



ITF 40TH CONGRESS  
VANCOUVER 14-21 AUGUST



# report of the secretariat

Z 14362

## Foreword

This Report, which covers the four years from 1998 to 2002, like the Report submitted to the 39<sup>th</sup> Congress in Delhi, focuses on the most important political and industrial developments that have affected the ITF's affiliates during the period. Reports on the activities of the ITF are prepared twice a year for the Executive Board and are then circulated for information to all affiliates.

In the period since the Delhi Congress, the process of globalisation of the world economy has continued at an unprecedented rate. This has brought the need for international solidarity action much closer to the members of ITF-affiliated unions, but it has also placed greater demands than ever before on the ITF. Alongside this Report, I would ask delegates to read the Congress document *Globalising Solidarity*, which details the efforts we have made since Delhi.

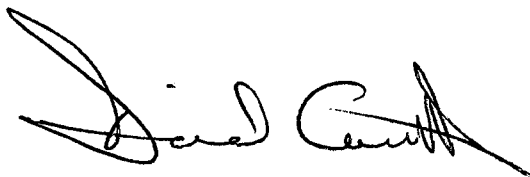
As the Report makes clear, this has been a period during which the number of new unions affiliated to the ITF has continued to grow, but where many of the ITF's traditional members have experienced the impact of globalisation on their own membership. At the same time, the cooperation within what is now known as the "global unions" family - the national trade union centres represented by the International Confederation of Free Trade Unions and the trade unions which are members of the ITF and the other Global Union Federations (formerly known as International Trade Secretariats) has become closer and more effective.

The period has also seen major changes in the ITF Secretariat. Most of the London-based Sections now have new Secretaries, and we have two new Regional Secretaries too. The many achievements summarised in this Report owe a great deal to the dedication and hard work of the ITF officers and staff in London and in the Regions, as well as to the increasing help being given part-time by a wide network of people from ITF-affiliated unions.

Among these achievements, the Report highlights the growing effectiveness of international campaigns, which bring together thousands of trade union members in different countries and regions, in support of a common aim.

This report above all shows an extraordinary level of commitment to trade union internationalism by ITF affiliates around the world. This is indeed what *Globalising Solidarity* is all about.

I commend the Report on Activities to Congress.

A handwritten signature in black ink, appearing to read 'David G. Smith', with a stylized flourish at the end.



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## Obituaries

### 1998

Protapuddin Ahmed, General Secretary of the Bangladesh Naujan Sramik Federation (BNSF), died in Dhaka, on 14 March.

James R Herman, former President of the US International Longshore and Warehouse Union (ILWU), died on 20 March, aged 73.

Osamu Mimashi, former President of the Japanese taxi workers' federation Zenjiko-Roren, died on 4 April, aged 65.

Gunnar Erlandsson, President since 1995 of the Swedish Union of Service and Communications Employees SEKO, died suddenly on 23 May, at the age of 58.

George Asamoah, Deputy General Secretary of the Ghana Maritime Workers' Union, died in a road accident on 1 September.

J C Kabala, General Secretary of the Airways and Allied Workers' Union of Zambia, died in October.

Augustine Bosuh Sossah, General Secretary of the Local Government Workers' Union of Ghana for over ten years, died on 4 November in a car accident.

Bob Dean, ITF inspector in Portland, Oregon since January 1995, died suddenly of a heart attack on 2 December, aged 60. Bob worked for the west coast dockers' union, the International Longshore and Warehouse Union (ILWU).

Lauri Heinonen, long-time ITF Co-ordinator and Finnish Seafarers' Union International Secretary, died on 11 December. Lauri was one of the earliest ITF Inspectors and the mainstay for many years of the ITF FOC campaign in Scandinavia.

May Wickramasuriya, Senior Secretary with the Ceylon Mercantile, Industrial and General Workers' Union (CMU) and wife of CMU General Secretary Bala Tampoe, died on 13 December.

Evelyn Jones, wife of Jack Jones, former General Secretary of the British Transport and General Workers' Union (TGWU), died on 22 December, aged 85.

Finn Løwert, former President of the Danish Ships' Catering Union, has died aged 86.

### 1999

S Krishnan, General Secretary of the Madras Port Trust Employees' Union, died on 11 January.

Michael Mtambo, a long time member of the National Executive Committee of the Zimbabwe Transport and General Workers' Union (TGWU), died on 14 March.

FA Brima, Secretary General of the Sierra Leone Fishermen's Union (SALFU) and chair of the ITF Sierra Leone Coordinating Committee, died on 20 April.

Joop Verroen, former National Secretary of the Dockers' Section of the Vervoersbond FNV, died, aged 50.

JN Malii, General Secretary of the Kenyan Transport and Allied Workers' Union (TAWU), died on 14 August.

Birchmore Philadelphia, General Secretary of the Clerical and Commercial Workers' Union of Guyana, died on 14 September.

Clive Jenkins, former General Secretary of the British Association of Scientific, Technical and Managerial Staffs (ASTMS), died on 22 September, aged 73. Jenkins led ASTMS into a merger with the white collar engineering union TASS to form Manufacturing Science Finance (MSF) in the late 1980s.

Jonas Abam, formerly of the Dockworkers' Union of Nigeria (DUN), died.

Oscar Adinkrah, General Secretary of the Ghana Railway Workers' Union (RWU), died in a car crash on 23 November, aged 39.

## 2000

Valo Valo, General Secretary of the Tuvalu Overseas Seamen's Union (TOSU) died in March.

Ch. Muhammad Anwar Zahoor, General Secretary of the Road Transport Workers' Federation of Pakistan and Senior Vice President of the All Pakistan Federation of Trade Unions, died on 31 January, aged 58.

Ron Spencer, Director of the RTM Center for Advanced Maritime Officers' Training of the American Maritime Officers (AMO), died on 3 April.

Giuliano Maggi, national officer for the cruise ship sector of the Italian Transport Workers' Federation FILT-CGIL and the Italian dockers' representative on the ITF Fair Practices Committee, died on 8 April.

Henrik Aasarød, President of the Norwegian Seamen's Union from 1972 to 1988, died on 9 April, aged 71. Henrik served on the ITF Executive Board from 1971 to 1988.

Don Cunninghame, former General Secretary of the Transport and General Workers' Union of New Zealand, died on 10 April. Don was Vice Chair of the ITF Road Transport Workers' Section from 1994 to 1997.

Vernon Glean, President General of the Seamen and Waterfront Workers' Trade Union of Trinidad (SWWTU) from 1970 to 1990, died on 11 April.

Takeo Yamaguchi, President of the All-Japan Federation of Transport Workers' Unions (UNYU-ROREN) and a Vice President of the ITF Japanese Coordinating Committee, died on 19 April, aged 58.

Roy Lennart Hansson, founding manager of the Sydney ITF Seafarers' Club (the Boomerang Club) died on 31 July.

Anthony Pillai, President of the Madras Port Trust Employees' Union and a pioneer of the Indian dockers' trade union movement, died on 16 August.

Moses Makaleng, newly-elected President of the Transport and Allied Workers' Union of South Africa (TAWU), died on 22 August, of injuries received in a car accident.

Audrey Wise, President of the Union of British Shop, Distributive and Allied Workers (USDAW) from 1991 to 1997, died on 2 September, aged 65.

Vincent MI Jack, National Secretary of the National Union of Road Transport Workers (NURTW) of Nigeria, died on 15 September 2000 as the result of a road accident.

Nils-Börje Andersson, formerly of the Swedish Seafarers' Union (now part of the Swedish union Seko), died on 1 November 2000, aged 72.

Spaniard Manuel Garnacho Villarubia, Vice President of the International Federation of Building and Wood Workers (IFBWW) from 1993 to 1997, died on 29 September 2000, aged 62.

Ato Mekonen Haileselassie, President since 1994 of the Transport and Communication Workers' Trade Unions Industrial Federation of Ethiopia, died on 7 December 2000, at the age of 47.

Rüdiger Sielaff, long term coordinator of international trade union co-operation and head of the newly created department for the Middle East and North Africa of the German Friedrich Ebert Foundation (FES), died on 11 November 2000, aged 59. The FES is a longstanding partner of the ITF, supporting education activities worldwide.

Lars-Erik Nicklasson, President of the Swedish State Employees' Union (SF) from 1976 to 1984 and a prominent railway trade unionist, died at the age of 76.

## **2001**

Henk Krul, the first President of the Dutch union FNV Bondgenoten, died on 9 January, at the age of 54.

Bonakele Jonas, former President of the South African Transport and Allied Workers' Union (SATAWU), died in February.

Alpha Kamara, General Secretary of the Sierra Leone Motor Drivers' and Treasurer of the ITF's Sierra Leone Coordinating Committee, died on 13 April 2001, at the age of 70.

Yollam Mponda, Deputy General Secretary of the National Union of Transport and Allied Workers (NUTAW) in Zambia since December 1996, died on 12 July 2001 aged 42.

Stephen Kofi Yalley, who retired in July 2000 as General Secretary of the National Union of Seamen of TUC, Ghana, died on 28 May 2001.

Jim Knapp, General Secretary of the British National Union of Rail, Maritime and Transport Workers since its formation in 1990, member of the ITF Management Committee and Executive Board since 1983 and Chair of the ITF Railway Workers' Section Since 1990, died on 13 August 2001 at the age of 60 following a long fight against illness. The General Secretary and other members of the Secretariat attended a memorial service in Jim's memory in London on 20 August.

Leo Barnes, General Secretary of the National Union of Seafarers of India since 1968 and former member of the ITF Executive Board, died on 13 August 2001 at the age of 69, following a three year illness.

Tadashi Kubo, former President of the All-Japan Municipal Transport Workers' Union TOSHIKO, died on 5 October 2001. Bro. Kubo was first elected to the ITF Executive Board at the

Luxembourg Congress in 1986 and served as Vice President for the Asia/Pacific Region until 1993 when he resigned from the Board on his retirement from TOSHIKO.

Lovemore Shana, General Secretary of the Zimbabwe Amalgamated Railwaymen's Union (ZARU) and ITF Southern African Sub-Regional Coordinator, died on 9 October 2001 at the age of 54.

**2002**

Khangelani Mashalaba, ITF Railway Workers' Section African Regional Chair and Chair of the Rail Sector of the South African Transport & Allied Workers' Union, died on 1 January 2002.

P K Katabulingi, General Secretary of the Uganda Railway Workers' Union, died on 1 February 2002.

## Chapter I: Governing Bodies and Internal Organisation

### Congress

1. The 39<sup>th</sup> ITF Congress took place in New Delhi from 29 October to 5 November 1998, attended by 580 delegates and 534 advisers from 280 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 adopted a special document *Mobilising Solidarity*, which laid out a strategy for a closer and deeper relationship between the ITF and its affiliates, together with 19 further resolutions. Umraomal Purohit (India) was elected President following the retirement of Eike Eulen (Germany), and David Cockcroft was elected General Secretary. John Bowers (USA), Wilhelm Haberzettl (Austria), Caroline Mandivenga (Zimbabwe), Juan Palacios (Argentina) and Uzoije Ukaumunna (Nigeria) were elected Vice Presidents.

### Executive Board

2. In July 2002, the Executive Board was made up of the following members:

#### Europe

Wilhelm Haberzettl (Austria)  
 Alfons Geeraerts (Belgium)  
 Christopher Veselka (Czech Republic)  
 Per-Erik Nelin (Finland)  
 Yves Veyrier (France)  
 Norbert Hansen (Germany)  
 Jan Kahmann (Germany)  
 Bill Morris (Great Britain)  
 Remo di Fiore (Italy)  
 Erika Young (Italy)  
 Paul Voncken (Netherlands)  
 Anatoliy Vassiliev (Russia)  
 Jose Cubillo (Spain)  
 Hans Wahlström (Sweden)  
 Mikhaylo Kiryeyev (Ukraine)

#### Africa

Julien Tahou (Ivory Coast)  
 Randall Howard (South Africa)  
 Halima Abdullahi (Nigeria)

#### Asia/Pacific

Paddy Crumlin (Australia)  
 Saki Rezwana (Bangladesh)  
 Umraomal Purohit (India)  
 Shoshiro Nakanishi (Japan)  
 Shigeo Maki (Japan)  
 Oh Moon Hwan (Korea)  
 Ch Mohammad Ashraf Khan (Pakistan)  
 Greg Oca (Philippines)

#### Latin America/Caribbean

Alicia Castro (Argentina)  
 Juan Palacios (Argentina)  
 Omar Gomes (Brazil)  
 Francis Mungroo (Trinidad)

**North America**

Pat Friend (USA)  
 Jim O'Neil (Canada)  
 John Bowers (USA)  
 Robert Scardelletti (USA)  
 Robert Roach (USA)

3. New members elected at the 39<sup>th</sup> Congress were:

**Europe**

N Hansen (Germany)  
 W Warburg (Germany)  
 E Young (Italy)  
 H Wahlström (Sweden)  
 V Zubkov (Ukraine)

**Africa**

J Tahou (Ivory Coast)  
 R Howard (South Africa)  
 C Mandivenga (Zimbabwe)

**Asia/Pacific**

Eul Ryong (Kwon Korea)  
 G Oca (Philippines)  
 Ch Muhammad Ashraf Khan (Pakistan)  
 S Rezwana (Bangladesh)

**Latin America/Caribbean**

J Palacios (Argentina)  
 O Gomes (Brazil)  
 F Mungroo (Trinidad)  
 A Castro (Argentina)

**North America**

D Hill (Canada)

4. Outgoing members were H Nielsen (Denmark), E Eulen (Germany), K Suzuki (Japan), J S Kim (Korea), T Tay (Singapore), M Castro (Argentina), R Schäfer (Germany), O Coutinho (Brazil); and G Badilla Jimenez (Costa Rica).
5. In 1999, W Scheri, J Van den Rijse and Eul Ryong Kwon retired from the Board, and were replaced by R Roach, A Geeraerts and O H Moon respectively.
6. W Warburg, K Suzuki and V Zubkov retired in 2000, and were replaced by J Kahmann, S Maki and M Kiryeyev.
7. In 2001, C Mandivenga (Vice-President) left the Board and H Abdullahi was co-opted to replace her. A Castro was elected Vice President.
8. J Coombs retired and was replaced by P Crumlin, and W Waleson left the Board for other duties within his union and was replaced by P Voncken.
9. In early 2001 the Board was informed that the seat held by U Ukaumunna (Vice President) was vacant due to his having ceased to hold union office. There was no consensus

among African affiliates on his replacement, and the Board decided to leave the seat vacant until the 40<sup>th</sup> Congress. R Howard was elected Vice-President.

10. J Knapp died in August 2001 and the Board agreed to leave his seat vacant until Congress.
11. In 2002 D Hill left union office and was replaced on the Board by P Friend.
12. The Board has met on nine occasions since late 1998. 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 New Delhi on 27-28 October 1998, the Board agreed to carry out a fact-finding Mission to China, and endorsed proposals for funding the second year of the *Global Mariner* world tour. Board members considered the motions and emergency motions to be submitted to the 39<sup>th</sup> ITF Congress and adopted a document on the election of the Executive Board, while agreeing that a thorough review of the election system should be carried out before the 2002 Congress.
14. At its meeting in New Delhi on 5 October the newly-elected Executive Board made recommendations to Congress for the positions of President, Vice Presidents and General Secretary of the ITF.
15. At its meeting in London on 22-23 April 1999 Board members reviewed the current affiliation fee raising system and agreed that a small working group should give further consideration to the matter. The Board appointed Makoto Urata to the post of Secretary to the Inland Transport Sections (on the retirement of Graham Brothers in 2000), and held detailed discussions on a number of issues relating to the *Mobilising Solidarity* programme adopted by the New Delhi Congress. Board members adopted statements on the war in Kosovo and on the negative effects suffered by affiliates in the Caribbean as a result of the WTO's recent decision on banana production in the region. W Scheri announced his retirement, and was awarded the ITF Gold Badge.
16. The Board meeting in Rio de Janeiro in October 1999 was informed that Mark Dickinson (Assistant General Secretary) was shortly due to leave the ITF and that, in the light of Graham Brothers' departure the following April, the ITF would have no Assistant General Secretary. It was agreed to appoint a single Assistant General Secretary at the April 2000 meeting on the basis of a new job description and person specification. Board members endorsed the results of a review of the salaries at ITF headquarters, and adopted a statement on a dispute taking place at Cebu Port in the Philippines.
17. At the meeting in London on 27-28 April 2000, Stuart Howard was appointed Assistant General Secretary; Stephen Cotton, Secretary of the Special Seafarers' Department following the departure of Mark Dickinson, and Antonio Rodriguez Fritz, Inter-American Regional Secretary following the retirement of Mauricio Sant'Anna. The Board held a further discussion on the ITF affiliation fee system and concluded that no major changes were needed at present. Board members agreed that affiliates must be encouraged to meet their constitutional obligations by declaring their total membership in the transport industry. The Board endorsed proposals for the charter of the ITF exhibition ship *Global Mariner* following the end of its world tour, and agreed to endorse in principle the establishment of a Flag of Convenience Campaign Special Project Group. Board members also adopted a resolution on Burma.
18. At its meeting in Yokohama on 26-27 October 2000, the Board appointed Shane Enright Secretary of the Civil Aviation Section, replacing Stuart Howard. Board members concluded their discussions on the electoral system for Board elections, and adopted in

principle a document for submission to the 2002 Congress. The Board heard that the planned Executive Board Mission to China had been postponed for the second time due to conditions imposed by the Chinese, and it was agreed to consider the issue at a future meeting. The Board also adopted a resolution calling for the restoration of democracy in Fiji following the May coup. Alicia Castro was appointed Vice-President following the departure of Caroline Mandivenga.

19. In London on 26-27 April 2001, the Board agreed to appoint Jon Whitlow to the position of Secretary of the ITF Seafarers', Fisheries and Inland Navigation Sections. It was also agreed to adopt a policy on Mutual Respect, designed to provide guidelines for ITF affiliates on conducting themselves at meetings in order to protect participants from any form of harassment or similarly unacceptable behaviour. Following discussions on the budgets for the year, Board members agreed to carry out a thorough review of the ITF's financial situation, with particular reference to the General Fund and the level of affiliation fees. The Board also held a further discussion on China, and agreed that the planned Mission could not proceed but that lower level contacts with Chinese unions should continue.
20. The Board next met in Moscow on 25-26 October 2001. Following a report that Uzoije Ukaumunna had left union office, it was agreed to appoint Randall Howard Vice President. Board members adopted a statement on the consequences of the terrorist attacks of 11 September, and made a number of preparations for the 2002 Congress.
21. At its meeting in London on 25-26 April 2002, the Board continued its debate on the contents of the *Globalising Solidarity* policy document to be submitted to the 40<sup>th</sup> Congress, and considered a number of other Congress related issues. Board members held a detailed debate on the level of affiliation fee to apply for the years 2003 to 2006 and agreed to make recommendations to Congress accordingly on the understanding that a thorough review of the ITF's finances would be undertaken during the next inter-Congress period. Resolutions were adopted: on trade union repression in Korea; in support of the Maritime Union of Australia; and calling for a peaceful solution to the Middle East conflict.

## Management Committee

22. In July 2002, the Management Committee was composed as follows:

U Purohit	President
J Bowers	Vice President
A Castro	Vice President
W Haberzettel	Vice President
R Howard	Vice President
J Palacios	Vice President
P Crumlin	Australia
J Kahmann	Germany
W Morris	Great Britain
vacant	Great Britain
S Nakanishi	Japan
P-E Nelin	Finland
R Roach	United States
D Cockroft	General Secretary

23. W Scheri retired from the Committee in 1999, and was replaced by R Roach. J Kahmann became a member in 2000 following the retirement of W Warburg, and Crumlin became a member in 2001 following the retirement of John Coombs.



24. The Management Committee has met immediately prior to each Executive Board meeting during the period under review (except the meetings at Congress).

## The Secretariat

25. In June 2002 there were 94 persons employed at the ITF London Headquarters, representing in total 29 different nationalities. This was an increase of 22 on the figure for 1998. Virtually all this increase is accounted for by an expansion in the staff of the Special Seafarers' Department and the ITF Seafarers' Trust. This has been a period of major change, particularly at the Section and Department Secretary level.
26. Graham Brothers retired as Assistant General Secretary and Secretary of the ITF Road, Rail and Inland Navigation Sections on 31 March 2000. Graham had been a member of the ITF Secretariat since 1966, Section Secretary since 1984 and Assistant General Secretary since 1986. A special function to mark his retirement was held by the Executive Board in April 2000.
27. Graham's post as Secretary of the Road Transport and Railway Sections was taken by Makoto (Mac) Urata, who was appointed by the Executive Board in April 1999 and who took up his position in April 2000. In view of the changing nature of the Inland Navigation Section, which has become increasingly maritime, responsibility for it was transferred to the Secretary of the Seafarers' and Fisheries Section. Jane Barrett, Assistant Secretary left the ITF to return to South Africa in 1998 and was replaced by Mac Urata, Senior Section Assistant who was subsequently appointed Section Secretary. The two staff vacancies in the Inland Transport Sections were eventually filled from amongst ITF affiliates. Gabriel Craciun, of the Romanian Railway Workers' Union, Drum de Fier, was appointed Senior Section Assistant in 2000 and Eddie Dickson (RMTU New Zealand) was appointed Assistant Secretary in 2002.
28. Mark Dickinson, Assistant General Secretary and Secretary of the Special Seafarers' Department, resigned early in 2000 to take up a new position in the British affiliate NUMAST. Jean-Yves Legouas, Seafarers' Section Secretary, resigned from the ITF in September 2000 to take up a position in Geneva as coordinator of the ILO's new International Programme on Decent Work for Seafarers.
29. The position of Seafarers' Section Secretary was filled by Jon Whitlow (formerly Assistant Secretary), who had been acting as Section Secretary from October 2000. In April 2001, he was formally appointed Secretary of the Seafarers', Fisheries and Inland Navigation Sections by the Executive Board. Since Dickinson's resignation, the General Secretary had assumed temporary responsibility for the Fisheries Section. Wulf Steinvorth, ÖTV Germany, acted as Senior Section Assistant (Seafarers' Section) on secondment from his union until 31 December 1998. He was replaced by John Bainbridge from the New Zealand Aviation & Marine Engineers' Association, also on secondment, and who was subsequently promoted to Assistant Secretary. His position as Senior Section Assistant was filled by Konstantin Makarov (on secondment from SUR Russia) in February 2002.
30. The position of Secretary of the Special Seafarers' Department was filled by Stephen Cotton (formerly Assistant Secretary) by the Executive Board in April 2000. The position of Assistant Secretary, SSD was filled on secondment by Birger Pedersen (NSU Norway) in January 2001.
31. Other positions in the maritime departments of the ITF have also been filled on a secondment basis. Trevor Charles (MUA Australia) took over as Head of the SSD Actions Unit, on secondment from the Maritime Union of Australia, in October 2001 and Peter Lahay, ILWU, acted as FOC Inspectorate Training Coordinator from 1999 to 2001.

32. The position of Secretary of the ITF Civil Aviation and Tourism Services Sections was filled in October 2000 by Shane Enright, formerly Assistant Secretary. Ingo Marowsky, formerly with ver.di in Germany was appointed Assistant Secretary in February 2001.
33. The resignation of Mark Dickinson and the retirement of Graham Brothers in early 2000 meant that the ITF lost both its incumbent Assistant General Secretaries. The ITF constitution provides that there shall be "one or more Assistant General Secretaries who shall be appointed by the ITF Executive Board (Rule IX paragraph (1))." At various stages over the past 20 years there have been one, two and three Assistant General Secretaries. In recent years the post of Assistant General Secretary was combined with other Officer responsibilities. At its meeting in October 1999, the Executive Board took the decision to appoint a single Assistant General Secretary without any additional Section responsibility, whose job would be to provide back up to the General Secretary. In April 2000 Stuart Howard, formerly Civil Aviation Section Secretary, was appointed Assistant General Secretary.
34. In May 2000 the General Secretary, David Cockroft, met with a serious injury while walking. He underwent major surgery and was hospitalised for a period of almost two months. Thankfully he made a full recovery and returned to work in August 2000. During his absence, after consultation with the ITF President, most of the General Secretary's functions were undertaken by the Assistant General Secretary.
35. The ITF Education Coordinator, Joanne Abayasekara left the ITF in September 2001. Alana Dave was appointed the new ITF Education Coordinator on 1 April 2002. Bernhard Barth was appointed Senior Section Assistant, Education Department, in March 2000. Mirjam Korhonen worked on a year's temporary contract 1998-1999 on secondment from SASK in Finland. The Education Department was moved from the Information and Policy Department to reporting directly to the General Secretary's Department.
36. Staff changes in the Information and Policy Department to some extent reflect a reorganisation of work in the department. In July 2000 Sam Dawson was appointed Press Officer, Kay Parris was appointed Editor, Anni Poulsen was appointed Web Manager. Shaun Janack was appointed Production Manager in March 2002.
37. The ITF Legal Department has undergone a number of changes. Abdullah Matawi, Assistant Legal Officer, resigned in September 2000. He was replaced by Claudia Bennett in April 2002. Responsibility for staff of the department who were directly responsible for the pursuit of seafarers' legal claims for death and personal injury was transferred to the SSD in March 2001. Miren Del Olmo, formerly head of the SSD Actions Unit, was transferred as Senior Assistant in the Legal Department in July 2001.
38. Mark Davis of the New Zealand Merchant Service Guild, and formerly Assistant in the ITF Tokyo Office was appointed as Coordinator of the International Seafarer Union Development Programme (ISUDP) in January 1999.
39. The ITF Seafarers' Trust has been given additional secretarial support during the period under review and, following a meeting of the Trustees to discuss future strategy in January 2002, it has been agreed to appoint an Assistant Administrative Officer.

## Information Technology

40. The ITF has continued to make use of sophisticated information technology and to operate a full time Systems Department under the overall management of the ITF Finance Officer. During the period under review, the major information technology investment has been in the development of the ITF Core System. This is a major piece of software, which

enhances the ability of the Secretariat to stay in contact with affiliates, and which links the Regional Offices of the ITF directly to the London Secretariat through Internet connections.

41. The major part of the application is an improvement in the systems relating to the storage of data on the over 6,000 ITF Collective Agreements for FOC ships, and enhancing the communications systems of ITF inspectors. Most ITF Inspectors have now been trained in the new system and equipped with laptop computers which enable them to enter reports directly into the ITF's own computer system, and to communicate immediately with the ITF Secretariat and with each other. In addition, a major contract with Lloyds Information Services provides all system users each day with a complete listing of vessel movements worldwide.
42. Developments are continuing to enable all ITF affiliates to make use of the Core System and the ITF website to keep in contact with each other. This will also make it more important for affiliates to overcome the "digital divide" by which some affiliates do not yet have adequate access to Internet facilities.

## Finance

43. The ITF's finances continue to be under the administration of a qualified accountant. During the period under review, the Executive Board decided to change the ITF's professional auditors, previously Arthur Andersen to Horwath Clark Whitehill. The ITF Budget Committee continues to advise the Management Committee each year on the ITF's financial situation. The lay auditors, whose report to Congress is submitted separately, are given full access to the professional auditors each year.

## Office Accommodation

44. The ITF continues to occupy the building in London acquired in 1995 and reported to the Delhi Congress. Visits from ITF affiliates to make use of the meeting facilities and the Information Centre are welcome.

## ITF Superannuation Fund

45. The trustees of the ITF Pension Fund are ITF Management: W Morris, D Cockroft, ITF pensioners officers and staff, H Lewis, S Howard, A McGregor. During the period under review, major problems have arisen with UK-based pension funds in general and the ITF fund in particular. Some of the problems related to advice given by the fund managers, Axa Sunlife, and these have been resolved with appropriate compensation. Others relate to the performance of the stock market, changes in UK pensions law, and the lengthening of average life expectancy.
46. As a result of these factors, the Executive board was informed in October 2000 that the ITF's professional pension advisers had recommended that a substantial additional payment into the Fund by the ITF was needed to ensure that it could meet its future liabilities and that it complied with British law. After discussion, the Executive Board agreed to make an additional payment of £3.2m over five years and agreed, on an exceptional basis, that this should be met from the ITF Seafarers' International Protection Assistance and Welfare Fund.

**ITF Secretariat 1 July 2002****47. General Secretary's Department**

(Responsible for overall management of ITF Secretariat and Regional Offices. Services Executive Board and Management Committee. Relations with affiliates, ICFTU, global union federations, TUAC, other international trade union bodies, the UN, ILO, World Bank, WTO and other, non section specific, international bodies.

David Cockroft  
Stuart Howard  
Joan Hannah  
Christina Ramessar

**48. Inland Transport**

(Responsible for activities of the ITF Railway Workers' and Road Transport Workers' Sections and relations with regional section structures.)

Mac Urata  
Eddie Dickson  
Gabriel Craciun  
Claire Baber

**49. Seafarers' Fisheries and Inland Navigation Sections**

(Responsible for activities of the ITF Seafarers', Fisheries and Inland Navigation Sections, the political side of the Flag of Convenience campaign and relations with regional section structures.)

Jon Whitlow  
John Bainbridge  
Konstantin Makarov  
Tom Holmer  
Dawn Weeks  
Leanne Dowsett

**50. Special Seafarers' Department**

(Oversees the industrial side of the ITF Flag of Convenience Campaign.)

Stephen Cotton  
Birger Pedersen  
Louise Bartsch  
Donna Miller

**51. Actions Unit**

Trevor Charles  
Francois Petre  
Finlay McIntosh  
Astrid Gabel Jeary  
Fabrizio Barcellona  
Shoko Doi  
Bill Goodger  
Yuri Bougaichouk  
Anna Llewellyn

Marshall Abrahams  
John Canias

**52. *Agreements Unit***

Tony McGregor  
Hattie Lalor  
Anna Holmes  
Satu Griffiths  
Ivancica Krizan  
Valeska Acosta  
Dongli Her  
Angie Robinson  
Jennifer Morrison  
Katie Swan

**53. *Claims Unit***

Joe Thullier  
Geoff Ablett  
Martin Raicheva-Wedge  
Oleg Romanyuk

**54. *Information & policy department and women's department***

(Responsible for ITF publications, audio-visual material, web site content, relations with press and broadcasting media. Responsible for ITF Women's activities. Responsible, together with General Secretary's department, for general policy, including: human and trade union rights; international solidarity; transport policy; health and safety; youth.)

Sarah Finke  
Isabel Cortes  
Kay Parris  
Sam Dawson  
Anni Poulsen  
Shaun Janack  
Helena King  
Hayley Allison  
Jenny Hawke

**55. *Dockers' Section***

(Responsible for activities of ITF Dockers' Section including dockers' input to the ITF Flag of Convenience Campaign,)

Kees Marges  
Danielle Noiret

**56. *Civil Aviation and Tourism Services Sections***

(Responsible for activities of the ITF Civil Aviation Section and ITF Tourism Services Section.)

Shane Enright  
Ingo Marowsky  
Sarah Roberts

**57. Education**

(Responsible for administration of ITF education activities, relations with donor organisations, relations with ITF regional offices and representatives.)

Alana Dave  
Bernhard Barth

**58. Administration**

(Responsible for general administration of ITF Secretariat and headquarters building. Conference arrangements, travel, personnel.)

Desmond Reid  
Teresa Kennedy  
Elisabeth Stark  
Keith Pope  
Alice Muchanyuka  
Dianne Fouche  
Roland Fernandes  
Ayo Ohiwereh  
Valerie Whittaker  
Christine Chapman  
Lawrence Hambrook  
Tim Richardson

**59. Language Services Unit**

(Responsible for management of translation/interpretation services for ITF documents and meetings.)

Michele Cossa  
Ingrid Kohler  
Kerstin Brechtelsbauer  
Christine Richards  
Anna Peters

**60. Finance Department**

(Responsible for administration of ITF Finance and Computer Systems Departments.)

Bob Thomas  
Jean Neve  
Linda Frampton  
Randy Kelchure  
Stephen Connor  
Caroline Mangal

**61. Computer Systems Department**

Paul Neve  
Dave Clarke  
Chris Nuttall

**62. Legal Department**

(Advises the ITF General Secretary, Special Seafarers' Department and other departments on legal questions. Supervises relations with outside lawyers.)

Deirdre Fitzpatrick  
 Claudia Bennett  
 Miren del Olmo  
 Mohammed Abdul Karim  
 Susana Moss

**63. Administrative Officer, ITF Seafarers' Trust**

(Responsible for the administration of the activities of the ITF Seafarers' Trust.)

Timo Lappalainen  
 Lorne Sewell  
 Anna Kapica-Harward

**Regional Offices**

64. A list of the ITF staff in the different regional offices can be found on page 20.
65. ITF Inter-American Regional Secretary Mauricio Sant'Anna retired from the ITF's service at the beginning of July 2000, although he continued to act as a consultant to the new Regional Secretary for a short period. Sant'Anna, who had been active in the ITF's Brazilian affiliate CONTMAF and in the ITF Regional Office for many years, and who had served as a member of the Executive Board, was appointed Latin American Regional Secretary in March 1995 after a period during which the ITF's activities in the Region had been at a low level. He was responsible for the transformation of the ITF's activities in Latin America and the Caribbean and a function in his honour was held by the Executive Board at its meeting in October 2000. At its meeting in April 2000, Antonio Rodriguez Fritz, FOC Coordinator for Latin America & the Caribbean was appointed as the new Regional Secretary for the Americas.
66. In the Asia Pacific Region, Mark Davis ended his secondment from New Zealand to the ITF Tokyo Office at the end of 1998, and in November was replaced by Simon Des Baux, seconded from the Aviation and Marine Engineers Association. In May 2000 he was appointed Asia Pacific Assistant Regional Secretary. The ITF Japanese office representative M Nakamura retired in April 2000 after 7 years' service and was replaced by R Morisaki, also from the AJSU.
67. In the African region Nazi Kabore was appointed full time Sub-regional Coordinator for Francophone Africa, based in Ougadougou, Burkina Faso in November 1999. Wairimu Mwangi, ITF Nairobi office, was appointed Education Coordinator in May 1999.
68. Following the decisions by the Delhi Congress and the Federation of Transport Workers in the European Union (FST) to create a new European Transport Workers' Federation, an ETF founding Congress was held in June 1999. The Congress appointed Brenda O'Brien (formerly of the FST) Assistant General Secretary and, at a meeting of the ETF Executive Committee in September 1999, Doro Zinke (ÖTV Germany) was elected General Secretary. The ETF's political staff consisted of former FST staff Giancarlo Crivellaro and Sabine Trier, together with Eduardo Chagas and Cristina Tilling. Giancarlo Crivallero resigned in January 2000 and his responsibilities were transferred to Brenda O'Brien, who left in January 2002 and was replaced by Santos Nunez (Spain). In addition to its general contribution to ETF operating costs, the ITF supports the employment and activities costs of the ETF Maritime Section. Other affiliates have provided practical and financial support for ETF activities.

69. The operations of the ITF FOC Manila office are currently under review.

### **ITF Regional Office Staff 1 July 2002**

#### ***Africa***

Ben Udgowu  
Wairimu Mwangi  
Alice Karwitha  
Stephen Musembi  
Joyce Kabiro  
***Francophone Co-ordinator***  
Nazi Kabore

#### ***Asia/Pacific***

Shigeru Wada  
Simon Des Baux  
Chikako Tokoro  
Hiroko Oda  
Masako Asada  
Takako Fukada

#### ***New Delhi Sub-Regional Office***

Mahendra Sharma  
Sangam Tripathy  
Nishi Kapahi  
Manek Chand

#### ***Latin America/Caribbean***

Antonio Fritz  
Filomena Garcia  
Jose Iglesias  
Ana Beatriz Duarte  
Carmen Costa  
Heloise da Silva Menezes  
Jorge Bias da Silva

#### ***European Transport Workers' Federation (ETF)***

Doro Zinke  
Sabine Trier  
Cristina Tilling  
Eduardo Chagas  
Claudie Guermonprez  
Elvira Burgstaller

#### ***ITF Moscow Office***

Mikhail Lyakhov



## Chapter II: Membership and Relations with Affiliated Organisations

### Membership Trends

70. On 1 July 2002, affiliated membership totalled 4,683,637 members from 605 unions in 137 countries. A further 23 unions, including unions from two 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.
71. This compares with a total affiliated membership of 4,603,775 members from 533 unions in 128 countries in July 1998.
72. Total affiliated membership has therefore been relatively static over the four year period, while the number of affiliated unions has grown by almost 14% and the number of countries represented in the ITF by 7%.

### Fees Concessions

73. Under Rule XVI (3) of the ITF Constitution, the Executive Board may, at its discretion, authorise an affiliated organisation to pay affiliation fees at less than the standard rate if the Board is satisfied that the financial situation of the affiliate or the low standard of earnings of its membership justifies such a concession.
74. In line with procedures established in 1996, in early 1999 each union wishing to apply to pay fees at a concessionary rate was asked 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. The Board requires one such questionnaire to be completed when a union applies for affiliation and once during each inter-Congress period. The Board uses the national income per head of each country as the starting point for its decision and takes account of any special circumstances of the union. Rules adopted by the Board include that no union may pay less than 10% of the standard rate, and that no union declaring more than 100,000 members shall benefit from any concession on affiliation fees.
75. Unions currently paying at a concessionary rate will be obliged to complete and return a new questionnaire on their financial situation shortly after the Vancouver Congress and proposals for the next inter Congress period will be submitted to the Executive Board at its meeting in April 2003. The Executive Board reviews the status of all unions paying fees at a concessionary rate each October.
76. The proportion of ITF affiliated unions paying fees at less than the standard rate has continued to rise significantly during the inter-Congress period. In July 1998 it was 48% of unions representing almost 27% of the membership, and in July 2002 it was 61% of unions representing 29% of the membership. This can be compared with the situation at the time of the 1994 Geneva Congress when 29% of unions representing 20% of ITF membership were paying at less than the standard rate. These figures are shown overleaf in graphical form.

## Minimum Membership

77. The Board's decision, which became effective in January 1998, to establish a minimum membership of 1,000 for the purposes of calculating affiliation fees due, has led to a small number of unions making the decision to disaffiliate from the ITF for financial reasons. In some cases smaller unions have reached an agreement to form federations or otherwise join together for ITF membership purposes. This, together with the growth in importance of national coordinating committees, encourages closer working relationships between transport unions and is generally to be supported. The rule has also led to many small unions applying for a concession on fee payments.

## Payment of Affiliation Fees

78. The ITF Executive Board has continued to take the view that payment of affiliation fees is an important statement of commitment by unions to the ITF. Unions that are substantially in arrears are therefore suspended from ITF membership. Applications for ITF affiliation are also declared lapsed unless the 6 months' fees required by the ITF Constitution are paid within 12 months of their being accepted by the Executive Board.

## Membership Declaration

79. During the period under review the Executive Board has once again reminded all affiliated unions that it is a constitutional obligation for them to declare to the ITF their full fee paying membership in the transport industry.

## Evolution of ITF Membership 1998-2002

80. Table 1 shows, in graphical form, the evolution of ITF membership between 1998 and 2002, and in particular the reduction in the membership represented by unions paying affiliation fees at standard rate. For comparison purposes, the corresponding figures for 1994 are also given.

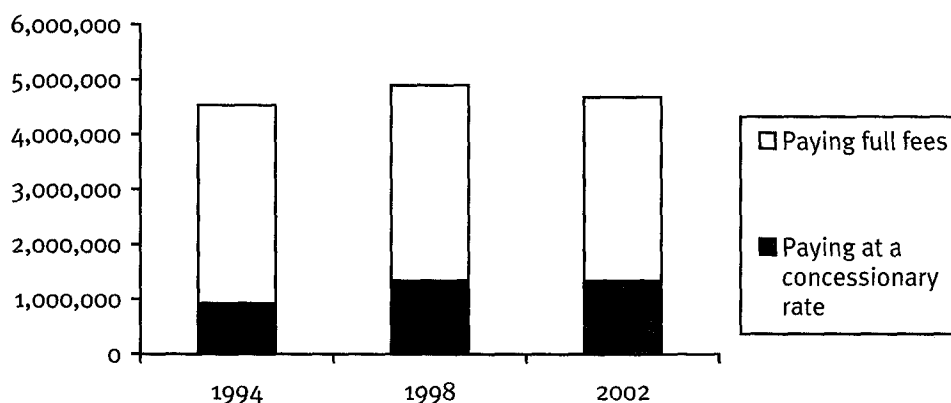


Table 1 – ITF Membership 1994, 1998 and 2002

81. Table 2 gives the same information, but is analysed by number of unions.

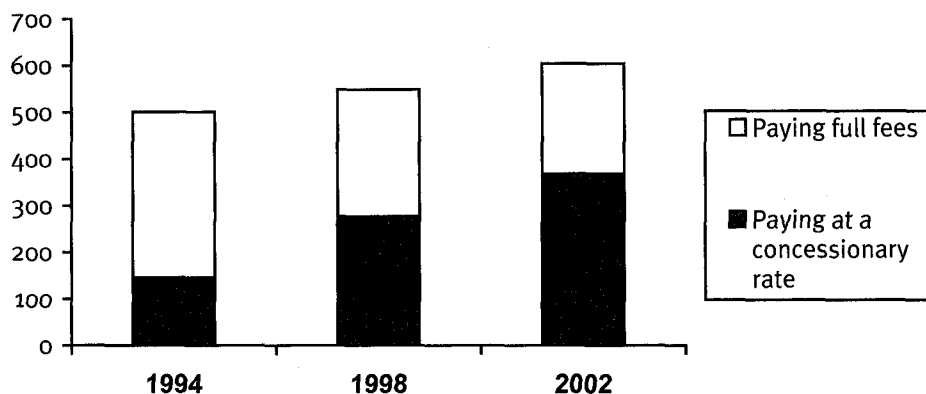


Table 2 – ITF Membership 1994, 1998 and 2002 – by number of unions

82. Table 3 gives a breakdown of ITF membership by Section between the end of 1998 and mid-2002:

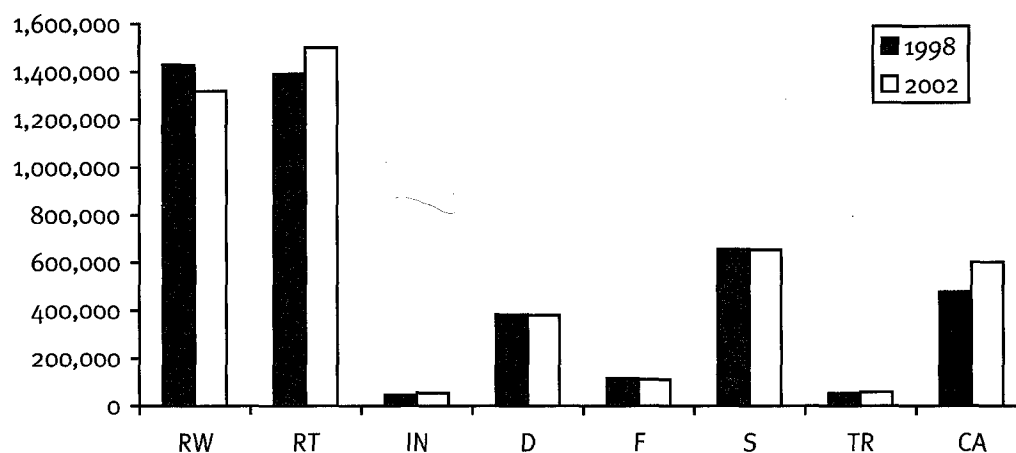


Table 3 – ITF Membership by Section 1998 and 2002

**Key to Table 3:**

RW = railways; RT = road transport; IN = inland navigation; D = dock workers; F = fisheries; S = seafarers; CA = civil aviation workers

83. The Road Transport and Civil Aviation Sections have shown important increases in membership, while the largest reduction has been seen in the Railway Workers' Section. Table 4 shows the same information, but analysed by the number of unions rather than total membership. This shows that in every Section except Fisheries there has been an increase in the total number of affiliated unions.

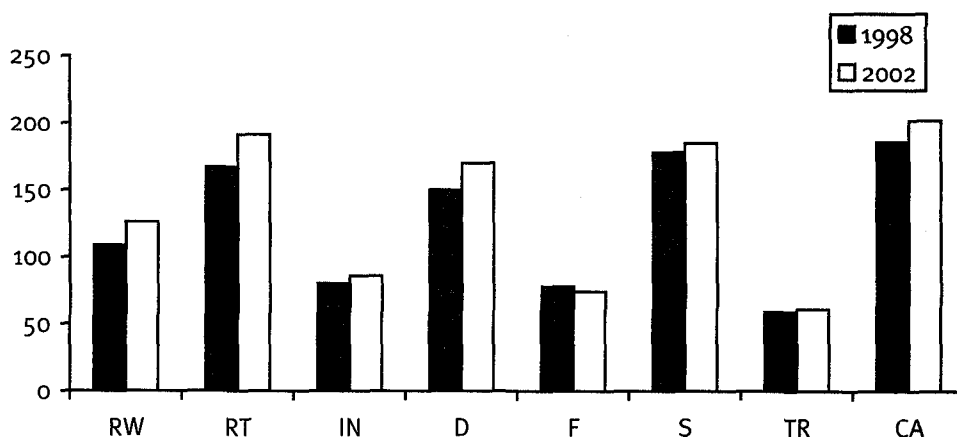


Table 4 – ITF Membership by Section 1998 and 2002 – by number of unions

**Key to Table 4:**

*RW* = railways; *RT* = road transport; *IN* = inland navigation; *D* = dock workers; *F* = fisheries; *S* = seafarers; *CA* = civil aviation workers

84. Table 5 shows the development of ITF membership according to Region. Unions from Central and Eastern Europe are shown separately, although these countries continue to form part of the ITF European Region. ITF membership in Western Europe has continued to decline slightly, while there have been modest increases in Africa, Asia/Pacific and Latin American and the Caribbean. The North American Region has shown the most significant rise, due to several important new affiliations.

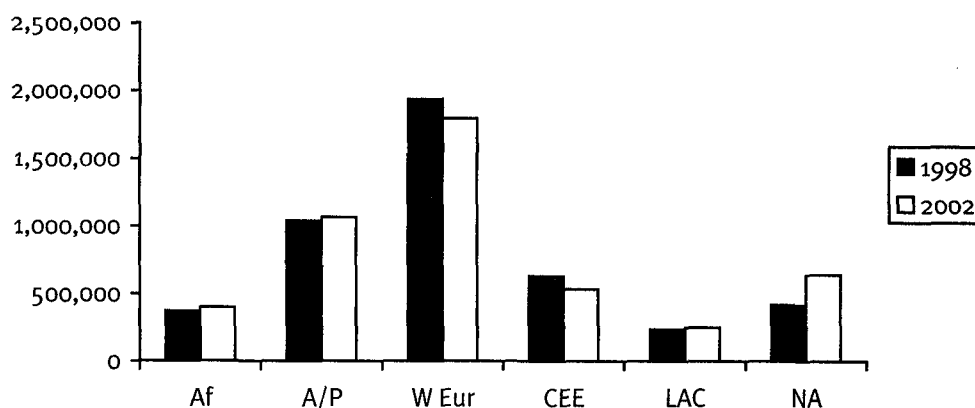
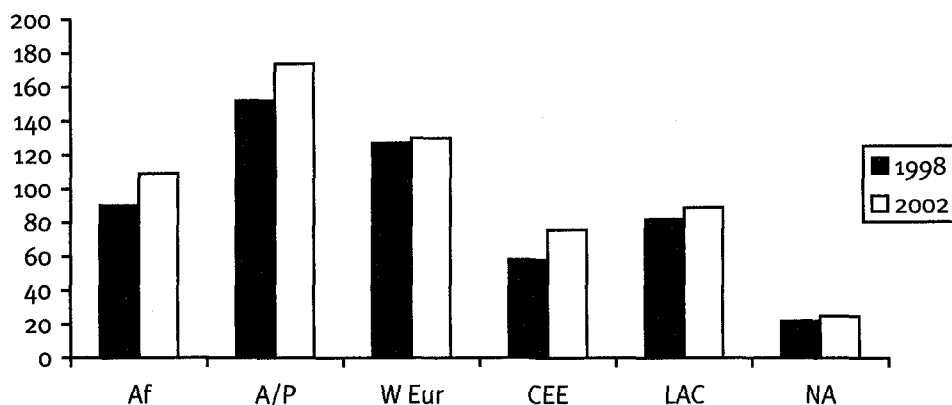


Table 5 – ITF Membership by Region 1998 and 2002

**Key to Table 5:**

*AF* = Africa; *A/P* = Asia/Pacific; *W Eur* = Western Europe; *CEE* = Central and Eastern Europe; *LAC* = Latin America and the Caribbean; *NA* = North America

85. Table 6 shows that the total number of affiliated unions has increased in every region.



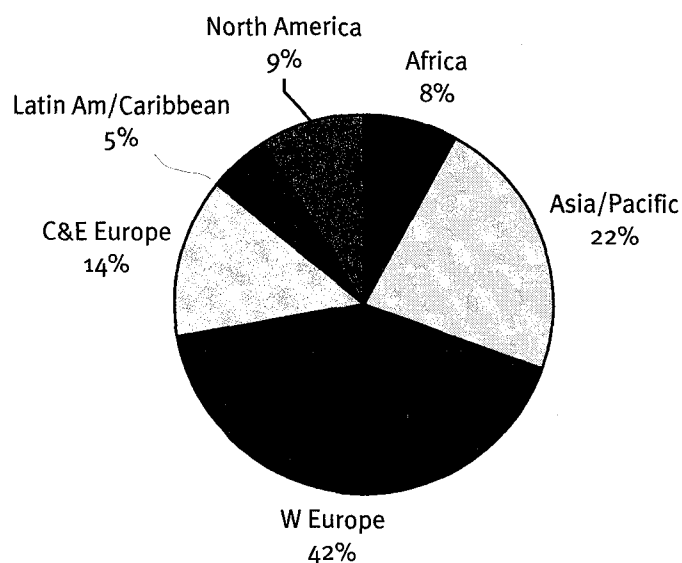
*Table 6 – ITF Membership by Region 1998 and 2002 – by number of unions*

Key to Table 6:

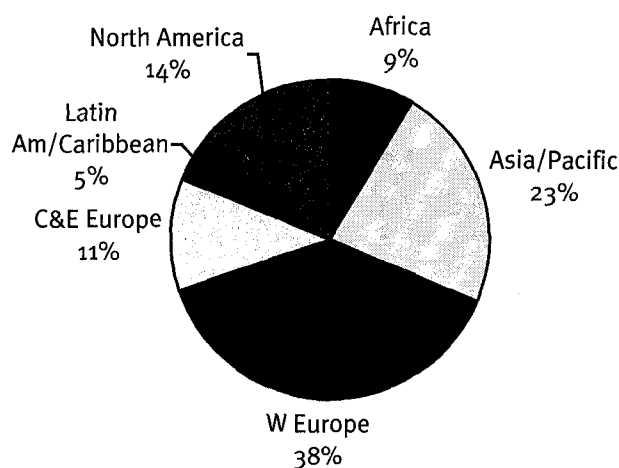
AF = Africa; A/P = Asia/Pacific; W Eur = Western Europe; CEE = Central and Eastern Europe; LAC = Latin America and the Caribbean; NA = North America

86. Table 7 shows the regional distribution of ITF membership in 1998 and 2002.

**1998**



2002



### New Affiliations

87. A total of 128 unions were accepted into affiliation during the period July 1998 to July 2002:

*Albania*

General Federation of Transport Workers of Albania

*Armenia*

Trade Union of Railway Workers

*Angola*

Sindicato Independente dos Marítimos de Angola

Federação dos Sindicatos dos Trabalhadores dos Transportes e Comunicações de Angola

*Argentina*

Unión Ferroviaria

*Bangladesh*

Jatio Rickshaw Sramik League

Chattagram Jattya Dock Sramik League

*Belgium*

Syndicat des Employés, Techniciens et Cadres de Belgique

*Benin*

Syndicat National des Marines du Benin

Syndicat Autonome des Jeunes Transitaires Independants du Benin

*Bosnia*

Sindikát Zeljeznicara Bosne I Hercegovine (Trade Union of Railway Workers)

*Brazil*

Federação Nacional dos Aeronautas e Aeroviários

Sindicato Nacional dos Oficiais de Nautica e de Práticos de Portos da Marinha Mercante

Federação Nacional dos Trabalhadores em Transportes Marítimos, Fluviais e Pescadores

Sindicato dos Estivadores de Santos, São Vicente, Guarujá e Cubatão

*Burkina Faso*

Fédération des Travailleurs du Transport du Burkina

Syndicat National des Transporteurs Routiers de Voyageurs

*Cambodia*

Trade Union of Sihanoukville Port

*Cameroon*

Syndicat National des Inscrits Maritimes et Assimilés du Cameroun

*Chile*

Sindicato de Tripulantes de Cabina de la Empresa American Airlines Inc.

Sindicato de Tripulantes de la Empresa Lan Chile SA

Sindicato de Trabajadores Interempresas de Compañías Navieras

Federación Nacional de Trabajadores Portuarios de Chile

*Colombia*

Unión de Marineros Mercantes y de Pesca Colombianos

*Costa Rica*

Sindicato Costarricense de Trabajadores del Transporte

Sindicato de Controladores Profesionales en Tránsito Aéreo

*Croatia*

Sindikát Luckih Radnika Hrvatske (Dockers' Union of Croatia)

Trade Union of Air Traffic Control

*DR Congo*

Syndicat des Travailleurs Libres

Syndicat des Navigants et des Agents de Transport

Syndicat des Travailleurs de Transport et Communication

*Djibouti*

Syndicat du Personnel du Bâtiment et des Travaux Publics

*Dominican Republic*

Federación Dominicana de Trabajadores Portuarios

*Ecuador*

Federación Nacional de Cooperativas de Transporte Liviano

Sindicato de Choferes Profesionales del Azuay

Federación Nacional de Transporte Escolar e Institucional del Ecuador

*El Salvador*

Sindicato de la Industria Portuaria de El Salvador

Sindicato de Trabajadores de la Industria Ferroviaria de El Salvador

Sindicato Nacional de Trabajadores de la Industria del Transporte, Similares y Conexas

*Estonia*

Estonian Seamen's Independent Union

*Finland*

Erityisalojen Toimihenkilöliitto r.y.

Rautatievirkamiesliitto r.y.

Finnish Cabin Crew Union

*France*

UNSA Transports

*Georgia*

Republican Committee of Trade Unions of Georgian Automobile Transport and Highways Workers

Independent Professional Union of Georgian Railways

*Germany*

Deutsche Angestellten-Gewerkschaft (DAG in ver.di)

*Guatemala*

Unión Sindical de Trabajadores de Aeronáutica Civil

*Guinea-Bissau*

Sindicat National des Matelôts

*Honduras*

Sindicato Reformado de Marineros de Honduras

*Hungary*

Independent Trade Union of Aviation Workers

Air Traffic Controllers' Independent Union

*Iceland*

Bifredastjórastofnun Sleipnir

Sjómannafélag Reykjavíkur

*India*

Transport and Dock Workers' Union (Kandla)

Private Motor Transport Workers' Union

Cochin Port Staff Association

Calcutta Tram Mazdoor Sabha

Air India Officers' Association

Indian National Transport Workers' Federation

Karnataka Dock and General Workers' Union

Kerala State Road Transport Corporation Staff Union

Chidambaram District Water Transport & General Workers' Union

Kerala Tourism Workers' Union

New Mangalore Port Staff Association



*Indonesia*

Indonesian Port and Dock Workers' Union

*Ivory Coast*

Syndicat National des Chauffeurs de Transport Terrestre de Côte d'Ivoire

*Jamaica*

Bustamante Industrial Trade Union

*Jordan*

General Trade Union of Workers in Air Transport and Tourism

*Kenya*

Kenya Shipping, Clearing and Warehouse Workers' Union

*Latvia*

Latvian Railroad Trade Union

*Lithuania*

Federation of Railway Workers' Trade Unions of Lithuania

*Luxembourg*

Onofhängege Gewerkschaftsbond Lëtzebuerg

*Malaysia*

Klang Container Terminal Staff Union

Kesatuan Pekerja-pekerja Kuantan Port Consortium Sdn Bhd

Persatuan Eksekutif Klang Container Terminal Berhad

*Mali*

La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali

*Mauritius*

Government Servants' Association

*Mexico*

Sindicato Nacional de Controladores de Transito Aereo

*Montenegro*

Trade Union of Montenegro Airlines

*Nepal*

Shaja Yatayat Employees' Union

*New Zealand*

National Distribution Union

*Niger*

Syndicat National des Transports et Mécanique Générale

Syndicat National des Conducteurs Routiers du Niger

Syndicat du Personnel d'Encadrement de la Météorologie et de l'Aviation Civile

Syndicat Libre des Conducteurs Routiers de Passagers du Niger

*Nigeria*

Nigeria Union of Railwaymen

*Norway*

Norsk Rutebilarbeiderforbund

Norsk Kabinforening (Cabin Crew Union)

*Pakistan*

Karachi By Road Workers' Union

Karachi Dock Labour Board Staff Union

Pakistan Transport Workers' Federation

Air League of PIAC Employees

All Pakistan Federation of United Trade Unions

Friends Tally Workers' Union

All-Pakistan Seamen's Workers' Union

All Pakistan Civil Transport Workers' Union

JSL Heavy Vehicle Workers' Union

*Panama*

Panama Canal Pilots' Association

Sindicato del Canal de Panamá y del Caribe

*Peru*

Federación Nacional de Trabajadores Ferroviarios del Peru

Federación Nacional de Trabajadores de la Empresa Nacional de Puertos

*Philippines*

National Union of Portworkers – Philippines

*Poland*

Związek Zawodowy Kierowców Pekaes Transport SA

*Romania*

Federatia Sindicatelor Navigatorilor din Romania

*Russia*

Flight Personnel Association

All Russia Civil Aviation Workers' Union

*Sierra Leone*

Sierra Leone Dock Workers' Union

*Singapore*

Singapore Port Workers' Union

*Slovenia*

Trade Union of Train Maintenance

Trade Union of Railway Conductors

*South Africa*

South African Transport & Allied Workers' Union

*Spain*

Spanish Cabin Crew Union (SITCPLA)

*Sri Lanka*

Sri Lanka Nidhas Rajaya Vurthiya Samithi Sammelanaya  
 Jathika Deewara Kamkaru Sangamaya  
 Air Traffic Engineering Officers' Association

*Tanzania*

Tanzania Railway Workers' Union  
 Tanzania Fishing Crew and Allied Workers' Union

*Thailand*

Port Authority of Thailand State Enterprise Employees' Association  
 Tourism Authority of Thailand Staff Union  
 Airports Authority of Thailand State Enterprise Employees' Association  
 Express Transport Organisation of State Enterprise Workers' Unions

*Togo*

Syndicat National des Transitaires Mandataires du Togo  
 Syndicat des Professionels Routiers du Togo

*United States*

Amalgamated Transit Union  
 American Federation of State, County and Municipal Employees  
 Communications Workers of America

*Zambia*

Airways & Allied Workers' Union

## Suspensions

88. The following unions have been suspended for non-payment of affiliation fees:

*Argentina*

Sindicato Electricistas – Electronicistas Navales (SEEN)	April 2000
Asociación Profesional de Capitanes y Baqueanos Fluviales de la Marina Mercante	April 2000
Sindicato de Obreros Marítimos Unidos (SOMU)	March 1999
Sindicato de Peones de Taxis de Capital Federal	February 2001

*Australia*

CPSU Technical, Communications & Aviation Section	April 2000
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*Bahamas*

Bahamas Maritime Port and Allied Workers' Union	April 2000
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*Belgium*

Secteur 'TRAM-BUS-METRO', CGSP	April 2000
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*Chile*

Confederación Nacional de Sindicatos y Federaciones de Gente de Mar, Marítimos, Portuarios y Pesqueros de Chile (CONGEMAR)	April 2000
Federación Nacional de Sindicatos de Oficiales de Naves Especiales de Chile (FONECHI)	April 2000
Federación Nacional de Sindicatos de Empresas y Interempresas de	

Trabajadores de Líneas Aéreas Afines y Conexas de Chile	February 2001
Federación de Sindicatos de Empresas e Interempresas de Agencias de Naves Mercantes y de Aduanas de Compañías Armadoras y Embarcadoras y de Trabajadores Transitorios, Portuarios Empleados de Bahía de Chile (FEBACH)	March 1999
<i>Colombia</i>	
Asociación Colombiana de Auxiliares de Vuelo	March 1999
<i>Costa Rica</i>	
Sindicato de Empleados de LACSA	March 1999
<i>Cyprus</i>	
Cyprus Turkish Port and Transport Workers' Trade Union	April 2000
<i>Dominica</i>	
Waterfront and Allied Workers' Union	April 2000
<i>Ecuador</i>	
Unión de Gente de Mar del Ecuador (UGEME)	April 2000
Federación Nacional de Trabajadores de las Autoridades Portuarias del Ecuador (FENATRAPEC)	April 2000
<i>Egypt</i>	
General Trade Union of Railway Workers	April 2000
General Trade Union of Maritime Transport	April 2000
<i>Faroe Islands</i>	
Føroya Skipara- of Navigatørfelag	March 1999
<i>Fiji</i>	
Transport and Oil Workers' Union	March 1999
<i>Gambia</i>	
Association of Gambia Sailors	February 2001
<i>Ghana</i>	
Ghana Local Government Workers' Union	March 1999
<i>Greece</i>	
Licensed Airline Technicians' Union (ETEM & P)	April 2000
<i>Honduras</i>	
Sindicato Marítimo Nacional de Honduras (SINDIMAR)	April 2000
<i>Hong Kong</i>	
Kowloon Canton Railway Workers' Union	April 2000
<i>Hungary</i>	
Közlekedési Dolgozók Szakszervezeteinek Szövetsége	April 2000

*India*

Adarsha Auto & Taxi Drivers' Union	April 2000
Airports Authority Kamgar Union	April 2000
Orissa State Transport Workers' Union	March 1999

*Israel*

Transport Workers' Division of Histadrut – General Federation of Labour in Israel	April 2000
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*Ivory Coast*

Syndicat du Personnel du Port Autonome de San Pedro (SYPPASP)	April 2000
Syndicat des Marins Ivoiriens au Commerce (SYMICOM)	April 2000

*Kenya*

Transport & Allied Workers' Union	April 2000
Kenya National Union of Fishermen Workers	April 2000

*Lesotho*

Lesotho Transport, Communications Electrical and Allied Workers' Union	April 2000
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*Madagascar*

Fédération Chrétienne des Marins de Madagascar (FECMAMA)	April 2000
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*Malaysia*

Malaysian Airline System Employees' Union	April 2000
Senior Officers' Association Kelang Port Management Sdn Bhd	February 2001
Kelang Port Authority Staff Union	April 2000

*Mauritius*

Union of Bus Industry Workers	April 2000
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*Mexico*

Unión de Estibadores y Jornaleros del Puerto Veracruz	February 2001
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*Niger*

Syndicat unique de la Météorologie, de l'Aviation civile et Assimilés (SUMAC)	March 1999
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*Nigeria*

Nigeria Merchant Navy Officers' and Water Transport Senior Staff Association	April 2000
National Union of Road Transport Workers	March 1999

*Pakistan*

Aircraft Technologists' Association	March 1999
Karachi Port Trust Labour Union	March 1999
Pakistan Transport Bus Workers' Union	February 2001
Pakistan Warehouse Carrier Workers' Union	February 2001
Society of Aircraft Engineers of Pakistan	March 1999

*Paraguay*

Asociación de Empleados de Aviación del Paraguay	March 1999
Liga de Obreros Marítimos del Paraguay (LOM)	March 1999

*Panama*

Sindicato Nacional de Trabajadores Asalariados del Transporte de Cargas (SINATRATC)

March 1999

*Papua New Guinea*

Aircraft Engineers' Association of Papua New Guinea

February 2001

National Airline Employees' Association

February 2001

Papua New Guinea Harbours Board National Employees' Union (PNGHBEU)

March 1999

*Philippines*

Port Workers' Union of the Philippines (PWUP)

April 2000

*Senegal*

Collectif National des Pêcheurs Artisans du Sénégal

February 2002

*South Africa*

Trawler and Line Fishermen's Union

March 1999

*Ukraine*

Vil'na Profspilka Mashynistiv Ukrainy (VBPMU)

April 2000

Free Trade Union of Metro Workers of Ukraine (VPPMU)

April 2000

*United States*

Professional Airways System Specialist (District No. 6) PASS/NMEBA

April 2000

*Uruguay*

Sindicato Autónomo de Obreros del Omnibus (SAO)

April 2000

*Zambia*

National Union of Transport and Allied Workers (NUTAW)

April 2000

89. The affiliation of the Ukrainian Marine Trade Unions Federation (UMTUF) was suspended in November 2000 following clear breaches of ITF FOC policy.
90. The Bangladesh Road Transport Workers' Union and the All Pakistan Federation of United Trade Unions were suspended from membership in June 2001 and April 2002 respectively, following attempts to use the ITF's name falsely to gain visas for officials to enter the United Kingdom.

## Lifting of Suspension

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

*Argentina*

Sindicato Electricistas – Electronicistas Navales (SEEN)

May 2000

*Cameroon*

Syndicat National des Employés de la Sécurité Aérienne du Cameroun

July 2000

*Chile*

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

August 2000

*Cyprus*

Cyprus Turkish Port and Transport Workers' Trade Union

May 2000

*Dominica*

Waterfront &amp; Allied Workers' Union

June 2000

*Egypt*

General Trade Union of Maritime Transport

June 2000

*Faroe Islands*

Føroya Skipara- of Navigatørfelag

March 1999

*Hong Kong*

Kowloon Canton Railway Workers' Union

July 2000

*India*

Adarsha Auto &amp; Taxi Drivers' Union

May 2000

*Ivory Coast*

Syndicat des Marins Ivoiriens au Commerce (SYMICOM)

June 2000

*Malaysia*

Kelang Port Authority Staff Union

June 2000

*Mauritius*

Union of Bus Industry Workers

June 2000

*Niger*

Syndicat unique de la Météorologie, de l'Aviation civile et Assimilés (SUMAC)

March 2001

*Pakistan*

Aircraft Technologists' Association

September 1999

*Pakistan*

Karachi Port Trust Labour Union

November 2000

*Philippines*

Port Workers' Union of the Philippines (PWUP)

May 2000

*Ukraine*

Vil'na Profspilka Mashynistiv Ukrainy (VBPMU)

May 2000

**Defunct**

92. The following unions are now defunct:

*Colombia*

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

*Latvia*

Latvijas Autotransporta Darbinieku Arodbiedriba

*Liberia*

Dockworkers' Union

## Disaffiliations

93. The following unions have disaffiliated from the ITF:

*Australia*

Australian Airline Flight Engineers' Association

*February 2001*

*Canada*

Canadian Marine Officers' Union

*March 2001*

*Denmark*

Scandinavian Airline Dispatchers' Association

*July 1999*

*Greece*

EIM Flight Engineers' Association

*March 2000*

*Hong Kong*

Cathay Pacific Airways Local Staff Union

*August 1999*

*Iceland*

Bifreidastjórafélagid Sleipnir (Union of Icelandic Bus and Coach Drivers)

*March 2001*

*Norway*

Norsk Flygelderforening

*April 1999*

*Slovakia*

Independent Trade Union of Public Road Transport

*October 2000*

*Uruguay*

Centro de Maquinistas Navales

*October 1998*





## List of Affiliated Organisations

### Key to following list:

*RW* = railways; *RT* = road transport; *IN* = inland navigation; *D* = dock workers; *F* = fisheries; *S* = seafarers; *CA* = civil aviation workers; *TR* - Tourism

Affil. No.	Organisation	Membership 01/07/02	*Sections
<i>Albania</i>			
9020	Independent Trade Union Federation of Transport Workers	2,100	Ca, D, F, IN, Rw, Rt, S, Tr
9021	Union of Independent Trade Unions of Transport of Albania	7,817	D, F, Rw, Rt, S
9022	General Federation of Transport Workers of Albania	5,533	Ca, D, F, IN, Rw, Rt, Tr
<i>Angola</i>			
7000	Sindicato Independente dos Marítimos de Angola (SIMA)	239	D
7001	Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)	2,947	Ca, D, IN, Rw, Rt, S, Tr
<i>Antigua &amp; Barbuda</i>			
5121	Antigua & Barbuda Workers' Union	201	Ca, D, S, Tr
<i>Argentina</i>			
5001	'La Fraternidad' Sociedad de Personal Ferroviario de Locomotoras	2,200	Rw
5003	Sindicato Encargados Apuntadores Marítimos Y Afines de la Republica Argentina (SEAMARA)	373	D
5006	Union de Personal Marítimo, Fluvial, Puerto y Pesca	900	F, IN, S
5007	Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante	1,025	D, F, IN, S
5008	Asociación de Personal Aeronáutico (APA)	2,000	Ca

5009	Asociación Argentina de Aeronavegantes (AAA)	1,731	Ca
5011	Centro de Jefes y Oficiales Maquinistas Navales	853	F, IN, S
5012	Unión Personal Aeronavegación de Entes Privados	1,127	Ca
5013	Centro de Jefes y Oficiales Navales de Radiocomunicaciones	303	F, IN, S
5015	Federación Nacional de Trabajadores Camioneros y Obreros del Transporte	42,280	Rt
	Automotor de CargasLogística Y Servicios		
5016	Unión Tranviarios Automotor (UTA)	25,000	Rt
5020	Unión Ferroviaria	4,500	D, Rw
<b>Armenia</b>			
9010	Trade Union of Railway Workers of Republic of Armenia	1,000	Rw
<b>Australia</b>			
8700	Australian Services Union	4,000	Ca, Rw
8706	Australian Maritime Officers Union	2,000	D, S
8707	Australian Licensed Aircraft Engineers' Association	3,130	Ca
8708	Maritime Union of Australia	11,958	D, S
8709	Australian Institute of Marine & Power Engineers (A.I.M.P.E.)	2,039	D, F, IN, S, Tr
8711	Australian Rail, Tram & Bus Industry Union	7,000	Rw, Rt
8713	Flight Attendants' Association of Australia (FAAA)	7,055	Ca
8714	Transport Workers' Union of Australia	10,000	Ca
<b>Austria</b>			
9001	Gewerkschaft der Eisenbahner	92,012	Rw, Rt
9002	Gewerkschaft Handel, Transport, Verkehr	13,040	Ca, D, IN, Rw, Rt, S
9003	Gewerkschaft der Gemeindebediensteten	8,710	Rt
<b>Azerbaijan</b>			
9030	Independent Trade Union of Marine Transport of Azerbaijan Republic	1,000	D, S

**Bangladesh**

8017	Chattagram Jattya Dock Sramik League	3,000	D
8018	Jatio Rickshaw Sramik League	1,000	Rt
8020	Bangladesh Naujan Sramik Federation	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	415	Ca
8026	Bangladesh Seamen's Association	3,736	S
8027	Bangladesh Truck Chalok Sramik Federation	2,000	Rt
8028	Bangladesh Biman Employees' Union	2,440	Ca
8029	Bangladesh Inland Water Transport Corporation Workers' Union	1,600	IN

**Barbados**

5161	The Barbados Workers' Union	1,459	Ca, D, Rt, Tr
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**Belgium**

9050	Belgische Transportarbeidersbond (BTB)	29,091	D, F, IN, Rt, S
9052	Secteur Cheminots de la Centrale Générale des Services Publics	19,522	Rw
9053	Secteur Telecom Centrale Générale des Services Publics - CGSP	860	Ca
9054	Centrale de l'Industrie du Métal de Belgique	2,598	Ca
9055	CSC Transport et Communications (CSC Transcom)	26,985	Ca, D, F, IN, Rt, S
9056	Syndicat des Employés, Techniciens et Cadres de Belgique	6,100	Ca, D, Rt, S, Tr

**Benin**

7005	Syndicat National des Travailleurs de la Météorologie et d'Aviation Civile (SYNTRAMAC)	350	Ca
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7006	Syndicat des Travailleurs Air Afrique Bénin (SYNTRACAAV)	156	Ca
7007	Syndicat National des Marins du Bénin (SYNMAMAB)	50	S
7008	Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin	1,576	D
<b>Bermuda</b>			
5201	Bermuda Industrial Union (BIU)	440	Ca, D, Rt
<b>Bosnia</b>			
9065	Sindikat Zeljeznicara Bosne I Hercegovine (Trade Union of Railway Workers)	5,110	Rw
<b>Botswana</b>			
7010	Botswana Railways Workers' Union (BRWU)	500	Rw
<b>Brazil</b>			
5301	Confederação Nacional dos Trabalhadores em Transportes Marítimos, Aéreos e Fluviais (CONTTMAF)	21,809	Ca, D, F, IN, S
5302	Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT)	60,000	Rw, Rt
5303	Federação Nacional des Aeronautas e Aeroviários (FNAA)	6,000	Ca
5304	Sindicato Nacional dos Oficiais de Marinha Mercante (SINDIMAR)	3,100	S
5305	Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afins - FNTTAA	10,003	F, IN, S
5306	Sindicato dos Estivadores de Santos, São Vicente, Guarujá e Cubatão	1,900	D
5307	Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro	311	D
<b>Bulgaria</b>			
9070	Seafarers' Trade Union	1,006	S
9071	Seamen's Syndicate	2,000	IN, Rt, S

9072	Seafarers' Trade Union "Bourgas"	1,066	D, F, IN, S
9073	Union of Transport Workers' Syndicates in Bulgaria	10,500	Ca, D, IN, Rw, Rt, Tr
<b>Burkina Faso</b>			
7013	Syndicat National des Transporteurs Routiers de Voyageurs (SNTRV-B)	906	Rt
7014	Fédération des Travailleurs du Transport du Burkina	1,000	Ca, Rw, Rt
7015	Syndicat unique de la Météorologie de l'Aviation civile et Assimilés (SUMAC)	211	Ca
7016	Union des Chauffeurs routiers du Burkina	350	Rt
<b>Burma</b>			
8030	Seafarers Union of Burma	100	S
<b>Cambodia</b>			
8032	Trade Unions of Sihanouk Ville Port	1,047	D
<b>Cameroon</b>			
7018	Syndicat National des Employés de la Sécurité Aérienne du Cameroun (SNESAC)	336	Ca
7019	Fédération Syndicale des Travailleurs du Transport du Cameroun	4,358	Ca, Rw, Rt
7021	Association des Marins et Gens de Mer du Cameroun (AMAGEM-CAM)	1,328	F, S
7022	Syndicat National des Inscrits Maritimes et Assimilés du Cameroun (SYNIMAC)	1,000	D, F, IN, S
<b>Canada</b>			
6901	Airline Division of CUPE	9,444	Ca
6902	Canadian Merchant Service Guild	3,230	S
6904	Seafarers' International Union of Canada (SIU)	2,408	S
6905	International Longshore and Warehouse Union (ILWU)	3,390	D
6907	National Automobile, Aerospace Transportation and General Workers' Union of Canada (CAW)	44,050	Ca, D, F, IN, Rw, Rt, S

6910	Teamsters Canada	11,000	Ca, Rt, Tr
<b>Cape Verde</b>			
7017	Federação Nacional dos Sindicatos de Transportes, Comunicações, Metalomecanica e Turismo (FNSTCMT)	1,785	Ca, D, F, IN, Rt, S, Tr
<b>Chad</b>			
7020	Syndicat des Travailleurs de l'ASECNA au Tchad (SYNTASECT)	480	Ca
<b>Chile</b>			
5434	Confederación Marítima de Chile (COMACH)	1,174	D, S
5438	Federación de Tripulantes de Chile (FETRICH)	1,206	S
5439	Sindicato Interempresa de Oficiales Marina Mercante Nacional - SIPROMAM	400	D, S
5441	Federación Nacional de Sindicatos de Oficiales de Naves Especiales de Chile (FONECHI)	1,100	F, IN
5443	Federación de Sindicatos de Conductores de Camiones de Chile (FENASICOCH)	3,800	Rt
5444	Sindicato de Oficiales de Marina Mercante Southship	153	S
5446	Sindicato de Tripulantes de Cabina de la Empresa American Airlines Inc.	650	Ca
5447	Sindicato de Tripulantes de la Empresa Lan Chile S.A.	537	Ca
5448	Sindicato De Trabajadores Interempresas De Compañías Navieras (SITRIEMP)	175	S
5449	Federacion Nacional de Trabajadores Portuarios de Chile	359	D
<b>Colombia</b>			
5507	Asociación de Choferes de Colombia (ASOCHOCOL)	1,000	Rt
5508	Sindicato Nacional de Manipuladores de Carga de los Terminales Maritimos Colombianos (SINTRAMARITIMO)	1,000	D
5509	Union de Marinos Mercantes y de Pesca Colombianos	1,020	F, S

<b>Congo</b>				
7030	Syndicat d'Entreprise ASECNA	143		Ca
<b>Costa Rica</b>				
5644	Unión Nacional de Trabajadores de Obras Públicas y Transportes (UNATROPYT)	854		Ca, D, F, IN, Rw, Rt, S, Tr
5645	Sindicato Costarricense de Trabajadores del Transporte (SICOTRA)	192		Rt
5646	Sindicato de Controladores Profesionales en Tránsito Aéreo	64		Ca
<b>Croatia</b>				
9090	Sindikat Strognog Osoblja Hrvatske - Railroad Engineer Trade Union of Croatia	1,592		Rw
9091	Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)	9,372		IN, S
9092	Railwaymen's Trade Union of Croatia	5,409		Rw
9093	Sindikat Luckih Radnika Hrvatske (Dockers' Union of Croatia)	1,044		D
9094	Trade Union of Air Traffic Control Croatia	120		Ca
<b>Curacao</b>				
5660	Bond voor vliegend Cabine Personeel (Union of Flight Attendants)	1,000		Ca
<b>Cyprus</b>				
9100	Cyprus Turkish Port and Transport Workers' Trade Union	329		D
9101	Federation of Transport, Petroleum and Agricultural Workers	6,614		D, Rt, S
9104	Cyprus Airways Employees' Trade Union (CATEU)	906		Ca
<b>Czech Republic</b>				
9120	Odborového Svazu Dopravy (Transport Workers' Union)	11,056		Ca, IN, Rt
9121	Czech Trade Union of Seafarers	236		S



9122	Trade Union of Workers in Transport, Road Economy and Repair of Vehicles	5,500	Rt
9123	Odborové Sdružení Železničáru (Railway Workers' Union)	25,000	Rw
<b>Democratic Republic of Congo</b>			
7031	Syndicat des Travailleurs Libres (STL)	3,170	Ca, IN, Rw, Rt, S, Tr
7032	Syndicat des Navigants et des Agents de Transport (SYNATRA)	1,781	D, IN, Rw
7033	Syndicat des Travailleurs de Transport et Communication (SYTRACOM)	5,044	Ca, Rw, Rt, Tr
7620	Fédération Nationale des Travailleurs du Transport	10,500	Ca, D, F, IN, Rw, Rt, S, Tr
7621	Syndicat des Travailleurs des Ports Maritimes, Fluviaux, Lacustres et des Industries Diverses (STMP-FLI)	14,853	D, F, IN, Rw, Rt, S, Tr
7622	Solidarité Syndicale des Travailleurs et Cadres du Congo - SOLIDARITE	12,540	D, IN, Rw
<b>Denmark</b>			
9150	Specialarbejderforbundet i Danmark SiD)	50,500	Ca, D, F, Rw, Rt, S, Tr
9151	Dansk Jernbaneforbund	5,952	Rw, S
9155	Dansk Sø-Restaurations Forening	1,152	S
9160	Maskinmestrenes Forening	2,000	S
9162	Dansk Funktionærforbund - Serviceforbundet	1,187	Ca
9163	Dansk Navigatørforening	3,008	Ca, S
9164	Handels-og Kontorfunktionærernes Forbund i Danmark HK Service	11,037	Ca, Rw, Rt, Tr
9165	HK Trafik & Jernbane	4,171	Rw, Tr
9166	Dansk Metalarbejderforbund	5,050	Ca, Rw, S
9167	Cabin Union Denmark	1,660	Ca
9168	Restaurations Branchens Forbund (RBF)	2,000	S
<b>Djibouti</b>			
7365	Syndicat du Personnel du Bâtiment et des Travaux Publics (SPBTP)	198	Rt

<i>Dominica</i>				
5711	Waterfront & Allied Workers' Union	1,000		Ca, D, Rt, S, Tr
<i>Dominican Republic</i>				
5712	Federación Dominicana de Trabajadores Portuarios	2,000	D	
<i>Ecuador</i>				
5752	Federación Nacional de Cooperativas de Transporte Liviano (FENACOTRALI)	1,000	Rt	
5753	Sindicato de Choferes Profesionales del Azuay	2,000	Rt	
5754	Federación Nacional de Transporte Escolar e Institucional del Ecuador (FENATEI)	1,000	Rt	
<i>Egypt</i>				
7040	General Trade Union of Railway Workers	4,000	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	
<i>El Salvador</i>				
5801	Sindicato de la Industria Portuaria de el Salvador (SIPES)	1,100	D	
5802	Sindicato de Trabajadores por Establecimiento del Aeropuerto Internacional El Salvador de la Comisión Ejecutive Portuaria Autonomo (SITEAIES)	355	Ca	
5803	Sindicato de Trabajadores de la Industria Ferroviaria de el Salvador (SIFES)	340	RW	
5804	Sindicato Nacional de Trabajadores de la Industria del Transporte, Similares y Conexas	392	Rt	
<i>Eritrea</i>				
7034	Transport & Communications Workers' Federation	2,353	Ca, D, Rt	

<b>Estonia</b>		
9251	Estonian Federation of Water Transport Workers' Unions	880
9252	Eesti Transpordi- ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)	1,201
9253	Estonian Seamen's Independent Union	915
9254	Estonian Seafarers' Union	814
<b>Ethiopia</b>		
7035	Transport & Communications Workers' Trade Unions Industrial Federation	5,730
<b>Faroe Islands</b>		
9270	Foroya Fiskimannafelag	2,700
9271	Maskinmeistarafelagid	430
9272	Føroya Skipara- og Navigatørfelag	593
<b>Fiji</b>		
8802	Federated Airline Staff Association	328
8803	Fiji Public Service Association	392
8804	Fiji Aviation Workers' Association	438
8805	Fiji Sugar and General Workers' Union	300
8806	Maritime Union of Fiji	306
8807	Air Pacific Flight Attendants' Association	131
<b>Finland</b>		
9290	Rautatieläisten Liitto r.y. (Finska Järnvägsmannaförbundet r.f.)	8,249
9291	Suomen Veturimiesten Liitto, r.y. (Finska Lokmannaförbundet)	3,085
9292	Suomen Konepäällystöliitto (Finlands Maskinbefälsförbund)	1,409

9293	Suomen Merimies-Unioni r.y. (Finlands Sjömannsunion)	10,854	S
9294	Suomen Laivanpäällystöliitto r.y. (Finlands Skeppsbefälsförbund)	2,079	D, IN, S
9295	Auto- ja Kuljetusalan Työntekijäliitto - AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland)	51,239	D, Rt, Tr
9297	Ahtaus- ja Huolinta-Alan Tekniset AHT r.y. (Finlands Hamnarbetsledareförbund)	788	D, Rt
9299	Ilmailualan Unioni IAU r.y.	3,398	Ca
9300	Toimihenkilöunioni TU r.y.	1,800	Ca, Tr
9301	Palvelualojen Ammattiliitto (PAM)	401	Ca, Tr
9302	Kommunsektorns Fackförbund KAT R.F.	3,986	D, IN, Rw, Rt
9303	Eriyisalojen Toimihenkilöliitto r.y. (ERTO (Federation of Special Service and Clerical Employees))	4,654	Rt, Tr
9304	Rautatievirkamiesliitto R.Y. (Railway Salaried Staff's Union)	1,905	Rw
9305	Finnish Cabin Crew Union	1,840	Ca
<b>France</b>			
9340	Fédération 'FO' de l'Équipement, des Transports et des Services	16,800	Ca, D, F, IN, S
9342	Fédération Nationale 'FO' des Transports	13,700	Rt
9343	Fédération Syndicaliste FO des Cheminots	8,500	Rw
9344	Union Nationale des Syndicats Autonomes (UNSA Transports)	5,000	Ca, Rw, Rt
9345	Syndicat National du Personnel Navigant Commercial (SNPNC)	5,839	Ca
9350	Fédération Générale des Transports et de l'Équipement - CFDT	30,385	Ca, D, F, IN, Rw, Rt
<b>Georgia</b>			
9360	Republican Committee of Trade Unions of Georgian Automobile Transport and Highways' Workers	1,010	Rt
9361	The Independent Professional Union of Georgian Railways	1,500	Rw
9778	Georgian Seafarers' Union	1,152	S

<b>Germany</b>			
9390	Vereinte Dienstleistungsgewerkschaft	153,756	Ca, D, F, IN, Rw, Rt, S, Tr
9391	Gewerkschaft TRANSNET	201,247	IN, Rw, Rt, Tr
<b>Ghana</b>			
7100	General Transport, Petroleum & Chemical Workers' Union of TUC	1,700	Rt
7101	Railway Workers' Union of TUC (Ghana)	3,000	Rw
7102	Maritime and Dockworkers' Union of TUC (Ghana)	2,000	D
7103	Ghana Merchant Navy Officers' Association (GMNOA)	220	S
7104	Railway Enginemen's Union of TUC - Ghana	368	Rw
7105	Ghana Private Road Transport Union	2,200	Rt
7106	National Union of Seamen of TUC Ghana	250	S
7108	Ghana Marine Fishing Officers' Association	1,000	F
<b>Greece</b>			
9490	Fédération Panhellénique des Cheminots	8,853	Rw
9491	Pan-Hellenic Seamen's Federation (PNO)	19,060	S
9492	Greek Federation of Loaders & Unloaders	1,564	D
9493	Flight Attendants Union	935	Ca
9499	Greek Federation of Civil Aviation Unions (OPSA)	2,700	Ca
<b>Grenada</b>			
5921	Seamen and Waterfront Workers' Union	300	D
<b>Guatemala</b>			
6020	Union Sindical de Trabajadores de Aeronautica Civil	239	Ca

**Guinea-Bissau**

7121 SINAMAR Syndicat National des Matelôts (MARINS) S 1,000

**Guinea-Conakry**

7120 Syndicat National des Marins Pêcheurs de Guinée (SLIMAP) F 5,120

**Guyana**

6031 Clerical and Commercial Workers' Union Ca, IN, S  
6032 Amalgamated Transport and General Workers' Union D, IN  
6033 Guyana Labour Union D, Rt, S

**Honduras**

6116 Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP) D 706  
6117 Sindicato Nacional de Motoristas de Equipo Pesado de Honduras (SINAMEQUIPH) Rt 2,020  
6118 Sindicato Reformado de Marineros de Honduras S 981

**Hong Kong**

8050 Kowloon Canton Railway Workers' Union Rw, Rt 491  
8051 Merchant Navy Officers' Guild S 5,771  
8052 Amalgamated Union of Seafarers' Hong Kong S 4,579  
8053 Cathay Pacific Airways Flight Attendants' Union Ca 3,827  
8055 Federation of Hong Kong Transport Workers' Organizations Ca, D, Rw, Rt, Tr 1,500  
8056 Mass Transit Railway Corporation Staff Union Rw 373  
8057 Hong Kong Seamen's Union S 9,104

## Hungary

9501	Repulogep-Muszakiak Fuggetlen Szakszervezete - Aircraft Technicians' Independent Trade Union MALEV,	500	Ca
9502	Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)	15,150	Rw, Rt, Tr
9503	Közlekedési Szakszervezetek Országos Szövetsége	19,514	Rt, Tr
9505	Folyami Hajosok Fuggetlen Szakszervezete (Independent Trade Union of Hungarian Inland Navigation)	320	IN, S
9506	Independent Trade Union of Aviation Workers	603	Ca
9507	Air Traffic Controllers' Independent Trade Union	207	Ca

## Iceland

9510	Sjómannasamband Íslands	2,700	F, S
9511	Farmanna- og Fiskimannasamband Íslands	1,171	F, S
9512	Véltjórafélag Íslands (Icelandic Engineer Officers' Association)	1,252	F, S
9514	Sjómannafélag Reykjavíkur (Seaman's Union of Reykjavik)	727	F, S

## India

8100	All India Railwaymen's Federation	75,000	Rw
8101	The Maritime Union of India	6,002	S
8103	Indian Flight Engineers' Association	1,000	Ca
8104	Transport and Dockworkers' Union	8,871	D
8105	National Union of Seamen of India	1,000	S
8107	Air India Cabin Crew Association	1,025	Ca
8108	Air India Employees' Guild	6,790	Ca
8109	National Union of Seafarers of India	24,000	S
8110	Calcutta Port Shramik Union	5,020	D, IN, S
8111	The Visakhapatnam Port Employees' Union	2,240	D, IN, Rw, Rt
8112	Air India Aircraft Engineers' Association	485	Ca
8113	All India Federation of Foreign Airlines Employees' Union	2,041	Ca

8114	Tamil Nadu Road Transport Workers' HMS Federation	2,000	Rt
8115	Roadways Mazdoor Sabha, U.P.	1,500	Rt
8117	Paradip Port Workers' Union	1,400	D
8118	The Visakhapatnam Dock Labour Board and Dock Workers' Union	1,105	D
8119	Madras Port Trust Employees' Union	2,000	D, IN
8120	Maharashtra State Transport Kamgar Sanghatana	5,834	Rt
8121	Gujarat State Transport Workers' Federation	1,800	Rt
8122	Tuticorin Port Mariners' and General Staff Union	896	D
8123	Ernakulam District Waterways Employees' Association	1,000	IN
8125	Adarsha Auto & Taxi Drivers' Union	1,000	Rt
8126	Chefair Employees' Guild	357	Ca
8127	Rickshaw Mazdoor Sabha	1,000	Rt
8128	Kerala Fishing Boat Workers' Congress	987	F
8129	All India ITDC Mazdoor Janta Union	400	Tr
8130	Cochin Port Staff Association	1,000	D
8131	Transport & Dockworkers' Union, Kandla	1,000	D
8132	Private Motor Transport Workers' Union, U.P	1,000	IN
8133	Calcutta Tram Mazdoor Sabha	1,000	Rt
8134	Idukki District Motor Workers Union (INTUC)	3,000	Rt
8135	Air India Officers' Association	1,050	Ca
8136	Indian National Transport Workers' Federation	3,000	Rt
8137	Karnataka Dock and General Workers' Union	432	D
8138	Kerala State Road Transport Corporation Staff Union	1,641	Rt
8139	Kerala Tourism Workers' Union	913	Tr
8140	Chidambaranar District Water Transport & General Workers' Union	800	S
8141	New Mangalore Port Staff Association	502	D



<b>Indonesia</b>				
8151	Kesatuan Pelaut Indonesia (KPI)	33,000	F, S	
8152	Indonesia Civil Aviation Workers' Union	1,776	Ca	
8153	Sektor Transportasi Dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBSI)	2,324	Rt	
8154	Indonesian Port and Dock Workers' Union	1,000	D	
<b>Ireland</b>				
9200	Services, Industrial, Professional and Technical Union (SIPTU)	13,716	Ca, D, IN, Rw, Rt, S, Tr	
<b>Israel</b>				
7820	Israeli Seamen's Union	1,500	S	
7823	Israeli Sea Officers' Union	1,538	S	
<b>Italy</b>				
9531	Federazione Italiana Trasporti - CISL	45,400	Ca, D, F, IN, Rw, Rt, S	
9534	UILTRASPORTI	9,000	Ca, D, Rw, Rt, S	
9539	Federazione Italiana Lavoratori Trasporti FILT-CGIL	67,481	Ca, D, IN, Rw, Rt, S	
9540	Federazione Italiana Addette Servizi Commerciali Affini e Turismo	500	Tr	
<b>Ivory Coast</b>				
7152	Syndicat des Travailleurs de la SOTRA (SYNTRAS)	1,400	Rt	
7154	Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)	157	Ca	
7155	Syndicat de la Météorologie et de l'Aviation (SYMA)	120	Ca	
7156	Syndicat Inter-Entreprises des Travailleurs des Transports Routiers de Côte d'Ivoire (SIETTROCI)	400	Rt	
7157	Syndicat des Marins Ivoiriens au Commerce (SYMICOM)	643	IN, S	
7158	Syndicat National des Chauffeurs de Transport Terrestre de Côte d'Ivoire	1,500	Rt	

<i>Jamaica</i>				
6160	Bustamante Industrial Trade Union	1,000		Ca, D, Rt, Tr
<i>Japan</i>				
8200	All-Japan Seamen's Union	40,000		D, F, S
8201	All-Japan Municipal Transport Workers' Union (TOSHIKO)	28,000		Rw, Rt
8202	Tourism and Air Cargo Section of the Japan Federation of Service & Tourism Industries Workers' Unions	23,000		Tr
8203	National Railway Workers' Union (KOKURO)	19,000		Rw, Rt
8205	All-Japan Federation of Transport Workers' Unions UNYU-ROREN	70,400		Rt
8206	Japan Federation of Aviation Industry Unions (Koku-Rengo)	21,000		Ca, Tr
8207	Japan Airlines Cabin Attendants' Union (KYAKUJO)	1,000		Ca
8208	Japan Federation of Transport Workers' Unions (KOTSU ROREN)	53,500		Rt
8209	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN)	80,000		Rw, Rt, Tr
8211	Japan Confederation of Railway Workers' Unions (IRU)	51,600		Rw, Rt
8212	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)	12,500		Rt
8213	Japan Railway Trade Unions' Confederation (JR-RENGO)	52,500		Rw
8214	National Council of Dockworkers' Unions of Japan (ZENKOKU-KOWAN)	10,000		D
<i>Jordan</i>				
7830	General Trade Union of Workers in Air Transport and Tourism	3,000		Ca, Tr
<i>Kazakhstan</i>				
9543	Central Committee of Aviation Workers' Trade Unions of the Republic of Kazakhstan	5,220		Ca

<b>Kenya</b>				
7201	Railway Workers' Union	4,240	Rw	
7202	Dockworkers' Union	4,623	D	
7203	Seamen's Union of Kenya	600	S	
7205	Kenya Shipping, Clearing and Warehouse Workers' Union	500	D, Rt	
7206	Kenya Merchant Marine Officers Association	60	S	
<b>Kiritibati</b>				
8850	Kiribati Islands Overseas Seamen's Union (KIOSU)	1,040	S	
<b>Korea</b>				
8250	Korean Federation of Port & Transport Workers' Unions	13,000	D	
8251	Korean Railway Workers' Union	15,120	Rw	
8252	Federation of Korean Seafarers' Unions (FKSU)	25,038	F, S	
8254	Korean Air Labour Union	4,000	Ca	
8255	Korea Automobile and Transport Workers' Federation	36,360	Rt	
8256	Federation of Korean Taxi Transport Workers' Unions	8,900	Rt	
<b>Latvia</b>				
9550	Udens Transporta Arodbiedribu Federacija	1,836	D, F, IN, S	
9551	Latvian Seafarers' Union of Merchant Fleet	6,017	S	
9552	Latvian Fish Industry Workers' Union	1,200	D, F, IN	
9553	Latvijas Aviodarbnieku Arodbiedriba (Civil Aviation Trade Union of Latvia)	624	Ca	
9555	Latvian Railroad Trade Union	14,000	Rw	
<b>Liberia</b>				
7882	United Seamen, Ports and General Workers' Union of Liberia (USPOGUL)	1,757	D, F, S	

*Lithuania*

9560	Independent Dockers' Union	630	D
9561	Lithuanian Seamen's Union	1,015	S
9562	Motor Transport Workers' Federation of the Lithuanian Workers' Federation	1,507	Rt
9563	Federation of Railway Workers' Trade Union of Lithuania	500	Rw

*Luxembourg*

9580	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)	5,223	IN, Rw, Rt, Tr
9581	ÖGB-L (Onofhängege Gewerkschaftsbond Lëtzebuerg)	1,829	Ca, Rt

*Malawi*

7300	Transport & General Workers' Union	1,621	Ca, IN, Rt
7301	Central East African Railway Workers' Union (CEARWU)	750	F, Rw, Rt

*Malaysia*

8302	Klang Port Management Staff Union	1,082	D
8303	Transport Workers' Union	10,523	Rt
8304	The Railwaymen's Union of Malaya	3,443	Rw
8305	Kelang Port Management SDN. BHD Harbour Workers' Union	900	D
8306	Penang Port Workers' Union	214	D
8308	Union of Employees of Port Ancillary Services Suppliers Port Klang (UNEPASS)	151	D
8309	Malaysian Airlines System Executive Staff Association (MESA)	235	Ca
8312	The Klang Container Terminal Staff Union	633	D
8313	Kesatuan Pekerja-Pekerja Kuantan Port Consortium Sdn Bhd	253	D
8314	Persatuan Eksekutif Klang Container Terminal Berhad	52	D

<b>Mali</b>				
7311	La Coordination Nationale des Syndicats et Associations des Chauffeurs et Conducteurs du Mali	1,500	Rt	
<b>Malta</b>				
9600	General Workers' Union (GWU)	3,012	Ca, D, F, IN, Rt, S	
<b>Mauritius</b>				
7318	Government Servants' Association	615	Ca, D, Rt	
7319	Transport Employees' Union	276	Rt	
7320	The Artisans and General Workers' Union	400	Rt	
7321	Transport Corporation Employees' Union	1,318	Rt	
7322	Air Mauritius Cabin Crew Association (AMCCA)	304	Ca	
7323	Maritime Transport & Port Employees' Union	710	D, IN	
7324	Union of Bus Industry Workers	2,940	Rt	
<b>Mexico</b>				
6181	Asociación Sindical de Pilotos Aviadores (ASPA)	1,700	Ca	
6182	Union Nacional De Marineros, Fogoneros, Mayordomos, Cocineros, Camareros Y Similares De La República Mexicana.	350	D, IN, 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, Asi Como Para Maniobras de Carga en General, Similares y Conexos de la RM (CTM)	1,000	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	1,514	S	

6196	Alianza de Tranviários de México			
6197	Sindicato Nacional de Controladores de Transito Aero (SINACTA)	2,891 516	Rt Ca	
<b>Mongolia</b>				
8318	Mongolian Transport, Communication & Petroleum Workers' Union	4,748	Ca, Rt	
8319	Federation of Mongolian Railway Workers Trade Union	6,265	Rw	
<b>Montenegro</b>				
9610	Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro	2,373	D, S	
9611	Trade Union of "Montenegro Airlines"	105	Ca	
<b>Morocco</b>				
7329	Union des Syndicats UMT des Transports	32,150	Ca, D, F, Rw, Rt, S	
<b>Mozambique</b>				
7325	Sindicato Nacional do Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)	1,500	Rt	
7326	Sindicato Nacional De Estiva E Officios Correlativos (SINPEOC)	8,000	D	
<b>Namibia</b>				
7330	Namibian Transport and Allied Workers' Union (NATAU)	1,890	Ca, D, Rw, Rt	

**Nepal**

8320	Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh)	1,000	Rw, Rt
8321	Nepal Transport Corporation Employees' Union	745	Rw, Rt
8322	Shaja Yatayat Employees' Union	665	Rt

**Netherlands**

9620	FNV Bondgenoten	74,493	Ca, D, IN, Rw, Rt
9621	Federatie van Werknemers in de Zeevaart (FWZ)	4,920	S
9624	Vakbond voor Nederlands Cabinpersoneel (VNC)	6,532	Ca

**New Zealand**

8900	New Zealand Seafarers' Union	750	S
8902	New Zealand Waterfront Workers' Union (WWU)	1,000	D
8903	New Zealand Merchant Service Guild Industrial Union of Workers Inc	998	D, F, S
8904	The Flight Attendants & Related Services (NZ) Association	1,500	Ca
8905	New Zealand Engineering Printing & Manufacturing Union Inc.	1,000	Ca
8906	Aviation & Marine Engineers Association Incorporated	992	Ca, IN, S
8907	Rail & Maritime Transport Union Inc	3,350	D, IN, Rw, Rt
8912	National Distribution Union	1,000	Rt

**Nicaragua**

6304	Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto (SEPAPC)	105	D
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**Niger**

7340	Syndicat Unique de la Météorologie et de l'Aviation Civile	650	Ca
7341	Syndicat Unique des Conducteurs de Taxis du Niger (SUCOTAN)	1,007	Rt
7342	Syndicat National des Transports et Mécanique Générale (SYNTRAMEG)	988	Rt

7343	Syndicat National des Conducteurs Routiers du Niger (SNCRN)	1,500	Rt
7344	Syndicat du Personnel d'Encadrement de la Météorologie et de l'Aviation Civile (SYNPEMAC)	200	Ca
7345	Syndicat Libre De Conducteurs Routiers De Passagers Du Niger	511	Rt
<b>Nigeria</b>			
7354	Maritime Workers' Union of Nigeria	50,970	D, F, IN, S
7357	National Union of AirTransport Employees	8,000	Ca
7358	Air Transport Services Senior Staff Association (ATSSSAN)	6,070	Ca
7359	Nigeria Union of Railwaymen	11,000	Rw
<b>Norway</b>			
9670	Norsk Jernbaneforbund	7,723	Rw
9671	Norsk Lokomotivmannsforbund	1,207	Rw
9672	Norsk Sjømannsforbund	11,505	F, S
9673	Det Norske Maskinistforbund	3,455	F, S
9674	Norsk Sjøfisersforbund	5,810	F, S
9675	Norsk Transportarbeiderforbund	13,576	D, Rt
9676	Fellesforbundet	2,573	Ca
9677	Handel og Kontor i Norge	2,000	Ca, Rt, Tr
9679	Norsk Olje- og Petrokjemisk Fagforbund	1,851	Ca, D, S, Tr
9681	Norsk Kommuneforbund	3,000	D, Rt
9682	Yrkestrafikkforbundet	7,457	Rt
9683	Norsk Kabinforening (Norwegian Cabin Crew Union)	1,350	Ca
<b>Pakistan</b>			
8350	Pakistan Merchant Navy Officers' Association	1,000	S
8351	Flight Engineers National Association (FENA)	114	Ca
8354	Organisation of Karachi Port Trust Workers	2,100	D
8356	Karachi Harbour and Dock Workers' Union	910	D



8358	Pakistan Seamen's Union	2,000	S
8359	Pakistan Airline Pilots Association	534	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	1,212	Ca
8363	Road Transport Workers' Federation of Pakistan	5,500	Rt
8364	People's Unity of PIA Employees	1,000	Ca
8367	Karachi By Road Workers' Union	289	D
8368	Karachi Dock Labour Board Staff Union	196	D
8369	Pakistan Transport Workers' Federation	4,000	Rt
8370	Air League of PIAC Employees	5,000	Ca
8372	Friend's Tally Workers Union (Karachi Port)	504	D
8373	All Pakistan Seamen's Workers Union	6,230	S
8374	All Pakistan Civil Transport Workers Union	119	Rt
8375	J S L Heavy Vehicle Workers Union	514	Rt
<b>Palestine</b>			
7890	Palestine Bus Drivers General Union	1,000	Rt
<b>Panama</b>			
6373	Federación Industrial de Trabajadores del Transporte Terrestre, Aéreos, Marítimos Portuarios y Similares (FITTAMPS)	901	D, IN, Rt, S
6377	Panama Canal Pilots Association	1,000	S
6378	Sindicato del Canal de Panamá y del Caribe	1,000	Rt
<b>Papua New Guinea</b>			
8950	Papua New Guinea Maritime Workers Industrial Union	3,016	D, S
<b>Paraguay</b>			
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)	2,000	D, S
6526	Federación de Capitanes - Patrones de Pesca del Peru (FECAPPEP)	1,000	F
6527	Federación Nacional de Trabajadores Ferroviarios del Peru	342	Rw
6528	Federación Nacional de Trabajadores de la Empresa Nacional de Puertos (FENTENAPU)	1,000	D
6529	Sindicato Nacional de Marineros de Ultramar, Fluviales, Lacustres y de la Marina Mercante del Peru (SINAMUMMPERU)	120	S

**Philippines**

8401	Philippine Airline Employees' Association - PALEA - TUCP	4,500	Ca
8402	Associated Marine Officers' and Seamen's Union of the Philippines	75,799	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)	2,900	S
8407	Pambansang Tinig at Lakas sa Pantalan (PANTALAN)	1,785	D
8408	National Union of Portworkers - Philippines	1,000	D

**Poland**

9721	National Maritime Section NSZZ 'Solidarnosc'	7,722	F, S
9722	Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów i Marynarzy)	5,307	F, IN, S
9723	Związek Zawodowy Kapitanów i Oficerów (Shipmasters' and Officers' Union)	277	S
9724	National Section of Port Workers - Nszz Solidarnosc	4,498	D, IN, Rw, Rt
9725	Seamen's & Fishermen's Trade Unions Federation	3,499	D, F, S
9726	Związek Zawodowy Kierowców Pekaes Transport SA, Oddział w Szczecinie	240	Rt
9727	Trade Union Workers of PKP Federation	11,000	Rw

## 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)	806	D, F, IN, S
9742	Federação dos Sindicatos do Mar - FSM	993	D, F, IN, S, Tr
9743	Sindicato dos Quadros da Aviação Comercial	955	Ca
9744	Sindicato Nacional do Pessoal de Vão da Aviação Civil - SNPVAC	1,658	Ca
9745	Sindicato dos Oficiais e Engenheiros Maquinistas da Marinha Mercante (SOEMMM)	259	Ca, D, F, IN, Rt, S, Tr
9747	Sindicato da Mestrança e Marinhagem de Camaras 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	991	D, F, IN, S
9754	Sindicato dos Trabalhadores da Aviação e Aeroportos - SITAVA	3,703	Ca
9756	Sindicato dos Engenheiros da Marinha Mercante (SEMM)	370	F, S

## Romania

9769	Federatia Sindicatelor Navigatorilor din Romania (Romanian Sailors' Trade Union)	1,200	IN, S
9770	Romanian Seafarers' Free Union	4,898	S
9771	Sindicatul Soferilor din Romania (Drivers' Union of Romania)	10,000	Rt
9772	Federatia Nationala a Sindicatelor Portuare (FNSP)	5,003	D, IN
9773	Uniunea Sindicatelor Libere Metrou (Metro Workers' Free Trade union Federation)	5,200	Rw
9774	Federatia Nationala "Drum de Fier"	10,000	Rw

## Russia

9775	Flight Personnel Association of Russia	3,000	Ca
9776	Motor Transport & Road Workers' Union of Russia	2,000	Rt
9777	Seafarers & Maritime Workers' Union of Western Russia	3,079	D, F, IN, S, 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	D, F, S
9782	Trade Union of Railwaymen and Transport Construction Workers of Russia	80,000	Rw

9783	Seafarers' Union of Russia	60,000	F, IN, S
97841	All-Russia Civil Aviation Workers' Union	1,000	Ca
<b>Rwanda</b>			
7370	Association des Chauffeurs des Poids Lourds au Rwanda Centrale Syndicale Du Rwanda (CESTRAR)	500	Rt
<b>Senegal</b>			
7443	Syndicat Unique des Transports Aériens du Sénégal (SUTAS)	201	Ca
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
7447	Syndicat National de la Marine de Pêche du Sénégal	3,300	F
<b>Sierra Leone</b>			
7450	Sierra Leone National Seamen's Union	1,001	S
7451	Sierra Leone Dock Workers Union	1,040	D
7453	Sierra Leone Motor Drivers' and General Workers' Union	400	Ca, Rt
7454	Sierra Leone Fishermen's Union (SALFU)	375	F
<b>Singapore</b>			
8452	Singapore Maritime Officers' Union (SMOU)	5,083	S
8453	Singapore Organisation of Seamen (SOS)	4,000	S
8455	Port Officers' Union	910	D
8456	Singapore Port Workers Union	2,000	D, IN
<b>Slovenia</b>			
9785	Sindikat Strojevodij Slovenije (SSSLO)	1,502	Rw

9786	Sindikat Železniskega Prometa Slovenije Railway Traffic Union of Slovenia	1,077	Rw
9787	Seamen's Union of Slovenia	821	D, S
9788	Sindikat Železnice Slovenije	1,050	Rw
9789	Sindikat Železniskega Transporta Slovenije (Railway Transport Workers' of Slovenia)	1,053	Rw, Rt
9800	Trade Union of Train Maintenance of Slovenia (Sindikat Vzdrževalcev Železniskih Voznih Sredstev Slovenije)	720	Rw
9801	Trade Union of Railway Surveyors of Slovenia (Sindikat Vozovnih Preglednikov Slovenije)	381	Rw
<b>Solomon Islands</b>			
8958	Solomon Islands National Union of Workers	680	Ca, D, F, S
<b>South Africa</b>			
7502	Transport & Allied Workers' Union of South Africa	3,000	Ca, F, Rt
7505	South African Transport & Allied Workers' Union (SATAWU)	61,692	Ca, D, Rw, Rt, S
<b>Spain</b>			
9790	Federación Estatal de Transportes Comunicaciones y Mar - UGT	40,962	Ca, D, F, Rw, Rt, S, Tr
9791	ELA-IGCKO	6,302	Ca, D, F, IN, Rw, Rt, S
9792	Federación de Comunicación y Transporte de CC.OO	31,608	Ca, D, F, IN, Rw, Rt, S, Tr
9793	Spanish Cabin Crew Union SITCPLA	1,200	Ca
<b>Sri Lanka</b>			
8501	The Ceylon Mercantile, Industrial & General Workers' Union (CMU)	2,734	D, S
8502	Sri Lanka Nidahas Sewaka Sangamaya	5,000	Ca, Rt, Tr
8503	Flight Attendants Union	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
8506	Air Traffic Engineering Officers' Association	85	Ca

*St. Lucia*

6581 St Lucia Seamen, Waterfront and General Workers' Trade Union  
 6582 Vieux-Fort General and Dockworkers' Union

1,000  
 243

D  
 D

*Swaziland*

7520 Swaziland Transport & Allied Workers' Union

Ca, Rw, Rt

1,300

*Sweden*

9840 SEKO Facket för Service Och Kommunikation.  
 9842 Sjöbefälsförbundet  
 9843 Sveriges Fartygsbefälsförening  
 9844 Svenska Transportarbetareförbundet  
 9845 Tjänstemannaförbundet (HTF)  
 9846 LEDARNA  
 9847 Svenska Kommunalarbetareförbundet  
 9848 Statstjänstemannaförbundet (ST)

Ca, Rw, S  
 IN, S  
 S  
 Ca, D, Rt  
 Ca, D, Rt, S, Tr  
 Ca, D, Rt, Tr  
 Rt  
 Ca, Rw

31,905  
 2,042  
 2,250  
 60,617  
 31,656  
 1,709  
 18,200  
 3,785

*Switzerland*

9890 SEV Schweizerischer Eisenbahn- und Verkehrspersonal-Verband  
 9891 Gewerkschaft Verkauf, Handel, Transport und Lebensmittel, VHTL  
 9892 VPOD Zentralsekretariat  
 9893 KAPERS Cabin Crew Union

D, Rw, Rt  
 D, IN, Rt, S  
 Ca, Rt  
 Ca

27,785  
 4,020  
 3,279  
 3,058

*Taiwan*

8550 National Chinese Seamen's Union (NCSU)  
 8551 Chinese Federation of Railway Workers' Unions

S  
 Rw

14,082  
 2,626

8552	Taipei Travel Labour Union	1,100	Tr
8553	Taiwan Dock Workers' Federation	967	D
8554	China Airlines Employees' Union	6,400	Ca
<b>Tanzania</b>			
7530	Tanzania Seamen's Union	994	S
7531	Communication & Transport Workers' Union of Tanzania - COTWU	6,974	Ca, D, Rt
7532	Tanzania Railway Workers' Union	13,000	Rw
7533	Tanzania Seamen's Union (Zanzibar)	1,000	S
7534	Tanzania Fishing Crew & Allied Workers Union	1,000	F
<b>Thailand</b>			
8560	Aerothai State Enterprise Employees' Association	1,000	Ca
8561	State Railway Thailand of State Enterprise Employees' Association (SRTSEA)	5,350	Rw
8562	Thai Airways International Union	1,000	Ca
8563	Bangkok Mass Transit Authority State Enterprise Employees' Association	1,500	Rt
8564	The Transport Company Limited State Enterprise Employees' Union (TRAN-U)	2,232	Rt
8565	Port Authority of Thailand State Enterprise Employee's Association	1,000	IN
8566	Tourism Authority of Thailand Staff Union	250	Tr
8567	Airports Authority of Thailand State Enterprise Employees Association	1,100	Ca
8568	Express Transport Organisation of State Enterprise Workers' Union	600	Rt
<b>The Gambia</b>			
7071	Gambia Dock Workers' Union	500	D
<b>Togo</b>			
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)	1,000	Ca
7552	Syndicat des Cheminots du Togo	664	Rw
7553	Syndicat des Travailleurs du Port Autonome de Lomé (SYNTRAPAL)	550	D
7554	Syndicat National des Transitaires Mandataires du Togo (SYNATRAM)	522	D
7555	SYPROTO (Syndicat des Professionnels Routiers du Togo)	501	Rt
<i>Trinidad &amp; Tobago</i>			
6661	Seamen & Waterfront Workers' Trade Union	957	D, S
<i>Turkey</i>			
9940	Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)	16,500	Rw
9941	Turkish Civil Aviation Union Hava-Is	9,093	Ca
9942	Türkiye Denizciler Sendikası (Seafarers' Union of Turkey)	4,242	S
9943	National Port and Land Stevedores Union of Turkey (LIMAN-IS)	1,050	D
9944	Türkiye Motorlu Tasit İşçileri Sendikası (TÜMTİS)	1,750	Rt
9945	Birlesik Tasimacilik Çalışanları Sendikası (BTS) (United Transport Workers' Union)	1,000	Ca, D, Rw
<i>Tuvalu</i>			
8955	Tuvalu Overseas Seamen's Union (TOSU)	885	S
<i>Uganda</i>			
7600	Amalgamated Transport and General Workers' Union	1,050	Ca, Rt
7601	Railway Workers' Union	1,000	Rw
<i>Ukraine</i>			
9950	Marine Transport Workers' Trade Union of Ukraine	32,000	D, IN, S
9952	Vil'na Profspilka Mashynistiv Ukrainy (VPMU) (Ukrainian Free Trade Union of Locomotive Engineers)	1,770	Rw



9954	Trade Union Council of Railwaymen and Transport Constructors of Ukraine	5,000	Rw, Rt
<i>United Kingdom</i>			
9440	National Union of Rail, Maritime and Transport Workers (RMT)	56,470	D, Rw, Rt, S
9442	Transport Salaried Staffs' Association (TSSA)	31,743	D, Rw, Rt, Tr
9443	Union of Shop, Distributive & Allied Workers	20,000	Rt
9444	Associated Society of Locomotive Engineers & Firemen (ASLEF)	15,672	Rw
9445	Transport & General Workers' Union (TGWU)	140,408	Ca, D, F, IN, Rw, Rt, S
9446	NUMAST	15,050	F, S
9449	Manufacturing Science Finance (Amicus - MSF)	5,005	Ca, Tr
9450	UNISON	5,058	Ca, Rt
9451	Prospect	5,230	Ca, Rt, S
9452	Amalgamated Engineering and Electrical Union (Amicus- AEEU)	6,000	Ca, Rw
<i>United States of America</i>			
6950	International Organisation of Masters, Mates & Pilots	5,517	IN, S
6951	American Radio Association, IAL AFL-CIO	280	S
6952	Transport Workers' Union of America	35,000	Ca, Rw, Rt
6954	International Association of Machinists & Aerospace Workers (IAM)	98,796	Ca, Rw, Rt, Tr
6957	Seafarers' International Union of North America (SIU)	50,000	F, IN, S
6958	International Longshoremen's Association (ILA) AFL-CIO	50,000	D
6959	National Marine Engineers' Beneficial Association	4,410	S
6960	Transportation-Communications International Union (TCU)	25,000	Ca, Rw, Rt, Tr
6962	Hotel Employees and Restaurant Employees International Union	2,000	Ca, Rw
6964	Association of Flight Attendants	22,447	Ca
6965	Air Line Pilots' Association International	15,000	Ca
6966	International Longshore and Warehouse Union (ILWU)	10,324	D
6967	District No.4 - NMU/MEBA (AFL-CIO)	10,750	IN, S
6969	International Brotherhood of Teamsters, AFL-CIO (IBT)	100,000	Ca, Rt
6970	American Maritime Officers (AMO)	2,450	IN, S

6971	United Transportation Union (UTU)	25,050	Ca, Rw, Rt
6972	Communications Workers of America	10,000	Ca
6973	Amalgamated Transit Union	133,732	Rt
6974	American Federation of State, County and Municipal Employees	10,000	Rt
<i>Uruguay</i>			
6708	Unión de Capitanes y Oficiales de la Marina Mercante (UCOMAR)	70	S
6710	Unión Centros de Marineros	1,000	S
<i>Uzbekistan</i>			
9970	Aviation Workers' Trade Union of Uzbekistan	8,500	Ca
<i>Vanuatu</i>			
8960	Vanuatu National Workers Union Syndicat National de Vanuatu	56	Ca, S, Tr
<i>Venezuela</i>			
6730	Asociación Nacional de Controladores de Transito Aereo	130	Ca
6731	Sindicato Unico de Empleados Publicos Profesionales de las Telecomunicaciones Aeronauticas de Venezuela - MTC (SUEPTAV)	215	Ca
6732	Sindicato Unico Nacional de Empleados Publicos de Tecnicos en Radiocomunicaciones de Venezuela (SUNEPTAV)	170	Ca
6733	Organización Sindical de Aeromozas y Sobrecargos de Viasa (OSASV)	523	Ca
6734	Asociación Nacional de Pilotos	1,030	Ca
6735	Federación Sindicatos de Pilotos Aviadores Profesionales de Venezuela (FESPAVEN)	280	Ca
6736	Federación de Gremios Aeronauticos de Venezuela (FEGAVEN)	123	Ca
6737	Sindicato de Trabajadores de la C.A. Metro de Caracas (SITrameCA)	3,250	Rw, Rt

**Zambia**

7632 National Union of Transport and Allied Workers (NUTAW)  
7633 Railway Workers' Union of Zambia  
7634 Airways and Allied Workers' Union of Zambia

IN, Rt  
Rw  
Ca, Rt, Tr

1,099  
1,766  
1,120

**Zimbabwe**

7650 National Airways Workers' Unions (NAWU)  
7651 Zimbabwe Amalgamated Railwaymen's Union  
7653 Transport and General Workers' Union

Ca  
Rw  
IN, Rt, Tr

1,039  
3,000  
3,000

## Chapter III: Relations with Outside Organisations

### International Trade Union Movement

#### Global Unions

94. The international trade union movement has continued to develop much closer cooperation during the period under review. The Congress of the International Confederation of Free Trade Unions (ICFTU) held in 2000 agreed to launch a *Millennium Review* of international trade union structures, something that was strongly supported by the representatives of the International Trade Secretariats (ITSs) including the ITF.
95. As a part of this discussion, the General Conference of the International Trade Secretariats in 2000 agreed to use the term “Global Unions” to describe the movement, which includes the ICFTU, ITSs and the Trade Union Advisory Committee to the OECD (TUAC). A Global Unions website was created, and various campaigns and activities have been identified as Global Unions activities. At their general conference in January 2002, the ITSs agreed collectively to adopt a new term, “Global Union Federations” (GUFs) to describe the industrial wing of the international trade union movement.
96. The *Millennium Review* process was concluded at a meeting of the ICFTU Executive Board in November 2001. It included a review of strengthening the effectiveness of national trade unions, dealing with global capital/multinational companies, handling the global economy and the various international governmental organisations which have an influence over it, as well as campaigns, communications and constitutional questions affecting the ICFTU. A review has also taken place of practical areas where international trade union organisations may be able to work more effectively by sharing resources, and plans are in hand for a strategic meeting of the different components of the Global Unions family later in 2002.

#### International Confederation of Free Trade Unions

97. In 1999 the ICFTU celebrated its 50<sup>th</sup> anniversary at a meeting in Seattle, in conjunction with the Ministerial meeting of the World Trade Organization. The ITF General Secretary gave a presentation to the meeting, recalling the important role played by the ITF in the foundation of the ICFTU, including the provision of its first two General Secretaries, Jaap Oldenbroek and Omer Becu. The ITF, together with the other ITS/GUFs, also played a major role in the ICFTU Congress held in Durban South Africa in April 2000. The ITF delegation included the President, General Secretary and Regional Secretaries from Africa, Asia/Pacific and the Americas.
98. Working relations with the ICFTU have continued to improve during the period under review. The ICFTU and its affiliated National Trade Union Centres have played important roles in a number of key disputes involving ITF affiliates, including the 1998 Patrick Stevedores dispute in Australia. The General Secretary of the ICFTU, Bill Jordan, retired early in 2002 for health reasons and was replaced by Guy Ryder.
99. The ITF has continued to provide funding of US\$15,000 per year to the joint ICFTU/GUF office in Washington DC, which is charged with handling trade union relations with the International Monetary Fund and the World Bank. It continues to provide support for a range of activities relevant to the ITF, including the PERLNET network established with the World Bank in 1999, dealing with privatisation, enterprise reform and labour issues. The ITF also provides US\$1000 per year support to the joint ICFTU/GUF project on Workers' Capital (See *General and Inter-sectional Issues, Multinational Companies*).

## **International Trade Secretariats/Global Union Federations**

100. During the period under review the ITSs (now renamed Global Union Federations) have continued to develop closer working relationships. They usually meet twice a year to discuss coordination. At the beginning of 1999, Neil Kearney (ITGLWF) was replaced as Chair of the ITS General Conference by Ulf Asp (IFBWW), and David Cockroft, on behalf of the ITF, was elected as Vice Chair. Under the rotation system, in January 2001, David Cockroft became Chair for a period of two years.
101. The GUF Conference has continued to take place in a variety of countries in order to build closer relationships with National Trade Union Centres. These meetings have since taken place in Italy, Germany, Austria and the Czech Republic. The development of the Global Unions concept, and closer consultation of Global Union Federations by the ICFTU in the development of policy, has been very positive. The role of GUF Coordinator is due to pass to Philip Jennings of Union Network International (UNI) in 2003.
102. Relations with individual ITS/GUFs continue to take place at the level of ITF Sections and more generally. The World Bank PERLNET exercise is being conducted jointly with Public Services International (PSI). The Seafarers' Section continues to work closely with the International Metalworkers' Federation (IMF) in ship scrapping and shipbuilding. The Civil Aviation Section has held a series of meetings with the International Union of Food, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations (IUF) in relation to airline catering companies, and with UNI, in relation to airport security. Joint activities with these organisations have also been conducted in relation to the tourism industry.
103. Close relations have also been maintained with the International Federation of Chemical Energy, Mine and General Workers Unions (ICEM), particularly in connection with the campaign of seafarers' affiliates to secure trade union organisation in the offshore oil supply industry off the Gulf coast of the United States.

## **Trade Union Advisory Committee (TUAC) to OECD**

104. The ITF continues to work closely with TUAC, particularly in relation to the work of the OECD Maritime Transport Committee, on the OECD's work on multinational companies and on standards dealing with corruption and money laundering, which have a direct effect on many states running Flags of Convenience. The ITF has provided financial support for TUAC activities in this field. The ITF also participates in the OECD working group on international air cargo. TUAC helps provide much of the support for the international trade union movement's work on sustainable development, including preparations for the Rio + 10 Conference scheduled to take place in Johannesburg in September 2002.

## Intergovernmental Organisations

### International Labour Organization

105. The ITF continues to play a major role in the work of the ILO and in particular in its sectoral activities programme. The review of this programme carried out in 1994 is currently being re-examined with a view to making ILO sectoral meetings more flexible and relevant to the needs of the various industries.
106. In addition to port worker and fisheries meetings reported in the relevant sections, a tripartite symposium on the transport (road, rail and aviation) sectors took place in September 1999 and resulted in useful conclusions.
107. Within the International Labour Office, the appointment of Juan Somavia as Director General of the ILO in March 1999 has helped improve ILO activities, most of which are now focused on the importance of Decent Work and on the promotion of the ILO Declaration on Fundamental Labour Rights. These include support for “core labour standards” under the four headings of: Freedom of Association, Forced Labour, Child Labour and Discrimination. These core standards have been incorporated into a series of international instruments designed to influence the behaviour of employers, including the United Nations Global Compact, which was launched in 1999 by UN Secretary General Kofi Annan.
108. Within the ILO, the maritime industry continues to play a vital role. Considerable financial assistance from the ITF Seafarers’ Trust in 2000 helped to launch the ILO’s International Programme for Decent Work for Seafarers. This programme is designed to promote the ratification and implementation of ILO maritime labour conventions. A further major initiative was the decision of the Joint Maritime Commission in January 2001 to call for a fundamental revision of all ILO maritime instruments and their consolidation into a single framework labour convention. This proposal, which was subsequently endorsed by the ILO Governing Body, entails an intensive programme of work, which should lead to the adoption of a new Convention in 2005.
109. By agreement of ITF affiliates, shipowners and major maritime nations, ratification of this framework convention will become obligatory for any country which wishes to participate in international maritime transport. A similar framework convention is now under way for fishing vessels, and special arrangements have been made for an urgent revision of the ILO convention on seafarers’ identity documents in 2003. Efforts are also under way to amend the ILO code of practice on health and safety in the ports.
110. The events of 11 September brought about a major change in the way the ILO deals with sectoral activities. With help from the Director General, a previously arranged tripartite meeting on civil aviation due to take place in January 2002 was transformed at very short notice into an emergency meeting - *Social and Safety Consequences of the Crisis*. This was the first ILO tripartite meeting on civil aviation for more than 10 years and was attended by virtually all industry bodies and governments.

### UN specialised industry bodies

111. The ITF continues to maintain close relationships with the International Maritime Organization (IMO) and International Civil Aviation Organization (ICAO). These bodies are dealt with in the relevant sections.

## **Other United Nations bodies**

112. The ITF has maintained close relations with the United Nations Security Council Committee dealing with sanctions against Liberia, and presented the results of a report identifying the role of the Liberian shipping register in the evasion by the Liberian government of UN sanctions. This is part of the Seafarers' Section's campaign to encourage shipowners to flag off Liberia.
113. The ITF has also played a continuing role in the UN Commission on Sustainable Development including the production of a major publication for its seventh session. This is dealt with in the Fisheries Section. The ITF intends to play an important role in the forthcoming UN Conference on Sustainable Development in Johannesburg.

## **World Trade Organization**

114. As with other trade union organisations, the general work of the WTO is of importance to all ITF affiliates. In addition to supporting the ICFTU's campaign for the inclusion of core labour standards within WTO trade agreements, the ITF has been closely following the work of the WTO relevant to transport, and in particular the negotiations for the General Agreement on Trade in Services (GATS). The ITF continues to maintain the strong policy position that transport issues should be dealt with within the specialist organisations such as the International Civil Aviation Organization (ICAO) and the International Maritime Organization (IMO). Dialogue has been maintained with WTO officials and the ITF will continue to monitor carefully the possible impact of WTO policies on the transport sector.

## **Non-Governmental Organisations**

115. The ITF continues to work with non-governmental organisations sympathetic to the labour movement on issues where we share common objectives. We have worked with Greenpeace International on FOC fisheries; with Global Witness and Human Rights Watch putting the spotlight on the Liberian shipping register and UN sanctions busting; and with War On Want campaigning about conditions in the cruise ship industry.

## Chapter IV: General and Intersectional Issues

116. The ITF's industrial basis is at the core of its strength and effectiveness. Most ITF affiliates relate most closely to the ITF through their participation in its industry section activities. Nevertheless, the ITF has always recognised the need also to be the means by which workers in all the transport sectors are able to act in unity. In recent years it has become clear that industry increasingly regards transport as an inter-modal operation. As a result a cross-sectional approach by the ITF has become even more important.

### Campaigns

117. Improving the ITF's campaign-based activities was one of the main conclusions of the *Mobilising Solidarity* programme adopted by the Delhi Congress in 1998. As the other chapters in this Report make clear, campaigns have become a major factor of virtually every industrial section, and the ITF's regional organisations are heavily involved in all of them.
118. Of the ITF's campaigning activities, perhaps the most high profile was the campaign ship the *Global Mariner*, which sailed around the world in 20 months between 1998 and 2000. It brought the ITF's message about globalisation and its effects on workers to more than 750,000 visitors to the ship as part of the events to celebrate the 50<sup>th</sup> anniversary of the ITF's flag of convenience campaign. During its voyage, the ship visited 86 ports in 51 countries and was visited by government ministers, trade union leaders and press representatives from a wide variety of countries. An information stand based on the ship was mounted during the Expo 2000 exhibition in Hannover, Germany in 2000.
119. At the end of its remarkable voyage, the ITF Executive Board was faced with the decision of what to do with the ship. Refusing to sell it on the open market, where it would have been operated under a flag of convenience, in 2000 the ITF reached an agreement with a British maritime training company, Clyde Marine, to charter the vessel to that company for use in seafarers' training. The ITF guaranteed to cover the operating losses, which arose from operating the ship under a British flag with union negotiated conditions for the crew, for a period of 12 months. The many ITF affiliates who visited the ship during its voyage will have noted with great regret that, early in its training role, the *Global Mariner* was the victim of a collision with an FOC (Cyprus) flagged cargo ship in the Orinoco river in Venezuela, and sank in August 2000. The crew, who were properly trained safety professionals, escaped without injury or loss of life.
120. Clearly the ITF Flag of Convenience Campaign continues to be the single largest campaign within the ITF's scope of activities, and this is covered in detail in the Seafarers/SSD Section of the report. The inter-Congress period has seen several other major campaigns, including the annual Road Transport Action Day under the theme *Fatigue Kills*, which has seen as many as 250,000 rank and file trade union members actively participating in international action. The annual Railway Action Day, under the theme *Safety first; not profit*, received widespread support from rail unions around the world and included special campaign trains in Europe.
121. The Civil Aviation Section organised a major campaign against air rage using the inflatable *Amy* mascot in airports around the world. The Ports Section is continuing with its campaign to *Stamp out union busting* in the world's ports. The Seafarers Section has commenced a series of Action Days based on the International Maritime Organization's World Maritime Day each September, which concentrates the attention of the maritime industry on the hazards faced by seafarers. The Women's Department has organised regular campaigning on basic rights for women transport workers, entitled *Women Transporting the World*, on 8<sup>th</sup> March, International Women's Day.



122. Experience has shown that campaigns are effective if well prepared. Manuals and materials are now prepared well in advance and national/sub-regional seminars are frequently held to prepare unions for their input into the campaign. On the day/week itself, rapid dissemination, via the Internet, of news on events which have been organised can help stimulate similar activities elsewhere. The level of participation also improves when a campaign has been running for several years.
123. The ITF's growing experience in the field of international campaigning was used to effect in support of the Global Unions Campaign Day, which called for effective social controls in international trade agreements. This took place in November 2001, on the opening day of the World Trade Organization summit in Doha, Qatar. Although seriously affected by the events of 11 September (which occurred just after preparations had begun) and by the lack of effective time to plan the campaign nationally, a number of important events took place on the Action Day, which demonstrated the ability of Global Unions to act together effectively in support of a common objective. It is probably no coincidence that transport unions were among the most active participants.
124. The Congress document *Globalising Solidarity* deals with lessons that can be learned from the experience of organising campaigns in the past four years.

### Human and Trade Union Rights

125. Responding quickly to attacks on trade union and human rights continues to be a major part of the general and inter-sectional work of the ITF, which is coordinated by the Information and Policy Department of the Secretariat in close cooperation with the Sections and Regions. The objective is to ensure a rapid and effective response when a union in dispute requests assistance. This means: writing letters/faxes/emails protesting to governments and employers, as well as organising moral and financial support for unions, and generating different types of international industrial solidarity action.
126. During the inter-Congress period, new ways of dealing with urgent solidarity needs have developed, making increasing use of the Internet. These include posting of all solidarity appeals on the ITF website, including model texts of letters in relevant languages, and the distribution of special "Action Alerts" by fax as well as email, rather than using circulars, which take time to arrive and do not always get rapid attention. The result has been an increase in the number of responses from affiliates. In some cases, the result has been a "faxstorm", which can produce a major impact on the organisations concerned. Because of improved visibility via the Internet, solidarity requests are being picked up by other labour movement websites, widening the group of respondents.
127. In addition to responding to affiliates' disputes, the ITF continues to support disputes identified as important by the International Confederation of Free Trade Unions (ICFTU) and other global union federations. It has sent out Action Alerts, for example, about the trade union rights situations in Fiji, East Timor, Burma, Swaziland, Rwanda, Nigeria and Colombia. Attacks by governments on employment rights were also covered by ITF alerts, for example in Italy and Russia. Asking cabin crew unions to exert pressure on their employers to avoid using hotels where staff are in dispute has generated support for hotel workers organised by the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF). Examples are the Shangri-La Jakarta Hotel (Indonesia) and the Diamond Hotel Company's Manila Hotel (Philippines). In the latter case, the ITF cancelled a major event booked at the hotel, urging negotiations with the union concerned.

128. The ITF has associated itself with many ILO Freedom of Association complaints over the period concerned. These include: Argentina, over its handling of Aerolíneas Argentinas; El Salvador, after unionised airport workers were forcefully removed from their jobs and sacked; Iceland, which passed a strike ban on fisheries workers; and Japan, over labour legislation reform which restricted the trade union rights of public employees. Recently the ITF made a complaint about trade union rights in the aviation sector in Pakistan, after PIA workers were denied the right to organise. There were many cases involving multinational companies.
129. In summary, the ITF's response to disputes and trade union rights infringements has increased over the past four years. For the next inter-Congress period, the ITF may need to focus more on measures to deal forcefully with union busting, and to develop innovative ways of targeting multinationals that persistently violate international standards. Education and information for affiliates on making ILO Complaints is also an urgent need.

### **Multinational Companies**

130. Multinational companies are growing in importance in the transport industry, and many of the issues that arise are dealt with in the relevant industrial Section. International regulation currently limits the ability of multinationals to operate in the aviation industry, so airlines have responded by creating "alliances" such as Oneworld, Star Alliance and Skyteam – and the ITF is coordinating corresponding solidarity alliances for unions. Similar action is occurring for the emerging ground service companies, such as LSG Sky Chefs, Gate Gourmet, Globeground and Swissport. The ports are becoming dominated by global terminal operators like P&O, PSA, SSA and Hutchinson, and the Dockers' Section is building structures to deal with them, while the Inland Transport Section has organised information and solidarity networks for unions in multinational bus and rail operators, such as Firstgroup and Vivendi. These may develop into World Councils.
131. The ITF is also following developments in other industries where Global Union Federations are concluding framework agreements with major multinationals. With the exception of the International Maritime Employers' Committee (IMEC)/ITF agreement for FOC shipping, framework agreements have not yet developed within transport, but this is likely to change. Virtually all existing framework agreements deal with the entire supply chain, not just direct employees of the company concerned, and the ITF has held discussions with other Global Union Federations on the possible inclusion of clauses dealing with transport contracts within their own framework agreements.
132. In addition to framework agreements, there are a growing number of instruments in the field of corporate social responsibility. These include the UN's Global Compact, which commits a number of major multinationals to accept ILO standards, the Global Reporting Initiative, which lays down the standards companies should use for reporting on social and environmental issues and, of course, the revised OECD Guidelines on Multinational companies. The ITF continues to cooperate closely with the ICFTU, the Trade Union Advisory Committee (TUAC) and other Global Union Federations on these issues, as well as on the growing importance of worker-controlled pension funds in the world's capital markets through the ICFTU/GUF working group on Workers' Capital.

### **Inter-Sectional Cooperation**

133. The period under review has also seen the emergence of multi-modal transport operators engaged in the development of the logistics business, which provides seamless door-to-door shipment of goods, irrespective of transport mode. Shipping companies such as Maersk have become major investors in port terminals, in trucking and in rail transport, in

order to develop their global distribution networks. Companies such as UPS and Federal Express are major operators in road transport and in aviation. This development means that inter-sectional cooperation will become an increasingly important part of an effective ITF response to industry change.

134. As industry restructures, many of the traditional defining lines of industries become blurred. This means that Global Union Federations need to cooperate more. The emergence of global airline catering companies has led to joint work between the ITF and the IUF. The involvement of security multinationals in airport security has led to sharing of information between the ITF and Union Network International (UNI). The merging of logistics and postal companies is likely to involve even closer cooperation between the ITF and UNI in the future.

## Sustainable Development

135. The United Nations Conference on Environment and Development held in Rio in 1992, (the Rio Earth Summit) brought governments together to address the urgent issue of climate change. The Summit launched Agenda 21, an international declaration in support of the concept of sustainable development. The ITF Delhi Congress passed Resolution no 1, on the topic of Transport Workers and the Global Economy, which, among other things, called on the ITF to support activities on sustainable transport following the Earth Summit.
136. The ITF has been involved in the multi-stakeholder dialogue of the United Nations Commission on Sustainable Development (CSD). This has been done in cooperation with other Global Union Federations under the auspices of the ICFTU. The involvement of trade unions has added an important new dimension to the CSD discussions. In particular the trade unions have argued that social sustainability, including secure jobs and decent working conditions, needs to be given full importance alongside environmental sustainability in the debate about sustainable development. As a result it is now accepted in the CSD that the working definition of sustainable development involves three "pillars" – economic, environmental and social.
137. The ITF participated at CSD-7 in New York in April 1999 on the topic of Oceans and Seas, and again in New York at CSD-9 in April 2001 on the topic of Energy and Transport. The ITF has particularly focused on the lack of regulatory controls and the threat posed by the growth of sub-standard operators in parts of the transport industry. This approach, which gained support at the high-level ministerial meeting of CSD-7, was backed up by a special publication, *Troubled Waters*, jointly produced with Greenpeace International, which focused on the damage caused to fisheries by unregulated fishing operations. At CSD-9 the ITF looked at wider issues of transport and the environment.
138. The World Summit on Sustainable Development (Rio +10) will take place in September 2002 in Johannesburg, South Africa. The ITF will be represented at the World Summit as part of the ICFTU delegation. An updated version of *Troubled Waters* will be produced as part of our preparations for this meeting.

## Information and Policy

139. Information and communications issues, as well as support for general policy development within the ITF Secretariat, is provided by an integrated Information and Policy Department. The Department manages the ITF website, relations with the media and press, coordination of publications and the production of campaign materials, and the ITF Information Centre, which acts as a central resource for the Secretariat and for ITF

affiliates. The Department is headed by Sarah Finke, who is also the ITF's Women's Officer.

140. Since the Delhi Congress of 1998, the Information and Policy Department has been re-organised. Responsibility for Education activities has been transferred directly to the General Secretary's Department, and new, dedicated positions have been created for editorial work, the press, the website, and production coordination.
141. Over the course of 1998-2002, the ITF has re-assessed its communications output in response to the *Mobilising Solidarity* work programme. This had several implications, many of which are outlined in a separate Congress document, *Globalising Solidarity*. They included:
  - Replacing *ITF News*, published six times a year, with *Transport International*, published four times a year, with longer, more analytical articles and an educational approach.
  - Launching *ITF News Online*, a regular news service, available on the website and by email in six languages.
  - Improving the ITF website: the site now provides downloadable materials for all ITF campaigns as well as campaign news updates. As well as news about campaigns and disputes, large amounts of information ranging across the Sections are available. The site now includes extensive language areas in Spanish, French, German and Swedish, as well as English. Links to a Russian language site and to the ITF Americas site, which reproduces information in Portuguese as well as English and Spanish, are accessible from the main site. The site supports media activities, as the press and other organisations pick up the ITF's news there and link from their own sites. Plans are under way to include a section of the website which is open to affiliates only and which will make it easier for ITF union representatives to communicate with one another.
  - Intensification of media activities for supporting campaigns and disputes: coverage has expanded dramatically over the past four years, in the international press, trade journals, TV and radio, and on the websites of other organisations. Journalists from all regions of the world are now in regular contact with the ITF and this has led directly to major coverage of key ITF campaigns. Improved monitoring and placement has also been achieved via the use of a commercial media contacts database.
  - Production of *campaign materials*: production of campaign packs, posters, stickers and other supporting materials has intensified in response to the more campaign-led focus of the ITF.
  - Collection of *key data and electronic resources* by the ITF Information Centre: Over the period, the Information Centre has been focusing on making available electronic data, including useful websites. An in-house database of articles on key topics is also being built up.
142. In addition, the ITF has continued to produce regular publications such as the *Seafarers' Bulletin* and one-off products for the Sections, including manuals, leaflets and reports. The Information Centre serves as a key resource to ITF staff, playing an important role in training. It answers queries from affiliates, students and the public, and it oversees the archiving of materials.

143. Key challenges for 2002-2006 include:

- Examining and targeting distribution of ITF publications and electronic information, with better distribution of major printed publications, increased delivery of electronic publications, and more exposure in affiliates' own journals and on their websites. Research on the use of ITF publications by affiliates should be undertaken.
- The development of a database-driven website with user-tailored areas and password protection to serve networks of ITF contacts.
- Planning efficient and clear campaign strategies with the Sections and Regions, which would include evaluation of campaigns after completion, deal with issues such as the impact of timing, and focus on producing materials which are easily reproducible by affiliates and by regional contacts.
- Integrating information services between the ITF's regional offices and the office in London.

### **Education Department**

144. The ITF Education Department, previously run as part of the Information and Policy Department, was separated from the Information and Policy department in 2000. The Education Coordinator now reports directly to the General Secretary's Department.
145. Joanne Abayasekara left the ITF in September 2001 and Alana Dave replaced her as Education Co-ordinator in April 2002. Bernhard Barth, Senior Section Assistant in the department, maintained education activities during the period following the departure of Joanne Abayasekara and prior to Alana Dave's arrival, under the supervision of Assistant General Secretary Stuart Howard.
146. The ITF Education Department works closely with the regional representatives and the regional staff, and particularly the Regional Education Coordinators in Africa, Asia, and the Americas, the Sub-regional Coordinators in Francophone Africa and Russia, and the ETF coordinator for Central and Eastern Europe. As education work is now closely linked to the work of the Sections, regular consultation takes place with all Sections.

### **Relations with Outside Organisations**

147. Cooperation with other Global Union Federations has been strengthened and their Education and Project Coordinators meet regularly (at least once a year) for consultations. Similar regional consultations also take place. Training for regional staff from all Global Union Federations has been sponsored by various organisations including the ILO.
148. The level of external project funding has reached US\$ 1 million. Annual meetings are held with most donor organisations. Multilateral meetings also take place regularly between the major donors and global union federations.
149. The ITF works with external trade union consultants for the curriculum development of its Summer Schools, education methods and the development of education materials. There has been particularly close cooperation with the International Federation of Workers' Education Associations (IFWEA).

**Major Education Activities 1998-2002**

150. The *Mobilising Solidarity* document clearly stresses a central role for education work:
- International modules should increasingly be part of affiliates' education activities.
  - Training of key union officials from affiliates in dealing with international questions.
  - Strengthening sub-regional and national coordination.
  - Organising unorganised transport workers.
  - English language training.
151. The ITF Summer Schools have become the flagship education activity of the ITF. They provide the only occasion, besides Congress, where affiliates from all transport sectors from around the world can meet and discuss international issues. The main theme of all Summer Schools has been the impact of globalisation in the transport industries. From 1999–2001 one English-speaking Summer School was organised per year (Oxford, Berlin and Copenhagen) and in 2002 two Summer Schools were held in Lyon (French speaking) and in Rio de Janeiro (Spanish speaking).
152. Three education resource books have now been published in English, French, Spanish and Russian: *Women Transporting the World*, *Globalising Solidarity* and *Workers Rights are Human Rights*. It is hoped that these books will facilitate ITF education activities and activities by ITF affiliates. Workshops introducing these handbooks to delegates are planned during the Vancouver Congress. The Education Department has further coordinated the production of the *ITF Handbook*, which is regularly updated on the ITF website and is extensively used by affiliates.
153. Courses on globalisation have been designed and carried out with affiliates from industrialised countries, and resource persons from the ITF have supported unions' activities.
154. A global Women's Network project is underway in cooperation with the Women's department. This project aims to recruit women in transport unions, train them for taking up leadership positions and ensure that women's concerns are dealt with in the unions.
155. The ITF's regional and sub-regional offices implement the majority of projects and over the last few years the trend has been away from one-off national seminars towards long-term sub-regional and regional projects. Most education projects now have a distinct sectional and regional component. This reflects the growing importance of governmental regional and sub-regional bodies. In most cases ITF staff from the industrial Sections, based in London, act as resource persons and regional staff act as facilitators for these meetings.
156. A number of sub-regional projects for industry Sections have been carried out or are ongoing: Civil Aviation (Russia, South Asia, South America), Railways (Asia, West and Southern Africa), Road Transport (all regions), Ports (Central America, South and South East Asia).
157. Cross-sectional projects supplement these activities. These include the HIV/AIDS project, which aims to develop workplace policies, including appropriate clauses in collective bargaining agreements; projects to strengthen sub-regional and national coordination amongst ITF affiliates; and the pan-European corridor project which aims at strengthening social dialogue in Central and Eastern Europe along the transport corridors.

158. The Education Department also conducted a survey of affiliates on the impact of *Mobilising Solidarity* on their activities.
159. The Regional Education Coordinators were invited to London on two occasions, for training on the use of ITF education materials, and to improve coordination between the ITF's education activities globally

#### **Education Work Programme 2002-2006**

160. The ITF Summer Schools, the ITF resource book *Globalising Solidarity* and the specialised training on globalisation shifted ITF education work away from being based entirely on the education needs of unions in developing countries. This shift recognises the needs of all unions for education on globalisation and international solidarity. While work addressing the specific needs of affiliates in developing countries will continue, the Department will continue with this "global" approach.
161. Activities planned and implemented in cooperation with the ITF's industrial Sections remain one of the pillars of education work. The Department will continue moves to integrate education activities further into overall sectional strategies and to use education increasingly as a tool to implement industrial policies. Even closer cooperation in Section meetings, campaigns, networks, conferences and publications will be pursued.
162. Sectional education activities within economic blocks such as EU, SADC, ECOWAS, Mercosur, Nafta and ASEAN will remain important, as more and more decision-making relevant to transport occurs at this level. Increasingly these economic blocks span more than one ITF Region, as with for example APEC. It is increasingly important that unions understand how these bodies operate.
163. Global projects such as the Summer School will continue. With the *Globalising Solidarity* resource book now available, it is hoped that similar education activities can be conducted at the union and national level. Summer Schools could also focus on specific issues, for example on campaign planning and regional integration.
164. Education activities arising from Congress decisions will probably include: inter-sectional responses to the logistics industry, sustainable transport, cooperation with other organisations of civil society and the special problems of informal workers.
165. The practical capacity of unions to plan, implement and sustain political and industrial campaigns at the international level is crucial. It is therefore planned to develop education material specifically on campaigning (in the same format as the three resource books published in 2002).
166. Organising transport workers in informal workplaces will continue to be a cross-sectional issue and therefore an integral part of all education activities. Increasingly projects will have to support the organising efforts of affiliates. Innovative organising projects could involve the exchange of successful organisers from other countries and/or other industrial sectors, and the development of education materials.
167. Direct contact among affiliates and between the ITF secretariat and affiliates (study visits, providing resource persons for seminars, work visits etc) have proved a good way to learn from one another. Many such contacts exist already but more coordination may help to encourage their development.

168. The Internet has become an important tool for international solidarity. The Education Department will increase the number of education materials available on the ITF website. Other means of using the Internet for education will also be considered.
169. A more strategic approach is required, ensuring that education support is directed where it is needed, and in a way which is in line with the priorities set by Congress.
170. Projects have become increasingly complex and more ITF staff and staff members from affiliates are directly involved in education activities that relate to global issues. Planning skills and the skills needed to work as educators and facilitators need some attention, and special training of trainers is planned for relevant staff within the ITF and among affiliates.
171. *An increase in education activities requires cooperation with more funding organisations.* Many ITF affiliates are currently engaged in international project work. Better coordination of this work might improve its impact significantly. The ITF Education Department needs to ensure that this coordination takes place.
172. To ensure that education work becomes more transparent and better integrated into the overall work of the ITF and Global Unions, the development of a coherent global education policy/strategy is proposed.

## Women Transport Workers

173. The 39<sup>th</sup> Congress in New Delhi made changes to the ITF Constitution, which established a constitutionally recognised and elected Women's Committee. The current membership of the Women's Committee is:

### Africa

Halima Abdullah, Executive Board (Nigeria)  
 (previously Caroline Mandivenga, Zimbabwe, also former Vice-President)  
*Vacant* (previously Juliet Ashibougwu, Nigeria)  
*Vacant* (previously Sylla Nogoye, Senegal)  
*Vacant* (previously Debora Lutwaza, Tanzania)

### Asia Pacific

Saki Rizwana Executive Board (Bangladesh)  
 Nasima Ameen (Bangladesh)  
 Sue Gajdos (Australia)  
 Kalpana Desai (India), replacing Darshan Paul, India  
 Noppawan Ariyadej (Thailand), replacing RR Prathima, India

### Europe

Erika Young, Executive Board (Italy)  
 Maria Antonia Martinez (Spain)  
 Gerd Nyberg (Sweden)  
 Barbara Ruthmann (Germany)  
 Diana Holland (Great Britain)  
 Tuula Lehmusto (Finland)  
 Maria Czuppon Bratl (Hungary)

### Latin America and the Caribbean

Alicia Castro, Executive Board – Vice President (Argentina)  
 Marlene Terezhina Ruza (Brazil)  
 Norelys Blanco (Venezuela)  
 Norma Madrid (Honduras)



**North America**

Patricia Friend (United States) *Executive Board*  
 (previously Denise Hill, Airline Division of CUPE, Canada)  
 Terri Mast (United States)  
 Cheryl Kryzaniwsky (Canada)  
*Vacant*

*Section Representatives*

Civil Aviation: Vacant (previously Narelle Gill, Australia)  
 Fisheries and Seafarers: Anna Beth Skrede (Norway)  
 Dockers: Myriam Chaffart (Belgium)  
 Railway Workers: Jane B. Saethe (Norway)  
 Road Transport: Janaina Fernandes (Brazil)  
 Tourism Services: Harriet Yeo (Great Britain)  
 Inland Navigation: *Vacant* (previously Juliet Ashibougwu, Nigeria)

174. This committee met on seven occasions over the course of the four-year period. Its work programme was defined by the objectives set in New Delhi, and included the following areas:
- Campaigning and carrying out topic-based activities on key issues.
  - Developing women's forums internationally, sectionally and regionally.
  - Identifying resources and improving information exchange, especially through strengthening the ITF Women's Network.
  - Collecting information via surveys, and putting together collective bargaining and working conditions data.
  - Carrying out organising activity.
  - Monitoring women's involvement in all ITF activities.
  - Focusing on women's education
  - Lobbying for issues concerning women to be covered in dealings with international organisations.
175. In 2001 and 2002, ITF affiliates around the world marked International Women's Day with the *Women Transporting the World Campaign*, which called for intensive campaigning on basic rights. In 2002, the campaign, entitled *Strong unions need women*, focused on the issue of organising and recruitment of especially younger women to transport unions. On both occasions, materials including guidelines and posters were produced. Affiliates participated extensively, with around 60 unions joining in each year. The Women's Committee meeting in April 2002 agreed to continue campaigning into 2003 and beyond, focusing on issues to include: health and safety, family related rights, violence and harassment and recruitment and organisation of young members. Global Unions (the ICFTU and the other global union federations) are now following the ITF's lead in marking 8 March for women's campaigning.
176. The worldwide ITF Women's Network now includes 246 nominated contact-people. In response to the demand from the network for more clarity about their role, *Guidelines* were developed as part of a pack for women network contact-people.
177. Over the period, a three-year ITF Women's Network Education Project was completed in Africa, with considerable success. As a result of this project, many more transport unions in Africa now have clearly defined policies on organising women and on gender questions. Many have structures that deal with issues affecting women and with gender equality. Most importantly, they have women members whose training and exposure to ITF activities has made them invaluable in mainstream activities, both when participating

in international campaigns and when organising their own members. Similar projects were started in Latin America and the Caribbean, and the Asia-Pacific region.

178. Over the course of the period, a *Resource Book* for negotiators and educators dealing with women's issues was produced. This book includes good practice examples and data for collective bargaining as well as education exercises. A survey of all affiliates to assess the levels of inequality was carried out, and the results published as the *Equality Testing Report*. One edition of *ITF Women* was also published. Gender issues were routinely included in all ITF publications. A special area of the ITF website was developed, covering women transport workers.
179. The Delhi Women's Conference called for a gender dimension to be examined in all ITF activities. Cooperation with the ITF Sections has been an important aim over the course of the four years, with Sections taking up issues such as *Air Rage*, which clearly has a gender dimension. A leaflet covering harassment and bullying at sea was produced. Materials were produced for women working on cruise ships, in cooperation with the Canaveral office. Discussions with the Road Transport Section on non-mobile transport workers included the Women's Department, and the rail safety campaign in 2000 encouraged unions to involve women members. Section Secretaries have also been invited to meetings of the ITF Women's Committee. However, despite these efforts, ITF women's work still needs to include more mainstream material, and the Committee and its section representatives need to ensure they do not work in isolation. Regional representatives, and Section representatives in particular, need clear reporting responsibilities and good Secretariat support. These are issues to be taken up over the period after the 40<sup>th</sup> Congress.
180. The Delhi Women's Conference charged the ITF with developing women's forums internationally, regionally and in the sections. Regionally, the establishment of an ETF Women's Committee in May 2001, following the first ETF Women's Conference is a very positive development. In other ITF Regions, women's committees have not been established. The main obstacle to their creation is the need for resources. It is expected that by building strong networks in Africa, Latin America and the Asia/Pacific region, good regional representation that could form the basis of future committees, can be achieved.
181. Women's participation in the ITF and its unions is an issue which has been followed over the period. The membership of women in ITF unions, based on the figures supplied by unions, is still increasing gradually, reaching an average this year of between 12 and 17 per cent. In general, women's participation in ITF activities remains at or just below their proportional level for the section or region. However, the target of 30 per cent participation in education activities has not been achieved. The Women's Department expects to publish for Congress the results of a survey of all ITF unions aimed to gauge the level of women's participation at all levels, from top-level officials to grass-roots activity.
182. The Delhi Conference did call for the ITF to promote a social clause in international agreements and include gender issues in discussions with international organisations. Discussions in the Women's Committee have covered issues such as the effects of globalisation on women workers, and the need to bring discrimination to the top of the international trade union agenda in campaigning for core labour standards. The Committee has also developed a series of proposals for dealing with changing employment in the transport industry, and the implications of "new" transport jobs in areas such as logistics and call centres, for unions organising women.
183. In summary, the creation of the first Women's Committee saw a period of more intense work on issues concerning women transport workers. Good results can be seen in

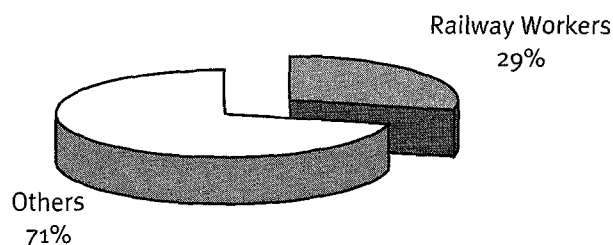
campaigning, information sharing and gathering, education, and network building. Important key areas of work have been established. Women's participation has been improved. However, building effective section links via the ITF women's network both internationally and in the Regions, remains a key target for the coming period, and ITF mainstream work still needs to become more gender-aware. Gender work in the ITF's international lobbying could be improved by better integration with section work, as well as through increased cooperation with other Global Union Federations.

## Legal Issues

184. The period since the Delhi Congress of 1998 has seen the ITF face a number of significant legal challenges.
185. In April 1998, just prior to the last Congress, the ITF faced a legal challenge in the Commercial Court in London, which was the first such challenge since an earlier relevant case in 1991. The challenge arose out of campaigning activities of the ITF during the MUA dispute against Patrick Stevedores. Whilst activities in support of the Australian unions were being organised around the world, the stevedoring company sought to injunct the ITF in London on the basis that the ITF was co-ordinating those activities. Under UK law, the ITF has the status of a trade union and as such can be sued in its own name.
186. The injunction was successfully resisted but two years later, in 2000 and again in 2001, two further actions were taken against the ITF, this time arising directly out of the FOC Campaign. Whilst the FOC Campaign is carried out by affiliates and Inspectors around the world, in each case shipowners sought to make the ITF responsible for those local activities, on the basis that the Campaign is sanctioned by the ITF. There is also a certain perception that the English courts are not sympathetic to trade unions.
187. The first of these cases has been successfully resolved and the second is still ongoing. In the meantime the ITF faced a new legal challenge in February 2002 when a US based company sought an injunction to stop the ITF co-ordinating assistance to US unions seeking to unionise offshore workers in the Gulf of Mexico. The matter was strenuously defended and the claimants withdrew their action.
188. The experience of these cases, which is still ongoing, suggests that it is an appropriate time for a review of the status and structure of the ITF generally. If the ITF is to face more legal challenges from its activities in the face of globalisation, then appropriate structures and tactics of the ITF need to be in place on the legal front to ensure that those challenges can be met as well as possible. This will be a keen concern in the next Congress period.

## Chapter V: Industrial Sections

### RAILWAY WORKERS' SECTION



#### Section Membership

**1998: 1,428,690 members, 109 unions**

**2002: 1,319,758 members, 126 unions**

189. Railway workers have suffered major job losses that severely affect union membership in a highly unionised industry. The number of affiliates has, however, gone up during the period.

#### Section Structure

##### *Section Chair*

Jimmy Knapp (RMT Great Britain) 1998-2001

Alois Weis (Transnet Germany) 2001- date

##### *Vice Chair*

Alois Weis 1998-2001

Currently vacant

##### *Section Secretary*

Mac Urata

##### *Assistant Secretary*

Eddie Dickson

#### The Secretariat

190. Graham Brothers (ITF Assistant General Secretary) served as Section Secretary until his retirement in 2000. Mac Urata (Assistant Secretary) was appointed as his successor by the ITF Executive Board in April 1999. Gabriel Craciun (Romania) was appointed as Senior Section Assistant in 2000.

**Section Steering Committee**

191. The Section elects its Chair, Vice-Chair(s) and Women's Representative at the Section Conference held in conjunction with the ITF Congress. The elected officials at the previous ITF Congress in 1998 were: Chair Jimmy Knapp (Great Britain), Vice Chair Alois Weis (Germany) and Women's Representative Jane Saethre (Norway). After the tragic death of Jimmy Knapp in August 2001, Alois Weis took over as Chair of the Section based on paragraph 6, rule XIII of the ITF Constitution. The Vice-Chair position is currently vacant.
192. These position-holders, together with the Regional Chairs and Vice-Chairs form the Steering Committee of the Section. Again tragically, the Section's African Chair, Khangelani Mashalaba (South Africa) died on 1 January 2002 due to illness. The new African Chair and Vice Chair were unanimously elected at the African Regional Conference in May 2002.
193. Working groups set up by the Section also delegate their representatives to the Steering Committee. In 2000 and 2001, members of the Eurotunnel Consultative Committee had agreed to delegate a French representative in rotation to the Steering Committee. A new arrangement was made at the last Eurotunnel Consultative Committee meeting in April 2002.
194. The full composition of the present Steering Committee as at the end of May 2002 is as follows:

***Chair***

Alois Weis, TRANSNET (Germany)

***Vice Chair***

Vacant

***Women's Representative***

Jane Saethre, Norsk Jernbaneforbund (Norway)

***Africa******Chair***

Eric Poku, Railway Enginemen's Union of TUC (Ghana)

***Vice Chair***

Emmanuel Milijala, Zimbabwe Amalgamated Railwaymen's Union (ZARU)

***Asia/Pacific******Chair***

Umraomal Purohit, All India Railwaymen's Federation (AIRF)

***Vice Chair***

Edgar P Bilayon, Bagong Kapisanan Ng Mga Manggagawa Sa PNR (Philippines)

***Europe******Chair***

Norbert Hansen, TRANSNET (Germany)

***Vice Chairs***

J L Brasseur, Secteur Cheminots de la Centrale Générale des Services Publics (CGSP), (Belgium)

Gyorgy Balla, Vasuti Dolgozók Szabad Szakszervezete, VDSzSz (Hungary)

**North America****Co-Chair**

Gary Fane, National Automobile, Aerospace Transportation and General Workers' Union of Canada (CAW-Canada)

**Co-Chair**

Joseph Condo, Transportation-Communications International Union, TCU (USA)

**Latin America****Chair**

Julio Sosa, La Fraternidad, (Argentina)

**First Vice Chair**

Hélio de Souza Regato de Andrade, Confederação Nacional dos Trabalhadores em Transportes Terrestres - CNTTT, (Brazil)

**Second Vice Chair**

Francisco Torrealba, Sindicato de Trabajadores de la C.A. Metro de Caracas (SITrameca), (Venezuela)

**Eurotunnel Consultative Committee**

Chairperson (which will rotate between Great Britain, France and Belgium)

195. In principle, the Section Steering Committee meets once a year to evaluate Section activities and make decisions and recommendations for its future strategies. The Section Conference, which is open to all affiliates, is held every two years. The last Conference was held in Durban, South Africa in October 2000.

**General Trends**

196. Over the past two decades, railway restructuring has taken place in virtually all regions of the world, bringing new ownership, operating structures and relationships. Experience shows that, even if a railway union succeeds in opposing the first "attack", the government and the management will be back with new attempts at restructuring. Other unions who joined the restructuring process and have managed to gain positive results in the first phase of changes have often witnessed subsequent challenges arising.
197. Railway multinational companies continue to expand their activities. US rail operators have been actively acquiring railways in New Zealand, Australia, Great Britain, Estonia, Jordan, Argentina, Chile, Mexico, Peru, Malawi and Mozambique. The French national railway company is now a major stakeholder in a private firm that is bidding into the markets for public transport in Europe and Canada. UK-based bus multinationals are also active in acquiring rail operations worldwide. The deregulation of European rail freight operations is already having an impact. A cross-border rail freight company has been set up by jointly owned firms from Germany, Holland and Denmark.

**Regional Activities and Education**

198. After the foundation of the ETF in 1999, ITF affiliates in Europe have met regularly. In Latin America, affiliates have managed to meet twice through their own resources. Education seminars have been organised annually for affiliates in the Asia/Pacific region as well as for unions in the Southern African sub-region.

**Industrial Coordination**

199. The ITF and the railway workers' unions in Belgium, France and Great Britain meet with the management of Eurotunnel on a regular basis. Some affiliates are part of the same

initiative taken by the road transport workers to establish World Councils in companies such as Vivendi (Connex) and FirstGroup.

### **Working Groups and Networks**

200. The Secretariat is working on creating networks within multinational railway operators, which started in 1997 with the Wisconsin Central Working Group. Given the rapid development of new multinationals, it is envisaged that a new group will attempt to cover all multinational operators. Some unions who represent public transport workers employed by multinationals take part in the Urban Transport Multinational Network
201. The ITF and its affiliates from Canada, Germany and Great Britain also held a meeting in September 2001 to exchange their experiences in organising a long-term campaign to promote the railways. The Section Conference felt that there is a need for some activities on specific job categories such as drivers, track maintenance workers etc which should be addressed by the Section. A first meeting dealing with drivers is planned for 2002.

### **Disputes and Solidarity**

202. Issues related to railway restructuring continued to affect ITF affiliates during the period under review. The ITF was involved in disputes related to restructuring in Korea, Argentina, Zimbabwe and Greece. In the European Union, the liberalisation of international freight railways is being implemented. One positive development during this period was the successful campaign by the ITF-affiliated South African Transport and Allied Workers' Union (SATAWU) in February 2002 to curb government plans to privatise the railways. The ITF commissioned a report on railway concessioning to support the union.
203. Some affiliates, such as those in Swaziland, El Salvador and Venezuela have also faced blatant violation of human and trade union rights. Management corruption was the major cause of unrest in industrial relationship in the Philippines.
204. In these cases, the ITF Secretariat fully supported the disputes by sending protest letters to the management or the relevant government authorities. In some cases, an "Action Alert" was sent to all ITF unions. In the general strike by the Korean Railway Workers' Union in February 2002, the ITF counted 84 letters of support. In responding to the dispute in the Philippines in June 2001, railway workers of the AIRF in India organised demonstrations outside the Philippine embassy.
205. During the International Action Day campaign in 2002, the Secretariat utilized the network of campaign Contact Persons to mobilize solidarity to support a railway strike in Serbia. Members of the ITF Urban Transport Multinational Network assisted a Connex railway dispute in Australia in January 2002. In some cases, the Section Secretary visited the strike committee, addressed rallies and took part in negotiations.

### **Research, Publications and Publicity Materials**

206. Fewer formal publications have been undertaken as more emphasis is directed to specific subjects as requested by affiliates. An example of this was the use of Brendan Martin (Public World) as an expert in the campaign by SATAWU against the privatisation of the railway.

207. The Railway Workers' Section has produced the following publications during the period under review:

*ITF Railway Restructuring – the current trend.* A comprehensive review of national railways throughout the world. The final report will be completed before Congress.

*ITF Railway Information* (January 1999 – April 2000). This publication contained reports from nine countries.

*Multinational Companies in the Rail Market 2000.*

*ITF Railway Workers' Campaign Calendar 2001*, featuring railway union activity from the 1<sup>st</sup> International Railway Workers' Action Day, 29 March 2000.

*Railway Privatisation through Concessions – the origins and effects of the experience in Latin America* (Brendan Martin) February 2002.

208. The Section is developing an email network. This means of distribution of information is both effective and very cost efficient. More and more affiliates are successfully using this technology for the benefit of their members.

## Campaigns

### ***International Action Day Campaign: Safety First, Not Profit 2000–2002***

209. Based on the ITF 39th Congress Resolution which called on the ITF to organise a Day of Action to promote the railways into the 21st Century, the ITF Railway Workers' Section, together with its affiliates, have organised three International Railway Workers' Action Days in March 2000, 2001 and 2002. In the first year, several themes including Railway safety were chosen as the campaign slogan. Since 2001, however, the ITF Section Steering Committee has agreed to select one main slogan; *Safety first, not profit*.
210. Many unions are engaged in their own national campaigns to influence railway restructuring or to at least control the excesses of the privatisation process. These union campaigns are often fought in isolation but once a year, on the ITF's Action Day, they are have an international focus
211. In each year, regional meetings and seminars prior to the Action Day were utilised to prepare the events. Railway unions have taken a wide variety of actions to support the campaign, which so far have included international campaign trains, cross-border or international meetings, rallies, demonstrations, marches, pickets, work stoppages, information kiosks, leafleting, fax storms, collection of signatures, sounding horns, announcements on trains, decoration of railway stations, safety inspections, clean-up exercises, discount fares, invitation of school children to railway facilities, workplace meetings, symposiums, panel discussions, exhibitions, meetings with government representatives and press conferences.
212. Rail unions in 56 countries representing over 80% of our affiliates have joined the Action Day at least once in the past three years. It is not just the number of participating countries that has steadily grown in three years of organising the campaign. Many unions have been successful in bringing in more members to the Action Day, making events bigger in size and spreading them wider nationally and regionally.
213. The campaign has proven to be very effective in maximising wide and powerful participation because, while ITF affiliates and their members take actions on a common issue on a chosen day worldwide, the unions can choose their tactics based on their local conditions including custom and law. This approach gives maximum flexibility to the affiliates in performing what they can do best.

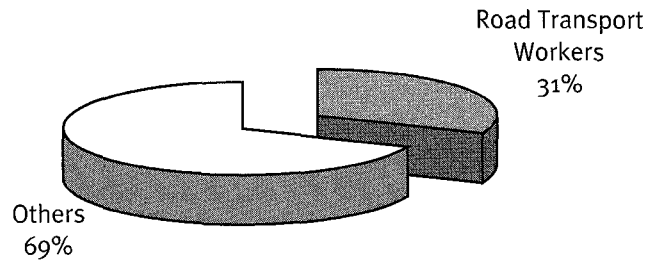


**Draft Section Work Programme 2002-2006**

Key areas of activity are likely to be:

- Defending railway workers' human and trade union rights.
- Organising the ITF International Railway Workers' Action Day to promote railways and a safety culture.
- Fighting against the negative effects of privatisation, deregulation and liberalisation of the railways.
- Establishing ITF networks on international and multinational railway operators, including urban and short-distance urban transport companies.
- Developing industrial policies on issues such as railway safety, internalisation of external costs and promotion of sustainable mobility.
- Producing information related to railway restructuring, including research on the consequences to the health and safety of railway workers.
- Promoting the upward harmonization of working conditions and safety regulations.
- Participating in regional economic groupings as well as international institutions.
- Developing activities on specific categories of railway worker such as drivers and track maintenance workers.
- Cooperating with the Road Transport Workers' Section in the activities of the ITF Urban Transport Committee and with all other Sections on transport logistics.

## ROAD TRANSPORT WORKERS' SECTION

**Section Membership**

**1998: 1,392,354 members, 167 unions**

**2002: 1,500,615 members, 191 unions**

**Section Structure***Chair*

Peter Baranowski, ver.di, (Germany)

*Vice Chair (Passenger)*

Asbjorn Wahl, NKF, (Norway)

*Vice Chair (Goods)*

Hugo Moyano, FNTCOTACS (Argentina)

*Women's Representative*

Janaina Fernandes, CNTTT, (Brazil)

*Section Secretary*

Mac Urata

*Assistant Section Secretary*

Eddie Dickson

**The Secretariat**

214. Graham Brothers (Assistant General Secretary) served as Section Secretary until his retirement in 2000. Mac Urata (Assistant Secretary) was appointed as his successor by the ITF Executive Board in April 1999. Gabriel Craciun (Romania) was appointed as Senior Section Assistant in 2000.

**Section Steering Committee**

215. The Section elects its Chair, Vice-Chairs and Women's Representative at the Section Conference held in conjunction with the ITF Congress. These position-holders, together with the Regional Chairs and Vice-Chairs, form the Steering Committee of the Section. Working Groups set up by the Section also delegate their Chair to the Steering Committee.

The full composition of the present Steering Committee at the end of April 2002 is as follows:

<b>Chair</b> Peter Baranowski, ver.di (Germany)	Rick Burton, TWU (Australia)
<b>Vice-Chair (Passenger)</b> Asbjorn Wahl, NKF (Norway)	<b>Europe Chair</b> Danny Bryan, TGWU (Great Britain)
<b>Vice-Chair (Goods)</b> Hugo Moyano, FNOTACS (Argentina)	<b>Vice-Chairs</b> Juan Luis Garcia Revuelta, CC.OO, Spain Leif Rasmussen, SiD (Denmark)
<b>Women's Representative Janaina</b> Fernandes, CNTT (Brazil)	<b>North America Co-Chair</b> Carin Zelenko, IBT (USA)
<b>Africa Chair</b> Farayi Makanda, TGWU Union (Zimbabwe)	<b>Co-Chair</b> Dave Tilley, CAW (Canada)
<b>Vice-Chair</b> Emmanuel Mensah, GTPCWU (Ghana)	Latin America <b>Chair</b> Hugo Moyano, FNOTACS (Argentina)
<b>Asia/Pacific Chair</b> Oh Man Kwon, FKTTWU (Korea)	<b>Vice-Chairs</b> Benito Bahena, ATM, Mexico Mario Pereira da Silva, CNTTT (Brazil)
<b>Vice-Chairs</b> Wallapa Salinla-umpai, TRAN-U (Thailand) K S Verma, INTWF (India)	<b>Stationary Staff and Logistics Workers' Working Group</b> Carlo Soendergaard, HK Service (Denmark)

### Working Groups

216. Two working groups have operated in the Section. These were on "telematics" and "bus construction". After both Groups produced their reports to the Section Conference held in Buenos Aires in April 2000 it was agreed that they would no longer need to meet. Their reports have been published. In 2001 it was agreed to set up a Road Transport Occupational Health and Safety Working Group, which has now met on several occasions.
217. The Section has now concentrated on setting up new working groups, which focus on the issues faced by specific categories of road transport workers. The ITF Stationary Staff and Logistics Workers' Working Group was established in April 2001. An ITF Taxi Workers' Conference was held in November 2001. A Working Group for school bus workers is under consideration.

### Multinationals Networks and World Councils

218. The Section has been very active in developing networks between unions in transnational transport operators. The ITF Urban Transport Multinational Network was launched in 2000, primarily to share information on the conditions of workers employed by the same company in different countries. The Network has developed a highly effective email group, registering nearly 100 activists from 50 unions in 25 countries, and is used to mobilise solidarity in times of dispute. So far, it has proved to be very effective and has been used to support disputes in Hong Kong and the United States as well as in Connex in Helsinki,

Dusseldorf and Melbourne. This international solidarity appears to have had a positive effect on the outcome of these disputes. The first meeting of the Network was held in June 2000, which was then followed by two meetings for the US unions in Washington DC. These meetings have also encouraged non-affiliates to join the ITF.

219. The Section Secretary and a representative of the British TGWU visited Hong Kong in February 2002 to exchange information on working conditions of Stagecoach workers in Great Britain and Hong Kong.
220. The ITF is working together with PSI (Public Services International) and UNI (Union Network International), towards establishing a World Council for Vivendi workers. Vivendi employs more than 320,000 workers in 70 countries where they operate communications, media, music, entertainment, water, energy, waste management, and transport businesses. The transport branch of Vivendi is known as Connex.
221. The US and British affiliates representing FirstGroup workers have requested the ITF to set up a World Council representing workers in this bus multinational company. The Section has assisted with initial contacts between US and British affiliates, which have already built a significant solidarity relationship. This has included a British union representative attending local negotiations in the United States.
222. The UPS World Council has been largely inactive during the period. However, UPS contract negotiations in the US are now under way and the organisation of international solidarity as in 1997 may again be necessary. In addition, Section meetings have discussed the need to prioritise developing ITF networks in global corporations in freight forwarding and logistics.

### **Disputes and Solidarity**

223. *Violations of basic trade union rights have been a major cause for concern for unions in road transport. The Section has been involved in protests or solidarity actions against a number of serious abuses in Turkey, Lithuania, Guatemala, Rwanda, El Salvador and the United States. One development causing particular concern was that activists from our Nepalese affiliate were arrested after organising a rally as a follow-up to their ITF International Action Day campaign in December 2000. After prompt protest action by the ITF, all activists were released immediately.*
224. In most cases, the Secretariat has sent protest letters to the management or relevant government authorities. The Section has improved its use of "Action Alerts" sent to affiliates as part of a coordinated campaign to support the unions in dispute.
225. Since the last Congress in 1998, the ITF has witnessed an increased number of disputes involving bus multinational companies including Stagecoach, FirstGroup and Connex. What has been noticeable is that while the parent companies based in Europe readily accept trade union organisations as their social partners, they apply entirely different standards in their overseas operations in countries with a different industrial relations climate

### **Regional Activities**

226. Educational activities are an important of the Section's work particularly in the regions. These activities have become much more closely linked to the main work programme of the Section. In particular they are linked to developing more effective participation in the ITF Road Transport International Day Of Action

227. A new education initiative has been the organising project in Central America operated in conjunction with the AFL-CIO Solidarity Center. This project treats international and regional coordination as a central element of union organising. It links core local issues of unions with the practical assistance and capacity building obtained through international coordination. The project has involved practical tasks such as a survey of drivers on their conditions.

### Research, Publications and Publicity Materials

228. The Secretariat has invited academics to make presentations to Section meetings. Dr Michael Belzer, University of Michigan, made a presentation on the consequences of US trucking deregulation to the Section Steering committee in November 2000. Dieter Plehwe, Social Science Research Centre Berlin (WZB), made a special presentation on freight forwarding companies at the Stationary Staff and Logistics Workers' Working Group in April 2001.
229. The Secretariat organised its first ever mass research survey on professional drivers' fatigue involving more than 6,000 individuals from affiliates in 18 countries in 1999. The ITF commissioned a research group at the Duisburg University, Germany to analyse the replies of the survey, which was conducted in conjunction with the *Fatigue Kills* International Action Day campaign. Many unions used the results of the survey as part of their publicity to the media on the Action Day.

230. In the period under review, the Road Transport Workers' Section has produced the following publications:

*Taxi deregulation: an international comparison* (April 1999)

*Telematics in road transport* (August 2000)

*Bus and coach design and construction* (August 2000)

*British bus deregulation* (November 2001)

The Section also produced a booklet on HIV/AIDS.

### Campaigns

#### *International Action Day, Fatigue Kills! 1997-2001*

231. Campaign activity has been a major priority in the Section. The ITF Action Day campaign under the slogan *Fatigue Kills* has grown steadily over the past five years. It started in 1997 with participation by ITF affiliates in 13 countries. In both 2000 and 2001, road transport workers' unions in 65 countries joined the Action Day. Overall, unions in 83 countries worldwide have participated in this campaign at least once. This is nearly 90% of the affiliates in the Section. The 2001 Action Day mobilised around 250,000 union members.
232. Not only has the number of participating unions increased over five years, but the number of activities has also grown steadily. In Europe, affiliates have organised actions including simultaneous border blockades. The number of joint actions taken by unions in neighbouring countries is increasing. Unions in Europe come together in Luxembourg every year since 1999 to organise border actions to coincide with the meetings of the Council of Transport Ministers of the European Union. In West Africa unions have successfully organised joint border actions for two consecutive years since 2000. Similar actions have taken place in Central and South America as well as in Southern Africa. In South Asia, road transport workers' unions have consistently mobilised up to 100,000 workers for the Action Day. Unions in India have organised an Action "Week", ensuring that all their members can participate.

233. It has become clear that advance preparation has been vital to the success of the campaign. This includes the distribution of campaign materials well in advance. Some unions are now making provision for the campaign in their budgets. Others have set up special task groups.
234. New ideas for different forms of action have constantly emerged, such as over-time bans, the display of wrecked vehicles, safety inspections, theatrical shows and the use of video-screens. The yellow jacket with the ITF solidarity logo has become a symbol of the Action Day. It is widely used on other occasions by affiliates as well. The "Fatigue checklist" has been repeatedly reproduced by affiliates in various languages. Campaign materials have been translated into 29 different languages.
235. In 2001, unions in Europe and elsewhere sent digital photos of their actions on the same day, which the Secretariat displayed on the ITF web page. The Internet has become an important tool of communication and publicity in this campaign.
236. In a number of countries the campaign can clearly notch up some concrete achievements. The campaign clearly influenced the adoption of the European Working Time Directive for mobile transport workers, though owner operators are not yet included under its provisions. Laws on drivers' hours or rest periods and their enforcement have been passed or improved in Bangladesh, Honduras, Paraguay, Chile, Cote d'Ivoire and Nepal.
237. The campaign has demonstrated to unions a real capacity to mobilise on a global scale and has involved direct participation in an ITF activity by tens of thousands of workers.

#### **Draft Section Work Programme 2002–2006**

238. The Secretariat proposes that the Section Work Programme 2002–2006 should include the following key areas of work:
- Securing trade union rights for road transport workers in compliance with the ILO standards.
  - Maintaining the ITF International Action Day Campaign against excessive working hours of professional drivers.
  - Promoting public transport and undertaking actions to combat the negative consequences of privatisation, deregulation and liberalisation of road transport industries.
  - Developing further network activities on multinational companies.
  - Undertaking practical training and education to organise unorganised workers.
  - Developing Section Working Group activities for stationary staff and logistics workers.
  - Supporting trade union activities against violence at work.
  - Producing health and safety information, including on HIV/AIDS.
  - Participating in cross-sectional initiatives on transport logistics.

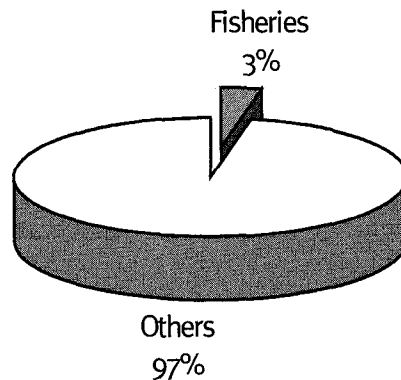


- Looking at the situation of self-employed drivers.
- Promoting trade union participation to the regional economic groupings.

### Urban Transport Committee

239. The Urban Transport Committee is a joint activity of the ITF Railway Workers' Section and the Road Transport Workers' Section which organises activities related to urban public passenger transport workers. During the period under review, the Chair of the Committee has been Anders Westin (Swedish Municipal Workers' Union) and its Vice Chairs have been Guy Greivelding (FNCTTFEL, Luxembourg) and Percio Rafael Duarte Díaz (USTT, Paraguay).
240. The Committee is accountable to the two Sections. In principle, the Committee follows the policy discussions and decisions made by the Sections on urban transport issues. Since the previous Congress, the main agenda of the Committee have been deregulation and privatisation of public transport system, multinational operators, health and safety, working environment and violence at work.
241. On certain issues such as multinational operators, the Committee works closely with the other members of Global Union Federations such as the Public Services International (PSI) and Union Network International (UNI).
242. The work priorities of the Committee in 2002 – 2006 will be based on the Work Programmes of the Railway Workers and Road Transport Workers Sections.

## FISHERIES SECTION



### Section Membership

**1998: 115,879 members, 78 unions**

**2002: 112,044 members, 74 unions**

243. The membership has been fairly static since the last Congress, although there has been a small reduction in both the membership and the number of affiliated unions.

### Section Structure

#### *Section Chair*

Oli Jacobsen (Faroes)

#### *Women's Representative*

Anne-Beth Skrede (Norway)

#### *Section Secretary*

Jon Whitlow

#### *Assistant Section Secretary*

John Bainbridge

### The Secretariat

244. Following the departure of Assistant General Secretary Mark Dickinson in January 2000, responsibility for servicing the Fisheries Section was transferred temporarily to the General Secretary. Jon Whitlow was appointed Secretary of the Seafarers, Fisheries and Inland Navigation Sections at the April 2001 meeting of the ITF Executive Board. John Bainbridge was appointed Assistant Secretary of the Sections in July 2001.

### Section Committee Membership

#### *Section Chair*

Oli Jacobsen (Faroes)

#### *Africa*

##### *Chair*

Mohammed Sardy (Morocco)

Moses W Boye (Liberia)



**Asia/Pacific****Chair**

Hiloyuki Kobori (Japan)

Ko Kwang Jo (Korea)

P M Mohammed Haneef (India)

**Europe****Chair**

Peter Sand Mortensen (Denmark)

Manuel Souto (Spain)

Yuri Shalonin (Russia)

Vacancy (Iceland)

Michel Claes (Belgium)

**Latin America & Caribbean****Chair**

Horacio Angriman (Argentina)

Luis Penteado (Brazil)

Vacancy (Chile)

**North America**

vacant

**Women's Representative**

Anne-Beth Skrede (Norway)

245. On the establishment of the ETF, the European Fisheries Regional Committee became the ETF Fisheries Section. In view of the fact that the European Commission is responsible for the European Common Fisheries Policy, which includes quota setting and external fisheries relations, the ETF Fisheries Section is integral to the day-to-day operation of the European Union fisheries affiliates.

**Major Policy Issues and Campaigns****Section Policy**

246. The Section has been revising the ITF Fisheries Section Policy to bring it up-to-date with developments and to address new fisheries management systems, especially the opposition to the introduction of individual transferable quotas (ITQs). The revised policy, which will be discussed at the Section Conference during Congress, will also address the restructuring of the industry and the issue of fisheries subsidies.

**FOC Campaign**

247. The Section has maintained its Campaign against Flags of Convenience in the Fisheries Sector at both the industrial and the political levels. In order to launch the industrial side of the ITF's Campaign, standard documentation for use in the Campaign has been developed. The documentation included the ITF Special Agreement/Fisheries and the ITF Fisheries Standard Collective Agreement. The industrial side of the campaign has been very limited although it is hoped that this may change with the targeting of Las Palmas, a major port used by FOC fishing operations.
248. The political side of the campaign has been more successful and has complemented the overall ITF FOC political campaign. This is because FOCs in fisheries are used as a means of escaping fish conservation measures and this has produced considerable opposition from major governments. The imposition of trade-related sanctions against fisheries products linked to FOC operations by a number of regional fisheries organisations or

arrangements, and the overall political pressure, has seen a number of previously significant FOC registers removing substantial numbers of fishing vessels from their register. FOC fishing activities have been condemned in the United Nations, the United Nations Food and Agriculture Organisation (FAO), regional fisheries organisations and national governments.

249. The ITF, in co-operation with the JSU and the Federation of Japan Tuna Fisheries, sought and obtained a public declaration by the Mitsubishi Corporation that it would stop trading or dealing in tuna caught by FOC fishing vessels.

### ***Social Dimension***

250. It is generally accepted that there is a crisis within the sector, and fisheries workers' 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. At the same time the changes to the regulatory regime which resulted from the establishment of 200-mile exclusive economic zones, which have severely limited access to fisheries resources for the traditional deep sea fleets, have continued to cause major social problems. The uncertainties within the industry and the nature of the work have resulted in many traditional fishing countries being unable to recruit and retain a sufficient number of new entrants to the industry.
251. Considerable attention has been given to the state of the world's fish stocks and to the imbalance between fishing capacity and fisheries resources, but little attention has been given to the social dimension and the impact on workers, especially those who are displaced from the industry. Therefore, the Section has used all opportunities to stress the social dimension and to point out that it is integral to moves towards responsible fishing.

### **Key Disputes and Solidarity**

252. Disputes have focused on the massive job losses suffered in the industry with little or no compensation, as access to fishing grounds has had to be restricted. Fisheries conservation measures between Japan and South Korea led to the loss of 20,000 jobs in South Korea, with no remedial social measures. The ITF sent a protest to the South Korean government. The refusal of Morocco to conclude a new or extend the old fisheries access agreement with the European Union had profound implications for the Spanish fisheries sector and, to some extent, for the Portuguese.
253. In the case of Spain, this meant that there were some 4,000 fisheries workers, previously employed on 477 vessels, without any possibility of access to fisheries resources and hence unable to fish. In 2001 the ITF and ETF called for the provision of support measures for the workers affected. In June 1999 the Section responded to a request from the ITF's Argentinean affiliates to protest to the Argentinean President and the Argentinean authorities over a new law that would restrict access to one of the most valuable fish species in a discriminatory manner.
254. The use of Individual Transferable Quota systems has caused tensions in many fishing countries. In Chile, this amounted to a means of privatising the industry and avoiding paying social costs. In Iceland the ITF joined an ILO Freedom of Association complaint against the Government of Iceland when it banned a national fisheries strike in 2001 over the price of fish and fisheries workers' employment security. The Icelandic individual transferable quota system (ITQ) allows quotas to be freely sold and leased (transferred) between fishing vessels and has caused many problems. It previously caused national strikes in 1995 and 1998, which were also banned as a result of government action.

### **Publications, Studies and Surveys**

255. The most successful publication has been *Troubled Waters* (see UN Commission for Sustainable Development below).
256. The Section has sought to collect information on the abuse of fisheries workers and especially those employed as non-domiciled workers on some national flag vessels and on flag of convenience fishing vessels. The Section, in co-operation with Amnesty International, prepared a standard reporting form for incidents of abuse. The form was widely circulated in October 1998 within the Section and to ITF FOC Inspectors and to Missions to Seafarers through the International Christian Maritime Association (ICMA).

### **Relations with Outside Organisations**

257. Fishing is a primary industry, which has become increasingly globalised, and access to the declining level of fisheries resources is of crucial significance. As international regulations are fundamental to access to resources and to fisheries management regimes, the Section has paid a considerable degree of attention to and been actively involved in developments within the international institutions.

#### ***International Labour Organization (ILO)***

258. An ILO Sectoral meeting on safety and health in the fishing industry was held in Geneva from 13-17 December 1999. The meeting recognised that fishing was among the most hazardous professions and that it was a sector whose problems and concerns had not received the attention they fully deserved. In a major new initiative, and after consultation with the ITF, the ILO Director General proposed to the Governing Body to place an agenda item for an integrated approach to the fisheries sector at the 2004 and 2005 International Labour Conferences. This is designed to adopt a comprehensive labour standard for fisheries workers.

#### ***Organisation for Economic Co-operation and Development (OECD)***

259. The Section has held a number of consultations with the OECD Fisheries Committee to discuss issues of mutual concern and used the opportunity to stress the need to take the social dimension of the restructuring of the industry into account, and expressed considerable scepticism at the moves to promote individual transferable quotas.

#### ***International Maritime Organization (IMO)***

260. The Section has been active within the IMO when fisheries-related issues were discussed, especially the IMO Sub-Committee on Stability and Load Lines and On Fishing Vessel Safety, which has been working on the ongoing revision of the Fishing Vessel Safety Code and Voluntary Guidelines.

#### ***UN Food and Agriculture Organization (FAO)***

261. The FAO has an important regulatory role in fisheries and has adopted a number of important international plans of action. The Section has actively participated in the work which led to the adoption of the International Plan of Action to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing, central to which is the problem of flag of convenience fishing vessels. The existence of FOCs has been widely condemned within the FAO, and the Japanese government circulated a list of FOC fishing vessels involved in tuna fisheries. The need to act on illegal, unreported and unregulated (IUU) and FOC fishing was endorsed by a Ministerial Conference in March 1999. The FAO has responded positively to the ITF's participation in its fisheries-related work and invited the ITF to participate directly in its October 2000 Technical Consultation. Previously the ITF had only attended FAO meetings under the auspices of the ICFTU.

**FAO/ILO/IMO**

262. The Section was represented at a number of meetings, which revised the FAO/ILO/IMO Document of Guidance for the Training and Certification of Fishing Vessel Personnel.

**IMO/FAO**

263. The Section was also represented at an IMO/FAO Joint Working Group on Illegal, Unreported and Unregulated Fishing, which explored the scope for IMO/FAO co-operation in combating IUU fishing and the possibility of establishing some form of fisheries port state control system.

**UN Commission for Sustainable Development (CSD)**

264. The Section used the 7th session of the CSD held in New York in April 1999 as an opportunity to attack the flag of convenience system, both in the fisheries and merchant marine sectors, and a joint ITF/Greenpeace International/International Confederation of Free Trade Unions (ICFTU)/Trade Union Advisory Committee to the OECD (TUAC) brochure, *Troubled Waters*, on fishing and FOCs was produced and distributed to participants. The ITF position was strongly supported by UK Deputy Prime Minister, John Prescott, in his intervention to the Commission, and the agreed text included a number of recommendations to the IMO, which had the capacity to substantially advance the ITF FOC Campaign.

**United Nations Open-ended Informal Consultative Process on Ocean Affairs and the Law of the Sea (UNICPOLOS)**

265. The United Nations established UNICPOLOS, which reports directly to the UN General Assembly, to enable a more considered debate on the UN Secretary General's annual report on Oceans and the Law of the Sea. Following participation by the ITF, the meeting agreed in its conclusions on the need for the international community to consider, in collaboration with the ILO, the human dimension of fishing, especially the abuse of crews and unsafe conditions.

**International Whaling Commission (IWC)**

266. The Section has continued to attend the annual meetings of the IWC in order to pursue the Section's whaling policy. The meetings have been unproductive, as little progress was made in the setting of quotas for those species that the scientific evidence clearly indicates are sufficiently abundant for sustainable harvesting.

**Regional Developments****Africa**

267. The fishing industry in Africa is faced with serious problems including pollution, the slow destruction of the ecosystem, over-fishing and the threat posed to fisheries resources by the use of illegal and undersized nets and other destructive fishing methods. Many African governments are reluctant to put in place regulations which would not only enhance the productive capacity of the industry, but which could also improve safety and health.
268. The low level of trade union organisation in the industry is a reflection of the state of the industry itself, and efforts to organise fish workers have hampered the fact that fishing in African waters has been dominated by anti-union foreign companies. The ITF African Regional Committee meeting held in November 1999 recognised the state of African fisheries and noted that an intensified organising/recruitment campaign and the eventual establishment of African Fisheries Section were an important prerequisite for the achievement of the desired goals.

*Asia/Pacific*

269. The lack of progress at the IWC and the attempts to add various tuna and shark species to the list of endangered species by the Conference of the Parties to the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) remains an issue of concern in the region. The future viability of the tuna stocks is threatened by the use of FOC fishing vessels to circumvent regional fishing management agreements or arrangements.
270. The Government of Japan has responded with a number of initiatives, which have been supported by the fishing industry and ITF affiliates, to reduce FOC fishing operations, including the purchase of older vessels which have previously been exported from Japan to other neighbouring countries. This has led to fleet reductions by scrapping, voluntary closure and bankruptcy, resulting from the promotion of resource-management type fishing operations, which have resulted in many workers being made unemployed. Many of the fisheries workers in the region are not organised and are employed on foreign flagged vessels. The low levels of unionisation throughout the region have prevented the establishment of a Regional Fisheries Committee.

*Europe*

271. The ETF Fisheries Section has been successful in establishing a number of working groups under the Social Dialogue Committee. The Directive for working time within the fisheries sector has been adopted and will be implemented throughout most of Europe. As a result of the adoption of the European Common Fisheries Policy, the most important decisions, including the level of quotas, are taken at European rather than national level and this means that considerable attention has to be given to developments within the European Fisheries Advisory Committee.
272. The question of access to third countries' fishing grounds has been of major concern to a number of European affiliates. It has been a difficult balance for the Section, which is seeking on the one hand to preserve job opportunities for fisheries workers operating outside European waters, while maintaining a principle of equal treatment throughout Europe. Some of these access agreements have been abused by unscrupulous employers, and the ETF Fisheries Section has therefore been active in an effort to ensure that fishermen and shore-based workers in these countries are covered by basic ILO trade union rights. Union demands include a social clause in European third country fisheries agreements.

*Americas*

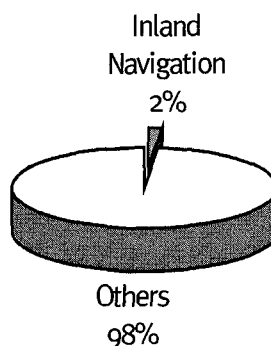
273. There is crisis in some of the main fishing grounds as a result of over-fishing. In some cases this has served to justify the introduction of systems for administering the principal fish species involving greater control by the fishing companies, especially via rules involving Individual Catch Quotas. Another problem relates to the mechanisms adopted for granting access to fish stocks by foreign fleets. In some cases the entry of vessels under foreign flags to fisheries within the exclusive economic zone has failed to generate job opportunities for workers in the coastal country.
274. This has led to concerted protests by the local fisheries unions. Of special concern has been the employment of non-resident fisheries workers on inferior terms and conditions of employment and lower levels of remuneration to those applied locally. The Inter-American Fisheries Regional Committee met in October 1999 and was attended only by Latin American member unions. The difficulties existing in each of the countries has had a negative effect on the task of moving from the stage of formally establishing the Regional Committee to that of taking effective action.

**Section Work Programme 2002-2006**

275. It is clear that the state of the world's fish stocks and the activities of international organisations will have a substantial impact on the work of the Section and on its priorities. However, the possibilities for setting a comprehensive body of fisheries-specific labour standards within the ILO, which has long been an objective of the Section, will be a major work item. Other issues, many of which were included in the Section Work Programme for 1998-2002, include:

- Increasing the membership of the Section and promoting organising drives among the unorganised.
- The Fisheries Section FOC Campaign.
- Development of a policy on non-domiciled fisheries workers which should take the form of a "fish workers' charter" and launching a campaign to combat the gross exploitation and abuse some of these workers endure.
- Development of a policy on catching methods and equipment (including drift nets).
- Development of a policy on industrial fishing.
- Promotion of the FAO Code of Conduct for Responsible Fisheries and the Compliance Agreement.
- Continuation of existing work in relation to the International Whaling Commission with a view to securing the implementation of the revised whaling policy.
- Continuing to develop relations with international organisations, including FAO, ILO, IMO, OECD, UNCSD and CONSSO.
- Building solidarity and the development of alliances.
- The Section will continue to hold regular meetings of the ITF Section Committee and to support and, where appropriate, seek to extend, ITF regional activities. The Section may need to establish limited duration task forces to address specific issues that require detailed consideration, for example ILO activities.

## INLAND NAVIGATION WORKERS' SECTION



### Section Membership

**1998: 46,122 members, 80 unions**

**2002: 55,559 members, 86 unions**

276. Membership registered a decrease during most of the period, but showed a sizable jump from 44,000 in 2001 to the current total above and in the number of unions declaring inland navigation workers. The definition of inland navigation worker varies between different regions.

### Section Structure

#### *Section Chair*

Alfons Geeraerts (Belgium)

#### *Section Vice Chairs*

Juan Carlos Pucci (Argentina)

PM Mohammed Haneef (India)

#### *Womens' Representative*

vacancy

#### *Section Secretary*

Jon Whitlow

### The Secretariat

277. From 1 November 1999 responsibility for servicing the Inland Navigation Section, which had previously been with the Secretary of the Inland Transport Sections, was transferred to the Maritime Department, reflecting the fact that inland navigation workers increasingly have much in common with seafarers. Jean-Yves Legouas was appointed Inland Navigation Section Secretary, and after his transfer to the ILO in September 2000, Jon Whitlow acted as Secretary for the Inland Navigation Section and was formally appointed Secretary in April 2001.

278. The bulk of the Section's activities are regionally based. In Europe, activities related to the Rhine and Danube are now being serviced by the ETF secretariat. Regional activities have taken place in Europe, Latin America and the Indian sub-continent, and an Inland Navigation Section Conference was held in June 2001.

## Major Policies and Campaigns

279. Historically, 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. This has been complemented by a seminar for Indian and Bangladeshi affiliates to further develop the work in that region, and an African seminar is planned post-Congress to initiate activity in the African Region.
280. In Europe the principal concern relates to the use of non-domiciled crews at inferior rates of pay and without proper contractual guarantees, and the use of the Luxemburg flag. There has been a considerable amount of work undertaken to develop an Inland Navigation European Collective Agreement.
281. The use of flags of convenience on the Paraguay-Paraná waterway has continued to be a problem. Another major concern is the lack of trade union organisation in the Amazon waterway.
282. The Section has been involved in a number of tugboat meetings in Europe. This is one of the categories that are classified as inland navigation by some affiliates, while others consider that they belong to the Dockers' or Seafarers' Sections.

## Key Disputes and Solidarity

283. Croatian inland navigation workers represented by the ITF-affiliated Seafarers' Union of Croatia at Hidroput, Sisak, took strike action in September 1998. The company had refused to conclude the collective agreement negotiations, which started in April 1997. In September 1998 the Supreme Court of Croatia declared the strike legal in response to the company's appeal. Most of the company's vessels were not covered by the Croatian Ship Register. The company also refused to transfer union membership fees to the union's bank account. The ITF donated US\$10,000 to the strike fund.

## Publications, Studies and Surveys

284. In 1998 an ITF survey on European Inland Navigation examined the incidence of flags of convenience on European waterways and the conditions under which non-domiciled crews were employed.

## Relations with Outside Organisations

### *Danube Commission*

285. There has been slow progress in the process of reopening the Danube to navigation following the destruction of a number of bridges during the Kosovo conflict in 1999. The impediments to navigation have caused severe social and employment problems in the Ukraine as a result of the substantial losses which have accrued to companies using the Danube. An ITF delegation visited the Danube Commission in Budapest on 25 July 2001, where it was agreed that all parties wanted the same thing - the freedom of navigation of the Danube - as soon as possible.

### *European Commission*

286. Competition in port operations, which is being encouraged by the European Commission, is also affecting tugboat operations. The ITF and ETF have met with representatives of the European Commission concerning the negative impact of competition between tugboat operations in EU ports, which has resulted in a sharp deterioration in working conditions, including safe manning levels and adequate rest times.



***Central Commission for Rhine Navigation (ZKR)***

287. Trade union participation at ZKR meetings is mainly related to the Rhine Vessel Inspection Regulations provisions on manning. At a meeting where it became clear that the ZKR had no intention of listening to union views, the ITF/ETF delegation decided to boycott the meeting and walked out.

**Regional Developments*****Europe***

288. A study commissioned by the European Commission found that between 1970 and 1997 the share of transport within the European Union carried by inland waterways reduced from 8% to 4%. The European Commission is trying to encourage the use of inland waterways because of the environmental benefits and the economies in terms of cost per tonne of freight. The slowness in reopening the Danube to inland navigation is a major issue to unions in Eastern and central Europe.
289. A Pan-European Conference on Inland Waterway Transport was held in Rotterdam in September 2001 and, following the intervention of the FNV, the trade unions gained limited access to the meeting and were able to deliver a trade union position paper. Many aspects of the trade union position were incorporated into the Ministerial Declaration that resulted from that meeting, including that the opening of markets should be accompanied by safeguards to existing safety, quality and social conditions.

***Latin America***

290. Growth in river navigation has prompted the establishment of large inland navigation companies. This has led to the creation of multi-modal export corridors, bringing transport multinationals into the very heart of the continent without any action being taken to improve employment conditions for river workers, many of whom are unorganised and exploited. It is often the case that there is no collective agreement and no occupational or health and safety systems on board vessels. The international structures, where they exist, do not provide any legally enforceable framework for minimum conditions on board river vessels and national regulations are not strictly enforced.
291. ITF affiliates in the region are involved in a research project to gather information on the six major river basins, to organise workshops for the communities involved and to hold trade union leadership training seminars. It is hoped that these initiatives will improve trade union representation, which is currently weak or non-existent on many of the major waterways.

***North America***

292. In the USA, the large rivers (Mississippi, Ohio) and the canals which follow the eastern and Gulf seaboard make an extensive network which is used to move 40% of oil products, 57% of grain for export and 20% of coal. The US Coast Guard and the Corps of Engineers have been involved in the upkeep of the waterways and the maintenance of safety standards. However, most employers remain vehemently anti union, and an organising drive for river workers on the Mississippi met with little immediate success.

***Asia/Pacific***

293. Employment levels in the industry are going down but there have been discussions in India and Bangladesh to realise the full potential of the inland water transport network. There have also been proposals to form joint ventures, which are financed through both private and state funding. Since the inland navigation trade in India and Bangladesh crosses national boundaries, the unions have agreed to work more closely, to lobby the appropriate authorities in their respective countries and also to prepare a status paper

on the current situation and what steps should be taken for the further growth of this mode of transport.

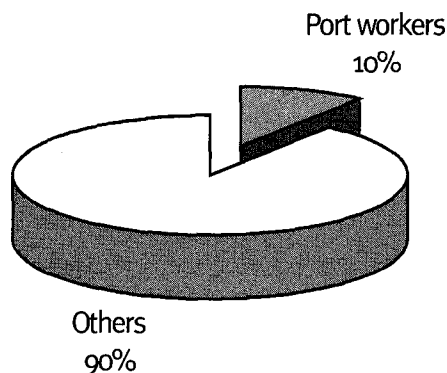
#### *Africa*

294. In general, trends in African inland waterway transport have not been very positive for the last three or four decades, due to many factors. The result has been less use being made of inland navigation systems. The African inland navigation affiliates would like to see a reverse of the present trends and would be ready to start a vigorous campaign towards the revitalisation of the sector, as part of a sustainable and integrated transport system.

#### **Section Work Programme 2002-2006**

295. The work of the Section will continue to be primarily regionally based. The Section will also seek to promote the development of inland navigation as part of an overall strategy that promotes a sustainable and integrated transport policy. Key issues for the Section in the next inter-Congress period include:

- Developing policies and activities to combat the use of flags of convenience in inland navigation, including the specific problems of FOCs in South America and low cost crews in Europe.
- Developing trade union codes of conduct based upon best practice within the industry.
- Investigating the possibilities of alliances with other bodies interested in the promotion of inland navigation as a sustainable form of transport on a national or regional level.
- Working on the inclusion of a social clause within the agreements of regional inland navigation bodies.
- Continuing efforts to restore free passage on the Danube at Novi Sad.
- Increasing the membership of the Section and promoting organising drives among the unorganised.
- Safeguarding the jobs of members in the face of ownership changes designed to cut labour costs, the increasing use, sometimes illegally, of non-domiciled workers and increased automation.

**DOCKERS' SECTION****Section Membership**

**1998: 383,568 members, 150 unions**

**2002: 380,311 members 170 unions**

296. The number of affiliates declaring membership in the port industry has increased since last Congress from 150 to 170. However the total number of individual members represented by those unions fell from 383,568 to 380,311. This seems to reflect the decrease in the total number of workers in the industry as a result of the introduction of labour-reducing technologies and the job losses resulting from cost cutting in the industry.

**Section Structure*****Section Chair:***

John Bowers (ILA, United States)

***Section 1st Vice Chair:***

John Coombs (MUA Australia) 1998-2000

Bob Baete (BTB, Belgium) 2000 to date

***Section 2nd Vice chair:***

Bob Baete (BTB Belgium) 1990-2000

Kofi Asamoah (Ghana) 2000-2001

***Section Secretary:***

Kees Marges

297. The Dockers Section organises annual meetings open to all affiliates in conjunction with the Fair Practices Committee. One of these, in the inter-Congress period, is designated as the Section Conference. The Section Conference was held in July 2000 in Valencia.
298. The Section Committee normally meets once a year. The Section is represented in the different bodies of the Fair Practices Committee.
299. John Bowers (ILA USA) is the Chair of the Dockers' Section Committee. During the period John Coombs (MUA Australia), retired from his union and Bob Baete, of BTB (Belgium) replaced him as 1<sup>st</sup> Vice Chair. After consultation with affiliates the General Secretary appointed Kofi Asamoah of Ghana to the vacant position of 2<sup>nd</sup> Vice Chair. However in

2002, the ITF was informed that Asamoah had left his union position and, in view of the proximity of the ITF Congress, it was decided to leave the position vacant.

300. The Section Committee is elected at Congress and consists of Section Officers, regional representatives, 13 committee members elected by the Section as a whole, and a Women's Representative. The current committee is:

<i>Chair</i>	P. Crumlin, MUA (Australia)
J. Bowers, ILA (USA)	
<i>1st Vice Chair</i>	Terry Ryan, New Zealand Waterside Workers (New Zealand)
B. Baete, BTB (Belgium)	
<i>2nd Vice Chair</i>	Parbati Das, Calcutta Port Shramik Union (India)
Vacant	
<i>Vice Chair for Asia/Pacific</i>	Masayuki Masui, Zenkoku-Kowan (Japan)
M.Kotwal, Transport & Dockworkers' Union (India)	Veronica Mesatywa, SATAWU (South Africa)
<i>Vice Chair for North America</i>	
James Spinosa, ILWU (USA)	Anthony Nted, Maritime Workers' Union of Nigeria (Nigeria)
<i>Vice Chair for Europe</i>	
K. Hansen, SID (Denmark)	G.Owens (ILA)– AFL-CIO (USA)
<i>Vice Chair for Latin America &amp; the Caribbean</i>	T. Dufresne, ILWU (Canada)
M. Uruguaio Machadom, CONTTMAF (Brazil)	C. Duncan, Guyana Labour Union (Guyana)
<i>Women's Representative</i>	
M.Chaffart, CSC Transcom (Belgium)	J.Cocchia, SEAMARA (Argentina)
	M. Rosenberg, ver.di (Germany)
	Ron Webb, TGWU (Great Britain)
	Antonio Manuel de Jesus Reis, FNSTP (Portugal)
	G.Caraiani, FNSP (Romania)

### Major Policy Issues and Campaigns

301. Liberalisation and privatisation continue to be major trends in the ports industry. Pressure on governments to privatise ports often comes from international bodies such as the World Bank. The form of privatisation varies widely. Private capital and private port service providers are often involved in port operations as minority shareholders, or as is the case in some ports, as majority or full owners of the service providers. In a few cases, where some of the regulatory functions of the ports or even the land is transferred from the state or local authorities to the private sector, full privatisation has taken place. Liberalisation and privatisation have resulted in a dramatic increase in competition between terminals and ports. This will intensify further if the proposals of the European Commission, for the liberalisation of port services are implemented.

302. There is also an increasing globalisation of the management and ownership of terminals and ports. The shipping lines and the freight forwarders, which aim to provide seamless global transport networks, have increasingly become dominant players in the industry at the cost of national terminal operators and port authorities. Terminal operators are reacting to this shift in the balance of power by means of their own mergers and acquisitions, to create bigger more powerful global terminal operators.
303. There is an increasing domination of the container handling port industry by global port companies and shipping lines, which have established their own Global Terminals.
304. The transfer from public to private ownership has had a major effect on employment and industrial relations in many countries. Increasing competition between ports is used to justify attacks on trade unions. So-called “modernised” industrial relations are often little more than disguised anti-unionism. Union busting has become a growing trend in the port industry.
305. The introduction of new technologies in cargo handling continues. This results mainly from constant pressure from shipping lines to increase terminal productivity in and improve turnaround times. The pressure to speed up turnaround times has also led to more cases of untrained seafarers being pressured to do the unloading of cargoes before ships have berthed.
306. The Secretariat has assisted unions faced by privatisation, for example by promoting active dialogue with the World Bank. The Section has launched a global campaign against port liberalisation (including coordinated action in Europe) and a campaign to stamp out union busting.
307. The Section has organised solidarity links between unions sharing the same port employer in different countries, and plans to build networks within global terminal operators. It is setting up a health and safety working group focused on new technology in ports.

#### ***Key disputes and solidarity***

308. Following the major victory by ITF affiliates against the union busting activities of Patrick Stevedores in Australia in 1998, there have been many disputes in the inter-Congress period. Of these, probably the most significant was a major dispute in the United States. This dispute involved dockers in the port of Charleston who were faced with dismissal when a Danish shipping company, Nordana, terminated its contract with a unionised stevedore and hired a non-union company.
309. Intervention by the ITF resulted in the cancellation by Nordana of the non-union contract, but protest action by ILA members, who were faced by riot police with clubs and tear gas, led to criminal charges being directed by the state authorities against five dockers who became known as the “Charleston Five”. In November 2001, following support by the ITF and its affiliates and a substantial ITF contribution to the Charleston Legal Defence Fund, the cases against the men were eventually dropped – in exchange for a plea of “no contest” to low-level misdemeanor charges.
310. As we approach the Congress, a major dispute looks likely to occur in the West Coast of the USA and the ITF is playing an active role in supporting its affiliate the ILWU.
311. The ongoing refusal of the government to involve the trade unions in the port reform process in India has caused a long-running dispute in which the ITF has provided assistance.

312. The ITF Secretariat was directly involved in assisting its affiliate in Brazil, when it faced attempts by Philippines international terminal operator ICTSI to undermine labour conditions in the new port of Suape in 2002. The dispute was successfully resolved.

#### ***FOC Campaign/Strengthening Dockers' Unions***

313. The Dockers' Section continues to play an active role in the ITF FOC Campaign, including the weeks of action which have been organised in different regions and which are reported elsewhere.
314. Strong dockers' unions are vital to the success of the FOC campaign, and a substantial part of the Section's activities are funded by the ITF Seafarers' Assistance Welfare and Protection Fund. During the period under review, the Secretariat has provided educational and organising assistance to port workers unions around the world, who are facing port reform and privatisation as a result of the adoption by the Delhi Congress of chapter 8 of the *Oslo to Delhi* policy programme. Chapter 8 seminars have been organised in Africa, Central and South America, Asia and Russia.

#### **Publications, Studies and surveys**

315. The Section has produced a number of working papers on port reform and Privatisation as well as Globalisation of the Port Industry, Human Resource Management and Health & Safety

#### **Relations with Outside Organisations**

##### ***Intergovernmental organizations***

316. The Section Secretary has had active contact with the World Bank and has been able to influence directly the World Bank Toolkit module devoted to port labour reform, so that it incorporates many recommendations concerning the right of unions to consultation. While this does not mean that the ITF endorses the tool kit, it is hoped that unions will benefit from the improved text.
317. A representative of the International Labour Organisation (ILO) attended several meetings of the Section and addressed the Section Conference in Valencia on the issue of Health & Safety and ILO activities, concerning a rewriting of the Code of Practice and the Guide, which are related to ILO Convention 152 on Health & Safety in ports. The ITF also continues to be involved in supporting the ILO's long term Portworker Development Programme (PDP)
318. The Section has, along with the ETF Docks Section, had a number of contacts and communications with the European Commission concerning its draft Directive on port liberalization, and helped to organise protest action on the Directive in Europe's ports in 2001.

##### ***Industry Organisations***

319. The Section Secretary has built strong contacts with a number of industry organisations, including the international Cargo Handling Association, the International Port Training Conference and the Organisation of American States (OAS).

##### ***Union Organisations***

320. A recent development has been the setting up of the International Dockerworkers' Council (IDC). This organisation was set up by a small number of non-ITF unions in Spain, Sweden and France in June 2000, and has support from some ITF unions or their local branches. While it claims not to be in competition with the ITF, its stated objectives clearly duplicate those of the ITF and it has also been seeking to attract ITF affiliates into membership. While it is a small organisation, the activities of the IDC serve mainly to

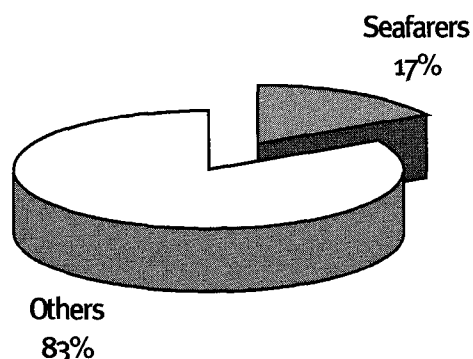
divide the international solidarity of dockworkers' unions and as such are of major concern to the Section.

#### **Dockers' Section Work Programme 2002-2006**

321. The following key areas will provide the focus of the activities of the Section over the next four years:

- Supporting affiliates facing port reforms.
- Intensifying the "stamp out union-busting" campaign.
- Further developing the cargo handling campaign.
- Raising awareness on the need to improve human resource management in the port industry, by:
  - Keeping affiliates informed about developments related to the introduction of new technologies,
  - Developing information and solidarity networks between affiliates in the same region,
  - Developing information and solidarity networks between affiliates in major global operators in the ports industry,
  - Further developing policies and awareness on Health & Safety,
  - Providing more information on working conditions and employment trends,
  - Continuing support for the FOC Campaign.

## SEAFARERS' SECTION AND SPECIAL SEAFARERS' DEPARTMENT

**Section Membership**

**1998: 658,861 members, 178 unions**

**2002: 655,904 members, 185 unions**

322. The membership of the Section has remained largely unchanged since the last Congress. Although there has been a slight reduction in the number of members (maintaining the downward trend from 1994), the increase in the number of affiliates also reflects the trend since 1994.

**Section Structure*****Section Chair***

Brian Orrell (UK)

***Section First Vice Chair***

Thomas Tay (Singapore)

***Section Second Vice Chair***

Dave Heindel (USA)

***SSD Secretary***

Stephen Cotton

***Seafarers Section Secretary***

Jon Whitlow

***Assistant Secretary (Seafarers)***

John Bainbridge

***Assistant Secretary (SSD)***

Birger Pedersen

323. John Fay stepped down as Section Chair at the December 2000 Section Conference. Brian Orrell became the Section Chair and Thomas Tay the First Vice Chair. Dave Heindel was elected Second Vice Chair at the Section Conference.
324. Mark Dickinson formally resigned as Assistant General Secretary and SSD Secretary with effect from mid-January 2000 to take up a new position with the British seafarer affiliate NUMAST. At the April 2000 Executive Board, Stephen Cotton (formerly Assistant



Secretary of the Special Seafarers' Department) was appointed as Secretary of the Special Seafarers' Department.

325. At the end of September 2000 Jean-Yves Legouas, Seafarers' Section Secretary, took up the position of coordinator of the ILO's new *International Programme on Decent Work for Seafarers*. Jon Whitlow (formerly Assistant Secretary of the Section) was appointed Acting Section Secretary with effect from 1 October 2000 and appointed Secretary of the Seafarers', Fisheries and Inland Navigation Sections at the April 2001 meeting of the ITF Executive Board. John Bainbridge was appointed Assistant Secretary of the Sections in July 2001 and has taken over as the Permanent ICFTU Representative to the International Maritime Organization (IMO).

326. The political work of the Section is directed by the Section Committee, which normally meets twice a year.

#### **Membership of Section Committee<sup>1</sup>**

##### **Section officers**

###### ***Chair***

Brian Orrell (Great Britain)

###### ***1<sup>st</sup> Vice Chair***

Thomas Tay (Singapore)

###### ***2<sup>nd</sup> Vice Chair***

Dave Heindel (United States)

##### **African Seafarers' Regional Committee**

###### ***Chairs***

Abdulrahman Chande (Tanzania)

Adel M El-Sobaihy (Egypt)

###### ***Vice Chair***

Mel Joachim (Ivory Coast)

##### **Asia/Pacific Seafarers' Regional Committee**

###### ***Chair***

Sakae Idemoto (Japan)

###### ***Vice Chairs***

Dave Morgan (New Zealand)

Gregorio Oca (Philippines)

##### **ETF Maritime Transport Section**

###### ***Chair***

Agis Tselentis (Greece)

###### ***Vice Chairs***

Dieter Benze (Germany)

Jacek Cegielski (Poland)

##### **Latin American & Caribbean Seafarers' Regional Committee**

###### ***Chair***

Severino Almeida (Brazil)

###### ***Vice Chairs***

Marcos Castro (Argentina)

Michael Annisette (Trinidad & Tobago)

Francisco Montes Grancillo (Mexico)

###### ***Women's representative***

Anne-Beth Skrede (Norway)

##### **ETF advisors**

Remo Di Fiore (Italy)

Tomas Abrahamsson (Sweden)

<sup>1</sup> The composition of the Section Committee has, under its terms of reference, changed following the election of new regional committee chairs and vice chairs.

**Major policy issues and campaigns****ICONS**

327. The International Commission on Shipping (ICONS) released its report entitled *Ships, Slaves and Competition* in March 2001. The Commission, chaired by Peter Morris, former Australian Transport Minister and comprising in addition James Bell (UK), Professor Hayashi (Japan) and Barry McKay (Canada), all well known experts in shipping, was established following the Conference held in Oslo in 1998 to mark the 50<sup>th</sup> anniversary of the ITF Flag of Convenience Campaign. It received substantial funding from the ITF Executive Board and it made a significant impact in the maritime industry. The Commission's report exposed the appalling conditions and systematic harassment endured by many seafarers, and exposed an environment of institutionalised cheating of seafarers by shipowners. The report received widespread support from leading maritime countries, was presented at many international conferences and has been referred to in a report of the United Nations Secretary-General.

**Quality Shipping**

328. The Section has been actively involved in initiatives to promote quality shipping. It has sought to ensure that sub-standard shipping was not only defined in terms of non-compliance with the hardware requirements of IMO Conventions and port state control data, but also in terms of social conditions, especially non-compliance with ILO instruments.

**Piracy and armed robbery**

329. The problem of piracy and armed robbery persists, the number of areas in which it is prevalent continues to grow, and the number of attacks and the level of violence directed against ships' crews is increasing. The ITF has been active on this issue at the IMO, in a number of regional conferences and initiatives. The ITF Seafarers' Trust has provided support to the Piracy Centre in Kuala Lumpur operated by the International Maritime Bureau. The ITF has successfully lobbied for it to be included in a number of United Nations General Assembly Resolutions on oceans and the law of the sea.

**Liberia**

330. In October 2001, the Section launched a campaign against the Liberian flag of convenience in view of the clear link between the Liberia maritime programme operated by the Liberian International Ship & Corporate Registry (LISCR) and violations of UN Security Council Resolutions by the Liberian state. The ITF has been cooperating in this campaign with the human rights organisation Global Witness. A joint ITF/Global Witness publication entitled *Taylor Made: The pivotal role of Liberia's forests and flag of convenience in regional conflict* was produced and widely circulated. This publication made clear links between the Liberian Shipping Register and the illegal funding of arms to the RUF guerrillas in Sierra Leone. The Section is calling on shipowners to leave the Liberian flag.

**FOC Campaign**

331. The political campaign against FOCs has focused particularly on issues concerning transparency of ownership and the problems these cause to the maritime industry. Most notably this has led to a fresh impetus in the efforts to promote quality shipping. The problems that FOC fishing operations have caused to the sustainable management of fish stocks have resulted in considerable activity within the United Nations system. There have been a number of key developments in the political campaign against FOCs.
332. The United Nations General Assembly called on the IMO, in cooperation with the Food and Agriculture Organization (FAO), to define the concept of the genuine link between the vessel and the state in the fisheries industry. The European Parliament has issued a

report condemning the role of flags of convenience in the fisheries sector and closely followed the ITF *Troubled Waters* publication.

333. The Organization for Economic Cooperation and Development (OECD) Maritime Transport Committee (MTC) has, as part of its work to eliminate sub-standard shipping, completed a number of studies that support the positions of the ITF. The MTC has supported the issue of transparency in beneficial ownership and control over vessels and is to start work on issues related to ship registration. The work of other OECD divisions is also relevant, especially that related to examining harmful tax competition, tax havens and money laundering, which involves the use of offshore shell corporate entities for illicit purposes. The ITF has given financial support to the Trade Union Advisory Committee (TUAC) to OECD in order to support its work on these issues.
334. There has been increasing interest in the activities of some of the lowest quality FOCs. One, Tonga, has announced that it is closing operations, while Cambodia (which boasts the ease with which ships can be registered via the Internet) has become increasingly linked with organised crime, arms and drug smuggling. As a result, public concern about the FOC system as a whole has increased significantly.

#### ***Maritime economic policy***

335. The Section has given a much higher priority to maritime economic policy. It has been examining a range of positive fiscal measures that could be recommended to offset the competitive disadvantage national flags face from FOCs. Such measures aim to ensure the retention of a national maritime skills base in traditional maritime countries, and to secure an integrated and sustainable transport policy, which contains a maritime component and aims at the elimination of the FOC system.

#### ***Fraudulent certificates***

336. The Section highlighted the problems of fraudulent certificates by purchasing a "genuine" Panamanian first mate's STCW certificate for US\$4,500 in the name of the ITF General Secretary. The exercise generated widespread media coverage and considerable embarrassment to the Panamanian authorities.

#### ***ITF Seafarer Union Development Programme (ISUDP)***

337. The ISUDP formally became operational on 1 January 1999 under the direction of Mark Davis (New Zealand), formerly of the ITF Tokyo office. The project has particularly focused on significant labour supplier nations. Indonesia, Philippines, Russia, Turkey and Ukraine are top priority countries followed by Bangladesh, Malaysia, Panama, Sri Lanka and Tanzania.

#### ***World Maritime Day***

338. The Section organised a Seafarers' Section Day of Action around the theme *Globalisation – the cost to seafarers* to coincide with the IMO's World Maritime Day on 27 September 2001. The Day of Action focused on a number of demands relating to safety and quality shipping. Seafarers' affiliates in 41 countries took part in, or organised, activities during the week. The event was linked to the unveiling at the IMO headquarters of a memorial to seafarers on World Maritime Day, to which the ITF made a significant financial contribution.

#### ***STCW Training***

339. The Section has closely monitored the delivery of STCW training. In response to concern about the lack of employment of African seafarers and on the recommendation of the Section, the ITF initiated a pilot project, based in Abidjan and in Durban, to train a number of African seafarers to the STCW rating standard. The project was of limited success and at its Conference in 2000, the Section decided that as a matter of principle,

the provision of vocational training for seafarers was a matter which should be addressed directly by employers and national affiliates, and that the ITF should not normally be involved in the provision of vocational training for seafarers.

### ***Ratings***

340. The Ratings Task Force, which had the mandate to develop a short, medium and long-term plan for preserving the current job opportunities of ratings from industrialised countries has proposed a campaign of action to secure and protect jobs for ratings. This is being discussed within the Section.

### ***Cabotage***

341. An ad hoc Cabotage Task Force was established at the Section Conference in 2000. This is seeking to develop an overall policy on legislative and trade union cabotage, which will address both the industrial and the political aspects, and which will distinguish between national cabotage and short sea shipping (intra-regional cabotage).

### ***Environmental and Cruise Ship Safety Policies***

342. The 2000 Section Conference adopted an Environmental Policy and a Cruise Ship Safety Policy. The Environmental Policy has been referred to the Dockers' and Fisheries Sections with a view to it becoming an ITF maritime environmental policy. The Cruise Ship Safety Policy is being used in guiding those participating in cruise ship-related work in the IMO, and is available on the web.

### ***Key disputes and solidarity***

343. There have been a significant number of disputes where international support has been provided. These include the following:
344. In January 2002, at the request of the KPI union in **Indonesia**, and following a series of large demonstrations by disgruntled seafarers over irregularities concerning the issuance of STCW 95 documents, the ITF wrote to the President of Indonesia and sought the intervention of the IMO Secretary-General. This resulted in a series of high-level communications and the adoption of a satisfactory solution in Indonesia.
345. In August 2001 Australian SAS troops took control of the Norwegian flagged *Tampa*, carrying a large number of rescued persons, in order to prevent it landing on Australian territory. At the time the ITF, in consultation with the Maritime Union of Australia (MUA), issued a number of strong statements and wrote to John Howard, Prime Minister of Australia. It appears that the **Australian** Government may have monitored communications between the *Tampa*, the Maritime Union of Australia and the ITF in contravention of Australian national law. The ITF has tabled a complaint with the International Mobile Satellite Organization (IMSO).
346. In June 2001 and January 2002, at the request of the All **Japan** Seamen's Union, the ITF and seafarers' affiliates wrote to Tokyo Senpaku Kaisha Ltd, a subsidiary of NYK Lines, to protest at its unfair labour practices and attacks on trade union rights. The JSU had resolved not to permit the company to continue with or expand its unfair labour practices and breaches of trade union rights and had stepped up its protest actions.

## Publications, studies and surveys

### Publications

347. During the period under review the following publications have been produced:

*ITF Survey on Tugboat Assistance in Port Areas* (September 1998)

A joint ITF/ICFTU/TUAC/Greenpeace International brochure, *Troubled Waters*, on fishing, pollution and FOCs

*STCW '95: A Guide for Seafarers* (March 2001)

*Globalisation – the cost to seafarers* (July 2001)

Taylor Made: The pivotal role of Liberia's forests and flag of convenience in regional conflict (produced by the ITF in conjunction with Global Witness)

348. Since November 2001 the Section has issued regular informal briefing notes on major economic policy issues. They are issued via email and electronic fax in English only at present, and aim to cover a variety of matters of regional and global significance in the shipping market, in general rather than in detail.

### Relations with outside organisations

#### *International Maritime Organization (IMO)*

349. The Section has continued to participate actively in the work of the IMO, on a wide range of issues relating to maritime safety and security. The events of 11 September led the IMO Assembly to make maritime security a priority issue and the United States financed the holding of an inter-sessional working group, which started to formulate amendments to the IMO SOLAS Convention, for adoption at a December 2002 Diplomatic Conference. The Section opposed the proposals to secure background and criminal record checks for seafarers, and to adopt a SOLAS provision, which would have nullified ILO Convention 108.

#### *International Labour Organization (ILO)*

350. The ILO Joint Maritime Commission (JMC) took place in January 2001 and agreed to begin a review of all relevant ILO maritime instruments, with the aim of codifying and consolidating them into a single framework convention. This was subsequently endorsed by the ILO Governing Body. It established a Tripartite Working Group on Maritime Labour Standards, which is meeting on a regular basis and whose work will culminate in an ILO Maritime Conference scheduled for 2005.

351. The 29<sup>th</sup> Session of the JMC also agreed to increase the ILO recommended minimum wage for an AB to US\$450 from 1 January 2002 and to US\$465 from 1 January 2003. It agreed that the basic pay or wages of an AB should be updated every two years and set up a joint working group of shipowner and seafarer members to adopt a joint interpretation of the ILO minimum.

352. The events of 11 September and its implications for maritime security highlighted the inadequacies of the current ILO Convention 108 on seafarers' identity documents. Following discussions between the IMO and the ILO, it has been agreed that a special agenda item will be added to the 2003 International Labour Conference with the sole purpose of adopting a protocol to ILO Convention 108.

353. A tripartite *Meeting of experts on working and living conditions of seafarers on board ships in international registries* took place in May 2002.

**IMO/ILO**

354. The ITF has been continuing to promote closer working relations between the ILO and the IMO, particularly in relation to death, injury and abandonment of seafarers. A joint ILO/IMO Ad hoc Working Group secured the adoption by both the IMO Assembly and the ILO Governing Body of *Guidelines on the Provision of Financial Security in Case of Abandonment of Seafarers* and *Guidelines on Shipowners' Responsibilities in Respect of Contractual Claims for Personal Injury to or Death of Seafarers*. This was the first time the IMO has adopted instruments purely for improving the conditions of seafarers and which contained human rights clauses. The Resolutions were also significant in that they linked abandonment to unpaid remuneration and adopted a model release form, which, if implemented, will prevent the current unacceptable practices of the Protection and Indemnity (P&I) Clubs in relation to "quitclaims" for compensation.

**UN Commission on Sustainable Development (CSD)**

355. The ITF produced a special publication entitled *Troubled Waters*, together with the ICFTU, TUAC and Greenpeace International, which was published at the 7<sup>th</sup> session of the UN Commission on Sustainable Development in 1999. The Report of CSD-7 concluded that the lack of ownership transparency for fishing vessels presents major difficulties and urges IMO members to give "full and complete effect to the United Nations Convention on the Law of the Sea (UNCLOS), especially article 91 (nationality of ships)".

**Organization for Economic Co-operation and Development (OECD)**

356. The ITF was granted informal observer status by the Maritime Transport Committee of the OECD in 1998 and has continued to attend meetings of that body. There has been a dramatic change in the work of the Committee. From having been one of the strongest supporters of the FOC system, the Committee and its secretariat have moved much closer to ITF policies. The MTC is looking into the economic consequences of the loss of the maritime skills basis in traditional maritime countries and is seeking to promote transparency in the beneficial ownership and control of vessels. It is also likely that it will attempt to address the issue of ship registration.

**World Maritime University**

357. The ITF has continued its involvement in the work of the WMU and has regularly given a presentation on the ITF. The Section Secretary is a member of the Board of Governors and Executive Council.

**Paris Memorandum of Port State Control**

358. The ITF has continued to attend the Paris Memorandum on Port State Control Committee meetings as an adviser to the ILO. The Committee has become more transparent and has asked representatives of the industry to address its meetings. The Committee has been discussing naming the charterers and cargo interests of detained ships.

**International Shipping Federation (ISF)**

359. The Section has continued to hold discussions with the ISF on a range of issues and has suggested the establishment of two ad hoc working groups to examine a number of problems the shipping industry faces.

**Seafarers' International Research Centre (SIRC)**

360. During the period under review the SIRC has been undertaking a range of work for the ITF, including:

- An audit of a number of flag states, under the supervision of the Fair Practices Committee, and
- A survey on behalf of the Ratings Task Force on the supply of suitably trained ratings in the global labour market.

## Regional developments

### *Africa*

361. The establishment of the African Seafarers' Regional Committee in 1996 has facilitated greater representation and participation in the ITF's activities concerning the welfare of seafarers.

### *Europe*

362. Following the establishment of the ETF as a pan-European body in 1999, the European Seafarers' Regional Committee was merged with the FST Maritime Transport Section to form the ETF maritime section. Key issues for the Region have been a proposed Directive on manning conditions for regular passenger and ferry services operating between Member States, the decline in maritime skills in Europe and a response to the *Erika* Disaster. At the European Ferry Conference held in September 1999, the Athens Policy was presented as a first regional and sectoral example of the ITF Cabotage policy, and there was a general agreement that the Athens Policy was not yet sufficiently implemented in European ports.

### *Asia/Pacific*

363. During the period, the Asian economic crisis severely affected the volume and value of maritime trade in the region. An increasing number of governments in the Region see seafaring jobs as an important source of foreign currency. Competition among crew supplying countries has therefore become much more severe in the Region, with a considerable expansion in labour supply by countries such as China. The economic downturn has also caused an upsurge in piracy and armed robbery against ships in the Region. Efforts to organise unorganised seafarers in the region remains one of the most important issues, and the need to organise seafarers working in domestic shipping or coastal shipping is seen as a priority issue. This is a focus of attention by the ISUDP.

### *Americas*

364. ITF activities in the Americas continue to operate on an integrated basis. With the recent designation of Bolivia as a flag of convenience, the number of FOC countries in the Region has increased to a total of 12 (41% of all FOC registers in the world). The tendency in the Region is that national flag vessels are still flagging out to FOCs. The countries most affected in the period were Mexico, Brazil and Argentina. Whilst the Brazilian Special Register may result in the re-flagging of some ships, some other countries have been losing significant numbers of ships when compared to the size of their fleets, especially Chile and Mexico.

## Section work programme 2002-2006

365. Major priorities will include:

- Continuing the political campaign for an end to the flag of convenience system and the establishment of a "genuine link" between the shipowner/company and the flag.
- Working for the establishment of a single framework ILO maritime labour convention, ratification and application of which will become obligatory for all flag and port states.
- Continuing the political campaign against sub-standard shipping.
- Expanding the influence of the ITF and its affiliates in the shipping industry, through the representational role of the ITF and its affiliates within relevant intergovernmental agencies.

- Monitoring the impact and promoting strict enforcement of the ISM Code, the *STCW Convention*, the *United Nations Convention on the Law of the Sea* (UNCLOS) and ILO Convention 147.
- Combating excessive working hours and the consequent problems of fatigue and stress.
- Keeping the pressure on all flag states to ensure enforcement of international standards, including through the adoption of novel enforcement systems by international agencies.
- Seeking to ensure that there is an adequate supply of suitably trained seafarers, and that all maritime countries retain a national maritime skills base and promote the profession of seafarer.
- 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.
- Supporting national affiliates in enhancing working and living conditions for all seafarers.
- Supporting affiliates in achieving national conditions on nationally flagged vessels for all seafarers, regardless of the individual seafarer's nationality, at least on the ITF interpretation of the ILO minimum standards.
- Promoting seafarers' welfare.
- Promoting seafarers' maternity rights before and after childbirth, and paternity rights, with a view to establishing international standards.
- 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.
- Making maximum use of its resources for the Section with a view to enhancing further the high quality work done and at the same time enhancing the autonomy of the Section.



**Fair Practices Committee (FPC)**

366. The FPC has continued to meet on an annual basis to supervise the Campaign against flags of convenience. The two FPC Sub-committees namely the Collective Agreements Sub-Committee and the Campaign Steering Group were replaced by a single FPC Steering Group which represents seafarers and dockers, and which was elected at the Delhi Congress. At its 2002 meeting in London the FPC was composed as follows:-

<b>Country and Union</b>	<b>Seafarer</b>	<b>Docker</b>
<b>ARGENTINA</b>		
SEAMARA		Jorge Daniel Cocchia
CCUOMM	Marcos Ricardo Castro	
<b>AUSTRALIA</b>		
AMOU	Fred Ross	
MUA		Paddy Crumlin
<b>BANGLADESH</b>		
Bangladesh Seamen's Association	Shafiqur Rahman	
<b>BELGIUM</b>		
BTB		Bob Baete
BTB	Ivan Victor	
CSC Transcom		Myriam Chaffart
<b>BRAZIL</b>		
CONTTMAF	Severino Almeida Filho	M Uruguaio
<b>CANADA</b>		
SIU	Michel Desjardins	
ILWU		Tom Dufresne
<b>CHILE</b>		
Sindicato de Oficiales de Marina Mercante Southship	Pedro Bascunan	
COMACH		Roberto Rojas
<b>CROATIA</b>		
SUC	Branko Berlan	
Dockers' Union of Croatia		Dejan Abram
<b>CYPRUS</b>		
FTPAW		Pantelis Stavrou
<b>DENMARK</b>		
Dansk Navigatørforening	Jens Fage	
SiD		
<b>ESTONIA</b>		
Estonia Federation of Water Transport Workers Unions	Ilja Donovan	
<b>FINLAND</b>		
Auto- ja Kuljetusalan Työntekijäliitto-AKT r.y.		Juhani Koivunen

Finlands Sjomannsunion	Simo Zitting	
<b>FRANCE</b>		
CFDT		Didier Capelle
FO	Lilian Torres	
<b>GERMANY</b>		
ver.di	Dieter Benze	Manfred Rosenberg
<b>GHANA</b>		
Maritime & Dockworkers Union of TUC (Ghana)		K Oswusu Afriyie
National Union of Seamen of TUC Ghana	L.V. Mensah	
<b>GREECE</b>		
PNO	Agis Tselentis	
<b>GUYANA</b>		
Guyana Labour Union	Carvil Duncan	
<b>HONG KONG</b>		
HKSU	Ting Kam Yueng	
<b>INDIA</b>		
Transport and Dockworkers Union		Manohar Kotwal
<b>INDONESIA</b>		
KPI	Hanafi Rustandi	
<b>ITALY</b>		
FILT-CGIL		Leo Gaggiano
FIT-CISL	Remo di Fiore	
<b>JAMAICA</b>		
Bustamante Industrial Trade Union		Alvin Sinclair
<b>JAPAN</b>		
AJSU	S Idemoto	
National Council of Dockworkers Union of Japan (Zenkoku Kowan)		Masaya Tamada
<b>KIRIBATI</b>		
KIOSU	Tatoa Kaiteie	
<b>KOREA</b>		
FKSU	Pil Jae Kim	
<b>LATVIA</b>		
Udens Transporta Arodbiedriby Federacija		Aleksejs Holodnyuks
Latvian Seafarers Union of Merchant Fleet	Igor Pavlov	
<b>LITHUANIA</b>		
Ind Dockworkers' Union		Vladimiras Bendoraitis

**MALAYSIA**

UNEPASS

A. Balasubramaniam

**MALTA**

GWU

Emmanuel Micallef

**MEXICO**Orden de Capitanes y Pilotes  
Navales de la República Mexicana

Raymundo Mata Contreras

**MONTENEGRO**Independent Union of Workers in  
Maritime Shipping Trade and  
Transport of Montenegro

Sasa Milosevic

**NETHERLANDS**

FWZ

Ed Sarton

FNV BONDGENOTEN

Niek Stam

**NEW ZEALAND**New Zealand Seafarers Union  
Waterfront Workers Union

Dave Morgan

T. Ryan

**NIGERIA**Maritime Workers Union of  
Nigeria

Anthony Emmanuel Nted

Joseph K. Orozewor

**NORWAY**Norsk Sjøofisersforbund  
Norsk Transportarbeiderforbund

Arne Hansen

Per Østvold

**PAKISTAN**Pakistan Seamen's Union  
KPT Labour Union

Adam Panjri

CH Mohammed Ashraf  
Khan**PANAMA**

FITTAMPS

Luis Amaya

**PAPUA NEW GUINEA**Papua New Guinea Maritime  
Workers Industrial Union

John Mahuk

**PHILIPPINES**AMOSUP  
PWUP

Captain Greg Oca

R Oca Jnr

**POLAND**National Maritime Section NSZZ  
'Solidarnosc'

Jacek Cegielski

**PORTUGAL**

SITEMAQ

Antonio Alexandre Picareta  
Delgado

FNSTP

Antonio Manuel de  
Jesus Reis**ROMANIA**

FNSP

Petre Costel

**RUSSIA**

Dockers' Union of Russia

Alexandre Shepel

SUR

Igor Pavlov

**SINGAPORE**

SOS

Leow Ching Chaun

Port Officers' Union

Tan Hoon Kiang

SMOU

Thomas Tay (ex officio)

**SLOVENIA**

Seamens Union of Slovenia

Karl Filipcic

**SOUTH AFRICA**

SATAWU

Thulani Dlamini

Veronica Mesatywa

**SPAIN**

UGT

M D Segada

FETCOMAR-CCOO

Pedro Muñoz

**SRI LANKA**

CMU

Bala Tampoe

**SWEDEN**Svenska  
Transportarbetareförbundet

Per Winberg

SEKO

Tomas Abrahamsson

**SWITZERLAND**

VHTL

Hans Baumgartner

**TAIWAN**

NCSU

Fang Fu Liang

Taiwan Dock Workers Union

Shih Yung

**TANZANIA**

Tanzania Seamens Union

A.H. Chande

COTWU

Charles M.  
Sammang'ombe

**TRINIDAD AND TOBAGO**

SWWTU	Francis Mungroo
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**TUVALU**

TOSU	Tommy Alefaio
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**UKRAINE**

Marine Transport Workers Trade Union of Ukraine	Mikhaylo Kiryeyev	Valentina Panchenko
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**UNITED KINGDOM**

Numast	Brian Orrell (ex officio)	
TGWU		Danny Maher
RMT	Tony Santamera	

**UNITED STATES OF AMERICA**

SIU	Dave Heindel (ex officio)	
ILA		John Bowers
ILWU		J Spinosa
AMO	Michael McKay	

**FPC Steering Group**

367. At its June 2002 meeting in London, the FPC Steering Group was composed as follows:

Country and Union	Member	Position
<b>BELGIUM</b>		
BTB	Bob Baete	1st Vice Chair, Dockers Section
<b>BRAZIL</b>		
CONNTMAF	M Uruguaio	Latin America/Caribbean, Dockers
<b>CHILE</b>		
Sindicato de Oficiales de Marina Mercante Southship	Pedro Bascunan	
<b>CROATIA</b>		
SUC	Branko Berlan	
<b>DENMARK</b>		
SiD	Knud Hansen	Europe, Dockers Section
<b>GERMANY</b>		
ver.di	Dieter Benze/Manfred Rosenberg	

**GREAT BRITAIN**

NUMAST	Brian Orrell	Chair, Seafarers Section
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**GREECE**

PNO	Agis Tselentis	Vice Chair Europe, Seafarers Section
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**HONG KONG**

HKSU	Ting Kam Yueng	
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**INDIA**

Transport and Dockworkers Union	Manohar Kotwal	Asia/Pacific Dockers Section
NUSI	Abdulgani Serang	

**ITALY**

FIT-CISL	Remo di Fiore	
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**JAPAN**

AJSU	S Idemoto	Vice Chair Asia/Pacific, Seafarers Section
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**KENYA**

VACANT SEAT		Vice Chair Africa, Seafarers Section, Africa, Dockers Section
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**KOREA**

Federation of Port & Transport Workers Union	Oh Moon Hwan	
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**NETHERLANDS**

FNV BONDGENOTEN	Niek Stam	
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**PHILIPPINES**

AMOSUP	Captain Greg Oca	
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**RUSSIA**

SUR	Igor Pavlov	
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**SINGAPORE**

SMOU	Thomas Tay	1 <sup>st</sup> Vice Chair, Seafarers Section
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**SOUTH AFRICA**

SATAWU	Randall Howard	
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**SWEDEN**

SEKO	Tomas Abrahamsson	
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**TANZANIA**

Tanzania Seamens Union	A.H. Chande	Vice Chair Africa, Seafarers Section
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Tanzania Seamens Union	A.H. Chande	Vice Chair Africa, Seafarers Section
<b>UNITED STATES OF AMERICA</b>		
ILA	J Bowers	Chair, Dockers Section
SIU	Dave Heindel	2 <sup>nd</sup> Vice Chair, Seafarers Section
ILWU	James Spinosa	North America, Dockers Section
IOMMP	Capt T Brown	

### **The ITF Flag of Convenience Campaign**

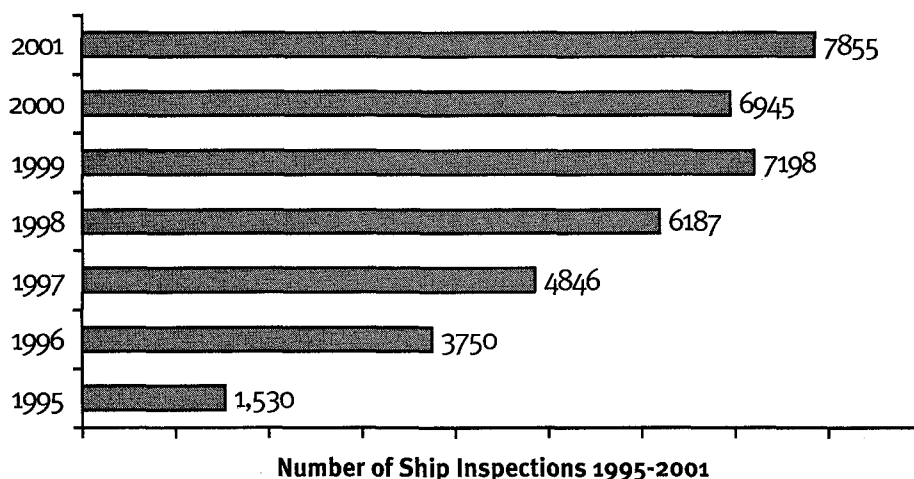
#### **Introduction**

368. The period under review has continued to see the ITF FOC Campaign expand both in terms of the political campaign to persuade the world's governments to put an end to the FOC system and, in terms of the ITF's industrial campaign, to defend seafarers' rights on FOC ships. The effects of 11 September have in particular focused government attention on the lack of transparency in the shipping industry. Meanwhile the proportion of the world's fleet covered by ITF-acceptable collective agreements has continued to rise, new collective bargaining structures have been established, and the number and geographical spread of the ITF inspectorate has increased considerably.
369. Within the Special Seafarers' Department, which is charged with the administration of the Flag of Convenience Campaign, there has been a major restructuring and expansion in staff to cope with the demands of the new situation. Following the appointment of Stephen Cotton to head the Department, former ITF Co-ordinator in Norway, Birger Pedersen was appointed as Assistant Secretary, SSD on a secondment basis.
370. The majority of the expansion in SSD staff has been in the Actions Unit, which also reflects the substantial expansion in the size of the worldwide inspectorate. Five new staff members have been recruited and the Unit has been organised into three teams dealing with: support and evaluation of the Inspectorate; the handling of strategically important wages and conditions claims; and targeted campaigns on a regional or shipowner specific basis. Inspectors and Coordinators are also being seconded on a regular basis to assist the Unit, which will help establish a closer working relationship with the Inspectorate.
371. Responsibility for the ITF Claims Unit, which handles personal injury and loss of life claims, was transferred from the Legal Department to the SSD on 1 March 2001. An in-depth review of this activity is being undertaken by a Working Party established by the FPC Steering Group.
372. In 2000, responsibility for the FOC Manila Office, which was established in 1998 to take over work previously done by external lawyers, was transferred from the ITF Legal Department to the SSD. A review of the office's operations is currently being carried out.

#### **The Inspectorate**

373. The ITF Inspectorate has continued to expand. In 1994 there were inspectors in 26 countries. In 1998 there were 105 inspectors in 39 countries and in 2002 there are 125 inspectors and co-ordinators in 41 countries.
374. During the period under review there has been a 27% increase in the number of vessel inspections and the inspectorate has reported the inspection of the following number of vessels – predominantly FOC but increasingly also national flag, especially following the

extension of the campaign against sub-standard shipping as mentioned above. Many of these inspections have resulted in the ITF's direct intervention on behalf of the seafarers concerned:



375. ITF Inspector training continues to develop. An ITF Worldwide Inspectors' Seminar was held in Manila, Philippines in 2000, attended by over 115 ITF Inspectors and Co-ordinators. There is also now a regular inspectors' training programme at ITF Headquarters. Peter Lahay (ILWU Canada) acted as training and development coordinator on a secondment basis until 2001, and it has now been decided to recruit a full time professional trainer to this position.

376. The inspectorate currently comprises the following:

**Key:** F = full-time, P = part-time, C = Coordinator, Ass. C = Assistant Coordinator

Inspector Name	Country	Union	Port	Full/Part Time
Roberto Jorge Alarcon	Argentina	CCUOMM	Buenos Aires	F
Anibal Andreallo	Argentina	SOMU		F
Matt Purcell	Australia	MUA	Melbourne	F
Ross Storer	Australia	MUA	Freemantle	F
Dean Summers	Australia	MUA	Sydney	F, C
Graham Bragg	Australia	MUA	Townsville	F
Frank Leys	Belgium	BTB	Antwerp	F, C
Jeris de Hert	Belgium	BTB	Antwerp	F
Ali Zini	Brazil	CONTTMAF	Paranagua	P
Luiz Fernando Duarte De Lima	Brazil	CONTTMAF	Rio de Janeiro	F, C
Renialdo Donizete de Freitas	Brazil	CONTTMAF	Santos	F
John Parsons	Canada	CAW	North Sydney	F
Peter Lahay	Canada	ILWU	Vancouver	F
Michel Desjardins	Canada	SIU	Quebec	P
Alredo Albarran Olivares	Chile	FETRICH		F
Miguel Sanchez	Colombia	UNIMAR	Cartegena	F
Predrag Brazzoduro	Croatia	SDUC	Rijeka	P, C
Vladimir Glavocic	Croatia	SDUC	Dubrovnik	P



Milko Kronja	Croatia	SDUC	Sibenik	P
John Jacobsen	Denmark	Metalsofart	Esbjerg	F, C
Kjartan Gudmundsson	Denmark	SiD	Copenhagen	F
Jaanus Kuiv	Estonia	ESIU	Estonia	F
Jan Orn	Finland	AKT	Helsinki	F, C
Markuu Uimonen	Finland	FSU	Kotka	P
Simo Nurmi	Finland	FSU	Helsinki	F, C
James Smith	France	CFDT	Paris	F, C
Yves Reynaud	France	CFDT	Marseilles	F
Pascal Pouille	France	FO	Dunkirk	F
Francois Caillou	France	FGTE	Le Havre	F
Ali Memon	Germany	ver.di	Bremen	F, C
Hartmut Kruse	Germany	ver.di	Rostock	F
Michael Blanke	Germany	ver.di	Bremen	F, C
Ulf Christiansen	Germany	ver.di	Hamburg	F
Jorg Stange	Germany	ver.di	Hamburg	F
Bryan Allen	Great Britain	RMT	N. England	F
Norrie McVicar	Great Britain	RMT	Aberdeen	P, C
Keith Jobling	Great Britain	RMT	S. England	F
George Vassilopoulos	Greece	PNO	Piraeus	F
Stamatis Kourakos	Greece	PNO	Piraeus	F, C
Borgthor Kjaernested	Iceland	SR	Reykjavik	F
Chimnoy Roy	India	CPSU	Calcutta	P
B V Ratnam	India	VPEU	Visakhapatnam	P
P Mohammed Haneef	India	CPSA	Cochin	F
D M Stephen Fernando	India	TPM&GS	Tuticorin	P
Narain Chandra Adhikary	India	CPSU	Calcutta	F
Tony Ayton	Ireland	SIPTU	Waterford	F
David Kritz	Israel	ISOU	Haifa	F
Carla Marchini	Italy	FIT-CISL	Rome Ass.	C
Giovanni Olivieri	Italy	FIT-CISL	Ravenna	F, C
Antonio Blasi	Italy	FILT-CGIL	Venice	P
Bruno Nazzarri	Italy	FILT-CGIL	Leghorn	F
Francesco Saitta	Italy	FILT-CGIL	Sicily	F
Gianbattista Leoncini	Italy	FIT-CISL	Taranto	F
Paolo Serretiello	Italy	FIT-CISL	Napoli	P
Piero Luigi Re	Italy	FIT-CISL	Genoa	P
Hideo Ikeda	Japan	AJSU	Kobe/Osaka	F
Mash Taguchi	Japan	AJSU	Yokohama	F
Shoji Yamashita	Japan	AJSU	Tokyo	F, C
Keiko Takahashi	Japan	AJSU	Tokyo	Ass. C
Salim Abdullah Salim	Kenya	NSUK	Mombasa	F
Bae Jung Ho	Korea	FKPTWU	Pusan	F
Kim Hye Kyung	Korea	FKSU	Seoul	F, C

Ko Kwang Jo	Korea	FKSU	Inchon	F
Sang Gi Gim	Korea	FKSU	Pusan	F
Norbert Petrovskis	Latvia	LSUMF	Riga	F
Charles Briffa	Malta	GWU	Vallette	P
Dionicio Serapio	Mexico	OCPNRM	Veracruz	F
Bert Kanter	Netherlands	FNV	Rotterdam	F
Ed Booister	Netherlands	FNV	Rotterdam	F
Ruud Touwen	Netherlands	FWZ	Rotterdam	F, C
Kathy Whelan	New Zealand	NZSU	Wellington	F, C
Aage Barheim	Norway	NOPEF	Stavanger	F
Nils Pedersen	Norway	NSU	Porsgrunn	F, C
Steinar Garberg	Norway	NSU	Hovag	F
Luis Amaya	Panama	FITTTAMPS	Colon	P
Londor Rankin	Panama	PCPU	Balboa/Cristobal	P
Andrzej Jaskiewicz	Poland	Solidarnosc	Szczecin	F
Andrzej Koscik	Poland	Solidarnosc	Gdynia/Gdansk	F
Joao De Deus Gomes Pires	Portugal	SEMM	Lisbon	F
Adrian Mihalcioiu	Romania	RSU	Constanta	F
Victor Soloviov	Russia	DUR	St Petersburg	F
Alex Ageev	Russia	SUR	Novorossiysk	F, C
Petr Osichansky	Russia	WTWUR	Vladivostok	F
Mary Liew	Singapore	SMOU		Contact
Mohammed Idris	Singapore	SOS		Contact
Branko Krznaric	Slovenia	SUS	Slovenia	F
Cassiem Augustus	South Africa	T&GWU	Cape Town	F
Thulani Dlamini	South Africa	T&GWU	Johannesburg	P, C
Sprite Zungu	South Africa	T&GWU	Durban	F
Mohammed Arrachedi	Spain	ELA IGECO	Bilbao	F
Joan Mas Garcia	Spain	FETCOMAR	Barcelona	F
David Echevarrieta	Spain	UGT	Algeciras	F
Miguel Coronado	Spain	UGT	Valencia	F, C
Jose M Ortega	Spain	UGT	La Coruna/Vigo	F
Pedro Novo	Spain	CC.OO	Las Palmas	F
Rufus Norton	Sri Lanka	CMU	Colombo	F
Carl Tauson	Sweden	SEKO	Gothenburg	P, C
Sven Save	Sweden	SEKO	Helsingborg	F
Annika Barning	Sweden	SEKO	Goteborg	P, C
Olle Borgstrom	Sweden	SWT	N. Sweden	F
Peter Lokvist	Sweden	SWT	Gothenburg	F
Lars Lindgren	Sweden	STW	UF, Ass.	C
Hsieh Cheng Chuan	Taiwan	NCSU	Taipei	F, C
Huang Yu-Sheng	Taiwan	NCSU	Keelung	F
Arthur Petipas	USA	SIU	Baltimore	F
Barry Binsky	USA	ILWU	San Francisco	F

Herbert Froberg	USA	IOMMP	Miami	F
Rudy Vanderhider	USA	ILWU	Los Angeles	F
Dwanyne Boudreaux	USA	ILA	Florida	F, Ass. C
John Sansone	USA	ILA	Washington DC	F, C
Lila Smith	USA	ILWU	Seattle	F
Tony Sasso	USA	MEBA	Miami	F
Jose Ybarra	USA	SIU	Houston	F
Don Thornton	USA	SIU	Detroit	P
Don Liddle	USA	ILWU	Portland	F
Enrico Esopa	USA	SIU/MEBA	E. Coast	F, Ass. C
Scott Brady	USA	SIU	Baltimore	F
Tony Sacco	USA	MEBA	Savannah	F
Ray Familathe	USA	ILWU	L. Angeles/L.Beach	F, Ass. C

### New Technology

377. A new computer system, the ITF Core System, is being developed. Although of general use to the ITF as a whole, the primary application of the system is to link ITF inspectors, regional offices and the SSD to online information on ships, shipowners, agreements and inspections. Included in this is a data link with Lloyds, which provides daily data on the movement of ships worldwide. Increasingly inspectors are being trained and equipped with laptop computers, which enable them to communicate quickly with each other and with the Secretariat.

### Major Policy Issues and Campaigns

#### *Oslo to Delhi*

378. The Delhi Congress ratified the policy document *Oslo to Delhi* and adopted a statement on minimum conditions on merchant ships, known as the *ITF Delhi Policy*, which replaced the *Geneva Policy*. The objectives of *Oslo to Delhi* have been largely implemented.

379. The *ITF Delhi Policy* extended the FOC Campaign to sub-standard national flag vessels. Subsequently, the FPC adopted the criteria for this extension in cases where individual bona fide national flag vessels are concerned. For an ITF action to be warranted, the individual vessel concerned must be considered "sub-standard" and/or operated in a manner that represents "unfair competition". The ITF blacklist has also been extended to include national flag operators and abandonment cases. ITF procedures for considering Bareboat Chartering applications in accordance with the ITF Delhi Policy have also been agreed.

#### *Cruise ship campaign*

380. The cruise ship industry continues to grow and accounts for a major part of seagoing employment. To deal with this, an ITF cruise ship office was established in Port Canaveral in September 2000. Substantial cruise line bankruptcies and abandonment of seafarers as a result have provided considerable work for the cruise ship office. A secondary office has been established in another major cruise port, Cozumel, Mexico in conjunction with FIT-CISL

#### *Offshore campaign*

381. In August 1999 the ITF Offshore Task Force Group was asked by USA Maritime affiliates to assist in a campaign to organise seafarers working in the Gulf of Mexico offshore oil and gas industry. ITF affiliates involved in the offshore oil and gas industry organised a

number of support activities including a Global Day of Action and sponsored a fact-finding mission to the Gulf of Mexico with delegates from Australia, Norway and United Kingdom. Action took place in support of the campaign in different regions of the world. In view of the importance of oil companies as major customers, the ITF has worked closely with the International Chemical Energy and Mineworkers Federation (ICEM) in this campaign. In February 2002, a major lawsuit was launched by Trico Marine Services Inc against the ITF. This lawsuit was withdrawn in June.

### ***Seafarers' Charter***

382. Following the formal incorporation of the *Seafarers' Charter* into the *Delhi Policy*, a number of affiliates contacted the ITF concerning difficulties they were experiencing in signing the document. The Charter has been revised into a *Code of Good Conduct*, which has now been finalised to enable the implementation of this policy document.

### **FOC Registries**

383. The *Delhi Policy* resulted in the adoption of new criteria for the designation of registers as flags of convenience. In view of this change the department is currently carrying out a general review of the registers designated as FOCs and all those registers that could be included. This review currently covers the following registries:

#### **Currently classified by ITF as FOCs:**

Antigua and Barbuda  
Bahamas  
Barbados  
Belize  
Bermuda (UK)  
Bolivia  
Burma  
Cambodia  
Cayman Islands  
Comoros  
Cyprus  
Equatorial Guinea  
German International Ship Register (GIS)  
Gibraltar (UK)  
Honduras  
Jamaica  
Lebanon  
Liberia  
Marshall Islands (USA)  
Malta  
Mauritius  
Netherlands Antilles  
Panama  
São Tomé and Príncipe  
St Vincent and the Grenadines  
Sri Lanka  
Tonga  
Vanuatu

#### **Under consideration for classification as FOCs:**

Anguilla  
British Virgin Islands  
Dominica  
Falkland Islands (UK)  
Fiji  
Georgia  
Ghana  
Grenada  
Mongolia  
Montserrat  
Nepal  
Palau  
Samoa  
San Marino  
Seychelles  
Sierra Leone  
Solomon Islands  
St. Kitts and Nevis  
St. Lucia  
The Turks and Caicos Islands  
US Virgin Islands  
Venezuela

**ITF Agreements/Dialogue with the Shipping Industry**

384. There has been a further increase in the number of vessels covered by ITF-acceptable collective agreements since the Delhi Congress:

1998 – 5500

1999 – 5600

2000 – 6000

2001 – 5800

385. The level of the ITF TCC benchmark figure for an Able Seaman set by the FPC has been a matter of considerable debate since the 1998 FPC, which ratified a decision taken in 1997 to increase it "in principle" from US\$1200 to US \$1,400 with effect from 1 January 2001, with commensurate increases in the ITF Standard and for other job categories in the Uniform TCC agreement.
386. Following this decision, it became increasingly clear from contacts with ITF affiliates and shipowner/manager groups who operate with ITF agreements, and following the economic and financial crisis in some Asian countries, that it would be difficult to implement in practice. Regular complaints from the shipowners' federation the ISF that ITF wages were unilaterally imposed, were combined with a refusal to negotiate. This situation led to the opening of informal discussions between the ITF and a body created by a group of shipping companies with direct experience of ITF agreements called the International Maritime Employment Council (IMEC).
387. In March 1999, IMEC indicated its willingness to find a mechanism for dialogue and the ITF designated a globally representative group to participate in the negotiations. This group included representatives of seafarers and dockers from USA, UK, Australia, Poland, Philippines, Italy, Sweden, Netherlands, India, Denmark, Greece, Russia, Singapore, Japan, Tanzania, Chile and Germany.
388. An ITF/IMEC Joint Forum was set up to discuss all issues relevant to the employment of seafarers on FOC ships. These negotiations resulted in a draft agreement which was presented to and agreed by the FPC in Valencia in July 2000. Having established a formal negotiating structure, the agreement provided for an increase in the ITF benchmark to the previously agreed figure of US\$1400 but in stages as follows:
- 01/01/2001 - US \$ 1250  
 01/01/2002 - US \$ 1300  
 01/01/2003 - US \$ 1350  
 01/01/2004 - US \$ 1400
389. Several groups of shipowners/managers, which have considerable numbers of ITF agreements, remain outside the IMEC structure, and efforts continue, together with the affiliates concerned, to expand the employers' group to make it more representative. The ITF/IMEC agreement does, however, effectively represent the first ever internationally negotiated wage agreement and as such is an important historic step forward in the process of social control over globalisation.
390. Subsequent to the events of 11 September, the shipping industry claimed that it was facing severe economic problems, and considerable pressure was exerted on the ITF to consider suspending the benchmark increases previously agreed. Despite these pressures, the increase due in January 2002 was implemented by all affiliates. A study on the economic impact post 11 September was commissioned by the ITF, and the 2002 FPC gave the Steering Group the mandate to consider, later in the year, whether any postponement of the increase due in 2003 was justified.

391. Alongside the TCC benchmark figure, the basic monthly rate applicable to an AB under the terms of the ITF Standard Collective Agreement was increased to US\$978 as of 1 January 2001 and US\$1,020 as of 1 January 2002.

#### **Assistance to Seafarers**

392. Collection of backwages for seafarers under FOC and national flag vessels during the period under review, and the number of vessels involved was as follows:

1998	US\$42,500,000	9,000
1999	US\$36,100,000	9,200
2000	US\$28,600,000	9,400
2001	US\$25,600,000	9,600

393. The ITF also handled loss of life and personal injury cases resulting in the following settlements:

1998	US\$3.2 million	86 cases
1999	US\$2.3 million	254 cases
2000	US\$2.2 million	229 cases
2001	US\$4.3 million	291 cases

#### **Action Weeks**

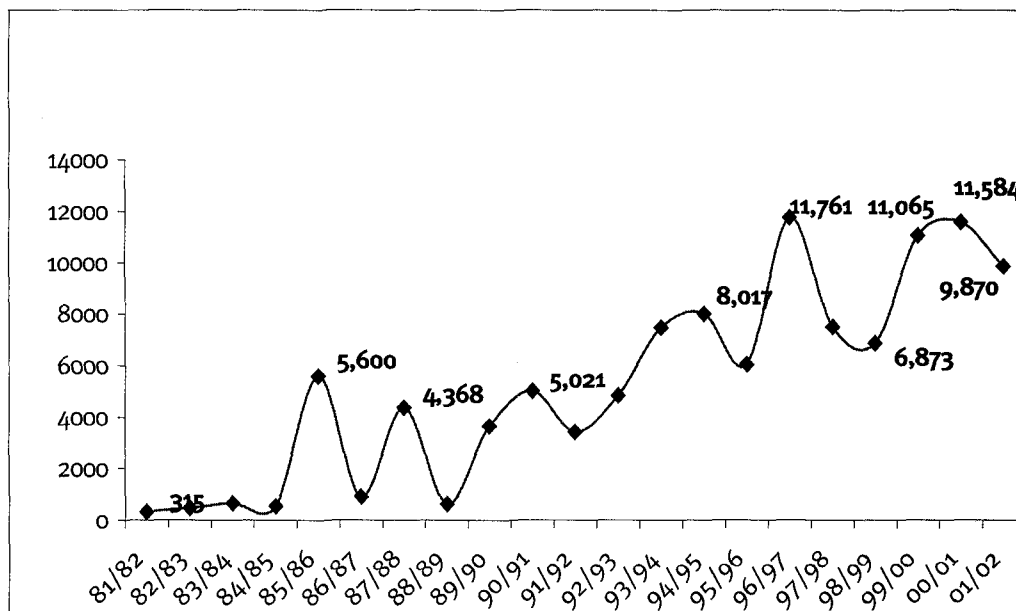
394. The ITF has continued to organise a series of Action Weeks each year, during which seafarer and docker affiliates worldwide are actively involved in action against ships which do not meet ITF standards and ship inspections. A worldwide day of action against flags of convenience and anti-union practices in the ports industry was organised on 4 December 1998 to commemorate the 40<sup>th</sup> anniversary of the first global boycott of flag of convenience ships in December 1958, called the PANLIBHONCO Boycott.
395. The Action Weeks strategy has increasingly been regionally based and involves issues of relevance to dockers' unions as well as FOC Campaign matters. Intensive preparation precedes each week, including regional/national seminars and the production of manuals. Action Weeks have been organised as follows:

Asia Pacific	16-20 November 1998
Europe	27 September-1 October 1999
Asia Pacific	29 November-3 December 1999
North Adriatic	27-31 March 2000
North America	18-22 September 2000
Europe	25-29 September 2000
Asia Pacific	16-20 October 2000
Europe	24-28 September 2001
Latin America	8-12 October 2001
Asia Pacific	8-12 October 2001

396. 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. It also enables direct action and generates publicity. These actions have resulted in a huge amount of back pay being recovered for seafarers and hundreds of new ITF agreements being signed. It has significantly increased the number of countries in which actions take place. These actions have also been accompanied by other campaign actions on port workers' issues. A limited number of action weeks, including one in Latin America and one in East Asia, are planned for 2002.

## ITF Seafarers' Trust

397. 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 and two non-voting Advisers are all ITF office holders. Under the terms of its governing Trust Deed, it makes grants designed to advance the spiritual, moral and physical 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 US\$160 million to more than 2,000 seafarers' welfare projects around the world. The table here below shows the grant expenditure in 1981-2002.



**Table: Trust Expenditure in 1981-2002**

398. The Trustees continued to make major changes in the way in which the Trust functions and the type of activity it supports during the period under review. The process of developing a set of detailed guidelines and updating grant application forms for those seeking financial assistance from the Trust was completed in March 1999. The Trust *Application Pack*, consisting of three new application forms, *Policy & Guidelines* document, *Grant Application Guidelines* and *Checklist* for trade unions, was distributed to ITF affiliates and welfare organisations worldwide. In order to promote its activities more effectively and in particular in developing regions, copies of the *Application Pack* are published in Russian, Spanish and French. The Trust also continues to publish an annual report, available to everyone interested in the Trust's work, which contains detail of Trust policy and grants made.

399. The last two years have also seen the further development and increase of manpower resources of the Trust. Under the overall direction of the ITF General Secretary, the Trust Administrative Officer Timo Lappalainen has continued to carry out the Trust's daily work and to implement the policy agreed by the Trustees. A thorough review of Trust policy and operations was carried out at a special two-day trust meeting in January 2002. The Trustees felt that there is a clear need for a new staff member to assist with evaluation and monitoring of Trust projects. Steps are therefore under way to appoint an Assistant Administrative Officer.

400. Trust meetings are usually held three times a year with one full day session to examine Trust strategy and other meetings, where possible held in conjunction with other ITF meetings to minimise travel for the Trustees.
401. The last four years have seen further shifts in Trust strategy, from a purely responsive grant-making charity towards a more dynamic and proactive body. In 1998, the Trustees agreed to start targeting more of its funds at developing regions in order to improve the level of welfare facilities and services for seafarers in these areas. Major regional development programmes, which are run over a period of four to five years and in a close cooperation with other international maritime welfare bodies such as the International Committee on Seafarers Welfare (ICSW) and International Christian Maritime Association (ICMA), have encouraged coordination between welfare bodies and enabled the Trust to maximise the outcome of its investments. In 1999 and 2000, for example, four-year development programmes were launched in West Africa, the Indian Ocean and South East Africa, as well as in the Commonwealth of Independent States (CIS) countries and Baltic States.
402. A number of major international projects were financed by the Trust during the period under review. These included:
- The International Seafarers' Assistance Network (ISAN), which provides a platform and main point of contact for a network of offices, organisations and centres and for all seafarers and their families who require assistance, support or information on a wide range of topics.
  - A grant of US\$1.3million to the International Labour Office (ILO) to help it launch a *Decent Work at Sea* campaign.
  - Funds of US\$1.3 million were advanced for a ship to shore calling project that is designed to provide seafarers with a cost-effective 24-hour telecommunication service for social calls.
  - A survey on ports with poor or non-existent welfare facilities to identify priorities for future Trust work.
  - A grant of £560,000 to the International Christian Maritime Association for its three-year "sailing chaplain" scheme to explore whether the concept of a social worker or counsellor sailing with a crew was feasible.
  - Involvement of the ICSW in providing monitoring assistance on Trust-initiated and sponsored regional welfare development programmes in Africa and East Europe.
  - Development of a three-year work programme for the International Sports Committee for Seafarers (ISS), a standing subcommittee of the ICSW, which is designed to help promoting ISS and sports activities worldwide.
  - Development of a four-year work programme for the ICMA in order to enhance the level of training of port chaplains and help ICMA promote its activities and maritime ministry to a wider audience worldwide.
403. Many of these projects paved the way for the Trustees' decision in January 2002 to shift the Trust's focus further towards a more strategic and international approach, which could be beneficial for the wider seafaring community. In this context, it is also likely that the percentage of grants awarded for categories such as buildings is likely be reduced.



404. The Trust has also focused on developing its publications and attending many regional and international welfare conferences, in order to promote its activities as widely as possible.

405. In January 2002, the Trustees of the ITF Seafarers' Trust were:

***ITF President***

Umraomal Purohit

***ITF Seafarers' Section Chair***

Brian Orrell

***ITF Seafarers' Section 1<sup>st</sup> Vice Chair***

Thomas Tay

***ITF Dockers' Section Chair***

John Bowers

***ITF Dockers' Section 1<sup>st</sup> Vice Chair***

Bob Baete

***ITF Executive Board Member***

Bill Morris

***ITF General Secretary***

David Cockroft

***ITF Finance Officer***

Bob Thomas

406. John Fay (USA) was a Trustee until he retired as Chair of the Seafarers' Section in 2000. Jimmy Knapp as one of the UK ITF Executive Board members was a Trustee until his tragic death in 2001.

407. In November 1998, the Trustees agreed, as a part of their review of Trust policy and strategy, to invite the 2<sup>nd</sup> Vice Chairs of the ITF Seafarers' and Dockers' section to Trustee meetings as non-voting advisers. In 2002, the advisers were:

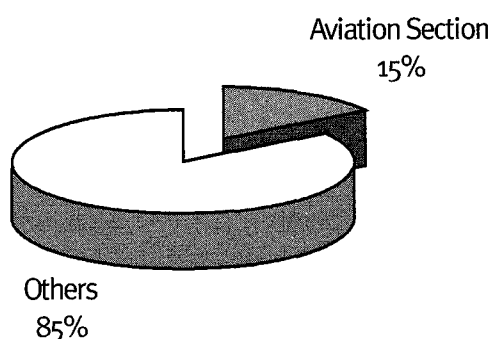
***ITF Seafarers' Section 2<sup>nd</sup> Vice Chair***

Dave Heindel

***ITF Dockers' Section 2<sup>nd</sup> Vice Chair***

Vacant

## CIVIL AVIATION SECTION

**Section Membership**

**1998: 477,675 members, 186 unions**

**2002: 602,399 members, 202 unions**

408. The aviation membership of the ITF shows a continuing increase over the period. There are probably more than 1 million unionised aviation workers worldwide. There is still, therefore, considerable scope for growth in ITF membership.

**Section Structure*****Section Chair***

George Ryde, TGWU (Great Britain, until March 2001)

Carla Winkler, IAM (United States, from March 2001)

***Section Vice Chair***

Jim Sprang, IAM (USA, until 2001)

Andreas Hess, OTV (Germany, until 2001)

Currently vacant

***Section Secretary***

Stuart Howard (until April 2000)

Shane Enright (from October 2000)

***Assistant Secretary***

Shane Enright (until October 2000)

Ingo Marowsky (from March 2001)

**The Secretariat**

409. Stuart Howard, Section Secretary, was appointed ITF Assistant General Secretary in April 2000. Shane Enright was appointed by the Executive Board to replace him in October 2000.

410. The Section Conference develops Section policy and is held once between Congresses. Additional Section meetings, open to all affiliates, are held when possible each year. A formal Section Conference was held in London in March 2001 at which George Ryde announced his retirement from his union and therefore from the Section Chair. He was elected Section Chair at the 1994 Geneva Congress. Carla Winkler (IAM, United States)

was elected as the new Section Chair and Andreas Hess (OTV/ver.di, Germany) as Vice Chair. Andreas subsequently left his union position and, in view of the proximity of the ITF Congress and after consultation within the Section, the General Secretary decided not to appoint a replacement.

411. The Section Committee meets around once a year and is made up of the Section Officers, the Chairs of the Ground Staff and Cabin Crew Committees, the Chairs of the various regional civil aviation committees, six members elected by the Section as a whole and a Women's Liaison Representative.
412. Membership of the Committee during 1998-2002 was:-

*Chair*

George Ryde, TGWU (UK), 1998 - 2001  
Carla Winkler, IAMAW (USA) 2001 to date

*Vice Chair*

Jim Sprang, IAMAW (USA), 1998 - 2001  
Andreas Hess, ver.di (Germany), 2001 - 2001

*Women's Liaison Representative*

Narelle Gill, FAAA (Australia), 1998 - 2001

*Ground Staff Committee Chair*

Claus Lindegaard, SiD (Denmark), 1998 to date

*Cabin Crew Committee Chair*

Betty Lecouturier, SNPNC (France) 1998 to date

*Asia Pacific Civil Aviation Committee Chair*

Darshan Paul, AICCA (India), 1998 - 2000  
George Abraham, AIEG (India), 2000 to date

*Latin American Civil Aviation Committee Chair*

Pedro Azambuja, SNA (Brazil), 1998 to date

*North American Civil Aviation Committee Chair*

Patricia Friend, AFA (USA), 1998 to date

*African Civil Aviation Committee Chair*

Ken Chipato, NAWU (Zimbabwe), 1998 to date

*European Civil Aviation Committee Chair*

Miguel de Julian, UGT (Spain), 1998 - 2000

Freddy Tack, CGSP (Belgium), 2000 to date  
Alejandra Barrales, ASSA (Mexico), 1998 - 2002  
Jagdish Lal, AIFFAEU (India), 1998 to date  
Lucca Martini, FIT-CISL (Italy), 1998 to date  
Henri Popelier, VNC (Netherlands), 1998 to date  
Andreas Hess, OTV/ver.di (Germany), 1998 - 2001  
Yves Veyrier, FETS-FO (France), 1998 to date

## Industrial Committees

413. In addition to the Cabin Crew and Ground Staff Committees and the various task groups or one-off meetings dealing with particular occupational categories or enterprises or alliances, and in view of new affiliations, it is now proposed to establish a standing Air Traffic Services Committee. For the time being the Flight Deck Committee is inactive.

## International Coordination within Airline Alliances and Transnational Operators

414. International union coordination based on airline alliances remains a priority for the Section. This has raised the issue of relations with some unions which are important within an airline alliance, but which are not, for various reasons, affiliated to the ITF. ITF *coordination structures for airline alliances* known as “solidarity alliances” each have a coordinator elected from the affiliates involved. These bodies are primarily about sharing information and developing better coordination. These bodies have not yet developed any collective dialogue with the employers.
415. The Section has also developed international union coordination within transnational ground service companies, particularly in catering and ramp services, in cooperation with other relevant Global Union Federations.

## Regional Activities

416. The high level of regulatory activity by the European Joint Aviation Authorities (JAA) and by the European Commission on international aviation issues has required a high degree of work in close cooperation with the ETF Aviation Section. Although slower, similar regional coordination is developing in other regions, each of which has its own civil aviation committee.

## Working Groups

417. The Section is operating an increasing number of working groups, which bring together technical experts from unions in different countries on practical issues. Many of these working groups operate largely by email rather than meetings.
418. The Occupational Health and Safety Working Group has given rise to an International Task Force on Aircraft Air Quality. Responsibility for meetings of this task group has been taken on by the Association of Flight Attendants (USA). Direct involvement by affiliates extends the range of activities which the Section can undertake.

## Major Policy Issues and Campaigns

419. Clearly the events of 11 September 2001 have profoundly affected the aviation industry. Many airlines have faced economic crisis or bankruptcy and as many as 400,000 aviation jobs are estimated to have been lost since then. Some would probably have been lost in any event, and in the medium to long term, it is anticipated that aviation will return to its historically high annual growth rates.
420. International terrorism has revealed significant shortcomings in aviation security. Many of these relate to the subcontract nature of employment. 11 September has also led to additional security responsibilities for aviation professionals such as cabin crews, air traffic services and airport staff. The Section has been active in providing a trade union input to international discussions on aviation security matters.

***Globalisation and Industrial restructuring***

421. Globalisation has involved a process of both concentration and fragmentation in the industry. Core and peripheral workforces have been established as airlines have outsourced many of their functions, often to global ground service operators. We have seen the emergence of “virtual” airlines in which almost all components are subcontracted.
422. In this environment, exacerbated by the liberalisation of ground handling, aviation workers have seen their jobs transferred between employers, and their wages and conditions subjected to massive downwards pressure. Foreign ownership and management is becoming a feature in many airports, as governments seek private capital and commercial expertise to expand operations.
423. Mergers of domestic airlines and the further development of international airline alliances affect workers through the rationalisation of routes, through the consolidation of out-stations, reservations and back-room functions and through the integration of fleets and personnel. The continued growth of low-cost carriers, many of which are non-union, represents a challenge to established carriers in an increasing number of countries.
424. As well as the ongoing work on union coordination in airline alliances, activities need to be developed looking at the impact of globalisation on air cargo, ramp handling, maintenance and catering. The Section plans to organise activities on airline mergers, the low-cost sector, and other strategic issues, which may help affiliates develop national and international responses to the key emerging trends.

***Economic Regulation***

425. Access to aviation markets is determined by the 50-year-old Chicago Convention, which sets a framework for aviation bilateral agreements between sovereign states and effectively prohibits majority foreign ownership of designated carriers.
426. Aviation services are so far excluded from the framework of the WTO GATS General Agreement in Trade in Services, but there is pressure from governments through bodies like the OECD to promote aviation economic liberalisation, with efforts to establish a separate regime for air cargo.
427. Global airline alliances represent an imperfect and perhaps transitory form of international consolidation. The Chicago Convention-based ownership rules, which give rise to them, are increasingly coming under challenge. Liberalised regional agreements, such as the single aviation market in Europe or the proposed Transatlantic Common Aviation Area, together with open skies accords, will generate further instability and risk allowing flags of convenience to enter aviation. Other regional blocs, such as Mercosur, are considering economic frameworks for their aviation industries.
428. In much of the airline industry state ownership is now the exception. Privatisation is now affecting airports and ground services too, without any limits on the nationality of investment capital. Corporatised air traffic services enterprises need to be placed on a far more stable financial footing than the current charging regimes generally permit.
429. Competition authorities are playing an increasing role in the sector, particularly in relation to airline mergers, and there is a continuing debate about the establishment of economic regulatory bodies to supervise privatised airport monopolies and commercialised air traffic services.

***Safety and Security Regulation***

430. Increasingly safety and security standards are being set internationally, but operators and manufacturers frequently use safety harmonisation as a cloak for deregulation. ITF affiliates are increasingly providing the time and resources which have allowed union experts to participate in the working groups of regulatory bodies such as ICAO and the JAA. The secretariat's role is increasingly to support and coordinate their work.
431. The post 11 September debates on security are opening up arguments about the impact of subcontracting and the importance of professionalism. The Section is assisting with the redrafting of the ICAO Cabin Crew Safety Training Manual and is advising ICAO on possible improvements to the cabin crew requirements contained in Annex 6 on Operations. The tragedy of 11 September also serves to remind governments and regulators of the need for an improved legal framework for unlawful acts on board aircraft, and the Section will continue to press for a global air rage treaty.

***Inter-modal and Cross-industry Coordination***

432. The British Airports Authority is now a rail operator. Patrick Stevedores in Australia is now an airline operator, through Virgin Airlines, as well as a ports operator. American Airlines has a "code-share" with the Thalys rail service for transfer passengers. Companies like UPS and Federal Express are not only road delivery firms but operate huge fleets of aircraft. The Section will need to develop increased coordination with other Sections of the ITF and cooperation with other Global Union Federations to deal with these multi-modal and multi-industry companies.

***Campaigns***

433. The most important Section campaign was the *Zero Air Rage* Campaign which, in 2000, involved aviation affiliates around the world participating in a range of campaign activities, sometimes with the support of airlines. ITF materials were distributed to large numbers of passengers and a very high degree of media coverage was achieved. This activity had an important effect in building confidence in the Section and creating awareness about the ITF. The Section needs to fully evaluate the campaign, which has now entered a new phase focused on lobbying key government representatives.

***Key Disputes and Solidarity***

434. Sustaining effective international solidarity is a continuing priority of the Section. There have been a growing number of attacks on the fundamental rights of aviation workers in countries such as the USA, Pakistan, Fiji, Argentina and El Salvador. The Section has been active in organising protests against such attacks.
435. The internationalisation of some disputes has at times required the ITF to play an important new role. The ITF Secretariat was invited, for the first time, to be a party to company negotiations to resolve the long-standing LSG Skychefs London Heathrow dispute. This dispute involved the TGWU union in Britain and assistance from the OTV in Germany and CUPE in Canada. There may be further instances in which the ITF plays such a role.
436. A large number of disputes took place in which ITF affiliates solidarity action had an effect. In one of these, involving Malev, the Hungarian carrier, the refusal of ITF affiliates in neighbouring countries to take over strike breaking maintenance work effectively led to the grounding of the airline and a successful conclusion to the dispute.
437. The Section has, at the request of the affiliates concerned, taken some tentative steps to support workplace organising by affiliates (in Delta Air Lines and Ryanair). The Section needs to develop a clear strategy concerning its involvement in such campaigns.

### **Publications, Studies and Surveys**

- 438. The *ITF Guidelines on the Prevention and Management of Disruptive Passenger Behaviour* have been widely praised by regulators and the industry and has firmly established the expertise of trade unions on the subject of air rage.
- 439. The Secretariat has produced a leaflet entitled *What is the Civil Aviation Section?*, which is available in a wide range of languages (including Turkish and Arabic) with assistance from affiliates.
- 440. The Section's previous collaboration with Cardiff University on the report *Contesting Globalisation* is set to continue, with the expected publication of an analysis of union strategies in response to the catastrophic downturn in the industry after 11 September. This report will expand on work carried out with the support of ITF affiliates by Professor Peter Turnbull.
- 441. It is anticipated that a joint project with the ILO on the ergonomic design of check-in stations will be published during 2002.
- 442. Since the 11 September crisis, the Section has produced a regular *Email News Briefing*, focusing on employment, bargaining, economic and security developments. Produced in English only and distributed as widely as possible, so far 30 editions of this bulletin have been issued. This means of disseminating information is likely to grow in importance and underlines the importance of ITF affiliates having email/internet access and overcoming the "digital divide".

### **Relations with Outside Organisations**

#### ***Trade Union and Professional Bodies***

- 443. Cooperation with other Global Union Federations, notably IUF, UNI and PSI, continues to take place in activities where membership overlaps, such as in catering, air traffic services and security.
- 444. The Section is building partnerships with professional associations such as the air traffic organisations IFATCA and IFATSEA, the pilots' organisation IFALPA and the aviation maintenance body AEI. The aim of these partnerships has been to complement the technical and professional orientation of these organisations with the industrial, economic, political and campaign expertise of the ITF. Dual membership of the ITF and the relevant professional bodies is often an option for individual associations and unions, and some of these bodies have taken steps to encourage their members to apply for ITF affiliation.
- 445. The International Cabin Crew Association (ICCA) ceased to exist in 2000, with a number of members applying to join the ITF. The remaining funds of ICCA were transferred into an educational foundation called ICCANet, which aims to produce a website and occasional seminars focused on cabin crew professional issues. The Section is supportive of this initiative and Stuart Howard, Assistant General Secretary, is a member of the ICCANet Board.

### **Intergovernmental, Standard-setting and Regulatory Bodies**

#### ***ICAO***

- 446. Deepening our engagement in ICAO is a top priority for the ITF. ICAO sets the framework for the global economic regulation of air transport and thus has a tremendous impact on the conditions under which aviation workers are employed. ICAO is also the global standard-setter for security and safety standards.

447. The ITF submitted a key economic policy paper to the ICAO General Assembly in 2001 and has participated in the work of the ICAO Air Transport Regulatory Panel, which is preparing for the 5<sup>th</sup> Worldwide Air Transport in March 2003. This will be a critical inter-governmental conference in determining the future of economic regulation in international air transport.
448. Although ICAO sets global safety standards, detailed technical requirements are elaborated by national authorities or the pan-European Joint Aviation Authorities. Work within the JAA, which is being transferred from the ITF to the ETF, is due to be taken over by the European Aviation Safety Agency, a specialist organisation of the EU. Increasingly, technical standards are being harmonised and initiatives in one domain are impacting on other jurisdictions.

#### ***International Labour Organization (ILO)***

449. A major boost to the importance of sectoral activities within the ILO was achieved with the successful conclusion of a major tripartite meeting in Geneva in January 2002 on *Civil Aviation: Social and Safety Consequences of the Crisis subsequent to 11 September 2001*. A meeting on civil aviation had already been included in the ILO's sectoral activities programme for these dates and, although the first reaction of the ILO employers' group was that 11 September meant such a meeting was impossible to organise, the ILO Director General, with some assistance from the ITF, intervened to ensure that the scope and agenda of the meeting was changed to deal directly with the crisis in the industry, and that participation was widened. A small "think tank" preparatory meeting was held in November 2001. When the meeting took place it was better attended than any previous ILO sectoral meeting. A large-scale programme of activities related to aviation is now under way within the ILO as a result of this meeting.

#### ***Employer Organisations***

450. The Section continues to maintain 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), Airports Council International (ACI), and the Civil Air Navigation Services Organisation (CANSO).

#### ***Regional Developments***

451. Regional activities continue to be a major priority and seminars are scheduled for South Asia and for the Southern Cone of Latin America (Mercosur). A project for Central America is under development, and additional initiatives are planned in Africa.
452. Aviation union coordination and cooperation at the European level is highly developed and is delivered through the ETF. European unions have faced major challenges during the past four years arising from the further liberalisation of the single European aviation market, particularly with the Ground Handling Directive and moves to integrate air traffic services through their Single Sky proposals. Efforts to introduce cabin crew "licensing" rules remain blocked by some governments, while employers have fought a long battle to try to prevent European flight and duty time limitations.
453. Having established a single internal aviation market in Europe, the EU has now shifted its focus to developing an even wider liberalised aviation area. In 2000 the framework of a European Common Aviation Area (ECAA) was negotiated with neighbouring states in Eastern and Central Europe. The EU is likely to push forward its proposal for a Transatlantic Common Aviation Area (TCAA). This would establish a single open aviation market between the US and EU. Unions on both sides of the Atlantic currently oppose this proposal. Key concerns relate to cabotage, wet leasing, unfair competition, and ownership.



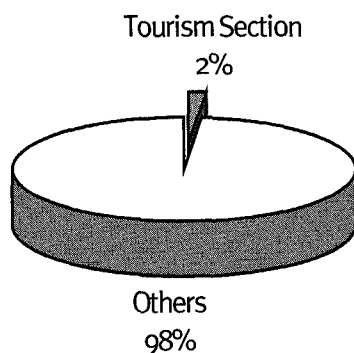
454. Aviation intergovernmental cooperation is also set to accelerate in Asia-Pacific, in Africa and in Latin America during the next four years. Agreements such as the APEC (Asia-Pacific Economic Cooperation) multilateral agreement, the Yamoussoukrou II declaration, and the work of ASECNA (the joint francophone air navigation body) will all need to be monitored. The ITF will push for union participation in all intergovernmental and regional forums discussing the future of the industry.

#### **Civil Aviation Work Programme 2002-2006**

455. The work programme will reflect the future activities noted in the report above. This will in particular include the priorities of:

- International trade union coordination in international airline alliances.
- International trade union coordination in transnational ground service operations.
- Economic regulation (especially the ICAO World Wide Air Transport Conference).
- Defending jobs (especially working with the ILO).
- Transatlantic Common Aviation Area.
- Personnel licensing.
- Setting up an Air Traffic Services Committee.
- Reactivating the Occupational Health and Safety Working Group.
- The Section plans to organise conferences or workshops on:
  - Aircraft maintenance
  - Aviation security workers
  - Air cargo
  - The charter industry
  - Trade unions and airline mergers
  - Union organising and low cost carriers.

## TOURISM SERVICES SECTION

**Section Membership**

**1998: 55,882 affiliated members, 59 unions**

**2002: 59,950 affiliated members, 61 unions**

456. The Tourism Services membership of the ITF expanded modestly over the period under review. The industry is probably the largest in the world in terms of employment, but the ITF Section remains one of the smallest ITF Sections. ITF Tourism Services affiliates mainly represent workers in travel agencies, tourist guides, and workers in car hire companies. Unions in other ITF Sections including aviation, seafarers, road transport and railways are also engaged in work connected with the tourism industry, and the majority of unions in the tourism industry are members of other global union federations including the IUF (for hotel and catering workers) and UNI (for workers in commerce). A large proportion of tourism employees are women and the majority of the sector is not organised in unions.

457. The Section's membership is not evenly distributed, with the overwhelming majority geographically located in Europe and in parts of the Asia/Pacific region. This is reflected in the activities of the Section.

**Section Structure***Section Chair:*

Richard Rosser, TSSA (Great Britain)

*Section Vice Chair*

Yukata Kasahara, KANKO ROREN (Japan)

*Section Secretary*

Shane Enright

*Assistant Secretary*

Ingo Marowsky

### **The Secretariat**

458. In May 2000 the Section Secretary Stuart Howard left this position to become ITF Assistant General Secretary. Shane Enright was appointed Section Secretary by the ITF Executive Board in October 2000. Ingo Marowsky was appointed Assistant Secretary in March 2001.

### **Section Conference and Section Committee**

459. The Section Conference develops Section policy and guides the Secretariat. The Section Conference is held once every four years during the ITF Congress.
460. The Section Committee is made up of members directly elected by all affiliates during the Section Conference. The Committee met in London in October 2000.
461. Membership of the Section Committee during 1998-2002 has been:

#### ***Section Chair***

Richard Rosser, TSSA (UK), 1998 – to date

#### ***Section Vice Chair***

Yukata Kasahara, KANKO ROREN (Japan), 1998 – to date

#### ***Women's Representative***

Harriet Yeo, TSSA (UK), 1998 – to date

#### ***General members***

Gerd Huetter, ver.di (Germany), 1998 to date

Tuula Lehmusto, AKT (Finland), 1998 to date

Elene Rodriguez, FETT-UGT (Spain), 1998 to date

462. The work of the Section is carried out in through a long-established process of cooperation with two other Global Union Federations (IUF and UNI) active in the field of tourism. The Section has also cooperated with the International Federation Of Journalists on an IFJ project concerning the media and sex tourism.

### **European Tourism Liaison Committee, ETLC**

463. In Europe, where a significant proportion of the ITF's tourism membership is located, a formal cooperative structure has been set up bringing together the Global Union Federations ITF, IUF, and UNI and their European counterparts. This is known as the European Tourism Liaison Committee, which has its office in Brussels. The ETLC is the recognised social dialogue partner for European tourism workers within the institutions of the European Community, and the ETLC has been active within the Council, Parliament and Commission. The Secretary of the ETLC is Kersten Howald. Richard Rosser, Chair of the ITF Tourism Services Section, is the current chair of the ETLC

### **Publications, Studies and Surveys**

464. In 1999, the Secretariat circulated a questionnaire to trade unions that organise employees in travel bureau companies. The results showed both that the industry has become concentrated and that it has a high proportion of women employees.
465. In 1999, the ETLC carried out, with financial support from the European Commission, a study entitled *What kind of jobs in tourism?* in order to get a better picture of social reality in the different sectors of tourism. The results clearly showed that a higher level of

professionalisation and better terms of employment and career perspectives are needed if the European tourism industry is to provide high-quality tourism services.

### Relations with Outside Organisations

466. The multi-stakeholder dialogue of the Seventh Session of the UN Commission on Sustainable Development was held in New York in April 1999. Trade unions were represented under the auspices of the ICFTU, and the trade union delegation was composed of 26 trade unionists from 13 countries. The ICFTU produced a document entitled *Workers and Trade Unions in the Web of Tourism* for this meeting.
467. The events of 11 September 2001 had a major impact on the tourism industry as well as the civil aviation industry. In October 2001, the EU Commission convened an ad hoc consultation meeting for the tourism industry. Later in the same month, the International Labour Office (ILO) held a tri-partite "think tank" meeting on tourism in addition to that for civil aviation referred in elsewhere. Coordination of the trade union input to this meeting was carried out by the IUF. In a report, the extent of the disruption to the industry was evaluated. It said that while most pressure was on the airline industry, sectors such as hotels, restaurants, car rentals and cruise ships were also at risk, as were tour operators and travel agencies. A 10 percent reduction in the volume of business was expected, resulting in about the same volume of job losses in the United States and the 15 countries of the European Union.

### Regional Developments

#### Europe

468. The 3<sup>rd</sup> European Trade Union Conference on Tourism was held in Berlin in March 1999. Under the general heading *Quality and employment in European tourism*, 60 trade union and employee representatives from 19 European countries discussed topics such as opportunities and challenges for European tourism, quality tourism and employee participation (the role of the Social Dialogue and European Works Councils), as well as flexibility and security, mobility, undocumented employment and the use of new technologies in travel and tourism and their impact on employment. Trade union participation was coordinated by the ETLC.

#### Asia/Pacific

469. An Asia/Pacific Tourism Services Conference took place in Bangkok on 22 September 2001. Discussions were dominated by the impact of the 11 September attacks on the tourism industry.

### Industrial Issues

470. The general trend in the travel and tourism industry towards integrated enterprises, is having an impact on employment and social conditions in the sector. In Europe, the creation of European Works Councils are one means of defending the interests of employees affected by transnational corporate restructuring. A large number of transnational travel and tourism enterprises already have European Works Councils or are in the process of establishing them. At the Conference: *European Works Councils in transnational travel and tourism enterprises*, in March 2000 in Turin, discussions took place between 40 trade union and employee representatives from 15 European countries, as well as representatives from tourism companies and European and international institutions.
471. As airlines create global alliances, tourism conglomerates are also becoming increasingly transnationally active. Trade unions representing employees of Hapag Lloyd in Germany and the Netherlands as well as Britannia UK, Britannia Nordic (Sweden) and Cors'Air

(France) which are all in the Preussag/TUI group of charter airlines, assembled for their inaugural meeting in London in April 2002. This meeting took place under the auspices of the ITF Civil Aviation Section.

472. A Conference entitled *The impact of the concentration process in the European travel and tourism industry on the tourism sector in the tourism destinations* in Tenerife, in March 2001, convened 45 participants (trade union officers and employee representatives from travel and tourism companies) who were joined by representatives from travel and tourism enterprises and international institutions. The ITF Secretariat was represented by the Assistant Secretary.

### **Child Sex Tourism**

473. In recent years, the problem of prostitution tourism has received more attention, especially where minors are affected. The tourism industry initially refused to acknowledge that it was affected, but has since taken a number of initiatives, such as providing information to passengers flying to areas that are well-known destinations for sex tourists. A workshop entitled: *The Contribution of the Tourism Sector to the Protection of the Children from Sexual Exploitation in Tourism*, in Yokohama, in December 2001, was organised by the World Tourism Organisation (WTO). It was immediately followed by another workshop: *Combating Child Labour in Tourism Industries in the Philippines*, which was organized jointly by Japan Trade Union Confederation (Rengo), ILO, and National Union for Workers of Hotel and Restaurant and Allied Industries (NUWHRAIN). Among more than 100 workshops held in the second World Congress against CSEC, this workshop was the only one that was organised by trade unions.

### **Code of Ethics in World Tourism**

474. In 1999, the World Tourism Organisation (WTO) proposed that an Industry Code Of Ethics should be developed. In spite of the fact that the trade unions had some doubts about this initiative as an effective means to improve social standards in the industry, the ITF, after consultation with its affiliates and the ICFTU, welcomed the concept of a Code of Ethics for an industry in which there exists very little real protection for the basic rights of workers, strongly reminding the WTO that such a Code should not be developed without consultation with labour.

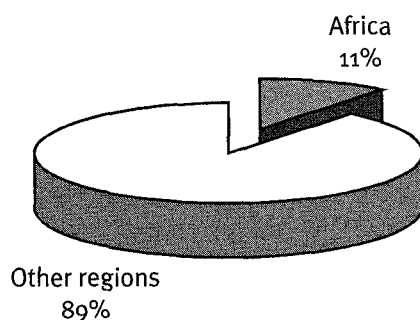
### **Section Work Programme 2002-2006**

475. Priorities for the coming years include

- Maintain participation in the ETLC.
- Regional activities in Asia Pacific.
- Joint ITF IUFI UNI International Trade Union Conference on Tourism.
- Increase links to tourism activities in other Sections.

## Chapter VI: Regions

### AFRICA



#### Regional Membership and Structure

1998: 369,068 members, 90 unions

2002: 398,603 members, 109 unions

#### *African Regional Vice President*

Randall Howard (South Africa)

#### *Regional Secretary*

Ben 'Roxy' Udogwu (Nairobi)

#### *ITF Francophone Representative*

Nazi Kabore (Ougadougou)

476. ITF membership in Africa has continued to develop since the Delhi Congress when it had trebled over the previous four years. The number of African countries with ITF affiliates increased from 33 to 39 over the period under review with unions from several other countries, particularly in North Africa, having expressed keen interest in affiliation.
477. The ITF African Regional Committee structure, first set up in 1994, was restructured at the 4<sup>th</sup> Regional Conference held in Nairobi in September 1998. A meeting of the Regional Committee was held in Abidjan in 1999 and the 5<sup>th</sup> Regional Conference was held in Nairobi in May 2002.
478. The Delhi Congress extended the number of ITF Executive Board seats for Africa to four, including one seat reserved for women members. The African Vice President elected at the Delhi Congress (Uzioje Ukaummuuna of Nigeria) and the African women's representative (Caroline Mandivenga of Zimbabwe, who was also an ITF Vice President) ceased to be Board members at the request of their unions. The Board co-opted Halimah Abdullahi (Nigeria) to take the women's seat for Africa in April 2001. At its meeting in October 2001, it elected Randall Howard as the new African Vice President and, at its meeting in April 2002, decided to leave one seat vacant until the Vancouver Congress.

479. In view of the large number of African countries, the Regional Committee is structured as follows:

- Four ITF African Executive Board members (the African President or Vice President acting as chair)
- Six sub-regional coordinators elected by the sub-regional committees (North Africa, Southern Africa, East Africa, Central Africa, West Africa, Indian Ocean.
- Five regional Section Chairs (road, railways, civil aviation/tourism, docks, seafarers/fisheries/inland navigation.)
- Three African members of the ITF Women's Committee
- The ITF General Secretary
- The ITF Regional Secretary

#### **Sub-Regional coordinators**

480. Sub-regional Coordinators are in place in West Africa, East Africa and Southern Africa. In West Africa, N Kabore (Burkina Faso), who also heads the ITF francophone office acts as coordinator, in East Africa, David Baliraine (Uganda) was appointed by the General Secretary to replace Quincy Musembe of Kenya who resigned and in Southern Africa, Abner Ramagolo (South Africa) to replace Lovemore Shana (Zimbabwe) who died suddenly in October 2001 after a long period of dedicated service as Subregional coordinator). Indian Ocean coordinator Moossa Ibrahim (Mauritius), and Central Africa coordinator, Guy Kuku Gedilla (Democratic Republic of Congo) were both elected at the African Regional Conference in May 2002. The position of North African coordinator remains vacant

#### **National Coordinating Committees**

481. The growth and strengthening of national coordinating committees has been the most important development in strengthening ITF affiliates in the period. With the exception of Angola and Malawi, all countries with more than one affiliate have set up Coordinating Committees. Although they vary in effectiveness, some have led to merger negotiations between unions or the creation of transport workers' federations and in many countries they provide valuable assistance to the ITF in considering requests for affiliation.

#### **Relations with Outside Organisations**

482. Cooperation with friendly organisations such as the ICFTU/AFRO OATUU and the Southern African Transport Coordinating Council (SATCC) have continued to grow as have relations with organizations providing assistance to trade union projects such as FES Germany, SASK Finland, FNV Netherlands, and the Great Lakes Initiative on AIDS (GLIA)

483. The Global Union Federations including the ITF continue to be very active in Africa. Cooperation between them has been strong with consultations on matters of mutual interest within the continent. The ITF Regional Secretary, continues to act as Corodinatorof the Global Union Federations in Africa.

#### **Education Activities**

484. There was a considerable increase in ITF education activities. Education work has particularly focused on sub-regional and sectional activities.

485. An ITF education project funded by SASK for unions in road transport assisted the campaign to improve recruitment, collective bargaining, health and safety in the African road transport sector. Seminars organized under this project include two West African seminars, and two in Southern Africa.

486. A series of Railways seminars dealing with Railway restructuring and Health and Safety including activities for Southern Africa affiliates in Zimbabwe and Johannesburg and a seminar on railway restructuring in Namibia in 2001. Two meetings of East African affiliates were held in 2001 and 2002.
487. Subregional seminars have been held focusing on organizing, cross border issues and the spread of HIV/AIDS in Nairobi in 1999, Abidjan in 1999. In cooperation with the FES, seminars have taken place in East Africa, West Africa and a Southern Africa. The first Central African sub-regional seminar was also held in Cameroon from 19-21 February 2001.
488. The Inland Navigation sector has not received adequate attention in Africa where it is important within the Great Lakes region. The first African Inland Navigation conference is scheduled to be held in October 2002. A series of national seminars have also taken place
489. A major issue in the region has been the spread of HIV/AIDS in which transport plays a major role. A programme funded by the FNV in Uganda from 1998 to 2000 was a catalyst in mounting the ITF's HIV/AIDS health education campaign aimed at road transport workers engaged in international routes. In which other bodies including UNAIDS are involved and a series of seminars have taken place Uganda Niger and Kenya.
490. For the future, strengthening national coordinating committees and sub-regional structures will be the focus of ITF educational activities in the region.

### **General Trends in the Region**

491. Political crises have continued to dominate many parts of Africa and have made the defence of workers' rights more difficult. The situation in Liberia has continued to worsen, while Sierra Leone after many years of war has recently held democratic elections. The DR Congo has faced further difficulties following the removal of Mobutu, and Zimbabwe has faced severe political problems including attacks on the trade union movement. Nigeria and Ghana has restored democracy. In an increasing number of African countries, it is now possible for trade union voices to be raised in open criticism against governments.
492. Africa's remains beset by a international debt, the low price of exports. Structural adjustment programmes promoted by the IMF and the World Bank have forced governments into making major cuts in the public sector which have weakened the economies and destroyed many transport jobs. ITF assistance in dealing with privatization and structural adjustment in transport is becoming increasingly important for its affiliates.

### **Major Disputes and Violations of Trade Union Rights**

493. The ITF participated in protests against violations of trade union rights in Tanzania, Morocco, Swaziland, Malawi railways and Cape Verde. ( over the privatization of the national Shipping line.)
494. In 2002, the ITF coordinated an international protest campaign on behalf of unions representing employees of Air Afrique when the 11 states who are the shareholders decided to close the airline, without any consultation.



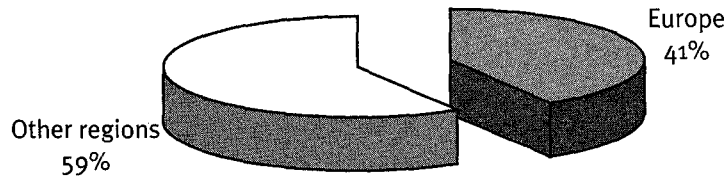
**Women Transport Workers**

495. Since the last Congress, the ITF has run a very successful women's education programme in Africa, funded by the FNV Netherlands. The aim of the programme is to build women's networks. The project focused on three subregions in Africa (Francophone West Africa, East Africa and Southern Africa).
496. Under the programme, a number of sub-regional seminars have been organized in Southern Africa, East African and West Africa. A final seminar under the project for Francophone women was held in Burkina Faso in 2001, and an Evaluation workshop for the East Africa women network was held also in 2001.
497. A regional women's seminar was held in Nairobi immediately before the regional conference in May 2002. The seminar dealt with women's structures within ITF unions, targets to increase women's participation in union leadership, the establishment of subregional and sectional women's structures, which could later form the basis of a regional women's committee.

**Work Programme 2002-2006**

498. The region will continue its project for education about HIV/AIDS, specifically geared to vulnerable occupational groups such as long distance truck drivers.
499. It will become increasingly important for the ITF to strengthen sub-regional structures to prepare them for more effective participation in a growing number sub-regional labour bodies, e.g. SATUCC in Southern Africa, EATUC in East Africa and OTUWA in West Africa.

## EUROPE



### Membership and Structures

**2002: 2,325,246 members, 206 unions**

500. The period under review has seen major changes in European structures. The 39<sup>th</sup> Congress in Delhi adopted a motion endorsing the conclusions of the joint working group on relations between the ITF and the Federation of Transport Workers' Unions in the European Union (FST – now dissolved). This proposed that all existing FST and ITF European structures should be wound up and replaced with a new structure, which would act at the same time as the ITF's European Region and as the Transport Federation of the European Trade Union Confederation.
501. The motion followed intense discussions over a number of years about the degree of duplication between the work of the ITF in Europe and of the FST (which had represented trade unions in European Union and European Free Trade Association countries) as well as the situation involving financial irregularities, which had led to the resignation of the FST Secretary General in 1998. The same decision had already been taken by the Coordinating Committee of the FST, its governing body, in October 1998.
502. Various meetings of the ITF/FST working group under the chairmanship of ITF European vice President Wilhelm Haberzettl took place in late 1998 and early 1999, followed by a final meeting of the FST coordinating committee in March 1999. In late 1998 the ITF Executive Board agreed to make a loan to the FST of £100,000 to cover the large deficit revealed by an audit of its financial situation and enable the FST's staff to be maintained during the period of transition to a new ETF. This loan was subsequently written off, leaving the ITF as one of many parties that suffered financial loss as a result of the actions of the former FST Secretary General. The FST Coordinating Committee adopted a new draft constitution for the European Transport Workers' Federation. This draft was subsequently endorsed by the ITF Executive Board in April before being adopted by the founding Congress of the ETF, which took place in Brussels on 14-15 June 1999.
503. Invited to the Congress were member unions of the FST and European affiliates of the ITF (from Central and Eastern Europe), as well as transport federations of the CGT in France, which had recently decided to join the FST. The Congress was preceded by a briefing meeting, which the ITF General Secretary held with ITF affiliates from Central and Eastern Europe. The Congress was attended by 290 delegates from 126 unions in 34 countries and it elected Wilhelm Haberzettl (Austria) as ETF President and Graham Stevenson

(TGWU UK) as Vice President. Under the ETF Constitution, the ITF General Secretary is an ex-officio member of the ETF Management and Executive Committees.

504. Following a shortlist and interview by the Management Committee, the ETF Executive Committee in September 1999 appointed Doro Zinke (OTV Germany) as ETF General Secretary.
505. Meetings of the ETF Executive Committee have since taken place at approximately six-month intervals, either in the capital city of the country holding the presidency of the EU Council of Ministers or in Brussels.
506. The bulk of the ETF's work continues to be carried out within the different sections where the ETF is a recognised partner in the EU Sectoral Social Dialogue. In its 1992 White Paper, the European Commission committed itself publicly to transport liberalisation in all modes. This process was finalised for road freight transport, air, maritime transport, and inland navigation by January 2000, although proposals for rail, public transport, and the ports are still under discussion. In its work to combat the negative effects of liberalisation on working people, the ETF uses two main methods. One is lobbying the EU institutions and participating in the EU Sectoral Social Dialogue. The other is participating in solidarity actions and ITF campaigns.
507. One of the most important issues for European transport workers is working time. Since 1993 the whole of the transport sector has been excluded from the EU's Working Time Directive. Since then, transport unions have been working within the social dialogue structures to secure agreement to specific directives for each Sector. In the Maritime, Civil Aviation and Rail Sectors this has been largely successful, but in Inland Navigation and Road Transport there was failure to gain agreement. In 2002, however, after a long ETF campaign, a Working Time Directive was published. Against the ETF's wishes, self-employed drivers will be included only after an initial period, although the Spanish Government has taken legal action aimed at opposing this part of the Directive. Negotiations are still continuing in the Railway Sector for more specific provisions.
508. Other campaign issues for the ETF Sections are:
  - Opposition to forced tendering in public transport.
  - Promoting protection for the role of workers in international aviation agreements and opposing the creation of a single European sky for air traffic control.
  - Liberalisation of Europe's railways and the effects on railway workers' jobs and conditions.
  - Opposition to proposals to liberalise Europe's ports through competition policy.
  - Reform of the common fisheries policy and
  - The need to ensure European conditions for those engaged in intra-European sea transport and revision of state aid guidelines in maritime transport.
  - Minimum manning standards, working and rest time provisions on inland waterway vessels; free shipping on the Danube for inland navigation workers.
509. Major policy initiatives include a response to the Commission's 2001 White Paper on Transport Policy and programmes for unions in Central and Eastern Europe, including the transport corridors established under the Trans European Networks. One of the factors behind the decision to create the ETF was the irreversible process of enlargement in Europe. The ETF new structure was meant to reflect this regional integration process and therefore the ETF became one of the first pan-European Industrial Federations. The ETF

Zagreb Congress decided upon a number of priorities with regards to the countries of Central and Eastern Europe, including the promotion of social dialogue and increased participation by these affiliates in ETF policy-making.

510. Ensuring a consistent approach to the establishment and work of European Works Councils for multinational companies operating in the transport sector is still a priority, and ITF Secretariat members continue to provide maximum support to the ETF.
511. The first ordinary ETF Congress took place in Zagreb, Croatia from 17-18 May 2001. The Congress adopted various changes to the ETF Constitution, including the creation of Women's structures. It decided that the General Secretary will be elected by the Congress and agreed on an increase in ETF affiliation fees, as well as the possibility of giving reduction rates to countries from Central and Eastern Europe. It adopted motions on public services and transport issues. The Congress re-elected the President and General Secretary of the ETF.

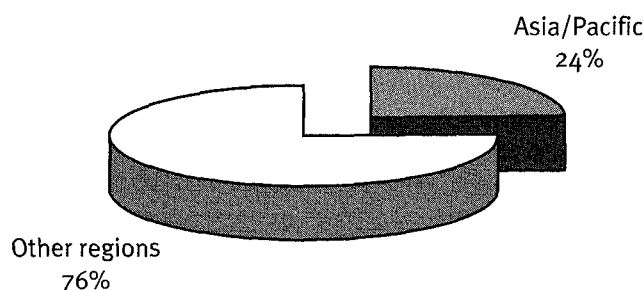
#### **Moscow Office**

512. The ITF Moscow office under Mikhail Lyakov has continued to provide support to ITF activities in the NIS countries, and particularly to maritime trade unions. A series of activities for affiliates in the various Sections have been reported elsewhere, and the office coordinated preparations for the ITF Executive Board meeting, which took place in Moscow in October 2001. Lyakov will continue to work closely with the ETF, particularly in relation to the Trans European Network Corridors project. He is currently chair of the coordinating committee of Global Union Federations within the NIS countries.

#### **FST Administration Committee**

513. Following the dissolution of the FST, responsibility for handling legal and financial matters was given to an Administration Committee, comprising individuals from unions which made up the former FST Presidium, and additional unions from Belgium and Germany. The ITF General Secretary acts as the Committee's Secretary. The Committee has dealt with two main issues. One is the criminal case lodged originally by the FST Presidium against Hugues de Villele, the former FST Secretary General. A number of meetings have been held with the Judge responsible and the Belgian police, and an expert appointed by the Judge has conducted an intense examination of FST files. Although the case was originally launched in 1998, no conclusion yet appears to be imminent.
514. The second issue is the large financial debt, amounting to more than 1 million Euros which the European Commission alleges is owed to it by the FST and hence by the FST's member unions. Although various meetings have been held with the representatives of the Commissions, and proposals made for the settlement of that part of the funds advanced which were actually used for the benefit of FST activities, no negotiated solution has yet been reached. In theory, member unions of the FST have been placed on a Commission blacklist, depriving them of Commission subsidies for legitimate social dialogue activities in the transport industry.
515. While often not maintained in practice, this situation seriously hinders the work of the ETF and attempts are still under way, with the assistance of the European Trade Union Confederation (ETUC), to resolve the matter. In the meantime, despite a clear ruling from the judge charged with the criminal case against Hugues de Villele that any civil case must wait until his investigations are concluded, the European Commission has launched a civil action for recovery of the amount, against those unions who were members of the FST Administration Committee when it was established. The ITF General Secretary, making use of a reserve from FST funds, which was allocated for this purpose in 1999, continues to defend the case on behalf of former FST member unions although the objective remains a negotiated settlement.

## ASIA/PACIFIC

**Regional Membership and Structure**

**1998: 1,036,784 members, 152 unions**  
**2002: 1,061,879 members, 174 unions**

***Chair, Asia/Pacific Regional Committee***  
 Zainal Rampak, TWU (Malaysia)

***Vice Chair***  
 Sakae Idemoto, AJSU (Japan)  
 Capt. Naveed Aziz, PALPA (Pakistan)  
***Regional Secretary***  
 Shigeru Wada (Tokyo Office)

***Deputy Regional Secretary***  
 Mahendra Sharma (Delhi Office)

***Japanese Office Representative***  
 Ryutaro Morisaki

516. Despite the economic turmoil and political uncertainties which prevailed the region over the last four years, the ITF strength in the Asia/Pacific has remained steady and in some areas the ITF has seen increased membership. Although there is a worrying trend of declining trade union membership in some industrialised countries in the region, this has been offset so far by an increase in other countries. During the period unions from Cambodia and Uzbekistan joined the ITF first time, bringing the total number of the countries in the region which have ITF affiliates to 28. Many new affiliates were accepted to the ITF from this region in general and from South Asia in particular during the period.
517. There are still, however, several countries in which no ITF affiliates exist. Obstacles to the functioning of democratic trade unions remain in countries such as China (PRC), Vietnam and North Korea, although practical working relationships to help transport workers (mainly seafarers) are being developed in some of these countries. A high level ITF Executive Board mission to China was planned in 2000 but not realised, due to disagreements between the ITF and the ACFTU, the official Chinese 'trade union' umbrella body, over the conditions under which the visit could take place. Efforts to assist the establishment of transport trade unions in East Timor and Afghanistan are under way in

cooperation with affiliates and other Global Union Federations. For those countries where trade unions are totally prohibited such as Burma the ITF tries to highlight the problem internationally while providing assistance to struggling “illegal” unions, such as the Seafarers’ Union of Burma which operates in exile and is an ITF affiliate.

### **Regional Offices**

518. The region continued to be serviced by the Tokyo Office as the main regional office and the Delhi Office as the sub-regional office. The Tokyo Office takes overall responsibility for the region and also provides Japanese language services under the supervision of the Japanese Office which services the Japan Coordinating Committee (JCC). Plans are in hand to merge the Japanese Office/JCC functions with those of the Japanese federation of Transport workers (Koun Rokyo). The Delhi Office is responsible for operations in South and Central Asia as well as for trade union education activities throughout the region. Both offices are being increasingly involved in the day-to-day running of the ITF FOC Campaign and other section campaigns.

### **Regional Conference and Committees**

519. The ITF structures in the region are well-established with the following bodies meeting on a more or less regular basis:

- Asia/Pacific Regional Conference: This is held once every 4 years for all affiliates. The last conference was held in Bangkok in September 2001 with more than 300 delegates and advisors participating in the four day meeting. Shoshiro Nakanishi (AJSU Japan) retired from the APRC Chair after holding the position for 12 years. He was succeeded by Zainal Rampak. During the Conference each ITF Section held a full regional section meeting.
- Asia/Pacific Regional Committee (APRC): Normally held once a year for members who, apart from ex-officio members, are nominated on one member per country basis. The APRC meetings were held in New Delhi (1998), in Bangkok (1999), in Taipei (2000), briefly during the Regional Conference in Bangkok (2001) for election and in Seoul (2002).
- Regional Section Committees and Meetings: Each ITF Section has either an established regional section committee such as the Asia/Pacific Seafarers’ Regional Committee (APSRC) or regional section meetings
- National Coordinating Committees: Established in almost every country in the region in order to liase ITF activities in the country. As more and more campaign-based activities are introduced the role of the NCC has increased significantly.

### **General Trends and Major Developments in the Region**

#### ***Globalisation***

520. Having been hit by the so-called Asian Currency Crisis in the mid 1997 the political and economic situation of the Asia/Pacific region in the last four years could be described as an odd mixture of collapse, recovery, progress, hope, despair, optimism and uncertainty. The much talked about “Asian Miracle” and the long-touted consequent “Pacific Century” has lost its glamour for the time being, and instead, “globalisation” and policies imposed by financial bodies such as the International Monetary Fund (IMF) and the World Bank have come increasingly to dominate the Asia Pacific region.

521. IMF policies which have been imposed on countries, such as Thailand and Korea, as the conditions for sanctioning its loans, have affected the livelihoods of working people, including transport workers. Even those countries which avoided IMF conditions were affected by globalisation, with many jobs lost as a result of downsizing, bankruptcy, privatisation, deregulation, contracting out and casualisation. Many ITF affiliates in the region have been forced to defend their members' interests in a number of serious disputes. In some of these disputes, harsh anti union tactics on the part of employers and governments were often witnessed. The police and even the military have been used against legitimate and normal trade union activities.

### Trade Union Rights

522. As far as the trade union and human rights situation is concerned significant improvements took place in certain countries over the last four years. Indonesia, where the people threw out the Suharto regime, is one such country. Following the ratification of ILO Convention No. 87 on Freedom of Association in 1999 many improvements were made in trade union rights in the country including the right to organise for public sector workers in the key transport industries such as railways and civil aviation. The ITF was also instrumental in assisting Indonesian transport workers to develop democratic and independent unions. Korea, New Zealand and Thailand also saw significant improvements as restrictive trade union laws were changed after many years of union struggle, although serious problems persist particularly in Korea.
523. However, in some countries the trade union rights situation remains the same or in some cases has worsened. No improvement at all was seen in Burma, although Aung San Suu Kyi was released in early May in 2002 after nearly 2 years of house arrest. The Regional Secretary visited Rangoon soon after her release and met her in the office of the National League for Democracy. The Seafarers' Union of Burma (SUB) has not been allowed to operate within Burma. In China seafarers who were imprisoned for contacting an ITF Inspector have now been cleared of 'revealing state secrets' and released from prison, although their assets remained confiscated by the authorities. Trade union rights of Pakistan transport unions have also been attacked under both civilian and military governments. Union activities were banned in parts of the railways and at Pakistan International Airlines.
524. The turn of the century unfortunately saw no reduction in the number of conflicts, political turmoil and acts of terrorism in the region. Many thousands of innocent citizens were killed and injured in regional, religious and ethnic conflicts in East Timor, India, Indonesia, Solomon Islands and Sri Lanka. Transport workers were often among the victims. The ITF and its affiliates were not only quick to condemn such atrocities but also active in organising protests and in some cases sanctions against those who were responsible.

### ITF Campaigns in the Region

525. The region was at the forefront of various ITF Section Campaigns, during the last four years. From the "Fatigue Kills" Campaign in Road Transport, to the most recent civil aviation's 'Zero Air Rage Campaign', affiliates in the region and in South Asia in particular mobilised a great number of union members for rallies, lobbying and the distribution of handbills. The round-the-world voyage of the *Global Mariner*, the ITF Campaign ship, also proved the ability of the region to mobilise the people.
526. The region has become one of the hot spots for the ITF FOC Campaign activities after maritime affiliates have successfully organised Weeks of Action. Coordination among ITF Inspectors, seafarers' and dockers' affiliates, with other regions and with the ITF Secretariat has markedly improved.

**Education Activities**

527. Trade union education has remained as one of the key activities in the region. In cooperation with various donor organisations the ITF has been conducting several education programmes in developing countries in South Asia and South East Asia as well as thematic seminars at national, sub-regional and regional basis. Particular priority was given to assist the development of women's activities in the region. The ISUDP programmes for certain seafarers' unions were also being conducted. In the South Pacific the ITF joins the South Pacific Ocean Confederation of Trade Unions (SPOCTU) education courses. More detailed report on the education activities are given in the separate section in the report.

**Women**

528. Women's activities in the region have been strengthened by a women's network education project, funded by the FNV Netherlands, which was initiated in December 2000. Extensive activities have taken place in six countries, and the first phase of the project has been very successful in identifying and creating a network of 42 women activists and contact persons.
529. An ITF Asia-Pacific Regional women's seminar was held in Bangkok in September 2001. The 52 participants of this Conference, many of whom had attended sub-regional seminars as part of the education project, shared experiences in building networks at the local level, and emphasized the need for effective representation for women in union structures at decision-making levels.

**Relations with Other Organisations**

530. The ITF continued to cooperate with ICFTU-APRO and other Global Union Federations in the region. Much closer cooperation was achieved during the period especially in the campaign for restoring democracy and human and trade union rights in Burma and assisting trade union developments in Indonesia and East Timor. Regular consultation meetings are held regionally among these organisations and Wada has been elected as the coordinator for 2002 and 2003. The ITF has also participated in many ILO activities in the region including its 13<sup>th</sup> Asian Regional Conference in August 2001 in Bangkok.



## AMERICAS

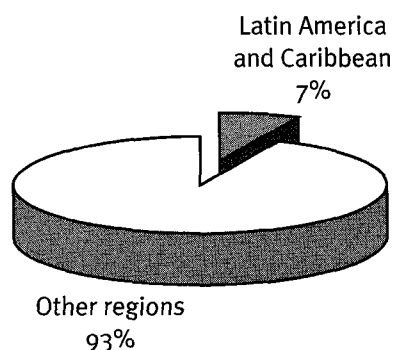
### Regional Structures

531. Following a conference on Interamerican regional economic integration held in Mexico City in 1996, which noted the increasing importance of the Free Trade Area of the Americas (FTAA) for transport workers in the Americas, and following consultation with affiliates, the ITF convened an Inter-American Regional Conference in Miami in July 1998. The Conference recommended to the ITF Executive Board the principle of a new Interamerican ITF structure to promote closer cooperation between ITF affiliates in North America, Latin America and the Caribbean and gave responsibility for it to the ITF Rio de Janeiro office. The structure would be reviewed after a period of 2 years.
532. Following that meeting, attempts were made to convene an Interamerican regional committee made up of national/subregional coordinators from Latin America and the Caribbean and with all the affiliates in North America free to participate if they so wished. The Inter-American regional committee met only once, in Rio de Janeiro, Brazil, in October 1999 and the participation from North American unions was limited.
533. That meeting agreed to examine the issues relating to the creation of an inter-American structure in more detail in three sub regional seminars . Two of these, one for Latin America and one for the Caribbean, took place in 2000, but proposals for a North American seminar did not command support from the affiliates concerned. Plans to organise a consultation meeting for North American affiliates are still in hand, but for the time being, the Latin America and Caribbean unions have worked jointly, including holding a regional conference held in May 2002 which adopted conclusions agreeing to continue with a Latin America/Caribbean structure for the time being but appealing to North American ITF unions to consider eventually participating in an Interamerican structure.

### Regional Office

534. Following the retirement of Mauricio Sant'Anna in July 2000, Antonio Rodríguez Fritz was appointed Regional Secretary based at the ITF Americas office in Rio de Janeiro. He is assisted by Filomena García and by regional education coordinator Jose Iglesias. The Caribbean sub-regional co-ordination is in Georgetown, Guyana, headed by, Carvil Duncan.
535. Some members of the secretariat attended a seminar for regional representatives of all global union federations in the ILO training centre in Turin, Italy in 2001 and another on Gender Issues held in San José, Costa Rica.

## Latin America and the Caribbean



### Membership Trends

**1998: 231,873 members, 82 Unions**

**2002: 245,874 members, 89 Unions**

536. While membership in the period appears to be relatively stable, the dramatic economic crisis in the region, particularly in Argentina, will inevitably result in a severe loss of union membership.

### Regional Structure, Governing Bodies

537. At the 1998 Miami conference, provisional committees were appointed for Latin America and for the Caribbean. At the 2002 Mexico City conference, these were integrated into a single Latin America/Caribbean structure.

### Regional Committee for Latin America & the Caribbean

#### *Regional vice-president for Latin America and the Caribbean*

Juan Palacios (chair)

#### *Executive Board members*

Alicia Castro

Omar Gomes

Francis Mungroo

#### *National/Subregional coordinators (as agreed at the 2002 regional conference)*

Argentina

Brazil

Chile

Central America

Mexico

Andean

Venezuela

Uruguay/Paraguay

Caribbean

#### *Woman's representative*

Janaina Fernandes (1998)

Marlene Ruza (2002)

538. Regional Committees exist for all the industry sections and were reconfirmed at the Medico City conference. National Co-ordination Committees have been effective in some countries as a means of solidarity at a national level, and as co-ordinating agents to achieve common goals.

### General Trends

539. Several major events have occurred in Latin America and the Caribbean in recent years, which have negatively affected the union movement in the region. Transport unions have suffered job losses from privatisation, deregulation and globalisation. Some privatised companies have lost up to 90% of the workforce, as is the case of the railways in Argentina, Brazil and Mexico and the ports in Peru. There is an increasingly aggressive anti-union attitude by some of the new private employers. Unions have played a leading role in actions against privatisation in Argentina, Peru, Chile and Brazil.
540. There has been a major economic downturn. This has been seen most sharply in Argentina which recently suffered a devaluation of over 200% and unemployment of around 25%. Given the importance of its economy, this has had serious repercussions for other countries in the region.
541. Although the majority of countries in the region now have democratic governments, political chaos still continues in several as evidenced in an unsuccessful coup d'état in Venezuela and recent resignations of Presidents in Ecuador, Paraguay and Peru. Argentina's political and economic crisis resulted in five presidents in a week. Vicious human rights abuses continue in Colombia, including the murder of more than 2,000 union and community activists.

### Education Activities

542. Over the past four years education activities have played a leading role in the region. In addition to programmes supported by donor organisations, a number of national and subregional seminars have been conducted by the ITF regional office. Jose Iglesias from the region office acts as regional education coordinator.
543. The different education activities performed in the Region have included:
- National projects in Panama (in co-operation with SASK Finland) and Costa Rica (in co-operation with the Social Justice Fund of CAW Canada).
  - A Training of Trainers Programme for Latin America and the Caribbean (several seminars, including one for the national co-ordinators on identifying education needs), in co-operation with FES Germany.
  - An Educational Training Discussion Programme, in co-operation with facilitators from CAW.
  - An Education Project on Port Reforms and Privatisation, directed at union organisations in El Salvador, Guatemala, Honduras, Nicaragua and the Dominican Republic (including a sub-regional seminar on the beginning and end of the project, and two rounds of national workshops held in each country). In cooperation with FNV (Netherlands, SiD (Denmark) ACILS the United States.
  - A union education project of road transport workers in Central America, in co-operation with the ACILS. The project included a sub-regional seminar in Honduras, followed by a round of national workshops in El Salvador, Honduras and Guatemala.
  - A Road Transport Workers Project for Latin America, with a three-year duration (2001-2004) in co-operation with SASK Finland and the support of ACILS.
  - Seminars on the Flag of Convenience Campaign, held in Argentina, Brazil, Colombia, Honduras, Jamaica, Panama, Paraguay and Trinidad and Tobago.

- A preparatory Seminar for the First Latin America FOC Week of Action, held with the participation of all Seafarers and Dockers' unions in the Region, as a preparatory landmark for the First FOC Week of Action in 2001.
- National seminars for docks and road transport in individual countries.

### **Women**

544. Activities for women have focussed on the women's network education project, funded by the FNV, which was initiated in August 2000. The project organised five seminars in its first year of activity, directed at its affiliated organisations in Latin America and the Caribbean. The seminars were held in Barbados, Brazil, Chile, Costa Rica and Venezuela. A Women's Bulletin was launched in March 2002 as part of the project activities.
545. An ITF Women's Latin America/Caribbean Seminar was held in Mexico City on 1 - 2 April 2002 in conjunction with the regional conference in which many women delegates participated.. It aimed at strengthening the women's network in the region... During the seminar, women learned about developing their potential as contact-people and learned about the decision-making structures of the ITF.

### **Relations with outside organisations**

546. The Regional Office maintains a close relationship with different organisations, as follows:

#### ***Global Union Federations***

547. The federations hold regular coordinating meetings at the regional level. The ITF has taken over the coordination in the region for the 2002-2003 period.

#### ***ORIT***

548. The regional office also participates in activities of the ICFTU Americas regional organisation ORIT, including its Congress, and meetings of its Executive Committee.

#### ***ACILS***

549. The regional office cooperates closely with the AFL CIO Solidarity Institute (ACILS) including joint activities (education projects)

#### ***ILO***

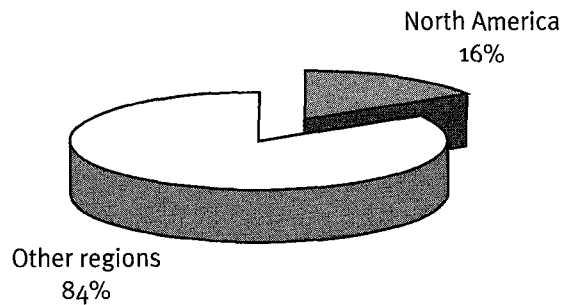
550. A close relationship continues with the ILO, including its workers' relations bureau and its Department of Freedom of Association including a Tripartite ILO Seminar dealing with dockers' trade union rights in MERCOSUR and Chile.

### **Regional Work Programme**

551. There will be a number of key areas of work including:
- Developing a common civil aviation policy in the Southern Cone (MERCOSUR countries, Chile and Bolivia);
  - Strengthening civil aviation and road transport unions in Central America: and road transport unions in the Andean region;
  - Strengthening unions in the Caribbean, and in Bolivia;
  - Supporting Section campaigns such as Stamp Out Union Busting in Ports;
  - Supporting annual FOC Regional Weeks of Action and other section campaigns;

- Continuing the Women's Project and women's network in the region;
- Developing an HIV/AIDS campaign. Initial work on risk locations and risk groups among transport workers;
- Initiating country focussed work where there is a particular crisis for transport workers, e.g. Argentina; Colombia;
- Supporting fights against privatisation e.g. Peruvian ports.

## North America



### Membership Trends

**1998: 416,952 members, 22 unions**

**2002: 639,230 members, 25 Unions**

552. Despite a downturn in the economy which led to severe job losses even before the terrorist attacks of 11 September, and to losses in many unions' membership, overall ITF membership in North America has increased substantially, due to a significant number of new affiliations, including several large general unions which include some transport workers within their overall membership.
553. There is no formal ITF structure for North America, although occasional meetings of US affiliates have been held in conjunction with AFL-CIO events. Whenever possible these are attended by the ITF General Secretary, but rarely by unions from all the ITF sections. Since the efforts to launch an ITF Interamerican regional structure, attempts have been made to consult affiliates in both the United States and Canada to identify their views about ITF services in general and regional activities in the Americas in particular. Several affiliates have held educational programmes on globalisation and international solidarity in which ITF staff have participated, and North American unions are closely involved in the activities of all the ITF industrial sections.
554. It is planned to hold a regional meeting for North American affiliates in the near future.

## Chapter VII: Report on Resolutions considered at the 39<sup>th</sup> ITF Congress 1998

### A. Resolutions Adopted by Congress

#### Transport Workers and the Global Economy

555. *Resolution No 1*, which was prepared in advance in consultation with ITF affiliates, and was submitted by the Executive Board, covered the entire range of ITF activities relating to the globalisation process, and was closely linked to the implementation of the *Mobilising Solidarity* programme adopted by the Congress. The issues raised have featured on the agendas of all the ITF sections and regional organisations.
556. Following the Congress, the Executive Board agreed to publish the text of the resolution as a booklet and to circulate it to all affiliates. The Board also agreed to note the following action, which relates to the resolution. At its meeting in April 1999, the Board also considered the terms of the resolution and action required to follow it up in detail. Included in the actions taken are the following:
557. The ITF has continued contacts with the World Bank on privatisation and restructuring. This includes the *Privatisation Enterprise Reform and Labour* (PERLNET) meeting in 1999, together with the Public Services International (PSI), which is due to be followed up by a second meeting in July 2002. Individual sections have also had contact on World Bank programmes. The Multilateral Agreement on Investment (MAI) was stopped by global opposition in 1999. The ITF has continued to work with the International Confederation of Free Trade Unions (ICFTU) on World Trade Organisation (WTO) issues and many ITF affiliates played a major role in the first ever “global unions” action day, in conjunction with the WTO’s Qatar summit in November 2001.
558. The ITF has continued to stay in close contact with the International Labour Organization (ILO) in relation to core labour standards. Cooperation between Global Union Federations and the ICFTU has improved during the period under review, in which the ITF General Secretary has acted as Vice Chair and then Chair of their General Conference. The ITF has continued to work for binding codes on multinational companies, and has been among the first organisations to submit complaints to national governments in Norway and the USA, under the revised Organization for Economic Cooperation and Development (OECD) Guidelines on Multinational Enterprises. Work on specific transnationals continues, including on airline alliances and multinational terminal operators in the ports. A global agreement with transnational Vivendi together with other global union federations UNI and PSI is nearing completion.
559. On transport and the environment and sustainable development, the ITF participated actively in the 7<sup>th</sup> session of the UN Commission on Sustainable Development and is preparing for the UN “Rio plus 10” summit in Johannesburg in September 2002. The issues related to building coalitions of interest with sympathetic non-governmental organizations (NGOs) are dealt with in the *Globalising Solidarity* document produced separately by the Executive Board.

#### Globalisation of the Economy

560. The resolution referred to the growing importance of globalisation and called for more effective social regulation. This issue has been at the top of the agenda of the Executive Board and most ITF Sections during the inter-Congress period, particularly the campaign of the global union movement for the inclusion of core labour standards within the trade rules of the WTO. ITF affiliates are also increasingly participating in the Porto Alegre

World Social Forum, which has been established by NGOs in parallel to the Davos World Economic Forum. A number of motions on these issues have been submitted to the present Congress.

### **Union Membership**

561. The motion called on the ITF to support activity by affiliates to organise new groups of workers into trade unions, including white collar workers, young people and women. The ITF Womens' Network and related education programmes, and the work of the Road Transport Section on "stationary workers" are a part of ITF activities relating to this motion.

### **Working Hours and Job Security**

562. The motion called on the ITF to concentrate attention on the questions of working hours and job security. Working hours continue to be a major concern of the Road Transport Workers' Section. In Europe this issue has been a feature of all sections' work in dealing with the implications of the EU Working Time Directive.

### **Education in Equality**

563. The motion called on the ITF in its strategic planning to place emphasis on education in equality. This has been a central part of the Women's Network and the education programmes in different regions linked to it. The Board noted that the ITF has adopted a target of 30% for the participation of women in ITF education activities. It also asked the Secretariat to develop an education manual on gender equality and this has been produced in time for the present Congress.

### **Women Transport Workers**

564. The motion called for action to strengthen equal opportunities between men and women, including studies of occupations where women are under-represented, working for measures allowing workers to combine employment and family life, and increasing womens' opportunities to be reincorporated into the workforce. These issues are all priorities within the ITF women's committee's ongoing programme.

### **Ratification of ILO Convention 87**

565. The motion called on the ITF Secretariat to exert maximum influence on countries that have not ratified or applied Convention 87, and to request the ILO Director General to recommend such countries to ratify it as soon as possible. Freedom of association issues, including the ratification and application of Convention 87 continued to be at the heart of the trade union rights work of the ITF and the other global union federations. Convention 87 is one of the Core Labour Standards, which forms part of the ILO Declaration on Fundamental Rights. The ITF continues to support those of its affiliates faced with attacks on trade union rights, and has lodged or supported a number of complaints to the ILO Freedom of Association Committee on behalf of its affiliates.

### **Nuclear Weapons and Peace**

566. This motion, which was supported by ITF Indian and Pakistani affiliates shortly after the nuclear tests carried out by both countries in 1998, calls on the ITF to approach the ICFTU with a view to mobilising an international trade union campaign in favour of nuclear disarmament and world peace. The ITF raised this issue formally at the ICFTU Executive Board meeting in November 1998.



### European Transport Workers Structures

567. The motion endorsed the conclusions of the then FST-ITF working group that existing European structures be wound up and replaced with a new European Transport Workers structure. As is reported elsewhere, the ETF was established in July 1999 and has functioned as an integral part of the ITF since that date.
568. Motions 10–19 dealt with issues specific to individual ITF sections. Action taken in response to them is dealt with in the appropriate chapter of this report.

### B. Motions remitted to the Executive Board

569. Two motions were remitted by Congress to the Executive Board.

#### Global Trade Union Activities

570. This motion called for consideration of : a) Whether the ITF headquarters should remain in the UK; b) How operational activities should be organised in the future, and where such activities should be conducted from; and c) A personnel policy that reflects the ITF's global structure.
571. On the *location of ITF headquarters*, which is decided by each Congress, the Board has taken the view that the headquarters should remain in London, although it continues to review any impact that this may have on international solidarity action in the light of decisions made by the UK courts on cases involving the ITF. On *operational activities*, the Board continues to devolve aspects of education and campaigning activities to the different ITF Regional Offices. This has to be done in parallel with maintaining effective coordination between section and regional work. The Board will continue to monitor this in the future. On *personnel policy*, the motion called on the ITF Secretariat to reflect properly the global nature of the organisation. Although ITF headquarters staffing is affected by the availability of work permits, there are now 31 different nationalities employed in the ITF London headquarters, and a further six nationalities in regional offices. An increasing number of staff are hired from affiliates on a secondment basis.

#### Languages

572. A number of motions involving the use of the Russian language were remitted to the Executive Board. As part of the *Mobilising Solidarity* programme, the Board has gradually moved away from the concept of “official” languages to one where the Secretariat tries to provide interpretation and translation services that respond to the practical needs of each ITF meeting. Russian interpretation has been provided for all ITF Executive Board meetings since November 1998. The *Seafarers' Bulletin*, *Transport International* and other ITF publications as necessary are now produced in Russian. Other languages have been provided to meetings as necessary, subject to the ITF's budgetary constraints.