocomunicaciones Aeronauticas de Venezuela (SUNEPTRAV) Organización Sindical de Aeromozos y Sobrecargos de Viasa (OSASV) Asociacion Nacional de Pilotos

	Federación de Sindicatos de Pilotos Aviadores Profesionales de Venezuela Asociación Nacional de Controladores de Tránsito Aéreo Federación de Gremios Aeronáuticos de Venezuela (FEGAVEN) Sindicato de Trabajadores de la C.A. Metro de Caracas (SITRAMECA)
Zambia	Railway Workers' Union of Zambia

SUSPENSIONS

72. The following 28 unions have been suspended, in the majority of cases for non payment of fees.

Argentina	Centro de Comisarios Navales de Argentina	January 1995
Bulgaria	Seafarers' Trade Union 'Bourgas'*	January 1997
Cameroon	Syndicat National des Employés de la Sécurité Aérienne (SNESAC)	January 1997
Canada	Canadian Airline Dispatchers' Association	January 1997
Chile	Confederación Marítima de Chile (COMACH)*	January 1995
Costa Rica	Unión Ferroviaria y Portuaria Nacional	March 1997
France	Union Syndicale du Personnel Navigant Technique Nationale (USPNT-N)	January 1997
Gambia	Dock Workers' Union*	January 1997
Ghana	National Union of Seamen of TUC*	January 1997
Ireland	Seamen's Union of Ireland	January 1995
Ivory Coast	Syndicat des Travailleurs de la SOTRA*	January 1997
Kiribati	Te Botaki ni Karikirakean Aroia Tan Makuri (General Workers' Union BKTAM)	January 1997
Liberia	National Maritime, Seamen and General Workers' Union	January 1995
Malaysia	Senior Officers' Association, Penang Port Commission	January 1995
Mali	UNTM Syndicat National des Transports - Section Syndicale de l'Aéronautique	January 1997
Mauritania	Syndicat Nationale de la Météorologie et Navigation Aérienne (SYNAMENA)	January 1997
Mexico	Sindicato Gremio Unido de Alijadores de Tampico y Ciudad Madero	January 1997
	Unión de Estibadores y Jornaleros del Puerto Veracruz*	January 1997
	Federación Nacional de Trabajadores de Transportes y Maniobras Marítimas y Terrestres CROM	January 1997
Nicaragua	Sindicato de Estibadores Empleados y Oficinistas del Muelle de Corinto	January 1997
Panama	Sindicato Industrial de Conductores de Taxis de Panamá	January 1997
Peru	Sindicato de Tripulantes de la Empresa de Transporte Aéreo del Perú SA AEROPERU SINES-PERU	January 1997 October

		1996
Portugal	Sindicato Nacional dos Ferroviarios de Estação e Afines (SINAFE)	January 1997
	Sindicato Democrático das Pescas (SINDEPESCAS-UGT)	January 1997
Russia	Water Transport Workers' Union	July 1997
Senegal	Syndicat National des Travailleurs de l'ASECNA au Sénégal	January 1995
Senegal	Syndicat National des Auxiliares de Transport du Senegal	January 1995

* suspension subsequently lifted

LIFTING OF SUSPENSION

73. The following unions have been readmitted to membership of the ITF:

Bangladesh	Society of Aircraft Engineers of Bangladesh	July 1994
Bulgaria	Seafarers' Trade Union 'Bourgas'	
Chile	Confederación Marítima de Chile (COMACH)	May 1996
Cyprus	Cyprus Turkish Port and Transport Workers' Trade Union	December 1994
Gambia	Dock Workers' Union	August 1997
Ghana	National Union of Seamen of TUC	April 1994
Greece	Federation of Loaders and Unloaders	March 1994
India	National Union of Seamen of India (Calcutta)	March 1994
Ivory Coast	Syndicat des Travailleurs de la SOTRA	April 1997
Kenya	Dockworkers' Union	March 1995
Mexico	Unión de Estibadores y Jornaleros del Puerto Veracruz	
	Unión Nacional de Marineros, Fogoneros, Mayordomos, Cocineros, Camareros y Similares de la República Mexicana	December 1994
Togo	Syndicat des Cheminots du Togo	February 1995

DEFUNCT

74. The following unions are now defunct:

Estonia (exile)	Eesti Meremeesti Unioni
Panama	Sindicato Industrial de Empleados, de Líneas Aéreas y Similares (SIELAS)
Peru	Sindicato Unico de Oficiales de la Marina Mercante Nacional Sindicato de Trabajadores Tripulantes de Naviera Humboldt SA (SITTRINHSA)
Poland (exile)	Association of Polish Merchant Navy Officers in London
Uruguay	Sindicato Autónomo Estibadores de Ultramar de Uruguay (SAEDU)

DISAFFILIATIONS

75. The following unions have disaffiliated from the ITF:

Canada	International Brotherhood of Electrical Workers, Canadian Signal & Communications System Council 11	July 1997
Great Britain	United Road Transport Union	July 1998

LIST OF AFFILIATED ORGANISATIONS

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Albania			
9020	Independent Trade Union Federation of Transport Workers	2,100	Rw Rt D F Ca
9021	Union of Independent Trade Unions of Transport of Albania	7,817	Rw Rt D S F Ca
Antigua			
5121	Antigua Workers' Union	201	D S Ca TR
Argentina			
5001	'La Fraternidad' Sociedad de Personal Ferroviario de Locomotoras	1,961	Rw
5003	Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina (SEAMARA)	690	D
5005	Sindicato de Obreros Marítimos Unidos (SOMU)	5,500	IN S
5006	Sindicato Electricistas - Electronicistas Navales (SEEN)	140	IN S F
5007	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante	1,025	S
5008	Asociación de Personal Aeronáutico (APA)	2,000	Ca
5009	Asociación Argentina de Aeronavegantes (AAA)	1,463	Ca
5011	Centro de Jefes y Oficiales Maquinistas Navales	1,016	IN S F
5012	Unión Personal Aeronavegación de Entes Privados (UPADEP)	1,093	Ca
5013	Centro de Jefes y Oficiales Navales de Radiocomunicaciones	190	IN S F
5015	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas	42,280	Rt
5016	Unión Tranviarios Automotor (UTA)	40,000	Rw Rt
5017	Asociación Profesional de Capitanes y Baqueanos Fluviales de la Marina Mercante	580	S
5018	Sindicato de Peones de Taxis de Capital Federal	10,500	Rt
5019	Centro de Patronos Fluviales, de Pesca y de Cabotaje Marítimo	521	IN S F
Australia			
8700	Australian Services Union (ASU)	5,495	Rw Rt Ca TR
8701	CPSU Technical, Communications and Aviation Section	120	Ca
8702	Australian Airline Flight Engineers' Association	93	Ca
8706	Australian Maritime Officers' Union (AMOU)	2,880	IN D S
8707	Australian Licensed Aircraft Engineers' Association	2,522	Ca
8708	Maritime Union of Australia (MUA)	10,133	D S
8709	Australian Institute of Marine and Power Engineers (AIMPE)	1,563	IN D S
8711	Public Transport Union Australian Rail, Tram and Bus Industry Union	8,000	Rw Rt
8713	Flight Attendants' Association of Australia (FAAA)	5,000	Ca
8714	Transport Workers' Union of Australia	10,000	Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Austria			
9001	Gewerkschaft der Eisenbahner (GdEÖ)	102,200	Rw Rt
9002	Gewerkschaft Handel, Transport, Verkehr (HTV)	11,928	Rw Rt IN D S Ca
9003	Gewerkschaft der Gemeindebediensteten	9,062	Rt
Azerbaijan Republic			
9030	Independent Trade Union of Marine Transport of Azerbaijan Republic (ITUMT)	1,000	D S
Bahamas			
5141	Bahamas Maritime Port and Allied Workers' Union	245	S
Bangladesh			
8019	Bangladesh Road Transport Workers' Federation	7,000	Rt
8020	Bangladesh Naujan Sramik Federation (BNSF)	1,000	IN
8022	Bangladesh Biman Sramik Union (BBSU)	500	Ca
8023	Bangladesh Railway Employees' League (BREL)	1,000	Rw
8024	Society of Aircraft Engineers of Bangladesh (SAEB)	100	Ca
8025	Bangladesh Biman Flying Services Association of Cabin Crew	337	Ca
8026	Bangladesh Seamen's Association	3,736	S
8027	Bangladesh Truck Chalok Sramik Federation	1,215	Rt
8028	Bangladesh Biman Employees' Union	2,440	Ca
8029	Bangladesh Inland Water Transport Corporation Workers' Union	3,000	IN
Barbados			
5161	The Barbados Workers' Union	1,459	Rt D TR
Belgium			
9050	Belgische Transportarbeidersbond (BTB)	24,839	Rt IN D S F
9051	Secteur 'TRAM-BUS-METRO' de la Centrale Générale des Services Publics (CGSP)	5,960	Rt
9052	Secteur Cheminots de la Centrale Générale des Services Publics (CGSP)	19,522	Rw
9053	Secteur Telecom de la Centrale Générale des Services Publics (CGSP)	524	Ca
9054	Centrale de l'Industrie du Metal de Belgique	1,981	Ca
9055	Christelijke Vervoersarbeiders en Diamantbewerkers (CVD) Christian Transportworkers' and Diamondworkers' Organisation (CVD)	25,735	Rt IN D S F Ca
Benin			
7005	Syndicat National des Travailleurs de la Météorologie et d'Aviation Civile (SYNTRAMAC)	350	Ca
7006	Syndicat des Travailleurs Air-Afrique Benin (SYNTRACAAV)	156	Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Bermuda			
5201	Bermuda Industrial Union (BIU)	440	Rt D S F Ca
Botswana			
7010	Botswana Railways Workers' Union (BRWU)	500	Rw
Brazil			
5301	Confederação Nacional dos Trabalhadores em Transportes Marítimos, Aéreos e Fluviais (CONTTMAF)	21,809	IN D S F Ca
5302	Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT)	34,500	Rw Rt
5303	Federação Nacional dos Aeronautas e Aeroviários (FNAA)	6,000	Ca
Bulgaria			
9070	Seafarers' Trade Union	1,008	S
9071	Seamen's Syndicate	3,000	Rt IN S
9072	Seafarers' Trade Union "Bourgas"	952	IN D S F
9073	Union of Transport Workers' Syndicates in Bulgaria	10,200	Rw Rt IN D Ca TR
Burkina Faso			
7015	Syndicat unique de la Météorologie, de l'Aviation civile et Assimilés (SUMAC)	211	Ca
7016	Union des Chauffeurs routiers du Burkina	350	Rt
Burma (in exile)			
8030	Seafarers' Union of Burma (SUB)	100	S
Cameroon			
7019	Fédération Syndicale des Travailleurs du Transport du Cameroun (FSTTC)	4,358	Rw Rt Ca
7021	Association des Marins et Gens de Mer du Cameroun (AMAGEM-CAM)	78	S
Canada			
6901	Airline Division of Canadian Union of Public Employees (CUPE)	7,271	Ca
6902	Canadian Merchant Service Guild	3,258	S
6904	Seafarers' International Union of Canada (SIU)	2,408	S
6905	International Longshore and Warehouse Union (ILWU)	3,000	D TR
6907	National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada)	36,124	Rw Rt IN S F Ca TR
6909	Canadian Marine Officers' Union	700	IN S
6910	Teamsters Canada	11,000	Rt Ca TR

**Membership
31 July 1998**

*** Sections**

Affil. No.

Organisation

2,182 Rt IN D S F Ca TR

Cape Verde

7017

Federação Nacional dos Sindicatos de Transportes, Comunicações, Metalomêcanica e Turismo (FNSTCMT)

Chad

7020

Syndicat des Travailleurs de l'ASECNA au Tchad (SYNTASECT)

501 Ca

Chile

5434

Confederación Marítima de Chile (COMACH)

1,664 D S

5438

Federación de Tripulantes de Chile (FETRICH)

1,206 S

5439

Sindicato Interempresa de Oficiales Marina Mercante Nacional (SIPROMAM)

516 S

5440

Federación de Sindicatos de Empresas e Interempresas de Agencias de Navas Mercantes y de Aduanas de Compañías Armadoras y Embarcadoras y de Trabajadores Transitorios, Portuarios Empleados de Bahía de Chile (FEBACH)

516 D

5441

Federación Nacional de Sindicatos de Oficiales de Navas Especiales de Chile (FONECHI)

1,100 IN F

5442

Confederación Nacional de Federaciones y Sindicatos Portuarios, Pesqueros y Gente de Mar de Chile (CONGEMAR)

9,500 D F

5443

Federación de Sindicatos de Conductores de Camiones de Chile (FENASICOCH)

3,800 Rt

5444

Sindicato de Oficiales de Southern Shipmanagement (Chile) Ltda.

174 S

5445

Federación Nacional de Sindicatos de Empresas e Interempresas de Trabajadores de Líneas Aéreas Afines y Conexas de Chile

820 Ca

Colombia

5502

Unión de Trabajadores de la Industria del Transporte Marítimo (UNIMAR)

300 S

5505

Asociación Colombiana de Auxiliares de Vuelo (ACAV)

350 Ca

5507

Asociación de Choferes de Colombia (ASOCHOCOL)

1,000 Rt

5508

Sindicato Nacional de Manipuladores de Carga de los Terminales Marítimos Colombianos (SINTRAMARITIMO)

420 D

Congo

7030

Syndicat d'Entreprise ASECNA

143 Ca

Democratic Republic of Congo

7620

Fédération Nationale des Travailleurs du Transport

10,500 Rw Rt IN D S F Ca TR

7621

Syndicat des Travailleurs des Ports Maritimes, Fluviaux, Lacustres et des Industries Diverses (STMP-FLI)

14,853 Rw Rt IN D S F TR

7622

Syndicat National des Agents du Groupe Onatra (SYNAGON)

12,540 Rw IN D

Costa Rica

5643

Sindicato de Empleados de LACSA

301 Ca

5644

Unión Nacional de Trabajadores de Obras Públicas y Transportes (UNATROPYT)

1,127 Rw Rt IN D S F Ca TR

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Croatia			
9090	Sindikatski Strogno Osooblja Hrvatske (Railroad Engineer Trade Union of Croatia)	1,592	Rw
9091	Samostalni Sindikat Radnika u Pomorskoj i Rijecnoj Privredi Hrvatske (Seafarers' and Dockers' Union of Croatia)	10,388	IN D S
9092	Railwaymen's Trade Union of Croatia	5,414	Rw Ca
Curacao			
5660	Bond voor vliegend Cabine Personeel (Union of Flight Attendants)	143	Ca
Cyprus			
9100	Cyprus Turkish Port and Transport Workers' Trade Union	329	D
9101	Federation of Transport, Petroleum and Agricultural Workers	6,614	Rt D S
9102	Federation of Public Service Employees Cyprus	1,190	Rt Ca TR
9103	Federation of Semi-Government Employees	147	TR
9104	Cyprus Airways Employees' Trade Union (CAETU)	759	Ca
Czech Republic			
9120	Association of Transport Workers' Unions of Czech Republic	99,310	Rw Rt IN D S Ca
Denmark			
9150	Specialarbejderforbundet i Danmark (SiD)	50,500	Rw Rt D S F Ca TR
9151	Dansk Jernbaneforbund	7,260	Rw Rt S
9154	Metal Søfart	2,000	S
9155	Dansk Sø-Restaurations Forening	1,482	S
9160	Maskinmestrenes Forening	1,500	S
9162	Dansk Funktionærforbund - Serviceforbundet	840	Ca
9163	Dansk Navigatørforening	3,134	IN S Ca
9164	Handels- og Kontorfunktionærernes Forbund i Danmark HK Service	11,020	Rw Rt Ca TR
9165	Jernbaneforeningen	4,258	Rw S TR
9166	Dansk Metalarbejderforbund	5,050	Rw S Ca
9167	Cabin Union Denmark	1,154	Ca
9168	Restaurations- og Bryggeriarbejder Forbundet	4,000	Rt S
9170	Scandinavian Airline Dispatchers' Association (SALDA)	105	Ca
Dominica			
5711	Waterfront and Allied Workers' Union (WAWU)	200	Rt D S Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Ecuador			
5750	Federación Nacional de Trabajadores de las Autoridades Portuarias del Ecuador (FENATRAPEC)	250	D
5751	Unión de Gente de Mar del Ecuador (UGEME)	300	S
Egypt			
7040	General Trade Union of Railway Workers	11,000	Rw
7041	General Trade Union of Maritime Transport	5,150	S
7042	General Trade Union of Air Transport Workers	7,000	Ca
7043	General Trade Union of Land Transport Workers	14,000	Rt
Eritrea			
7034	Transport and Communications Workers' Federation (TCWF)	2,353	Rt D Ca
Estonia			
9251	Estonian Federation of Water Transport Workers' Unions	880	D S
9252	Eesti Transpordi- ja Teetöötajate Ametiühing (Estonian Transport and Road Workers' Trade Union)	2,985	Rt Ca
Ethiopia			
7035	Transport and Communications Workers' Trade Unions Industrial Federation	9,930	Rw Rt IN D Ca
Faroe Islands			
9270	Føroya Fiskimannafelag	2,700	S F
9271	Maskinmeistarafelagid	430	S F
9272	Føroya Skipara- og Navigatørfelag	556	S F
Fiji			
8800	The Transport and Oil Workers' Union	267	Rt Ca
8802	Federated Airline Staff Association	328	Ca
8803	Fiji Public Service Association	522	Rt D
8804	Fiji Aviation Workers' Association	438	Ca
8805	Fiji Sugar and General Workers' Union	300	Rw
8806	Seamen's Union of Fiji	1,477	D S F
8807	Air Pacific Flight Attendants' Association	131	Ca
Finland			
9290	Rautatieläisten Liitto ry (Finska järnvägsmannaförbundet rf)	9,582	Rw
9291	Suomen Veturimiesten Liitto ry (Finska Lokmannaförbundet)	3,085	Rw
9292	Suomen Konepäällystöliitto (Finlands Maskinbefälsförbund)	1,000	IN S

Affil. No.	Organisation	Membership 31 July 1998	* Sections
<i>(Finland cont.)</i>			
9293	Suomen Merimies-Unioni ry (Finlands Sjömannsunion)	10,210	S
9294	Suomen Laivanpäällystöliitto ry (Finlands Skeppsbefälsförbund)	1,942	IN D S
9295	Auto- ja Kulljetusalan Työntekijäliitto ry (AKT) (Bil- och Transportbranschens Arbetareförbund i Finland)	48,386	Rt D
9297	Ahtaus- ja Huolinta-alan Tekniset ry (AHT) (Finlands Hamnarbetsledareförbund)	797	D
9298	Suomen Tietoliikennetekniset ry (Finlands Telekommunikationstekniska rf)	25	S
9299	Ilmailualan Unioni ry (Civil Aviation Workers)	3,200	Ca
9300	Teknisten Liitto ry (TL) (Technical Staff)	723	Ca
9301	Teknisten ja Erikoisammattien Liitto ry (Tourism Services Staff)	2,412	TR
9302	Kunta-alan ammattiliitto ry (KTV) (Kommunsektorns Fackförbund rf)	3,879	Rw Rt D TR
France			
9340	Fédération 'FO' de l'Equipement, des Transports et des Services	16,800	IN D S F Ca
9342	Fédération Nationale 'FO' des Transports	10,870	Rt
9343	Fédération Syndicaliste FO des Cheminots	10,210	Rw Rt
9344	Fédération Maîtrise et Cadres (FMC)	7,305	Rw TR
9345	Syndicat National du Personnel Navigant Commercial (SNPNC)	5,114	Ca
9350	Fédération Générale des Transports et de l'Equipement (FGTE-CFDT)	13,305	Rw Rt IN D S F Ca
Gambia			
7071	Gambia Dock Workers' Union	500	D
7072	Association of Gambia Sailors	1,018	IN S F TR
Georgia			
9778	Georgian Seamen's Trade Union	1,290	S
Germany			
9390	Gewerkschaft Öffentliche Dienste, Transport und Verkehr (ÖTV)	202,000	Rw Rt IN D S F Ca TR
9391	Gewerkschaft der Eisenbahner Deutschlands (GdED)	255,366	Rw Rt IN D S
Ghana			
7100	General Transport, Petroleum and Chemical Workers' Union of TUC	1,700	Rt Ca
7101	Railway Workers' Union of TUC	3,744	Rw
7102	Maritime and Dock Workers' Union of TUC	2,000	D
7103	Ghana Merchant Navy Officers' Association	200	S
7104	Railway Enginemen's Union of TUC	489	Rw
7105	Ghana Private Road Transport Union	16,000	Rt
7106	National Union of Seamen of TUC	250	S
7107	Ghana Local Government Workers' Union	889	Rt

Affil. No.	Organisation	Membership 31 July 1998	* Sections
(Ghana cont.)			
7108	Ghana Marine Fishing Officers' Association	100	F
Great Britain			
9440	National Union of Rail, Maritime and Transport Workers (RMT)	56,337	Rw Rt D S
9442	Transport Salaried Staffs' Association (TSSA)	31,500	Rw Rt TR
9443	Union of Shop, Distributive and Allied Workers (USDAW)	20,000	Rt
9444	Associated Society of Locomotive Engineers and Firemen (ASLEF)	14,200	Rw
9445	Transport and General Workers' Union (TGWU)	151,192	Rw Rt IN D S F Ca TR
9446	The National Union of Marine, Aviation and Shipping Transport Officers (NUMAST)	14,760	S F Ca
9449	Manufacturing Science Finance (MSF)	5,001	Ca TR
9450	UNISON	5,001	Rt IN Ca TR
9451	Institution of Professionals, Managers and Specialists (IPMS)	5,230	Rt S Ca
9452	Amalgamated Engineering and Electrical Union (AEEU)	6,000	Rw Ca
Greece			
9490	Fédération Panhellénique des Cheminots	9,008	Rw TR
9491	Pan-Hellenic Seamen's Federation (PNO)	19,060	S
9492	Greek Federation of Loaders and Unloaders	1,564	D
9493	Flight Attendants' Union	957	Ca
9494	Licensed Airline Technicians' Union (ETEM&P)	1,000	Ca
9497	EIM Flight Engineers' Association	90	Ca
9499	Greek Federation of Civil Aviation Unions (OSPA)	2,500	Ca
Grenada			
5921	Seamen and Waterfront Workers' Union	349	D
Guinea-Conakry			
7120	Syndicat National des Marins Pêcheurs de Guinée (SLIMAP)	5,120	F
Guyana			
6031	Clerical and Commercial Workers' Union	204	Ca
6032	Amalgamated Transport and General Workers' Union	512	IN D
6033	Guyana Labour Union	306	Rt D S
Honduras			
6114	Sindicato Marítimo Nacional de Honduras (SINDIMAR)	385	S
6116	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	600	D
6117	Sindicato Nacional de Motoristas de Equipo Pesado de Honduras (SINAMEQUIPH)	2,020	Rt

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Hong Kong			
8050	Kowloon Canton Railway Workers' Union	491	Rw Rt
8051	Merchant Navy Officers' Guild	4,319	S
8052	Amalgamated Union of Seafarers	3,694	S
8053	Cathay Pacific Airways Flight Attendants' Union	3,904	Ca
8054	Cathay Pacific Airways Local Staff Union	1,389	Ca
8055	Federation of Hong Kong Transport Workers' Organizations	3,000	Rw Rt D Ca TR
8056	Mass Transit Railway Corporation Staff Union	373	Rw
8057	Hong Kong Seamen's Union	8,000	S
Hungary			
9501	Repulogep-Muszakiak Független Szakszervezete (Aircraft Technicians' Independent Trade Union MALEV)	550	Ca
9502	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)	15,204	Rw Rt TR
9503	Közlekedési Szakszervezetek Országos Szövetsége (National Federation of Transport Unions)	19,514	Rt TR
9504	Közlekedési Dolgozók Szakszervezeteinek Szövetsége	5,676	Rt IN Ca
9505	Folyami Hajosok Független Szakszervezete (Independent Trade Union of Hungarian Inland Navigation)	320	IN S
Iceland			
9510	Siómannaamband Íslands	2,700	SF
9511	Farmanna- og Fiskimannasamband Íslands (FFSI)	1,171	SF
9512	Vélsjórafélag Íslands (Icelandic Engineer Officers' Association)	1,149	SF
India			
8100	All India Railwaymen's Federation (AIRF)	75,000	Rw
8101	The Maritime Union of India (MU)	5,315	S
8103	Indian Flight Engineers' Association	90	Ca
8104	Transport and Dockworkers' Union	9,823	Rt IN D S TR
8105	National Union of Seamen of India	1,096	S
8107	Air India Cabin Crew Association	1,025	Ca
8108	Air India Employees' Guild	5,000	Ca
8109	National Union of Seafarers of India (NUSI)	24,000	STR
8110	Calcutta Port Shramik Union	5,481	IN D S
8111	The Visakhapatnam Port Employees' Union	2,065	Rw Rt IN D
8112	Air India Aircraft Engineers' Association	485	Ca
8113	All India Federation of Foreign Airlines Employees' Unions	2,022	Ca
8114	Tamil Nadu Road Transport Workers' HMS Federation	2,500	Rt
8115	Roadways Mazdoor Sabha, UP	1,500	Rt
8116	Airports Authority Kamgar Union	2,000	Ca
8117	Paradip Port Workers' Union	2,000	D

Affil. No.	Organisation	Membership 31 July 1998	* Sections
<i>(India cont.)</i>			
8118	The Visakhapatnam Dock Labour Board and Dock Workers' Union	1,000	D
8119	Madras Port Trust Employees' Union	2,000	IN D
8120	Maharashtra State Transport Kamgar Sanghatana	5,720	Rt
8121	Gujarat State Transport Workers' Federation	1,700	Rt
8122	Tuticorin Port Mariners' and General Staff Union	700	D
8123	Ernakulam District Waterways Employees' Association	987	IN
8124	Orissa State Transport Workers' Union	2,785	Rt
8125	Adarsha Auto and Taxi Drivers' Union	4,575	Rt
8126	Chefair Employees' Guild	357	Ca
8127	Rickshaw Mazdoor Sabha	1,000	Rt
8128	Kerala Fishing Boat Workers' Congress	1,454	F
8129	All India ITDC Mazdoor Janta Union	400	TR
Indonesia			
8151	Kesatuan Pelaut Indonesia (KPI)	33,252	S F
8152	Indonesia Civil Aviation Workers' Union	1,776	Ca
8153	Sektor Transportasi dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBS) (Transportation Sector - Indonesian Prosperity Trade Union)	1,009	Rt
Irish Republic			
9200	Services, Industrial, Professional and Technical Union (SIPTU)	17,301	Rw Rt IN D S F Ca TR
Israel			
7820	Israeli Seamen's Union	1,500	S
7822	Transport Workers' Division of Histadrut - General Federation of Labour in Israel	15,000	Rw Rt D Ca
7823	Israeli Sea Officers' Union	1,538	S
Italy			
9531	Federazione Italiana Trasporti (FIT-CISL)	45,400	Rw Rt IN D S F Ca
9534	UILTRASPORTI	9,000	Rw Rt D S Ca
9539	Federazione Italiana Lavoratori Trasporti (FILT-CGIL)	55,850	Rw Rt D S Ca
9540	Federazione Italiana Sindacale Addette Servizi Commerciali Affini e Turismo (FISASCAT-CISL)	500	TR
Ivory Coast			
7152	Syndicat des Travailleurs de la SOTRA (SYNTRAS)	1,400	Rt
7153	Syndicat du Personnel du Port Autonome de San Pedro (SYPPASP)	236	S
7154	Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)	157	Ca
7155	Syndicat National du Personnel de l'ANAM (SYNPANAM)	120	Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
<i>(Ivory Coast cont.)</i>			
7156	Syndicat Inter-Entreprises des Travailleurs des Transports Routiers de Côte d'Ivoire (SIETTROCI)	1,000	Rt
7157	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)	643	IN S
Jamaica			
6160	Bustamante Industrial Trade Union	1,000	Rt D Ca TR
Japan			
8200	All-Japan Seamen's Union (KAJIN)	45,000	D S F
8201	All-Japan Municipal Transport Workers' Union (TOSHIKO)	27,000	Rw Rt
8202	Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKO ROREN)	22,500	TR
8203	National Railway Workers' Union (KOKURO)	20,000	Rw Rt
8205	All-Japan Federation of Transport Workers' Unions (JUNYU-ROREN)	60,000	Rt
8206	Japanese Confederation of Aviation Labour (KOKU DOMEI)	12,000	Ca TR
8207	Japan Airlines Cabin Attendants' Union (KYAKUJO)	1,300	Ca
8208	Japan Federation of Transport Workers' Unions (KOTSU ROREN)	50,000	Rt
8209	General Federation of Private Railway and Bus Workers' Unions (SHITETSU-SOREN)	90,000	Rw Rt TR
8211	Japan Confederation of Railway Workers' Unions (JRU)	50,500	Rw Rt
8212	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)	12,000	Rt
8213	Japan Railway Trade Unions' Confederation (JR-RENGO)	56,150	Rw Rt
8214	National Council of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)	10,000	D
Kazakhstan			
9543	Central Committee of Aviation Workers' Trade Unions of the Republic of Kazakhstan	5,220	Ca
Kenya			
7200	Transport and Allied Workers' Union (TAWU)	3,510	Rt
7201	Railway Workers' Union (RWU)	8,200	Rw
7202	Dockworkers' Union	6,211	D
7203	National Seamen's Union of Kenya	600	S
7204	Kenya National Union of Fishermen Workers	308	F
Kiribati			
8850	Kiribati Islands Overseas Seamen's Union (KIOSU)	1,015	S
Korea			
8250	Korean Federation of Port and Transport Workers' Unions	13,000	D
8251	Korean Railway Workers' Union	19,364	Rw
	Federation of Korean Seafarers' Unions (FKSU)	20,205	S F

Affil. No.	Organisation	Membership 31 July 1998	* Sections
<i>(Korea cont.)</i>			
8254	Korean Air Labour Union	4,000	Ca
8255	Korea Automobile and Transport Workers' Federation	5,200	Rt
8256	Federation of Korean Taxi Transport Workers' Unions	5,100	Rt
Latvia			
9550	Udens Transporta Arodbiedribu Federacija (Water Transport Unions Federation of Latvia)	2,549	IN D S F
9551	Latvian Seafarers' Union of Merchant Fleet	5,162	S
9552	Latvian Fish Industry Workers' Union	1,200	IN D F
9553	Latvijas Aviodarbnieku Arodbiedriba (Civil Aviation Trade Union of Latvia)	220	Ca
9554	Latvijas Autotransporta Darbinieku Arodbiedriba (LADA) (Motor Transport)	5,435	Rt
Lesotho			
7250	Lesotho Transport, Communications, Electrical and Allied Workers' Union (LTTEAU)	203	Rt Ca
Liberia			
7881	Dock Workers' Union of Liberia	600	D
7882	United Seamen, Ports and General Workers' Union of Liberia	643	S F
Lithuania			
9560	Independent Dockers' Union	700	D
9561	Lietuvos Jurininku Sajunga (Lithuanian Seamen's Union)	1,012	S
9562	Motor Transport Workers' Federation of the Lithuanian Workers' Federation	3,700	Rt
Luxembourg			
9580	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)	6,071	Rw Rt IN S Ca TR
Madagascar			
7270	Fédération Chrétienne des Marins de Madagascar (FECMAMA)	250	S F
Malawi			
7300	Transport and General Workers' Union	1,930	Rt Ca
7301	Railway Workers' Union of Malawi	750	Rw Rt F
Malaysia			
8302	Kelang Port Authority Staff Union	1,613	D
8303	Transport Workers' Union (TWU)	10,000	Rt

Affil. No.	Organisation	Membership 31 July 1998	* Sections
<i>(Malaysia cont.)</i>			
8304	The Railwaymen's Union of Malaya (RUM)	3,889	Rw
8305	Kelang Port Management SDN BHD Harbour Workers' Union	1,151	D
8306	Penang Port Workers' Union	1,000	D
8307	Senior Officers' Association Kelang Port Management SDN BHD	99	D
8308	Union of Employees of Port Ancillary Services Suppliers Port Klang (JNEPASS)	151	D
8309	Malaysian Airlines System Executive Staff Association (MESA)	235	Ca
8311	Malaysian Airlines System Employees' Union	2,500	Ca
Malta			
9600	General Workers' Union (GWU) Port and Transport Section	3,104	Rt D S F Ca
Mauritius			
7319	Transport Employees' Union	276	Rt
7320	The Artisans and General Workers' Union	400	Rt
7321	Transport Corporation Employees' Union	1,800	Rt
7322	Air Mauritius Cabin Crew Association (AMCCA)	304	Ca
7323	Maritime Transport and Port Employees' Union	710	IN D
7324	Union of Bus Industry Workers	2,940	Rt
Mexico			
6181	Asociación Sindical de Pilotos Aviadores (ASPA)	1,100	Ca
6182	Unión Nacional de Marineros, Fogoneros, Mayordomos, Cocineros, Camareros y Similares de la República Mexicana	472	S
6183	Unión de Marineros, Fogoneros, Motoristas, Mayordomos, Cocineros, Similares y Conexos del Ramo Marítimo	110	S
6184	Sindicato Nacional de Alijadores, Empleados en Agencias Aduanales, Operadores de Sistemas Automatizados, Gruas, Montacargas, Trabajadores en Embarcaciones Marítimas, así como para Maniobras de Carga en General, Similares y Conexos de la RM (CTM)	5,002	D
6188	Asociación Sindical de Sobrecargos de Aviación de México (ASSA)	2,202	Ca
6190	Asociación Sindical 'Oficiales de Máquinas de la Marina Mercante Nacional'	370	S
6191	Orden de Capitanes y Pilotos Navales de la República Mexicana	500	S
6193	Unión de Estibadores y Jornaleros del Puerto Veracruz	329	D
6196	Alianza de Tranviarios de México	2,891	Rt
Mongolia			
8318	Mongolian Transport, Communication and Petroleum Workers' Union	5,859	Rt Ca
8319	Mongolian Railway Workers' Union	9,225	Rw

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Montenegro			
9610	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro	2,373	D S
Morocco			
7329	Union des Syndicats UMT des Transports	32,150	Rw Rt D S F Ca
Mozambique			
7325	Sindicato Nacional dos Trabalhadores dos Transportes Rodoviários e Assistência Técnica (SINTRAT)	1,500	Rt
Namibia			
7330	Namibian Transport and Allied Workers' Union (NATAU)	2,195	Rw Rt IN D Ca
Nepal			
8320	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh)	1,000	Rw Rt
Netherlands			
9620	FNV Bondgenoten	74,077	Rw Rt IN D Ca TR
9621	Federatie van Werknemers in de Zeevaart (FWZ)	5,446	S
9624	Vakbond voor Nederlands Cabinepersoneel (VNC)	6,532	Ca
New Zealand			
8900	New Zealand Seafarers' Union	953	S F TR
8902	New Zealand Waterfront Workers' Union (WWU)	1,200	D
8903	New Zealand Merchant Service Guild Industrial Union of Workers Inc	797	D S F
8904	The Flight Attendants and Related Services (NZ) Association	1,750	Ca
8905	New Zealand Engineering Printing and Manufacturing Union Inc.	1,520	Ca
8906	New Zealand Association of Marine, Aviation and Power Engineers	998	IN S Ca
8907	Rail and Maritime Transport Union Inc	4,019	Rw Rt D
Nicaragua			
6304	Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto (SEPAPC)	40	D
Niger			
7340	Syndicat Unique de la Météorologie, de l'Aviation civile et Assimilés (SUMAC)	709	Ca
7341	Syndicat Unique des Conducteurs de Taxi du Niger (SUCOTAN)	1,546	Rt

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Nigeria			
7352	National Union of Road Transport Workers	20,000	Rt
7354	Maritime Workers' Union of Nigeria	50,120	IN D S F
7356	Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association	700	IN S F
7357	National Union of Air Transport Employees	8,000	Ca
7358	Air Transport Services Senior Staff Association of Nigeria (ATSSSAN)	6,107	Ca
Norway			
9670	Norsk Jernbaneforbund	9,735	Rw
9671	Norsk Lokomotivmannsforbund	1,222	Rw
9672	Norsk Sjømannsforbund	11,250	S F
9673	Det Norske Maskinistforbund	3,012	S F
9674	Norsk Sjøoffisersforbund	5,471	S F
9675	Norsk Transportarbeiderforbund	13,396	Rt D
9676	Fellesforbundet	2,222	Ca
9677	Handel og Kontor i Norge	2,000	Rt Ca TR
9678	Norsk Flygelederforening	397	Ca
9679	Norsk Olje- og Petrolkjemisk Fagforbund (NOPEF)	1,851	D S Ca TR
9681	Norsk Kommuneforbund	3,500	Rt D
Pakistan			
8350	Pakistan Merchant Navy Officers' Association	300	S
8351	Flight Engineers' National Association (FENA)	130	Ca
8353	Society of Aircraft Engineers of Pakistan	450	Ca
8354	Organisation of Karachi Port Trust Workers	3,500	D
8356	Karachi Harbour and Dock Workers' Union	2,455	D
8358	Pakistan Seamen's Union	1,900	S
8359	Pakistan Airline Pilots' Association (PALPA)	542	Ca
8360	Karachi Port Trust Labour Union	5,397	D
8361	Aircraft Technologists' Association of Pakistan	1,200	Ca
8362	Foreign Air Lines Workers' Association	1,132	Ca
8363	Road Transport Workers' Federation of Pakistan	5,500	Rt
8364	People's Unity of PIA Employees	4,000	Ca
8365	Pakistan Warehouse Carriers Workers' Union	1,000	Rt
8366	Pakistan Transport Bus Workers' Union	300	Rt
Palestine			
7890	Palestine Bus Drivers' General Union	10,001	Rt

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Panama			
6373	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos, Portuarios y Similares (FITTAMPS)	901	Rt IN D S
6375	Sindicato Nacional de Trabajadores Asalariados del Transporte de Cargas (SINATRATC)	100	Rt
Papua New Guinea			
8949	Papua New Guinea Harbours Board National Employees' Union	390	D
8950	Papua New Guinea Maritime Workers' Industrial Union	3,744	IN D S F
8951	National Airline Employees' Association	753	Ca
8952	Aircraft Engineers' Association of Papua New Guinea	72	Ca
Paraguay			
6421	Liga de Obreros Marítimos del Paraguay (LOM)	1,000	S
6423	Asociación de Empleados de Aviación del Paraguay (AEAP)	100	Ca
6424	Unión de Sindicatos de Trabajadores del Transporte (USTT)	855	Rt
Peru			
6513	Federación de Choferes y Anexos del Peru (FECHAP)	1,011	Rt
6520	Federación Nacional de Trabajadores Marítimos y Portuarios, Fluviales y Lacustres del Perú (FEMAPOR-Peru)	2,167	D
6526	Federación de Capitanes - Patronos de Pesca del Perú (FECAPPEP)	1,000	F
Philippines			
8401	Philippine Airline Employees' Association (PALEA-TUCP)	4,500	Ca
8402	Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP)	55,799	S
8403	Port Workers' Union of the Philippines (PWUP)	4,000	D
8404	Bagong Kapisanan Ng Mga Manggagawa Sa PNR	2,000	Rw
8405	Philippine Seafarers' Union (PSU) (ALU-TUCP)	2,205	S
8406	Associated Labor Unions (ALU-TUCP)	2,000	D
8407	Pambansang Tinig at Lakas sa Pantalan (PANTALAN)	2,716	D
Poland			
9721	National Maritime Section NSZZ 'Solidarnosc'	8,890	S F
9722	Polish Seafarers' Union (Zwiazek Zawodowy Polskich Oficerów i Marynarzy)	5,427	IN S F
9723	Zwiazek Zawodowy Kapitanow Zeglugi Wielkiej (Shipmasters' Union)	1,000	S
9724	National Section of Port Workers NSZZ 'Solidarnosc'	4,498	Rw Rt IN D
9725	Federation of Trade Unions of Seamen and Deep Sea Fishermen	3,350	S F

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Portugal			
9740	Federação Nacional dos Sindicatos de Trabalhadores Portuários	749	D
9741	Sindicato da Mestrança e Marinhagem da Marinha Mercante e Fogueiros de Terra (SITEMAQ)	2,473	IN SF
9742	Federação dos Sindicatos do Mar (FSM)	993	IN D S F TR
9743	Sindicato dos Quadros da Aviação Comercial	940	Ca
9744	Sindicato Nacional do Pessoal de Voo da Aviação Civil (SNPVAC)	1,371	Ca
9745	Sindicato dos Oficiais e Engenheiros Maquinistas da Marinha Mercante (SOEMMM)	259	S F
9747	Sindicato da Mestrança e Marinhagem de Câmaras da Marinha Mercante	603	S
9748	Sindicato dos Técnicos de Manutenção de Aeronaves (SITEMA)	705	Ca
9753	Sindicato de Capitães e Oficiais da Marinha Mercante (SINCOMAR)	983	D S
9754	Sindicato dos Trabalhadores da Aviação e Aeroportos (SITAVA)	3,042	Ca
9756	Sindicato dos Engenheiros da Marinha Mercante (SEMM)	332	S F
Romania			
9770	Romanian Seafarers' Free Union	7,640	S
9771	National Union of Transport Workers' Federations and Trade Unions from Romania	10,000	Rt
9772	Federatia Nationala a Sindicatelor Portuare (FNSP)	7,521	IN D
9773	Uniunea Sindicatelor Libere Metrou (Metro Workers' Free Trade Union Federation)	5,200	Rw
9774	Federatia Nationala "Drum de Fier"	18,451	Rw
Russia			
9776	Motor Transport and Road Workers' Union of Russia	8,000	Rt
9777	Seafarers' and Maritime Workers' Union of Western Russia	3,089	IN D S F TR
9779	"New Russia" Marine Workers' Union	21,045	D S TR
9780	Dockers' Union of Russia	2,000	D
9781	Fishing Industry Workers' Union	20,000	F
9782	Trade Union of Railwaymen and Transport Construction Workers of Russia	200,000	Rw
9783	Seafarers' Union of Russia	60,000	IN S F
Rwanda			
7370	Association des Chauffeurs des Poids Lourds au Rwanda	500	Rt
St Lucia			
6581	St Lucia Seamen, Waterfront and General Workers' Trade Union	1,200	D
6582	Vieux-Fort General and Dockworkers' Union	231	D

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Senegal			
7443	Syndicat Unique des Transports Aériens du Sénégal (SUTAS)	201	Ca
7444	Collectif National des Pêcheurs Artisansaux du Sénégal	2,500	F
7445	Syndicat National des Travailleurs de la Marine Marchande (SNTMM)	230	IN S
7446	Syndicat des Dockers, Pointeurs et Gardiens du Sénégal	1,000	D
Sierra Leone			
7450	Sierra Leone National Seamen's Union	1,001	S
7453	Sierra Leone Motor Drivers' and General Workers' Union	400	Rt Ca TR
7454	Sierra Leone Fishermen's Union (SALFU)	375	F
7455	Amalgamated Transport Workers' Union (ATWU)	1,000	Rt
Singapore			
8452	Singapore Maritime Officers' Union (SMOU)	5,083	S
8453	Singapore Organisation of Seamen (SOS)	3,600	S
8455	Port Officers' Union	837	D
Slovakia			
9760	Independent Trade Union of Public Road Transport in Slovakia (ITUPRT)	5,000	Rt
Slovenia			
9785	Sindikat Strojvodij Slovenije (SSSLO) (Locomotive Drivers' Union)	1,520	Rw
9786	Neodvisni Sindikat Vlakovisnih Odpravnikov Slovenije (Station Masters' Trade Union)	995	Rw
9787	Seamen's Union of Slovenia	1,036	S Ca
9788	Sindikat Železnice Slovenije	1,616	Rw
9789	Sindikat Železniskega Transporta Slovenije (Railway Transport Workers of Slovenia)	1,170	Rw
Solomon Islands			
8958	Solomon Islands National Union of Workers	680	D S F Ca
South Africa			
7501	Trawler and Line Fishermen's Union	3,000	F
7502	Transport and Allied Workers' Union of South Africa (TAWU)	7,379	Rt F Ca
7504	Transport and General Workers' Union (TGWU)	33,332	Rt D S Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Spain			
9790	Federación Estatal de Transportes, Comunicaciones y Mar (FETCM) - UGT	45,280	Rw Rt D S F Ca TR
9791	Federación del Transporte de ELA-STV	6,728	Rw Rt IN D S F Ca
9792	Federación de Comunicación y Transporte de CC.OO.	31,608	Rw Rt IN D S F Ca TR
Sri Lanka			
8501	The Ceylon Mercantile, Industrial and General Workers' Union (CMU)	7,516	Rt D S TR
8502	Sri Lanka Nidahas Sewaka Sangamaya	5,000	Rt Ca TR
8503	Cabin Crew Welfare Society	300	Ca
8504	Jathika Deewara Kamkaru Sangamaya (National Union of Fishermen)	1,000	F
8505	Sri Lanka Nidahas Rajaya Vurthiya Samithi Sammelanaya (Sri Lanka Independent State Employees' Federation)	3,000	Rw
Swaziland			
7520	Swaziland Transport and Allied Workers' Union	1,300	Rw Rt Ca
Sweden			
9840	SEKO Facket för Service och Kommunikation	34,614	Rw S Ca
9842	Svenska Maskinbefälsförbundet	1,725	S
9843	Sveriges Fartygsbefälsförening	2,604	S
9844	Svenska Transportarbetareförbundet (STF)	65,442	Rt D Ca
9845	Tjänstemannaförbundet (HTF)	28,664	Rt IN D S Ca TR
9846	Ledarna	1,506	Rt D Ca
9847	Svenska Kommunalarbetsförbundet	21,950	Rt
9848	Statstjänstemannaförbundet (ST)	3,951	Rw Ca
Switzerland			
9890	SEV Schweizerischer Eisenbahn- und Verkehrspersonal-Verband	31,669	Rw Rt D
9891	Gewerkschaft Verkauf, Handel, Transport und Lebensmittel (VHTL)	4,571	Rt IN D S
9892	Schweizerischer Verband des Personals öffentlicher Dienste (VPOD)	3,809	Rt Ca
9893	KAPERS (Vereinigung des Kabinpersonals der Swissair Group)	2,690	Ca
Taiwan			
8550	National Chinese Seamen's Union (NCSU)	14,038	S
8551	Chinese Federation of Railway Workers' Unions	4,900	Rw
8552	Taipei Travel Labour Union	1,100	TR
8553	Taiwan Dock Workers' Federation	4,500	D
8554	China Airlines Employees' Union	6,400	Ca

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Tanzania			
7530	Tanzania Seamen's Union	10,006	S
7531	Communication and Transport Workers' Union of Tanzania (COWU)	6,000	Rt D Ca
Thailand			
8560	Aerothermal State Enterprise Employees' Association	393	Ca
8561	State Railway Thailand of State Enterprise Employees' Association (SRTSEA)	3,650	Rw
8562	Thai Airways International State Enterprise Employees' Association	1,000	Ca
8563	Bangkok Mass Transit Authority State Enterprise Employees' Association	1,500	Rt
8564	The Transport Company Limited State Enterprise Employees' Association	384	Rt
Togo			
7550	Syndicat des Travailleurs de l'Aviation Civile, de la Météorologie et de l'ASECNA et de la SALT (STAMAS)	200	Ca
7551	Syndicat des Travailleurs des Compagnies de Navigation Maritimes, Aériennes et de Transit du Togo (STRANAVITTO)	238	Ca TR
7552	Syndicat des Cheminots du Togo (SYNCHETO)	664	Rw
7553	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)	550	D
Trinidad			
6661	Seamen and Waterfront Workers' Trade Union	957	D S
Turkey			
9940	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)	16,500	Rw
9941	Turkish Civil Aviation Union (HAVA-IS)	7,115	Ca
9942	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)	7,500	S
9943	National Port and Land Stevedores Union of Turkey (LIMAN-IS)	5,200	D
9944	Türkiye Motorlu Tasit Isçileri Sendikası (TÜMTİS)	1,650	Rt
9945	Birlesik Tasimacilik Çalışanları Sendikası (BTS) (United Transport Workers' Union)	3,000	Rw D Ca
Tuvalu			
8955	Tuvalu Overseas Seamen's Union (TOSU)	885	S
Uganda			
7600	Amalgamated Transport and General Workers' Union	1,050	Rt Ca
7601	Railway Workers' Union	4,321	Rw

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Ukraine			
9950	Marine Transport Workers' Trade Union of Ukraine	5,010	IN D S
9951	Ukraine Marine Trade Unions Federation	5,000	D S
9952	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)	3,596	Rw
9953	Free Trade Union of Metro Workers of Ukraine (VPPMU)	203	Rw
9954	Trade Union Council of Railwaymen and Transport Builders of Ukraine	30,000	Rw Rt
United States			
6950	International Organisation of Masters, Mates and Pilots (IOMMP)	6,234	IN S
6951	American Radio Association ILA AFL-CIO	280	S
6952	Transport Workers' Union of America (TWU)	20,000	Rw Rt Ca
6954	International Association of Machinists and Aerospace Workers (IAM)	96,630	Rw Rt Ca TR
6957	Seafarers' International Union of North America (SIU)	50,000	IN S F
6958	International Longshoremen's Association (ILA) AFL-CIO	50,000	IN D
6959	National Marine Engineers' Beneficial Association (NMEBA)	14,042	S
6960	Transportation-Communications International Union (TCU)	25,000	Rw Rt Ca TR
6962	Hotel Employees and Restaurant Employees International Union (HERE)	1,000	Rw
6964	Association of Flight Attendants (AFA)	12,511	Ca
6965	Air Line Pilots' Association International (ALPA)	15,000	Ca
6966	International Longshore and Warehouse Union (ILWU)	9,102	IN D TR
6967	District No. 4 - NMU/MEBA (AFL-CIO)	11,500	Rt IN S
6968	Professional Airways Systems Specialists (District No. 6) PASS/NMEBA	2,500	Ca
6969	International Brotherhood of Teamsters AFL-CIO (IBT)	23,000	Rt Ca
6970	American Maritime Officers (AMO)	2,450	IN S
6971	United Transportation Union (UTU)	25,000	Rw Rt
Uruguay			
6701	Sindicato Autónomo de Obreros del Omnibus (SAO)	350	Rt
6708	Unión de Capitanes y Oficiales de la Marina Mercante (UCOMAR)	197	S F
6709	Centro de Maquinistas Navales (CMN)	407	S
6710	Unión Centros de Marineros	1,000	S
Vanuatu			
8960	Nasional Union blong ol Leba	56	S Ca TR

Affil. No.	Organisation	Membership 31 July 1998	* Sections
Venezuela			
6730	Asociación Nacional de Controladores de Tránsito Aéreo	130	Ca
6731	Sindicato Unico de Empleados Públicos Profesionales de las Telecomunicaciones Aeronáuticas de Venezuela - MTC (SUEPTAV)	215	Ca
6732	Sindicato Unico Nacional de Empleados Públicos de Técnicos en Radiocomunicaciones Aeronáuticas de Venezuela (SUNEPTRAV)	170	Ca
6733	Organización Sindical de Aeromozas y Sobrecargos de Viasa (OSASV)	523	Ca
6734	Asociación Nacional de Pilotos	1,030	Ca
6735	Federación de Sindicatos de Pilotos Aviadores Profesionales de Venezuela (FESPAVEN)	280	Ca
6736	Federación de Gremios Aeronáuticos de Venezuela (FEGAVEN)	123	Ca
6737	Sindicato de Trabajadores de la CA Metro de Caracas (SITRAMECA)	3,250	Rw Rt
Zambia			
7632	National Union of Transport and Allied Workers (NUTAW)	1,099	Rt IN
7633	Railway Workers' Union of Zambia	3,000	Rw
Zimbabwe			
7650	National Airways Workers' Union (NAWU)	1,039	Ca
7651	Zimbabwe Amalgamated Railwaymen's Union (ZARU)	300	Rw
7653	Transport and General Workers' Union	4,000	Rt IN TR

* Rw = Railways, Rt = Road Transport, IN = Inland Navigation, D = Docks, S = Shipping, F = Fisheries, Ca = Civil Aviation, TS = Tourism Services

RELATIONS WITH OUTSIDE ORGANISATIONS

INTERNATIONAL TRADE UNION MOVEMENT

International Confederation of Free Trade Unions

76. Close relations have been maintained throughout the period under review with the International Confederation of Free Trade Unions. The General Secretary has attended the annual meetings of the ICFTU Executive Board and has intervened on several occasions to express the views of ITF affiliates on major issues of concern to the international trade union movement. The ITF Secretariat also plays an active role in a number of ICFTU Committees, including the Committee on Human and Trade Union Rights, Health & Safety Working Group, ICFTU Women's Committee, ICFTU Coordinating Committee on Central & Eastern Europe, and ICFTU/ITS Multinationals Working Party. Ad Hoc meetings on New technology and on communications have also been organised by the ICFTU and other ITSs. Bill Jordan was appointed ICFTU General Secretary in December 1994, on the retirement of Enzo Friso .
77. The ITF General Secretary, accompanied by the three Regional Secretaries, attended the ICFTU 16th World Congress which took place in Brussels from 25-29 June 1996. The General Secretary addressed the plenary session and made reference to the initiatives taken by the ITF with other International Trade Secretariats to strengthen practical solidarity cooperation. The Congress adopted a series of conclusions aimed at refocusing the work of the ICFTU around five key priorities: Defending Trade Union Rights; Campaigning for Employment and International Labour Standards; Tackling the Transnationals; Promoting the Growth of Trade Union Membership; and Promoting Equality and Gender Parity. The Congress also endorsed a draft statement, drawn up after consultation between the ICFTU General Secretary and the General Secretaries of the different ITSs on 'strengthening the partnership' between the ICFTU and ITSs. This recognised the importance of the ICFTU paying more attention to the position of ITSs in developing its work both at international and regional level. Since then, the level of cooperation with the ICFTU has improved significantly and informal coordination groups have been established between ITSs and the ICFTU regional organisations in Africa, Asia/Pacific and Latin America.
78. The ICFTU General Secretary was amongst the guest speakers attending the 38th (Centenary) Congress of the ITF in 1996 and ICFTU staff provided considerable help in preparing historical material used in conjunction with the Centenary, including papers and photographs from the two ITF General Secretaries who subsequently went on to lead the ICFTU (Oldenbroek and Becu).
79. In October 1993, the Executive Board agreed to provide funding of \$10,000 per year for three years towards the costs of operating a joint ICFTU/ITS Washington Office dealing with trade union relations with the World Bank and the International Monetary Fund. The office is staffed by the ICFTU and a number of other ITSs contribute to it. At the end of 1997, several of the ITSs announced their intention of withdrawing from funding the office and a review of its operations was conducted. Subject to continued close scrutiny and the establishment of an advisory group including representatives of ITF affiliates based in Washington, the General Secretary agreed to extend the ITF's contribution for a further 12 months. This decision was subsequently endorsed by the Executive Board. The office has been a useful tool in the process of establishing closer relations with the World Bank.

International Trade Secretariats

80. Cooperation between the ITF and the other International Trade Secretariats has intensified during the period under review. The General Secretary attends the regular Annual ITS General Conference, normally held at the beginning of each year, as well as the ITS interim meetings in June. Neil Kearney (ITGLWF) replaced Marcello Malentacchi (IMF) as Chair of the ITS General Conference at the beginning of 1997. The chair now rotates between ITSs every two years.
81. Starting from 1997, the ITS General Conference has begun to meet in different countries at the invitation of major national trade union centres. This enables an exchange of views on current and future problems in the international trade union movement and gives the leaders of national centres a better understanding of the industrial work of ITSs. The first such meeting took place in Washington in March 1997 with the President and senior leaders of the AFL-CIO. A second meeting took place with leaders of LO and TCO Sweden in January 1998 and a lunch meeting with the General Secretary of the British TUC was held at ITF House in June 1998. Plans are in hand for similar meetings in Italy and Germany. Arising from these discussions, in January 1998 the General Conference agreed to establish a small Strategy Group to produce ideas on the future shape of the international trade union movement.
82. Relations with individual ITSs have continued to develop mainly at the level of the ITF Sections. The ITF participates in the Public Sector Working Group of the **Public Services International**, which focuses on privatisation issues and is also working with PSI on a project to establish an international database of union pension fund trustees. Regular cooperation with PSI continues in relation to Urban Transport and Air Traffic Services.
83. The Tourism Services Section has worked closely together with the white collar international **International Federation of Commercial, Clerical, Professional and Technical Employees (FIET)** and the **International Union of Food Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)** during the period under review.
84. The Seafarers' Section has established close working relations with the **International Metalworkers Federation (IMF)** in relation to substandard ships, ship scrapping and shipbuilding. Similar discussions are being held with the Civil Aviation Section on aircraft design.
85. Various meetings have taken place with representatives of the **International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM)** on issues including the transport of dangerous cargoes and the transport of coal, oil and other chemicals in substandard ships. The ITF also participated actively during 1997 in ICEM action against Nigerian oil shipments in support of the campaign for the release of detained union activists in Nigeria.

Trade Union Advisory Committee (TUAC)

86. The ITF works closely with TUAC, which provides the trade union liaison role with the Organisation for Economic Cooperation and Development in Paris. The bulk of the ITF's work with OECD has been in the field of Maritime Transport, although a new Transport Department which has recently been created in the OECD Secretariat

may prove to be a means of making close contacts with this influential international organisation.

INTERGOVERNMENTAL ORGANISATIONS

International Labour Organisation

87. A major review of the ILO's sectoral activities programme took place in 1994. Following extensive consultations between the ILO Workers' Group and the different ITSs agreement was reached on the elimination of the existing Standing Tripartite Industrial Committees and their replacement with a more flexible system of sectoral meetings based on 22 broad industrial groups, including two covering maritime and non-maritime transport. The ITF, with strong support from the Workers' Group and the ISF, also lobbied successfully for the retention of specialised maritime machinery within the ILO, leading to the convening of the ILO Maritime Conference in October 1996.
88. Several ILO meetings covering ports and maritime issues took place during the period under review and are reported under the appropriate industrial Section. Under the new sectoral arrangements a Tripartite Symposium dealing with the social impact of structural change and new technology in the road, rail and aviation industries is scheduled to take place in September 1999.
89. Bill Brett from the ITF affiliated IPMS (Great Britain) has acted as chair of the Workers' Group during the period under review. The Governing Body, at its meeting in March 1998, agreed to elect Juan Sommavia (Chile) as the new ILO Director General on the retirement of Michel Hansenne in April 1999.

OTHER INTERNATIONAL ORGANISATIONS

90. The ITF has maintained close working relations with a wide range of other intergovernmental and non-governmental organisations during the period under review. These are referred to in more detail under the appropriate industrial Section and Regional chapters.

GENERAL AND INTERSECTIONAL ISSUES

91. The ITF's industrial basis makes it a strong organisation with the ability to answer the needs of unions in the eight Sections. The vast majority of affiliated unions relate most closely to the ITF via the Section or Sections their members belong to. This approach is also beneficial in promoting cross-border solidarity between workers in the same industry. Since 1994, however, the ITF has aimed to open up the boundaries between the industrial Sections to deal with issues that affect the work of more than one Section or which have political implications for more than one group of transport workers.

CAMPAIGNS

92. Increasing campaign-style work, which could involve ITF unions across the Sections but linked to the same or related employers, was one of the aims of the "Transport Workers: Beyond 2000" review exercise. Since 1994, the ITF has been able to promote this kind of work on a few occasions: the 1997 strike by the International Brotherhood of Teamsters was supported by both the Road Transport and the Civil Aviation Sections, for example. The ITF's 1998 campaign to defend the Maritime Union of Australia involved principally the Dockers' Section but also the Seafarers' Section and also received considerable support from workers in transport and non-transport sectors at national level and through other ITs. Both these experiences were successful but essentially reactive to urgent circumstances. Examples of planned campaigns, for example the one launched by the Civil Aviation Section in anticipation of an industrial dispute at British Airways, and the campaigning work around the ship project in 1998, proved beneficial. More anticipation and cross-sectional planning on issues of shared interest could therefore be productive.
93. Recently the ITF has been aiming to ensure that press and publicity work can respond to a campaigns-based strategy. Practical arrangements within the Secretariat, such as the designation of a campaign team, the holding of interdepartmental strategy meetings and the setting up of an "operations centre" during the course of key campaigns, have brought positive results and are experiences likely to be repeated. To be really effective, such activities need high speed and flexible communications with people within ITF affiliated unions who are fully trained and equipped to deal with international solidarity questions. This is the main theme of the Congress discussion document "Mobilising Solidarity".

TRANSPORT POLICY

94. One key inter-sectional issue identified as a priority in Transport Workers: Beyond 2000' was transport policy. A first meeting of Transport Policy Experts was held in July 1996 with the aim of developing a network of trade union and sympathetic academic specialists who could provide ITF affiliates with research material and transport industry intelligence. Contacts made at that meeting have been maintained and it is planned to reinforce this work by storing transport policy materials and monitoring developments in this field by means of regular publications, both paper and on-line. Future transport policy work will not be focused on meetings but will concentrate on the regular exchange of information and ideas, where possible electronically. This transport policy network is designed to complement and provide information resources to ITF Sections, which remain the principal area for the development of ITF policy.

HUMAN AND TRADE UNION RIGHTS

95. Responding quickly to attacks on trade union and human rights is an important part of ITF inter-sectional work. This is most obviously the case when it comes to dealing with general trade union and human rights issues. During the inter Congress period, the ITF has been much more systematically monitoring cases of violations of human and trade union rights coming from the ICFTU, other ITSs or national trade union centres. Even where cases arise as part of ITF sectional work, it is important to ensure that the entire resources of the ITF, not just those of the Section directly affected, can be mobilised in support of the union concerned. The ITF Policy and Information Department is responsible for coordinating the ITF response to requests for solidarity support. A 'protest log' recording details of all human and trade union rights/solidarity support cases in which the ITF has had direct involvement is presented to each meeting of the ITF Executive Board.
96. Among the most notable cases during the period under review have been Burma, China, Turkey and Indonesia. On Burma and China the ITF, with support from the ICFTU, successfully submitted complaint against the government to the ILO Committee on Freedom of Association (see Seafarers' Section). Trade union rights violations in Turkey led to a mission by the ITF and later by the ICFTU. In Indonesia, the ITF participated actively in the trade union campaign to free Mukhtar Pakpahan. Most recently, in April 1998 the ITF cooperated with the ICFTU and the Australian national centre ACTU to submit a complaint against the Australian government following a conspiracy with employers and farmers' groups to break the ITF affiliated waterfront union, the Maritime Union of Australia (see Dockers' Section).

MULTINATIONAL COMPANIES

97. The period under review has seen a sharp increase in the volume of work carried out by various ITF Sections in relation to transport multinational companies. The Civil Aviation Section has actively responded to aviation alliances - a new kind of multinational - by setting up solidarity alliances amongst the unions involved. The dockers' Section has carried out work on multinational port terminal operators; and the Road Transport Workers' Section established a world trade union council for workers for UPS.
98. A feasibility study was carried out in cooperation with the German affiliate ÖTV into the creation of an ITF database on multinational road transport operators in Europe, in response to a resolution adopted by the Geneva Congress on the issues of multinational transport companies. One of the conclusions that was drawn from this was that the ITF should not duplicate the commercial databases which generally hold company information. Workers' representatives at grass roots level did have valuable intelligence which, if accumulated, could become a very useful resource. However, communicating directly with such representatives would be necessary in order for such a database to function. Barriers may exist due to language differences and the organisation of international responsibility within unions. Suitable arrangements with and between affiliates could be examined to set up networks of such workplace contacts, however.
99. International solidarity alliances and networks for workers in the same companies internationally strengthen multinationals work and this is the direction in which the ITF expects to develop.

HEALTH, SAFETY AND THE ENVIROMENT

100. The ITF's Urban Transport Committee has been very active in supporting the work of Health and Safety Working Group, which includes participation from academics, and the Civil Aviation and Maritime Sections also have regular meetings of such groups. In addition, work on AIDS and HIV has been carried out both by the Road Transport and Seafarers' Sections, but largely in isolation from each other. The ITF continues to participate in the work of the ICFTU Health, Safety and Environment Committee, but most ITF work on health and safety issues has been carried out within the Sections. Areas such as violence at work and health issues for women transport workers, and drug and alcohol policies may receive attention in the future, however.

INTERSECTIONAL COOPERATION

101. The period under review has seen a steady increase in joint cooperation between the different ITF Sections. The Urban Transport Committee has long been a joint activity of between the Road Transport and Railway Sections and the FOC campaign is the fruit of joint action between the Seafarers and Dockers' Sections. The ITF Seafarers' Section is now working with the Inland Navigation Section on the growth of FOCs in inland waterways, and the Road Transport and Civil Aviation Sections have worked together on UPS. As major international employers spread across traditional Section borders, such joint activity will continue to be of more importance. At the level of the ITF Secretariat, when major disputes occur staff resources in other Sections are, when necessary, redirected from non urgent work to meet the need for immediate response.

INFORMATION AND COMMUNICATIONS

102. The ITF's information and communications activities, which includes relations with the press and media, coordination of publications and the ITF's web site, as well as the ITF Library, is now handled by an integrated Policy and Information Department within the ITF secretariat which also covers Education activities.
103. During the period under review the ITF has continued to produce "ITF News" but has reduced the frequency of publication from ten to six issues per year while increasing the size and depth of coverage. It is now published in seven languages (Japanese is produced in the Tokyo office and Russian in Moscow). The "Seafarers' Bulletin," is produced annually in fourteen languages with a total print run of over 250,000. Other Section publications have been produced according to demand and to the resources available. A fortnightly electronic and fax publication, "ITF Info" was produced in five languages during 1996 and 1997. Production was suspended at the beginning of 1998 pending a review of its effectiveness. The Department has continued to produce posters and other publicity materials to support the activities of the Sections and Departments. It also carries out press work, contacting and responding to journalists both directly and through affiliates and regional offices when these are involved.
104. The ITF's press and publicity work needs both to be able to respond to campaigns-based activities and to raise the profile and credibility of the organisation in key industry and international publications. Targeting the ITF's press and public relations more precisely will be one of the tasks for the organisation for 1998 onwards.

105. Over the period under review, the ITF web site was launched. The ITF was one of the first major trade union organisations to set up and run a site on the World Wide Web. As such it was very successful. However, since its launch, the site has developed considerably and expanded in content to the point of making the information unmanageable. This, combined with developing Internet technology, led to a project to create an updated site which would be more organised and include password-protected areas containing ITF information, for the use of affiliates.

WOMEN TRANSPORT WORKERS

106. Since the 1994 Women's Conference in Geneva, considerable progress has been made in implementing a programme to advance the participation of women transport workers in ITF activities. A Women's Department was established at the ITF and a Women's Officer appointed. There have been three meetings of the Women's Interim Steering Committee. Several regional conferences and seminars took place immediately before other ITF events in order to maximise women's participation in mainstream meetings.
107. An ITF Women Transport Workers' Network was established, and a directory published which details women contact-people in each union. Some country, regional and sub-regional coordinators for the women's network were nominated following regional meetings and in some countries these coordinators have been active in promoting women's education and their participation in trade union activities. In October 1997, recommendations were made by a WISC delegation to the Executive Board which took decisions on constitutional changes that the 1998 Congress should address to ensure women's representation at the highest levels of the ITF structures.
108. Education projects specifically for women transport workers have been developed in cooperation with the Education coordinator, and several regional/sub-regional education seminars have been held. Other projects are planned for the future, notably a long-term project for African women transport workers, which will be financed by the Dutch trade union centre, FNV.
109. A meeting was held for women seafarers in 1997 and in 1998 the Road Transport Section decided to carry out work on clerical and distribution staff, who are mainly women. In 1997 a campaign against sexism in the aviation sector was successfully launched and is being followed up in 1998 through the development of industry guidelines dealing with equality. Promotional material was developed, including a seven-point charter on women transport workers which appeared on a wall chart distributed to affiliates. A new publication, "ITF Women", was produced. Work was also contributed to a commercial project to make a video on sexual and racial discrimination at sea. The ITF has participated in affiliates' education programmes to talk about its work for women, as well as in the work of the ICFTU Women's Committee.
110. It is too early to tell if more women are becoming generally more involved in transport unions' international work. As far as membership is concerned, 1994-1998 does seem to have seen a gradual increase in women's trade union membership in the transport sector although there are still many unions who do not, or cannot, declare membership statistics for women to the ITF. The practice of holding women's meetings before other meetings has led to noticeable improvements, especially at regional conferences. At some events, the ITF's Centenary Congress in

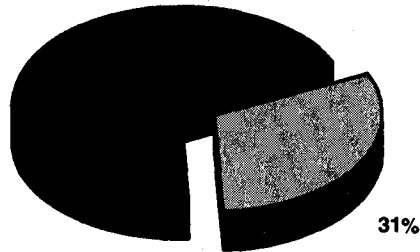
1996 for example, female participation matched percentage membership in ITF unions at around ten per cent. Over the period under review, women have been worse represented in terms of their membership at road transport and seafaring meetings. Over the last few years however, some of the ITF's affiliates have made considerable efforts to organise and include women in trade union work at national level. It is important not only for the ITF to put pressure on unions to include women in international work, but also for unions themselves to educate and organise at home. For the near future, the ITF hopes to assist its affiliates to concentrate on organising women at country level, which would strengthen the Network. Recently, a proposal to establish a 30 per cent quota for women in all ITF education activities has been received positively; an Interamerican women's meeting held in 1998 made this quota one of its conclusions.

111. Whilst it is true that good progress has been made, much of the work of the Women's Department has been concentrated on ensuring that good structures are created. One of the major tasks that need to be taken on now is strengthening the ITF Women's Network in order to make it a real tool for women transport workers. Focusing on women's education, identifying and developing information resources for women transport workers and carrying out topic-based activities by the ITF and its affiliates are other areas that need to receive more attention.

INDUSTRIAL SECTIONS

INLAND TRANSPORT SECTIONS

RAILWAY WORKERS' SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994	90 unions	1,310,859 members
1998	109 unions	1,428,690 members

Section Chair Jimmy Knapp (RMT, Great Britain)
Section Vice Chair Umraomal Purohit (AIRF India)

Section Secretary Graham Brothers (Assistant General Secretary)
Assistant Secretary Asbjørn Wahl (1993-97)
Jane Barrett (1997-98)

112. The Section's membership has grown modestly, despite the very substantial job losses in the railway industry worldwide. The affiliation of a number of significant new unions and some increase in declared membership has offset significant reductions in membership elsewhere.
113. The ITF Railway Workers' Section is currently structured on the basis of a Section Conference and a Section Committee, supported by a Transport Policy Sub-Committee. The Section Committee membership remains that elected in Geneva, with minor changes. The Section Committee has not met during the period under review.
114. The Transport Policy Sub-Committee is currently composed of representatives of the following unions :

<i>Country</i>	<i>Union</i>
Austria	GdEÖ
Belgium	CGSP Cheminots
Botswana	Botswana Railway Workers' Union
Canada	CAW
Croatia	Railwaymen's Trade Union of Croatia
Fiji	Fiji Sugar and General Workers' Union

Finland	Suomen Veturimiesten Liitto ry
France	FO Cheminots Fédération Maîtrise et Cadres FGTE - CFDT
Germany	ÖTV GdED
Great Britain	RMT TSSA
Greece	Fédération Panhellenique des Cheminots
Hungary	Free Trade Union of Railway Workers
India	All-India Railwaymen's Federation
Italy	FIT - CISL FILT - CGIL
Japan	TOSHIKO KOKURO SHITETSU-SOREN JRU JR-RENGO
Luxembourg	FNCTTFEL
Namibia	Namibia Transport and Allied Workers' Union
Netherlands	FNV Bondgenoten
Norway	Norsk Jernbaneforbund Norsk Lokomotivmannsforbund
Russia	Independent Trade Union of Railwaymen and Transport Construction Workers of Russia
Slovenia	Sindikatski Strojvodij Slovenije
Spain	UGT CC.OO
Switzerland	SEV
Turkey	DEMIRYOL-IS BTS
Ukraine	VPMU
Zaire	FNTT
Zimbabwe	ZARU

115. The ITF and Eurotunnel agreed in January 1998 to the formal establishment of a **Eurotunnel Consultative Committee**, with its primary focus being health and safety matters. The Committee also includes non affiliated unions from Belgium and France. The participating unions are: CGSP Cheminots, SCCC (Belgium), FO Cheminots, CFDT Cheminots, CGT (France), TSSA, RMT, ASLEF (Great Britain).
116. Railway affiliates from Australia, Canada, Great Britain, New Zealand and the United States attended the first meeting of the **Wisconsin Central Working Group**, in November 1997. Other unions are being included in a Wisconsin Central contact group for the exchange of information.

POLICY ISSUES AND CAMPAIGNS

117. The period under review has seen further massive changes in the structure and ownership of railway undertakings world-wide. There has been widespread privatisation of railways, usually accompanied by huge job losses, and political pressure has intensified for the institutional separation of the management and/or

ownership of train operations from infrastructure. Different models of change are being promoted in different regions of the world. In *Europe*, the European Union is forcing through legislation the institutional separation of operations and infrastructure, with access to infrastructure to be opened to competition. The World Bank, on the other hand, which remains highly influential in restructuring the publicly-owned railways in *Africa, Asia and Latin America*, has tended to push for a model of 'concessioning' of railways to private interests over a 20-30 year period, but with the retention of a vertically-integrated structure.

118. The Railway Workers' Section has been active at all levels not only to protect members' jobs, particularly in the face of contracting-out of work, but also to safeguard the integrity of railway networks. In October 1995 a special conference on "The Railways - Structure and Ownership" was held in Budapest and its report was published and widely circulated.
119. The World Bank's Senior Railway Adviser Louis Thompson was invited to the Section Conference held in Berlin in November 1997, together with Brendan Martin, an expert engaged by the ITF to study Bank-influenced restructuring in Ghana and Ivory Coast. The Section Conference re-affirmed its strong commitment to public ownership of the railways.
120. Two main principles have formed the basis of the Section's policies and activities:
 - Defending vertical integration as the preferred structure of railway networks; and
 - Insisting that competition between modes of transport is subject to full internalisation of external costs.
121. An important consequence of the fragmentation and/or privatisation of certain former publicly-owned networks has been the establishment of a growing number of multinational rail operators. In reviewing its structure and working procedures the Section is very conscious of the need to respond to this development. The activities in Australia of one of these companies, Wisconsin Central, suggest that established trade union rights are very much under threat.

MAJOR DISPUTES AND SOLIDARITY

122. The **Australian** Government commenced a process of selling off railway operations early in 1998. Purchasers, including Wisconsin Central of the USA and SERCO/Anglia Railways of Great Britain, have imposed individual contracts of employment on workers transferred or re-employed in place of existing railway industry awards (collective agreements). In support of the Public Transport Union, the Section has intervened with the foreign companies demanding that they respect proper procedures and recognise established trade union rights. At the time of the preparation of this report the problems remained unresolved.
123. Four **Croatian** Railways (HZ) trade unions went on strike in December 1994 in protest at the government's failure to meet its obligations arising from an agreement signed in 1993. Messages of protest were sent by the Secretariat and many railway worker affiliates. On 14 December 1994, following an appeal by the unions involved, an ITF mission, consisting of Ali Memon (ÖTV Germany) and Asbjørn Wahl (ITF Secretariat) visited Zagreb. The dispute was settled on 27 December but the agreement was not implemented and further strike action took place until management agreed to sign a collective agreement in April 1998.

124. Railway workers in the **Czech Republic** staged a strike in February 1997 against proposals for the restructuring of Czech Railways (CD). The strike was eventually called off when the Government agreed to present a proposal for an overall transport strategy. However, problems have persisted in 1998, due in particular to government initiatives to transfer secondary lines to private or local government operation.
125. The **Ghana** Railway Workers' Union of TUC requested messages of solidarity with the union and protest against the government because of possible plans by the Ghana Railway Corporation and Government to restructure Ghana Railways which included drastically reducing the workforce from 5,000 to between 1,600 and 2,100 (June 1995).
126. In October 1995, **French** railway workers learned of plans for the period up to 2000 which would entail the closure of up to 16,000 kilometres of lines, the loss of up to 50,000 jobs and the fragmentation of the national undertaking, with many activities being proposed for privatisation and contracting-out. Repeated actions by a united front of railway unions over the following two years prevented any large-scale withdrawal of services, forced the Government to resolve the problem of the SNCF's long-term debts, safeguarded the employment status of railway workers and retained a network under public ownership.
127. In June 1994, signal workers represented by the **British** National Union of Rail, Maritime and Transport Workers (RMT) paralysed the country's rail network for 15 weeks through a series of alternate weekly 24- and 48-hour strikes in support of pay demands. The strike, which involved about 4,600 RMT members, was against the employer Railtrack, which had taken over responsibility for railway infrastructure on 1 April 1994 from British Rail as part of the British Government's privatisation plan. ITF-affiliated unions overwhelmingly endorsed the RMT's position at the ITF's 37th Congress and many affiliates sent messages of protest to the British Government and the Chairman of Railtrack. The strike was finally settled at the end of September 1994.
128. ITF support was given to the **Greek** Railway Workers' Federation in February 1998 in relation to attacks on established conditions of employment and threats to undermine trade union rights.
129. In December 1994, railway workers represented by the **Hungarian** Free Trade Union of Railway Workers (VDSzSz) began a general strike in protest at proposals to worsen railway workers' conditions of service, and the planned dismissal of 3000 staff. The ITF Secretariat and many railway affiliates sent messages of protest. After 18 hours of strike action, agreement was reached on trade union involvement in restructuring, job losses and wage increases. Further messages of support and protest were again sent in April 1995 due to the failure of Hungarian State Railways to renegotiate the collective agreement by 31 March 1995, which had been a condition of the settlement of the 1994 dispute.
130. On December 1994 an Agreement was signed between the National Railway Workers' Union, KOKURO, and the **Japanese** National Railways (JNR) Settlement Corporation under which the damages suit initiated in 1975 by the JNR was formally withdrawn. The 20 bn Yen suit dated back to an eight day strike by two unions, KOKURO and DORO, in 1975. Following the dissolution of DORO, the JNR Settlement Corporation inherited the damages suit and continued to pursue it against KOKURO as sole defendant. During the long campaign to secure the

withdrawal of the damages suit, ITF affiliates from all the transport sectors consistently and vigorously supported the Japanese unions.

131. Some 6,500 **Korean** National Railroad drivers who belonged to the National Council of Locomotive Engineers (NCLE), a splinter group from the ITF affiliated Korean Railway Workers' Union, went on strike on 23 June 1994 demanding an improvement in working conditions, a wage increase and reinstatement of sacked leaders. Riot police stormed the universities and church buildings where the railway and subway workers were staging sit-in protests, and military personnel were brought in to run the railway. Faced with such tough handling of the dispute, the strikers returned to work by the end of the month. The Korean Railway Workers' Union and the ITF Korean Affiliates' Coordinating Committee requested the government to show leniency towards the strikers. The ITF sent a letter to President Kim Young-sam asking the government to withdraw the military from the railway and to seek a peaceful resolution to the dispute.
132. In March 1995, the **Romanian** ITF affiliate the USLM, which organises the workers of the Bucharest metro, called a strike against the metro company Metrorex which had refused to negotiate a collective agreement or to eliminate unsafe and unhealthy working practices. Messages of protest were sent by the Secretariat to the Romanian President, Parliament, Government, Minister of Transport and Senate. A further strike in March 1996 was declared illegal by the Prime Minister, who instituted repressive measures against the strikers, leading to a partial return to work on 15 March. The ITF and its affiliates lodged strong protests, together with the affiliated union, to the Prime Minister against the action taken. Following the return to work, management and the USLM reached a satisfactory agreement.
133. The **Slovenian** railway workers' unions staged took strike action in April/May 1997 leading to agreement on increases in salaries and a new collective agreement. Workers who had been suspended for taking part in the strikes returned to work and sanctions against them were withdrawn. During the course of the dispute, the ITF and affiliates sent messages of support to the Slovenian unions.
134. The ITF intervened in 1994 in support of its affiliate during a strike in **Uganda** Railways. Despite a positive Commission of Enquiry the dispute took some time to resolve and a further dispute, which was finally resolved towards the end of 1997, took place to secure the re-instatement of check-off facilities which had been suspended.
135. ITF affiliates expressed support for the **Ukrainian** Free Trade Union of Locomotive Engineers (VPMU) following discriminatory action against railway workers involved in trade union activities by UZ, the state-owned railway undertaking, in July 1996. The Secretariat and affiliates sent messages to the Ukrainian authorities in December 1997 in support of the Ukrainian Railway Workers' Union action over non-payment of wages. The dispute was resolved satisfactorily.
136. In April 1995 the ITF and its railway workers' affiliates sent messages of support and protest when the National Railways of **Zimbabwe** was unwilling to enter into real negotiations with the Zimbabwe Amalgamated Railwaymen's Union (ZARU) regarding wages. ZARU staged a demonstration on 14 June 1996 and took successful industrial action on 9 July to back up wage demands. The 1996 wage award was fully paid, with the union winning an increase of 25% for 1997.

PUBLICATIONS, STUDIES AND SURVEYS

137. The publications produced within the Section are as follows:

Name of Publication	Date of Publication
ITF Railway Information 1992	June 1994
Promoting the Publicly-owned Railways	June 1994
Railway Safety	November 1994
Modernisation not Fragmentation	November 1994
Driver-only Freight Train Operations	April 1996
Railway Productivity	1995
Train crews in European cross-frontier traffic	February 1996

Six editions of the Railway Bulletin were also published between November 1994 and June 1998.

SECTION WORK PROGRAMME 1998-2002

138. The overriding issue facing railway workers world-wide will continue to be that of the restructuring of railway systems and the possible consequences for jobs, working conditions and trade union rights. The 1997 Railway Workers' Section Conference addressed the above issue in detail and the conclusions reached will guide the work of the Section for the next four years.

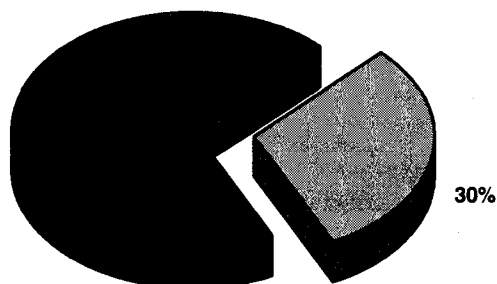
139. The starting point of the Section on railway restructuring is that the purpose of the exercise must be to modernise the network and improve the quality of service offered to existing and potential users. Within this context there are three prerequisites to successful restructuring: full consultation with railway workers' trade unions; protection of jobs to the greatest possible extent; and the improvement of rail safety standards.

140. The primary work of the Section over the next four years will therefore include the following activities:

- Continued policy discussion on the issue of railway restructuring and privatisation in the annual Section meetings.
- Advice to railway workers' affiliates facing restructuring and/or privatisation.
- Coordination by the Secretariat of solidarity activities in situations where railway restructuring and/or privatisation has resulted in a serious dispute between an affiliate and a government.
- Engagement with the World Bank and other international lending institutions to ensure that where they advise governments on railway restructuring and/or privatisation, the railway trade unions are fully consulted.
- Coordination by the Secretariat of affiliate activities within the newly emerging multinational railway operators.
- Continuing to campaign and lobby for full trade union rights for all railway workers, whether employed in the public or private sector.
- Continuing to lobby and campaign for integrated urban transport systems in conjunction with the Road Transport Workers' Section via the ITF Urban Transport Committee and in cooperation with the UITP.

141. In addition to the above, the Section will continue to pursue issues of railway safety. Safety in tunnels, including the Channel Tunnel, will in particular remain high on the agenda.

ROAD TRANSPORT WORKERS' SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994	1,326,859 members	127 unions
1998	1,392,354 members	167 unions

Section Chair Peter Baranowski (ÖTV Germany)
Section Vice Chair Don Cunninghame (TGWU New Zealand - resigned 1997)

Section Secretary Graham Brothers (Assistant General Secretary)
Assistant Secretary Asbjørn Wahl (1993-97)
Jane Barrett (1997-98)

142. At the Section Conference held in September 1996, the Section adopted a new structure, in which an Annual Section Meeting, open to all affiliates, is supported by an expanded and more representative Steering Committee. One of the Annual Section Meetings held between ITF Congresses will be designated as a full Section Conference. The membership of the new Steering Committee will be determined at the Section Meeting held during the 39th Congress. The Section has also formally established a Taxi Working Group and a Telematics Working Group.

143. At the end of 1997 the unions represented on the Section Steering Committee were :

Country	Union
Argentina	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas
Belgium	Belgische Transportarbeidersbond
Brazil	CNTTT
France	Fédération Nationale FO des Transports
Germany	Gewerkschaft Öffentlicher Dienste, Transport und Verkehr
Great Britain	Transport and General Workers' Union
Japan	All-Japan Municipal Transport Workers' Union (TOSHIKO)
New Zealand	Transport and General Workers' Union Incorporated*
Spain	Federación Estatal de Transportes y Telecomunicaciones - UGT
Sweden	Svenska Transportarbetareförbundet
Zimbabwe	Transport and General Workers' Union

*since dissolved.

144. The **ITF Taxi Working Group** met for the first time in March 1998. Membership is open to all unions organising taxi workers.

145. The **ITF Telematics Working Group** met for the first time in March 1998. Membership is open to all unions with an interest in transport telematics.
146. The **ITF World Council of UPS Trade Unions** was established in June 1997. The participating unions (including those affiliated to the Communications International (CI) are:

Country	Union
Belgium	SETCa/BBTK
Brazil	FENTECT (Postal Workers)
Canada	IBT
Germany	Gewerkschaft ÖTV
Great Britain	TGWU
Irish Republic	CWU
Netherlands	FNV Bondgenoten
United States of America	IBT IPA

POLICY ISSUES AND CAMPAIGNS

147. The structure of ownership of road transport undertakings remains highly fragmented, making trade union organisation of workers and negotiation and enforcement of collective agreements extremely difficult. The political changes in Central and Eastern Europe and Central Asia have led to the privatisation of many formerly state-owned undertakings, which have generally been replaced by a very large number of private operators. A particular problem has arisen for international drivers as frontier facilities are unable to cope with the huge increase in international traffic. Delays of several days at certain border-crossings are commonplace. The ITF, in conjunction with the IRU, has made repeated proposals for facilitating international traffic but political authorities are slow to respond. Given the ever-increasing number of drivers working internationally, the Secretariat is still actively engaged in seeking to establish a comprehensive scheme for legal and medical assistance for drivers abroad.
148. By far the most important issue for the Section during the period under review, has been the continuing struggle to establish **acceptable working hours** for drivers in both the passenger and goods sectors, and to persuade the authorities to enforce effective limitations to reduce driver fatigue. A major international campaign was launched by the Section in June 1997 in which a large number of affiliates and some non-affiliates participated. A key feature of the campaign was joint union actions at frontiers. The Section is organising a second International Day of Action on 8 September 1998. As a result of employer obstruction, little progress has been made in the European Union regarding the amendment of the existing Regulation 3820/85 governing drivers' hours or the adoption of an agreed Directive limiting working time. Proposals agreed between the ITF and IRU regarding enforcement of the AETR were approved by the ECE's Principal Working Party on Road Transport but have yet to be accepted by its Inland Transport Committee. In the context of a comprehensive review of existing ILO instruments, the ILO Governing Body has taken a decision in principle to seek a revision of Convention 153 which has so far received few ratifications.
149. The **Bus Construction Working Group** has continued to develop its recommendations concerning design and construction aspects of buses and coaches

and improvement of the driver's working environment and has had a number of discussions with manufacturers, operators and research institutes. Some accidents in Japan revealed serious deficiencies in design standards. As a consequence a joint Government/manufacturer/trade union /operator Bus Body Study Committee was established and has already carried out work to set improved standards of impact-resistance and protection for drivers.

150. The Section has established new working groups on **taxis** and **telematics** and is examining how best to develop activities on behalf of **non-driving road transport workers**.

DISPUTES AND SOLIDARITY

151. In **Argentina**, protests against excessive working hours were renewed when a 60-kilometre-long "snail" convoy of trucks organised by the Federación de Camioneros spent three days driving the 900 kilometres from Mendoza to Buenos Aires in February 1997. The union also organised actions at the frontiers with Brazil, Chile and Paraguay in conjunction with the unions from these countries. In a separate action, officials of the union who had gone to the assistance of members stranded in Chile were ejected from the country by the local police, leading to strong protests against the denial of trade union rights.
152. The **French** road transport workers' unions FO Transports and FGTE-CFDT were the main leaders of a 12-day strike and road blockade by truck drivers which paralysed large parts of the country in November 1996. Important improvements in working conditions, reduction of the retirement age to 55, payment for non-driving time, sickness benefits and promises of respect for trade union rights at the workplace were negotiated in settlement of the dispute. In November 1997 the action was renewed as a result of the failure of employers properly to implement the provisions of the negotiated settlement.
153. On the occasion of the meeting of **Mercosur (Argentina, Brazil, Paraguay, Uruguay)** Presidents on 17 December 1996, road transport unions of southern Latin America staged a frontier blockade of some 1200 trucks under the banner "Day of Struggle for Mercosur Workers' Rights". The action took place in protest against deteriorating social conditions, unfair competition, social dumping and the undermining of workers' rights.
154. In May 1998, more than 10,000 bus and truck workers took part in **Norway's** biggest transport strike for fifty years after a breakdown in contract talks. The strike, organised by the Norwegian Transport Workers' Union, was joined for the first time by the Norwegian Bus Workers' Union (NRAF). The Nordic Transport Workers' Federation and the ITF warned the European transport unions that the companies involved might use unorganised workers to carry their goods. Renewed talks under the national mediator led to an agreed settlement with the employers' bodies and the ending of industrial action on 10 June.
155. The Vervoersbond FNV (now the FNV Bondgenoten) commenced strike action over jobs and wages in the **Netherlands** public transport sector for intercity coaches on 19 January 1995. As a result of a request from the FNV Bondgenoten, the ITF Secretariat approached the CGSP, Belgium, asking them to prevent Belgian buses taking over Dutch border-crossing routes during the strike, and a message of support was sent to the FNV Bondgenoten.

156. In August 1997 185,000 **United Parcel Services** workers organised by the International Brotherhood of Teamsters went on strike in the **USA**. This was the largest strike in the United States for 40 years. 2,000 UPS pilots also went on strike in solidarity. The main issues in the dispute were basic wages, job security (with two thirds of the workers being on part-time, casual contracts), health and safety procedures and issues concerning the pension plan. After 15 days, management conceded virtually all the union's demands. Most significantly, the settlement agreement included a commitment by the company to create 10,000 new full-time jobs. International solidarity played a major part in exerting pressure on the company during the dispute. From the start, UPS management assured its customers that international services would be unaffected by the action by US workers. ITF unions, many of which had already participated in the Teamsters' negotiations during an earlier meeting of the UPS World Council, were able to demonstrate that this could not be guaranteed.
157. A delegation of officials from the Teamsters, accompanied by the IPA (Independent Pilots' Association) toured UPS European plants during August, addressing mass meetings of UPS workers, organising pickets and meeting with the leadership of ITF unions. By the time the dispute ended, affiliates in several key European countries had already implemented plans for sympathy strikes or other practical industrial action, which would have had a serious impact on UPS. During the strike, an 'action team' within the ITF Secretariat, made up jointly of Road Transport and Civil Aviation Section staff ensured a constant flow of information to affiliates. ITF officials gave numerous media interviews in the USA and Europe. At the end of the strike, IBT President Ron Carey sent a personal message of thanks to the ITF and to the individual unions which participated in the action, stressing the vital role which international solidarity had played in bringing it to a successful conclusion. Many lessons were learned from the UPS strike which will be applicable to other disputes in future.
158. In October 1995, the ITF sent a donation of £2,000 from the Edo Fimmen International Solidarity Fund for the relief of hardship amongst employees of Cargo Carriers who had been dismissed during a dispute between the company and the **Zimbabwe** Transport and General Workers' Union. In November 1995 the High Court ordered the company to reinstate all employees with immediate effect but the company refused to implement the decision. Following further industrial action and solidarity by ITF affiliates in Southern Africa, the dismissed workers were finally reinstated by court order in June 1996.

PUBLICATIONS, STUDIES AND SURVEYS

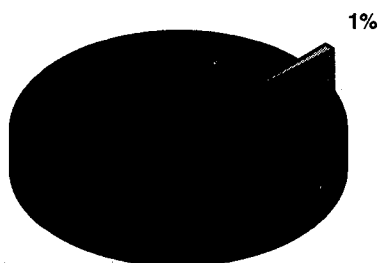
159. The publications produced by the Section during the period under review were as follows:

Name of Publication	Date of Publication
A Transport Revolution in the Pipeline? - Telematics in Road Transport	July 1995
Enough is Enough (working hours campaign handbook)	April 1997
Road Transport Bulletins	July/August 1996 and March/April 1997

SECTION WORK PROGRAMME 1998-2002

160. A range of current issues demand a response from the Road Transport Workers' Section, some of which reflect changes which are taking place in the industry. These include:
- Long and unregulated working hours.
 - Growing numbers of professional drivers who are either self-employed or employed on a lease-hire basis.
 - Technological changes, particularly in information technology.
 - The growing importance of non-driving staff in the sector, and the growing numbers of women in the industry.
 - The growing presence of multinational operators in road transport, especially in passenger road transport and in the so-called Integrators or small package companies.
 - The ongoing need to campaign for the defence and expansion of affordable and efficient public transport systems.
161. The Road Transport Workers' Section activities over the coming four years will be focused on the above issues. The key campaign for the coming period is the Section campaign on **Working Hours**, focusing on demands for the regulation of working time and rest periods. The Day of Action on 8 September 1998 was one date in a continuing campaign on the issue.
162. Regarding the growth of multinational operators in road transport, the Section intends to develop the **World Council of UPS Trade Unions**, which also includes civil aviation and postal workers' unions with a view to extending its terms of reference to include other Integrators (such as TNT, DHL and Fedex). A correspondence group of trade unions organising in **Stagecoach** (both road and rail passenger transport companies) has been established. The Secretariat will continue to coordinate the work of these group and will help to establish working groups in other multinational companies where there is sufficient demand from affiliates. Wherever possible this activity will need to be coordinated with the European Works Councils which are being established in a number of transport transnationals under EU legislation.

INLAND NAVIGATION WORKERS' SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994 51,695 members 60 unions
1998 46,122 members 80 unions

Section Chair Alfons Geeraerts (BTB Belgium)
Section Vice Chair Walter Darmstädter (HTV Austria)

Section Secretary Graham Brothers (Assistant General Secretary)
Assistant Secretary Asbjørn Wahl (1994-97)
 Jane Barrett (1997-8)

163. Although an ITF Inland Navigation Workers' Section Committee exists, it has not met during the period under review. The bulk of the Section's activities are based in the Regions on waterways in which international navigation takes place. The Section also has a Rhine-Main-Danube Working Group and a Rhine Manning Committee. Certain of the activities of the Section in relation to flags-of-convenience and non-domiciled crews have been supported by the ITF Seafarers' Welfare Fund.

164. Membership of the Rhine-Main-Danube Working Group in June 1998 was as follows:

COUNTRY	MEMBER	UNION
Austria	W Darmstädter (Vice Chairman) R Tresdner	HTV
Belgium	A Geeraerts (Chairman)	BTB CVD
France	<i>vacant</i>	FETS FO
Germany	H-W Kayßer	ÖTV
Netherlands	P Kloosterman	FNV Bondgenoten
Switzerland	H Baumgartner	VHTL

POLICY ISSUES AND CAMPAIGNS

165. The principal activities of the Section have been based on the Rhine-Main-Danube waterway system in Europe and the Paraguay-Paraná and Amazon systems in Latin America. The kinds of navigation and vessels in use in these two regions differ substantially. A seminar for Indian and Bangladesh affiliates initiated activity in

Asia. The potential for increased traffic on many waterway systems remains undeveloped, despite increasing acknowledgement that inland waterway transport causes less environmental damage than competing modes. Inland navigation is a major transport mode in Russia and other former republics of the USSR. In this part of the world there has been a blurring of the distinction between river and sea transport, with many larger river vessels being used increasingly in deep sea trades. This raises serious maritime safety concerns as well as competition issues for seafarers and inland navigation workers which will need to be further developed in the future.

166. Inland navigation affiliates are extremely concerned at certain negative developments in the sector. In Latin America, flags-of-convenience have appeared on the Paraguay-Paraná waterway, replacing ships navigating under the flags of the riparian states. Affiliates have requested that the ITF's flag-of-convenience campaign be extended to counteract this development and work is now being conducted to establish the extent of the use of flags of convenience in this sector.
167. In Europe the principal concern is over the use of non-domiciled crews at inferior rates of pay and without proper contractual guarantees. At the time of preparation of this report a survey was being carried out jointly with the ITF Seafarers' Section on ownership, employment and working conditions in the industry to be used as the basis for the development of an ITF policy on minimum conditions of employment. There is considerable concern that certain owners are using Luxembourg as a flag-of convenience.
168. A major objective of the Section is to ensure that manning levels are adequate not only for the safety of navigation but also to ensure acceptable social and working conditions on board. The ITF is involved in discussions at both the ZKR and ECE in order to try to achieve this objective. In Europe a large number of ships belong to owner-operators, a factor which has a negative effect on wages and working conditions. In recent years, this situation has been exacerbated as a result of ship sales by large shipping companies.

DISPUTES AND SOLIDARITY

169. In May 1994 the ITF was informed by its French affiliate, FO-FETS, that the French Government was proposing to transfer the fleet operated by the State-owned company CFNR) from the French to the Luxembourg flag. The main purpose of this exercise appeared to be a reduction in the company's social security payments. The proposal was vigorously opposed by the union which felt that the conversion of the Luxembourg flag into a first European inland waterway flag-of-convenience would set a very dangerous precedent. The ITF Secretariat and affiliates sent messages of protest to the French Minister of Transport and to the President of the CFNR. Despite these protests, a new subsidiary company, CFNR-Lux, was registered in July 1994. The situation was discussed between representatives of FO-FETS and the ITF's Luxembourg affiliate FNCTTFEL during the 37th ITF Congress in August 1994 and a Statement of Intent was drawn up. This Statement recognised that FO-FETS would continue to represent the crew, would negotiate with CFNR-Lux on their behalf and would be responsible for the supervision of agreements. The FNCTTFEL would ensure that such agreements complied with Luxembourg social standards and would fulfil administrative requirements in Luxembourg. A further discussion took place in Luxembourg on 24 November 1994 with ITF participation and it was agreed the unions would present proposals for an agreement to be negotiated in accordance with Luxembourg law. The FNCTTFEL

subsequently established a Section for Inland Navigation workers. The parent CFNR company has since been privatised.

PUBICATIONS, STUDIES AND SURVEYS

170. Publications produced within the Inland Navigation Section are as follows:

Name of Publication	Date of Publication
Policy on the consequences of UN sanctions against Serbia for Danube transit traffic	Submitted to ECE Inland Transport Committee in January 1995
Survey on ownership of fleets, flags, crew nationalities re: campaign against flags and crews of convenience	Final report being compiled, July 1998

SECTION WORK PROGRAMME 1998-2002

171. The Section will continue to discuss the means to combat social dumping arising from the use of flags-of-convenience and of non-domiciled crews. Where it is accepted that non-domiciled crews may be employed, this must be on the basis of genuine contracts of employment which properly identify responsibility for aspects such as membership of social security regimes. The Section will continue to promote the effective regulation of ships' manning and limitation of working hours and will fight against unfair competition based on inferior working conditions. The Section will continue to represent affiliates at the intergovernmental organisations who influence working conditions and the economic situation in the sector.

URBAN TRANSPORT COMMITTEE

172. The ITF Urban Transport Committee is a joint activity of the Railway Workers' Section and the Road Transport Workers' Section on urban public passenger transport. The Committee is accountable to both Sections and works closely with the Public Services International (PSI) which has in membership a number of municipal workers' unions which also organise urban transport workers.
173. During the period under review, the Chair of the Urban Transport Committee has been **Sigfried Weiss (GdED, Germany)** and its Vice Chair has been **Anders Westin (Swedish Municipal Workers' Union)**.
174. The following unions were members of the Urban Transport Committee in June 1998:

<i>Country</i>	<i>Union</i>
Australia	ASU
Austria	GdEÖ Gewerkschaft der Gemeindebediensteten HTV
Belgium	Secteur "TRAM-BUS-METRO" de la CGSP BTB
Brazil	CNTTT
Canada	CAW TCU (Canadian Division)
Denmark	SiD
Finland	RL SVL AKT
France	FO Transports FGTE CFTD FO Cheminots FMC
Germany	ÖTV GdED
Ghana	PRTU
Great Britain	TGWU ASLEF RMT TSSA
Greece	Panhellenic Federation of Railwaymen
India	Tamil Nadu Road Transport Federation
Israel	Transport Workers' Division of Histadrut
Italy	FIT - CISL FILT - CGIL UILTRASPORTI
Ivory Coast	Syndicat des Travailleurs de la SOTRA
Japan	TOSHIKO KOKURO UNYU-ROREN KOTSU-ROREN SHITETSU-SOREN JRU ZENJIKO ROREN

	JR-RENGO
Kenya	TAWU
Korea	FKTWU
Lesotho	TCEAWU
Luxembourg	FNCTTFEL
Mauritius	TCEU
Namibia	TAWU
Netherlands	FNV Bondgenoten
New Zealand	TGWU
Nigeria	NURTW
Norway	NTF
Slovakia	ITPRTW
South-Africa	TAWU
Spain	FETT UGT FETCOMAR - CC.OO.
Sweden	STF SEKO SK
Switzerland	SEV VPOD
Thailand	SRTSEA
Turkey	DEMIRYOL-IS
Zaire	FNTT
Zimbabwe	TGWU ZARU

175. The ITF/PSI Urban Transport Working Group is currently composed of:

<i>Country</i>	<i>Member</i>	<i>Union</i>
Belgium	L Antoine	Secteur "TRAM-BUS-METRO" de la Centrale Générale des Services Publics
Czech Republic	K Veselka	Czech Assoc. of Transport Unions
France	G Doriat J-A Gautier	Fédération Nationale FO des Transports Fédération Générale des Transports et de l'Équipement - CFDT)
Germany	H Schmidt-Kohlhas	Gewerkschaft Öffentlicher Dienste, Transport und Verkehr
Germany	S Weiß (Chairman)	Gewerkschaft der Eisenbahner Deutschlands
Great Britain	G Stevenson A Thompson	Transport and General Workers' Union UNISON
Italy	S Frisella	Federazione Italiana Trasporti - CISL)
Luxembourg	G Greivelding	FNCTTFEL
Sweden	K Gustafsson A Westin (Vice Chairman) L Welander	Svenska Transportarbetareförbundet Svenska Kommunalarbetareförbundet
Switzerland	S Giger F Barbezat	Schweizerischer Verband des Personals Öffentlicher Dienste Schweizerischer Eisenbahner-Verband (SEV)

176. A Joint Working Group on Health and Safety in Urban Transport was established in 1996. It is made up of representatives of ITF affiliated trade unions and academics sympathetic to the trade union movement and active in researching urban transport

workers' health and safety problems. In June 1998 the members of the Joint Working Group were:

Academics

Johan Siegrist
Birgit Aust
Birgit Greiner
June Fisher
Anna Marie van den Berg
Michiel Kompier
Bo Netterstrom

Trade union representatives

Hilmar Schmidt-Kohlhas ÖTV, Germany
Martin Mayer TGWU, Great Britain
Hubert Vermeir CVD Belgium
Anders Westin SK, Sweden
PSI

PUBLICATIONS, STUDIES AND SURVEYS

177. Publications, studies and surveys generated by the Urban Transport Committee during the period under review are :

<i>Name of Publication</i>	<i>Date of Publication</i>
Public Urban Transport - the real alternative	June 1996
Survey of Drivers' Hours in Urban Transport	October 1996
Health and Safety in Public Transport (symposium report)	June 1996
Bus Drivers' Alert (booklet concerning stress prevention in bus companies)	June 1998
Urban Transport Bulletin	Five issues March 1995 to March/April 1998
Tram design and construction standards	Report presented April 1998

WORK PROGRAMME 1998-2002

178. The current work of the Committee and its programme for the next four years is influenced by the recognition of both Sections that efficient user-friendly public transport systems are in the interests of transport workers, the public and local and national economies. The activities of the Urban Transport Committee over the next four years will include:

- A continuing campaign, including cooperation with the UITP (International Union of Public Transport) , to promote public transport and to resist deregulation.
- Ongoing research into the financing of public transport.
- Support for the Road Transport Section's campaign on drivers' hours of work and rest periods, and in particular lobbying and campaigning for the inclusion of short distance urban transport workers within the terms of ILO

Convention 153 on working hours in road transport and other regulations concerning drivers' hours.

- Continued research and coordination on bus and tram construction, via a Working Group of affiliates.
- The development of a policy position on land-use planning and other measures used to promote public transport and reduce urban congestion.
- Continued research and coordination on issues relating to health and safety amongst urban transport workers, via the Joint Working Group. It will continue to circulate information on new research, to re-write research findings in an accessible way, and to identify new issues which require research. Topics currently on the agenda of the Joint Working Group include: the relationship between bus drivers' health and scheduling and running times; development of prototype cab designs for buses and trams; strategies for dealing with aggression and violence against public transport workers; and the effects of air pollution exposure on public transport workers.

INLAND TRANSPORT SECTIONS – RELATIONS WITH INTERNATIONAL ORGANISATIONS

179. During the period under review the Inland Transport Sections have represented the ITF at meetings and other activities of the following intergovernmental and non-governmental organisations. Since a large number of these activities have concerned more than one mode of transport the organisations are listed together here rather than in the reports concerning the individual Sections. Further details can be found in the Annual Reports on Activities. The ITF's representational activities regarding these organisations have been reported to the appropriate ITF Section meetings. Representatives of certain of these organisations have also attended selected ITF Section meetings.

U.N. Economic Commission for Europe (ECE)

U.N. Economic Commission for Asia and the Far East (ECAFE)

International Labour Office (ILO)

European Conference of Ministers of Transport (ECMT)

European Union/European Commission

Central Commission for Rhine Navigation (ZKR)

Danube Commission

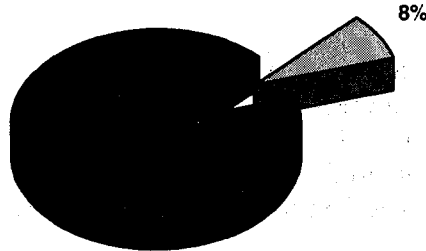
International Union of Railways (UIC)

Union of African Railways (UAR)

International Road Transport Union (IRU)

International Union of Public Transport (UITP)

DOCKERS' SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994	311, 605 members	122 unions
1998	369, 344 members	141 unions

Section Chair John Bowers (ILA, United States)

Section Vice Chair John Coombs (MUA, Australia)

Section Secretary Kees Marges

180. As a result of the continuing introduction of new technologies, privatisation and other structural change, the total number of port workers has continued to decline in most ports around the world. As a result, the membership of most ITF affiliated unions has also declined significantly. It is therefore all the more remarkable that the total number of dockworkers represented by ITF affiliates has increased since the Geneva Congress. This is due to the affiliation of new dockworkers unions, in many cases from new countries:

181. In June 1998, the **Dockers' Section Steering Committee** consisted of:

<i>Region</i>	<i>Name</i>	<i>Union/Country</i>
Africa	Uzoije Ukaumunna Thulani Dlamini	Maritime Workers' Union (Nigeria) TGWU (South Africa)
Asia/Pacific	John Coombs Manohar Kotwal	MUA (Australia) Transport & Dock Workers' Union (India)
Europe	Bob Baete Knud Hansen Manfred Rosenberg Graham Stevenson	BTB (Belgium) SiD (Denmark) ÖTV (Germany) TGWU (Great Britain)
Latin America/Caribbean	Mayo Machado Fernandes Francis Mungroo	CONTMAF (Brazil) Seamen & Waterfront Workers' Trade Union (Trinidad & Tobago)
North America	John Bowers Brian McWilliams	ILA (USA) ILWU (USA)

182. The Dockers' Section Committee appointed during the Geneva Congress has not met during the period under review. Instead every affiliated union organising port and dockworkers has received an invitation to attend the annual meetings of the Dockers' Section, which normally take place in conjunction with the ITF Fair Practices Committee. A full Section Conference was held in conjunction with the 1997 FPC in Miami.
183. Increasing emphasis has been placed on developing the regional structure of the Section. Regional Dockers' meetings have provided the opportunity for a more in depth exchange of information and discussion on regional trends and developments. The Section plays an active role in the leadership of the ITF FOC Campaign through participation in the Fair Practices Committee and FOC Campaign Steering Group.
184. Between major meetings, the work of the Section has been supervised by the Dockers' Section Steering Committee which, amongst other things, prepares the agenda and documents for Section meetings. Steering Committee meetings have so far been limited to one day, which has discouraged participation from unions outside Europe.

POLICY AND CAMPAIGNS

Privatisation and other port reforms

185. During the period under review, port reforms and notably the privatisation of ports and terminals has been the most important challenge facing the Section. Privately owned ports have faced pressure to further distance themselves from political authorities.. State owned ports have either been privatised outright or "corporatised" as a first step towards the same objective.
186. Different models of port privatisation have been used but the most common is the "Landlord" system where the state or the city retains ownership of the land and infrastructure while private operators own and manage the superstructure and cargo handling activities. Occasionally, as in some British cases, the whole port, including the land and infrastructure has been sold to the private sector.
187. As privatisation differs, so too do the effects on the workers. However, most 'reforms' in ports and terminals have been designed to bring about drastic reductions in jobs and to make significant improvements in crane and terminal productivity. Another important motive for privatisation has been the lack of public funds for new investment. Many governments see attracting private -in many cases foreign - investors as a simple solution to the problem of capital shortage.
188. The Dockers' Section believes strongly that, in order to defend the workers' interests, unions should be involved in the reform process from the earliest stages. Only port reforms based on acceptance by the workers, the most important 'asset' of any company, can be successful in the long run. Although these principles were included in the conclusions of the ILO Tripartite Meeting on structural reform in the ports industry held in Geneva in 1996, few governments or employers have so far been prepared to implement them in practice.
189. Faced with the refusal of most governments and employers to implement change by agreement with dockers' unions, the ITF Dockers' Section Conference held in Miami in 1997 adopted an 'International Solidarity Contract' which pledged support,

including practical solidarity action to sister unions whenever they were excluded from the reform process.

Union Busting

190. Port reforms also have a major impact on the position of trade unions. Unions must therefore continuously review their own policies and working methods to adapt to the new environment. Improving the skills of trade union leaders and being ready to accept changes which improve workers' conditions or which are unavoidable should be part of this process. This will prepare the unions for the challenges of the future, will enable them to defend basic workers' and trade union values in a changing environment and will, above all, guarantee the continued existence of strong and democratic trade unions in the ports industry.
191. Of course privatisation and 'port reform' are often used as tools to weaken or destroy trade union organisation. This trend, which is nothing new, can be world-wide, irrespective of the country's level of development. Port workers' unions have traditionally held a strong position in many countries and, as we have seen in Australia, those who wish to destroy trade unions in general know that the dockers are a prime target.
192. These developments led to the adoption of a second resolution by the Miami Conference which marked the start of a world-wide campaign against the introduction of anti-trade union policies by authorities.

FOC Campaign

193. ITF affiliated dock workers and the ITF Dockers' Section Secretary continued to play a significant role in the campaign against the use of Flags of Convenience. In particular, during the regional actions in Europe and the Asia/Pacific region, the support given by dockers proved crucial to the success of the actions.

ILO Conventions

194. In the early 1980s affiliates attending ITF Conferences decided to initiate a permanent campaign aimed at the ratification of ILO Convention 137 dealing with the Social Impact of New Technology in the ports. Globalisation of the industry has made the standards contained in that convention even more important. Technological change still continues to affect port workers, with ships capable of carrying 10,000 or even 15,000 containers now being planned. Mergers are now taking place between shipping lines, terminal operators and other actors in the industry in order to survive intense global competition and productivity is coming under constant pressure. The ITF has continued to defend Convention 137 against employer attempts to eliminate it as part of the general review of ILO conventions and to argue for the inclusion of its basic principles within the seaports policy of the European Union and other regional trading blocs.

Globalisation of Port and Terminal Ownership and Management

195. The period under review has seen the emergence of a new phenomenon, the so called Global Terminal Operators (GTOs). Although some shipping lines have had owned terminals in other countries in the past, specialised terminal operators have now begun building up global terminal networks. Major companies engaged in the business now include P&O Ports (Australia) Hutchison Whampoa (Hong Kong),

PSA (Singapore) ICTSI (Philippines) and SSA (USA). This internationalisation of port ownership raises new challenges for dockworkers' unions which have traditionally been used to dealing with local employers.

Cargo Handling by Seafarers

196. The period under review has seen the development of the ITF campaign against cargo handling by seafarers and the introduction of a cargo handling clause in ITF approved agreements for FOCs. The campaign, which runs alongside the FOC Campaign, is a practical demonstration of the mutual solidarity between seafarers and dockers. In a number of countries (but by no means all), a similar clause has been included in agreements for national flag ships.

DISPUTES AND SOLIDARITY

197. A large number of disputes took place in the ports industry during the period under review, and in many of these the ITF Secretariat was responsible for coordinating international solidarity. More detailed reports on the action taken can be found in the Annual Reports on Activities which are distributed separately to Congress delegates. This Report highlights some of the more important ones.

Liverpool Dockworkers

198. Intensive efforts were made by the Dockers' to secure the re-instatement of 329 dockers, members of the TGWU, who were sacked by Mersey Dock & Harbour Company in Liverpool, **Great Britain** in September 1995 for refusing to cross a picket line. While the TGWU was unable to give direct support to the dispute for legal reasons, many ITF affiliates around the world participated in solidarity action, and the representatives of the dockers themselves were very active in finding innovative ways of mobilising international solidarity. Efforts to secure the dockers' full reinstatement were not successful, however, and a final settlement involving the payment of substantial compensation together with some re-employment was reluctantly accepted by the workers concerned in January 1998. The TGWU thanked the ITF and its affiliates for the support received during the dispute.

War on the Waterfront

199. Perhaps the most remarkable dispute during the period under review was the Waterfront War in **Australia**. This dispute, which occupied an enormous amount of Secretariat time during 1997 and 1998 was of major strategic importance for the future of the ITF Dockers' Section. It was even more important because it was initiated by the Australian government with the clear intention of destroying the MUA, traditionally one of Australia's most powerful unions. Carefully staged failed negotiations and vicious anti union laws were part of a carefully planned government strategy, backed by terminal operator Patrick Stevedores and the right wing National Farmers' Federation to provoke the union into taking unlawful action. This did not occur. With a carefully prepared legal strategy, strong backing from the Australian trade union movement and some of the most effective international action ever seen in a major dispute, the MUA was successful in resisting the de-unionisation of the Australian ports industry over a period of almost ten months.
200. The Waterfront War took place in several phases:

Cairns (September 1997) where the replacement of MUA members by non-union labour was reversed following pressure exerted on the shipowner by the ITF and its affiliates;

Dubai (December 1997): where serving Australian soldiers being trained as replacements for unionised dockworkers in the United Arab Emirates were deported following threats by the ITF to target Dubai bound shipping and diplomatic contacts with the UAE government the operation was terminated as a result of the pressure of trade union movement activities in Australia and London;

Melbourne/Webb Dock (Jan-March 1998): where a non-union facility leased by the ultra right wing National Farmers' Federation was prevented from operating through international pressure on shipping companies;

Patrick Stevedores, who, with government connivance announced the mass dismissal of its entire union workforce in all Australian ports on 7 April and then attempted to replace them with inexperienced workers recruited by the NFF controlled labour supply company PCS.

201. The fight against Patrick Stevedores involved the mobilisation of an unprecedented level of international solidarity activity, and involved close coordination between the MUA, the ITF, the Australian Council of Trade Unions and the ICFTU. Picket lines at all Australian ports rallied continuously for almost a month were combined with effective and ultimately successful legal action by the union against the company and the government. The ITF Secretariat in London and Tokyo gave numerous media interviews, and the Dockers' Section distributed over 30 faxed Bulletins to key docker affiliates keeping them up to date with the latest developments and preparing them for possible solidarity action.
202. Having experienced effective ITF organised international solidarity in the preceding phases, Patrick Stevedores, with the backing of the Australian government, launched a pre-emptive strike against the ITF in the English courts within days of the sacking announcement. An injunction restraining the ITF from organising any solidarity action which might affect Patricks commercial contracts was obtained without the ITF's knowledge a few hours before the Easter holidays. Rapid response by the ITF's legal team led to the injunction being overturned several days later, with the ITF's legal costs being paid in full by Patricks. The court decision also provided valuable legal guidance on the position of the ITF under English law which will be extremely valuable in future disputes.
203. Freed from the restraints of the injunction, the ITF Dockers' Section returned to the coordination of solidarity action. Ships loaded by non-union labour were targeted by ITF unions worldwide and many were subject to inspection and/or delay. In Los Angeles, one ship the *Columbus Canada*, was delayed for 17 days and returned to Australia with the 'black' cargo still on board. The final victory of the MUA, resulting among others in a the withdrawal of the government's and Patrick Stevedores' management's condition that MUA members should be replaced by unorganised labour, was a victory for the whole trade union movement, both in and outside Australia.

United States/Japan

204. The ITF Secretariat was also deeply involved in providing support to Japanese dockers' unions in response to pressure from the United States government for large

scale deregulation of port labour practices in Japan during 1997. This dispute, over so called 'prior consultation procedures' came to a head in October 1997 when the US Federal Maritime Commission announced a ban on Japanese ships entering or leaving US ports. The ITF Secretariat and ITF US maritime affiliates intervened strongly with the US government and secured the cancellation of these outrageous threats. The principle that governments should not, under pressure from major shipping companies, threaten trade sanctions in order to secure changes in other countries' labour relations systems, is one which had the support of all ITF dockers' unions.

PUBLICATIONS, STUDIES AND SURVEYS

205. In 1995 two publications were issued: a Dockers' Bulletin containing working conditions data and a model technology agreement and '*Reform and Structural Adjustment in the World's Ports*', by Cardiff University.
206. In 1996 a survey was carried out on the so-called Global Terminal Operators. The were used to prepare the documents for the Miami Dockers' Section Conference. Surveys were also conducted on wages and working conditions and terminal and crane productivity in the container handling industry.
207. An ITF publication '*Privatisation and other port reforms: the demand for a national and international trade union response* based on discussions at the Miami Conference was issued in 1998.
208. The International Solidarity Contract has been issued as a poster and distributed amongst affiliates. Some unions have used the poster during rallies and demonstrations, resulting in coverage of the International Solidarity Contract in many newspapers around the world.

RELATIONS WITH OUTSIDE ORGANISATIONS

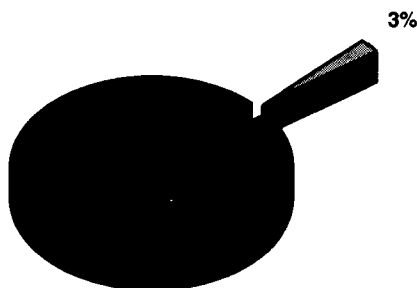
209. The ITF and many of its affiliates actively participated in two ILO meetings, one international and one for the Asia/Pacific Region, dealing with Structural Adjustments in the Port Industry. A representative from the **UN Economic Commission for Latin America and the Caribbean (ECLAC)** addressed the Miami Conference. The Secretariat is increasingly being invited to address international conferences and seminars dealing with developments in the port industry or to present the ITF's opinion on privatisation and other reforms to magazines, newspapers and other publications.

SECTION WORK PROGRAMME 1998-2002

210. *Union-busting* by governments and/or port employers will be responded to with international solidarity action. Ships and shipowners will be targeted and all affiliates will be provided with the names of the ships and their owners which have used port facilities de-unionised as a result of union-busting.
211. Campaigns in favour of the ratification of *ILO Conventions 137 and 152* and against *Cargo Handling by Seafarers* will be continued and if necessary intensified. Participation in the *FOC Campaign* will again be one of the basic activities of the Section and the affiliated dock workers' unions.

212. The regular Section survey on working conditions will be continued, while health and safety issues will be dealt with when requested by affiliates. It is the intention of the Secretariat to issue more frequent, shorter publications on specific issues rather than lengthy Bulletins.

FISHERIES SECTION (formerly the Fishermen's Section)



SECTION MEMBERSHIP AND STRUCTURE

1994	110,563 members	49 unions
1998	115,879 members	78 unions

Section Chair Olle Jacobsen (Faeroese Fishermen's Union)
Section Vice Chair Viktor Zyrianov (Russian Fish Industry Workers' Union)

Section Secretary Mark Dickinson (Assistant General Secretary)
Assistant Secretary Jon Whitlow

213. The period between 1994 and 1998 has probably been the most active and the most difficult in the history of the ITF Fisheries Section. The rapid growth in the number of affiliates (despite only a modest growth in membership) is one reason for this and so, too, is the crisis in world fishing. Major challenges for the Section continue to be the organisation of unorganised fishermen together with widening the scope of dialogue with those in the industry who share our objectives. However, perhaps the most significant threat to members in the Fisheries Section is the development of flags of convenience in fishing. The eradication of this threat will be a major challenge in the years ahead.

214. The Section structure consists of the following committees:

- *Section Committee* - which is to be disbanded in line with the Transport Workers: Beyond 2000 discussions;
- *Steering Committee*
- *Sub-Committee on the Protection of the Marine Environment* ;
- *Sub-Committee on Safety and Health*;
- *Ad Hoc FOC Campaign Working Group* - this body replaced the *Collective Agreement Working Group* and will provide expertise for the Fisheries Section FOC Campaign;
- *European Fishermen's Regional Committee*;
- *Latin American and Caribbean Regional Fisheries Committee.*

215. Membership of the various committees is as follows:

Fisheries Section Steering Committee

<i>Country</i>	<i>Name</i>
Argentina	O Suarez
Canada	E McCurdy
Chile	L Almonacid
Denmark	P Sand Mortensen
Faroe Islands	O Jacobsen (Chairman)
Iceland	B Valsson
Japan	H Kobori
Korea	Federation of Korean Seamen's Unions
Nigeria	L Olanipekun
Norway	T Storås
Poland	E Stachowiak
Russia	V Pushkarev
South Africa	N Daniels
Spain	M Souto J Cuesta

Sub-Committee on Safety and Health

<i>Country</i>	<i>Name</i>
Norway	T Storås
Argentina	N Bermudez
Brazil	N Figueiredo
Belgium	M Claes
Denmark	P Sand Mortensen
Germany	W Zechner
Iceland	H Laxdal
Poland	A Wojcik
Spain	J Villabona

Sub-Committee on the Protection of the Marine Environment

<i>Country</i>	<i>Name</i>
Faroe Islands	O Jacobsen
Argentina	M del Pozo
Brazil	N Figueiredo
Denmark	P Sand Mortensen
Germany	W Zechner
Iceland	S Gunnarsson
Russia	I Galaktionov
Spain	J Villabona

Fisheries Section Ad Hoc FOC Campaign Group

<i>Country</i>	<i>Name</i>
Faroe Islands	O Jacobsen
Argentina	M Castro
Canada	E McCurdy
Denmark	P Sand-Mortenson
Germany	W Zechner
Iceland	B Valsson
Japan	Vacant

Korea
Russia
Spain

K J. Ko
V Pushkarev
J Cuesta

POLICY AND CAMPAIGNS

216. The major policy issues within the ITF Fisheries Section reflect the fact that the fisheries sector is a primary industry. It is generally accepted that there is a crisis within the sector and fishermen's opportunities of maintaining a reasonable standard of living from the industry have gradually diminished due mainly to over-fishing, lack of agreement between fleet capacity and fish resources, dislocation of the price fixing mechanisms and pollution.
217. At the same time there have been profound regulatory changes to the fishing industry and this level of change is likely to continue. In addition to the adoption of a number of significant international agreements which have considerable implications for the Fisheries Section, the sector is still in the process of coming to terms with the changes caused by the establishment of 200 mile exclusive economic zones, which severely limit the access to fisheries resources of the traditional deep sea fleets. This is now enshrined in the widely ratified United Nations Convention on the Law of the Sea (UNCLOS).
218. A related phenomenon has been the increase of flag of convenience fishing vessels and, following the decision of the FPC in 1997, which was endorsed by the Executive Board, the Section has adopted the necessary policies and procedures for an FOC campaign which will be waged at both the political and industrial levels with financial support from the ITF Seafarers' Welfare Fund.
219. While there has been considerable discussion of fisheries resource management issues, little attention has been given to the social dimension. This is at a time of restructuring of the industry, when there are suggestions that the global industrial fishing fleet be reduced by 50%, when the number of FOC fishing vessels is growing and the use of non-domiciled fishermen on national flag fishing vessels is increasing. There is considerable anecdotal information which suggests that the levels of exploitation and abuse of fundamental human and trade union rights within some sectors of the industry are as great as any of those which confront the ITF.

DISPUTES AND SOLIDARITY

220. The intergovernmental dispute between **Canada** and **Spain** over fisheries policy which attracted world headlines in June 1995 provoked a number of requests from ITF affiliates in both countries for contacts. Arrangements were made by the ITF Secretariat for an emergency meeting between Canadian and Spanish fisheries affiliates but a last minute diplomatic solution in Brussels made this unnecessary. Both countries unions expressed an interest in establishing a longer term relationship to avoid similar problems in the future, and a meeting of the affiliates concerned was held in Paris in October 1995.
221. **New Zealand** fishing companies involved in joint venture charters with foreign fishing boats are exploiting third world labour by paying the foreign crews low wages. The New Zealand Seamen's Union mounted a campaign to have a **minimum wage for fishermen** introduced through legislation and in August 1996 succeed in securing the adoption of legislation forcing fishing operators to pay New Zealand

minimum wages to all crews fishing within the New Zealand 200 mile exclusive economic zone.

PUBLICATIONS, STUDIES AND SURVEYS

222. The first issue of *ITF Fisheries News* was issued in 1997.

RELATIONS WITH OUTSIDE ORGANISATIONS

223. Given the global nature of the fisheries industry the Section has retained its involvement with a large number of United Nations specialised agencies and relevant intergovernmental organisations, including the:

- ILO
- IMO
- Food and Agriculture Organisation
- International Whaling Commission
- Organisation for Economic Co-operation and Development
- United Nations Department of the Law on the Sea (responsible for the UN Agreement on Straddling Fish Stocks and Highly Migratory Fish Stocks)
- North Sea Conference

224. As a result of a decision by the 1997 Section Conference, the Section is cooperating with an umbrella non-governmental organisation, the Committee for Fair Fisheries Agreements, with a view to securing the establishment of a code of conduct for responsible fisheries access agreements.

REGIONAL DEVELOPMENTS

225. With external donor funding, it was possible to hold fisheries seminars in the Asia/Pacific, Latin America and the Caribbean and African regions during the period under review. All three meetings were well attended with participation by resource persons from both the FAO and the ILO. One of the outcomes of the regional seminars was the establishments of a Latin American and Caribbean Regional Fisheries Committee.

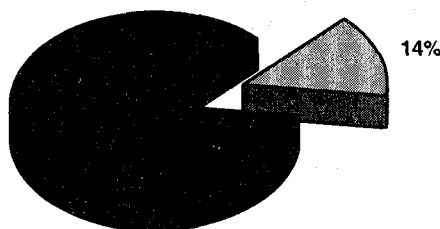
SECTION WORK PROGRAMME 1998-2002

226. The Section's work programme will include:

- Increasing the membership of the Section and promoting organising drives among the unorganised;
- enhancing and strengthening the capacity of ITF affiliates to meet the needs of their members, including promoting the adoption of more sustainable trade union structures;
- the Fisheries Section FOC Campaign;
- the development of a revised Section Policy Document, which would place fisheries management aspects at the centre of the revised policy;
- the development of a policy on non-domiciled fishermen which should take the form of a "fishermen's charter" and launching a campaign to combat the gross exploitation and abuse some of these fishermen endure;
- the development of a policy on catching methods and equipment (including drift nets);

- the development of a policy on industrial fishing;
- the development of a policy statement on how to respond to structural adjustment and fleet reduction;
- continued participation in the development of a code of conduct for responsible fisheries access agreements;
- promotion of the FAO Code of Conduct for Responsible Fisheries and the Compliance Agreement;
- the continuation of the existing work in relation to the International Whaling Commission with a view to securing the implementation of the revised whaling policy;
- relations with international organisations, including FAO, ILO, IMO, OECD, UNCSO and CONSSO;
- building solidarity and the development of alliances; and
- the promotion of dialogue with other relevant organisations.

SEAFARERS' SECTION/SPECIAL SEAFARERS' DEPARTMENT (SSD)



SEAFARERS' SECTION MEMBERSHIP AND STRUCTURE

1994	725,575 members	163 unions
1998	658,861 members	179 unions

Section Chair John Fay (United States)
Vice Chair Fred Ross (Australia)

SSD Secretary Mark Dickinson (Assistant General Secretary)
Seafarers' Section Secretary Jean-Yves Legouas
Assistant Secretary (SSD) Stephen Cotton
Assistant Secretary (Seafarers) Jon Whitlow

227. The Section's membership has declined by about 10% over the inter Congress period whilst the number of affiliated unions increased by almost the same percentage. Many unions in traditional maritime countries have seen their membership shrink to a small fraction of what it once was, with a corresponding fall in the number of union officials employed to defend the interests of their members. There has also been an increasing polarisation between the position of officers and ratings, with a significant forecast shortage in qualified ships' officers helping to strengthen the bargaining power of their unions, while the constantly increasing supply of ratings of different nationalities has increased pressure on jobs and wages for ratings generally. These changes have placed an increasingly heavy burden on the ITF.
228. **Anders Lindström**, (Swedish Seamen's Union) who was elected Chairman of the Section in 1994, resigned from his union in October 1995 to take up a position as head of the Swedish Maritime Board. Under the ITF Constitution, John Fay, who was elected Vice Chairman in Geneva, automatically took the position of Section Chairman. Under the powers provided in the Constitution, the General Secretary then appointed Fred Ross to the vacant position of Section Vice Chair.
229. In March 1996 Ake Selander resigned to take up a new position as Executive Secretary of the International Committee on Seafarers Welfare (ICSW). At its meeting in Stuttgart in April 1996 the Executive Board agreed to appoint **Mark Dickinson** as Assistant General Secretary with overall responsibility for ITF maritime activities. The Board also subsequently agreed to appoint **Jean-Yves Legouas** to the position of Secretary of the ITF Seafarers' Section.
230. **Bruno de Bonis**, Secretary of the ITF Special Seafarers' Department was taken seriously ill at the end of 1994 after only one year in his job. Following a long period

of illness, during which he continued to play a major role in SSD work, he formally resigned from his position as Secretary of the SSD in April 1996 and died at the end of December. Following on from de Bonis's resignation, the General Secretary made a number of changes to the internal management of the Seafarers' Section and SSD. Dickinson now combines the post of SSD Secretary with his overall management of an integrated Maritime Department which includes the SSD, Seafarers' Section and Fisheries Section, while Legouas is the ITF Officer responsible for the Seafarers' Section.

231. Following a series of reviews of the Section structures carried out, inter alia, under the auspices of the Transport Workers: Beyond 2000 policy document, the structure of the Section has been streamlined.
232. A Section Steering Committee was introduced by decision of a Section meeting in 1995 and the formal Section Committee has been replaced by regular meetings open to all affiliates. An open membership approach has also been adopted with respect to other Section bodies such as the **Maritime Safety Committee** (MSC). The MSC elects its own Ad Hoc Working Party from amongst its most active participants and also supervises and elects the IMO Coordinator and IMO Monitors who attend the various IMO Committees and Sub-Committees.
233. The Maritime Policy Committee was formerly disbanded in recognition of the mandate held by the Section Steering Committee and the fact that policy issues relating to the FOC Campaign are now being discussed exclusively within the structures of the FPC.
234. Membership of the Section Steering Committee, which is also responsible for nominating members of the Cruise Ship and Offshore Task Forces, is on the basis of holding office in the Section or regional Section structures together with a number of invited observers. Additional observers may also be invited to attend if particular expertise is required. Currently the membership is as follows:

Seafarers' Section Steering Committee

Section Chairman	J Fay	(USA)
Section Vice Chairman	F Ross	(Australia)
<i>Latin American & Caribbean Seafarers' Regional Committee</i>		
Chairman	R Grigera	(Argentina)
Vice Chairman	J Galleguillos Z	(Chile)
Vice Chairman	F Arellano	(Mexico)
<i>Asia/Pacific Seafarers' Regional Committee</i>		
Chairman	S Nakanishi	(Japan)
Vice Chairman	D Morgan	(New Zealand)
Vice Chairman	G Oca	(Philippines)
<i>European Seafarers' Regional Committee</i>		
Chairman	A Tselentis	(Greece)
Vice Chairman	D Benze	(Germany)
Vice Chairman	J Cegielski	(Poland)
<i>African Seafarers' Regional Committee</i>		

Chair	P Kamara	(Sierra Leone)
Vice Chair	A Chande	(Tanzania)
<i>FST observers</i>		
President	B Orrell	(UK)
Vice President	R di Fiore	(Italy)
<i>EU Joint Committee on Maritime Transport observer</i>		
Vice President	T Abrahamsson	(Sweden)

Fair Practices Committee (FPC)

235. The FPC has continued to meet on an annual basis to supervise the Campaign against flags of convenience. It has two sub-committees - the Collective Agreements Sub-Committee (CASC) and the Campaign Steering Group (CSG) - which will, following a decision taken at the FPC in 1997, be merged into a new FPC Steering Group which will be elected at Congress.

236. At its 1998 meeting in London the FPC was composed as follows:

<i>Country and Union</i>	<i>Seafarer</i>	<i>Docker</i>
ANTIGUA Antigua Workers' Union		Baldwin Spencer
ARGENTINA SEEN	Martin del Pozo	
AUSTRALIA AMOU MUA	Fred Ross	John Coombs
BANGLADESH Bangladesh Seamen's Assoc	Shafiqur Rahman	
BELGIUM BTB	Bob Dielis	Bob Baete
BRAZIL CONTTMAF	Severino Almeida Filho	
CANADA CAW/TCA SIU	Michel Desjardins	Jim O'Neil
CHILE SIPROMAM	Ruben Duarte	
COLOMBIA UNIMAR	Ciro A Rojas	
CROATIA SDUC	Branko Berlan	Predrag Brazzoduro
CYPRUS FTPAAW	Homer Neocleous	
DENMARK Dansk Navigatorforening SID	Peter Funch	Holger Nielsen
FINLAND Finnish Transport Workers' Union FSU	Pekka Teräväinen	Juhani Koivunen

FRANCE CFDT	J P Le Port	
GERMANY OTV	Dieter Benze	Manfred Rosenberg
GHANA Maritime and Dock Workers' Union of TUC		Kofi Asamoah
GREAT BRITAIN NUMAST RMT T&GWU T&GWU	Brian Orrell Tony Santamera	Graham Stevenson D Maher
GREECE Federation of Loaders & Unloaders PNO		Mr S Fotis
HONDURAS SINDIMAR	Agis G Tselentis M Henriquez	
HONG KONG AUS MNOG	Norman Pang	
INDIA Calcutta Port Shramik Union NUSI Transport and Dockworkers' Union	Leo Barnes	Manohar Kotwal
INDONESIA KPI	Hanafi Rustandi	
ISRAEL ISOU Transport Workers' Division of Histadrut	Vacant	Schlomo Avitan
ITALY FILT/CGIL FIT/CISL	Remo di Fiore	Giuliano Maggi
JAPAN AJSU ZENKOKOU-KOWAN	Yuji Iijima	T Sakano
KOREA FKSU KFPTWU	Eul Ryong Kwon	Moon Hwan Oh
Latvia Latvian Seafarers' Union of Merchant Fleet	Igor Pavlov	
Lithuania Independent Dockers' Union		Vladimiras Bendoraitis
MALAYSIA Kelang Port Authority Staff Union		Ahmad Din Bin Abdul Rahman
MALTA GWU		Ronnie Pellegrini
MEXICO		

'Oficiales de Maquinas de la Marina Mercante Nacional'	Fausto Arellano Reyes	
NETHERLANDS		
FNV		Niek Stam
FWZ	John Vriesen	
NEW ZEALAND		
NZSU	Dave Morgan	
Waterfront Workers' Union		Trevor Hanson
NIGERIA		
Maritime Workers' Union of Nigeria	J K Ozorewor	
NORWAY		
Norsk Styrmandsforening	Arne Hansen	
Norsk		Per Ostvold
Transportarbeiderforbund		
PAKISTAN		
Karachi Port Trust Labour Union		Abdul Razzak
Pakistan Seamen's Union	Adam Panjri	
PANAMA		
FITTAMPS		Luis Amaya
PERU		
FEMAPOR		Sergio Valdivia Ayala
PHILIPPINES		
AMOSUP	Greg Oca	
PWUP		R Oca Jnr
POLAND		
National Maritime Section	Jacek Cegielski	
NSZZ "Solidarnosc"		
National Section of Port Workers NSZZ "Solidarnosc"		Maik Ludwik
PORTUGAL		
SMMCM	E Chagas	
FNSTP		António Mariano
ROMANIA		
Federatia Nationala a Sindicatelor Portuare		Petr Costel
Romanian Seafarers' Union	Aurel Stoica	
RUSSIA		
SUR	Vladimir Shirochenkov	
SIERRA LEONE		
Sierra Leone National Seamen's Union	Parker Kamara	
SINGAPORE		
Port Officers' Union		Tan Hoon Kiang
SMOU	Thomas Tay	
SOUTH AFRICA		
TGWU		Randall Howard
SOUTH PACIFIC		
<i>Papua New Guinea</i>		
PNGMUIU		Alex Rawali
<i>Tuvalu (Republic of)</i>		
TOSU	Valo Valo	
SPAIN		

FETCOMAR-CCOO	José Ramón González Prida	
UGT		D Segade
SRI LANKA		
CMU	Bala Tampoe	
SWEDEN		
SEKO	Tomas Abrahamsson	
Swedish Transport Workers' Union		Hans Wahlstrom
SWITZERLAND		
VHTL	Hans Baumgartner	
TAIWAN		
NCSU	Chang Kai-Fong	
TRINIDAD		
SWWTU	Francis Mungroo	
TURKEY		
LIMAN-IS		Hasan Biber
Turkiye Denizciler Sendikasi	Turhan Uzun	
UKRAINE		
Marine Transport Workers' Trade Union		Vasiliy Zubkov
Ukraine Marine Trade Unions' Federation	Mamytkhozhin A Anuarovich	
USA		
District 4 NMU/MEBA	Rene Lioeanjie	
ILA		John Bowers
ILWU		Brian McWilliams
SIU	John Fay	

Note: Several members (e.g. Portugal, Spain and the Pacific Islands of Tuvalu and Kiribati) have rotating membership. The above reflects the position at the FPC in July 1998. In addition many unions send accredited advisers which are not included above.

Collective Agreements Sub-Committee

237. In 1998 membership of the CASC was as follows

J. Fay (Seafarers' Section Chair)	
J. Bowers (Dockers' Section Chair)	
Africa	T. Dlamini (South Africa)
Europe	P. Funch (Denmark) D. Benze (Germany) R. Di Fiore (Italy) J. Halas (Greece) A. Hansen (Norway) J. Cegielski (Poland) V. Shirochenkov (Russia) B.Orrell (1995-1996)/T. Santamera (1997-1998) (UK)
East Mediterranean	ISOU Israel
Latin America	S. Filho (Brazil) R. Duarte (Chile)

North America R. Lioeanjie (USA)

Asia Pacific
L. Barnes (India)
H. Rustandi (Indonesia)
Y. Iijima (Japan)
G. Oca (Philippines)

Campaign Steering Group

238. In 1998 membership of the CSG was as follows:

J. Fay (Seafarers' Section Chair)
F. Ross (Seafarers' Section Vice Chair)
J. Bowers (Dockers' Section Chair)
J. Coombes (Dockers' Section Vice Chair)

Seafarer Members

D. Benze (Germany)
Y. Iijima (Japan)
J. Azuke (1995-1996) / M. Dominguez Segade (1997-1998) (Spain)
F. Mungroo (Trinidad)

Docker Members

B. Baete (Belgium)
G. Zaytzev (Russia)
H. Wahlström (Sweden)

Inspector Coordinators (Advisers)

T. Charles (Australia)
C. Tauson (Sweden)
J. Sansone (USA)



MAJOR POLICY ISSUES AND CAMPAIGNS

239. The last Congress adopted motions dealing with issues such as Second Registers, Working Hours, Piracy, GMDSS, ILO Convention 147 and Port State Control, flags of convenience, safety of life at sea and the establishment of a maritime safety institution. All of these issues, as the following report will testify, have formed the core elements of the Section's work in the past four years.

Maritime Safety/Bulk Carriers

240. The Maritime Safety Committee has been active in monitoring the ITF's work within the IMO and in developing a safety policy for the cruise ship sector and developing standards for inclusion in ITF Agreements including the review of the ITF's manning scales to take account of the entry into force of the IMO Tonnage Convention and the consequent changeover from gross registered tonnage (GRT) to gross tonnage (GT).

241. A major focus of ITF attention has been in the field of bulk carrier safety, following the ITF funded search which located the wreck of the *Derbyshire* in 1994. Following analysis of the data from the ITF funded search the UK Government, together with the European Commission, financed a second detailed underwater survey in 1997. The results of the survey were published at a meeting of the IMO in May 1998 and

are likely to result in major improvements in bulk carrier design and operation standards.

242. With several large bulk carriers continuing to be lost each year with significant loss of life and without adequate explanation, the ITF has made financial contributions to several other deep sea investigations relating to FOC vessels launched by the coastal states concerned. One such search has been conducted jointly with the South African government in relation to the *Cordigliera*. Another, with the Norwegian government, will survey the remains of the *Leros Strength*. In 1998, following the spectacular loss of the Cypriot bulk carrier *Flare* off the coast of Canada, and the publication of the *Derbyshire* survey results, the ITF hosted an industry meeting on the problem of bulk carriers in an attempt to give extra impetus to the determination to find a solution to this particular sectors continued appalling loss rate and death toll. The ITF has also agreed to make a modest contribution towards the Canadian government's costs of surveying the wreck of the *Flare*.
243. The results of the *Derbyshire* and other bulk carrier investigations have fully justified the original ITF Executive Board decision. Not only have the ITF's financial contributions highlighted our concern to protect seafarers' lives, but it has also exposed the extreme reluctance of the FOC states involved in most of the recent accidents to invest the money needed to find the truth about what happened to 'their' ships.

Flag of Convenience Campaign Policy

244. The Geneva Congress adopted a statement on Minimum Conditions of Service and Negotiating Rights on Merchant Ships, which codified the policies governing the FOC Campaign and set out the conditions and procedures for the allocation of negotiating rights between unions. This policy became known as the "Geneva Policy" and replaced the 1989 so called Madrid Policy. In 1997, in the context of the 50th anniversary of the FOC Campaign the Fair Practices Committee agreed to conduct a comprehensive review of all Campaign's policies and procedures. A draft was discussed at length by the 1998 FPC and is due, after revision, to be presented to the Delhi Congress. FOC Campaign matters are dealt with in greater detail in the next section of this Report.

KEY DISPUTES AND SOLIDARITY

245. In the period under review there have been numerous national disputes in which the Section has become involved. Two particular cases, dealing with Seafarers' rights in Burma and China have resulted in major moral victories for the ITF. These cases are reported in detail in the Asia/Pacific Section of this Report.

PUBLICATIONS, STUDIES AND SURVEYS

246. In addition to the annual Seafarers' Bulletin which is widely distributed directly to crew members, the Maritime Department now produces a regular newsletter (Maritime News) aimed at updating affiliates on recent developments in the maritime industry. It has also produced a number of specialised publications, including:

Seafarer fatigue: wake up to the dangers
The 1996 ITF/MORI Survey of Seafarers' Living Conditions

RELATIONS WITH OUTSIDE ORGANISATIONS

International Maritime Organisation

247. The Section has intensified its work with the IMO at which it continues to represent seafarers' unions under the banner of the ICFTU. This has included expansion of the IMO Monitor system and the designation of the Jon Whitlow as Permanent ICFTU/ITF Representative to IMO. The ITF's status within the IMO has increased enormously and it is now one of the most influential NGOs working within the Organization. During the period under review, a number of important financial contributions were made both by the ITF Seafarers' Trust and the ITF itself to IMO linked activities. These include the World Maritime University, IMO Technical Co-operation Programme and a series of IMO organised regional conferences on Search and Rescue. The ITF plays an active role through the monitor system in a wide range of IMO technical committees and working groups. It is a measure of the influence which the ITF now commands within IMO that, for the first time in many years, there is a serious possibility of member states adopting measures within the IMO that would severely limit the ability of sub-standard FOC flag states to do business.

International Labour Organisation

248. The most significant event within the ILO in the period under review was the 84th (Maritime) Conference of the ILO which was held from 6 - 22 October 1996 in Geneva. The Section - together with the ISF - fought a long battle with the ILO Director General to ensure that the Conference took place at all. Jack Otero, former ITF Executive Board member, who was US government member of the ILO Governing Body at the time contributed significantly to the success of this campaign. The instruments adopted in 1996 which represent significant measures to improve standards for all seafarers concerned the following:

- establishment of maximum hours of work and minimum rest periods;
- new requirements for the inspection of seafarers' living and working conditions by flag states at least once every three years;
- proper regulation of recruitment agencies;
- a new protocol to Convention 147 on Minimum Standards for Merchant Ships which includes the enforcement of maximum hours of work and minimum rest periods, and;
- a new minimum wage rate for an AB of US\$435 as of 1 January 1998.

249. The ITF continues to lobby hard within the ILO Workers' Group for the retention with adequate resources of distinct maritime standard setting machinery within the ILO structure. Although seafarers may not be as numerically important as workers in some other industries, the international nature of their job means that ILO standards have a direct and vital effect on their living and working conditions.

250. At the request of the ILO Governing Body, the ITF is working together with the ISF on a review of all ILO maritime instruments with a view to preparing common recommendations regarding their possible revision, shelving, abrogation and/or promotion.

Organisation for Economic Co-operation and Development

251. The Section has increased its contacts with the OECD Maritime Transport Committee. The Secretariat of the OECD, hostile opponents of the ITF in the days of the UNCTAD Ship Registration Convention, has gone through a transformation in its approach to substandard shipping and the ITF and today our views are specifically sought on a range of policy. The Maritime Transport Committee (MTC) of the OECD is holding key discussions on the involvement of key players in the elimination of sub-standard shipping.

World Maritime University

252. The ITF has continued its involvement in the work of the WMU and has regularly given a presentation on the ITF and participated in special study weeks. Following the endowment of a Chair in Human Factors in 1994, the ITF Seafarers' Trust has increased the number of ITF Scholarships to 5 per year (with two places being reserved for women). The Section Secretary serves on the WMU Board of Governors, and has since 1998 been a member of the University's Executive Council.

World Trade Organisation

253. The Secretariat has also been monitoring developments at the WTO, especially those relating to the liberalisation of maritime services. Negotiation on this will resume in the year 2000 .

International Telecommunications Union

254. The ITF has continued to participate in the bi-annual World Radio Conference (WRC-95 and WRC-97) which is held in Geneva. It has become clear that there are problems in the implementation of the Global Maritime Distress Safety System (GMDSS) particularly in respect of false alarms. A new issue that is causing deep concern is the allocation of mobile frequencies.

Paris Memorandum on Port State Control Committee

255. The ITF has continued to attend the Paris Memorandum on Port State Control Committee meetings, as an adviser to the ILO.

International Trade Secretariats

256. The ITF has continued to be represented at the International Metalworkers' Federation (IMF) World Shipbuilding meetings. A joint meeting of the Seafarers' Section with the IMF Shipbuilding Committee culminated in the adoption of a Joint Policy Statement concerning issues of joint concern.

International Shipping Federation

257. Relations with the ISF constitute an important part of the Section's work. Experience, such as that gained at the 1996 ILO Maritime Conference, has shown that cooperation with the ISF on issues of mutual concern can bring worthwhile results. Following a joint ITF and ISF/ICS letter to the Secretary General of the United Nations, and after a strong intervention by the United States, the issue of Piracy on the High Seas is now firmly on the UN General Assembly agenda.

258. In the period under review the ITF Secretariat has continued to have regular informal meetings with the ISF. More formal meetings between the two sides of the industry took place in March 1995 and again in March 1998. A wide range of issues were discussed at these meetings. So far, however, nothing tangible has resulted from these meetings other than cooperation on ILO issues and the STCW Convention. Whenever issues related to wages or agreements are raised with the ISF, it stresses that it has no mandate to negotiate while at the same time (and paradoxically) accusing the ITF of imposing its own conditions on the industry. Perhaps it is time to look elsewhere for meaningful dialogue with shipowners via direct contact with those who sign ITF Agreements or via industry organisations such as the International Maritime Employers Committee (IMEC).

Seafarers' International Research Centre

259. In accordance with a decision taken at a meeting of the Trustees of the ITF Seafarers Trust in March 1994, a Conference on Seafarers' Safety and Health was hosted by the Trust on 9 - 10 January 1995, in collaboration with the University of Wales College Cardiff. Having received the endorsement of the Conference, the Seafarers' International Research Centre (SIRC) was established on the basis of 3 years' funding from the Trust. The Secretariat has been active on both the Advisory Committee and the Management Board of the SIRC. At a meeting of the ITF Seafarers' Trust held in June 1998 the Centre's future was secured for a further 5 years with a commitment for another 5 years if the Centre continues to fulfil its stated objectives.

International Committee for Seafarers' Welfare

260. The ITF Seafarers' Trust endowed the International Committee for Seafarers' Welfare with a grant to establish a permanent Secretariat. The post of Executive Secretary was filled by Åke Selander, former ITF Assistant General Secretary. The Assistant General Secretary has attended all the meetings of the ICSW Presidium in his capacity as a Director of the ICSW.

International Christian Maritime Association

261. The Section continues to cooperate with ICMA, both at Secretariat level and directly with port chaplains from ICMA's members. Several chaplains were invited to the ITF's world-wide inspectors seminars held in London in 1996 and 1998. A formal meeting of the ITF/ICMA Liaison Committee met in Viña Del Mar in Chile in October 1997 and this represents a useful forum for discussing issues of mutual interest and concern.

REGIONAL DEVELOPMENTS

Africa

262. With very few African countries owning very few ships, the participation of African seafarers in international maritime activities continues to decline. With few national ships and national flags, job opportunities are limited. Liberia, despite registering the world's second largest tonnage, provides no significant job opportunities on "its" ships either for Liberians or, for that matter, for other African seafarers. As a result of a resolution adopted at the Seafarers' Section Conference in Singapore in 1997, an ITF delegation to visit newly elected Liberian President Charles Taylor is planned later in 1998.

Asia Pacific

263. Shipping has been a thriving activity in the Asia Pacific region for a large part of the period under review. However, the effects of the financial crisis which hit the region in 1997/98 are still difficult to measure, both in terms of intensity, as well as in terms of duration. Whilst Indonesia, Thailand and South Korea have been directly hit, with immediate negative effects on unemployment, a clearly noticeable slowdown in maritime trade within the whole region is now affecting traditional economic strongholds such as Singapore and Japan. Asian seafarers continue to provide the bulk of labour supply on Flag of Convenience ships.

Europe

264. Given the importance of EU maritime policy to all seafarers in Europe, the Section continues to work not only within its own European structure but also closely with the Federation of Transport Workers Union in the EU (FST). Traditional EU maritime countries continue to lose tonnage, while discussions have at least begun by means of an EU Maritime Strategy Paper to reverse the trend.
265. Second registers, which attempt to combine some aspects of FOCs with national flag status are one well known response to the problem of flagging out. Other countries, for example the Netherlands have gone further in effectively deregulating their first register. The indications are, given the cost pressure on the remaining national flags, that other member States will soon follow suit. Protecting what remains of national flag shipping and jobs, particularly in the cabotage and ferry trades, is a priority for most European unions. The situation in Central and Eastern Europe is even worse, with obsolete tonnage under national flag, whereas somewhat better ships are being systematically flagged out to FOCs for purely financial reasons. The anticipated EU membership of one of the biggest flag of convenience states, Cyprus, is also a cause for serious concern for EU seafarers.

Latin America & Caribbean

266. The region has been confronted with the problem of privatisation of the few remaining public shipping companies. This has reinforced the magnitude of the unemployment of seafarers, since, with the exception of some countries, there are little - if any - opportunities for jobs in coastal or off-shore shipping. The continued flagging out of the Argentinean national fleet and the introduction of a Brazilian Second Register in 1997 should also be noted.

SECTION WORK PROGRAMME 1998-2002

267. The work programme of the Seafarers' Section and the Special Seafarers Department (SSD) in the period 1998-2002 will in the main be determined by the outcome of the discussions under the review of the flag of convenience campaign. Many of the issues pre-occupying the affiliates in the Seafarers' Section are dealt with in that document which has the working title "From Oslo to Delhi". Key issues will, however, include:
- continuing the political campaign for an end to the flag of convenience system and the establishment of a "genuine link" between shipowner and flag;
 - expanding the influence of the ITF and its affiliates in the shipping industry;

- monitoring the impact and promoting strict enforcement of the ISM Code, the STCW Convention and the United Nations Convention on the Law of the Sea (UNCLOS);
- combating excessive working hours and the consequent problems of fatigue and stress;
- keeping the spotlight on the GMDSS so as to ensure that seafarers' lives are not put at risk;
- keeping pressure on all flag states to ensure enforcement of international standards and supporting the Flag State Implementation (FSI) initiatives of the IMO and enhancement of the IMO as a global enforcement agency with economic as well as safety powers;
- seeking to ensure that the shipping industry is run on a rational and sustainable basis which will include promoting measures to arrest the growing age of the world fleet, eliminate unfair competition and ensure greater transparency;
- continuing to support studies and research in areas affecting the working lives of seafarers including the consequences of the modern day structure of the shipping industry, safety of life at sea and occupational health;
- promoting seafarers welfare;
- strengthening the regional Section structure so as to ensure that the views of all affiliates are given equal voice;
- expanding and enhancing the publications, studies and surveys carried out by the Secretariat, including information on wages and working conditions;
- developing maritime economic policy and regional policies to take account of specific national and regional problems;
- development of policies and initiatives to deal with the problem of lack of training and unemployment and assist affiliates to seek work for their members who have been displaced;
- development of an environmental policy.

THE ITF FLAG OF CONVENIENCE CAMPAIGN

Introduction

268. The last four years have seen the Campaign scale previously unimaginable heights. The potential for securing substantial changes in the way the industry is regulated are probably greater today than for many years. The ITF's voice is more powerful and more respected in the industry today than at any stage in the ITF's history and the FOC campaign has moved from strength to strength. An important part of this process has been improving the transparency in how the ITF works. From 1996 onwards an annual report on the operation of the FOC Campaign has been produced and widely distributed within the shipping industry.
269. The plan of action outlined by the General Secretary during the Geneva Congress has been largely implemented, namely:
- ITF unions from every region of the world are now actively engaged in the campaign, and boycotts and other solidarity actions are now commonplace world-wide.
 - We have doubled the number of ITF inspectors and more are still being trained and appointed.
 - We have more than doubled the number of ships covered by ITF acceptable agreements.
 - We have massively increased the involvement of dockers' unions in the campaign and initiated parallel campaigns against non-union ports and against cargo handling by seafarers.
 - We have massively increased the number and professionalism of ITF staff in London and in the regions involved in the day to day implementation of the campaign.
 - We have maintained and improved the financial strength of the campaign through the Seafarers' Assistance Protection and Welfare Fund
 - We have radically improved the ITF's lobbying activities nationally and internationally in support of the political objective of eliminating the FOC system.
 - We have successfully implemented a strategy of seeking dialogue and negotiation with shipowners, managers, bankers, and the registers themselves about conditions on FOC ships
270. The Campaign has, however, still failed to achieve its political objective of driving ships back from FOCs to national flags. FOC registers have continued to grow and now account for more than 50% of world tonnage. The challenge for the ITF in the years ahead will be secure a political change in the way the shipping is regulated whilst at the same time maintaining its industrial struggle in defence of seafarers' and dockers' working conditions.

Campaign Management

271. The overall political direction of the Campaign is under the control of the ITF Fair Practices Committee and its two sub-committees: the Collective Agreements Sub-Committee and the Campaign Steering Group.
272. The period under review has seen major changes in the staffing and management of the Seafarers' Section and SSD. In particular, the number of staff employed in London on shipping or FOC Campaign related work has increased from 19 in June

1994 to around 35 today. There have been consequent increases in some of the ITF service departments. The bulk of these staff are working in the Agreements and Actions Units of the SSD and more recently the former Claims Unit has been transferred to an expanded Legal Department as part of a strategy to drastically expand the handling of personal injury and loss of life claims.

Political Campaign

273. The political campaign against flags of convenience is on a day to day basis carried out by the Seafarers' Section. It is primarily concerned with securing a genuine link between the flag of the vessel and the nationality and/or domicile of the owner. It is also very much concerned with seeking to ensure that all flag states abide by their international obligations outlined in the various international instruments adopted by the IMO and ILO. Important progress is being made in this area though the Flag State Implementation discussions within IMO.

Practical Campaign

274. The practical campaign is overseen by the SSD and involves the work of supervising and directing the Inspectorate and the Actions and Agreements Units. The work of the former Claims Unit - which handled personal injury and loss of life claims for seafarers on FOC vessels - has, as noted above, been transferred to an expanded Legal Department.

Inspectorate

275. At the beginning of 1994 the ITF had established Inspectorates in 26 countries. Today the Inspectorate consists of 105 inspectors and coordinators in 39 countries as follows:

	INSPECTOR	UNION	COUNTRY	PORT (F = Full-time, P = Part-time, C = Coordinator)
1.	Roberto Alarcón	CCUOMM	Argentina	Buenos Aires (F)
2.	Anibal Andreallo	SOMU	Argentina	Buenos Aires (F)
3.	Bob Carnegie	MUA	Australia	Brisbane (P)
4.	Matt Purcell	MUA	Australia	Melbourne (P)
5.	Ross Storer	MUA	Australia	Fremantle (P)
6.	Trevor Charles	MUA	Australia	Sydney (F) (C)
7.	Frank Leys	BTB	Belgium	Antwerp (F)
8.	Roger Opdelocht	BTB	Belgium	Antwerp (F) (C)
9.	Ali Zini	CONTTMAF	Brazil	Paranaguá (P)
10.	Luiz Fernando Duarte de Lima	CONTTMAF	Brazil	Rio de Janeiro (F)
11.	Naaman Sousa de Figueiredo	CONTTMAF	Brazil	Rio de Janeiro (F) C
12.	Renialdo Donizete Salustiano de Freitas	CONTTMAF	Brazil	Santos (F)
13.	Slawomir Wiorek	CONTTMAF	Brazil	Vitória (F)
14.	John Parsons	CAW	Canada	North Sydney (F)
15.	Peter Lahay	ILWU	Canada	Vancouver (F)
16.	James Given	SIU	Canada	Montreal (F)

17.	Alfredo Albarran Olivares	SIPROMAM	Chile	Valparaiso (F)
18.	Miguel Sanchez	UNIMAR	Colombia	Cartagena (F)
19.	Branko Berlan	SDUC	Croatia	Split (P)
20.	Predrag Brazzoduro	SDUC	Croatia	Rijeka (P)
21.	John Jacobsen	Metal Sofart	Denmark	Esbjerg (F) (C)
22.	Kjartan Gudmundsson	SiD	Denmark	Copenhagen (F)
23.	Jan Örn	AKT	Finland	Helsinki (F)
24.	Markku Uimonen	FSU	Finland	Kotka (P)
25.	Simo Nurmi	FSU	Finland	Helsinki (F) (C)
26.	James Smith	CFDT	France	Paris (P) (C)
27.	Louis Fort	CFDT	France	Le Havre (P)
28.	Yves Reynaud	CFDT	France	Marseilles (F)
29.	Pascal Pouille	FO	France	Dunkirk (F)
30.	Ali Memon	OTV	Germany	Bremen (F) (C)
31.	Hartmut Kruse	OTV	Germany	Rostock (F)
32.	Michael Blanke	OTV	Germany	Bremen (F)
33.	Ulf Christiansen	OTV	Germany	Hamburg (F)
34.	Bryan Allen	RMT	Great Britain	North of England (F)
35.	John Wood	RMT	Great Britain	South England (F)
36.	Norrie McVicar	RMT	Great Britain	Aberdeen (Offshore) (P)
37.	George Vassilopoulos	PNO	Greece	Piraeus (F)
38.	Borgthor Kjaernested	SUR	Iceland	Reykjavik (P)
39.	Abdulgani Serang	NUSI	India	Bombay (P)
40.	Maruti Rethrekar	NUSI	India	Bombay (P)
41.	David Kritz	ISOU	Israel	Haifa (F)
42.	Antonio Blasi	FILT-CGIL	Italy	Venice (P)
43.	Bruno Nazzarri	FILT-CGIL	Italy	Leghorn (F)
44.	Francesco Saitta	FILT-CGIL	Italy	Sicily (F)
45.	Fabrizio Barcellona	FIT-CISL	Italy	Genoa (F) (C)
46.	Giovanni Olivieri	FIT-CISL	Italy	Ravenna (F)
47.	Gianbattista Leoncini	FIT-CISL	Italy	Taranto (F)
48.	Paolo Serrettiello	FIT-CISL	Italy	Napoli (P)
49.	Hideo Ikeda	AJSU	Japan	Kobe/Osaka (F)
50.	Ryutaro Morisaki	AJSU	Japan	Tokyo (F)
51.	Shoji Yamashita	AJSU	Japan	Tokyo (F) (C)
52.	Jung Ho Bae	FKPTWU	Korea	Pusan (F)
53.	Hye Kyung Kim	FKSU	Korea	Seoul (F) (C)
54.	Ko Kwang-Jo	FKSU	Korea	Inchon (F)
55.	Sang Gi Gim	FKSU	Korea	Pusan (F)
56.	Norbert Petrovskis	LSUMF	Latvia	Riga (F)
57.	Charles Briffa	GWU	Malta	Valletta (P)
58.	Antonio Fritz	OCPNRM	Mexico	Veracruz (P) (C)
59.	Egbert Kanter	FNV	Netherlands	Rotterdam (F)
60.	Ruud Touwen	FWZ	Netherlands	Rotterdam (F) (C)
61.	Kathy Whelan	NZSU	New Zealand	Wellington (P) (C)
62.	Ketil Karlsen	NOPEF	Norway	Stavanger (F)
63.	Birger Pedersen	NSU	Norway	Oslo (F) (C)
64.	Nils Pedersen	NSU	Norway	Porsgrunn (F)
65.	Steinar Garberg	NSU	Norway	Hovag (F)
66.	Sverre Nilsen	NSU	Norway	Narvik (F)
67.	Gustavo Montalvan	FITTTAMPS	Panama	Colon (P)
68.	Elias Costilla	FEMAPOR	Peru	Callao (F)
69.	Andrzej Jaskiewicz	Solidarnosc	Poland	Szczecin (F)
70.	Andrzej Koscik	Solidarnosc	Poland	Gdynia/Gdansk (F)
71.	João de Deus Gomes Pires	SEMM	Portugal	Lisbon (F)

72.	Adrian Mihalcioiu	RSU	Romania	Constanta (F)
73.	Victor Soloviov	DUR	Russia	St. Petersburg (F)
74.	Alex Ageev	SUR	Russia	Novorossiysk (F)
75.	Petr Osichansky	WTWUR	Russia	Vladivostok (F)
76.	Cassiem Augustus	T&GWU	South Africa	Cape Town (F)
77.	Thulani Dlamini	T&GWU	South Africa	Johannesburg (P) (C)
78.	Vivian Zungu	T&GWU	South Africa	Durban (F)
79.	Esteban Pereda	ELA-STV	Spain	Bilbao (P)
80.	Joan Mas Garcia	FETCOMAR	Spain	Barcelona (F)
81.	David Echevarrieta	UGT	Spain	Algeciras (F)
82.	Miguel Coronado	UGT	Spain	Valencia (F) (C)
83.	Camillus Fernando	CMU	Sri Lanka	Colombo (F)
84.	Carl Tauson	SEKO	Sweden	Gothenburg (P) C
85.	Johan Skottborn	SEKO	Sweden	Stockholm (F)
86.	Peter Christoph	SEKO	Sweden	Gothenburg (F)
87.	Sven Save	SEKO	Sweden	Helsingborg (F)
88.	Malte Segerdahl	STF	Sweden	Stockholm (P) C
89.	Hsieh Chen Chuan	NCSU	Taiwan	Taipei (F) (N) (C)
90.	Huang Yu-Sheng	NCSU	Taiwan	Keelung (F)
91.	Dwayne Boudreaux	ILA	USA	Louisiana (F)
92.	John Sansone	ILA	USA	Washington DC (F) (C)
93.	Barry Binski	ILWU	USA	San Francisco (F)
94.	Lila Smith	ILWU	USA	Seattle (F)
95.	Ray Familathe	ILWU	USA	Los Angeles (P)
96.	Robert Dean	ILWU	USA	Portland (F)
97.	Rudi Vanderhider	ILWU	USA	Los Angeles (P)
98.	Herbert Froberg	IOMMP	USA	Miami (F)
99.	Robert Darley	IOMMP	USA	Boston (Contact)
100.	Tony Sasso	MEBA	USA	Miami (F)
101.	Arthur Petitpas	NMU	USA	Savannah (F)
102.	Jose Ybarra	NMU	USA	Houston (F)
103.	Don Thornton	SIU	USA	Detroit (P)
104.	Edd Morris	SIU	USA	Baltimore (F)
105.	Spiro Varras	SIU	USA	N York/N Jersey (F)

Note: As of 1 January 1998

276. During the period under review the Inspectorate has reported the inspection of the following number of ships - predominantly FOC but increasingly also national flag-many of which have led to the ITF's direct intervention on behalf of the seafarers concerned:

1997	4,846
1996	3,750
1995	1,530

Training of Inspectors

277. The SSD has continued to dedicate extensive resources to the training of ITF inspectors, both through national and regional seminars. It has organised two world-wide seminars in London and introduced an intensive programme of secretariat based training which has seen over 30 inspectors so far spending one month in the ITF Headquarters. As this programme develops and the quality of the training given improves, it is hoped that this will be the main focus of training activity in the years ahead.

New Technology

278. The Department has continued its development of computer technology for the Inspectorate and now virtually all inspectors are online and connected to the Internet and the ITF Vessels System, which itself has developed beyond recognition from the first system brought on line in 1993. New features are being developed all the time to ensure that the Vessels System becomes a comprehensive source of information, not only on ships covered by ITF agreements, but also those involved in ITF coordinated industrial and legal action.

FOC Registers & Their Growth Since 1994

279. The table below represents the ITF list of registers designated as flags of convenience at the end of 1997 and the growth of those registers in the inter Congress period. Since 1994 Aruba, Barbados, Belize, Cambodia, German International Ship Register (GIS) and Luxembourg have been added to the ITF list of FOCs bringing to the total to 27 target flags.

Registry	Gross tonnage (m) (No. of vessels)		% increase
	1994	1997	94-97
Antigua & Barbuda	1.510 (444)	2.214 (516)	+47%
Aruba	Estab. 1996/Dec FOC 97	n/a	n/a
Bahamas	22.910 (1159)	25.523 (1221)	+11%
Barbados	Estab. 1993/Dec FOC 1995	0.888 (81)	n/a
Belize	0.230 (264)	1.761 (911)	+666%
Bermuda	2.900 (82)	4.611 (110)	+59%
Burma	0.680 (132)	0.568 (122)	-16%
Canary Islands (Spain)	0.0003 (1)	0.546 (61)	+182000%
Cambodia	Estab. 1995/Dec. FOC 1997	0.439 (125)	n/a
Cayman Islands	0.380 (64)	0.844 (86)	+122%
Cook Islands	0.005 (7)	0.006 (9)	+20%
Cyprus	23.290 (1619)	23.653 (1650)	+1.6%
GIS (Germany)	Estab 1991/Dec. FOC 1995	n/a	n/a
Gibraltar	0.330 (28)	0.297 (21)	- 10%
Honduras	1.210 (1400)	1.053 (1339)	- 13%
Lebanon	0.260 (139)	0.297 (116)	+14%
Liberia	57.650 (1621)	60.058 (1697)	+ 5%
Luxembourg	Estab 1991/Dec. FOC 1996	0.820 (42)	n/a
Malta	15.460 (1086)	22.984 (1378)	+49%
Marshall Islands	2.150 (56)	6.314 (168)	+194%
Mauritius	0.210 (58)	0.275 (55)	+ 13%
Netherlands Antilles	1.050 (158)	1.067 (138)	+2%
Panama	64.170 (5799)	91.128 (6188)	+42%
Sri Lanka	0.290 (56)	0.217 (61)	-25%

St. Vincent & Grenadines	5.420 (1013)	8.375 (1343)	+54%
Tuvalu	0.050 (11)	0.055 (14)	+10%
Vanuatu	1.990 (287)	1.577 (287)	-21%
FOC Total	202.146 (15,364)	255.570(17,872)	+26.4%
World Fleet	476.000 (80,676)	522.197 (85,494)	+9.7%
% of world fleet designated FOC	42.5%	48.9%	-

ITF Agreements

280. The basic monthly rate applicable to an AB under the terms of the ITF Standard Collective Agreement was increased to US\$856 as of 1 January 1994 and this remained in force until 1 January 1998 when it was increased to US\$934. Likewise the US\$1100 total crew cost benchmark for an AB introduced on 1 January 1994 was increased to US\$1200 with effect from 1 January 1998, representing an increase of 9.1% over three years. The 1998 FPC voted to further increase the benchmark to \$1400 per month no later than 1 January 2001.
281. As of 1 April 1998, 4589 vessels were covered by agreements acceptable to the ITF. The comparable figure in 1994 was 2765. This represents an increase of over 60% in the inter Congress period.

Assistance to Seafarers

282. Assistance has been rendered to seafarers serving on flag of convenience and national flag vessels and US\$37.2 million was collected in backpay in 1997. During the period under review the following has been recovered (approximate figures only):

1997 US\$37,200,000
 1996 US\$25,000,000
 1995 US\$30,000,000
 1994 US\$7,285,385

283. The ITF also handled a number of loss of life and personal injury cases resulting in the following settlement figures:

1997 US\$4.7 million 88 cases
 1996 US\$5.86 Million 55 cases
 1995 US\$2.9 million 42 cases
 1994 US\$3.3 million 63 cases

284. The above figures are thought to represent only the tip of the iceberg in terms of the total compensation due as a consequence of accidents and deaths at sea. It is estimated that there are around 2,200 deaths per year at sea from all causes, and loss of life and personal injury claims are costing the industry at least US\$550 million per year. This explains the decision to upgrade this aspect of ITF work through the expansion of the ITF Legal Department.

Action Weeks

285. In 1996 a new strategy of Action Weeks was developed to deepen the involvement of dockers' and seafarers' unions around the world in the FOC Campaign and to link the campaign with the Dockers' Section's own campaigns on cargo handling by seafarers, restructuring and non-union ports. In each case intensive preparation took place before the Action Weeks, involving international and national seminars and the production of action manuals.
286. The first week, in North West Europe covering France, Germany, Netherlands and Belgium took place in **June 1996** and received widespread publicity.
287. The second, in **May 1997** involved affiliates in 23 European countries. 500 vessels were inspected, 122 agreements signed and more than US\$1.6 million in backpay collected.
288. The third week, in the Asia-Pacific Rim took place from **20 to 26 November 1997**. 527 vessel inspections were carried out and over US \$ 860,000 in backpay was collected. Industrial action was reported in Australia, Canada, Fiji, India, Japan Korea, Russia, USA and Vanuatu. The week also witnessed the signature of the first ITF Standard Agreement in India as a result of industrial action.
289. The Action Week strategy is designed to increase the number of trade union members actively engaged in the FOC Campaign and the number of ports in which owners know they are at risk from ITF affiliates. Further action weeks are planned in 1998 and 1999.

Dialogue with the Shipping Industry

290. Raising the effectiveness of the FOC Campaign through a more aggressive approach to industrial action against sub-standard ships is one part of the strategy adopted at the Geneva Congress. The other is to seek dialogue with all those connected with shipping who have a common interest with the ITF in avoiding exploitation of seafarers and raising standards.
291. In pursuance of this dialogue the General Secretary, Assistant General Secretary and other ITF officers and staff have addressed a wide range of conferences and seminars organised by different shipping industry organisations, including the ISF.
292. Following the 1995 meeting of the FPC, the ITF Secretariat hosted the first ever open consultation forum with representatives of the shipping industry. Despite an attempt by the ISF to organise a boycott of this meeting, over 70 industry representatives attended. The exercise has been repeated each year since then, and is growing in popularity.
293. In addition the ITF Secretariat has hosted a number of industry lunches. These are designed to facilitate debate on specific issues of concern to the ITF in an informal manner. Such lunches have been hosted by the ITF General Secretary with shipping banks, shipowners and ship managers and members of the International Maritime Industries Forum (IMIF). Plans are under way to hold a lunch for representatives of P & I Clubs to discuss, amongst other issues, ways of improving the handling of personal injury and loss of life claims.

50th Anniversary of the FOC Campaign

294. In 1997 the FPC discussed preparations to commemorate the 50th Anniversary of the launching of the ITF's Campaign against Flags of Convenience which took place at the 1948 Oslo Congress. It recognised that the occasion represented an important historical landmark and agreed a number of initiatives to make the occasion. Initiatives agreed included:

- A World-wide FOC Action together with regional Action Weeks during the course of 1998
- A major conference on the future of the shipping industry sponsored by the ITF in Oslo
- An ITF Essay Competition on the same theme
- A broadcast quality video presentation on the shipping industry and the FOC
- An animated film dealing with FOC issues in a popular and easily understood format

ITF Ship

295. Perhaps the most ambitious project ever undertaken by the ITF to mark the anniversary was also launched in 1998 - MV GLOBAL MARINER (GBI). This 18,000 dwt cargo vessel has been converted into an exhibition ship depicting the life of the modern day seafarer, the effects of substandard shipping and global trade unions as the response to global capital. The vessel, which was formally re-flagged to the UK on 1 July, left a week later to begin an eighteen month tour of the world's major ports.

FOC Campaign policy review (From Oslo to Delhi)

296. In 1996 the FPC agreed to carry out a comprehensive review of the ITF FOC Campaign in time for the 39th ITF Congress in New Delhi. In order to secure as wide an input as possible from affiliates to the review process, a comprehensive questionnaire was distributed early in 1997. A preliminary analysis of the questionnaire was presented to the 1997 FPC meeting in Miami and a detailed draft was considered at the 1998 FPC. After further discussion by Seafarer and Docker affiliates, it is hoped that the results of the review will be formally adopted during the Delhi Congress.

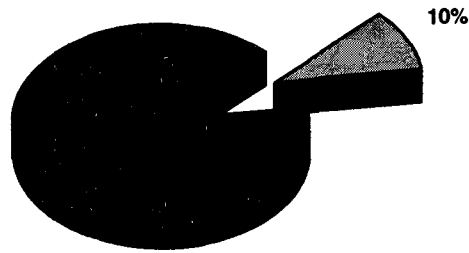
ITF SEAFARERS' TRUST

297. The **ITF Seafarers' Trust** was established in 1981 as a registered charity under UK law. It is a legally separate entity from the ITF, although its nine trustees are all ITF office holders. Under the terms of its governing Trust Deed, it makes grants designed to advance the physical, spiritual and moral welfare of seafarers. The principal source of income of the Trust is the investment income of the ITF International Seafarers' Assistance Protection and Welfare Fund, together with its own investment income. Since its foundation, the Trust has made grants of over \$75 million to seafarers' welfare projects around the world.
298. The period under review has seen major changes in the way in which the Trust functions and the type of activity it finances. Formerly administered on a part-time basis by the ITF General Secretary and with meetings being held for a few hours during other ITF meetings, the Trust has become a professionally run charitable organisation. Trust administration was carried out until 1996 by Mark Dickinson and, on his appointment as ITF Assistant General Secretary, the Trustees appointed Timo Lappalainen (Finnish Seamen's Mission) as full time Administrative Officer.
299. Trust meetings now usually take a full day, although costs are minimised by holding them either before or after other ITF meetings, usually in London.
300. Since 1993 the Trust has increasingly adopted a more proactive approach to the making of welfare grants, in addition to continuing to finance a large number of welfare projects brought to it by established seafarers' welfare agencies such as the Missions to Seamen and Stella Maris.
301. A number of major projects were financed during the period under review. These included:
- A grant of £1.5 million to the International Maritime Organization (IMO) Integrated Technical Cooperation Programme. This follows a £1 million grant to the IMO linked World Maritime University in 1993 and a series of scholarships to the WMU for students from developing countries sponsored each year by the Trust.
 - A grant of £1.5 million to establish the Seafarers' International Research Centre (SIRC) at Cardiff University, researching into all aspects of seafarers' health, safety and living and working conditions;
 - Grants of up to £410,000 over three years to establish a Secretariat for the International Committee on Seafarers' Welfare, a coordinating body bringing together the ITF, shipowners and other seafarers' welfare bodies.
302. The Trust is also sponsoring research into two other projects which may bring major benefits to seafarers:
- The International Seafarers' Assistance Network (ISAN) is a project designed to create an international network of offices and centres providing advice and help to seafarers on a wide range of topics;
 - The International Banking Card project is a joint project between the Trust and Chase Manhattan Bank designed to give seafarers from developing countries access to the international Automatic Teller Machine (ATM) network and reduce the dependency of the shipping industry on payments in cash.

303. As a part of the new 'proactive' Trust policy, the Trustees have established target expenditure levels for different regions and have actively been seeking new welfare projects in parts of the world, including Africa, Latin America and Central and Eastern Europe which have traditionally received very little Trust support. In 1998, the Trustees also agreed a set of detailed guidelines for those seeking financial support from the Trust. These will ensure a more thorough evaluation of larger project proposals and will provide guidance to ITF affiliates whose endorsement is normally a requirement for grant applications.
304. The Trust now publishes an Annual Report giving details of income and expenditure and explaining the policies and procedures in more detail.
305. In 1998, the Trustees of the ITF Seafarers' Trust were:

Eike Eulen	<i>ITF President</i>
John Fay	<i>ITF Seafarers' Section Chair</i>
Fred Ross	<i>ITF Seafarers' Section Vice Chair</i>
John Bowers	<i>ITF Dockers' Section Chair</i>
John Coombs	<i>ITF Dockers' Section Vice Chair</i>
Jimmy Knapp	<i>ITF Executive Board member</i>
Bill Morris	<i>ITF Executive Board member</i>
David Cockroft	<i>ITF General Secretary</i>
Bob Thomas	<i>ITF Finance Officer</i>

CIVIL AVIATION SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994	416, 842 members	147 unions
1998	477, 675 members	186 unions

Section Chair **George Ryde (TGWU, Great Britain)**

Section Vice Chair **Jim Sprang (IAMAW, United States)**

Section Secretary **Stuart Howard**

Assistant Secretary **Shane Enright**

306. The past four years has seen a significant expansion in the membership of the Civil Aviation Section, both in terms of the number of unions and the total membership represented. This is despite significant drops in the size of many unions due to the restructuring of the industry.
307. In line with the decisions taken at the Geneva Congress, the work of the Section has been directed by a Steering Committee which prepares an annual Section Meeting which is open to all Civil Aviation affiliates. Separate meetings for cabin crew and ground staff take place immediately prior to the full Section meeting.
308. The **Ground Staff Committee** is chaired by Claus Lindegaard (SiD, Denmark) with the Vice Chair held by Paul Talbot (MSF, United Kingdom).
309. The **Cabin Crew Committee** is chaired by Betty Lecouturier (SNPNC, France) who was elected to this position in 1995 following the retirement of Danièle Jullien. The Vice Chairs of the Committee are Patricia Friend (AFA, United States) and Lance Webb (FAAA, Australia).
310. A **Flight Deck Committee**, dealing with the problems of pilots and flight engineers, exists formally within the Section Structure but has not met during the inter-Congress period.

Regional Committees

311. Regional Civil Aviation Committees have now been established covering North America, Latin America, Africa, Asia Pacific and Europe. The European Committee has never met since the vast majority of work of interest to ITF European affiliates takes place within the Civil Aviation Section of the Federation of Transport Workers Unions in the EU (FST). All Regional Committee Chairs, including the chair of the

FST Civil Aviation Section, are ex officio members of the Section Steering Committee.

The Steering Committee

312. This committee directs the work of the Section between Section Conferences. During the inter Congress period it has been made up of the Section Chair and Vice Chair, the Chairs of the Cabin Crew and Ground Staff Committees and the following representatives:

Steve Vodi	(IAMAW, Canada)	North American representative, 94-95
Ray Benning	(IBT, United States)	Chair, North. American Region, 95-98
Alicia Castro	(AAA, Argentina)	Chair, Latin America/Caribbean Region
Ken Chipato	(NAWU, Zimbabwe)	Chair, Africa Region
Hideo Kato	(JCAL, Japan)	Chair, Asia Pacific Region 94-97
Darshan Paul	(AICCA, India)	Chair, Asia Pacific Region 97-98
Rene Valladon	(FETS-FO)	Chair FST CA Section, 94-96
Miguel de Julian	(FETT-UGT, Spain)	Chair FST CA Section 96-98

Akwei Adote	(STRANAVITTO, Togo)	
Dee Macki	(AFA, United States)	94-95
Alba Bertagnolli	(UILTRASPORTI, Italy)	94-97
Manfred Maertzke	(ÖTV, Germany)	94-97
Abdul Laeeq	(ATAP, Pakistan)	95-98

313. During the four year inter-congress period the Section has continued to shift the focus of its work towards more task-oriented working groups. These include the:

- **Occupational Health and Safety Working Group**
- **Cabin Air Quality Task Group**
- **Aircraft Cabin Design Task Group**
- **Cabin Crew Licensing Working Group**

MAJOR POLICY ISSUES

The Regulatory Environment

314. The last four years have seen a continuation of the dramatic process of change in the civil aviation industry. Deregulation of domestic or regional markets (e.g. the United States, Europe, India) has been increasingly followed by moves to international services. Radical changes have also taken place in industry structure through privatisation of state owned carriers and the entry into markets of new low cost and often anti-union carriers. Many surviving national "flag carrier" airlines are being forced into rival global airline alliances dominated by one of a handful of major carriers. Ferocious levels of domestic and international competition have resulted in a massive downward pressure on costs. This has resulted in job losses, lower conditions, attacks on union rights and increased pressure on safety standards.

Fair Skies

315. The established system of reciprocal bilateral air service agreements which ensured the survival of nation aviation sovereignty has begun to break down in the face of pressures for governments to sign "open skies" agreements. In 1994 the ITF

launched its *Fair Skies* Campaign aimed at international and regional intergovernmental bodies. The campaign promotes a strong government regulatory role within a liberalised aviation system in order to ensure agreed safety and social standards. The campaign aims to resist the trend towards total deregulation and to fight the introduction of "flags of convenience" in aviation. The ITF has also made it a major priority to defend the right of all states, irrespective of size or level of development, to participate in international air transport. The Section has developed and supported the concept of labour *stakeholders* within all regulatory bodies and has developed close relations with regional bodies representing both governments and airlines.

Safe Skies

316. In a climate of fierce competition, all airlines are seeking to shave costs in safety-sensitive areas such as staff training, the safety checks, and working hours and rest periods for air and ground crews. New entrant airlines often lack the experience to handle safety issues properly and key safety tasks such as aircraft maintenance and airport security are increasingly contracted out. All of this is happening at a time when traffic growth is already giving the industry a major safety headache.
317. Governments have failed to allocate the necessary extra resources to enable aviation authorities to deal with a more complex internationalised industry. More seriously, some have even insisted that regulators themselves become subject to market forces. Hence even regulators find themselves forced to operate within an institutional culture in which rules are viewed as a costly burden and competitiveness is paramount. The "dual mandate", whereby safety authorities are supposed both to regulate airlines and promote their country's aviation industry, seriously undermines their credibility.
318. In 1996, alongside *Fair Skies*, the Civil Aviation Section launched its own *Safe Skies* campaign aimed at ensuring that international safety regulations and enforcement machinery are adapted to the realities the new global industry environment.

International Harmonisation

319. Governments engaged in liberalising aviation markets have also sought to dismantle barriers to competition caused by differing operational and safety standards. International harmonisation of safety standards has therefore become a high priority for business, rather than safety reasons. The primary focus of this activity is within Europe through the Joint Aviation Authorities (JAA) and between Europe and North America through the FAA-JAA harmonisation process. Other countries are more or less excluded from the process in which manufacturers have been actively pressing the concept of the "least cost safe option", and using the process effectively as a means of promoting deregulation.
320. While welcoming the international harmonisation of safety standards, the Civil Aviation Section has concentrated its attention on coordinating the input of unions in North America and Europe within the different regulatory bodies with the objective of achieving the highest possible safety standards and best operational practices.

Specific Regulatory Issues

321. A number of safety rules and standards have a particularly important effect on the working environment. For *cabin crew* these include:

- flight and duty times
- professional licensing
- human factors
- crew resource management
- minimum crew complement
- aircraft design and certification

For *ground staff* these have included:

- aircraft maintenance engineer licensing
- training standards
- air traffic controllers licensing
- professional standards for ramp workers

Participation in International Regulatory Bodies

International Civil Aviation Organisation (ICAO)

322. The ITF is a recognised Observer organisation at ICAO, the United Nations specialised agency for civil aviation matters. The ITF sent a strong delegation to the 31st ICAO Assembly in 1995 and is due to send another to the 32nd ICAO Assembly in September 1998. The ITF has the right to participate as an international organisation in the work of the ICAO Air Navigation Commission (ANC) which deals with safety issues.
323. In 1994 ICAO organised its Fourth World-wide Air Transport Conference in Montreal. This Conference concluded that liberalisation must be accompanied by key regulatory and economic safeguards enforced by governments. As a result of an ITF amendment, the Conference also concluded that labour should be recognised as an industry stakeholder and should be a key participant in discussions on its future.
324. During its 1997 Conference, the Section paid tribute to the long standing work of Stu Johns, ITF Permanent Representative to ICAO who retired after thirteen years' service. The Section is now conducting a review of its future representation at ICAO in close cooperation with its affiliates in the USA and Canada.
325. The Section has worked with ICAO secretariat representatives to revise the ICAO **Cabin Attendants' Safety Training Manual** and to advise the ICAO Aviation Medicine Section on issues relating to **cabin air quality**.
326. The ITF participated in the ICAO **Aircraft Maintenance Engineers' Licensing Study Group**, which has, regrettably, so far failed to address the key question of state licensing of maintenance personnel. The Section aims to raise the issues of professional standards for ground staff in its future work with ICAO, as well as the impact of changes in air traffic control on employees.

The African Civil Aviation Commission (AFCAC)

327. The ITF is an observer organisation at AFCAC, the intergovernmental body covering civil aviation in Africa, where it has promoted its policy of *Fair Skies for Africa*.

The European Civil Aviation Conference (ECAC)

328. ECAC is the regional inter-governmental body for aviation matters covering 28 European countries. The ITF is an observer organisation to ECAC and presented papers at its Triennial Plenary meeting in Strasbourg in June 1997.

The Joint Aviation Authorities (JAA)

329. The Section has maintained and increased its representation in the Joint Aviation Authorities (JAA) which coordinates the harmonisation of rules among national aviation authorities throughout Europe. This includes long-standing participation in technical bodies such as the Flight Crew Cabin Crew Study Group, the Cabin Safety Study Group, the Joint Maintenance Board, the Human Factors Steering Group and the Operations Committee.
330. During the period under review, the Section has secured ITF representation on many of the key JAA policy bodies, including the Joint Steering Assembly, the Joint Board (Crew), Regulation Advisory Panel and the Joint Safety Strategy Initiative. The Section has been a leading contributor to the JAA Review. The Section has held a number of coordination meetings for ITF representatives on JAA bodies and a major consultation on JAA-FAA cabin safety issues in June 1998.
331. Major changes are planned in the way aviation safety is regulated in Europe and the ITF has made a formal submission to the EU Council of Ministers on its proposals for the establishment of a European Aviation Safety Authority (EASA). This will be a body, established by EU law, but covering all European countries which are currently members of the JAA. Unlike the JAA, which is a loose coordinating body of national authorities, the EASA will be a formally established body with its own status.
332. ITF Representation within the JAA has been carried out by the Secretariat, together with:

Bjarne Larsen	Denmark	Joint Board Maintenance
Betty Lecouturier	France	Operations Committee
Ulla Bolter	Sweden	Cabin Safety Study Group
Erika Young	Italy	Cabin Safety Study Group
Roland Wyss	Switzerland	Human Factors Steering Group
Ullie Westermann	Germany	Licensing Harmonisation Group

FAA-JAA Harmonisation

333. The process of harmonisation between the JAA and the US Federal Aviation Administration (FAA) is effectively establishing a single set of global aviation safety standards. Other aviation authorities have little choice but to adopt these rules as their own. As a result, the JAA-FAA process is increasingly taking over the role of ICAO in providing world-wide safety rules. In a positive move which may help ICAO reassert its position, member states recently agreed that the Organisation be given powers of safety oversight. The ITF believes strongly that ICAO should retain

its role as the most authoritative and representative world aviation body. In June 1998 the Section organised a JAA-FAA trade union consultation on cabin safety issues and hopes to organise similar meetings in the future.

European Commission Joint Committee for Civil Aviation (JCCA)

334. The ITF has continued to work closely with the Civil Aviation Section of the FST in servicing union members of the Joint Committee for Civil Aviation (JCCA). The European Union produces legislation on many aspects of aviation including safety, competition, external relations and economic regulation. Prominent issues have included the liberalisation of ground handling, the application of the EU Working Time Directive to aviation, and external relations. The Commission also produced a study on the social impact of liberalisation of civil aviation in Europe.
335. Under an existing Directive, the European Commission is responsible for transposing JAA rules into EU law. Following intense pressure from ITF/FST cabin crew unions on the issue of *cabin crew licensing*, the European Commission recently issued a Draft Directive covering the "attestation" of cabin crew training standards based on JAA rules and which, if adopted, would go some way to meet union demands.
336. The drafting of JAA rules for *flight and duty times* was frozen in 1996 after the European Commission decided to draft separate EU rules. The Commission drafting process has also hit difficulties but aims to be complete by July 1998.

Air Traffic Services

337. The ITF works jointly on air traffic management issues with the Public Services International (PSI). Technical and organisational changes taking place and promoted by ICAO will have a major impact on air traffic control employees. Further moves towards commercialisation and privatisation of air traffic control and increased demand on employees should mean increased involvement of the ITF in this area. In Europe ITF, PSI and the FST work together in a Joint ATM Working Group. In 1998 this Working Group was admitted to participation in EUROCONTROL bodies.

Aircraft Design – Dialogue with Manufacturers

338. A major new development during the period under review has been the establishment of a dialogue with the major aircraft manufacturers - Boeing, McDonnell Douglas and Airbus Industrie. This dialogue, through which cabin crew unions are able to contribute directly to the safety and ergonomics of aircraft cabin design has been a key means to make our work in regulatory bodies more effective. The development of new large aircraft types makes this work particularly important.

The industrial environment

Privatisation

339. State ownership of airlines has all but disappeared from North and Latin America, while in Europe most state-owned airlines are in the process of full or partial privatisation. Trade unions have therefore had to adapt to a new environment of private ownership. In Africa and Asia Pacific, most companies are still state-owned but rapidly moving towards privatisation.

340. The privatisation process is now also spreading to airports and even to air traffic control. This process is more evenly distributed around the world. Airport privatisation and its implications for employees is likely to be a key issue in the immediate future. The role of institutions such as the World Bank has been important in this process, often appearing to override national aviation policies.

Global Alliances

341. The Section has continued to develop its response to the dramatic structural changes taking place in the industry, and in particular the trend for major airlines to develop global airline alliances. During the period the Section has given priority to creating structures for trade union cooperation within the global alliances.
342. So far major coordination meetings have been held for unions in the:
- **"Alpha Alliance"** (Delta/Swissair/TAP/Aer Lingus/Turkish Airlines/Sabena/Mexicana)
 - **Star Alliance** (United Airlines/Lufthansa/SAS/ Air Canada/Thai Airways /Varig/Ansett/Aeromexico/South African Airways)
 - **"ABC Alliance"** (American Airlines/ British Airways/Canadian Airlines/ Iberia/ Aerolineas Argentina/Qantas)
343. Specific information work is being generated concerning comparative working and social conditions within each alliance. Contacts are being made with pilot groups where these are not represented by ITF unions and the Section plans to use the Internet to assist with the rapid dissemination of information between alliance member unions and union activists.

Labour Flexibility

344. The business strategy of many airlines and alliances involves heavy reliance on casualising employment through moves to contract out "non core" work. The process of fragmentation and outsourcing is also becoming internationalised. Areas of work such as aircraft maintenance are being outsourced internationally; many airlines are locating crew bases in countries where labour is cheaper and unions weak or non-existent. The contracting out of ground handling is also leading to the emergence of transnational ground handling companies.
345. These changes in employment structures have stimulated new responses from the Section. These have included holding meetings to develop joint Section policy on issues such as **cross border employment** of cabin crew. A task group meeting was held on these issues in Bombay on 31 July 1997, bringing together unions organising cabin crew in Swissair, Lufthansa and British Airways and unions in India where these airlines are setting up cabin crew bases.
346. The Section has also identified the need to develop international coordination between unions in **transnational ground handling companies** such as Ogden International and Gate Gourmet.

Occupational Health and Safety

347. Work on health and safety issues has continued to be a major part of Section activities. For *cabin crew*, the focus has been on the aircraft cabin environment, in particular cabin air quality, cosmic radiation and aircraft design issues. For *ground*

staff the focus has been on ramp safety. The issue of safe airline policies for cabin baggage has been a topic for both cabin crew and ground staff.

348. The Section aims to gradually produce materials on civil aviation occupational health and safety, which will make specialist information, gathered by the Working Group available to all affiliates. The Section is currently producing briefing on cosmic radiation and the aircraft cabin environment, and a video and campaign pack on carry on baggage.

REGIONAL ACTIVITIES

Africa

349. The Section has obtained Observer status at AFCAC, the intergovernmental body dealing with African civil aviation policy and is regularly invited to attend and address meetings of the Association of African Airlines. The Section has plans to sponsor a tripartite conference on the future of civil aviation in Africa. The Regional Committee has issued an ITF policy statement *Fair Skies for Africa*. The Section has attempted to enter a dialogue with the World Bank on its policies towards a number of African airlines including Air Afrique and is working with African affiliates on their response to privatisation.

Latin America

350. The key concerns in Latin America have been "open skies" agreements with the United States and the difficulties of survival for Latin American airlines (the period saw the disappearance of Viasa). The role of Latin American carriers within the global alliances has also been a key concern. Developing more effective relations and coordination with North American unions is a priority, as is the privatisation of airports.

North America

351. A North American Regional Committee was set up in November 1995. It has mainly focused on the effects of NAFTA on the civil aviation industry. In future, it will cooperate more closely with the Latin American Regional Committee.

Interamerican Conference

352. The first Interamerican civil aviation meeting took place in July 1998 in Miami. It focused on alliances and union cooperation and agreed a *Fair Skies for the Americas* policy.

Asia Pacific

353. The current economic crisis and its severe impact on civil aviation is the key concern. Other major issues have been trade union rights in 'essential service' industries, and unruly passengers. Women in the Asia Pacific unions initiated the Campaign against Airline Sexism.

Europe

354. In addition to participation in FST work, the Section organised a first meeting for Central and Eastern European aviation unions in December 1997. A joint ITF-FST conference on the European Aviation Safety Authority is planned in 1998.

DISPUTES AND SOLIDARITY

355. A number of major disputes have occurred during the period, some of which have involved serious violations of basic trade union or collective bargaining rights by companies or governments. The Section has tried to steadily improve its response to calls for international solidarity in both the effectiveness and range of support actions. This has included improving communications with affiliates through fax and e-mail; developing tactics such as "fax storms", and information pickets at airline check in desks.
356. The period has seen some notable victories in which international solidarity played a key role including major disputes at UPS, British Airways and Aeromexico. A selection of disputes involving different forms of ITF intervention is listed below.
357. The most significant dispute during the period was at **British Airways**. The strategic position of BA as an industry leader, its clear intention to trigger a new downward spiral of labour conditions across the industry, and its very public preparations for union busting, resulted in the Section meeting in 1996 declaring BA an International Strategic Priority. The international campaign of support for the TGWU when cabin crew went on strike in June 1997 was the most ambitious yet undertaken by the Section. Solidarity action against BA flights took place in a wide variety of locations. TGWU members with ITF assistance and US union established an international picket line support at New York's JFK airport. The company acknowledged the ITF role in this campaign by issuing a legal threat to the ITF. The success of the TGWU in this dispute was certainly critical to the future of aviation unionism. The ITF campaign played a significant part in the union's successful struggle against the company.
358. **Air traffic control** continues to be an area in which the right to strike is frequently restricted. The Section has provided assistance to disputes of air traffic controllers in **Venezuela, Pakistan and Bulgaria**. Increased demands on air traffic controllers and moves in some countries towards privatisation are likely to lead to more disputes in this area.
359. The most difficult disputes to assist have been those caused when airlines threaten to drastically reduce their operations or to go out of business altogether such as **Viasa** (1997). The recent dispute arising from the decision of **Philippine Airlines** to severely reduce operations has involved, for the first time, joint support action by IFALPA and the ITF.
360. A cabin crew dispute at privatised **Aeromexico** in 1998 led to a strike which was then banned by the government. The government took over the running of the airline. The union's continued resistance and eventual victory is recognised as having been a landmark victory for progressive trade unions in Mexico. The role of the ITF in mobilising international support was recognised by the union ASSA as having played a key role in bringing the government to talks.
361. A number of carriers remain aggressively opposed to the presence of unions. **Delta Air Lines** was highlighted in an ITF campaign at the time of the Olympic Games in 1996, on the theme of Delta Air Lines the "Unsporting Olympic Carrier".
362. The ITF provided support against the victimisation of union activists in **Thai Airways, Cathay Pacific and Philippine Airlines** during the period. The Philippine

Airlines campaign included financial support from affiliates after 14 leaders of the Philippine Airlines Employees' Association (PALEA) were dismissed in 1994. The Philippine Supreme Court found in favour of the union in 1998. A lengthy court action brought by former Hong Kong FAU official Courtney Chong against **Cathay Pacific** for unfair dismissal was eventually settled with a large compensation payment in 1998.

363. Union interventions are reaching into non-flag carrier airlines. The dispute at **Ryanair** in 1998, however, showed that unions are ready to organise in new low cost airlines, or to fight to maintain conditions at established carriers being turned into low cost airlines such as **TAT/Air Liberté** (1997).
364. A major cause of disputes has been the increasing trend to outsource and casualise employment. **Alitalia's** decision to contract out ground handling work at US airports caused a long running dispute with the IAMAW which has yet to be resolved despite intensive intervention by the Italian unions at the ITF's request. The outsourcing of scheduled routes to other airlines through the use of franchises by **Aerolineas Argentinas** and **Alitalia** caused unions some concern. **Air Gabon** dismissed its entire cabin crew workforce and replaced them with agency crews.
365. The Section continues to analyse the experience of international solidarity actions. The Section intends to pursue possibilities for improving its effectiveness in the forthcoming period. This may include the development of an international network of airport-based solidarity coordinators among affiliates for a more effective response.

POLICY ISSUES AND CAMPAIGNS

366. In common with other ITF Sections, the Civil Aviation Section intends to develop a more campaigning approach to its work through planning coordinated international campaign activities supported by resource materials and a media strategy.

Anti-sexism

367. The most substantial campaign in the period has been the Campaign Against Sexism in the Airline Industry which included campaign posters and a media information pack. The campaign received widespread international media coverage. The Section is currently producing, in coordination with the ITF Women's Officer, a Negotiator's Guide to assist unions with advice on how to tackle these issues, along with a best practice guide for employers.

International Civil Aviation Trade Union Campaign Day

368. The Section organises an annual International Trade Union Campaign Day for Civil Aviation in December, which includes all affiliates presenting their governments with an ITF policy Statement. This was how the *Safe Skies* and *Fair Skies* campaigns were launched (see above).

Human Rights

369. The Section has campaigned against laws which impose fines on airlines who carry passengers with incomplete or faulty travel documents. As a result airlines have pressured staff to take measures, including confiscation of documents and the detention of passengers on board aircraft which in some cases violate the rights of

refugees to claim asylum. Following up the proposals in "Transport Workers: Beyond 2000" on cooperation with Non Governmental Organisations, the Section has worked with Amnesty International to produce advice materials for civil aviation trade unions on how to deal with this situation.

370. In the forthcoming period, the Section, as well as maintaining existing campaigns, is planning campaigns on unruly passenger behaviour; ground staff safety professionals and labour flexibility.

INFORMATION AND PUBLICATIONS

371. The Section produces a wide range of publications and other materials for use by affiliates, including:

- International Working Conditions Survey (approximately every 2 years)
- Globalisation and Industrial Relations (being conducted jointly with Cardiff University)
- Occupational Health and Safety materials
- Cabin Crew Safety Professionals
- Civil Aviation Review (yearly)

RELATIONS WITH OUTSIDE ORGANISATIONS

International Federation of Airline Pilots Associations (IFALPA)

372. A substantial number of pilot organisations are members of the ITF as well as IFALPA and are pressing the ITF to take a more active role in relation to pilot issues, particularly the coordination of solidarity action in disputes. IFALPA and ITF sit together within a number of regulatory forums, in particular the JAA and ICAO. The ITF joined with IFALPA in a seminar on outsourcing, held in Brussels in July 1998. The ITF and IFALPA are complementary organisations. The Section believes that there is scope for further coordination and the development of joint positions on a wider range of civil aviation issues to produce a more unified international union voice on key civil aviation issues. IFALPA is, however, limited in its industrial role by the non-union nature of many of its member associations, and consideration needs to be given to whether, and if so how, the ITF should adopt a higher profile in relation to pilot issues in the future.

Public Services International (PSI)

373. The Section continues to cooperate with PSI on air traffic management issues.

Other Professional Organisations

374. Friendly relations are maintained with a number of non trade union professional associations. These include the International Federation of Air Traffic Controllers' Associations (IFATCA); Aircraft Engineers International (AEI); and International Cabin Crew Association (ICCA).

Employer Organisations

375. The Section has developed more active relations with a number of operator organisations, including the International Air Transport Association (IATA), the

Association of European Airlines (AEA), the African Regional Airlines Association (AFFRA), and Airports Council International (ACI). Relations have been formalised with manufacturers Boeing/McDonnell Douglas and Airbus.

SECTION WORK PROGRAMME 1998-2002

376. The work programme will reflect the future activities noted in the report above. This will in particular continue the current priorities of:

- trade union coordination in international airline alliances
- structural change in the industry and increased labour flexibility
- the development of large aircraft and their impact on crew and ground staff
- airport privatisation and ground handling liberalisation
- Aviation safety professionals (cabin crew /ground staff)
- Air traffic services
- Fair Skies, not open skies
- Aviation Safety standards/Safe Skies
- Occupational Health and Safety

Campaigns

<i>Issue</i>	<i>Timetable</i>
Anti-sexism	Ongoing. Launch best practice document March 1999
Unruly passengers	Launch campaign Summer 1999
Carry on Baggage	Launch video and campaign pack December 1998
Ground Staff Safety Professionals	Launch during ICAO World Air Transport Conference 1999
Labour flexibility	Launch of Cardiff University report November 1998.
Safe Skies	On going

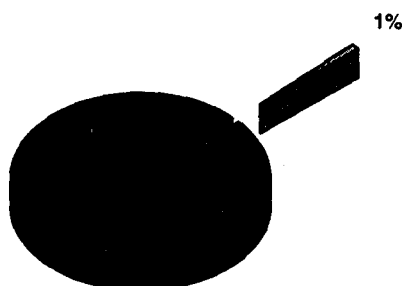
Information work

Launch alliances web site	1999
Launch civil aviation web site	1999/2000
Publish International Working Conditions Survey	December 1998
Publish health and safety report on cosmic radiation and the cabin environment	December 1998

Special meetings

US - Europe Single Market	1999/2000
ITF-FST Conference on the European Aviation Safety Authority	1999
ITF-PSI Air Traffic Services Conference	2000

TOURISM SERVICES SECTION



SECTION MEMBERSHIP AND STRUCTURE

1994	49,952 members	48 unions
1998	55,882 members	59 unions

Section Chair Richard Rosser (TSSA, Great Britain)
Section Vice Chair Hitoshi Takahashi (Kanko, Roren Japan)

Section Secretary Stuart Howard
Assistant Secretary Shane Enright

377. The Tourism Services Section has expanded modestly over the period under review, mainly in terms of numbers of unions represented. The Section remains, however, one of the smallest ITF Sections and the membership tends to be a minority even amongst many of the unions declaring membership. Tourism services (formerly travel bureau) workers form part of a huge and fast expanding tourism industry, and as a result much of the work of the Section has been carried out in cooperation with other International Secretariats active in the field of tourism.

Section Conference

378. No Section committee meetings have taken place during the period under review. The main policy making body of the Section remains the Section Conference, which has met once.

POLICY ISSUES

379. Tourism Services affiliates represent workers involved in very disparate activities. This reflects the difficulties involved in defining the tourist industry, which is made up of a very wide variety of services and activities. ITF affiliates mainly organise employees in travel agencies, tourist guides, and workers in car hire companies. A large proportion of employees are women.

380. Tourism employment generally involves a high degree of casual, seasonal and insecure employment. This makes the sector very difficult to organise. The key priority of the Section is therefore trade union organisation.

381. New technology is having a major impact on a number of areas of work in tourism services. The Section is concerned at the development of computer reservations systems in hotels, airlines and travel agencies, and its impact on jobs.
382. The Section supports socially responsible forms of tourism development. This should involve socially responsible employment practices which respect trade union and employment rights. It should also involve environmental sustainability. The Section also condemns forms of tourism involving gross forms of human exploitation, such as child prostitution.
383. The tourism industry is becoming the chosen vehicle for economic development for many countries. There is a close relationship between tourism and regional economic development policies. The Section believes that trade unions should have an input into government tourism policy.
384. The structure of the industry is undergoing change with the development of transnational travel and leisure corporations and close links between tour operators and charter airlines.
385. Trade union organisation in the tourism services industry is split between three trade union internationals. Close coordination between these is essential for developing a more effective international union response in the sector.

ITF MEETINGS

386. A **Joint ITF Civil Aviation Section/Tourism Services Section** meeting was held in London on 12 November 1996 on the impact of new technology on reservations work and travel bureau staff. The meeting examined the international relocation of work, and a researcher, Ursula Hews, made a presentation which examined this process and put forward possible trade union responses.
387. An **Asia/Pacific Tourism Workers' Seminar** was held in Tokyo on 2 and 3 October 1997. Some 48 trade union leaders from 10 countries organising tourism services workers in the region met for the second time to discuss their problems. Due to the nature of the industry, a low trade union organisation rate and lack of coordination among tourism workers were identified. The meeting adopted conclusions which recommend the ITF to schedule a regional tourism workers' meeting at least once between regional conferences.

RELATIONS WITH OUTSIDE ORGANISATIONS

ITF-IUF-FIET Coordination

388. The Tourism Services Section Conference held during the 37th Congress in Geneva in August 1994 stressed the importance of coordination with other transport sectors and groups active in the tourism industry. The Conference adopted a resolution on increased cooperation with other ITs organising tourism workers, and agreed to nominate five delegates to participate in a joint ITF-IUF-FIET Steering Group on the industry.

Asia/Pacific

389. An ITF-IUF-FIET **Asia-Pacific Joint Seminar for Tourism Workers** was held in Penang from 28 to 30 June 1995. The meeting discussed mechanisms for closer regional cooperation and adopted conclusions calling for a boycott or disruption of "Visit Myanmar Year 1995", condemning child prostitution, condemning nuclear testing in the South Pacific, and expressing support for employees in a continuing dispute with Garuda International Airlines.

European Tourism Services Trade Union Liaison Committee

390. Section Chairman Richard Rosser represented the ITF at a European Tourism Trade Union Meeting (ETLC) on 4th July 1994. Other participants included the Committee of Transport Workers' in the European Community (now the FST) and representatives of the foodworkers' international IUF and the ECF-IUF, its European Committee. The meeting discussed future cooperation in the sector, including organising an EC-funded conference for tourism workers in early 1995. The General Secretary agreed to sponsor part of the costs of a coordinator for a **European Tourism Trade Union Liaison Committee** jointly with the IUF, FIET and the FST for a period of up to two years, an arrangement which was renewed in 1997. The ITF pays one sixth of the total costs of the office or approximately £8000 per year. The ETLC coordinator, Kirstin Howald, is based in the IUF office in Brussels.
391. The first meeting of the European Tourism Services Liaison Committee was held in Brussels on June 14, 1995. Since then meetings have taken place, on average, twice a year. The ETLC submitted a trade union response to the European Commission's Action Plan on tourism and "Philoxenia" the Commission's first multinational programme for European tourism.
392. The Secretariat was represented at the Second Trade Union Conference on Tourism in Florence on 16-17 June 1997. The two-day event included a review of employment trends within the industry, and a series of focused workshops which considered social conditions, vocational training and trade union organisation in the European tourism sector. The ITF moderated the workshop on vocational training, and there was good coordination with the other participating international organisations, ECF-IUF, IUF, EURO-FIET, FIET and FST on promoting a common approach to the problems facing the sector.
393. During 1997 the ETLC agreed a text and a draft model agreement on child prostitution and child sex tourism, to which the ITF (and IUF) made major contributions.

International Labour Organisation

394. New technology and labour flexibility were the key themes of the **ILO Tripartite Meeting on the Effects of New Technologies and Working Conditions in the Hotel Catering and Tourism Sector**, held in Geneva from 12 -16 May 1997. While the core of the meeting focused on hotel and catering employment, an ILO report presented for discussion contained some important comments on the impact of technology on travel bureaux. Y. Nakanishi (KANKO-ROREN, Japan) addressed the meeting on the question of tourism, government planning and policies with involvement from the trade unions and the industry. The key conclusions of the meeting recognised that changes throughout the hotel and tourism industry concerning flexibility and new technology must be negotiated with the trade unions. The ITF participated in

cooperation with the IUF, which was the lead international trade secretariat for this meeting.

DISPUTES AND SOLIDARITY

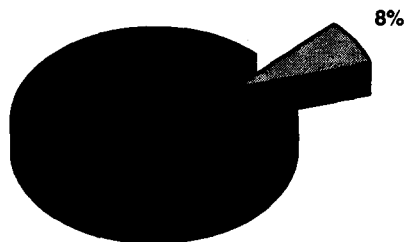
395. The ITF assisted its United States affiliate, the Hotel Employees' and Restaurant Employees' Union (HERE) in a dispute concerning the **Mark Hopkins Inter-Continental Hotel**. Around 200 members took strike action in 1994 in response to a management attempt to downgrade collective conditions. The Secretariat alerted tourism services and civil aviation affiliates to the dispute, and the Portuguese affiliate FSM leafleted a meeting of the World Travel Congress during the week 6 to 12 November, where Inter-Continental were carrying out promotional activities.
396. The Secretariat continues to keep cabin crew affiliates informed of hotels which are part of the **IUF Unfair Hotels List**.

SECTION WORK PROGRAMME 1998-2002

397. Following a meeting of the Section Conference in June 1998, the Section has established a clear list of priorities for future work including:
- Continued cooperation with ITF- IUF-FIET leading to a second joint tourism conference
 - One Section Conference during the inter-Congress period
 - Continued funding of the activities of the ETLC
 - The development of joint ITF-IUF-FIET tourism activities in Asia Pacific along the same lines as the ETLC in Europe

REGIONS

AFRICA



REGIONAL MEMBERSHIP AND STRUCTURE

1994	120,663 members	57 unions
1998	369,068 members	90 unions

African Regional Vice President U Ukaumuuna (Nigeria)

Regional Secretary Ben 'Roxy' Udogwu (Nairobi)

ITF Francophone Representative Nazi Kabore (Ouagadougou)

398. The past four years have seen a remarkable development in the ITF's membership in Africa. The number of African transport workers represented in ITF affiliated unions has trebled and the number of unions almost doubled. The number of countries represented by ITF affiliates also increased from 26 to 33. This growth is a testament to the effectiveness of the ITF's activities in Africa. It goes without saying, of course, in a continent in which economic crisis is a way of life, that most of these new affiliates come to the ITF with many problems and few resources. It is encouraging to note that the ITF African membership now embraces all the regions of the continent with all the main language groups, i.e. English French, Arabic and Portuguese speaking.
399. At the 3rd Regional Conference held in Lagos in May 1994, new working structures were adopted in which Sections and sub-regional structures were to be the main focus of activity, backed up by national coordinating committees. Impressive progress has been made in establishing coordinating committees in almost all countries with more than two affiliates. Countries yet to formally inaugurate a coordinating committees are Egypt, Uganda and Mauritius. National Committees have among their roles the coordination and supervision of the activities of affiliates in the country, including joint educational activities.
400. Sub-regional Committees are now in place in Southern Africa, East Africa and the Indian Ocean. Those for Central, North and West Africa (Anglophone and Francophone) are due to be set up at the 4th African Regional Conference in Nairobi, September 1998.

401. The Sub-regional Committees will function in a similar way to the National Coordinating Committees. Office bearers will be elected or appointed by the Committee but will offer services on a part-time basis, using their union facilities. Following the Nairobi Conference in September 1998 it is proposed that in future the African Regional Committee will be based entirely on Sub-Regional and Section Coordinators, together with the Executive Board members and Women's Coordinator.

RELATIONS WITH OUTSIDE ORGANISATIONS

402. In the context of the African region, the ITF as a major ITS with strong presence in Africa has maintained good working and fraternal relations with all the different players in the trade union scene.
403. The ITF maintains good relations with other ITSs and the ICFTU African regional Organisation, which is also based in Nairobi. Good relations exist also with various national centres and with the Organisation of African Trade Union Unity (OATUU). The Regional Secretary represents the ITF at AFRO meetings and uses the opportunity to exchange views and information with other ITSs representatives. In 1997, the Regional Secretary was elected Chair of the ITS African Coordinating Group. Good relations are also maintained with various trade union 'donor' organisations which sponsor union development and education work, including the local representatives of the Friedrich Ebert Stiftung of Germany and the AFL-CIO Solidarity Centre. Other organisations with which the ITFs enjoys recognition and good relations include the African Railway Management Association and the UN Economic Commission for Africa.

Regional Inter-government Bodies

404. Several regional economic groups exist in different parts of Africa and some have begun to develop distinct regional approaches to transport policy. In southern Africa, the SADCC has been transformed into the Southern Africa Development Community. The defunct East Africa Community has been revived with a new name, East African Co-Operation, while the Economic Community of West African States (ECOWAS) is gradually becoming more effective.
405. The ITF works closely with the regional trade union bodies associated with and recognised by these regional bodies, including the Southern Africa Trade Union Consultative Council (SATCC), the East Africa Trade Union Council (EATUC) and the Organisation of Trade Unions of West Africa (OTUWA). Through its African sub-regional structures, the ITF is gaining recognition from some of the intergovernmental bodies for the achievement of its objectives in trade union integration and cross border activities for the protection of workers engaged in cross border traffic.

EDUCATION ACTIVITIES

406. Workers and trade union education are at the core of the ITF's work in Africa as education remains the most reliable means for trade union development. During the period under review the Regional Office has concentrated on attempting to make coordinating committees play central role in educational activities.
407. During the period under review a large number of education programmes were organised for various affiliates at different levels by the Regional Office and two sub-

regional coordinators, T.L. Shana (Southern Africa) and Nazi Kabore (West Africa Francophone). As a response to a growing need for high quality education activities, the ITF has embarked on a Training of Trainers programme designed to ensure the steady availability of professional trade union educators in the future. Two labour educators courses were organised in Ghana and Nairobi for affiliates in West, Eastern and Southern Africa with the participation of Mahendra Sharma from the ITF Asia/Pacific Region.

DISPUTES AND SOLIDARITY

408. Massive job losses, brought about mainly as a result of the implementation of Structural Adjustment Programmes have seriously weakened African transport unions during the period under review. Wage negotiations have frequently proved impossible and employers have used the excuse of SAPs to weaken or destroy the unions. In some cases, governments too have exploited the opportunity to attack unions either directly, by encouraging splinter groups within existing unions, or by barring the employment by unions of full time trade union officers as in Nigeria, Botswana, Cameroon, Zambia and the Democratic Republic of Congo. This has led to a number of bitter disputes (see Uganda Railways dispute reported under Railway Workers' Section, and Cargo Carriers (Zimbabwe) dispute, reported under Road Transport Workers' Section).
409. Elsewhere in the continent, trade unions and workers continue to face difficulties including denial of the most basic human and trade union rights. In some cases, trade unionists have been harassed for attempting to defend workers' rights while in others lack of payment of monthly wages has been a constant source of disputes. There were cases of this in Morocco, Mauritania, Gambia, Mauritius, Senegal and Niger.

IMPORTANT POLITICAL DEVELOPMENTS IN AFRICA

410. Political change has remained high on Africa's agenda. The period under review has witnessed crises of different kinds as agitation for human rights are being suppressed in some countries. Without a long term and comprehensive solution to the debt problem, African workers will not see any real improvement in their living or working conditions. Africa deserves sympathy, support and encouragement from the rich nations of the world. However, alongside expectations of assistance is suspicion that what looks like a new scramble for the continent may yet undermine the flow and impact of external assistance.
411. Human and trade union rights have continued to deteriorate while economic and political stabilisation remains tentative across the continent. With food production down by about 20 percent and widespread unemployment remaining, the danger of more crippling discontent and unrest is real, as can be evidenced by the series of civil wars, coups and international conflicts which have occurred in the past four years. Some of the more important political developments are highlighted below:

West Africa

412. More than seven years of civil war in **Liberia** ended in July 1997. The trade union movement was severely affected by the war, with their leaders taking refuge in various parts of West Africa. The ITF provided financial help to the refugees, particularly the leaders of the ITF-affiliated dockworkers union in Ghana and Nigeria. The Regional Secretary undertook a solidarity visit to Liberia in December

1997 to assess the need and encourage the Liberian transport workers on the task of reconstruction. During the visit, he organised a seminar for port workers and worked with them as well as with the government and their national centre, the Federation of Liberian Labour Unions (LFLU) to consolidate a merger of port workers started in 1996. He had meetings with the Minister of Labour and members of the Liberian Senate Labour Committee on matters of interest including the training of Liberian seafarers and the need to reorganise the Liberian FOC shipping.

413. In **Sierra Leone** barely a year after return to civil elections, a group of officers staged a coup which plunged the country once again into political turmoil and economic and civil strife. Sanctions were immediately imposed by the UN and the ECOWAS resulting in a state of insecurity and economic misery. The rebels were finally removed by Nigerian led ECOWAS military forces in February 1997 but only after considerable civilian casualties had been sustained. During the military operations, the ITF maintained contact with its affiliate the Sierra Leone Seamen's Union and intervened with the Nigerian government to prevent the shelling of innocent shipping in Freetown harbour. Trade union activities, which were rendered dormant during the rebel rule, have now been resumed and the ITF has provided financial assistance to the five affiliated unions to enable them to restart operations.
414. The ITF has been supporting its **Nigerian** affiliates during the recent political crisis which followed the annulment of 1993 elections. From 1994 to June 1998, under the repressive rule of General Abacha, opposition politicians were detained as were Frank Kokori and Milton Dabibi, leaders of NUPENG and PENGASSAN. Government-appointed administrators took over the administration of the two unions as well as those of the labour centre, the Nigerian Labour Congress (NLC) whose executive Committee was also dissolved. The ITF, along with the ICFTU and other ITs, condemned the detentions and campaigned for the release of the two trade unionists and for the restoration of full trade union freedoms in Nigeria. Kokoi and Dabibi along with other opposition politicians were released following General Abacha's death on 8 June 1998 and there is some reason to hope that a more normal political and trade union situation will result.

Southern Africa

415. Since the end of apartheid in **South Africa** in 1994, Southern Africa's political scene has been relatively calm except in Lesotho and Swaziland. In Lesotho, the Parliament passed an Act to bar civil servants from trade union membership on 12 March 1996. Strong protests by the ITF and other international trade union organisations were immediately lodged but the Communications, Electrical and Allied Workers Union is among the unions affected by the Act.

East Africa and the Great Lakes

416. The removal of Mobutu from power by the Kabila forces in 1997 marked a new beginning for the people of the **Democratic Republic of Congo**, formerly known as **Zaire**. The newly ITF affiliated trade unions have been able to operate more freely since the end of the Mobutu era, but the region is still marked by severe political unrest.
417. In East Africa generally the political temperature has been mixed. Kenya and Tanzania recently held elections with the old ruling parties remaining in control, even if the conduct of the elections remain questionable. Political parties do not

function in Uganda. The most encouraging development in the region is the move by the three countries to revive the defunct East Africa Community.

North Africa

418. ITF activity in North Africa restarted after a considerable period of absence with a mission conducted by the General Secretary and Regional Secretary, together with Miguel de Julian of the FETT-UGT (Spain) in December 1995. The mission visited Morocco, Tunisia and Egypt and established good contacts with transport unions in all three countries. Arising from that visit, new unions from Egypt and Morocco have joined the ITF and an undertaking to affiliate has been given by the UGTT Tunisia. A first ever ITF seminar for North African transport workers' unions took place in Cairo in February 1998.

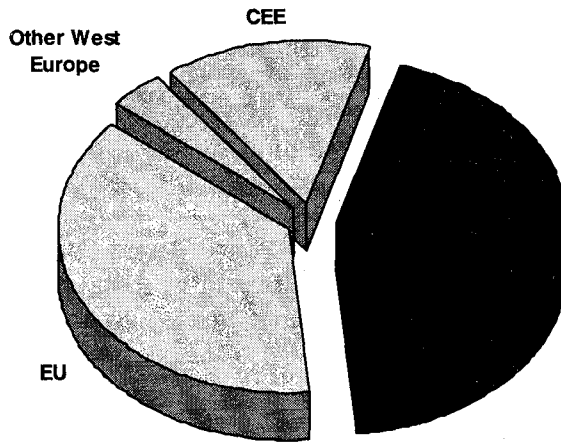
WOMEN TRANSPORT WORKERS

419. The campaign for greater women's representation in trade unions has gained considerable momentum in Africa during the period under review, with many affiliates having created Women's Committees or wings through the initiative of the ITF Women's Department and the Regional Office. In 1994 a second Women's Conference was held in Nairobi. The Conference elected sub-regional network contacts. African transport women's participation at the pre-1994 World congress was a big boost as two women worker activists, Anne Karume of Kenya and Haidra Aichata of Mali, were elected into the ITF Women's Steering Committee. A further and crucial African women's meeting is due to take place in Nairobi in September 1998. The seminar will discuss a programme to promote women workers and gender equality in trade unions and in society as a whole.

ITF ACTIVITIES IN FRANCOPHONE AFRICA

420. The foundation for ITF work in French speaking Africa was laid by Kokou Fantognon (Togo) who resigned from his position as Francophone Coordinator in 1995. Nazi Kabore (Burkina Faso) took over the position from 1 July 1995. The period under review has seen a significant expansion in ITF membership in francophone Africa, including new affiliates in Rwanda, Zaire (now Democratic Republic of Congo), Benin, Burkina Faso, Madagascar, Niger and Senegal.
421. Kabore has carried out ITF missions to Rwanda and Zaire and has conducted a series of seminars and workshops at national and sub-regional level for Francophone unions.

EUROPE



MEMBERSHIP

1994	2,646,490 members	171 unions
1998	2,565,040 members	185 unions

422. ITF membership in Europe has been subject to two different trends over the past four years. In Western Europe (including the EU), structural change, particularly in the railways, ports and shipping industries has led to significant falls in the total membership of ITF affiliates. This has been offset to some extent, however, by a continued growth in new affiliates from the countries of Central and Eastern Europe. Overall, the region still accounts for over half of all ITF affiliated membership world-wide.
423. European integration is developing at a rapid pace, and trade union structures inevitably have to develop alongside. During the period under review, the European Union has expanded to include three more member states (Sweden, Finland and Austria) and in 1997 negotiations were opened with six more countries (Czech Republic, Hungary, Poland, Slovenia, Estonia and Cyprus). The EU is becoming more and more the dominant political force in the Region and its influence in the field of transport, social and competition policy is immense.
424. The lack of a Regional ITF Office dealing with Europe and the lack of clarity about the respective roles of the ITF and the Federation of Transport Workers Union in the EU (FST) have been a limiting factor in the development of effective programmes to meet the needs of ITF affiliates in both West and Eastern Europe, although the involvement of European affiliates in the day to day Section work tends to be higher than that of unions in other regions.

ITF EUROPEAN COMMITTEE

425. Since its re-establishment in 1992, the ITF European Committee, which is open to all ITF European affiliates, has continue to meet on a regular basis. During the period under review it has met twice.

426. The meeting held in **Vienna on 13-14 July 1995** discussed follow up to the second Pan European Transport Conference and relations with the Brussels Committee (FST). It was held in conjunction with a seminar for unions from Central and Eastern Europe at which a strong view was expressed in favour of integration in overall ITF European work and against the establishment of separate structures for Eastern Europe.
427. A further meeting of the Committee took place in **Helsinki on 19 -20 July 1997** in conjunction with the 3rd Pan European Transport Conference. It discussed EU enlargement, looked at the planned Pan European corridors and examined sectoral developments in the transport industry. In the light of the relative lack of ITF activity in Central and Eastern Europe, the Committee agreed to establish a new *informal coordinating structure based on a network of subregional groups with coordinators to be appointed by the ITF General Secretary.*
428. Eike Eulen, ITF President, has acted as Chair of the European Regional Committee.
429. The first meeting of the ITF coordinators for Central and Eastern Europe took place in Dubrovnik, Croatia, in June 1998, following which the ITF General Secretary, accompanied by Alp/Adria coordinator Vladimir Svalina and acting Education Coordinator Mirjam Korhonen, undertook a mission to transport trade unions in Bosnia and Montenegro.

COMMITTEE/FEDERATION OF TRANSPORT WORKERS UNIONS IN THE EUROPEAN UNION

430. The period under review has seen further intensive discussions about the respective roles and functions of the ITF and the Committee of Transport Workers' Unions in the European Committee. The Committee, of which the ITF continues to be an affiliated member, changed its name to Federation of Transport Workers' Unions in the European Union (FST) in 1996.
431. The President of the FST is Rudi Schäfer of the German Railwaymen's Union. The ITF General Secretary continues to be a Vice President of the FST and a member of its Presidium. The ITF Secretariat also sends three delegates to meetings of the FST Coordinating Committee, and participated with a strong delegation at the FST General Assembly in Luxembourg in November 1997.
432. The 37th ITF Congress in Geneva adopted a motion on cooperation with the Brussels Committee which urged the ITF Secretariat to ensure that any overlap in work and action is avoided. In this connection, an agreement on Constitutional changes and guidelines on the respective functions of the two organisations was ratified by the Executive Board and the FST Coordinating Committee in 1993. Despite the adoption of these Guidelines, however, there has continued to be considerable scope for confusion and duplication in the daily work of the two organisations. This is particularly the case in view of the predominant role being taken by the European Union institutions in all aspects of European transport and social policy as well as the continuing process of EU enlargement.
433. The need for the development of an effective trade union counterpart to the European Union institutions has intensified the pressure on the FST to act less as a 'lobbying' body and more a body for the coordination of European trade union action. This has been particularly the case within the different FST Industrial

Sections which have massively increased their level of activity since the 1994 Congress.

434. As a result of a series of disputes between the ITF and FST Secretariat about the practical implementation of the agreed guidelines, a discussion took place at the Executive Board meeting in October 1996 about future relations between the ITF and the FST. Since it was clear that organisational loyalties were delaying progress on this issue, a proposal from FETT UGT Spain to organise a meeting of leaders of major ITF and FST affiliated unions outside the formal structures of either organisation attracted considerable support from Board members. At the Board's request a document outlining various options for future ITF-FST relations was prepared by the General Secretary for the meeting of the ITF Executive Board in April 1997 but, in the light of progress at the informal meeting, held in Palma, Mallorca, immediately beforehand, the Board agreed to suspend further discussion on the subject until a decision in principle had been taken at the FST General Assembly in November 1997.
435. The ITF General Secretary, in addressing the opening session of the FST General Assembly, called for a much closer relationship in the future in the light of the process of EU enlargement. He indicated that in his view there was a need for a major review of existing European structures and that there was no reason for the continuation of a separate ITF European Committee and FST. He also warned the European Commission against interfering in the trade union rights of European transport workers in the name of the Internal Market. A motion presented by a large number of unions calling for the establishment of a working group on ITF/FST relations to consider all options to eliminate duplication of work was adopted unanimously, and a series of constitutional amendments were deferred for further discussion at the Coordinating Committee. Hugues de Villèle was unanimously re-elected as Secretary General of the FST.
436. At a meeting of the FST Coordinating Committee held in February 1998, a proposal from the ITF General Secretary on the composition of the Working Group was agreed although there was considerable disagreement on whether it was intended to have a political or a purely technical role. No further action to convene the working group took place until May 1998 when, following a special meeting of the FST Presidium called to examine reports of financial irregularities in its relations with the European Union, Hugues de Villèle submitted his resignation. The FST Presidium took over responsibility for the direction of the FST and appointed Romolo Vivarelli (CGIL Italy) as Acting Secretary General with a mandate to examine the Federation's financial situation, to convene the ITF-FST Working Group and to establish procedures for the election of a new Secretary General.
437. The first meeting of the ITF-FST Working Group was scheduled to take place on 4 September, with a further meeting of the Coordinating Committee scheduled for mid October. The results of those meetings will be reported to Congress.

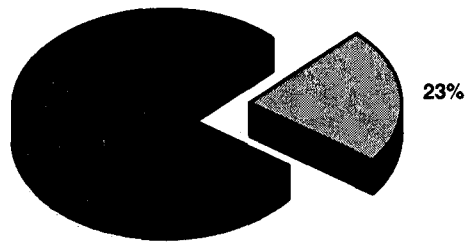
PAN EUROPEAN TRANSPORT CONFERENCES

438. The **Second Pan European Transport Conference** took place in Crete in March 1994. The ITF was represented by Sarah Finke, who helped coordinate input by a delegation of nearly 40 ITF affiliates from West and Eastern Europe. The huge improvement in the representation of trade unions compared to the previous Conference in Prague in 1991 was largely due to the efforts of the EU Economic and

Social Committee, whose Transport & Communications Section was chaired by the ITF President.

439. The **Third Pan European Conference** took place in Helsinki in July 1997. The Conference was attended by over 50 trade union representatives and preceded by a meeting of the ITF European Committee largely devoted to preparing for it. The trade union members participated actively in all sessions of the Conference which included reference to the need to extend the social dialogue to the countries of Central and Eastern Europe in relation to Trans European Networks and the Pan European transport corridors.
440. The ITF's work in relation to the Pan European Transport Conference has been enormously aided by input from the ITF President in his capacity as ECOSOC Section Chair and by Karin Alleweldt (ÖTV and DGB, Germany) who has acted as expert in the Preparatory Groups for the two Conferences which took place during the period under review.

ASIA/PACIFIC



REGIONAL MEMBERSHIP AND STRUCTURE

1994	979,657 members	122 unions
1998	1,036,784 members	152 unions

Chair, Asia Pacific Regional Committee	S Nakanishi	(AJSU Japan)
Vice Chair	Mike Fleming	(AMOU Australia)

Regional Secretary	Shigeru Wada
Assistant Regional Secretary	Mahendra Sharma

441. The region has demonstrated significant growth over the period since the Geneva Congress and now represents almost 24% of total ITF membership. There are still, however, many countries in the Region where, for different reasons, there are no ITF affiliates. These include China (PRC), North Korea, Vietnam, Cambodia, Laos, Burma (excluding the exiled Seafarers' Union), Brunei, Maldives, Afghanistan, New Caledonia and some other South Pacific island countries. Despite the obstacles which still exist to the functioning of democratic trade unions in most of these countries, the ITF has established contacts with transport union structures in several of them, and ITF affiliates in the Region have strong bilateral contacts, particularly with China and Vietnam.
442. In addition, a significant number of the new countries which were formed following the breakup of the USSR are located in Central Asia and should logically be treated as part of the Asia/Pacific Region. These include Kazakhstan, Kirgystan, Uzbekistan, Turkmenistan and Tadzhikistan. Among them only unions from Kazakhstan have so far affiliated to the ITF. The Assistant Regional Secretary has made one visit to this region, for which responsibility will be shared between the Delhi and Moscow offices.

Regional Offices

443. The period since the 1994 Geneva Congress has seen a major increase in the activities of and resources devoted to the Asia/Pacific Region. In particular, after a period of seventeen years in London following the closure of the previous Kuala Lumpur office by the Malaysian government, and after a detailed evaluation of the different options, the ITF Executive Board agreed to re-open an ITF office in Tokyo in 1996. The new office combines the function of the existing ITF Japanese Office (which is largely responsible for Japanese language services) with that of the Regional Office

for Asia/Pacific. It is headed by Regional Secretary, Shigeru Wada, working together with the Japanese Office Representative and Secretary of the JCC Masahiko Nakamura. In 1996, Mark Davis (Merchant Service Guild, New Zealand) was appointed to a two year contract as Assistant to the Regional Secretary.

Delhi Sub-Regional Office

444. With support from the All India Railwaymen's Federation, an ITF Delhi Office was opened in February 1995. The Delhi Office functions as the sub-regional office for South and Central Asia and as the Region's centre for trade union education activities. Assistant Regional Secretary, Mahendra Sharma heads the Delhi Office assisted by Education Coordinator Sangam Triparthy.

Regional Conference, Regional Committee and Regional Industrial Committees

445. ITF regional structures in the Asia/Pacific Region, like those in other regions of the world, have developed gradually to meet the needs of Asia/Pacific affiliates for closer cooperation. The following bodies now meet on a more or less regular basis:

- Asia/Pacific Regional Conference (once every 4 years - all affiliates invited)
- Asia/Pacific Regional Committee (APRC) (once a year - one member per country)
- Asia/Pacific Seafarers' Regional Committee (APSRC)
- Asia/Pacific Civil Aviation Workers' Committee
- Asia/Pacific Railway Workers' Committee
- Asia/Pacific Road Transport Workers' Committee
- Asia/Pacific Dock Workers' Committee

446. The Fisheries and Tourism Services Sections have not yet established formal committees, but ad hoc meetings for tourism workers took place in 1995 in Penang and 1997 in Tokyo; and in 1997 in Manila for fisheries workers. There are huge numbers of Asian fishermen and the number serving on FOC fishing vessels is increasing, so expansion of this Section's activities in the Region is a priority for the future. The tourism industry in the region is also rapidly expanding and deserves increased attention.

Sub-regional Activities

447. Sub-regional seminars have been organised in South Asia, South East Asia and The South Pacific during the period under review in order to develop closer cooperation between affiliates and potential affiliates. As regional economic groupings such as ASEAN and SAARC are becoming more active roles in the fields of labour and transport, the need to organise sub-regional activities to develop trade union strategies will increase.

National Coordinating Committees

448. Each country in the region has been encouraged to establish a national coordinating committee of ITF affiliates. During the period under review Korea, Thailand and Taiwan, for example, successfully launched or strengthened coordinating committees. Only a few countries remain without a coordinating committee.

RELATIONS WITH OUTSIDE ORGANISATIONS

ICFTU-APRO

449. The ITF continued to cooperate with ICFTU-APRO and other ITSs in the region. The Regional Secretary and/or Assistant Regional Secretary attended several meetings of the ICFTU-APRO such as its Executive Board meetings (Seoul: 1994, Taipei: 1995, Singapore: 1997) and the 16th Regional Conference, which was held in Cebu, Philippines in December 1996. One-day informal consultation meetings between the ICFTU-APRO and the ITSs in the region are now held regularly prior to APRO Executive Board meetings. As a result of these meetings better and more effective cooperation among these organisations is developing in the region. The Regional Secretary also attended the first meeting of the ICFTU Asia Pacific Labour Network (APLN) which was held in September 1995 in Melbourne, Australia .

Co-operation with ITSs

450. While cooperating with the ICFTU-APRO mainly on general political issues such as trade union and human rights, the ITF has been seeking closer cooperation with other ITSs in the region on industrial issues. The first meeting of Asia/Pacific tourism service workers was organised jointly by the ITF, FIET and IUF in Penang in June 1995. In order to avoid duplication in trade union education, regular meetings are also planned among the ITSs in the region.

International Labour Organisation

451. The ITF has participated in many ILO activities in the region including its 12th Asian Regional Conference in December 1997 in Bangkok.

EDUCATION ACTIVITIES

Outline of Education Activities

452. At the Asia/Pacific Regional Conference in Singapore in 1993 a decision was taken to wind up the ITF Asia/Pacific Long Term Education Programme. This was due mainly to unsatisfactory reporting, and the reluctance of donor organisations to continue financing a programme of this size. Until then the ITF had appointed more than ten full time and part time ITF Education Officers in the region. This was an unavoidable, though painful, decision, but, assisting trade union education of affiliates and potential affiliates in developing countries remains one of the key regional activities.
453. Ensuring more careful preparation and monitoring, the ITF has continued with long term education programmes in a different form in some countries and organised many national seminars in other countries. In terms of finance a small number of programmes and seminars were at first supported from the ITF's own resources. When the ITF felt them manageable and receiving the full support of affiliates and national coordinating committees, donor organisations were approached.
454. During the period under review the ITF, together with donor organisations, extended support for national trade union education to the following countries as well as organising various regional and sub-regional seminars;

Bangladesh: ITF, ILO and I.O/TCO Sweden

Fiji:	ITF and FNV Netherlands
Hong Kong:	ITF
India:	LO/TCO Sweden, FES (Germany) and ILO
Indonesia:	ITF and AAFLI (USA)
Malaysia:	ITF and LO-Norway
Nepal:	ITF and LO/TCO Sweden
Pakistan:	ITF and FNV Netherlands
Papua New Guinea:	ITF and FNV Netherlands
Philippines:	ITF, LO/FTF and LO/TCO Sweden
South Pacific:	FES and ITF
Sri Lanka:	FES and LO/TCO Sweden
Taiwan:	ITF
Thailand:	ITF and FES
Vietnam:	ITF

NATIONAL DEVELOPMENTS

455. In the latter part of the period, the Region has been seriously affected by the economic crisis which resulted in massive devaluations, bankruptcies and widespread unemployment. Those countries whose governments previously claimed that trade unions and other democratic ideas were an unnecessary obstacle to the operation of the free market have been particularly badly affected by the crisis. The ITF has supported the position of the ICFTU in calling for the full involvement of trade unions in planning to overcome the effects of the crisis and, in particular demanding that the International Monetary Fund and other lending institutions should include effective social protection programmes in the restructuring plans negotiated with the countries concerned. A meeting of ITF urban transport unions to examine trade union responses to the Asian economic crisis was planned in August 1998.

456. The following provides highlights of developments in a few key countries.

Australia

457. The Regional Office contributed significantly to the ITF solidarity work in support of the MUA during 1997-8 and a regional office representative was stationed in Australia during the most serious phase of the dispute to assist the union. (See Dockers' Section).

Burma

458. The Burmese junta (SLORC, now renamed SPDC) continues to refuse to accept the result of the 1990 general election in which the main opposition party, the National League for Democracy (NLD), won a landslide victory. Trade unions are totally banned by the regime and many political and trade union activists are in jail or forced to live in exile. The ITF together with the ICFTU and other ITSs, has actively supported the international campaign to restore democracy to Burma, both by protest letters, etc. and, where possible, organising boycotts of ships and aircraft registered in Burma.

459. The ITF, and several of its seafarer affiliates have also continued to provide material support for the exiled Seafarers' Union of Burma (SUB) which now publishes a regular Burmese language newspaper for seafarers and maintains contacts with Burmese seafarers worldwide. In 1993 the ITF submitted a detailed complaint to the

ILO Committee on Freedom of Association against the government of Burma (Myanmar) accusing it of systematically denying seafarers' trade union rights. In November 1994, the ILO Governing Body upheld a report of the Committee upholding the ITF complaint and calling on the government to undertake a series of actions to restore freedom of association for Burmese seafarers. The Committee specifically upheld the rights of seafarers to form independent trade unions and to pursue grievances with the help of the ITF or its affiliated trade unions. The ITF published a leaflet reproducing the text of the ILO decision in both English and Burmese which has been widely distributed to Burmese seafarers when they visit foreign ports.

460. Faced with ILO condemnation and international boycott threats, the SLORC regime made some minor changes to its procedures in early 1995, but these fell far short of any real acceptance of freedom of association. In an attempt to see whether conditions for the SUB and Burmese seafarers could be improved by dialogue with the regime, the Regional Secretary visited Rangoon in April 1995 for talks with officials of the Department of Marine Administration. The talks were, however, inconclusive and further visits were cancelled due to the worsening political situation.

China (PRC)

461. Faced with several cases of oppression of Chinese seafarers, the ITF submitted, together with the ICFTU, in early 1995, a complaint against China to the ILO Committee on Freedom of Association. The complaint accused the Chinese government of intimidation, abuse and in some cases imprisonment of seafarers for having accepted ITF assistance to improve wages and conditions. The Committee's report, approved by the Governing Body in June 1996, upheld the ITF/ICFTU complaint and urged the Chinese government to fully respect trade union rights for Chinese seafarers. The ITF published a leaflet reproducing the text of the ILO decision in both English and Chinese.
462. In the light of increasing contacts between ITF affiliates and Chinese 'trade unions' and of modifications in the policy stance towards China of the ICFTU, the ITF Executive Board held several discussions on relations with China during the period under review. Faced with widespread evidence of non observance of ITF policy in respect of FOC ships covered by ITF acceptable agreements and manned by PRC seafarers, the Executive Board also decided in March 1996 to send a mission to meet shipping industry contacts in China. The Regional Secretary together with two SSD staff and leaders of Hong Kong seafarers' affiliates visited China from 3-8 September 1996. The mission met with representatives of COSCO, the main Chinese shipping company, as well as with representatives of the Ministry of Communications and the Coordination Council for Overseas Seamen's Employment. Representatives of the Chinese Seamen's Union contacted the mission and informal discussions with the union were held. A second ITF mission led by the Assistant General Secretary visited the country in 1997 and the General Secretary met representatives of the Chinese Seamen's Union during the ILO Maritime Conference in October 1996. The Executive Board, at its meeting in October 1997 decided to send a high level ITF delegation to China once appropriate arrangements were made. This mission is expected to take place early in 1999.

Hong Kong

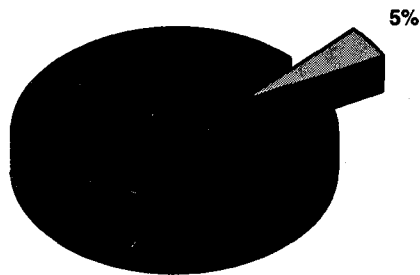
463. The trade union rights situation in Hong Kong is being closely monitored by the international trade union movement led by the ICFTU at the historical event of the territory's return to Chinese sovereignty on 1 July 1997. The ITF participated in

ICFTU Hong Kong Conferences which were held in April 1996 and in June 1997 and has made a token contribution of US\$2000 towards the costs of the joint ICFTU/ITS office which has been established to monitor the trade union situation.

Indonesia

464. Under the Suharto government the Serikat Buruh Sejahtera Indonesia (SBSI), the Indonesian Prosperity Trade Union, was the specific target of the government's restrictive labour policy. It was not allowed to hold its first congress in July 1993, was banned from carrying out any kind of activity in late April 1994 after more than one week of strikes and protests in the North Sumatran capital of Medan and had its second congress in 1997 raided by the police. The ITF has provided assistance to SBSI, which received legal recognition for the first time in June 1998 following the overthrow of President Suharto. There are some signs of a relaxation in the tight control previously exerted by the Indonesian government over trade union activity.

LATIN AMERICA & THE CARIBBEAN



REGIONAL MEMBERSHIP AND STRUCTURE

1994	261,504 members	64 unions
1998	231,873 members	82 unions

Vice President **Marcos Castro (Argentina)**
Regional Secretary **Mauricio Sant'Anna**

465. The modest decline in the members figures for the Region does not give an accurate impression of the recent evolution of ITF membership. Privatisation and deregulation have had a massive impact on the membership of unions in the railway, docks and seafarers' Sections and ten unions either ceased to exist or were suspended for non payment of fees. In addition, the figures reflect technical adjustments in declared membership by a small number of larger unions made for purely financial reasons. The sharp increase in the total number of affiliated unions as well as an increase from 21 to 26 in the number of countries with ITF affiliates demonstrates to the effective revitalisation of ITF activities in Latin America and the Caribbean in the period since the Geneva Congress. After a period of decline, membership in the region looks set to increase in the future.

466. The period under review has been one of rebuilding ITF activities in Latin America and the Caribbean which were at a very low ebb following the closure of the Lima Office in 1987. Following the 1994 Costa Rica Regional Conference the Executive Board agreed a new plan for Regional activities which would, for the first time include the English speaking Caribbean countries in reality as well as in name. A meeting of the newly established Regional Committee in Montevideo in March 1995 agreed to recommend to the Executive Board the appointment of Mauricio Sant'Anna (CONTTMAF Brazil) as the new Regional Secretary. This appointment was confirmed by the Board the same month which also agreed to establish the new Regional Office in Rio de Janeiro. Sant'Anna is assisted by Filomena Garcia. Education activities in the Region were initially coordinated on a part time basis by Richard Torres (TCU, United States). At the beginning of 1997 a new Education Coordinator, Rafael Grigera (Argentina) was appointed to work out of the Rio office but he resigned for personal reasons later in the year and was replaced on 1 January 1998 by Jose Iglesias (Venezuela). Iglesias was able to benefit at the beginning of his work from participation in a one week training workshop organised by the CAW Canada, underlining the growing cooperation between unions in the Americas.

467. In recognition of the important part played by transport in the growing number of free trade areas in North and South America which the US government is planning to integrate into a single Free Trade Area of the Americas, the ITF organised a first ever Conference on Regional Economic Integration in Mexico City in 1996. The conference adopted a resolution in support of a new ITF Inter-American structure. A further preparatory meeting took place in Rio de Janeiro in November 1997 and the first ITF Inter-American Conference was finally held in Miami in July 1998. The Conference agreed new arrangements for general and Sectional activities in Latin America, Caribbean and North America as well as for a provisional Inter-American cooperation structure. Following the ITF Congress, the Rio office will be given additional responsibilities for servicing unions in the USA and Canada.

The Caribbean

468. Although the title of the ITF Lima office included reference to the Caribbean countries, unions in the English speaking Caribbean islands have long felt neglected within ITF regional activities. During the period under review, a series of meetings took place with Caribbean union delegates. Kees Marges participated in a one day Caribbean consultation meeting held in conjunction with an evaluation seminar for the long term Caribbean Dockworkers' Education Project in January 1995. Further meetings were held with the General Secretary during the 1996 Centenary Congress and during the Mexico City conference in September 1996. Membership in the Caribbean sub-region is small compared with Latin America (although the re-affiliation of Jamaican unions has helped to strengthen it) but the problems of the Caribbean unions are quite unique. The Miami Interamerican Conference reached firm conclusions regarding the special role of the Caribbean, and on the need for specifically tailored education and trade union development programmes in the sub-region.

Regional Committee

469. The political direction of ITF work in the Region has been carried out by the **Regional Committee**, which meets normally once a year. ITF affiliates in each country are responsible for choosing a National Coordinator. The Committee comprises the national coordinators, ITF Executive Board members from the Region, the Regional Secretary and General Secretary. The Regional Committee has met three times : in Montevideo in 1995, Mexico City in 1996 and Rio de Janeiro in 1997.

Section Activities

470. The following Sectional committees are active:

Latin American Seafarers' Regional Committee - chair Rafael Grigera (Argentina)
Latin American Fisheries Regional Committee - chair Luis Almonacid, Chile.
Latin American Civil Aviation Committee - chair Alicia Castro (Argentina).
Latin American Dockers' Regional Committee - chair Mayo U. M. Fernandes Brazil
A Latin American Inland Navigation Conference took place in 1997.

Road Transport

471. Road transport meetings took place in 1996 and 1997. The latter meeting established a formal ITF Latin American Road Transport Workers' Committee, chaired by Hugo Moyano (Argentina). A further meeting of the Committee's Bureau took place in January 1998.

Mercosur

472. Following a request made by ITF affiliates in Argentina, Brazil, Uruguay and Paraguay during the 1994 Costa Rica Conference, the ITF Executive Board agreed to allocate a subsidy of \$30,000 a year for a period of two years to support the establishment of an office and Committee to service the needs of transport workers' unions within the Mercosur Free Trade Area. The Committee was formally established during a meeting of Mercosur unions held in conjunction with the 1995 Regional Committee in Montevideo, and an ITF Mercosur office, headed by Raul Cuenca of the Federación de Camioneros, opened in Argentina later that year. The President of the Committee is Victor Hugo Pistone, of the same union.
473. After some difficulties in gaining recognition on the appropriate Mercosur intergovernmental committees, the office carried out an impressive work programme during 1996 and 1997. It encountered significant problems both in relation to the payment of affiliation fees and its own structures and it became clear in early 1998 that a fundamental review of its activities was needed. One meeting of the unions concerned took place in March 1998 and a further one was due to take place in August. The ITF remains committed to supporting union efforts to create effective coordinating bodies in the Mercosur and other free trade areas, but this can only be done provided there is adequate commitment by the unions themselves, in terms of personnel and finance.

RELATIONS WITH OUTSIDE ORGANISATIONS

474. The Regional office maintains close relations with the Regional organisation of the ICFTU (ORIT) and with the other International Trade Secretariats. The ITSs have begun to meet to coordinate their activities in Latin America on a regular basis. Relations have also been developed with national trade union centres in many Latin American countries, with local offices of donor organisations such as the FES (Germany) and the AFL-CIO Solidarity Center (USA).

EDUCATION

475. Prior to the establishment of the Regional Office, Kees Marges, then ITF Education Officer, made a tour of most Latin American countries to assess educational needs. The most important element in the new Regional Education has been the Training of Trainers Project. This was funded jointly by the ITF and the Friedrich Ebert Stiftung (FES) and was designed to identify and train trade unionists who could act as future educators. Three one week seminars took place in 1995 on a sub-regional basis in Uruguay, Brazil, and Costa Rica. Unfortunately, despite targeting invitations specifically on people with educational skills, the participants were mainly top union leaders. This did, however, enable them to develop a more effective approach to the next stage of the project. Among the participants of these three seminars, it was possible to identify sufficient skilled educators to continue the project.
476. In May 1996, the second stage took place in Costa Rica, also with the support of FES. Twenty participants from the initial three seminars underwent intensive training for two weeks in pedagogical and educational skills. The final stage was held in Costa Rica in February 1997. Inevitably some of the original participants were no longer active in their unions by the end of the Project. It did, however, help to create a core of trained union educators who will be a key feature of future ITF and national union education work.

ITF Supported Projects

477. As part of the Training of Trainers Project, individual national education projects have been developed and channelled via the Regional Office and ITF Education Department to appropriate donor organisations. The following projects have been launched as a result:
- ITF/SASK Finland /CONTTMAF (Brazil)
 - ITF/SASK Finland /FITTTAMPS (Panama).
 - Joint ITS/FES Germany/ORIT "MERCOSUR Project
 - ITF/CAW Canada/UNATROPYT (Costa Rica)

INDUSTRIAL AND POLITICAL DEVELOPMENTS IN THE REGION

478. The Latin American and Caribbean region has been marked by a greater degree of political stability over the past four years. Most countries now have a more or less democratic system of government and trade union activity is permitted, at least in theory, almost everywhere. This does not mean that all trade unions operate freely and, in fact, trade unionists in the Region are frequently the subject of serious attacks by right wing forces. In Paraguay, for example, leaders of the ITF affiliated USTT were imprisoned for organising strikes in support of a maximum eight hour working day for bus drivers. Economically, currency stability has been bought at the price of massive restructuring under tight supervision from the IMF, World Bank and other financial institutions. The transport industry in particular has seen massive restructuring, leading to the loss of hundreds of thousands of jobs and, in some cases, to the disappearance of some old and respected ITF affiliated unions.

Railways

479. Privatisation in the railway sector has been conducted in a highly controversial manner under strong pressure from the World Bank. The system of concessioning has been used everywhere and in most cases there has been little or no consultation with trade unions. In Brazilian railways (RFFSA), over 25,000 workers lost their jobs, while in Argentina almost 80% of the 100,000 plus work force was eliminated. Similar programs have been implemented or are under way in Bolivia, Chile, Guatemala, and Peru. In Mexico, US railroads have bought significant sections of the state railway network and are integrating it within their own operations. In the majority of cases the unions were not adequately prepared for these changes and the level of compensation made to the retrenched workers was wholly inadequate. Even where some jobs are retained, most railway unions have found it difficult to adjust to a new, private sector, bargaining environment.

Shipping

480. Huge job losses have occurred with the dismantling of national fleets such as that of Gran Colombiana, Lloyd Brasileiro, Elma. In Peru, one ITF affiliate ceased to exist when the last remaining state owned ship was sold to foreign owners. The abandonment of national shipping by governments, and the strong preference for FOC vessels by private owners has done great damage to employment in the sector. Only a small proportion of the cargo and passenger vessels trading within Latin America and the Caribbean are crewed by seafarers from the region.

Ports

481. Ports in the Region have been one of the principal targets of structural adjustment and privatisation and many traditional ITF dockers unions have gone out of existence. Brazilian unions have so far maintained their position through militant action backed by international solidarity, for example during the dispute in November 1997. Overall the trend has been clearly in favour of severe restrictions on union rights, heavy job losses and a marked increase in casualization of port labour.

Civil Aviation

482. Most national carriers in the region have been privatised or gone out of business, the most spectacular being VIASA which left unpaid workers around the world. International services are dominated by US airlines which are now pressing for 'strategic partnerships' with the remaining carriers.

WORK PROGRAMME 1998-2002

483. The Regional Office will continue to focus attention non the development of the ITF Inter-american regional structure, based on the conclusions of the 1998 Miami Conference.
484. It will also continue to work for the development of a comprehensive trade union education and development programme, building on the work already undertaken in the Training of Training Programmes, and in particular:
- Organising High level Seminars for National and sub-regional coordinators
 - Continuing to organise Basic Seminars for Women Transport Workers
 - Training regional Office Staff

EDUCATION

Chair ITF Education Working Party **U Purohit (India)**

ITF Education Coordinator **Joanne Abayasekara**

485. The ITF Education and Projects Department was created in 1993. Since then steps have been taken to systematise ITF's education work across all the developing regions. Following on from a resolution adopted at the Geneva Congress, an Education Working Party has been established which meets regularly to review the ITF education work programme. Membership of the Working Party includes representatives of donors and affiliates in donor countries, and one Executive Board member from each region.
486. The ITF Education Coordinator works closely with the regional representatives, sub-regional coordinators and regional education coordinators. In addition the first steps have been taken to create a network of trained educators in Latin America and Africa. Inter-regional exchanges have been promoted with the Asia/Pacific Assistant Regional Secretary conducting training in both Africa and Latin America.
487. In April 1998 the Executive Board agreed that the management of the Communications Department, Education Department and General Policy Department should be combined. This will allow greater emphasis on information, campaigns and education activities. During a period of maternity leave during 1998, the functions of Education Coordinator were temporarily taken over by Mirjam Korhonen, from SASK, the Finnish trade union development cooperation agency.

RELATIONS WITH OUTSIDE ORGANISATIONS

488. Co-operation with other ITSs has been strengthened and following a proposal made by the ITF a first meeting took place of ITS education staff in conjunction with a seminar organised by the FES in Freudenstadt, Germany in August 1997. A further meeting was held in Berlin in April 1998. Regular meetings and regional committees of ITS regional staff are also being established.
489. During the period under review, donor funding of ITF education activities has increased considerably and cooperation has been initiated with more sources of funding. Regular contact, including annual bi-lateral meetings, with donor organisations regarding the implementation of ongoing projects has been maintained. The ITF has actively encouraged greater involvement of affiliates in donor countries with its education work programme and is one of the few ITSs to publish details of all donor assistance.
490. In 1995 the ITF established cooperation with external trade union education consultants, Labour and Society International (LSI). LSI have provided assistance to the ITF with education activities in Central and Eastern Europe, India and in the drafting of education materials. LSI also organised the programme and facilitated the sessions for the ITF Worldwide Inspectors' Seminar held in London in February 1998.
491. Given the limited resources available for ITF education activities, affiliates in developed countries have been actively encouraged to provide either financial or

technical assistance to other ITF unions and efforts are being made to establish a systematic programme of bilateral exchanges between unions.

492. The ITF's education work is also highly dependent on the existence of functioning National Coordinating Committees. Wherever possible these committees are encouraged to take responsibility for monitoring the implementation of projects in conjunction with a trained project coordinator. Through the ITF Solidarity Fund, modest financial support has been given to assist the National Coordinating Committees to arrange national training for their member unions.

EDUCATION ACTIVITIES

493. Since 1994 the focus of the ITF's education work has been on longer term sub-regional and regional projects rather than a series of national seminars. Among the measures taken to systematise the work have been:
- **A Trade Union Education and Development Policy** was published in 1997 which sets out the ITF's education policy and provides comprehensive guidelines for the implementation of projects.
 - **An annual report of the ITF's education work** is also produced in all ITF languages and distributed to all ITF affiliates.
 - **An audit of education needs** has been carried out by external consultants to identify the future education materials needed.
494. There have been education planning workshops in a number of regions (Africa, CIS, Central and Eastern Europe) and education needs are discussed at regional and Section meetings.
495. The ITF's education activities have shown some positive results. An evaluation of the long education programme in South Asia reported active participation in unions' day to day activities by the people who had undergone training. Participation by women workers in union work had also notably increased. Affiliates have begun to ask for ITF input into their own education programmes, as well as requesting ITF organised activities, and the links between unions required to coordinate national seminars have in some cases led to better functioning of the national coordinating committees. A series of sub-regional workshops on trade union integration and cooperation held in Africa from 1995-97 have led to the creation of sub-regional coordinating committees, enabling the transport trade unions to transform themselves into strong lobby groups to influence policy development at both national and regional level.
496. ITF education work has been initiated in new countries such as Mozambique and Rwanda. In February 1998 the first ITF seminar was held in Cairo for transport unions in North Africa and it is hoped that further activities will be held in the years to come. Regional seminars were also organised for the first time for fishermen's organisations in Asia/Pacific, Africa and Latin America. New initiatives include a comprehensive grass roots education programme for seafarers' unions which is being planned as part of the FOC Campaign Review 'From Oslo to Delhi'.

EDUCATION WORK PROGRAMME 1998-2002

497. Following the Delhi Congress, education will become an even more important element in all aspects of ITF work. Education activities, aimed not just at developing countries but at all countries where the ITF operates will be a vital tool to

transform the principles and initiatives of the Congress discussion document 'Mobilising Solidarity' into action. The document emphasises the importance and necessity of transforming the attitudes and approach of transport unions world-wide to meet the challenges of an increasingly international economy. The change in approach is needed in structures at all levels of the ITF and ITF affiliated unions and consequently education and training need to be geared to membership, shop stewards, leadership and staff of all structures of the ITF and affiliates.

498. The integration of the ITF Education Department into the Information and General Policy Department was done primarily to emphasise the role of and better integrate education into all ITF policy and sectional work. Special emphasis will be given in future to providing better educational services and materials to ITF affiliates and to Sections to support ITF campaigns and international solidarity action. Education must in the future become a central feature of virtually every aspect of ITF work.
499. The ITF's policy of promoting women representation and participation in trade union structures and activities at all levels has to be acknowledged in all ITF education activities and therefore close cooperation with the Women's Department and the women's network in different countries is essential. The ITF will also develop women specific programmes and projects in areas and issues which are of special importance for women members and transport workers.
500. In the coming inter Congress period the ITF will need both to continue to develop systematic education work in developing and transition countries and to extend that work much more widely into developed countries. Interactive cooperation and sharing of experiences and knowledge between regions and between affiliates in the regions will be encouraged. Therefore closer cooperation and mutual assistance between the ITF head quarters, regional offices and education departments of ITF affiliates is needed. The ITF will continue its programmes on training of trainers to different regions and sub-regions.
501. ITF education work in the past has tended to concentrate too much one-off national seminars. These are generally attended by union top leaders and there is little or no follow up. In the future, Education Policy will focus much more on the introduction of *strategic planning* into trade union work. All education programmes, whether longer-term or shorter-term ones, should contribute to the ability of ITF and its affiliates to develop long-term pro-active policies towards the rapid changes and challenges in the transport industry - both internationally, regionally and nationally.
502. An ITF education manual, incorporating strategic planning concepts will be produced and introduced to ITF staff in London and regions, sub-regional coordinators, national coordinators, union leaders and education officers in connection with regular ITF meetings and seminars as well as in special training sessions.
503. Globalisation, including regional and sub-regional economical and political integration such as EU, NAFTA, Mercosur, SADC, ECOWAS, has brought about the need to focus in our education work more towards regional and sub-regional approach. To develop the capacity of the transport unions to participate as social partners in the regional and sub-regional governmental bodies on questions of transport policy will require a lot of education and training in regional and sub-regional level. The ITF will continue to arrange such planning seminars on regular basis.

504. The ITF will continue a policy of giving priority to national programmes and projects which are proposed by the national coordinating committees. Some financial resources for these education activities will be available also in the future from the ITF International Solidarity Fund though the committees are expected to function mainly with the assistance of the affiliates in the country concerned.
505. So far ITF has appointed two field education coordinators, one in the Asia/Pacific region and one in Latin America/Caribbean. In the coming inter Congress period efforts will be made to add human resources in the education field. Anglophone Africa and Central and Eastern Europe will particularly need more resources. The system of sub-regional coordinators has proven to be a valuable resource for the ITF education work. In order to best utilise the existing - and possible new - resources, special attention must be paid to training the education and sub-regional coordinators.
506. As the ITF's own financial resources are limited, outside financial support will continue to be needed to meet education needs. In the future more emphasis will be put into establishing links with new trade union based donor organisation as well as in securing more support directly from ITF affiliated unions, both in terms of finance and human resources. In dealing with issues related to regional economic integration, efforts must also be made to attract funding from the relevant inter-governmental organisations.

Education Materials

507. There is an urgent need for better and more comprehensive ITF education and training materials and most ITF publications will be produced with their use as educational resources more in mind. In particular, the ITF will produce training materials on the following issues:
- Basic Manual on the ITF and International Solidarity
 - Trade union and human rights manual
 - Women transport workers' manual
 - Education Strategic planning manual
 - Campaigns manual

Future Priorities

508. Several issues will be key priorities in the ITF's future education work programmes, including:
- Training local union officials in international solidarity
 - Women transport workers
 - Democracy and trade union and human rights
 - Organising strategies for transport trade unions particularly in the road transport sector
 - Promoting HIV/AIDS awareness amongst transport workers
 - Strengthening trade union cooperation within regional economic groupings
 - Development of strong independent membership controlled seafarer unions
 - Development of curricula in basic trade unionism for unions in countries in transition

REPORT ON FOLLOW UP TO RESOLUTIONS ADOPTED AT THE 37TH ITF CONGRESS

1. AIDS

In pursuance of Motion No 1, the ITF Seafarers' Section has played an active role in an Inter-Agency Coalition on AIDS and Seafarers, hosting several sessions of the Coalition, which involves major maritime states and intergovernmental organisations, including ILO and WHO. In Africa, in which road transport workers have been identified as a major source of AIDS transmission, funding has been secured from the FNV Netherlands for a pilot project on AIDS education and prevention. The pilot project will commence during 1998 and, if successful, will be followed up by major projects in other African countries designed to sensitise transport workers to the risks of AIDS transmission.

2. UNEMPLOYMENT

The ITF Executive Board and the ITF Sections have continued to work to minimise the employment consequences of privatisation, deregulation and liberalisation in the transport sector. The ITF has continued to lend full support for the campaigns coordinated by the ICFTU and TUAC at international level to convince the G8 governments to give greater emphasis to employment creation in the coordination of economic policy. In a series of Employment Summits held since 1994, the major industrialised governments have begun to pay much greater lip service to the objective of employment creation. However, led by institutions such as the OECD, the major conclusions of such meetings have tended to concentrate on the liberalisation of the labour market rather than on positive employment creation measures.

3. INTERNATIONAL FINANCIAL INSTITUTIONS AND ECONOMIC DECISION MAKING

The ITF Executive Board has been working closely with other International Trade Secretariats and the ICFTU to force the major international financial institutions, particularly the World Bank, to consult closely with trade unions prior to the implementation of structural adjustment programmes in the transport sector. This matter was the focus of the ITF African Regional Conference in Lagos in 1994. In 1993 the Executive Board agreed to contribute \$10,000 per year towards the costs of a joint ICFTU/ITS Liaison Office established in Washington to increase trade union influence on the IMF and World Bank. An advisory committee, including representatives of ITF US affiliates, has been established to support the office. In 1997 a consultation meeting between the General Secretaries of the ITSs and the ICFTU and senior officials of the World Bank took place in Washington at which the idea of establishing a Bank Labour Forum was agreed in principle. Following a change of policy by the President of the World Bank James Wolfensohn, in favour of poverty reduction and greater involvement of civil society, Bank officials have responded positively to a series of invitations to attend ITF meetings, including the Railway Workers' Section Conference in Berlin in 1997. The Bank has made a number of public statements in favour of consulting trade unions in the context of restructuring programs, but these have yet to be fully reflected. ITF affiliates in a number of countries have been included in the innovative SAPRI exercise, established by the Bank to evaluate the effects of Bank programmes on poverty and unemployment. A detailed policy statement on relations with the World Bank has been included by the Executive Board in the general motion submitted for discussion at the present Congress.

4. AID FOR INTERNATIONAL TRADE UNION COOPERATION AND DEVELOPMENT

The work of the ITF Education and Projects Department has expanded significantly since 1994 and the working group called for in the motion has been established and transformed into the ITF Education Working Group, which brings together ITF regional representatives, unions and donor organisations active in trade union development projects. The Working Group, chaired by U Purohit (India) meets once a year. The ITF has published a detailed set of Guidelines for Education and Project Work which help affiliated unions understand the principles which underly trade union development work. Donor assisted education/project work now accounts for more than \$1 million per year. The ITF also published an annual Education Review giving details of the programmes and activities most of which are coordinated by the ITF Regional offices in Africa, Asia-Pacific and Latin America and the Caribbean.

5. PAN EUROPEAN TRANSPORT CONFERENCES

Large scale effort was put into the preparations for the Third Pan-European Transport Conference which took place in Helsinki in June 1997. A major delegation from ITF affiliates, including about 20 Central and Eastern European country delegates whose costs were paid by the EU, participated in the Conference, which was held immediately after the ITF European Committee. The ITF's Finnish affiliates played a major part in hosting the meetings and in providing hospitality for delegates during the weekend which separated them. The trade union participation at the Conference itself was of a very high level, with at least one trade union speaker participating in every working group. A mass leafleting of Conference delegates, as well as a balloon launch, ensured that the trade union presence was highly visible. The conclusions of the Conference contained firm commitments to the continued establishment of a social dialogue in Central and Eastern European countries, particularly in the establishment of the East-West Corridors which have been established as part of the Trans European Networks programme.

6. COOPERATION BETWEEN THE ITF AND THE BRUSSELS COMMITTEE

Co-operation between the ITF and the Brussels Committee, renamed the FST (Federation of Transport Workers' Unions in the European Union in 1996) has gone through both good and bad periods since the 1994 Congress. Following various discussions within the ITF Executive Board and an informal meeting organised by a number of common affiliates in Spain in 1997, a motion was unanimously adopted by the FST General Assembly in November 1997 calling for the establishment of a joint working group in ITF-FST relations. Following the resignation in May 1998 of the FST General Secretary, the work of this group was prioritised and a first meeting scheduled for 4 September. Further information on developments will probably be available during the Congress.

7. MULTINATIONAL CORPORATIONS

With assistance from the ÖTV, Germany, initial work was carried out on the establishment of an international database on transport transnationals in 1995. However, in the course of this work it became clear that much of the information was already available on commercially available databases and the most valuable data, that dealing with labour relations and collective bargaining, could only be obtained by significant efforts from affiliated unions. It was therefore agreed to concentrate attention on building cooperation and data on selected key multinationals, starting with the 'International Integrators' (UPS Federal Express, TNT, DHL). The work of the ITF UPS World Council has acted as a pilot project in this respect. The ITF continues to work closely with other International Trade Secretariats on Multinational Company issues. By general agreement, the ICFTU/ITS Multinational Enterprises Working Group has been wound up and replaced by a smaller strategy group which concentrates on building effective international union structures,

organising solidarity and enforcing international codes of conduct negotiated with employers.

8. ITF CENTENARY

The ITF 38th (Centenary) Congress took place in London from 30 June to 2 July 1996. The Congress Report has been distributed to all affiliates. Three books were published by or with the assistance of the ITF in connection with the Centenary: *Solidarity, Funny Flags* and the *Edo Fimmen Years*. A video of the Congress, incorporating a 30 minute history of the ITF, has also been produced and distributed to affiliates.

9. SECURING OF LOADS

This resolution called for multimodal regulations to ensure the safe securing of goods in and on cargo carriers in international maritime, road and rail transport. Additionally, the Resolution called for the ITF to take the initiative to bring about the introduction of international load security certificates. During the period under review, the ITF has participated in the work of the IMO, which has, in cooperation with the ECE and the ILO, revised the former "IMO/ILO Guidelines for Packing Cargo in Freight Containers or Vehicles". The three organisations have now also approved and published the "IMO/ILO/UN ECE Guidelines for Packing of Cargo Transport Units (CTUs)" which goes some way to meet the demands of the resolution.

10. PROTECTION OF SUBCONTRACTORS' WORKERS

The ITF has supported the work of the ICFTU in favour of a new ILO Convention on Contract workers which was discussed for the second time at the 1998 International Labour Conference. Due to the intransigent position of the Employers' Group, very little progress on producing a meaningful international standard protecting the interests of contract workers was achieved at this Conference. ITF Section work, particularly in the Civil Aviation and Railway Workers' Sections has concentrated on achieving trade union representation and equivalent wages and conditions for contract workers in the context of privatisation and/or deregulation of public transport undertakings.

11/12. RESTRICTIONS ON TRADE UNION RIGHTS OF PUBLIC SECTOR EMPLOYEES IN TURKEY/ RESTRICTIONS ON THE RIGHT TO STRIKE IN TURKEY

These two resolutions, which dealt with trade union rights in Turkey, have been pursued by the ITF Secretariat in close consultation with the Turkish affiliates. In 1998 the ITF and a number of ITF affiliates made substantial financial donations to the new ITF affiliated public sector transport union BTS to help it bring court cases in defence of trade union activists victimised as a result of participation in industrial action. The Turkish government has committed itself to introducing full trade union rights for public service workers but progress in achieving this through the Parliament is extremely slow.

13. MALE/FEMALE EQUALITY

Since the 1994 Congress the ITF Executive Board has appointed an ITF Women's Officer, established a Women Transport Workers' Network and an Interim Steering Committee and made a series of proposals for the better representation of women within the ITF's structure and activities. These matters are further reported in the Report on Activities, and on the agendas of the Women's Conference and the Congress itself.

14. NON TRAVELLING EMPLOYEES IN TRANSPORT UNDERTAKINGS

Issues relating to non-travelling employees have featured increasingly in the agendas of the different ITF Sections since the 1994 Congress and are dealt with in the relevant sections of the Report on Activities.

15. RIGHT TO STRIKE IN ARGENTINA

The ITF has associated itself with the complaint submitted by Argentine affiliates to the ILO Committee on Freedom of Association and continues to act in defence of its affiliates in resisting the attempts of the Argentine government to attack basic union rights.

16. CRISIS IN RWANDA

Although this resolution was directed to governments, it should be noted that since 1994, the Rwanda Road Drivers' Union has become a ITF affiliate.

17-38. SECTION SPECIFIC RESOLUTIONS

These resolutions, which deal with sector specific issues, have been referred to and dealt with by the relevant ITF Section. Where appropriate, the issues covered in these motions are dealt with in the corresponding section of this Report.