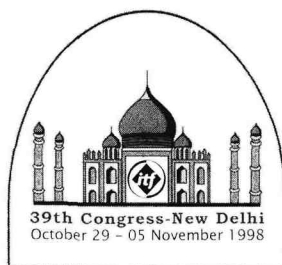


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# CONGRESS

of the International Transport Workers' Federation

29 October to 5 November 1998  
New Delhi



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## Foreword

The 39th ITF Congress held in October/November 1998 in New Delhi was special for several reasons. It was the first ever ITF Congress in Asia. The first to be held in a developing country. Only the second to be held outside Europe. It was the biggest Congress in the ITF's 102 year history, with nearly 1,400 participants altogether, and it saw the election of a distinguished Asian trade unionist – Umraomal Purohit – as the first ever Asian ITF President.

Held in the aftermath of the nuclear weapons tests by India and Pakistan in the early part of the year, Congress delivered a strong and united message in favour of peace and against nuclear arms whatever their origin or nationality. The opening ceremony saw not only a striking speech paying tribute to the ITF's anti-colonial past by the Prime Minister of India but also a moving account of the real horrors of nuclear war by Hiroshima survivor Seiko Ikeda.

The warmth of the welcome given by our sisters and brothers in the Indian trade union movement made a deep impression on delegates, as did the very real social and economic development problems facing the people of India and which could be seen at the side of every road. Congress participants felt the need for international solidarity both in their heads and in their hearts.

And it was fitting therefore that the theme of the Congress should be 'Mobilising Solidarity'. Building on the remarkable efforts of the four preceding years including, of course, the ITF London Centenary Congress, delegates paid particular attention to finding new ways of making the ITF a more effective tool for supporting workers in conflict with employers and with governments.

A major overhaul of policies and procedures under the heading 'Transport Workers: Beyond 2000' was also brought to a conclusion, resulting in the creation of new structures for women transport workers and the strengthening of the ITF sections and regions. Delegates worked longer and harder than at any Congress in the past while also, I am sure, enjoying the remarkable hospitality of their Indian hosts.

This was my second Congress as ITF General Secretary and I thank the delegates for entrusting me with another four year mandate at the head of the ITF Secretariat. That the Congress ran so smoothly, was a tribute to the hard work invested by the London secretariat team, by the ITF Delhi office, by the individuals and firms who assisted with the arrangements and, of course, by the ITF Indian Co-ordinating Committee.

Delhi in 1998 marked another milestone in the progress of the ITF in becoming a mature and truly global worker organisation dedicated to supporting all its member organisations, large and small, rich and poor. I am sure it has left lasting and pleasant memories in the minds of all those who participated.



39th  
ITF CONGRESS

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# Congress in Brief

## Summary of Key Debate and Decisions Taken in the Plenary Sessions

### **Mobilising Solidarity**

Congress unanimously endorsed Mobilising Solidarity, a comprehensive and imaginative programme of activity for the ITF for the next four years. The document — which reviewed all areas of the Federation's work — called for the ITF's shift towards becoming a campaign-based organisation to continue and for affiliates to improve their ability to contribute to worldwide solidarity.

Among the key recommendations identified in Mobilising Solidarity were the need for all members of the ITF family to give greater priority to international work, to provide more resources for education and training activities, particularly on international issues, and for improved dissemination of information. The document also called for the establishment of more national co-ordinating committees, new forms of direct international solidarity action and more support for unions in organising unorganised transport workers.

### **Election of Executive Board Members**

As part of a process of increasing accountability and democracy within the ITF, Congress agreed to revise the method of electing Executive Board members. Changes included the *abolition of the General Council — most of whose functions had been overtaken by more recently created regional and sectional bodies —* and the election of Executive Board members from the two largest regions, Europe and Asia/Pacific, by sub-regional groups.

### **New Women's Structures**

Congress made a positive commitment to further the representation of women within the Federation. Delegates voted to reserve five seats for women on the Executive Board, the main governing body of the ITF between Congresses. In addition, constitutional amendments were passed which allowed for the establishment of a Women's Committee — comprising 32 representatives from the sections and regions including women members of the Executive Board — and guaranteed that one of the ITF's Vice Presidents or President should be a woman.

### **'Official' Languages**

Changes in the use of languages within the ITF, designed to improve the overall provision of language services, were agreed by delegates. Rather than provide translation of most documents and interpretation at most meetings in all the Federation's 'official' languages as a matter of course, a new more flexible and practical approach will be followed, based on the assessment of need at any particular time.

### **European Transport Workers' Structures**

Delegates agreed to recommend the creation of a new organisation to represent transport workers throughout Europe. The new body — to be called the European Transport Workers' Federation (ETF) — will replace the existing ITF European structures and those of the Federation of Transport Workers' Unions in the European Union (FST), and will act both as the European region of the ITF and as the Transport Federation of the European Trade Union Confederation.

Congress agreed that the ETF should have a wide degree of autonomy in political action, particularly as regards the activities of the EU, while respecting the overall global framework of international solidarity represented by ITF Congress and Executive Board decisions.

### **President and Vice Presidents**

Congress elected **Umraomal Purohit** of the All India Railwaymen's Federation to the position of President of the ITF following the retirement of Eike Eulen. The following were elected as Vice Presidents:

Africa: **Uzoije Ukaumunna** Maritime Workers' Union of Nigeria

Europe: **Wilhelm Habertzettl** Austrian Railway Workers' Union

Latin America and the Caribbean: **Juan Manuel Palacios** Argentinian Tramway Workers' Union, UTA

North America: **John Bowers** International Longshoremen's Association, ILA, USA

Women's Vice President: **Caroline Mandivenga** National Airways Workers' Union, NAWU, Zimbabwe

### **Election of the General Secretary**

**David Cockroft** was unanimously elected as General Secretary of the ITF.

### **Executive Board**

Congress voted to increase the size of the Executive Board from 29 to 37 members (see list below). Of the additional eight seats created, a minimum of five were reserved for women.

**David Cockroft** (ITF General Secretary) (ex-officio)

#### **Europe/Middle East**

**Wilhelm Habertzettl** Austrian Railway Workers' Union, GdEÖ

**Jonny van den Rijse** Railway Workers' Sector of the Belgian Public Service Workers' Union, CGSP

**Christopher Veselka** Association of Transport Workers' Unions of Czech Republic

**Per-Erik Nelin** Finnish Seamen's Union

**Yves Veyrier** 'FO' Transport and Allied Services Workers' Federation, France

**Norbert Hansen** German Railway Workers' Union, GdED

**Wolfgang Warburg** German Public Service and Transport Workers' Union, ÖTV  
**Jim Knapp** National Union of Rail, Maritime and Transport Workers, RMT, Great Britain  
**Bill Morris** Transport and General Workers' Union, TGWU, Great Britain  
**Remo di Fiore** Italian Transport Workers' Federation, FIT-CISL  
**Erika Young** Italian Transport Workers' Federation, FILT-CGIL  
**Wouter Waleson** FNV Allies, Netherlands  
**Anatoliy Vassiliev** Trade Union of Railwaymen and Transport Construction Workers of Russia  
**José Javier Cubillo** Spanish Federation of Transport, Communications and Maritime Workers' Unions, FETCM-UGT  
**Hans Wahlström** Swedish Transport Workers' Union, STF  
**Vasiliy Zubkov** Marine Transport Workers' Trade Union of Ukraine

#### **Africa**

**Julien Tahou** SOTRA Workers' Union, SYNTRAS, Ivory Coast  
**Uzoije Ukaumunna** Maritime Workers' Union of Nigeria  
**Randall Howard** Transport and General Workers' Union, TGWU, South Africa  
**Caroline Mandivenga** National Airways Workers' Union, NAWU, Zimbabwe

#### **Asia/Pacific**

**John Coombs** Maritime Union of Australia, MUA  
**Saki Rizwana** Bangladesh Biman Sramik Union, BBSU  
**Umraomal Purohit** All-India Railwaymen's Federation, AIRF  
**Shoshiro Nakanishi** All-Japan Seamen's Union, JSU  
**Kazumaro Suzuki** All-Japan Federation of Transport Workers' Unions, UNYU-ROREN  
**Kwon Eul Ryong** Federation of Korean Seafarers' Unions, FKSU  
**Ch Mohammad Ashraf Khan** Karachi Harbour and Dock Workers' Union, Pakistan  
**Greg Oca** Associated Marine Officers' and Seamen's Union of the Philippines, AMOSUP

#### **Latin America and the Caribbean**

**Alicia Castro** Argentinian Cabin Crew Association, AAA  
**Juan Manuel Palacios** Argentinian Tramway Workers' Union, UTA  
**Omar José Gomes** Brazilian Inland Transport Workers' Federation, CNTTT  
**Francis Mungroo** Seamen and Waterfront Workers' Trade Union, Trinidad

#### **North America**

**Denise Hill** Airline Division of Canadian Union of Public Employees, CUPE  
**Jim O'Neil** National Automobile, Aerospace, Transportation and General Workers' Union of Canada, CAW-Canada  
**John Bowers** International Longshoremen's Association, ILA, USA  
**Robert Scardelletti** Transportation-Communications International Union, TCU, USA  
**Bill Scheri** International Association of Machinists and Aerospace Workers, IAM, USA

## Management Committee

Congress voted to increase the size of the Management Committee to 13 members (see the full list below).

**Umraomal Purohit** India (President)  
**Juan Manuel Palacios** Argentina  
(Vice President)  
**Wilhelm Haberzettl** Austria (Vice President)  
**Uzoije Ukaumunna** Nigeria (Vice President)  
**John Bowers** USA (Vice President)  
**Caroline Mandivenga** Zimbabwe  
(Vice President)  
**John Coombs** Australia

**Per-Erik Nelin** Finland  
**Wolfgang Warburg** Germany  
**Jim Knapp** Great Britain  
**Bill Morris** Great Britain  
**Shoshiro Nakanishi** Japan  
**Bill Scheri** United States  
  
**David Cockroft** (ITF General Secretary)  
(ex-officio)

## Resolutions/Motions

A list of the motions submitted to Congress, together with an indication of the decision taken on them appears below. For the full text of resolutions adopted, see Appendix One: Resolutions Adopted by the 39th ITF Congress, page 79.

For coverage of the debate on the motions, please see the relevant sections of the report of the plenary sessions.

**Motion no. 1: Transport Workers and the Global Economy**  
Approved with amendments as Resolution no. 1

**Motion no. 2: International Transport and Social Dumping**  
The substance of this motion was incorporated into Resolution no. 1

**Motion no. 3: Trade Unions and Trans-National Corporations**  
Part of this motion, opposing a Multilateral Agreement on Investment was incorporated into Resolution no. 1. The remaining part was defeated

**Motion no. 4: Globalisation of the Economy**  
Approved as Resolution no. 2

**Motion no. 5: Global Trade Union Activities**  
Referred to the ITF Executive Board

**Motion no. 6: Union Membership**  
Approved as Resolution no. 3

**Motion no. 7: Working Hours and Job Security**  
Approved as Resolution no. 4

**Motion no. 8: Education in Equality**  
Approved as Resolution no. 5

**Motion no. 9: Women Transport Workers**  
Approved as Resolution no. 6

**Motion no. 10: Ratification of ILO Convention no. 87**  
Approved as Resolution no. 7

**Motion no. 11: Integrated Transport Policy**  
The substance of this motion was incorporated into Resolution no. 1

**Motion no. 12: Russian Language**  
Referred to the ITF Executive Board

**Motion no. 13: Russian Language**  
Referred to the ITF Executive Board

**Motion no. 14: Russian as an Official ITF Language**  
Referred to the ITF Executive Board

**Motion no. 15: Russian Language**  
Referred to the ITF Executive Board

**Motion no. 16: ITF Official Languages**  
Referred to the ITF Executive Board

**Motion no. 17: Action Day for Railways**  
Approved as Resolution no. 10

**Motion no. 18: The Road Haulage Industry**  
Approved as Resolution no. 11

**Motion no. 19: Working Conditions of Truck and Lorry Drivers in India**  
Approved as Resolution no. 12

**Motion no. 20: The Dockers' Section**  
Approved as Resolution no. 13

**Motion no. 21: The Preservation of the ILO Maritime Machinery**  
Approved as Resolution no. 15

**Motion no. 22: Maritime Cabotage**  
Approved as Resolution no. 16

**Motion no. 23: Young Seafarers**  
Approved with amendments as Resolution no. 17

**Motion no. 24: Avoidance of Unemployment among Qualified Seafarers in Labour Supplying Countries**  
Defeated

**Motion no. 25: Increase of ITF Welfare Fund Share for solving Problems facing Seafarers of former USSR Territory Region**  
Defeated

**Motion no. 26: Flags Of Convenience**  
Approved as Resolution no. 18

**Emergency Motion no. 1: Nuclear Weapons and Peace**  
Approved as Resolution no. 8

**Emergency Motion no. 2: Chilean Second Register Proposal**  
Approved as Resolution no. 19

**Emergency Motion no. 3: European Transport Workers' Structures**  
Approved as Resolution no. 9

**Emergency Motion no. 4: Chilean Port Workers**  
Approved as Resolution no. 14



## Amendments to the ITF Constitution

Congress approved a number of amendments of the ITF Constitution which are listed under Appendix Two: Key Documents Submitted to the 39th ITF Congress, page 114. For coverage of the debate on the amendments, please see the relevant sections of the report of the plenary sessions.

## Affiliation Fees

Congress agreed that ITF affiliation fees for the inter-Congress period should be as follows:

1999: £0.80 per member  
2000: £0.85 per member  
2001: £0.90 per member  
2002: £0.90 per member

Congress further agreed to delegate to the Executive Board the power to raise fees to £1.00 per member during this period should it deem this necessary in the light of the ITF's financial situation.

## Report on Activities 1994-1997, Transport Workers: Beyond 2000 - Progress Report and the Report of the Secretariat 1994-1998

Congress *unanimously endorsed* the Report on Activities 1994-1997, Transport Workers: Beyond 2000 - Progress Report and the Report of the Secretariat 1994-1998.

## Financial Statements and Auditors' Reports 1994-1997

Congress *unanimously endorsed* the Financial Statements and Auditors' Reports 1994-1997.

## Location of ITF Headquarters

Congress agreed that the ITF's Headquarters should continue to be located in London.

# Summarised Record of Proceedings in Plenary Session

Thursday 29 October 1998

## Addresses by Host Organisations and Distinguished Guests

Welcoming delegates to the 39th Congress of the International Transport Workers' Federation, **Umraomal Purohit** (President of the All India Railwaymen's Federation, AIRF) described the event as a milestone in the history of the Federation, as it was the first to be held outside Europe and the USA. India was a diverse country, he said, with many languages and religions, and with a democratic system of which Indians were very proud. While problems did exist, they could be resolved democratically.

He reminded delegates that the first Indian trade unions affiliated to the ITF in the 1920s. Today, 34 of the Federation's affiliates, representing more than one million members, were now from India. It was important not to rest on the laurels of history but to look to the present and plan for the future. The impact of policies such as privatisation were putting pressure on workers' rights to jobs and threatening collective bargaining, and must be overcome.

The Prime Minister of India, **Atal Bihari Vajpayee**, complimented the ITF for striving to improve the employment conditions of workers worldwide and for its activities in support of world peace, acknowledging in particular, the anti-colonial, anti-Nazi activities of the Federation's first General Secretary, Edo Fimmen.

Delegates were meeting in New Delhi at a time of creeping financial crisis — a distinct slide in world trade affecting transport workers especially — which called into question the process of globalisation. There was an urgent need for a new architecture for the world financial system based on principles of equality in which transport workers had a direct stake.

Governments and trade unions must work together to produce solutions. He explained that the Indian government would launch an initiative to involve seafarers and dockers in the running of their ports. However, port facilities needed to be modernised and transport workers needed to use new production methods and be flexible, which would create new jobs and benefit workers. In a process of change, the welfare of workers had to be maintained. There should be international safety standards and the ITF should prepare a draft global safety standards document which India would gladly consider.

**David Cockroft** (ITF General Secretary) thanked the Prime Minister on behalf of delegates for



The Prime Minister of India, Atal Bihari Vajpayee

his kind words. He affirmed the proud history of the ITF as a workers' organisation striving for world peace and fighting injustice, adding that in this tradition there were tough decisions to be faced over the next eight days.

**Jim Baker** (International Confederation of Free Trade Unions, ICFTU) said that the ITF was a pioneer in global trade unionism, a leader of the world's labour movement and at the cutting edge of international trade union rights. Describing the struggle for trade unionism nationally as the same as the international struggle, he highlighted the docks dispute won recently by the Maritime Union of Australia (MUA) which involved not only the MUA but the ITF, the ICFTU and others, and showed how real partnership could work. Such co-operation was an important issue for all and the victory won by the MUA had been a victory won for everyone.

All those in the labour movement had to decide whether they were going to be victims of globalisation or to be key players helping to transform it. Trade unions were the only voice for workers. There were opportunities which had to be taken to ensure that that voice was heard through global solidarity.

**Bill Brett** (Chair of the Workers' Group of the International Labour Organisation, ILO) maintained that there was a close and important working relationship between the ITF and the Workers' Group of the ILO and called on the Federation to use those ties to help build machinery to promote and monitor implementation of the Fundamental Declaration on rights at work agreed in 1998.

In the past, advocates of new liberal economics such as the International Monetary Fund (IMF) and the World Bank had seen trade unions as obstacles. However, the IMF and the World Bank were now being urged to change their policies. Governments were demanding new codes of practice which included employment rights. Such demands represented an opportunity to get the Fundamental Declaration on rights at work incorporated in structural adjustment programmes. Effective lobbying would be needed by the ITF and others to ensure that this was achieved and that the extremes of liberalisation were reversed.

## Presidential Address

Reminding delegates that they were embarking on the first Congress of the ITF in its second century of existence, **Eike Eulen** (ITF President) said it was an honour for him to be able to address delegates twice in one term of office. In his introduction, the President stressed the importance of international solidarity, the battle for equality, and the need to challenge globalisation. Transport today was conducted on the world stage and as an international organisation the ITF could only build strength if it convinced not only traditional transport workers but also employees doing administrative jobs in transport undertakings of the need to join the Federation. It was the ITF's foremost task to carry forward the battle for workers and to defend human rights. Experience gathered in the campaign against flags of

convenience, the MUA dispute, and in battles in civil aviation, as well as the road and the railway sectors, had shown that international pressure could make a massive contribution to winning battles. The watchword now had to be 'mobilising solidarity' and priority had to be given to finding new strategies to ensure that it succeeded.

One of the founding principles of the ITF was the autonomy of its affiliates and such independence had been demonstrated by trade unions in India and Pakistan who had rejected nuclear tests. This firm conviction had overcome concerns about meeting in New Delhi. Concluding, the President said that for the 39th time delegates were going to stand up and say that they would represent workers and that it was only with and not against workers, that progress would be made.

## Motions

Congress document XXXIX C-11

(For the full text of the resolutions adopted by Congress, please see Appendix One, page 79.)

Before the emergency motion on Nuclear Weapons and Peace was debated, **Seiko Ikeda**, a survivor of the atomic bomb dropped on Hiroshima on 6 August 1944, was invited to describe her experiences of that day. She told delegates that at that time she was a 12 year old schoolgirl. When the bomb exploded there was an intense flash tens of thousands of times stronger than a bolt of lightning, followed by a really loud thump and then by pitch darkness. When she came to, she found that her hair had been scorched, her clothes tattered and that red flesh was showing on her hands and legs and her skin was hanging off.

There were dead bodies everywhere lying one on top of another, looking like over-boiled fish; they were so badly burned it was hard to tell whether they were male or female, young or old. Those who were still alive were covered with blood, and there were a great number of people who were not strong enough to speak. After a while, people began crying and then walking in the same direction and they looked like ghosts marching. Hiroshima, which had been a lively city, was reduced to a monochromatic pile of ashes with debris everywhere.

Ikeda focused in particular on one incident, describing how she ran away from an old man who was seriously injured, and who had grabbed her ankle, begging for water. Her heart ached later on, wondering what had become of this poor man. She concluded by stating that the use of atomic weapons was not only mass murder but also deprived people of their humanity.

**Umraomal Purohit** (President of the All India Railwaymen's Federation, AIRF), introducing the motion, thanked Ikeda for her vivid and moving narration of the horrors of the atom bomb and explained that it was with that horror in mind that he placed the Executive Board's proposal before Congress. He had been asked what transport trade unions had to do with the atom bomb. His reply had been that the ITF had a tradition of fighting injustice and repression in the world, and a commitment to democracy and to campaigning for world peace. The ITF opposed

nuclear weapons irrespective of the government involved. With nuclear weapons, everyone lost. Almost all Indian trade unions had demanded that the money being spent by their government on nuclear weapons should go instead to health and welfare. Achieving world peace depended on social justice and an extension of trade union rights worldwide.

**Ch Mohammad Ashraf Khan** (Chair of the ITF Pakistan Co-ordinating Committee), seconding the motion, said it was no coincidence that it was being proposed by India and seconded by Pakistan. Pointing to the recent testing of nuclear weapons by the two nations, he warned that if there was no restraint tension would escalate. The ITF must help put a stop to it.

**Kazumaro Suzuki** (All-Japan Federation of Transport Workers' Unions, UNYU-ROREN), expressing the total support of his delegation for the motion, explained that anger, bitterness and sadness were the reactions of Japanese trade unions to the nuclear tests. Japanese affiliates had a sense of unprecedented urgency about nuclear proliferation and appealed for a global campaign against nuclear weapons. Concern had been raised that Congress was to be held in New Delhi until the Pakistan and Indian trade unions declared their strong opposition to nuclear weapons. However, the Japanese affiliates had thought that delegates should make a clear statement about nuclear weapons and this motion was the result of their request.

**Manohar Kotwal** (Transport and Dockworkers' Union, India), while declaring his support for the motion, felt that it was incomplete as it only mentioned India and Pakistan — ignoring nuclear super powers like the USA and China — and urged that the motion take this into account.

Responding, the **President** reassured delegates that the motion expressed opposition to testing or use of nuclear weapons by all countries, including the super powers.

*The motion was unanimously adopted.*

### Report on Activities 1994-1997 Transport Workers: Beyond 2000 - Progress Report Report of the Secretariat 1994-1998

Congress documents XXXIX C-7(a), (b) and (c)

The **General Secretary** opened the debate by recording his appreciation of the work of the Executive Board, the President and the Secretariat staff worldwide. He explained that membership of the ITF had risen over the past four years, with a dramatic 21 per cent increase in the number of affiliates. However, the total affiliated membership of the ITF had remained almost the same and the proportion of affiliates paying fees at the standard rate had dropped from just over 70 per cent in 1994 to just over 50 per cent in 1998. Globalisation of the transport industry had meant demands on the ITF increasing without a matching increase in funds. Faced with a growing deficit in the ITF General Fund, the Federation had introduced tougher financial budget and



Roy Ramesh Chandra, Bangladesh Truck  
Chalok Sramik Federation

spending controls and had asked affiliates to share some of the costs. While the Seafarers' International Assistance, Welfare and Protection Fund had grown substantially over the past four years, this money could not legally or morally be used for non-maritime activities.

The General Secretary reported that the Secretariat had expanded over the inter-Congress period and now employed people of 18 different nationalities in the London headquarters alone. The ITF had also moved into new offices with modern facilities including a conference centre and changes had taken place in the regions, with new offices in Tokyo, Delhi, Rio de Janeiro and Ouagadougou.

Co-operation with the ICFTU and other ITs had improved over the inter-Congress period, a process reflected within the ITF itself, which had placed more emphasis and resources on joint campaigns and on improving communications with affiliates. This had contributed to some significant successes over the past four years: the worldwide action days on the theme 'Fatigue kills' organised by the Road Transport Workers' Section, the international solidarity which had helped bring about victory for the Maritime Union of Australia over Patrick Stevedores, and joint work by the dockers' and seafarers' sections against flags of convenience.

The substantial work of the ITF inspectors — whose numbers had doubled to more than 100 and who now benefited from professional training, improved communication and included increasing numbers drawn from dockers' unions — was also worthy of note. With the launch of the *Global Mariner*, one of the most innovative campaigning tools ever used by an international organisation, bad shipowners were beginning to realise that wherever they went, the ITF was not far behind. The Civil Aviation Section had benefited from these experiences in its actions against those airlines moving from being 'flag carriers' to 'flags of convenience' and in its campaigns for air safety, activities in defence of the jobs of airport workers and in building trade union alliances to match the growing network of global airline alliances.

Cockroft also focused on activities in the regions, which had become increasingly central to the work of the ITF. In the Americas, the establishment of a new office in Rio de Janeiro and the endorsement of a new inter-American structure at Miami in July 1998 indicated a positive future. Growth was evident in the Asia/Pacific region, where the high number of delegates attending Congress showed how far the Federation had come from its European origins. Developments had also taken place in Europe, where because of serious problems within the Federation of Transport Workers' Unions in the EU (FST), all parties had agreed that the organisation should be abolished and integrated into a new pan-European body which would act as the European region of the ITF and as the transport wing of the European Trade Union Confederation.

Cockroft introduced the Transport Workers: Beyond 2000 - Progress Report. He said that this exercise had resulted in a comprehensive review of ITF structures and working methods which was designed to prepare it for the new millennium. This programme was now formally completed but the process of change would continue.



Bill Brett, Chair of the Workers' Group of the International Labour Organisation, ILO

In closing, the General Secretary told delegates that as the year 2000 approached, there would be more challenges and opportunities ahead. The ITF would win victories and would also inevitably sometimes experience defeat but the important thing was that the right lessons were drawn.

**John Maitland** (Vice President of the International Federation of Chemical, Energy, Mine and General Workers' Unions, ICEM) brought greetings to Congress from ICEM. He congratulated the Maritime Union of Australia on its victory over Patrick Stevedores, a turning point in the Australian trade union movement's history, and paid tribute to the international labour movement and to the ITF especially, which had provided so much effective international solidarity.

Delegates were reminded that 1998 was the 50th anniversary of the United Nations Declaration of Human Rights, yet while the anniversary was being celebrated, in many countries, human rights, including workers' rights, were no better now than they had been 50 years ago. A report by the ICFTU revealed that in 1997 alone, 299 trade unionists were killed, 2,400 were arrested or detained, and more than 50,000 had lost their jobs because of trade union activities. Such evidence highlighted the need for international solidarity in the face of organisations such as the IMF and the World Bank, which constantly sought to extend the legal rights of corporations and remove the responsibilities of national governments. While these developments created challenges, they also offered opportunities. Affiliates had to support each other and build alliances with their communities, churches and environmental groups and meet capitalism head on with cohesive, well-researched and well-articulated counter policies.

**Anatoliy Vassiliev** (Trade Union of Railwaymen and Transport Construction Workers of Russia) drew delegates' attention to some of the problems facing workers in Russia as a result of the world financial crisis. Highlighting the issue of unpaid wages, and the difficulties facing drivers stranded in Eastern Europe, he criticised international financial institutions for recommending monetarist advice as the solution to Russia's problems, while refusing to take any responsibility for the social impact of their policies.

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka) took up this theme, arguing that it was precisely because global capitalism was failing that it was seeking to extract even more from people. The ITF should establish a social policy committee to look at global issues and study the failure of world capitalism in order to create a blueprint for a new socialist system.

**JP Chaubey** (All India Railwaymen's Federation, AIRF) informed delegates that he was very happy that the invitation to hold Congress in New Delhi had materialised. There was no doubt that the ITF was a powerful organisation and that its influence had grown in India and all over the world. However, formidable challenges lay ahead and the next century would bring great problems with new dictators, in the form of multinational corporations.

**Roy Ramesh Chandra** (Bangladesh Truck Chalok Sramik Federation) paid tribute to the ITF's role in the birth of Bangladesh as an independent state and thanked India for the soldiers it had sent to support his country's liberation. He drew attention to some of the problems facing the transport industry in developing countries, with workers losing their jobs, leading to growth in the even less regulated informal sector, and called for affiliates to organise these workers.

## Election of Tellers and Ballot Scrutineers

Congress document XXXIX C-4

The following were nominated and *elected* to serve as tellers and ballot scrutineers:

Africa: **Likius Vilho** (Namibia)

Asia/Pacific: **Adam Panjri** (Pakistan)

Latin America and the Caribbean:

**Ricardo Ponzi** (Brazil)

North America: **Dennis Hitchcock** (USA)

Europe: **John Epsom** (Great Britain)

## Adoption of Standing Orders

Congress document XXXIX C-5

The standing orders set out in document XXXIX C-5 were *unanimously adopted*.

## Election of Credentials Committee and Resolutions Committee

Congress document XXXIX C-6

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

Africa: **David Sackoh** (Liberia)

Asia/Pacific: **John R McLeod**  
(New Zealand), **Jagdish Lal** (India)

Latin America and the Caribbean:

**Marcos Castro** (Argentina)

North America: **Brian McWilliams** (USA),

**Doug Olszewski** (Canada)

Europe: **Tony West** (Great Britain), **Agis**

**Tselentis** (Greece)(Chair), **Bob Dielis**

(Belgium), **Tomas Abrahamsson** (Sweden)

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

Africa: **Julien Tahou** (Ivory Coast)

Asia/Pacific: **Mick Doleman** (Australia),  
**Yuji Iijima** (Japan), **Tony Au** (Singapore)

Latin America and the Caribbean: **Alfredo**  
**Antonio Rodriguez Fritz** (Mexico)

North America: **David Heindel** (USA),

**Jo-Ann Hannah** (Canada)

Europe: **Wouter Waleon** (Netherlands),

**Peter G McEwen** (Great Britain), **Anne-Beth**

**Skrede** (Norway), **Erika Young** (Italy),

**Arturo Gomez** (Spain), **Dieter Benze**

(Germany)(Chair)



Tuesday 3 November 1998

## Report of the Credentials Committee

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

Introducing the report **Agis Tselentis** (Pan-Hellenic Seamen's Federation, PNO, Greece and Chair of the Credentials Committee) advised Congress that the credentials of all but 11 organisations were in order. At the committee's second meeting on 30 October, it had been confirmed that there were 580 delegates in attendance, with 534 advisers, from 280 unions in 85 countries, with a voting strength of 4,163,000.

*The report was unanimously adopted.*

## Amendments to the ITF Constitution

Congress document XXXIX C-12

The **General Secretary** introduced Amendment B to Rules III(4), III(5), III(6), V, VI(1), VI(2), VI(5), VI(10), X(2), X(7), XIII(5) and XVII(3) — designed to bring about the abolition of the General Council. He informed delegates that the original function of the Council — which had not met since 1962 — had been to act as the electoral college for the Executive Board. However, it was now effectively redundant and the Board overwhelmingly recommended that it be abolished and its powers transferred to the Board or Congress as appropriate.

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka) declared his opposition to the amendment. As a member of the General Council since 1994, he argued that it had not been convened for 36 years for reasons that had never been fully explained. The only satisfactory reason offered had been cost. However, financial savings had been achieved by reducing the frequency of Congress. In a world where global capitalism was in crisis, there were good reasons to convene the General Council.

Responding to these concerns, the **General Secretary** maintained that the issue was not one of cost but function. The Executive Board believed that all of the Council's duties could be fulfilled by the Federation's many regional and sectional bodies which had been created since it last met. Abolishing it was simply a case of eliminating unnecessary structures.

*The amendment was overwhelmingly adopted.*

The **General Secretary** began the discussion of Amendment E to Rule VI(1) — increasing the size of the Executive Board — by adding a sub-amendment which substituted 'delete 29 and add 37' for 'delete 29 and add 35'. He explained that it was necessary to add eight more seats to the Board in order for women representatives from the ITF's five regions to be



Seiko Ikeda, a survivor of the atomic bomb dropped on Hiroshima on 6 August 1944

elected, and to allow for additional members — one each for Africa, Asia/Pacific and Central/Eastern Europe — to improve the representation of the regions and sub-regions.

**Wouter Waleson** (FNV Allies, Netherlands) said his union would abstain. While FNV Allies were in favour of five seats for women and believed it was important to form women's structures within the ITF, they were concerned that increasing the total number of seats on the Executive Board by eight would divert resources away from other activities. As both proposals were included in one amendment, FNV Allies could not support it.

*The amendment was overwhelmingly adopted.*

The **General Secretary** introduced Amendment G — proposing a new rule after existing Rule XII — which was necessary in order for the new women's structures to be reflected in the ITF's constitution.

*The amendment was unanimously adopted.*

## Election of the Executive Board

Congress document XXXIX C-14/EB/1

The **General Secretary** introduced the document. He explained that as a consequence of the decision to abolish the General Council it was necessary to change the process for electing Executive Board members. The Board had considered both using a system with open nominations, or a system using sub-regional groups. After much consideration, they favoured adopting the second of the two alternatives for the two largest regions (Europe and Asia/Pacific) with, in addition, one women's seat to be elected by each region. Discussions had been heated, with a majority of Asia/Pacific Board members preferring election by the region as a whole.

**Norman WY Pang** (Merchant Navy Officers' Guild, Hong Kong) criticised the proposals which allowed the African and Latin American regions to elect representatives as a whole, while Europe and Asia/Pacific were divided into sub-regions. He reported that at the last Asia/Pacific Regional Committee meeting, the majority of speakers had been in favour of elections to the Board by the region as a whole. Further, the decision to use sub-regions had been taken at an Executive Board meeting at which members from other regions voted, thereby interfering in Asia/Pacific affairs which was contrary to the principle of mutual respect. He called for the proposal to be amended to allow the Asia/Pacific region to decide for itself how it should elect its representatives.

**Choon Won Son** (Korean Railway Workers' Union), seconding Pang's proposal on behalf of the Korean Co-ordinating Committee, argued that it was unfair that others should interfere in the affairs of the Asia/Pacific region; it should be up to them how they elected their Executive Board representatives.



David Cockroft, ITF General Secretary

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka) agreed, pointing to the example of the African region, where no distinction was made between Anglophone and Francophone Africa. He questioned why members of the Executive Board had voted in favour of the sub-regional voting system, despite the opposition of the Asia/Pacific Board members, and appealed for Congress to oppose the proposed election system.

**Rakhal Das Gupta** (All India Railwaymen's Federation, AIRF) argued in favour of sub-regions being able to determine their own representatives, and asked delegates to back the Executive Board.

**Abdulgani Y Serang** (National Union of Seafarers of India, NUSI), supporting Pang's proposal, maintained that the Asia/Pacific region affiliates should be allowed to decide for themselves and warned that the sub-regional voting system could be introduced in other regions in the future.

**Roy Ramesh Chandra** (Bangladesh Truck Chalak Sramik Federation), disputing this view, stated that there was no contradiction between the positions of the Asia/Pacific speakers and the Board. The region as a whole was at different stages of development and had different histories, and unity would not be harmed as a result of this change.

**Erik Bratvold** (Norwegian Seafarers' Union) described Pang's proposal as fair and reasonable and called for all seafarers' representatives to support it.

**John Coombs** (Maritime Union of Australia, MUA) argued that ensuring the Executive Board was genuinely representative should be a key concern for all delegates. It was important where possible to give sub-regions a proper role in elections in order to ensure that the wishes of their members were represented.

**Captain US Adam** (Maritime Union of India, MUI), supporting Pang's amendment, asked Congress to allow Asia/Pacific affiliates to determine their own affairs.

This sentiment was endorsed by **Arief Soemadji** (Indonesian Seafarers' Union, KPI) who called on delegates not to interfere, and said that the region should decide by itself how to elect its representatives.

**Jim Knapp** (National Union of Rail, Maritime and Transport Workers, RMT, Great Britain) reported that in the Executive Board meeting where the decision on the voting system had been taken, a number of compromises had been proposed but no unanimity had been reached and in the end the Board had taken a decision. It was important for collective responsibility to be taken. The Board's proposal was not based on vested interests but on achieving a reasonable, fair and balanced representation throughout the regions and should be supported by Congress.

**Marcos Castro** (Argentinian Captains' and Merchant Navy Officers' Association, CAOMAR) advised Congress that, since the majority of affiliates from the Asia/Pacific region were opposed to the proposal, the majority of the Latin American representatives would back Pang's amendment.

**Ramakant Desai** (Transport and Dockworkers' Union, India), endorsing the proposed new election system, argued that sub-regional groups helped to ensure proper representation within the Executive Board.

Responding to the debate, the **General Secretary** stated that there was no simple answer to this dilemma. It had unfortunately proved impossible to reach agreement on this issue among Executive Board members or at the Asia/Pacific Regional Committee meeting and speakers to Congress from the region were also divided. With such a lack of consensus there had to be a method of resolving the deadlock and in any democratic organisation the normal way of doing that was by a vote.

To clarify matters, the **President** explained that the result of the amendment proposed by Pang would be to remove all sub-regional groups in the Asia/Pacific region, list all countries together and allocate seven seats as a group for all countries to elect.

Following discussion on a number of procedural questions, a membership vote on the issue was held. The results were 2,534 in favour of the Executive Board's recommendation and 1,400 against, with 47 spoilt papers. A total of 3,981 votes were cast.

*The Executive Board document was adopted.*

## Election of the Women's Committee

Congress document XXXIX C-9/1

The document, which described the form of and procedures governing the election and composition of the ITF Women's Committee, was *unanimously adopted*.

## Report on Activities 1994-1997 Transport Workers: Beyond 2000 - Progress Report Report of the Secretariat 1994-1998

(continued)

**Iqbal Mohammad Sheikh** (Pakistan Merchant Navy Officers' Association), commenting on the nuclear tests in India and Pakistan, said no sensible person wanted war but sometimes it was a necessary evil. He went on to call for self-determination for the people of Kashmir, leading to objections from the floor that Congress was not the forum for such issues to be raised.

**Md Obaidul Hoque** (Bangladesh Railway Employees' League, BREL), reporting on industrial relations problems in Bangladesh, said that when railway workers had gone on strike recently the government had responded by declaring the strike illegal, suspending strikers and jailing union leaders. Such moves were violations of trade union rights and the ITF and its affiliates should act immediately to help.

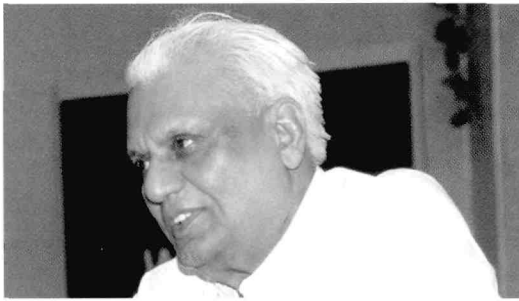
**Kalpna Desai** (Transport and Dockworkers' Union, India) addressed the question of women's representation within the ITF. For the first time in the Federation's 102-year history women were recognised within the organisation's structures but were not coming forward. The ITF had taken positive steps but should do more to promote greater equality, unity and solidarity.

**Jagdish Lal** (All India Federation of Foreign Airlines Employees' Unions, AIFFAEU) stated that the impact of globalisation on India had been disastrous for ordinary people. Thirty-seven million job-seekers had been added to a depressed labour market, 47 per cent of people lived below the poverty line and prices and inflation were increasing. Globalisation had shaken the social and economic fabric of Asian countries following directives from the World Bank and the International Monetary Fund. The response to this threat should be the globalisation of the labour movement.

**Randall Howard** (Transport and General Workers' Union, TGWU, South Africa) said the ITF was in a strategic position to challenge globalisation, should remain proactive, and needed to ensure that its concerns about world capitalism were placed on the agenda of the IMF, the World Bank and the ILO. He firmly believed that although the Report on Activities proposed tough choices on affiliation fees and the capacity of the ITF to grow and develop, they had to be faced. Concrete support had to be provided to ensure the sustainability of trade unions and the effectiveness of some of the Federation's smaller affiliates.

**CH Mohammad Anwar Zahoor** (Road Transport Workers' Federation of Pakistan) maintained that globalisation was affecting all nations, especially those in the developing world. One consequence of privatisation, which had been widely promoted by the IMF, was that thousands of public transport workers had been sacked or left with little job security. In the face of such challenges, there was an urgent need for professional education to help generate solidarity. The ITF was the only body working for the welfare of transport workers internationally, although many of them were unaware of what it stood for and therefore information and education were crucial. There were no education projects of this kind in Pakistan, as local resources were inadequate, and help to get them up and running was needed.

**Vijaya Kulkarni** (Transport and Dockworkers' Union, India) called for women to be given a greater role in the labour movement. Many were now employed in factories, in the transport sector and in other previously male-dominated industries. If they were given the chance, they would take on leadership roles within trade unions and help improve the participation of women overall.



JP Chaubey, All India Railwaymen's Federation, AIRF

**KC Roy Karmakar** (All India Railwaymen's Federation, AIRF) argued that liberalisation was allowing many countries to ignore the ILO resolution on hours of work. The state-owned Indian Railways was one case where the government had failed to reduce working hours despite a commitment to do so. It was the duty of the ITF to highlight such broken promises and a worldwide campaign on the issue was needed.

**Somsak Kosaisook** (State Railway Thailand of State Enterprise Employees' Association, SRTSEA) outlined some of the problems facing Thailand, where development sponsored by the World Bank had increased the gap between rich and poor. The government had been unable to repay a loan from the Bank so it had raised taxes, and then been forced to borrow more money from the IMF. The conditions attached to this loan caused further problems for workers, with three million being laid off as a result of high interest rates. Workers in Thailand were continuing to fight these measures and to protest to the IMF but they needed the support of ITF affiliates.

**Benito Bahena Lome** (Mexican Tramway Workers' Union) acknowledged that economic crises were affecting many countries, including Mexico. Greater global solidarity was essential in order to address these problems and all trade unions who weren't already members should consider affiliating to an international trade secretariat. He reported on the creation of a new national trade union confederation in Mexico which enjoyed increased democracy and internal freedom and allowed more participation by rank and file members.

**Buzz Hargrove** (National Automobile, Aerospace, Transportation and General Workers' Union of Canada, CAW-Canada) argued that although some struggles needed to be fought at national level, international solidarity was a powerful ally. He described how the global crises of privatisation and deregulation were causing problems for workers and increasing poverty, and called for the debts of developing countries to be written off and for fair trade — which included the rights of ordinary people to freedom and economic and social justice — to be encouraged.

The **General Secretary** said that the ITF had done its best for affiliates over the past four years and would continue to do so. Employers were becoming better organised internationally and the Federation had to match that. The contribution of the ITF's national co-ordinating committees would be strengthened, together with the global defence of trade union rights, and work with other international trade secretariats would be maintained. The ITF would also support demands by the ICFTU for regulation of the world's financial markets as part of its response to the global financial crisis and the devastation caused to living standards. The signs were that the World Bank and the IMF were beginning to realise that they couldn't achieve growth while denying human and trade union rights without causing high unemployment and poverty.

*The Report on Activities 1994-1997 was unanimously adopted.*  
*Transport Workers: Beyond 2000 - Progress Report was unanimously adopted.*  
*The Report of the Secretariat 1994-1998 was unanimously adopted.*



Diana Holland, Transport and General Workers' Union, TGWU, Great Britain

## Report of the Resolutions Committee

Congress document XXXIX C-6/(b)/Report

**Dieter Benze** (German Public Service and Transport Workers' Union, ÖTV) introduced the report. There were 26 motions for consideration. Motions 1-16 had been referred to the plenary session, others had been referred to the section conferences and, in addition to the regular motions, the Standing Orders Committee had authorised four emergency motions. At the initiative of the Executive Board and the Standing Orders Committee, an attempt had also been made to incorporate certain motions into others and to decide whether some should be referred to the Executive Board.

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

## Mobilising Solidarity

Congress document XXXIX C-8

The session began with the showing of a short video which revealed the different types of dispute the ITF had been involved in.

The **General Secretary**, introducing the Mobilising Solidarity document, said that it was an attempt by the Executive Board to identify the most important questions facing the Federation. It described a comprehensive and ambitious programme looking at all areas of the ITF's work, including that of the sections and the regions and how affiliates could improve their ability to contribute to worldwide solidarity. The document was not a binding policy statement but set out suggestions, identified problems and proposed ideas for improvement, as part of an agenda for action for the next four years. Mobilising Solidarity — which had been discussed in all the section meetings — sought also to remind affiliates that they were functioning in a global environment where every aspect of their national work had a cross-border dimension. New ways to better deliver collective support were needed. Governments listened to the ITF because it had strong affiliates and the ability to carry out effective solidarity action.

The General Secretary outlined some of the key sections. He said that the ITF needed to strengthen the capacity of affiliates to deliver education, not just in the traditional sense in developing countries but right across the Federation involving all areas including the Secretariat. More training was also needed. The model offered by the ITF Inspectors Training Programme, which had achieved spectacular results, should be copied and extended to include training for key union officials in dealing with international questions.

Significant improvements in communication had been made in recent years and part of the ITF's function was to help affiliates to communicate better. However, how unions were organised was



sometimes a barrier to the effective exchange of information. Bureaucratic structures existed to ensure political control but these led to a communications pyramid which often did not allow information to travel from the top to the bottom quickly enough. This pyramid needed to be flattened, not as a substitute for but as a complement to the democratic structures.

Mobilising Solidarity also addressed the question of ITF languages. There were a number of motions from affiliates on the use of Russian on the Congress agenda and, although the Executive Board strongly supported the spirit behind them, introducing even more official languages was not the answer. Instead, a flexible system based on need at any particular time offered a more sustainable and effective solution.

The General Secretary continued that far too often affiliates considered international work a luxury. However, this was not the case. The work of the ITF Seafarers' Section, for example, demonstrated that national and international issues were closely linked. Building global solidarity also depended on national unity. Sometimes even unions with different ideological and political positions needed to work together and more national co-ordinating committees, which had proved so successful, were needed.

Attitudes to campaigning also had to change. Work by the ITF's sections, such as the campaign against sexism and the action programme to reduce working hours, set good examples to follow. The ITF had to become more campaign-orientated and make use of a range of tools, not just strikes and boycotts, but guerrilla tactics which could often be more effective than full frontal assaults. Similarly, lawyers within trade unions should concentrate not on telling us what couldn't be done but on how to do what was necessary without being penalised. If the ITF asked its affiliates to take action, the response should be what they could do, not what they couldn't. Laws in democratic countries should be respected, but their boundaries needed to be pushed.

Summing up, Cockcroft said that the ultimate message of the document was that international solidarity needed to be more effective. Within the ITF attempts were being made to achieve this goal and it was now the turn of affiliates to make it work.

**Wouter Waleson** (FNV Allies, Netherlands) declared his wholehearted support for the direction and plans included in the document. His own union, which was the product of a merger, had been formed to allow for better organisation, to provide better services to members and to create more scope for responding to events. The need to organise the unorganised, particularly women and young workers, the need to improve education and communication, and the need to develop new means of action, with a change of focus from being a meeting-orientated organisation to a campaign-focused one, were all essential to the ITF's future success.

*He acknowledged that differences of opinion would emerge and that there would be*



resistance to change, but there was no viable alternative. Mobilising Solidarity was an ambitious programme but it had to be supported. There was a clear need to make choices about the allocation of resources and to free up money, people and energy.

**Wednesday 4 November 1998**

## **Mobilising Solidarity**

(continued)

**Adam Panjri** (Pakistan Seamen's Union), welcoming Mobilising Solidarity, said that in Pakistan there was a good track record of practical solidarity between seafarers and dockers. His union and other Pakistan affiliates were working together more closely and, although they had limited means, they had the desire to help each other on many issues.

**Masayuki Kotani** (Japan Confederation of Railway Workers' Unions, JRU) argued that workers were the victims of deregulation and restructuring. In Japan there were three million unemployed, a figure that was expected to rise, with full-time workers being replaced by part-timers on lower wages. There was a need to mobilise to fight wage cuts and improve working conditions. Campaigns had been organised but these had often failed because union leaders identified with the management and placed too much trust in politicians. The main enemies were international financial institutions, which encouraged deregulation, privatisation and liberalisation, leaving workers to pay the price.

The **President** reminded Congress that as the document addressed the issue of ITF languages, it was appropriate to discuss the motions to Congress on languages (nos. 12, 13, 14, 15 and 16) as part of this debate.

**Jimmy Somers** (Services, Industrial, Professional and Technical Union, SIPTU, Ireland) maintained that there was a growing consensus about globalisation at the political level. Trade unions must take advantage of 'left-of-centre' governments and push the importance of social justice. In Ireland some companies had denied rights to trade unions by refusing to recognise them. However, this could be overcome. In a recent dispute with Ryan Air workers had received support from the ITF and now the company was expanding, it wanted to work with trade unions.

**Hiroto Kita** (Japan Confederation of Railway Workers' Unions, JRU) stated that Mobilising Solidarity was not only a wonderful concept but also a prerequisite to peace. Welcoming the adoption of the motion against nuclear weapons he said that he was even more determined to see them abolished and to oppose war.

**Eduardo Chagas** (Portuguese Seafarers' Federation, FSM) said that European trade unions were working hard within their region to encourage international solidarity, citing the active



Jim Baker, International Confederation of Free Trade Unions, ICFTU

support provided by the FSM for Portuguese pilots who had been involved in a long-running dispute. He used the opportunity to report that on 30 September 1998 the FST had signed an agreement with the European Community Shipowners' Association on controlling working time, something the European Union had been very helpful with.

**John Coombs** (Maritime Union of Australia, MUA) linked some of the issues raised in Mobilising Solidarity to the recent Patrick Stevedores dispute. He explained that one response to the problems the workers involved had faced had been to mobilise the whole community in support of them. The victory which was ultimately achieved had been historic and unprecedented, and he thanked the ITF and its affiliates for their help in securing it.

**Tony West** (Associated Society of Locomotive Engineers and Firemen, ASLEF, Great Britain) welcomed the document as the start of a new way forward. He praised the ITF as an important global player but warned that understanding about international issues among rank and file and senior union representatives needed to be addressed, and while discussions about the anti-worker ethos of globalisation were important, unions had also to accept change and new technology.

**Bill Morris** (Transport and General Workers' Union, TGWU, Great Britain), endorsing the importance of mobilising political and industrial support, called for some human solidarity. He informed delegates that the TGWU had made a significant contribution to emergency relief in Central America, where a natural disaster, Hurricane Mitch, had resulted in the deaths of up to 10,000 people, and put a proposal before Congress for the ITF to make a donation, for a collection to be held among participants, and for delegates to raise the issue with their national trade union centres.

Thanking the ITF for its support of TGWU members involved in disputes with British Airways and with the Liverpool Docks, he said that the political landscape was changing with privatisation, deregulation and globalisation the new forces. Mobilising Solidarity offered a response to these pressures and should begin even before disputes were under way. Internally, trade unions needed new and more effective structures while externally, international trade secretariats needed to be more proactive. It was an issue of workers and class, not just transport.

**Wolfgang Warburg** (German Public Service and Transport Workers' Union, ÖTV) stressed the importance of campaigning on both national and international issues, and acknowledged the ITF's positive contribution to that process. He argued that the traditional notion of each company having its own union was no longer useful. For trade unions to be effective a different emphasis was needed, together with new structures, new models to follow and new activities. Resources should be concentrated on strengthening the capacity of unions to campaign and unions themselves had a responsibility to increase their influence and to make a larger contribution to the effectiveness of the ITF.



Shoshiro Nakanishi, All-Japan Seamen's Union, JSU

**Juhani Koivunen** (Finnish Transport Workers' Union, AKT), describing *Mobilising Solidarity* as a helpful document which dealt with practical concerns, highlighted two issues for comment. First, attitudes needed to change. One of the biggest problems was the response of some union leaders and members to international work. While sending messages of support — to those involved in the MUA dispute for example — was a positive and useful activity, requests for more concrete action often came up against obstacles which were sometimes real and sometimes just excuses. Nordic transport unions, however, were used to international solidarity action, providing support throughout the campaign against flags of convenience and in other disputes and such action was now considered normal.

Second, a more flexible approach to languages was necessary. While there had not been much support in the section conferences — especially among those countries that enjoyed 'official languages' — for this, change was necessary to provide more equal treatment and because it was impossible for the ITF to make all languages 'official'.

**Ko Ko Khaing** (Seafarers' Union of Burma) believed solidarity was an effective weapon and thanked the Executive Board for producing the document which he fully supported. The impact of globalisation required changes to the strategies adopted by trade unions. Burma, which suffered under a military dictatorship, had gratefully received backing from the ITF in its struggle to restore trade union rights but it was important to recognise that real action and real delivery was needed, not just documents and meetings.

**Peter Baranowski** (German Public Service and Transport Workers' Union, ÖTV), praising the ideas in *Mobilising Solidarity*, highlighted the effectiveness of the campaign in the Road Transport Workers' Section against driver fatigue as an example of international action, which had improved year-on-year. Members were worried about the effects of globalisation and the ITF, by its actions, had helped raise understanding of it among workers, both union members and non-members. It was important, however, that *Mobilising Solidarity* was not just theoretical but practical; he pledged that the campaign in the Road Transport Workers' Section would continue until workers enjoyed better conditions.

**Gabriel Craciun** (Romanian National Railway Workers' Federation) maintained that providing international solidarity was the most important activity undertaken by the ITF and thanked affiliates for their support for workers involved in a recent dispute in his country. He argued that trade unions should be unified nationally and that they needed efficient ways to fight for members' rights. To help in this process, Executive Board members had to become more involved in mobilising solidarity and should provide an annual report on solidarity activities.

**Thomas Tay** (Singapore Maritime Officers' Union, SMOU) stressed that solidarity was essential to the international labour movement and declared his full support for the document. Pointing to the previous day's decision to support sub-regional elections to the Executive Board, he felt

that Asian objections had been suppressed. Yesterday's debate had demonstrated that there was a conflict within the ITF. While solidarity required strong leaders it also needed mutual respect.

**Omar José Gomes** (Brazilian Inland Transport Workers' Federation, CNTTT) reported that his federation had a long history of participation in campaigns where the modernisation of industry led to job losses. He explained that in Brazil a million and a half young workers were looking for their first job each year and more and more women were participating in the labour force yet these workers could only be absorbed through growth. It was necessary to create a consumer market for goods and services. Changes were taking place: enterprise unions were being created and the CNTTT had provided resources for trade union training courses with a quota of 30 per cent women.

**Nils Jacobsson** (Swedish Union of Service and Communications Employees, SEKO) argued that modern technology offered new ways of taking action but that such opportunities had to be grasped. Unions were slow in adapting their organisations and methods to changes in employment structures. He pointed to the creation of MARINO, an organisation which had been established to support Filipino seafarers who had been blacklisted for trade union activity, as one small way of taking practical solidarity forward.

**Jagdish Lal** (All India Federation of Foreign Airlines Employees' Unions, AIFFAEU) maintained that Mobilising Solidarity had been prepared along the lines of Western experience and did not take sufficient account of the experiences and strategies used in India, where there was a tradition of passive resistance. Activities such as sit-downs by off-duty workers to generate public support for those involved in disputes or chain-fasting, where workers came to the workplace and fasted before starting work, could be effective.

**Asbjørn Wahl** (Norwegian Municipal Workers' Union) drew attention to the ITF's 50-year struggle against flags of convenience as providing a unique vision of how campaigns could be conducted. Mobilising Solidarity was based on such activities and offered realistic and ambitious guidelines. He was sure that the document could not have been produced without the experiences of recent disputes such as those involving UPS, the MUA, and road transport workers in Europe. The Road Transport Workers' Section was being transformed into a campaigning organisation as a result, just as the seafarers' and dockers' sections had been before. Such activity should now become the basis for a programme of work.

**A Subramaniam** (Tamil Nadu Road Transport Workers' HMS Federation, TNRTW-HMS, India), describing Mobilising Solidarity as an excellent report, said that in a country such as India, where feudalism was still not extinct, constant interaction with other sections of society was important and this document could contribute to that.

**Md Isa Jani** (Malaysian Airlines System Executive Staff Association, MESA) explained that Malaysian delegates had benefited from international support and therefore fully endorsed Mobilising Solidarity. Pointing to the 'Asian crisis', which had resulted in the loss of 30 million jobs and had forced inflation up to 7 per cent in Malaysia, he wanted the Executive Board to probe further into globalisation in order to develop strategic plans to combat it.

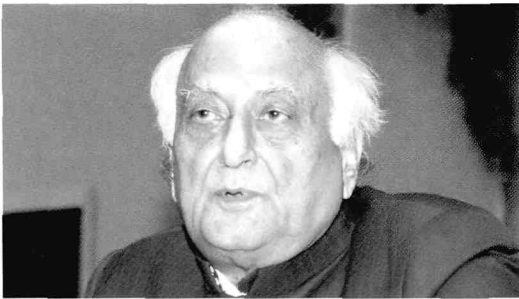
**Alicia Castro** (Argentinian Cabin Crew Association, AAA) called for greater unity across the labour movement and for more trade unions to become involved in political battles. The situation in Argentina was increasingly desperate: social security had been cut, labour relations were more flexible — with 24 forms of temporary contract now operating — and poverty was on the increase, leading to marginalisation, violence and crime. She firmly believed that strike action remained the workers' main weapon and hoped that one day the ITF would be able to organise a global strike.

**Peggy Nash** (National Automobile, Aerospace, Transportation and General Workers' Union of Canada, CAW-Canada) fully supported Mobilising Solidarity. Drawing on her experience in the aviation industry she said that privatisation and deregulation were designed to meet global capitalist greed. However, governments were wrong in expecting the people to pay the price through wage cuts, and workers were now insisting that they had had enough and were resisting cutbacks. Structural changes within the ITF, particularly the inclusion of women, were important to effective mobilisation and organising women workers should be a priority for the Federation. With this in mind, CAW-Canada would take Mobilising Solidarity home and put it into practice.

**Konstantin Makarov** (Seafarers' Union of Russia, SUR) said that he appreciated the problems associated with increasing the number of official languages used by the ITF and therefore proposed that there should be only one — English — with the flexibility to meet the needs of others at different times, in line with proposals included in the document. In discussing languages what delegates were talking about were barriers to solidarity and these had to be overcome.

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka) said that there were different ways of expressing solidarity and different issues which called for it. He maintained that there was a big difference between lobbying and campaigning, which was open, relied on good information and involved mass action. He drew the attention of delegates to the draft Multilateral Agreement on Investment — which aimed to make corporate rule absolute in the world economy — and called for a major campaign against it.

**Uzoiye Ukaumunna** (Maritime Workers' Union of Nigeria) gratefully acknowledged the assistance provided by the ITF in recent difficulties in his country and, in particular, the support given to Nigerian trade unions at international level. Focusing on training, he explained that as



Umraomal Purohit, President of the All India Railwaymen's Federation, AIRF

shipowners would not employ untrained staff, Africa was now calling for assistance, especially for seafarers, so that they had the chance to work. Mobilising Solidarity should be supported and unions in Africa were doing their best to meet expectations.

**Abdulgani Y Serang** (National Union of Seafarers of India, NUSI) welcomed the direction taken in Mobilising Solidarity and offered his full support for it.

**Miguel Osés L** (Chilean Maritime Workers' Federation, COMACH) realised that not all the recommendations in the document could be implemented immediately but maintained that the ITF should work towards that goal. In Chile there was an urgent need for global trade union action on a range of problems facing seafarers, dockers and truck drivers. A worldwide campaign to resist attacks on working conditions was needed across the entire transport sector.

The **General Secretary**, describing the debate as extremely useful and informative, advised delegates that a summary of the most important conclusions reached and comments made would be circulated. Addressing some of the issues raised, he pointed out that there had been a number of significant disputes in recent years — at Ryan Air, UPS, BA and the MUA — and he hoped that the ITF had been able to deliver practical support for those workers involved. National co-ordinating committees had an important role to play in bringing unions together and the beneficial impact of mergers and the creation of new federations reinforced the ability of affiliates to deliver solidarity in such situations.

However, unity was not enough. In some countries, legislation needed to be changed. Anti-trade union laws which were in breach of International Labour Organisation instruments had to be challenged. Globalisation also had to be confronted. The ITF Civil Aviation Section had learnt from the experiences of the Seafarers' Section and the Inland Transport Sections were learning too. Alternative approaches to disputes, such as the suggestion by Indian affiliates to make use of passive resistance as a tactic in trade union activity, should be considered and although the ITF could not produce a definitive list, it welcomed new ideas. Sharing information and education were important and while the Federation had achieved much in recent years it would do more and affiliates should get their education officers to contact the ITF for assistance, materials or lecturers.

The General Secretary hoped that Congress would support the call by Bill Morris (TGWU, Great Britain) to provide practical assistance to the victims of flooding in Central America and added that a collection would be organised and the Executive Board would seek to make a suitable donation.

Although sympathetic to their views, he called on the movers of those motions which called for Russian to be an 'official' language of the ITF to agree to refer them back to the Board.



Richard Rosser, Transport Salaried Staffs' Association, TSSA, Great Britain

While it was impractical to keep adding 'official' languages, the intention was not to scrap existing ones overnight but to meet affiliates' needs more effectively and improve the overall provision of language services. Focusing on the use of Russian within the ITF, he reported that the Moscow office produced ITF News and its web site in Russian and that Russian translation was being made available at meetings when appropriate. The proposal that the ITF's only 'official' language should be English would be controversial and the flexible approach was preferable.

Concluding, the General Secretary apologised if any delegates still felt unhappy about the decisions taken as a result of the previous day's discussion on the system of electing Executive Board members. As far as he was concerned, a discussion had taken place and a decision had been made and that was the end of it. There was no conflict within the ITF. Instead, the conflict was with capitalism, multinationals and the people causing problems for transport workers. The ITF was a global family, and the Asia/Pacific region was an important part of it.

**Konstantin Makarov** (Seafarers' Union of Russia, SUR) agreed to remit to the Executive Board his union's proposal that English should be the single 'official' language of the ITF, as did the movers of motions 12-15.

*The document Mobilising Solidarity was unanimously adopted.*

## Women Transport Workers

Congress document XXXIX C-9

**Diana Holland** (Transport and General Workers' Union, TGWU, Great Britain) reported on the ITF Women Transport Workers' Conference which had been held in New Delhi on 26 and 27 October 1998. She said that the ITF had a long tradition of campaigning against exploitation, inequality and injustice, and that the conclusions of the women's conference were firmly rooted in these principles. Women transport workers wanted to play their part in shaping the next century of the ITF and the unanimous support of Congress for the creation of a women's structure demonstrated a spirit of unity within the Federation which everyone should be proud of.

The conference, which had been attended by representatives from all of the ITF's regions and sections, had paid tribute to the achievements of women transport workers over the past four years. However, it had also looked forward. Campaigning on a number of issues was needed, including violence and harassment, working time, family policy, women's health and safety, welfare facilities and medical benefits, and in particular, on basic maternity rights.

The conference had also called for practical assistance for negotiators and improvements in the exchange of information. Surveys on violence at work and working time were needed as



was greater participation by women in education courses, the development of the ITF women transport workers' network and a gender dimension to all ITF activities including work conducted at international level. Above all, trade unionists throughout the ITF needed to organise to end discrimination and to prevent harassment, bullying and violence.

**Kumari Sumana Banerjee** (All India Railwaymen's Federation, AIRF) congratulated Congress on its decision to establish women's seats on the Executive Board. She said that women were increasingly achieving higher standards of education and competing with male counterparts in the workforce but employers were not accepting their equality and the ITF needed to campaign against this.

**Sarah Finke** (ITF Women's Officer) welcoming the creation of permanent constitutional structures for women said it was an historic moment in the history of the ITF. The Federation was no longer a bastion of male supremacy and it was now up to affiliates to support those women elected.

*The report was unanimously adopted.*

## Financial Statements and Auditors' Reports 1994-1997

Congress documents XXXIX C-10(a) and 10(b)

**Brenda Hanks** (Transport Salaried Staffs' Association, TSSA, Great Britain), introducing the financial report, advised Congress that on the General Account (money raised through affiliation fees), the ITF's income was static while expenditure was increasing. Problems were being caused by affiliates under-declaring their membership and the late payment of fees. The establishment of new regional offices had also had an impact as had losses on financial exchanges. The balance was now below the Executive Board's recommendations and the General Secretary was re-budgeting.

Conversely, the Welfare Fund continued to be in a strong position. Further improvements had taken place since 1994 due to a doubling in the number of collective bargaining agreements and other activities. The auditors were also satisfied that there were sufficient funds to run the *Global Mariner*. Overall, the ITF had a strong financial base, followed sound procedures and its finances were well managed, but delegates needed to affiliate all their transport members and to pay their fees on time.

The **General Secretary** paid tribute to the ITF's auditors. He said that the ITF's finances were difficult to manage given the complexity of the organisation. Despite the problems with affiliation fees, however, the ITF remained in a strong financial position, something that was essential to the success of Mobilising Solidarity.

*The Financial Statements and Auditors' Reports 1994-1997 were unanimously adopted.*



## Motions

(continued)

The substance of the motions on International Transport and Social Dumping and Integrated Transport Policy was incorporated into the motion on Transport Workers and the Global Economy, with the agreement of Congress.

The amended motion on Transport Workers and the Global Economy was moved by the **General Secretary**, who explained that it represented a comprehensive statement by the ITF on the global economy. He reviewed the motion, drawing attention to some of the main issues it addressed, including the need for minimum social conditions and safety standards for workers, a central role for the public sector in passenger transport, and for action on the ILO's core labour standards and on environmental concerns. In raising these issues, the ITF also had to enter into a dialogue with the IMF and the World Bank. Although there was a great deal wrong with these bodies, recent comments by their senior staff, including a statement from the World Bank that it should talk to the trade union movement before implementing restructuring programmes, showed that change was taking place and that opportunities existed.

Part of the motion on Trade Unions and Trans-National Corporations, which called for the draft Multilateral Agreement on Investment to be rejected, would also be incorporated into the motion now before Congress.

**Richard Rosser** (Transport Salaried Staffs' Association, TSSA, Great Britain), endorsing the move to composite the motions, said that everyone should campaign to bring environmental and political pressure to bear on governments to renew public transport. He criticised the privatisation of public transport systems which had led to increasing damage to the environment and the end of the public service principle. In particular, affordable public transport for rural areas, which was vital for improving the quality of life of those living there and of extending social inclusion, was being lost.

**Jan Kahmann** (German Public Service and Transport Workers' Union, ÖTV), calling for a greater role for the labour movement in the process of globalisation, maintained that unions in the developed world had a special responsibility as the process had originated in their countries. He condemned the European Union which supported deregulation and liberalisation and demanded that industrialised countries, as holders of economic power, should initiate change and improvement.

**George Ryde** (Transport and General Workers' Union, TGWU, Great Britain), moving an amendment on flexibility submitted on behalf of the ITF Civil Aviation Section, said that although the founders of the ITF could not have foreseen the impact and power of global



Erika Young, Italian Transport Workers' Federation, FILT-CGIL

financial institutions, if they returned today, they would recognise some of the problems — such as poor health, casualisation and unemployment — that those institutions had caused. British-owned firms were buying up transport companies around the world and the private ownership of the transport industry was growing, leading to less accountable and less democratic systems. Experience had shown that unregulated competition could have devastating effects on transport workers and that new standards on job security, pay and conditions, health and safety, equal opportunities and the environment were all needed.

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka), supporting the motion, asked Congress to reject the proposed Multilateral Agreement on Investment (MAI) as it was not designed to liberalise foreign investment but to give total freedom to companies to act as they pleased, without any controls by governments.

**Brian McWilliams** (International Longshore and Warehouse Union, ILWU, USA) agreed, describing the MAI as a crime against workers, which left them to pay the price for 'free trade', while preventing the operation of 'fair trade'.

*The motion was unanimously adopted.*

The motion on Trade Unions and Trans-National Corporations (TNCs) was moved by **Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union, CMU, Sri Lanka) who wanted the ITF to examine whether the notion of social partners that had been adopted in capitalist industrialised countries in Europe should be rejected.

**Michael Wendl** (German Public Service and Transport Workers' Union, ÖTV), while respecting the spirit behind the motion, said that he could not support it. European trade unions often acted as social partners and no country had pure capitalism since the public sector, which was influenced by trade unions, still existed, and trade unions did have democratic rights in the private sector.

**Brian McWilliams** (International Longshore and Warehouse Union, ILWU, USA) asked for the motion to be withdrawn since its most important parts had been taken into the motion on Transport Workers and the Global Economy.

*The motion was overwhelmingly defeated.*

The motion on Globalisation of the Economy was moved by **Erika Young** (Italian Transport Workers' Federation, FILT-CGIL), who argued that changes in the structure of the world economy in the 1970s and 1980s meant that there was now no significant financial event that did not affect all markets and economies and that this was the defining feature of globalisation. Further, globalisation tended to reinforce the creation of large financial



Eike Eulen, ITF President

empires. Power had shifted from the world of politics to the world of finance, challenging democracy. If this process continued, the social and political consequences for humanity would be devastating. European social standards represented a good reference point for a better model and trade unions in all countries should focus on achieving the social regulation of the transport industry.

**Asbjørn Wahl** (Norwegian Municipal Workers' Union) felt that it would be difficult for his union to support the motion if the paragraph which described the establishment of European Monetary Union (EMU) as 'the cornerstone for greater political and social unity' remained, particularly as it was so fragile.

The **General Secretary** acknowledged that the paragraph was controversial and suggested a change from 'the cornerstone' to 'a cornerstone', which Erika Young (FILT-CGIL, Italy) accepted.

*The motion was adopted by a large majority.*

The **General Secretary** advised delegates that the Executive Board recommended that the motion on Global Trade Union Activities be referred back for further consideration, since it called for the creation of a working group to undertake tasks which were properly the Board's responsibility.

*With the agreement of the movers, the motion was referred to the Executive Board.*

The motion on Union Membership was moved by **Juhani Koivunen** (Finnish Transport Workers' Union, AKT). He argued that the rate of unionisation had to increase and that involving young workers in trade unions was essential to the future survival of the labour movement. Although this was a national issue it should also be promoted through international activities and the ITF could contribute to this process through a campaign to recruit new groups of workers from the transport industry.

*The motion was unanimously adopted.*

The motion on Working Hours and Job Security was moved by **Gerd Nyberg** (Swedish Municipal Employees' Union) who maintained that although working hours were generally falling, this change was being used — with liberalisation — to employ casual workers on low wages with little job security and unfavourable social security and pension provision. Internationally, workers' rights were being attacked and labour standards undermined, and the ITF had to address these questions at a global level.

*The motion was unanimously adopted.*

Thursday 5 November 1998

## Motions

(continued)

The motion on Education in Equality was moved by **Sven-Olof Arbestål** (Swedish Union of Service and Communications Employees, SEKO) who called on the ITF to place greater emphasis on such education as a means of becoming more representative. He argued that equality for women had to start within trade unions and that education was a natural part of the process of developing leaders.

*The motion was unanimously adopted.*

The motion on Women Transport Workers was moved by **Elena Rodriguez** (Spanish Federation of Transport, Communications and Maritime Workers' Unions, FETCM-UGT) who said that there was a need to challenge discrimination between men and women, to campaign for measures which allowed workers to combine employment and family life, and to fight for increased opportunities for women to be incorporated into the workforce. The labour market was changing, but while more women were going into paid work, obstacles existed which prevented them entering employment on equal terms with men. Transport was a particularly male sector and so were trade unions. Women should be encouraged to join trade unions, the ITF Women's Department should be strengthened, and equal opportunities within trade union activities should be given greater priority.

*The motion was unanimously adopted.*

The motion on the Ratification of ILO Convention No. 87 was moved by **Agis Tselentis** (Pan-Hellenic Seamen's Federation, PNO, Greece). He called on the ITF to exert its maximum influence on all countries to ratify and implement this key convention on freedom of association and the right to organise. Despite the convention, trade union rights were still being abused and as Congress coincided with the 50th anniversary of the United Nations Declaration of Human Rights, it was an appropriate time to adopt the motion.

Seconding the motion, **Ch Mohammad Ashraf Khan** (Karachi Harbour and Dock Workers' Union, Pakistan) said that although Pakistan had ratified the convention early, violations were still taking place.

*The motion was unanimously adopted.*

The **President** informed delegates that the remaining ordinary and all but one of the emergency motions on the agenda had been remitted to the Executive Board, incorporated

into the motion on Transport Workers and the Global Economy, discussed earlier or dealt with in the section conferences.

The emergency motion on European Transport Workers' Structures was introduced by the **General Secretary**. He explained that the relationship between the two bodies had a long and difficult history. The FST had its origins in the establishment of the Brussels Committee in 1958 at the time of the creation of the European Community (EC). Since then, the EC had developed from six states to a single market with significant political and economic influence. The FST was originally a lobbying organisation but now united and effective trade union action was required to influence key decisions taken by the EU. Problems between the FST and the ITF had increased after 1990, when many central and eastern European unions affiliated to the ITF increasing the European work. The FST had also become larger and had adopted a sectoral structure. As a result, the two organisations had almost identical membership leading to confusion about responsibilities, duplication of work, and overlap between the two bodies.

Many discussions had taken place within the ITF and FST governing bodies to resolve this situation. A working group established by the FST Assembly to review the situation had proposed the principles contained in the motion before Congress, the main one of which called for the FST and the ITF European Committee to be wound up and a new structure established. Although a great deal of work still had to be done, the proposed changes represented a major step towards a more effective and integrated European trade union structure.

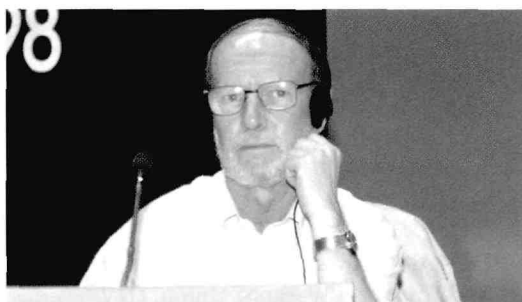
The **President** endorsed the General Secretary's remarks, adding that an accurate picture of events had been presented.

**Erika Young** (Italian Transport Workers' Federation, FILT-CGIL) favoured endorsement of the motion but asked for further clarification on how the new structure would operate and, in particular, on its political autonomy.

**Miguel de Julián** (Spanish Federation of Transport, Communications and Maritime Workers' Unions, FETCM-UGT) reassured colleagues that the new structure would not operate under the ITF but with it.

**Arturo Gomez** (Spanish Federation of CC.OO. Communications and Transport Workers' Unions) said that he supported the motion, but asked how the concept of full autonomy for the new body related to the ITF's constitution.

**Wilhelm Haberzettl** (Austrian Railway Workers' Union, GdEÖ) suggested that the motion was a means of swiftly resolving a historical problem — the conflict between the FST and the ITF. Good joint committees were required between the ITF and the new European organisation and decisions should be taken in a special body.



Graham Brothers, ITF Assistant General Secretary, received a Gold Badge

The **General Secretary**, responding to the debate, said that the unanimity expressed indicated that they were heading in the right direction. Although the issues raised were complex and some remained to be resolved — such as the constitutional relationship and the role of the ITF Executive Board — the motion contained the principles only and details would follow. He made it clear that, under the terms of the new Constitution, the new body would exercise autonomy on matters relating to Europe, with the Executive Board retaining the right to comment on issues of relevance to the ITF as a whole.

He added that it was very important to build relationships between East and West and that one of the most important things about the proposed new structure was that it was pan-European.

*The motion was unanimously adopted.*

## Amendments to the ITF Constitution

(continued)

The **General Secretary** introduced Amendment A which called for changes to the ITF Constitution to ensure that its language was gender-neutral.

*The amendment was unanimously adopted.*

The **General Secretary** introduced Amendment C to Rule VI(3), requiring the addition of two extra members to the ITF Management Committee to reflect the expansion of the Executive Board.

*The amendment was unanimously adopted.*

The **General Secretary** introduced Amendment D to Rule XIX, which was necessary to clarify the procedures to be adopted by Congress in relation to motions to amend the ITF Constitution.

*The amendment was unanimously adopted.*

The **General Secretary** introduced Amendment F to Rules VI(3), VII(1) and VIII(1) on the election of a woman vice president/president. He explained that the change was part of the Board's proposals on the representation of women and allowed for a president and five vice presidents of the ITF to be nominated by the Executive Board from among its members and proposed to Congress for election. It was further proposed that the president and four of the vice presidents should each come from a different electoral group and that one should be a woman.

*The amendment was overwhelmingly adopted.*



Peter Baranowski, German Public Service  
and Transport Workers' Union, ÖTV

The **General Secretary**, introducing Amendment H to Rules X and XII, said that it was designed to reflect the increasing importance of the ITF's regional organisations and regional work and to formally recognise the position of ITF regional secretaries.

*The amendment was unanimously adopted.*

The **General Secretary** explained that Amendment I to Rule XIII(5) was necessary to allow sections to elect more than one vice chair if they wished.

*The amendment was unanimously adopted.*

## Affiliation Fees

Congress document XXXIX C-13

The **General Secretary**, introducing the document, which had been adopted unanimously by the Executive Board, said it was regrettable that fees had to increase but that costs were rising and it had become harder to make ends meet. At the last Congress an increase in line with inflation had been agreed but the Federation's net income was static due to the decline in the number of affiliates paying full fees. The Executive Board had decided to ask Congress to agree an increase in the standard fee rate from £0.75 to £0.90 in three stages (1999-£0.80, 2000-£0.85, 2001-£0.90, 2002-£0.90) and to give the Board the power to raise it to £1 if necessary, to allow for unforeseen circumstances such as a large drop in membership. While expenditure was fully under control, income was based on membership which was unpredictable.

The **President** added that under the Transport Workers: Beyond 2000 programme a comprehensive examination of the ITF's finances had been agreed.

*The document was unanimously adopted.*

## Election of Governing Bodies, Auditors, General Secretary, President and Vice Presidents, Women's Committee

### Election of the Executive Board

Congress document XXXIX C-14/EB/2, nominations for the Executive Board, was *adopted* and the Executive Board was *elected*.

### Election of the Women's Committee

Congress document XXXIX C-9/2, nominations for the Women's Committee, was *adopted* and the Women's Committee was *elected*.

## Election of the President

**Umraomal Purohit** (All India Railwaymen's Federation, AIRF) was *unanimously elected* as President of the ITF.

## Election of Vice Presidents

The following were *unanimously elected* as Vice Presidents of the ITF:

Africa: **Uzoije Ukaumunna** (Nigeria)

Latin America and the Caribbean:

**Juan Manuel Palacios** (Argentina)

North America: **John Bowers** (USA)

Europe: **Wilhelm Haberzettl** (Austria)

Women: **Caroline Mandivenga** (Zimbabwe)

## Election of the General Secretary

**David Cockroft** was *unanimously elected* as General Secretary of the ITF.

**Umraomal Purohit** (All India Railwaymen's Federation, AIRF), thanking delegates for the confidence placed in him, assured them that he would rise to meet their expectations and was conscious of the responsibilities he now held. He praised Eike Eulen for his good work and vowed to continue it. The world was changing. Free market economics, liberalisation, casualisation, deregulation and privatisation were all presenting the Federation with challenges which it would not fail to meet. The challenges presented by the policies of the World Bank and the International Monetary Fund would be confronted head on and converted into opportunities by all members of the ITF, united through solidarity.

The **General Secretary** thanked Congress for his re-election and for the trust and confidence that had been placed in him. Although the ITF was a complicated and difficult organisation, it was also a great and wonderful one. He paid tribute to Purohit who was the first president from Asia and had many years of experience. Purohit had been a branch secretary at 22, a full-time union official at 29, General Secretary of the Western Railways Union at 30, and in 1966, he was elected President of the All India Railwaymen's Federation. He had also played many roles within the ITF and had been elected on to the Executive Board in 1990.

## Election of Lay Auditors

The following were *elected* as ITF lay auditors: **David Horton** (Transport Salaried Staffs' Association, TSSA, Great Britain), **Margaret Prosser** (Transport and General Workers' Union, TGWU, Great Britain) and **Bill Brett** (Institution of Professionals, Managers and Specialists, IPMS, Great Britain).



## Location of ITF Headquarters

Congress agreed that the headquarters of the ITF would remain in London.

## Section Conference Reports

The report of the Inland Navigation Workers' Section Conference (document XXXIX C-16-IN/Report) was introduced by **Alfons Geeraerts** (Belgian Transport Workers' Union, BTB).

*The report was adopted.*

The report of the Seafarers' Section Conference (document XXXIX C-16-SSC/Report) was introduced by **Vasant Samant** (National Union of Seafarers of India, NUSI).

*The report was adopted.*

The report of the Dockers' Section Conference (document XXXIX C-16-DSC/Report) was introduced by **John Coombs** (Maritime Union of Australia, MUA).

*The report was adopted.*

The report of the Railway Workers' Section Conference (document XXXIX C-16-RWSC/Report) was introduced by **Jim Knapp** (National Union of Rail, Maritime and Transport Workers, RMT, Great Britain).

*The report was adopted.*

The report of the Road Transport Workers' Section (document XXXIX C-16-RTSC/Report) was introduced by **Peter Baranowski** (German Public Service and Transport Workers' Union, ÖTV).

*The report was adopted.*

The report of the Tourism Services Section Conference (document XXXIX C-16-TRSC/Report) was introduced by **Richard Rosser** (Transport Salaried Staffs' Association, TSSA, Great Britain).

*The report was adopted.*

The report of the Fisheries Section Conference (document XXXIX C-16-FSC/Report) was introduced by **Anne-Beth Skrede** (Norwegian Seafarers' Union).

*The report was adopted.*



Agis Tselentis, Pan-Hellenic Seamen's Federation, PNO, Greece

The report of the Civil Aviation Section Conference (document XXXIX C-16-CASC/Report) was introduced by **George Ryde** (Transport and General Workers' Union, TGWU, Great Britain).

*The report was adopted.*

The report of the Urban Transport Committee (XXXIX C-16-UTC/Report) was introduced by **Anders Westin** (Swedish Municipal Workers' Union).

*The report was adopted.*

The report of the Joint Seafarers' and Dockers' Section Conference (XXXIX C-16-JSDC/Report) was introduced by **Mick Doleman** (Maritime Union of Australia, MUA).

*The report was adopted.*

The **President** explained that all the motions referred to the section conferences which had been adopted, had now been adopted by Congress as a whole, as delegates had endorsed and accepted the reports.

## Any Other Business

**Jim O'Neil** (National Automobile, Aerospace, Transportation and General Workers' Union of Canada, CAW-Canada) paid tribute to Eike Eulen, who had chaired Congress effectively and with humour, congratulated the General Secretary and staff on its smooth running, and welcomed Umraomal Purohit to the post of President. He also thanked the Indian affiliates for their warmth and hospitality.

There was no doubt that the ITF was a unique organisation. When it called for support for transport workers in difficulty — for example in the MUA and BA disputes — that support materialised. However, although the debate on Mobilising Solidarity had been positive, action — not just words — was now needed and unions with large resources should assist those with less.

He added that the election of women to the Executive Board was a very welcome move and would enrich deliberations. Finally, he presented an invitation, on behalf of the Canadian affiliates, for the next Congress to be held in Canada.

The **President**, thanking the Canadian affiliates for their invitation, explained that a formal decision on the Congress venue would need to be taken by the Executive Board at its next meeting.

## Gold Badges

The **General Secretary** announced the recipients of the ITF Gold Badge, awarded for long and dedicated service to the Federation. The first was awarded to **Dr Leo Barnes**, General Secretary of the National Union of Seafarers of India, NUSI, who was unable to attend Congress due to ill health, and was accepted on his behalf by **Vasant Samant** (National Union of Seafarers of India, NUSI).

A Gold Badge was also presented to **Graham Brothers**, ITF Assistant General Secretary, who was due to retire in 2000. The General Secretary paid tribute to Brothers' 32 year-career with the Federation during which time he had made a significant contribution to its success.

**Graham Brothers** (ITF Assistant General Secretary), thanking Congress for the award and the General Secretary for his kind words, said that he had worked for the Federation for a long time and had made many friends everywhere he had travelled on ITF business.

The final Gold Badge was presented to **Eike Eulen** (ITF President) for his important contribution to the Federation. Outlining Eulen's career from ship's boy through to membership of the Executive Board of the ÖTV and to the ITF's Executive Board, the General Secretary said that Eulen had always been dedicated to internationalism and solidarity and that it had been a privilege to work with him.

## Closing Address

The **President** said that if he had been successful as President, it was because of the support of the sisters and brothers in the ITF. He thanked the General Secretary and added that it was a special pleasure for him to see Purohit elected as the first non-European or North American to the post of President. He also thanked the hundreds of people who had enabled Congress to happen, the Indian hosts, the Prime Minister, the Indian railway workers, Travel Pals, ITF staff in London and in the regions, and the interpreters.

Congress had been a magnificent event, the largest in the Federation's history, and had adopted many important resolutions. He had learnt much from his stay in India. While there had been a very warm welcome, he had been saddened to see the enormous economic and social problems people faced, the poverty and the lack of trade union protection.

Eulen left delegates with three thoughts: the importance of strengthening the ITF and increasing the participation of women, the need to mobilise international solidarity, and the need to build stronger unions based on higher membership.

The President then declared the 39th Congress of the ITF closed.

## Reports of Section Conferences and Committee Meetings

### Credentials Committee

XXXIX C-6/(a)/Report

The Credentials Committee first met on 29 October. It elected Agis Tselentis of Greece as its chair and agreed that the chair should also act as the committee's rapporteur. The committee agreed to recommend to Congress that only the credentials of all affiliated unions which had paid fees to the end of 1998 should be approved.

The committee then examined the credentials of those delegates who had registered by 29 October, and found that the credentials of all but eleven of the organisations concerned could be approved immediately. The committee asked the chair and the Secretariat to investigate these cases further.

The committee agreed to note a formal protest from the Seafarers' Union of Russia at the inclusion of a representative of a non-affiliated union as an adviser to the delegation of the "New Russia" Marine Workers' Union, but agreed to take no action in the matter.

The committee held a second meeting on 30 October. The committee received a report on the chair's examination of the cases referred to him at the first meeting and decided to recommend to Congress the acceptance of the credentials of six organisations whose credentials had been in doubt.

The committee empowered its chair to examine and determine the credentials of the remaining cases, together with two new cases and any delegations which arrived after 30 October and to act on the committee's behalf.

A delegate list based on the committee's recommendations and the chair's subsequent action is to be distributed. It shows the presence of 580 delegates (10 of which are organisations represented by proxy) and 534 advisers from 280 unions in 85 countries. The total voting strength is 4,163,000.

A supplementary delegate list will be issued if possible, showing delegations which have arrived late and which have been approved by the chair.

*Agis Tselentis, chair*

## Resolutions Committee

XXXIX C- 6/(b)/Report

The Resolutions Committee held a meeting on 29 October at 17:00. The following members were present:

J Tahou (Ivory Coast)	D Heindel (USA)	E Young (Italy)
M Doleman (Australia)	J-A Hannah (Canada)	A Gomez (Spain)
Y Iijima (Japan)	W Waleson (Netherlands)	D Benze (Germany)
T Au (Singapore)	PG McEwen (Great Britain)	
AA Rodriguez Fritz (Mexico)	A-B Skrede (Norway)	

D Benze (Germany) was elected chair of the committee. S Finke (ITF Secretariat) acted as secretary. AM Dickinson (Assistant General Secretary) was also in attendance.

### A Motions submitted within the time limit laid down in Rule IV, para 14 of the ITF Constitution

No.	Subject	To be referred to
No. 1	Transport Workers and the Global Economy	Plenary
No. 2	International Transport and Social Dumping	Plenary (see note ii)
No. 3	Trade Unions and Trans-National Corporations	Plenary (see note iii)
No. 4	Globalisation of the Economy	Plenary
No. 5	Global Trade Union Activities	Plenary (see note iv)
No. 6	Union Membership	Plenary
No. 7	Working Hours and Job Security	Plenary
No. 8	Education in Equality	Plenary
No. 9	Women Transport Workers	Plenary
No. 10	Ratification of ILO Convention No. 87	Plenary
No. 11	Integrated Transport Policy	Plenary (see note ii)
No. 12	Russian Language	Plenary (see note v)
No. 13	Russian Language	Plenary (see note v)
No. 14	Russian as an Official ITF Language	Plenary (see note v)
No. 15	Russian Language	Plenary (see note v)
No. 16	ITF Official Languages	Plenary (see note v)
No. 17	Action Day for Railways	Railway Workers' Section
No. 18	The Road Haulage Industry	Road Transport Workers' Section
No. 19	Working Conditions of Truck and Lorry Drivers in India	Road Transport Workers' Section
No. 20	The Dockers' Section	Dockers' Section
No. 21	The Preservation of the ILO Maritime Machinery	Seafarers' Section

No. 22	Maritime Cabotage	Seafarers' Section
No. 23	Young Seafarers	Seafarers' Section
No. 24	Avoidance of Unemployment among Qualified Seafarers in Labour Supplying Countries	Seafarers' Section
No. 25	Increase of ITF Welfare Fund Share for solving Problems facing Seafarers of former USSR Territory Region	Seafarers' Section
No. 26	Flags Of Convenience	Joint Seafarers' and Dockers' Section Conference

#### Notes

- i The committee authorised the chair to consult with the movers of motions to which amendments had been proposed.
- ii The committee noted that the movers of Motions Nos. 2 (ITF Finnish affiliates) and 11 (TSSA, Great Britain) would be asked to incorporate the substance of their motions into the text of Motion No. 1.
- iii The committee noted that on the recommendation of the Standing Orders Committee, the mover of Motion No. 3 (CMU, Sri Lanka) would be asked to re-draft and incorporate part of the motion into Motion No. 1.
- iv The committee noted that the movers of Motion No. 5 (Svenska Transportarbetareförbundet) would be asked to remit this motion to the Executive Board.
- v The committee noted that the movers of Motions Nos. 12-16 would be asked to remit them to the Executive Board.

### **B Emergency Motions approved by the Standing Orders Committee**

No.	Subject	To be referred to
No. 1	Nuclear Weapons and Peace	Plenary
No. 2	Chilean Second Register Proposal	Seafarers' Section
No. 3	European Transport Workers' Structures	Plenary
No. 4	Chilean Port Workers	Dockers' Section

The committee agreed to meet again should any further matters arise.

### **Urban Transport Committee**

The Urban Transport Committee Meeting was held on 2 November 1998.

#### **1 Election of Rapporteur**

A Westin, vice chair of the committee, was appointed rapporteur.

## **2 Report on Activities**

Seven delegates contributed to the discussion. Principal among the points raised were:

- The consequences of deregulation and privatisation of publicly-owned companies and the effects on employees' working conditions and health.
- The provision of proper public transport facilities for passengers with reduced mobility.
- Increasing levels of violence against all categories of public transport employees and public transport companies' property.
- The use of alternative fuels as a means to reduce pollution.
- Ergonomic deficiencies as a cause of professional incapacity.
- The growth of multinational operators and the need to develop a code of good conduct in respect of working conditions in partnership with the UITP.
- The activities of the health and safety working group and the need to secure funding for the future.
- Further investigation into taxi workers' conditions in various countries, together with the need to increase the level of trade union organisation among them.

## **3 Transport Workers: Beyond 2000 - Progress Report**

The committee *resolved* to elect an additional vice chair.

## **4 Mobilising Solidarity**

Nine delegates contributed to the discussion. Principal among the points raised were:

- International solidarity must be an integral part of trade union activities and both national leadership and the rank and file members should be involved.
- The contribution that public transport workers make to society and the economy must be fully recognised and such awareness needs to be raised amongst the workers.
- ITF actions in support of its affiliates in dispute have clearly shown that international solidarity can turn the tide in favour of trade unions.
- The ITF should study and disseminate more information on the consequences of deregulation and privatisation of public transport systems so that other unions can be prepared.
- Organising unorganised workers such as auto-rickshaw workers must be included in the Mobilising Solidarity programme as well as various education and training programmes.
- The consequences of poorly regulated automobiles to transport workers' health and safety needs to be studied. There should be more dialogue with car manufacturing workers.

## **5 Motions**

There were no motions referred to the committee meeting.

## **6 Work Programme**

A comprehensive debate was held on the proposals contained in the document. Substantial amendments and additions were made.

## 7 Elections

Committee chair: **Anders Westin**, Svenska Kommunalarbetareförbundet, Sweden was *elected unanimously*.

Committee vice chairs: **Guy Greivelding**, FNCTTFEL, Luxembourg and **Perio Duarte**, Unión de Sindicatos de Trabajadores del Transporte, Paraguay were *elected unanimously*.

The following members were elected to the **Urban Transport Committee**:

Country	Member	Deputy
Australia	R Jowett	R Pearsell
Austria	R Paschinger	F Simanov
	J Goger	A Hartmann
Bangladesh	S Khan	SRS Biswas
	RR Chandra	M Ismail
Belgium	F van Thillo	
	H Vermeir	
Brazil	JM Freitas	JC Machado
Canada	D Olszewski	
Colombia	Jl Cadena	JFC Sarmiento
Cyprus	H Neocleous	T Timotheou
Czech Republic	C Veselka	
Denmark	S Andersen	L Söllingwraae
Finland	P Kesseli	
	T Tanner	R Elonen
	V Lahtinen	T Rätty
France	G Apruzzese	A Laborde
	E Falempin	V Charbonnier
Germany	J Lausch	G Hütter
	K-H Zimmermann	P Kuczora
Great Britain	MD Rix	T West
	R Crow	
	G Stevenson	M Mayer
	A Thompson	
Hong Kong	T Fai	A Lai
India	KS Bawa	SD Kapoor
Indonesia	I Rahardjo	
Italy	F Seghi	M Ragusa
Ivory Coast	J Tahou	A Kovkou
Japan	A Azumata	Y Yasumura
	S Maki	K Hirokawa



<b>Country</b>	<b>Member</b>	<b>Deputy</b>
Japan (contd)	N Ogata	M Miyakawa
	M Tsubone	S Yamano
Korea	CW Son	HJ Kim
Luxembourg	G Greivelding	R Schreiner
Malawi	M Luwanja	
Mexico	B Bahena Lome	E Quiroz Sánchez
Namibia	L Vilho	J Uushona
Netherlands	D Ketting	L Vlek
Niger	R Abdaukarim	G Sani Gahizza
Norway	O Dalsheim	Ø Aslaksen
	M Nilsen	D Christiansen
	F Holm	JA Næss
Peru	J Ramos Valladolid	
Philippines	EP Bilayon	B Padua
Romania	I Radoi	C Tilling
Rwanda	JMV Nkundiye	M Laurent-Joseph
Spain	JM Barrachina Alcaine	H Vásquez Álvarez
Sweden	K Sevefjord	S Hellström
	A Westin	R Westberg
	L Norling	L Lindgren
Switzerland	F Barbezat	E Levrat
	S Giger	
Thailand	S Kosaisook	
	W Salinlumpai	P Subandit
	S Bonngok	C Imsanran
Turkey	S Topçu	Y Senel
	E Toçoglu	N Girginer
Ukraine	A Chernomaz	V Tkachov
USA	HW Randolph Jr	
Venezuela	F Torrealba	

## **8 Any Other Business**

Anders Westin thanked Siegfried Weiß (GdED, Germany) who was retiring as committee chair after eight years' service and wished him a very happy retirement.

*A Westin, rapporteur*

## Railway Workers' Section Conference

The Railway Workers' Section Conference took place on 31 October 1998.

### 1 Election of Rapporteur

J Knapp, section chair, was appointed rapporteur.

### 2 Report on Activities

Twenty delegates participated in the discussion of the report. Issues raised included:

- Privatisation and restructuring of the railways, job losses and disputes consequential thereto and solidarity between affiliates in such circumstances.
- The consequences of the splitting-up of JNR, the treatment of accumulated debts and the reinstatement of dismissed employees.
- The rights of public service workers and respect for ILO standards on trade union rights.
- Manning and the need for international safety standards.
- Training of military personnel for use on metro systems in Latin America.
- Government responsibility for environmental protection and the maintenance of public services.

The report was *approved*.

### 3 Future Structure of the Railway Workers' Section

The proposal contained in the annex to the conference document concerning the structure, schedule of meetings and composition of the section steering committee was *adopted unanimously*.

### 4 Mobilising Solidarity

It was suggested that the document should incorporate proposals regarding the establishment of forums for trade union information exchange.

The section emphasised the importance of solidarity messages and letters to governments and railway managements where affiliates were involved in serious disputes.

### 5 Motions

A motion on Action Day for Railways had been referred to the section.

It was *unanimously recommended* that Congress adopt the motion. (See Appendix One: Resolutions Adopted by Congress no. 10, page 100.)

It was further agreed that affiliates should be consulted on the objectives of a day of action in order to enable the steering committee to take a clear decision.

## **6 Work Programme 1998-2002**

The proposals contained in the document were *adopted unanimously*.

## **7 Elections\***

Section chair: **Jim Knapp**, RMT, Great Britain was *re-elected unanimously*.

Section vice chair: **Alois Weis**, GdED, Germany was *elected unanimously*.

Representative of women railway workers

On a membership vote, votes were cast as follows.

Jane Brekkhus Sæthre, Norsk Jernbaneforbund: 693,472 votes;

Iordanka Milanova Radeva, Union of Transport Workers' Syndicates, Bulgaria: 457,549 votes.

**Jane Brekkhus Sæthre** was *elected*.

EP Bilayon, BKM-PNR, Philippines and A Reed, ASLEF, Great Britain acted as tellers.

## **8 Any Other Business**

The steering committee was requested to examine the possibility of creating a youth body of the section.

The section expressed its appreciation for the services given by Umraomal Purohit, who was retiring as section vice chair, and Graham Brothers, Assistant General Secretary, who would be retiring from the ITF before the next section conference.

*J Knapp, rapporteur*

\*In addition to the members elected at Congress, the following are also members of the Railway Workers' Section Steering Committee:

African regional chair: Esaph Mdlongwa (Zimbabwe)

African regional vice chair: El Sayed Galhoum (Egypt)

Asia/Pacific regional chair: Umraomal Purohit (India)

Asia/Pacific regional vice chair: Edgar P Bilayon (Philippines)

European regional chair: Jean-Louis Brasseur (Belgium)

European regional vice chair: Anatolii Chernomaz (Ukraine)

Latin America and Caribbean regional chair: Julio Adolfo Sosa (Argentina)

Latin America and Caribbean regional vice chair: Hêlio de Souza Regato de Andrade (Brazil)

North American regional chair (acting): Gary Fayne (Canada)

North American regional vice chair (acting): Joseph Condo (USA)

Wisconsin Central Working Group: vacant

Eurotunnel Working Group: vacant (France)

## Road Transport Workers' Section Conference

The Road Transport Workers' Section Conference was held on 30 October 1998.

The conference stood in memory of departed colleagues, remembering in particular Ricardo Pérez, former chair of the section.

### 1 Election of Rapporteur

P Baranowski, section chair, was appointed rapporteur.

### 2 Report on Activities and 4 Mobilising Solidarity

The conference agreed that these two agenda items should be discussed together. G Brothers, Assistant General Secretary, and C Søndergaard, HK Service, Denmark introduced additional papers concerning non-driving staff in road transport. On a point of order, F Smidt, SiD, Denmark deplored the fact that interpretation arrangements made for the conference did not allow for verbal interventions in Norwegian and Danish in addition to Swedish. It was a violation of the principles expressed in *Mobilising Solidarity*. The ITF should ensure in the future that the contracts for interpretation provide for the use of the other languages.

Nine delegates participated in the discussion of the agenda items. Particular reference was made to the success of the International Day of Action on Drivers' Hours organised on 8 September 1998 in which unions from more than 30 countries had participated and which had received extensive and favourable media coverage. Other issues raised included:

- Bus safety and work being undertaken in Japan to develop criteria for construction standards to improve impact resistance.
- Crime against trucks and drivers and the need for safe parking and rest areas.
- Truck drivers from central and eastern European countries abandoned in western Europe by their employers.
- Harassment of drivers by corrupt police.
- Unhealthy working conditions due to excessive levels of pollution.
- The need for guaranteed wages in place of payment by incentives.
- Continuation of the campaign to humanise working conditions.
- Recognition of the professional status of drivers.

The conference *approved* the Report on Activities including the documents concerning non-driving staff in road transport and recommended support for *Mobilising Solidarity*.

### 3 Composition of the Section Steering Committee

The conference *approved* the proposal contained in the annex to the conference document and *noted* other changes to the section structure which had been made since the 37th ITF Congress.

The conference agreed that if the chair of a regional committee of the section was a member of the steering committee by virtue of holding another position, he/she would be substituted by the vice chair from the same region.

The conference agreed that if a working group for non-mobile workers was formally established then the chair of the working group would be a member of the steering committee.

## 5 Motions

Motions on The Road Haulage Industry and Working Conditions of Truck and Lorry Drivers in India had been referred to the section.

It was *unanimously recommended* that Congress adopt both motions. (See Appendix One: Resolutions Adopted by Congress nos. 11 and 12, pages 101-102.)

The conference recommended members of the section to support in plenary the motion on Women Transport Workers. (See Appendix One: Resolutions Adopted by Congress no. 6, page 96.)

## 6 Work Programme 1998-2002

The conference *adopted* the document with the following amendments and additions:

Amend point 6 to read:

“Activities in response to the continuing expansion of multinational passenger and goods transport operators and parcel carriers, including co-operation with other international trade secretariats.”

Add new point 9:

“Research into deaths and injuries of professional drivers.”

Add new point 10:

“Activities for women workers in road transport.”

Add new point 11:

“Organising unorganised workers in the informal sector.”

## 7 Elections\*

Section chair: **Peter Baranowski**, ÖTV, Germany was *re-elected unanimously*.

Section vice chair (goods)

On a show of hands, votes cast were as follows:

Hugo A Moyano, Federación de Camioneros, Argentina: 52 votes

Roy Ramesh Chandra, Bangladesh Truck Chalok Sramik Federation: 38 votes

**Hugo A Moyano** was *elected*.

Section vice chair (passenger)

On a show of hands, Asbjørn Wahl, Norsk Kommuneforbund, obtained a majority over José Miguel Barrachina Alcaine, FETCM-UGT, Spain. **Asbjørn Wahl** was *elected*.

R Poletti, Fédération Nationale 'FO' des Transports, France and R Charruau, Teamsters, Canada acted as tellers for both votes.

Representative of women road transport workers: **Janaina Fernandes**, CNTTT, Brazil was *elected unanimously*.

## 8 Any Other Business

The Federation of Korean Taxi Transport Workers' Unions requested the provision of more interpreting booths at future meetings.

It was agreed that the USTT, Paraguay would provide a draft text for affiliates to support their campaign against corruption and excessive working hours.

The section expressed its appreciation for his services to Graham Brothers, Assistant General Secretary, who would be retiring before the next Congress.

*P Baranowski, rapporteur*

\*In addition to the members elected at Congress, the following are also members of the Road Transport Workers' Section Steering Committee:

African regional chair: Farayi Makanda (Zimbabwe)

Asia/Pacific regional chair (acting): Roy Ramesh Chandra (Bangladesh)

(European regional chair: Peter Baranowski (Germany))

(Latin America and Caribbean regional chair: Hugo A Moyano (Argentina))

North American regional chair (acting): Richard Charruau (Canada)

Taxi Working Group chair: vacant

Telematics Working Group chair: vacant

(The members included in brackets are elected members who will be substituted by the appropriate regional vice chair when elected.)

## Inland Navigation Workers' Section Conference

The Inland Navigation Workers' Section Conference was held on 2 November 1998.

### 1 Election of Rapporteur

A Geeraerts, section chair, was appointed rapporteur.

## 2 Report on Activities

Six delegates participated in the discussion. Major points raised included the following:

- The growing presence of vessels operating under flags of convenience on the major waterways of Europe and Latin America, leading to loss of jobs and deterioration in conditions of employment and social benefits. These developments demanded a response from the ITF and its affiliates.
- While the environmental advantages of inland waterway transport were widely recognised, this had not translated into additional traffic, except in Brazil, where major increases had taken place.
- Owners were taking advantage of political changes to employ non-domiciled crews from low-wage countries, contrary to the interests of traditional crews and to the wishes of the unions of the labour-supplying countries.
- The unions were engaged in a continuing struggle to prevent further reductions in manning levels.

## 3 Guidelines for the Operation of the Section and 4 Mobilising Solidarity

The conference noted that scarcity of resources had prevented a full section meeting being held between the 37th and 39th Congresses. Activities had generally been limited to the European and Latin American regions.

The conference believed, nevertheless, that an intercontinental meeting should be organised during the period between the 39th and 40th Congresses. Such a meeting would enable members of the section to benefit from a discussion of effective measures to improve working conditions.

The conference therefore called on the Executive Board to make available the resources for such a meeting.

## 5 Motions

No motions had been referred to the section.

## 6 Work Programme 1998-2002

The proposal contained in the conference document was *adopted* with the following amendment:

Point 4 will read:

“Standards for safe operation regarding minimum manning and working time.”

## 7 Elections

Section chair: **Alfons Geeraerts**, BTB, Belgium was *re-elected unanimously*.

Section vice chairs: **Juan Carlos Pucci**, Centro de Patrones Fluviales, de Pesca y de Cabotaje Marítimo, Argentina and **PM Mohammed Haneef**, Ernakulam District Waterways Employees' Association, India were *elected unanimously*.

Representative of women inland navigation workers: **Juliet I Ashibougwu**, Maritime Workers' Union of Nigeria was *elected unanimously*.

## 8 Any Other Business

The section chair thanked the conference for the trust it had placed in him. The section thanked Graham Brothers, Assistant General Secretary, for his services and wished him a happy retirement.

*A Geeraerts, rapporteur*

## Dockers' Section Conference

The Dockers' Section Conference was held on 31 October 1998.

### 1 Election of Rapporteur

J Coombs, section vice chair, was appointed rapporteur.

### 2 Report on Activities

Nineteen delegates participated in the discussion of the report. Issues raised included:

- Ratification of ILO Conventions Nos. 137 and 152.
- The need to have closer co-operation between unions within regions.
- The need for the Dockers' Section to co-operate with the Seafarers' Section in applying pressure for other countries to follow the example of Germany and Chile and include Cargo Handling Clauses in their national flag agreements.
- The situation in the port of Colombo in Sri Lanka and the need to step up international solidarity action in the light of the virtual paralysis of the ITF's Sri Lankan affiliate.
- The trend of cohesion between employers and governments against workers, wages and working conditions and the need for the ITF to intensify its activities to combat this.
- The waterfront dispute in Australia and the international solidarity organised by the ITF which contributed to the successful conclusion of the dispute.
- Problems in Nigeria with dockers not being allowed to load and unload fishing trawlers.
- The willingness of the World Bank to allocate more financial resources for training of trade union officials and to deal with social problems.
- The agreement signed by the Vervoersbond FNV (Netherlands) and the ILA (USA) to increase co-operation, which the ITF was party to.
- The need for a safe working environment on container and other terminals.

With regard to the document Evaluation of implementation of Miami resolutions, K Marges, the Section Secretary, reiterated his request made by circular for affiliates to send names of ships involved in union-busting to the Secretariat for inclusion in a target list.

The conference *unanimously endorsed and adopted* the document.



### **3 Transport Workers: Beyond 2000 - Guidelines for the Operation of the ITF Sections**

The proposal contained in the annex to the progress report, concerning the structure, schedule of meetings and composition of the section steering committee, was noted and the conference *unanimously endorsed* and *adopted* the document.

### **4 Mobilising Solidarity**

Delegates gave reports on the outcome of solidarity action in their own countries and highlighted the need to explore different ways of expressing solidarity between dockers and other sections, and to boost communication between the Dockers' and Seafarers' Sections.

The conference *unanimously endorsed* and *adopted* the document.

### **5 Motions**

The motion on The Dockers' Section was *unanimously endorsed* and *adopted* by the conference (see Appendix One: Resolutions Adopted by Congress no. 13, page 103) subject to the following amendments:

Clause (ii) to read: "That it is necessary to draw up a social international framework that harmonises workers' conditions of employment, including safe working environments, where and when affiliates consider it appropriate";

Clause (iii) to read: "To support affiliated unions in those cases where they have to consolidate common positions opposed to the disappearance of public services";

Clause (v) to read: "To re-state our rejection of all employers' and authorities' policies insofar as they do not address our demands".

The conference *endorsed* and *adopted* the emergency motion on Chilean Port Workers submitted by the Chilean dockers' affiliates. (See Appendix One: Resolutions Adopted by Congress no. 14, page 103.)

### **6 Work Programme 1998-2002**

Delegates reported that more reports specific to the Dockers' Section should be issued and suggested that an ITF publication be created for seafarers and dockers in order to improve the flow of information between the sections. The need to encourage more unions to affiliate to the ITF was emphasised by several delegates. Many participants commented on the section's lack of financial and human resources and B Tampoe (Sri Lanka) made a point of order to submit a request to the ITF Executive Board to increase the staffing at the Secretariat. D Cockroft, ITF General Secretary, responded to this by explaining the funding of the section and highlighted that as mentioned in the From Oslo to Delhi document the staffing of the Dockers' Section would be looked at in a positive light.

The conference *unanimously endorsed and adopted* the document.

## 7 Elections

Section chair: **John Bowers**, ILA, USA was *re-elected unanimously*.

1st section vice chair: **John Coombs**, MUA, Australia was *re-elected unanimously*.

2nd vice chair: **Bob Baete**, BTB, Belgium was *elected unanimously*.

The conference *unanimously endorsed* the following section vice chairs:

Africa: Juma Khamis Mbarak (Kenya)

Asia/Pacific: Manohar Kotwal (India)

Europe: Knud Hansen (Denmark)

Latin America and the Caribbean: Mayo

Urugaio Machado Fernandes (Brazil)

North America: Brian McWilliams (USA)

The following delegates were *unanimously elected* onto the section steering committee:

Jorge Cocchia (Argentina)

Tom Dufresne (Canada)

Manfred Rosenberg (Germany)

Graham Stevenson (Great Britain)

Carvil Duncan (Guyana)

Parbati Das (India)

Hiroyuki Nakao (Japan)

Terry Ryan (New Zealand)

Uzoije Ukaumunna (Nigeria)

Antonio Mariano (Portugal)

Gheorghe Caraiani (Romania)

Thulani Dlamini (South Africa)

Gerald Owens (USA)

Dockers' Section women's liaison representative: following a ballot of all dockers' affiliates by membership vote **Myriam Chaffart**, CVD, Belgium was *elected*.

D Maher (Great Britain) and M Doleman (Australia) acted as tellers.

## 8 Any Other Business

### FOC campaign review document: From Oslo to Delhi

The section secretary drew attention to the amendments made to Chapter 8 of the document as a result of the request made by European dockers' unions, pledging that dockers' unions will now receive training on port issues as well as the FOC Campaign.

Several of the participants also emphasised the importance of solidarity between dockers and seafarers and stressed that it should be an equal partnership.

The conference *unanimously endorsed and adopted* the document.

*J Coombs, rapporteur*

## **Seafarers' Section Conference**

The Seafarers' Section Conference took place on 30 October 1998.

Chair: J Fay (USA)

Vice chair: F Ross (Australia)

Assistant General Secretary: AM Dickinson

Secretary: J-Y Legouas

Assistant Secretary: J Whitlow

Having been advised that Leo Barnes (General Secretary, NUSI, India) was absent due to illness, the conference requested that the Secretariat send its best wishes for a speedy recovery.

A minute's silence was observed in memory of those colleagues who had died since last Congress and the conference noted in particular the loss of brothers K Mols Sørensen and Bruno de Bonis.

### **1 Election of Rapporteur**

V Samant (India) was elected rapporteur.

### **2 Report on Activities**

The Assistant General Secretary reported that E Chagas (Portugal) was from FSM, not SMMCM.

*Tselentis remarked that FOC registers have proliferated considerably and flourished during the period under review resulting in flagging out from national registers and huge job losses for national seafarers.*

At the request of Pang, the Assistant General Secretary reported on the activities and successes of the *Global Mariner* which, in the first four months of its tour, had seen more than 100,000 visitors.

The Report on Activities was then *adopted*.

### **3 Transport Workers: Beyond 2000 - Guidelines for the Operation of the ITF Sections**

The conference took note of the progress report and the guidelines contained in the annex to the report.

### **4 Mobilising Solidarity**

The General Secretary introduced Mobilising Solidarity. The conference noted the document.

## 5 FOC Campaign Review: From Oslo to Delhi

Following a discussion in which Nelin, Pang, Tselentis, Iqbal, Castro, Abrahamsson, Sackoh, Oca, Iijima, Panjri, Mungroo and Au participated, the conference *unanimously endorsed and adopted* the document.

## 6 Motions

The motion on The Preservation of the ILO Maritime Machinery was *unanimously adopted*. (See Appendix One: Resolutions Adopted by Congress no. 15, page, 104.)

The motion on Maritime Cabotage was *adopted* with the deletion of the words “as well as the Collective Bargaining Agreement(s)” in paragraph 7. (See Appendix One: Resolutions Adopted by Congress no. 16, page 105.)

The motion on Young Seafarers was redrafted and then *adopted*. (See Appendix One: Resolutions Adopted by Congress no. 17, page 105.)

The motion on Avoidance of Unemployment among Qualified Seafarers in Labour Supplying Countries was *not adopted*.

The motion on Increase of ITF Welfare Fund Share for solving Problems facing Seafarers of former USSR Territory Region was *not adopted*.

The motion on Flags of Convenience was *adopted* (see Appendix One: Resolutions Adopted by Congress no. 18, page 105) after the second indent in paragraph 5 was amended to read “Further pursue the ITF political campaign in the framework of the International Maritime Organisation with a view to ultimately adopting a mandatory instrument on the conditions for registration of ships, and in the meantime to proactively promote other measures which will facilitate the achievement of the ultimate objective” and the replacement in the last indent of paragraph 5 of “boycott of” by “day of action against”.

The conference considered a resolution on ratings adopted by the steering committee. In the discussion that followed, it was stressed that the situation with regard to the diminishing employment opportunities of first world ratings had reached a critical point. This had, among other things, been caused by increased flagging out, the establishment of international ship registers and new technology. The conference endorsed the decision of the steering committee to establish an ad hoc task force which would be tasked with developing an ITF policy which would address the diminishing employment opportunities for such ratings. It also urged affiliates from labour supplying countries and officers from traditional maritime countries to support first world ratings. On being advised of the current dispute between the RMT and P&O/Nedlloyd over the replacement of 330 UK and New Zealand ratings, who represented the last deep-sea ratings' job opportunities for UK ratings, the conference agreed

to strongly support the RMT and pledged the delivery of all possible solidarity action should the present negotiations not result in an acceptable solution.

An emergency motion against the Chilean Second Register Proposal was *adopted* after the text was revised. (See Appendix One: Resolutions Adopted by Congress no. 19, page 106.)

## 7 Work Programme 1998-2002

The conference *adopted* the work programme.

## 8 Elections\*

A proposal by the General Secretary to create the position of 2nd vice chair was unanimously endorsed. The following were then *elected by acclamation*:

Chair: **John Fay** (USA)

1st vice chair: **Brian Orrell** (Great Britain)

2nd vice chair: **Thomas Tay** (Singapore)

Women's representative: **Anne-Beth Skrede** (Norway)

Vice chair North America: René Lioeanjie (United States)

The conference also *endorsed* the election of the following section vice chairs:

Vice chair Africa: Abraham H Chande (Tanzania) (chair of the ASRC)

Vice chair Asia/Pacific: Shoshiro Nakanishi (Japan) (chair of the APSRC)

Vice chair Europe: Agis Tselentis (Greece) (chair of the ESRC)

Vice chair Latin America and the Caribbean: Rafael Grigera (Argentina) (chair of the LACSRC).

## 9 Any Other Business

The conference received a report of the detention of the crew of the Cyprus flag vessel MV *Kleovolous of Rhodes* for alleged trafficking of drugs. Panjri (Pakistan) also informed the conference of the detention in Rio de Janeiro of the entire Pakistani crew of the Kuwaiti flag UASC vessel *Ibn Hazam* for allegedly beating up a thief who was caught on board their vessel. The conference then *resolved* that the ITF and its affiliates should take all possible measures to eliminate prolonged detentions on the basis of unproven allegations and should seek the release of seafarers detained in these circumstances in the absence of clear grounds for their continued detention.

At the request of Asamoah (Ghana), the section secretary reported on the progress at the African Regional Conference in Nairobi in 1998 towards providing vocational training for African seafarers. A certain number of maritime educational centres in Africa had been identified and discussions with the centres would take place in due course in conjunction with the ITF's Education Co-ordinator.

*V Samant, rapporteur*

\* The following additional members are also represented on the Seafarers' Section Committee

Africa

Adel M El-Sobaihy (Egypt) (vice chair of the ASRC)

Stephen K Yalley (Ghana) (vice chair of the ASRC)

Asia/Pacific

Dave Morgan (New Zealand) (vice chair of the APSRC)

Gregorio S Oca (Philippines) (vice chair of the APSRC)

Europe

Dieter Benze (Germany) (vice chair of the ESRC)

Jacek Cegielski (Poland) (vice chair of the ESRC)

Advisers

Remo di Fiore (Italy) (vice president of the FST Maritime Transport section)

Tomas Abrahamsson (Sweden) (vice chair of the Joint Committee on Maritime Transport)

Latin America

J Galleguillos (Chile) (vice chair of the LACSRC)

Alfredo Antonio Rodriguez Fritz (Mexico) (vice chair of the LACSRC)

## Joint Seafarers' and Dockers' Section Conference

The Joint Conference of the Seafarers' and Dockers' Sections took place on 2 November 1998.

Co-chairs: J Fay (USA) and J Coombs (Australia)

Assistant General Secretary: AM Dickinson

Seafarers' Section Secretary: J-Y Legouas

Dockers' Section Secretary: K Marges

Asst Secretaries: S Cotton, Special Seafarers' Department and J Whitlow, Seafarers' Section

### 1 Election of Rapporteur

M Doleman (Australia) was elected rapporteur.

### 2 Report on Activities

Tannock and Coombs informed the conference of the successful outcome of the dispute between the MUA, Australia and the Australian government, Patrick Stevedores and the National Farmers' Federation which was due to the commitment and faith of the sacked wharfies, the support of the Australian trade union movement and general public and the solidarity action undertaken by the ITF and its affiliates. The General Secretary and Nakao reported on the continuing dispute between the Japanese dockers' unions and the US Federal Maritime Commission which was pressurising the unions to accept large scale deregulation of port labour practices in Japan.

The Report on Activities was then *adopted*.

### 3 Transport Workers: Beyond 2000 - Guidelines for the Operation of the ITF Sections

Following a discussion on the subjects of AIDS and transport workers, young people and language services to affiliates, the conference took note of the progress report and the guidelines it contained.

### 4 Mobilising Solidarity

The Assistant General Secretary introduced Mobilising Solidarity.

Following a discussion in which Benze, Nakanishi, Filho and the Assistant General Secretary participated, the conference noted the document.

### 5 FOC Campaign Review: From Oslo to Delhi

The conference unanimously *endorsed* and *adopted* the document.

### 6 Motions

The conference *endorsed* the decision of the Seafarers' Section Conference *not to adopt* the motion on Increase of ITF Welfare Fund Share for solving Problems facing Seafarers of former USSR Territory Region.

The motion on Flags of Convenience was *adopted* after the last indent in paragraph 5 was amended to read "Organise an appropriate worldwide action against flag of convenience vessels at a time to be decided by the appropriate ITF campaign decision-making bodies". (See Appendix One: Resolutions Adopted by Congress no. 18, page 105.)

### 7 Work Programme 1998-2002

The conference *adopted* the work programme.

### 8 Elections

#### Fair Practices Committee

The conference *endorsed* the Secretariat's proposal for the composition of the FPC, including the suggestion that the Chair, 1st Vice Chair and 2nd Vice Chair be members of the FPC ex-officio. The composition of the Fair Practices Committee is as follows:

Country	Seafarers	Dockers
Argentina	M Castro	J Cocchia
Australia	F Ross	J Coombs (1st vice chair)
		<i>vacant</i>
Bangladesh	SM Shafiqur Rahman	fl
Belgium	B Dielis	B Baete (2nd vice chair)
		M Chaffart
Brazil	SA Filho	M Uruguaio
Canada	M Desjardins	T Dufresne

Country	Seafarers	Dockers
Chile	P Bascuñan	M Oses
Congo	<i>vacant</i>	<i>vacant</i>
Croatia	B Berlan	<i>vacant</i>
Cyprus fl		P Stavrou
Denmark	P Funch	H Nielsen
Egypt	<i>vacant</i> fl	
Estonia	I Donovan fl	
Finland	P Terävänen	J Koivunen
France	D Adalberon	J-P Le Port
Germany	D Benze	M Rosenberg
Ghana	SK Yalley	K Asamoah
Great Britain	B Orrell (1st vice chair)	G Stevenson
	A Santamera	
Greece	J Halas	<i>vacant</i>
Guyana	C Duncan fl	
Hong Kong	Ting Kam Yuen	fl
India	L Barnes	M Kotwal
Indonesia	A Soemadji	<i>vacant</i>
Italy	R di Fiore	G Maggi
Jamaica fl		A St Clair
Japan	S Nakanishi	H Nakao
Kenya fl		JK Mbarak
Korea	Kwon Eul Ryong	Oh Moon Hwan
Latvia	I Pavlov	A Holodnuks
Lithuania fl		V Bendoraitis
Malaysia fl		A Balasubramaniam
Malta fl		<i>vacant</i>
Mexico	AAR Fritz fl	
Montenegro	<i>vacant</i> fl	
Morocco fl		<i>vacant</i>
Netherlands	J Vriesen	N Stam
New Zealand	D Morgan	T Ryan
Nigeria	JK Ozorewor	S Pepple
Norway	A Hansen	P Østvold
Pakistan	A Panjri	Ch MA Khan
Panama fl		L Amaya
Philippines	GS Oca	RS Oca
Poland	J Cegielski	K Szymichowski
Portugal	A Delgado	A Mariano
Romania	<i>vacant</i>	P Costel



Country	Seafarers	Dockers
Russia	V Shirochenkov	A Shepel
Sierra Leone	<i>vacant</i> fl	
Singapore	T Tay (2nd vice chair) Leow Ching Chuan	Tan Hoon Kiang
Slovenia	K Filipcic fl	
South Africa	<i>vacant</i>	R Howard
South Pacific (Tuvalu/ Kiribati, Papua New Guinea)	T Kaiteie/ V Valo ( <i>alternating</i> )	A Rawali
Spain	MD Segade	P Muñoz
Sri Lanka fl		B Tampoe
Sweden	T Abrahamsson	H Wahlström
Switzerland	H Baumgartner	fl
Taiwan	Chang Kai-Feng	Shih Yung-Lin
Tanzania	AH Chande	MH Missanga
Trinidadfl		F Mungroo
Turkey	<i>vacant</i>	<i>vacant</i>
Ukraine	Y Izotov	V Zubkov
USA	J Fay (chair) MR McKay	J Bowers (chair) B McWilliams

#### **Fair Practices Committee Steering Group**

The conference noted that the number of ex-officio members of the steering group had been increased to 16 with the election of 2nd vice chairs in the Seafarers' and Dockers' Sections and *endorsed* a Secretariat proposal to increase the number of elected seats from 11 to 13 by the addition of one extra seat each for the Asia/Pacific and European regions.

Following a ballot of European seafarers' and dockers' affiliates by membership vote, Branko Berlan (Croatia) received 229,238 votes, Aleksejs Holodnuks (Latvia) received 141,819 votes and Vladimir Shirochenkov (Russia) received 313,348 votes. **Vladimir Shirochenkov** and **Branko Berlan** were thus *elected* to the central and eastern European seats on the steering group.

The composition of the **Fair Practices Committee Steering Group** is as follows:

#### **Ex-officio members**

John Fay (USA)	(chair, Seafarers' Section)
John Bowers (USA)	(chair, Dockers' Section)
Brian Orrell (Great Britain)	(1st vice chair, Seafarers' Section)
John Coombs (Australia)	(1st vice chair, Dockers' Section)
Thomas Tay (Singapore)	(2nd vice chair, Seafarers' Section)
Bob Baete (Belgium)	(2nd vice chair, Dockers' Section)

Abraham H Chande (Tanzania) (vice chair Africa, Seafarers' Section)  
Juma Khamis Mbarak (Kenya) (Africa, Dockers' Section)  
Shoshiro Nakanishi (Japan) (vice chair Asia/Pacific, Seafarers' Section)  
Manohar Kotwal (India) (Asia/Pacific, Dockers' Section)  
Agis Tselentis (Greece) (vice chair Europe, Seafarers' Section)  
Knud Hansen (Denmark) (Europe, Dockers' Section)  
Rafael Grigera (Argentina) (vice chair Latin America/Caribbean, Seafarers' Section)  
Mayo Uruguaio Machado (Latin America/Caribbean, Dockers' Section)  
Fernandes (Brazil)  
René Lioeanjie (USA) (vice chair North America, Seafarers' Section)  
Brian McWilliams (USA) (North America, Dockers' Section)

#### **Elected members**

Africa: Randall Howard (South Africa)  
Asia/Pacific: Ting Kam Yuen (Hong Kong), Leo Barnes (India), Oh Moon Hwan (Korea),  
Greg Oca (Philippines)  
Europe: Branko Berlan (Croatia), Manfred Rosenberg (Germany), Remo di Fiore (Italy),  
Niek Stam (Netherlands), Vladimir Shirochenkov (Russia), Tomas Abrahamsson (Sweden)  
Latin America and the Caribbean: Pedro Bascuñan (Chile)  
North America: James Hopkins (USA)

#### **9 Any Other Business**

There was no other business.

*M Doleman, rapporteur*

### **Fisheries Section Conference**

The Fisheries Section Conference took place on 31 October 1998.

Chair: Ó Jacobsen (Faroe Islands)  
Vice chair: V Zyrianov (Russia)  
Secretary: AM Dickinson (Assistant General Secretary)  
Assistant Secretary: J Whitlow

A minute's silence was observed in memory of those colleagues who had died since the last Congress and conference noted, in particular, the loss of Jan Skrede, who was elected section vice chair at the 1994 Geneva Congress.

#### **1 Election of Rapporteur**

A-B Skrede (Norway) was elected rapporteur.

## **2 Report on Activities**

There was an extensive discussion on many aspects of the Report on Activities and appreciation was expressed for the increased activity within the section. Of special note was the Fisheries section FOC Campaign. It was also *agreed* that the section steering committee should be asked to formulate a strategy on co-operation with the World Forum of Fish Harvesters and Fishworkers and develop guidelines on co-operation with non-governmental organisations.

## **3 Transport Workers: Beyond 2000 - Guidelines for the Operation of the ITF Sections**

The conference took note of the progress report and the guidelines contained in the annex to the report.

## **4 Mobilising Solidarity**

The Assistant General Secretary introduced Mobilising Solidarity. The conference *noted* the document.

## **5 Motions**

No motions had been referred to the section.

## **6 Work Programme 1998-2002**

With the inclusion of the following items, the conference *adopted* the work programme:

- Promotion of the ratification of the IMO STCW-F and Torremolinos Protocol
- Eco-labelling
- Exploring the possibility of ITF participation within the North Atlantic Fisheries Organisation
- Development of a policy on occupational safety and health of fishermen.

## **7 Elections**

The conference *agreed* that the number of European and Asia/Pacific representatives on the section steering committee should be raised to 5 and 4 respectively. The conference also *agreed* with the proposal not to elect a 1st vice chair and that the section steering committee should, in due course, establish the membership of other section bodies.

The following were then *elected by acclamation*:

Chair: **Óli Jacobsen** (Faroe Islands)

Vice chair Africa: Mohammed Sardy (Morocco)

Vice chair Asia/Pacific: Hiroyuki Kobori (Japan)

Vice chair Europe: Peter Sand Mortensen (Denmark)

Vice chair Latin America and the Caribbean: Luis Almonacid (Chile)

Vice chair North America: *vacant*

Women's representative: **Anne-Beth Skrede** (Norway)

The conference then *elected* the following additional members of the section steering committee:

Africa: Moses W Boye (Liberia)

Asia/Pacific: PM Mohammed Haneef (India), Iskandar Ilahude (Indonesia), Ko Kwang Jo (Korea)

Europe: Yuri Shalonin (Russia) (vice chair of the EFRC), M Manuel Souto (Spain) (vice chair of the EFRC), Michel Claes (Belgium), Óskar Vigfússon (Iceland)

Latin America and the Caribbean: Horacio Angriman (Argentina), Luis Penteado (Brazil)

## 8 Any other business

The conference *adopted* a policy statement on co-operation between small scale or artisanal fishermen and industrial fishermen (see below). The Icelandic unions, while agreeing with the philosophy and reasons for the policy statement, due to the importance of small scale or artisanal fisheries in many countries were, however, as a result of legal, social and safety concerns, which only apply to Icelandic waters, unable to accept the operative paragraph.

*A-B Skrede, rapporteur*

## Policy Statement

### Co-operation between small scale or artisanal fishermen and industrial fishermen

The ITF Fisheries Section Conference, held during the 39th session of the ITF Congress, from 29 October to 5 November 1998, in New Delhi,

RECOGNISES the importance of small scale or artisanal fishing which provides considerable employment opportunities and is, in some areas, essential for the future food security of the *local community*,

RECOGNISES ALSO the potential for conflict between small scale or artisanal fishermen and industrial fishermen, even though there are an overwhelming number of common interests and concerns between the two groups,

RECOGNISES FURTHER that the degradation of coastal areas and over fishing affect both small scale or artisanal fishermen and industrial fishermen equally,

CONSIDERS that any conflict between small scale or artisanal fishermen and industrial fishermen is undesirable and that both groups should be able to *co-exist in harmony*, with each group respecting the interests and concerns of the other in a spirit of mutual solidarity,

CONSIDERS ALSO it essential that small scale or artisanal fishermen and industrial fishermen co-operate for the sustainable and responsible exploitation of the living marine resources and to maintain fishing as a viable occupation,

NOTES that the United Nations Convention on the Law of the Sea provides a suitable framework for the allocation of exclusive territorial user rights for small scale or artisanal fishermen based on vessel size, engine power and fishing gear,

NOTES ALSO that not all coastal states have or are able to establish exclusive economic zones,

RESOLVES that the territorial sea (12 miles) shall be given over for the exclusive use of small scale or artisanal fishermen who are nationals of the coastal state and who use vessels of less than 12 metres in length and/or less than 200 kW in power. Where a 12 mile zone has not been established the demarcation line should be set at the existing territorial limit. However, where coastal states have historical and traditional fisheries which use larger vessels fishing inside the 12 mile zones such vessels flying the flag of the coastal state may continue to operate in this fishery.

## **Civil Aviation Section Conference**

Rapporteur: George Ryde (TGWU, Great Britain), chair of the Civil Aviation Section.

The section met on 30 October 1998 and reviewed its activities over the past four years. It discussed key issues and priorities, including the Civil Aviation Section activities over the last four year period and the Mobilising Solidarity document, and it approved its work programme for the next four year period. The section conference also elected a new section committee.

The emergence of global airline alliances remains a key industry development. There was particular concern about job losses which may occur as a result of the alliances. It was agreed that the section will continue to prioritise trade union co-ordination within these alliances. This will include regular trade union alliance meetings and the development of systems for the rapid exchange of information. This should involve the development of an alliances web page for ITF affiliates.

The civil aviation industry continues to face a process of increased labour flexibility. Airport privatisation and the liberalisation of ground handling have had a major impact on civil aviation employees. A number of unions reported examples of contracting out, and international outsourcing of work such as maintenance and accounts and reservations. Airlines are setting up foreign crew bases and are franchising their routes to other low cost airlines. There was concern at an increased use of temporary and part time workers in all areas of aviation work, resulting in more casual and insecure work. It was agreed that the section will launch an international campaign on international labour flexibility, following the decision of the 1997 section conference for an ITF-wide campaign on this issue (I would refer you to the amendment to the Congress motion on Transport Workers and the Global Economy). In

addition the section will be conducting a Ground Staff Safety Professionals campaign which will aim to keep out of the industry companies with unacceptable working standards.

The liberalisation of international air agreements has triggered "fares wars" and threatened the existence of a number of airlines. It was agreed that the ITF should maintain its policy of promoting Fair Skies rather than open skies. This includes the right of all countries and their national airlines to participate in civil aviation, as well as the need to keep flags of convenience out of the aviation industry. A Fair Skies policy is also meant to include minimum labour rights. In this regard, the meeting reiterated its support for the IAM in its long-running dispute against Alitalia (see below) and called for a fair resolution of this dispute as a prerequisite for the signing of a new international air agreement between Italy and the United States.

The ITF has significantly increased its participation in the international regulatory bodies such as ICAO and the JAA which set aviation safety rules. These rules are being undermined by the pressures of international competition and the constant drive to cut costs. It was agreed that the ITF will continue its participation in these bodies, and maintain its role of organising co-ordination between unions in North America and Europe in the process of harmonisation between the safety rules in these regional blocs.

It was noted that key elements of aviation safety such as air traffic control were also coming under pressure from government cost cutting and the commercial interests of airlines. It was agreed that the ITF should continue to try to encourage more involvement of air traffic service unions in the ITF. Affiliates were requested to provide the Secretariat with information on air traffic services employee organisations.

The ITF has recently developed important dialogues with the major aircraft manufacturers, involving a union input on cabin safety design. It was agreed that this initiative should be continued. The regular yearly meetings on health and safety have been very useful and will also continue.

The section committed itself to a number of campaigns on specific topics. Aside from those already mentioned these included new campaigns on unruly passengers and cabin baggage, as well as continuing the ongoing campaign against sexism in the airline industry.

It was agreed that the section should support the increased use of a Civil Aviation Section part of the ITF web page with policies and reports on the section's activities being made available to affiliates through the internet.

There have been a number of serious disputes in the aviation industry during the period. Among others, disputes at Aeromexico, Thai Airways, Air Afrique, and Philippine Airlines have involved significant international support through the ITF. The effectiveness of international

support has steadily increased during the period with a number of strategies being developed. The recent dispute at British Airways involved an unprecedented level of international solidarity action. The meeting agreed to analyse the actions taken during such disputes with the aim of improving the effectiveness of international solidarity action.

The section referred to the Congress document *Mobilising Solidarity* and discussed practical ways of increasing the effectiveness of international solidarity. In particular the section looked at learning lessons from seafarers' and dockers' actions by increasing education about the ITF among workers at airports and developing a network of ITF airport contacts. It was also noted that the section needs to gain more information on the laws in different countries which affect solidarity actions.

### Elections

**George Ryde** (Great Britain) was *elected* as section chair and **Jim Sprang** (USA) was *elected* as section vice chair.

The following members were *elected* to the section committee:

Yves Veyrier (France)  
Andreas Hess (Germany)  
Jagdish Lal (India)

Lucca Martini (Italy)  
Alejandra Barrales (Mexico)  
Henri Popeliër (Netherlands)

Women's liaison representative: **Narelle Gill** (Australia)

General section committee representatives:

Africa: Ken Chipato (Zimbabwe)  
Asia/Pacific: Darshan P Paul (India)  
Europe: Miguel de Julián (Spain)

Latin America and the Caribbean:  
Pedro Azambuja (Brazil)  
North America: Pat Friend (USA)

Cabin Crew: Betty Lecouturier (France)  
Ground Staff: Claus Lindegaard (Denmark)

*George Ryde, rapporteur*

### Emergency Statement

**USA-Italy Aviation Agreement must include Justice for Alitalia Workers in the United States**  
Proposed by the US International Association of Machinists and Aerospace Workers (IAM)

For over five years, Alitalia airlines has refused to fairly and justly resolve a bitter collective

bargaining dispute with its workers in the USA represented by the International Association of Machinists and Aerospace Workers (IAM).

The IAM has represented employees at Alitalia since 1952 with the most recent collective bargaining agreement signed in 1987. During the last round of negotiations, which began in 1990, the carrier demanded the right to contract out all of the cargo handling work that was being performed by IAM members to non-union operations and to institute substantial wage and benefit cuts. While the IAM could not accept this type of one-sided proposal, it did offer its own proposals and was prepared to negotiate a reasonable contract. Unfortunately, the company refused such offers and an impasse was declared by the National Mediation Board.

In a less than constructive move designed to escalate the conflict, the company decided to "lock out" its IAM represented workers at New York's JFK Airport in September 1993 which in turn forced the union to call a nationwide strike. Alitalia employees have been on the picket line to this day. The Italian unions have supported the IAM campaign and vigorously lobbied the company and the Italian government throughout the dispute.

In an effort to resolve this dispute, the IAM has met with Italian and company officials on a number of occasions, and in fact at one time, a "buy out" agreement had been seriously discussed. Yet the company has subsequently reduced the amount it was willing to spend and conditioned any settlement on the IAM giving up its certification of Alitalia reservation workers who are not even involved in the dispute. This is unacceptable to the union as it has a right under US law and an obligation to represent these workers who have chosen IAM representation. Due to the constant refusal of the carrier to settle this dispute and the adversarial approach that the company has taken in relation to its employees, the 13 million member AFL-CIO has placed Alitalia on its national boycott list.

The Alitalia/IAM dispute has gone on far too long with little concern expressed by company officials over the plight of workers who only want a contract that provides stability and economic security for themselves and their families. Alitalia cannot be allowed to continue its practice of dealing with its US workers in an unfair, belligerent and heavy handed manner.

The ITF believes that governments in drawing up international trade and service agreements must include social rights. International air agreements should promote "fair skies" including the protection of basic trade union and employment rights. Governments further have a responsibility to ensure the compliance of airlines that operate under such agreements.

Currently a new international air agreement is under negotiation between the governments of Italy and the USA. The ITF believes that such an agreement should not be concluded until appropriate social protections are in place, including, in particular, a fair and just resolution for USA Alitalia employees.



This section conference, representing over half a million aviation employees in more than one hundred countries therefore resolves that:

- The ITF and its affiliated unions urge the governments of Italy and the USA to conclude an international air agreement which respects the basic rights of workers, including a just and fair resolution to the outstanding Alitalia dispute in the United States.
- The ITF Secretariat, in consultation with affiliates in the USA and Italy, will actively pursue the above objective with the governments concerned.
- The ITF reiterates its support to the IAM in its campaign for basic trade union rights for the workers involved in this dispute.

#### **Appeal by the Civil Aviation Trade Union of Latvia**

Concerning five Latvian pilots held in custody in Presidency Jail in Calcutta since December 1995.

In November 1995 a New Zealand citizen bought one cargo aircraft (Antonov-26) from the state owned company Latvian Airlines based in Riga in Latvia. For transporting the aircraft to its new base and short term work (three months) the aircraft owner hired a crew of five members from Latvian Airlines. In December 1995 on the way to the destination (Dhaka, Bangladesh) the aircraft landed at Burgas in Bulgaria and some boxes with technical equipment were loaded. The accompanying documents and consignments also read technical equipment. After Burgas they proceeded to their destination. The above mentioned owner was aboard the aircraft during the whole time. When overflying India (Western Bengal, district Purulia) he ordered the crew to drop the cargo that appeared now to contain weapons. Under the threat of they and their family members being killed the crew were forced to comply with the order and drop the cargo.

Some time later the aircraft landed in Phuket (Thailand). After three days they left Phuket for Karachi. They had to overfly India again. Over Bombay the crew was instructed to land as their flight route did not correspond with that set down in the flight plan.

After landing the crew was arrested and transported to Calcutta and the owner of the aircraft managed to escape. The crew have been accused of attempting to produce war in India. (According to Indian law they may be punished by death.) Since then the crew has been in custody in Presidency Jail. The trial proceedings have been going on for three years without any result.

The crew do not speak English very well. But their request for an interpreter has been denied. They were denied timely, necessary medical treatment or medicines. Medicines sent by their relatives have not been given to them. Currently two of five crew members are seriously ill. One has tuberculosis and the other has had two heart attacks. Despite tuberculosis all crew members are kept together.

We appeal to the civil aviation section affiliates of the ITF to support us in our request to the Indian authorities:

- 1 To provide these men with acceptable conditions in their jail cells. They are not criminals, they are still suspects.
- 2 To provide adequate medical attention and necessary medicines.
- 3 To provide an interpreter for every trial session in order that the crew can express their opinion.
- 4 To expedite the proceedings.

## Tourism Services Section Conference

Rapporteur: Richard Rosser (TSSA, Great Britain), chair of the Tourism Services Section.

The Tourism Services Section Conference was held on 2 November 1998 and was attended by 31 participants from 14 trade unions. The meeting reviewed the section's activities over the previous inter-Congress period and discussed the structure of the section; relations with other union internationals; problems faced by workers in the tourism industry; and the section work programme.

The meeting reviewed the decisions of the section conference held in London in June 1998 which had agreed that section conferences should be held once every four years, during the ITF Congress. In accordance with the proposals of the Congress document *Transport Workers: Beyond 2000*, the section elected a section committee of six members including the chair, vice chair, and women's liaison representative.

The meeting reviewed progress of co-ordination between the three union internationals with affiliates involved in the tourism industry: the ITF; the IUF (International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations); and FIET (International Federation of Commercial, Clerical, Professional and Technical Employees). Successful joint activities were noted in the Asia/Pacific Region with a joint conference held in Malaysia during 1995, and the setting up in Europe of a Joint European Tourism Trade Unions Liaison Committee with its own secretariat. It was agreed that this international and regional co-ordination was an appropriate and effective way of promoting the interests of workers in the worldwide tourism industry and should continue. It was also agreed that a Joint ITF-IUF-FIET Conference on the Tourism industry should be a part of the next four year programme.

The meeting noted that tourism activities also crossed the boundaries between the different transport sections in the ITF, for example with cruise ships in the Seafarers' Section and with parts of the airline, rail and bus industries. It was agreed that the other sections of the ITF

should be made more aware of the activities and concerns of the Tourism Services Section in order that the strength and participation of these sections could provide support and assistance to these activities.

The meeting identified a number of key issues experienced by unions in the section. These included: the high proportion of young women workers employed in travel agencies; low pay and poor conditions; new technology and the increased ability of companies to outsource travel agency and reservations work; and the emergence of large transnational travel companies. The newly elected section committee will look at priorities for the section work programme.

### Elections

**Richard Rosser** (TSSA, Great Britain) was *re-elected* as section chair and **Yutaka Kasahara** (KANKO ROREN, Japan) was *elected* as section vice chair.

The following members were *elected* to the section committee:

Section chair: Richard Rosser

Section vice chair: Yutaka Kasahara

Women's representative: **Harriet Yeo** (Great Britain)

Other members: Tuula Lehmusto (Finland), Gerd Hütter (Germany), Elena Rodriguez (Spain)

*Richard Rosser, rapporteur*

# Appendix One: Resolutions Adopted by the 39th ITF Congress

## General

### 1 Transport Workers and the Global Economy

#### SECTION ONE: TRANSPORT AND THE GLOBAL MARKET

1 Transport workers today face a global market. Both in the 'rich' industrialised countries as well as 'poor' developing ones, workers are losing secure jobs, working longer hours or seeing their wages cut in the interests of achieving greater competitiveness. The threat of competition from the 'global market' is being used, time and time again, to blackmail workers into accepting inferior jobs and working conditions.

2 The terminology is now only too familiar: globalisation, deregulation, privatisation, liberalisation, flexibility. So too are the results — unemployment, insecure jobs, contracting out, attacks on union rights and collective bargaining.

3 The global market affects workers in every industry, not just transport, and the ITF response must be part of a co-ordinated response from the entire international trade union movement. Yet transport is special. The maritime industry, through the flag of convenience system, was the world's first global industry and the steadily falling real price of maritime transport, due principally to the FOC system, has itself played a central role in the development of the global market. Transport unions — historically amongst the strongest in most countries — have also usually found themselves the primary target for anti-union activity by right wing governments and employers.

4 Transport of goods and people is fundamental to every economy. Access to safe, reliable and affordable passenger transport is a basic need for every citizen. Efficient and reliable goods transport is vital to economic development.

5 In a global market in which capital is free to move to wherever the highest profits can be made, a new ideological consensus has emerged, supported by the bulk of western governments and the international institutions (IMF, World Bank, OECD) which they control. This new ideology takes as its most basic assumption that private ownership is always better at delivering goods and services than the public sector, and that markets are always better at meeting needs than planning.

6 The face of the transport industry has changed profoundly in less than twenty years:

Private ownership and/or management of transport undertakings, even in public passenger transport, is becoming widespread.

National regulatory authorities have either been scrapped entirely or have had their powers drastically reduced.

Where public ownership has survived, it has usually done so by adopting commercial management methods with greater independence from political control, and greater financial transparency.

Employment levels are being cut to 'internationally competitive levels' as governments, often under pressure from international financial institutions, search for ways of reducing public deficits.

Transport operators are becoming trans-nationalised. They are striving for profitable operations within an environment of ferocious international competition. They are seeking to lower their costs through 'social dumping' in a global labour market in which they can seek the cheapest and least-protected workforce.

Governments have assisted the process of globalisation through attacking and undermining workers' rights, passing increasingly restrictive and repressive labour laws.

7 While it is true that no country can entirely avoid the impact of structural change and globalisation, it is clear from the experience of ITF unions that both workers and consumers have fared much better in those countries in which the trade unions have been able to play a positive role in planning the process of change, compared to those in which they have been excluded.

8 The number of countries from which transport unions are joining the ITF has been increasing, particularly with new participation from unions in such regions as Central and Eastern Europe. This has extended the global reach of our own international trade union movement which we must develop as a means to influence and intervene in the process of globalisation to defend and promote the interests of workers.

9 The process of change in the industry shows no sign of slowing down. On the contrary, it is if anything accelerating. ITF affiliates facing change will therefore continue to need help from those which have already been through the process; help to prevent governments from making the mistakes of others, and help to ensure that when change takes place, it does so in a way which minimises the social damage to workers and their families and guarantees the survival of strong, effective and democratic trade unions.

#### ACTION FOR THE ITF AND ITS AFFILIATES

10 The ITF and its affiliated unions reject absolutely the concept of a transport industry based solely on the free play of market forces. Unregulated competition can have disastrous effects in transport markets and for social and territorial cohesion. Where competition takes place, it must be within a strong regulatory framework and should be based upon the quality of investment, management and service, and not on the reduction of labour costs and it should take into account costs not usually included such as social, environmental etc.

11 A new approach is now needed towards the reform of the transport industry, based on the principles of fair, not free, competition and dealing with three key areas: transport policy, transport regulation and transport ownership.

#### A Transport Policy

12 Every government should establish, in consultation with the organisations representing transport employers, transport workers and transport users, a national transport policy laying down the principles which will govern regulation, ownership and long term investment plans.

13 Regional political groupings or free trade areas which have taken over responsibility for transport issues should also establish transport policies after consulting the appropriate trade union, business and consumer structures.

14 The ITF believes that transport policies should have as their central objective the development of high quality, safe and environmentally sound transport systems which can provide secure jobs and decent working conditions for transport workers, and which are:

- i) Integrated: Maritime transport, road, rail and air transport must all be integrated within an overall transport strategy tailored to the specific advantages of each transport mode.
- ii) Fair: A fair pricing regime should be established for each mode of transport which ensures that external costs are fully covered.
- iii) Safe: All transport operators, whether public or privately owned, must be subject to the same rigorous safety standards and those standards must be properly enforced by powerful regulatory bodies.
- iv) Modern: Continuous investments are needed in transport technology, but those investments should be targeted at improving safety, quality of service and working conditions, not at reducing employment levels.
- v) Environmentally friendly: Environmental and energy conservation factors must be given equal weight alongside economic factors in transport planning.
- vi) Maintaining public service: Transport is part of the basic social infrastructure. It is vital that it serves the needs of rural areas, supports regional development, improves the quality of life in towns and urban centres and facilitates social cohesion. Transport should provide the means for all parts of the community to travel and participate in civic life and economic activity.

## B Transport Regulation

15 Transport markets need regulation, and global transport markets need global regulations. The ITF's maritime affiliates have for many years experienced the impact of total deregulation in the FOC shipping market. The civil aviation industry now seems poised to go in the same direction, and there are even growing examples of coaches and trucks using 'plates of convenience' to escape national tax and social laws. But just having regulations is not enough. National regulations need to be accompanied by strong and effective enforcement mechanisms. International regulations in addition need mechanisms which force governments to live up to their obligations.

16 The objective of fully deregulated transport markets should be abandoned and in no case should liberalisation come hand-in-hand with deregulation. Governments should be ready to accept that economic as well as safety regulation is essential to ensure fair competition and a stable climate for long term investment.

17 Transport regulation must be carried out by democratically accountable publicly owned and controlled bodies, working according to published rules and with simple and transparent procedures. No organisation which operates on a profit-making basis should play any role in making or enforcing transport regulations in any country or in any mode of transport.

18 Regulations, which should be applied on an equal basis across the modes of transport, should cover as a minimum, the following factors:

- minimum safety standards
- minimum social conditions
- minimum quality standards (service frequency, comfort etc) with adequate public subsidy to permit the operation of socially necessary services



- standards for inter-modal co-operation
- safeguards against abuse of private monopoly power
- equal treatment of infrastructure and external costs between transport modes
- capacity limitation
- high standards of training.

#### C Transport Ownership

19 The pursuit of private profit can never be a successful basis for the delivery of safe, social and environmentally friendly transport services. The ITF therefore believes that the public sector must continue to play a key role in the operation of transport.

20 Whether publicly or privately owned, transport enterprises need to be professionally managed by people with direct experience of the industry. In order to enable management efficiency to be properly assessed, fully transparent systems of accounting should be adopted in all transport undertakings. These should show clearly where public subsidies are provided for social, environmental or other transport policy related purposes. Governments should not intervene in the day to day operations of publicly owned transport undertakings but should be limited to appointing high quality management teams, setting and monitoring broad policy guidelines and ensuring that transport undertakings have access to adequate investment. The same regulatory standards must be applied, both in practice and in principle, to all transport undertakings, whether publicly or privately owned.

21 Privatisation can take many forms which range from measures to regulate supply to the introduction of private operators. Where privatisation of state-run enterprises is unavoidable, ITF affiliates should seek to ensure that privatisation takes a form which minimises the negative impact on workers, transport users and the general environment, for example by:

- i) Rapidly negotiating with government officials, consultants and outside institutions on the reasons why restructuring is being considered and ensuring that all available options are considered;
- ii) Demanding that financing for social costs, including severance pay and retraining, is included in any World Bank or other externally financed restructuring process;
- iii) Achieving trade union representation on any negotiating or contractor selection body established during the privatisation process;
- iv) Demanding the inclusion of labour protection clauses, including guarantees on trade union recognition, wages and working conditions, continuation of collective bargaining rights, and limits on future sub-contracting out of work, in the bidding documents as a minimum condition to be observed by all enterprises, foreign or domestic, involved in the purchase/concession exercise;
- v) Negotiating on job security for the workers affected on the basis of: no reduction in overall levels of employment, no compulsory redundancy, and priority in hiring for existing employees;
- vi) Negotiating adequate severance pay as well as the retention of housing, medical and other social benefits for workers who lose their jobs.

## ITF ACTION

22 The ITF should, in close co-operation with its sections and regions:

- i) Continue to campaign for the retention of transport under public ownership and control;
- ii) Establish a dialogue with international organisations active in transport restructuring, including the World Bank, to ensure that the representatives of workers' views and interests are contained in their policies and guidelines;
- iii) Produce a handbook/manual of case studies and advice on deregulation and privatisation of the transport industry;
- iv) Organise a programme of trade union education and training for union leaders in dealing with the implications of transport privatisation, deregulation or restructuring plans;
- v) Organise panels of trade union and other experts to advise unions on how to react to proposals for transport privatisation including, where necessary, assistance to unions wishing to change their organising and bargaining structures so as to deal with private sector conditions;
- vi) Encourage affiliated unions to organise effective campaigns at national level, in co-operation with the wider trade union movement and other community groups, against any restructuring programmes in the transport industry which are imposed on affiliated unions or do not provide satisfactory guarantees on jobs, union rights, wages and working conditions for the employees involved, or which compromise transport safety.

## SECTION TWO: THE GLOBAL ECONOMY and MINIMUM LABOUR STANDARDS

23 Globalisation of the world economy should offer the prospects of faster economic growth, a fairer distribution of wealth, international investment and technology, a faster growth of living standards and employment for workers throughout the world, and protection of the environment through the sharing of knowledge and the adoption of best practices.

24 The reality is completely different. Multinational capital has achieved an unprecedented level of freedom from government control. Employers are free to establish facilities in virtually any country and can pick and choose the labour laws and tax regimes they like. Countries with decent labour laws and strong unions come far down the list in this international beauty parade.

25 The ITF, through its long history of fighting flags of convenience, is well experienced with this kind of system and knows it can only be fought by international minimum standards backed by strong trade union action, organised globally.

26 More jobs in the developing countries of the world are an absolute priority today. However they cannot be bought at the expense of the conditions for which unions in the industrialised countries have fought for over a century. Competitive advantage which benefits workers as opposed to employers can never be gained through the denial of basic human and trade union rights.

27 For this reason, the ITF supports the efforts of the international trade union movement, co-ordinated by the ICFTU, to establish binding rules to prevent governments which violate core international labour standards from gaining competitive advantage from the rapidly



liberalising international trade environment. It strongly supports the role of the International Labour Organisation as the UN body responsible for labour matters and believes that the ILO should be given a more important role in promoting respect for labour standards within the WTO and other international organisations.

28 The Singapore WTO Summit in 1996 failed to give a lead in establishing a social dimension to the new liberalised international trading system. Governments which regularly violate workers' rights, hiding behind the slogan of protectionism, were able to stop the WTO from making any real progress on establishing a link between access to trade and respect for core labour standards. Ironically, many of the same governments which in Singapore were arguing that the ILO and not the WTO should be responsible for labour standards were simultaneously fighting the ILO's own efforts to secure better new supervisory machinery over core labour standards. During the Geneva WTO Conference in June 1998 a significant number of world leaders, on the other hand, expressed strong support for a closer link between the ILO and WTO on trade and labour matters.

29 The ICFTU Social Clause Campaign has been strongly endorsed by the different International Trade Secretariats and other parts of the international trade union movement. One difficulty with the ICFTU campaign has been the reservations expressed about it by trade unions in several important developing countries who remain concerned that a Social Clause could be used to build new protectionist walls. Whether justified or not, such reservations have to be treated seriously. A new approach is now therefore needed which is clearly non-protectionist, which takes account of the need to protect social and economic rights such as the right to employment and which commands the widest possible consensus within the trade union movement. Without such a consensus it will be impossible to mobilise effective support from enough governments and non-governmental organisations to be able to include binding international machinery for the enforcement of core labour standards within international trade agreements.

30 Core labour standards are a beginning but they are not the end. In an international industry like transport, the pressure of the global economy will require the enforcement of more comprehensive minimum standards through international trade union action, for example through the development of international union structures for individual multinational companies and the establishment of Codes of Conduct for companies, products or industrial sectors. Consumers have to be involved in the process of promoting decent working and living standards for workers engaged in the global economy. Existing international codes of conduct, such as that developed within the OECD, with binding force are indispensable in any negotiations designed to liberalise foreign direct investment such as the proposed Multilateral Agreement on Investment (MAI) which has been under negotiation within the framework of the OECD.

#### ITF ACTION

31 The ITF should oppose by all possible means the draft treaty for a Multilateral Agreement on Investment.

32 The ITF and its affiliates must actively support the international campaign co-ordinated by the ICFTU for the inclusion of binding labour clauses in international trade agreements which will oblige all governments to accept, as a minimum, the ILO core labour standards covering:

- Freedom of Association
- Discrimination
- Child Labour
- Forced Labour.

33 The ITF and its affiliates must also support the efforts by the ILO to strengthen its supervisory machinery in relation to core labour standards following the adoption of the Solemn Declaration on Fundamental Rights by the 1998 International Labour Conference.

34 The ITF and its affiliates should actively support the extension of the 'Social Clause' principle to cover minimum employment conditions, including wages, whenever open border or open skies arrangements are concluded within regional economic groupings or free trade areas.

35 The ITF must continue to support the building of strong and democratic trade unions in developing countries as the most important single tool for improving living and working conditions.

### SECTION THREE: TRADE UNION ORGANISATION

36 The international trade union movement today faces its biggest ever challenge. Organising workers into unions and representing them is harder than ever before. The process of privatisation and deregulation has produced, in many countries, a situation in which large state owned transport enterprises with a tradition of good industrial relations have been replaced by fragmented private companies. Competition has replaced planning and is focused on getting labour costs down and labour productivity up.

37 Casual, part-time and temporary workers make up an ever increasing proportion of the transport workforce. More women and young people, often with no background in trade unionism, are joining the workforce and an increasing number of jobs are non-manual in nature. High unemployment increases insecurity and hence the risk associated with trade union membership.

38 Deregulation, privatisation and the sub-contracting out of services from transport undertakings have created a new network of small and medium sized companies, still providing transport related services but frequently outside the coverage of transport industry collective agreements. New trade union structures which forge close links between workers in the 'core' companies and those working for their sub-contractors are indispensable, nationally and internationally.

39 The transport industries are increasingly affected by new forms of international labour flexibility. These trends have reached such an extent that there is widespread reference for example within the civil aviation industry to the rise of the 'virtual airline'. There is growing evidence that the contracting out of vital safety functions may have a negative impact on safety. These trends involve an increased casualisation, de-professionalisation, work intensification and growing insecurity of employment. New forms of international labour flexibility such as cross border employment have had a negative impact on working conditions, basic employee rights and trade union organisation. A growing awareness of the negative effects of the worldwide trends of labour flexibility and job insecurity has been evidenced in the public response to a number of recent disputes such as at British Airways and UPS.

40 The distinction between employees and the self-employed is becoming less clear. To escape from social costs, collective agreements or trade unions, some transport companies are creating networks of 'self employed' sub-contractors or owner-operators who are, in reality, totally dependent on the company for their livelihoods. In many countries, however, such people have never been seriously considered as open to trade union organisation.

41 New and different jobs are being created as a result of technological change too. Traditional jobs, such as operating vehicles or other transport equipment, may account for only a small proportion of total employment in some transport enterprises. More attention

needs to be paid to new jobs in areas such as warehousing and distribution, ticketing and reservations as well as general clerical, administrative and management staff.

42 Transport workers worldwide recognise that all groups of workers within a workplace, company or enterprise need to be targeted by unions in transport undertakings. They believe that it is vital to organise those workers and service their needs.

43 At the same time globalisation and privatisation are affecting the traditional boundaries of trade union organisation. The transport industry overlaps with many others — postal services, tourism, the public service — and in many countries mergers and alliances are taking place between unions in these sectors. It is vital that these changes do not divert attention away from the fundamental need to organise new workers into trade unions nor degenerate into futile disputes about trade union jurisdiction between industries or companies. It is equally important that such disputes are not allowed to develop at the international level between different industrial secretariats. In fact the reverse should be true; this merger process must lead to better collaboration and co-operation with the new merged trade union organisations, given that in many cases the sectors are related.

#### ITF ACTION

44 ITF affiliates should:

- i) Examine their internal structures and organising methods to ensure that they are adapted to the changing structure of employment;
- ii) Adopt positive organising programmes designed to promote trade union membership amongst new groups of workers: women, young people, white collar employees, the self-employed, owner-operators and sub-contractors as well as in badly organised sectors of the transport industry;
- iii) Recruit allies such as women's organisations and NGOs to help eliminate the public image in some countries that unions are largely male dominated bodies, serving the interests of an elite group of workers;
- iv) Develop better co-ordination and collaboration between International Trade Secretariats in all sectors including tourism, telecommunications and information technology and avoid jurisdictional disputes;
- v) Ensure that workers for sub-contractors enjoy the same conditions and trade union rights as employees in the parent company and that trade union structures encourage close contact between them;
- vi) Consider new approaches to providing trade union activities and services better suited to fragmented workplaces and individual members.

45 The ITF should:

- i) Provide advice, assistance and educational support to affiliates' organising campaigns by identifying resources and information;
- ii) Co-ordinate a worldwide campaign on the impact of international labour flexibility in the transport sector. This campaign should be recommended as a major theme for all ITF industrial sections for the inter-Congress period 1999-2002;

- iii) Develop instruments and activities to prevent social dumping associated with cross-border traffic;
- iv) Co-operate closely with other International Trade Secretariats on joint organising campaigns within trans-national corporations;
- v) Promote exchanges between affiliates of organisers and trade union officers to increase their understanding of different situations and promote the spread of new organising techniques;
- vi) Analyse and advise affiliates on any issue necessary to them, including on the impact of deregulation, privatisation and restructuring on national level trade union bargaining and industrial relations structures.

#### SECTION FOUR: TRANSPORT TRANSNATIONALS

46 Trans-national Corporations (TNCs) are becoming increasingly important in the world transport industry, not only in the transport of goods but also in passenger transport as public enterprises are sold off or concessioned to the private sector.

47 Unions too should respond to the international nature of the transport industry by forging closer links with their colleagues in other countries working for the same employer. One important tool in achieving this is the creation, under the auspices of the ITF, of global company councils.

48 *Within the European Union, the Directive on European Works Councils can also provide a valuable tool to create a strong trade union response to TNCs.*

49 Regional structures such as the EWCs should not be seen as an alternative to global organisation within TNCs but as a part of a global strategy. Unions in other regional economic groupings should examine how to create similar structures.

50 Many TNCs do not organise exclusively within the boundaries of the transport industry. Increasingly close co-operation and collaboration with trade unions in other industries (at national level) and with other ITSs (at international level) will therefore be needed, including promoting or exploring possibilities for mergers.

#### ITF ACTION

51 The ITF should:

- i) Promote the use of new communications technologies, such as the Internet, to create and to maintain international networks of trade union activists working within specific TNCs;
- ii) Collect, analyse and disseminate information on the operations of transport TNCs through ITF section and regional bodies;
- iii) Support the work of the ICFTU and TUAC for the negotiation of legally binding codes of behaviour for TNCs within international investment and trade agreements;
- iv) Work closely with other ITSs to deal with TNCs which extend outside the transport industry;
- v) Promote the creation of trade union councils in priority transport transnationals and develop strong international trade union Global Company Councils;

vi) Seek funding to commission research into transnationals in the transport industry, including their structures, potential for organisation, their activities, the companies involved, number of workers in each country etc;

vii) Co-ordinate specific activities based on individual TNCs or parts of TNCs in the transport industry.

#### SECTION FIVE: TRANSPORT AND THE ENVIRONMENT

52 Massive changes in the organisation of the world's transport industry are at the heart of the globalisation process. The unit cost of goods transport has fallen dramatically, opening up new patterns of production and distribution and changing the socio-economic life of our society to an unprecedented degree. At the same time, the growth in ownership and use of the private car has radically affected the mobility of people.

53 Cheap transport has provided new benefits and freedoms for consumers but has also imposed a heavy price in terms of pollution, energy consumption and a reduction in the quality of urban life. Most countries have allowed the development of the transport sector with little or no consideration for the environment. Cheap transport presents not just the key to global economic development but also the biggest threat to the planet's environment.

54 Over recent years, 'green' issues have become the focus of much greater public scrutiny, leading to the United Nations Conference on Environment and Development (the Rio Earth Summit) in 1992. That Summit called on all governments to adopt national strategies to achieve sustainable development, working in close co-operation with interest groups, including trade unions, under the slogan 'think globally, act locally'.

55 Sustainable development means finding ways of promoting economic growth and meeting human needs in all regions while preserving the earth's resources and environment for future generations.

56 Given the huge impact of transport on the environment, the future development of the transport industry must also pay attention to the principles of sustainable development. This has led to the development of the parallel concept of sustainable mobility and the need to internalise the external costs of transport.

57 Probably the greatest single threat to the environment in the future will come from the projected growth in private car ownership and use. Already private cars are choking most of the world's cities and imposing massive social and economic costs on the people who live in them. The construction of new road capacity leads immediately to an increase in the volume of traffic.

58 The application of free market principles clearly cannot solve this problem. Those cities in which private car use has taken precedence over the development of public transport services have suffered the most from pollution and congestion. Only a planned approach which combines measures to limit private car use, such as high fuel and vehicle taxation and road pricing, with fast, comfortable, affordable and efficient integrated bus, taxi and urban rail systems can solve this problem. The promotion and financing of such systems should be a central responsibility of the public authorities.

59 Environmental and atmospheric damage caused by transport is inextricably linked to the combustion of fossil fuels as the source of power. It is a matter of acute concern that the



consumption of fossil fuels by transport is increasing while consumption in the other sectors is decreasing. Transport is now calculated to account for approximately 35 per cent of total energy consumption, compared with 25 per cent in 1980.

60 Today the central principle in planning for sustainable transport is the internalisation of external costs. The term means that transport users should cover the total costs of transport — including costs such as congestion, pollution and accidents — which are today paid by society as a whole. It is a term which will certainly be at the top of the transport policy agenda in coming years, particularly in Europe.

61 The ITF welcomes the recognition by intergovernmental bodies such as the United Nations and the European Union and certain governments of the principle that the polluter should bear the cost of its pollution. The political authorities now need to take the necessary legislative and practical measures in order to convert recognition of the polluter-pays principle into action which will ensure that the price of transport is consistent with the costs it generates, thereby removing one of the main distortions in competition between transport modes.

62 Furthermore, it is essential to the future of sustainable mobility that effective measures are taken to promote the use of modes of transport which are the most energy-efficient in the movement of passengers and goods with particular attention to the benefits of inter-modality. These measures also need to be taken in connection with effective policies for land-use planning and for replacement of travel by private car through greater use of public transport. Free-market forces alone cannot provide solutions to the complex problems of increasing environmental damage caused by transport; political intervention based on sound planning principles is necessary to reduce the impact of transport on the environment.

63 The external effects of transport are increasingly trans-boundary in nature. It is a global problem which cannot be solved by individual countries. The convening of regional conferences on transport and the environment by the United Nations is a positive initiative. These conferences should seek to achieve solutions through co-operation and technology-sharing and should reject further exploitation of the poorer regions by the richer countries. The ITF and its affiliates need to consider how the philosophy of sustainable mobility can best be promoted on a global scale and how it can encompass the different socio-economic backgrounds of the regions of the world, as well as trade union priorities and aspirations.

64 It is now also time for transport workers' trade unions to give priority to environmental questions. Many other pressure groups and non governmental organisations have begun to develop campaigns and policies related to environmentally sustainable transport, but few of them have the depth of experience of transport unions. Working with environmental groups, ITF affiliates must ensure future transport growth which favours transport modes such as railways, shipping and inland waterways which are less polluting and more energy efficient as well as transport technologies and systems in the road and aviation industries which minimise environmental damage.

65 Unions must also ensure that priority is given to protecting and improving the working environment faced by transport workers. Studies in the road transport industries show that even highly trained professional drivers using vehicles equipped with the latest modern technologies will be involved in accidents if they are forced to work excessive hours.

66 Trade unions have long struggled against employers for secure employment, better wages and working conditions. That struggle is no less necessary today than it was a century ago.

But trade unions now need to become involved in wider issues such as investment and the provision of service to transport users. As trade unions look forward to the 21st century, it is clear that environmental issues too must be placed on the bargaining table.

#### ITF ACTION

67 The ITF and its affiliated unions should therefore:

- i) Review union policies and programmes to ensure that the concept of sustainable transport is fully integrated within them and review environmental policies, including the creation of specific departments;
- ii) Promote education to raise awareness on environmental issues amongst trade union members;
- iii) Develop and implement bargaining strategies designed to safeguard the working environment in areas such as working hours, health and safety, handling of dangerous and polluting cargoes, etc;
- iv) Guarantee through laws or collective agreements protection of employees who exercise the right to refuse to pollute or who work with pollutants or in a polluted environment;
- v) Demand that governments and employers involve trade unions when implementing policies on transport;
- vi) Work for the inclusion in national, regional and international transport policies of the principle of full internalisation of external costs and of the 'polluter pays' principle;
- vii) Build coalitions of interest with other organisations and groups working on sustainable transport issues or in defence of the environment.

#### SECTION SIX: THE ITF AND THE WORLD BANK

68 Established in 1944 as an agency to promote economic reconstruction and development, over the past twenty years, the World Bank (IBRD) and its sister organisation the International Monetary Fund (IMF) have become agencies for the implementation of extreme free market ideology. The poorest economies of the world, victims of the debt crisis of the 1970s, have been forced to rely increasingly on the Bank and IMF for so-called Structural Adjustment Loans. In the process they have paid, and are still paying, a heavy price.

69 Structural Adjustment Programmes have been imposed on these countries as a condition for World Bank and IMF assistance which have resulted in widespread unemployment, a massive deterioration in the level of public services, and in many cases, direct attacks on wages, working conditions and trade union rights, all in the name of market forces and flexibility.

70 The World Bank, which is directly concerned with structural adjustment in individual economic sectors, has targeted transport, particularly rail and shipping, for attention. Yet even by its own biased standards, the Bank has recently had to admit that at least 40 per cent of SAPs have failed to achieve their objectives.

71 The ITF, together with the rest of the international trade union movement, has long been highly critical both of the basic ideology behind SAPs and of the way in which they have been

introduced in practice. They have demanded that the World Bank, in particular, pay attention to the needs of the people in the countries which receive World Bank loans and that representatives of workers should be fully involved in the planning of Structural Adjustment Programmes.

72 In recent years, it appears that a change of attitude has appeared, at least amongst the senior management of the World Bank, led by its president James Wolfensohn. Speeches have been made favouring the involvement of civil society in SAPs, a new SAP Review Initiative has been established to assess the impact of Bank programmes, and a dialogue has been established with the trade union movement.

73 An important step towards this objective was the establishment in 1995 of an office in Washington, jointly financed and controlled by the ICFTU, the ITF and a number of other International Trade Secretariats, designed to increase trade union knowledge of and influence on the Bank and IMF.

74 1995 also saw the recognition by the Bank, in its annual 'World Development Report' of the constructive role which democratic trade unions can play in managing structural change and, in 1997, the World Development Report finally acknowledged, after years of attacks on public services, that the state must continue to play a key role in guaranteeing core services in developing countries.

75 In February 1997 senior managers of the Bank agreed to the establishment of a formal Labour Forum to provide a framework for consultation between ICFTU and ITS and World Bank staff and during the 1997 International Labour Conference, James Wolfensohn praised the role of the ILO and social partnership.

76 World Bank staff have participated in a growing number of meetings and consultations with the ICFTU and ITSs, including ITF meetings and have, for example, agreed a set of minimum labour standards for Bank construction contracts with the International Federation of Building and Woodworkers.

#### A NEW APPROACH?

77 After decades of anti-labour activity, there are some signs that the senior management of the World Bank is becoming aware of its shortcomings and is beginning to take the views of trade unions more seriously.

78 The major western governments who ultimately control and finance the World Bank are becoming more sensitive to the limits of the global free market economy, and the Bank is following this trend. The Asian economic crisis of 1998 has shown how fragile the free market model really is, as well as the importance of trade unions as a vital part of a democratic society. There is some reason to hope, therefore, that this trend towards greater openness and dialogue will continue.

79 Whether the public speeches and greater willingness to talk reflects a real change of heart or is merely a cosmetic public relations exercise designed to weaken union resistance at national level remains open to question. In the end it will be the actions of the Bank in the field, in the way they implement SAPs, not the words spoken in Washington, which will enable the trade union movement to judge its intentions.

80 Given the record of the Bank, and the anti public sector and anti-trade union attitudes



often encountered amongst Bank staff, it is clearly impossible for the trade union movement to adopt an uncritical approach to World Bank policies. It is equally impossible, however, for trade unions to demand involvement in World Bank decisions and then to reject the offer of dialogue when it is made.

81 The most fundamental problem with the World Bank is its apparent obsession with privatisation within all branches of the transport sector, irrespective of the particular circumstances of the country concerned. The ITF supports the principle of transport restructuring but ITF affiliates are strongly opposed to the idea that a single ideologically driven model can be transplanted from one country to another.

82 Restructuring programmes in the transport industry which fail to recognise the social and employment contexts of the countries to which they are applied will not succeed. A proper framework of long term coherent policies for the transport sector is essential if developing countries in particular are to avoid massive social disruption.

83 World Bank SAPs in the transport industry are not some theoretical issue for the future to be accepted or rejected, they are being implemented in the field right now. For many ITF unions, the consequences are devastating.

84 Those unions which are politically strong enough to resist any World Bank involvement in their domestic transport market must continue to receive the full support of the ITF in doing so.

85 At the same time, acting in the interests of those affiliates who will, whether they wish to or not, be suffering the intervention of World Bank transport experts, the ITF has no alternative but to engage in dialogue with representatives of the World Bank and other international financial institutions.

86 In doing so its objectives should be:

- i) To continue to campaign against the imposition of restructuring programmes in the transport industry by the World Bank, IMF and other multilateral financial institutions;
- ii) To persuade the representatives of the Bank in Washington to abandon their obsession with private sector ownership and management of transport systems, irrespective of the national conditions;
- iii) To provide education and training to ITF affiliates about the policies, principles and programmes of the Bank, including the development of skills necessary to deal with Bank experts in the field, using where necessary resources from donor organisations, to finance trade union education programmes;
- iv) To insist that the Bank include, within the budgets established for national restructuring programmes, sufficient funds to equip trade unionists with the necessary skills to bargain with governments and Bank officials over all aspects of SAPs;
- v) To work closely with ITF-affiliated unions, with the ICFTU and with other International Trade Secretariats to provide help and assistance to any union threatened with World Bank financed adjustment or restructuring programmes at national level;
- vi) To obtain the maximum possible information about the plans which the Bank and national governments have for restructuring in transport;

- vii) To demand that all possible options, and not only those involving full or partial privatisation, are considered before any World Bank programmes are initiated;
- viii) To demand that governments (particularly Finance Ministry representatives who are usually responsible for negotiations) and the Bank's local representatives consult and negotiate with the appropriate trade unions on any SAPs;
- ix) To ensure that effective labour protective provisions form an integral part of all SAPs in transport and that funding for them is included from the beginning in World Bank loans;
- x) To establish union participation in any body established to grant concessions or negotiate private sector participation in transport operations and to give approval only to contractors which meet union demands;
- xi) To achieve legally binding guaranteed minimum labour standards, including employment guarantees, working conditions, trade union and collective bargaining rights for all workers affected by structural change;
- xii) To establish the principle that reductions in employee numbers where needed are achieved, as far as possible, by voluntary means;
- xiii) To ensure that generous severance/redundancy pay packages and/or positive labour market programmes are provided for any workers who lose their jobs during the process of structural change;
- xiv) To communicate to ITF affiliates in other countries the experience they have had in dealing with the World Bank.

## **2 Globalisation of the Economy**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTES the structural changes which have taken place in the world economy, rooted in the great oil crisis of the early 70s and accentuated by technological developments as well as by the neo-liberal trend exemplified by the Reagan and Thatcher Governments at the beginning of the 80s, resulting in the phenomenon known as 'globalisation';
- 2 FURTHER NOTES the collapse of the socialist bloc, resulting in the breakdown of the Soviet Union in the early 90s and of the remaining barriers to one large world market;
- 3 STATES that this phase in our history is becoming defined by the close inter-relationship between various world economies. There is no event, not even the most distant, that does not affect the markets and economies of every country: the situation in South East Asia clearly demonstrates their extreme interdependency;
- 4 BELIEVES that market interdependence does not in itself lead either to effective economic liberalisation or to the protection of consumer rights. On the contrary, globalisation strengthens the tendency of large industrial groups to come together and create financial empires; the Microsoft empire is a well-known example of this trend;
- 5 FURTHER BELIEVES that power is continually being transferred from the political to the economic arena. For all nations, this poses both a fundamental question in relation to the role

of politics and government in the process of economic and social transformation, and a challenge to democracy;

6 STATES that the role of international institutions, including the United Nations, in avoiding dangerous threats to world peace, is vital and should become priorities on the world agenda;

7 UNDERLINES that if no project for world government is envisaged in the face of such dynamic and complex processes, the social and political consequences will be devastating for the future of humanity;

8 STRESSES that together with productive decentralisation and technological innovation, globalisation has contributed to an increase in the number of developed nations and that many areas of the world — from South America to South East Asia, and from certain East European states to the Indian subcontinent — have grown enormously in the field of goods and services, but that extended economic growth does not correspond to a growth in social development and standard of living;

9 FURTHER RECOGNISES that in terms of income and quality of life, the gap between developed and developing countries has widened and over the last twenty years these social imbalances have worsened, even in western countries, and that wars, famines and political crises have generated inordinate migratory phenomena, while the fall of the Soviet bloc has given rise, especially in the ex Soviet Union, to the indiscriminate growth of rampant capitalism;

10 BELIEVES that the social regulation of the transport system is essential to any new world model of economic development, capable of sponsoring economic growth and free markets while fully respecting social rules and safeguards as well as spreading political democracy;

11 STATES that Europe plays a fundamental role in this strategy. The social standards and income distribution in this area of the world, as well as its widespread democratic institutions, represent an important reference point for the creation of a fairer and more balanced social and economic model for the rest of the world;

12 BELIEVES that the establishment of the European Monetary Union must act as a cornerstone for a greater political and social unity of the continent;

13 RESOLVES:

i) To ensure that the political initiative of the transport unions of all countries towards national governments and international institutions must be aimed at achieving the social regulation of the transport system; and

ii) That this should become an absolute priority in the years ahead.

### **3 Union Membership**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

1 STRESSES that the unionisation of workers is the entire foundation of the trade union movement;

2 NOTES that the degree of worker unionisation fluctuates considerably between different countries and continents;

- 3 NOTES that trade unions have lost members also in countries that are accustomed to relatively high degrees of unionisation;
- 4 NOTES the lack of interest young workers have in taking active roles in trade union activities;
- 5 NOTES that white-collar workers, even females, are typically more weakly unionised than the workers in the traditional transport industry professions;
- 6 PAYS ATTENTION to the fading borders between traditional worker groups as a result of the changes that have taken place in work organisation;
- 7 RECOGNISES that the concern for worker unionisation and activism is primarily the responsibility of the national unions, but
- 8 CONSIDERS that unionisation and activism can be promoted also through international co-operation;
- 9 CONSIDERS that the ITF as a global transport industry organisation should carry responsibility for the launch and co-ordination of the above mentioned international co-operation;
- 10 RESOLVES that the ITF take action to increase the rate of unionisation in the transport sector, eg by means of a campaign to recruit new worker groups to unite in defence of the interests of transport workers.

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

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

1. NOTES that working hours and employment in recent years have undergone considerable change, with a trend towards shorter working hours and less formal forms of employment;
- 2 In this context NOTES the danger that employees wishing to exert an influence over their own employment and working conditions by taking advantage of more flexible working patterns may be misused in a manner which results in reduced job security and worse conditions of employment;
- 3 BELIEVES that the current situation, which compromises job security, is highly undesirable and has negative effects on employees, especially women whose shorter working hours and less formal work patterns seriously undermine their economic and social welfare;
- 4 BELIEVES FURTHER that international regulations as regards job security, working hours, and other employment matters are not universally observed, leaving the door open for extensive mismanagement of employees, resulting in a denial of their trade union rights;
- 5 Therefore CONSIDERS it important that the ITF should be fully aware of developments and that it should take up the question of working hours and job security at a higher political level in the various international bodies;
- 6 RECOMMENDS that the Congress should support the work of the ITF Secretariat in monitoring developments in working hours and forms of employment, and also that Congress should ask the ITF, in co-operation with its affiliated organisations, to initiate a process which

will raise the question of working time and job security in global deliberations with other appropriate international bodies.

## **5 Education in Equality**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 RECALLS that trade union organisations in reality are not equal when it comes to the relationship between men and women, even though many have aims and policies meant to create equality within the organisation. The number of women represented in decision-making bodies rarely reflects the composition of the membership;
- 2 There are many reasons for this, and they often differ from one organisation to another, and from country to country. Fundamentally this is due to attitudes and value systems which have evolved over the years for historical and traditional reasons, resulting in men and women being viewed in different ways;
- 3 EMPHASISES that this difference in how men and women are viewed is universal and independent of age, ethnic background, culture or religion. In all societies the social process which forms us as individuals, and from which we absorb roles, attitudes and conceptions from the people surrounding us has been different for boys and girls — for men and women. Awareness of this, and an understanding of the consequences, is necessary if we are to change the notion of male supremacy as a law of nature;
- 4 POINTS OUT that efforts to achieve equality at work and in society must start within our own organisations and on the basis of our own convictions. These efforts must result in new expertise, forming the basis of our actions, thoughts and decisions;
- 5 BELIEVES that the motivation may be summarised in the concepts 'Justice, Leadership and Effectiveness'. In the long run this will lead to stronger and more relevant organisations with a sounder foundation among the members;

THEREFORE RESOLVES that:

- i) The ITF, in its strategic planning, place emphasis on education in equality as a means to become more representative and just;
- ii) Such education should further be regarded as a natural part of leadership training, at all levels of ITF trade unions;
- iii) The long term aim shall be to create strong organisations with a solid foundation among the members and with a broad sphere of authority.

## **6 Women Transport Workers**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTING the important progress made by women in their daily lives and their place in society, including their rapid and growing integration into paid work outside the home and the recognition of equal rights, demonstrating that socio-cultural and traditional moulds are being broken, despite the persistence of serious obstacles to women's full participation in the labour force on equal terms with men and despite the specific conditions that exist in the transport sector;



2 CONSIDERING that women's representation in the transport workforce has grown significantly in the last fifteen years, but that employment in this sector can still be defined as principally male, with women making up approximately ten per cent of the workforce;

3 CONSIDERING that this situation is almost exactly mirrored at the level of women participating in trade union activities in ITF-affiliated unions and in the ITF itself; the existence of very few women trade union representatives at company level is reflected in a low number of women holding positions of responsibility within the organisation;

4 RESOLVES to promote the incorporation of women into the workforce and encourage their integration in trade union activities on an equal footing, by evaluating all ITF activities in terms of women's participation, detecting the reasons for women's non-participation and taking the necessary measures to eliminate those obstacles identified;

5 RESOLVES to strengthen the Women's Department of the ITF; its role should be to act as a kind of 'equality auditor', evaluating to what extent different ITF activities are involving women, and pressing for the adoption of appropriate measures;

6 NOTES that policies designed to promote equal opportunities between the sexes are not issues to be dealt with by and between women only. On the contrary, women do not need to learn that they are equal to men or that they ought to have the same opportunities; they are victims of discrimination, not its promoters. Examining these issues should be a part of a consensual programme aimed at transforming society;

7 RESOLVES that the Federation's activities should reinforce equal opportunities by giving special emphasis to issues such as wage equality, non-discriminatory salaries in female-dominated occupations, the development of social services so that women with family responsibilities do not suffer negative employment consequences, together with promoting measures which protect the health and safety of pregnant mothers and unborn children and enable both men and women to attend to family responsibilities;

8 In the light of the above, RESOLVES that the ITF take into account the five objectives and the programme of implementation for 1998 set by the EU Luxembourg Summit in November 1997, and that following the ITF Women's Conference held in Delhi on 26 and 27 October, it places particular emphasis on the third objective, ie *the promotion of equal opportunities for men and women*;

9 To achieve this, RESOLVES to take action designed to strengthen equal opportunities, as follows:

#### I TO FIGHT DISCRIMINATION BETWEEN MEN AND WOMEN

- Carrying out an updated study of the jobs, occupations and sectors where women are under-represented with the aim of encouraging their employment;
- Defining a legal framework for Positive Action Programmes which will ensure obstacles in employment are removed in order to eliminate sex discrimination and effectively promote equal opportunities;
- Applying the principle of equal pay for work of equal value in line with the European Commission's Memorandum of 23 June 1994;
- Drawing up proposals to modify national legislation where necessary, ensuring that in all cases of sexual discrimination the burden of proof is reversed automatically;
- Working for the adoption of the European Code of Conduct on sexual harassment;

- Working for the effective transposition into national legislation of the European Union Directive 92/88/CEE on maternity including its annexes, and for its implementation in countries where this is not the case;
  - Promoting negotiations between the social partners for the establishment of measures designed to eliminate sex discrimination and the promotion of equal opportunities at company level and in the transport sector;
- II TO WORK FOR MEASURES ALLOWING WORKERS TO COMBINE EMPLOYMENT AND FAMILY LIFE, AS FOLLOWS:
- The public subsidising of childcare in crèches and at home, either through the direct state provision of such facilities or via agreements with the relevant national authorities;
  - The establishment of guarantees in national legislation to ensure holiday periods can be taken in addition to maternity leave, in cases where they coincide;
  - The transposition into national legislation of European Union Directive 96/34 of 3 June 1996, on parental leave;
  - The establishment of measures clearly prohibiting dismissal, non-renewal of employment contracts, or loss of employment due to the failure to pass probationary periods of employment when this is directly related to maternity (pregnancy, birth or breast-feeding) or due to the need to care for dependent children or relatives, with the ability to declare dismissal in these cases as invalid;
  - The establishment of measures to guarantee the employment of workers, on temporary contracts, to cover long-term parental leave;
- III TO WORK FOR MEASURES INCREASING WOMEN'S OPPORTUNITIES TO BE REINCORPORATED INTO THE WORKFORCE:
- Giving certain groups of women priority access to training (women over 35 with sole family responsibilities, women returning to the workplace having been occupied previously with caring responsibilities);
  - Guaranteeing access to occupational training and skills updating during career breaks due to maternity, paternity or caring responsibilities.

## **7 Ratification of ILO Convention No. 87**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 RECALLING that the preamble to the Constitution of the International Labour Organisation declares recognition of the principle of freedom of association to be a means of improving conditions of labour and of establishing peace;
- 2 RECALLING FURTHER that the United Nations Declaration on Human Rights (1948) reaffirms that freedom of expression and of association are essential to sustained progress;
- 3 BEING AWARE that 1998 marks the 50th anniversary both of the UN Universal Declaration of Human Rights and ILO Convention No. 87 concerning Freedom of Association and Protection of the Right to Organise;
- 4 NOTING WITH DEEP CONCERN that fifty years after the adoption of ILO Convention No. 87 many countries have still to ratify it and as a result workers' rights abuses in those countries and inequalities in their societies are getting deeper;

5 HOLDS THE FIRM VIEW that trade union rights are human rights and as such should be respected and protected by all countries;

CALLS UPON the ITF Secretariat to:

- i) Exert its maximum influence on the countries concerned with a view to ratifying, complying with and implementing ILO Convention No. 87;
- ii) Request the ILO Director-General to recommend to those countries which have not yet ratified ILO Convention No. 87 to do so without further delay.

## 8 Nuclear Weapons and Peace

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 RECALLS the resolution on 'International Solidarity for Peace' adopted by the 38th ITF (Centenary) Congress in London in 1996 which condemned the nuclear tests then being conducted by France and China and calling on all ITF affiliates to mobilise in favour of peace and disarmament;
- 2 REAFFIRMS its unconditional opposition to the production, testing, development, possession, deployment and use of nuclear weapons by any country;
- 3 RECOGNISES that in the post Cold War era, the risk of global nuclear war between superpowers is increasingly being replaced by the risk of nuclear weapons being used in local conflicts or as weapons of terrorism;
- 4 OPPOSES any act by any government which tends to increase the proliferation of nuclear weapons and which acts against the principle of nuclear disarmament;
- 5 CONDEMNS the nuclear tests conducted by the governments of India and Pakistan in May 1998 and calls on both governments to declare an immediate moratorium on further testing or deployment of their nuclear weapons;
- 6 STRONGLY SUPPORTS the demand of the Indian trade unions that resources being used to support nuclear programmes should be diverted into economic and social development;
- 7 UNDERSTANDING that peace is not just the absence of war, and that achieving a real and lasting world peace must involve the elimination of political and economic injustice and the extension of human and trade union rights worldwide;
- 8 CALLS ON all ITF affiliates to work with their national trade union centres to achieve a total ban on all nuclear weapon testing and the negotiation of a comprehensive multilateral disarmament treaty binding on all states, large and small;
- 9 CALLS ON the ITF Executive Board to approach the ICFTU and other International Trade Secretariats with a view to mobilising an international trade union campaign in favour of nuclear disarmament and in favour of world peace.

## 9 European Transport Workers' Structures

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,





- 1 RECALLING the resolution on Co-operation between the ITF and the 'Brussels Committee' adopted by the 37th Congress in Geneva;
- 2 NOTING the extensive discussions which have gone on both within the ITF Executive Board and in the different bodies of the Federation of Transport Workers' Unions in the European Union (FST) about avoiding duplication and increasing co-operation;
- 3 NOTING the ongoing negotiations between the EU and a number of countries in Central and Eastern Europe which are likely to result in a further enlargement of the European Union within a few years and the fact that the European Union is becoming the dominant body affecting transport and social policy throughout Europe;
- 4 WELCOMES the decision of the FST General Assembly in November 1997 to establish a Working Group on future FST-ITF relations;
- 5 ENDORSES the conclusions of that Working Group which met on 4 September 1998, subsequently endorsed by the FST Co-ordinating Committee, which proposed that the FST and the existing ITF European structures be wound up and replaced with a new transport workers' structure which acts at the same time as the European region of the ITF and as the Transport Federation of the European Trade Union Confederation; and
- 6 CALLS ON the ITF Executive Board to give its full support for the establishment of such a new European structure which should have a wide degree of autonomy in political action, particularly as regards the activities of the EU, while respecting the overall global framework of international solidarity represented by ITF Congress and Executive Board decisions.

## **Railways**

### **10 Action Day for Railways**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTES the worldwide importance of railways in the transport of passengers and goods;
- 2 NOTES also that in many corners of the world railways are the only transport means available for a large number of the population;
- 3 EMPHASISES that railways are proved to be the most environment-friendly means of transport;
- 4 CONSIDERS that no railway system remains untouched by the impact of the recent past whether it originates from a change of ownership, from restructuring, from cuts in networks or from financial pressures;
- 5 RECOGNISING the competence and worldwide presence of the ITF in this sector of transport;
- 6 RECOMMENDS that:
  - i) The ITF Inland Transport Sections, in co-operation with affiliates, organise an action day in favour of railways;
  - ii) The action day should be organised to give the possibility to affiliates to draw the attention of transport policy makers to the interest of railway users and railway workers.

## Road Transport

### 11 The Road Haulage Industry

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTES that the road haulage industry worldwide is a fragmented and in many respects outdated sector;
- 2 FURTHER NOTES that internationally the sector is made up of very small and weak companies with a very high proportion of one and two vehicle companies;
- 3 NOTES FURTHER that the profitability of the industry tends to be very low, and that the working environment as well as pay, social benefits and other employment conditions are inferior to those in most other industries;
- 4 STRESSES that security of employment in the road haulage industry as well as opportunities for training and skills developments are often non-existent;
- 5 FINDS that the companies in the road haulage industry lack the necessary expertise when it comes to labour rights, the working environment, and other matters of importance to the individual employee;
- 6 FINDS FURTHER that the companies in the road haulage sector, unlike other sectors, more often than not are unable to safeguard their interests vis-à-vis their customers and especially vis-à-vis large companies;
- 7 FINDS FURTHER that the road haulage sector's difficulties in safeguarding its interests is the major reason why social dumping, unfair competition and economic offences have grown within the industry;
- 8 NOTES that the free movement of labour is increasing as a result of, among other reasons, the European Union principle of free movement of services;
- 9 ALSO NOTES that the road haulage industry has created the conditions for playing *different groups of employees off against each other, and that for this reason it has become difficult to maintain and safeguard collective agreements and other protections;*
- 10 IS AWARE that economic, political, cultural and social differences between countries and continents have created regional differences within the road haulage industry;
- 11 IS FURTHER AWARE that the transport market in the future will be characterised by constantly expanding demands from an industry constantly expanding in scale, and that this large scale will also impact on logistic solutions;
- 12 FINDS that the consequences of the present situation will have to be studied and analysed in greater detail in order to determine whether the current structure of the road haulage industry is compatible with the demands made by a market which is becoming more and more international;
- 13 BELIEVES that increased attention must be paid to the position of small companies, and their relationship to the world around them;

14 BELIEVES that the ITF is the only organisation which is capable of dealing comprehensively with the problems of individual employees within the road haulage sector from an industrial and political perspective;

15 BELIEVES FURTHER that the role of collective agreements in counteracting social dumping must be given the same priority as the flag of convenience campaign;

16 URGES the ITF General Secretary to:

- i) Take urgent steps to ensure that the road haulage sector's future structure and conditions in the road haulage sector are made the subject of study and analysis;
- ii) Ensure that this study and analysis starts from an industrial and political perspective;
- iii) Take urgent steps to investigate to what extent social dumping within the road haulage industry can be countered by concluding collective agreements such as those in FOC shipping.

## **12 Working Conditions of Truck and Lorry Drivers in India**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

1 NOTING that the several hundred thousand truck and lorry drivers in India have been suffering under deplorable working conditions;

2 NOTING also that they are forced to work through day and night, for even 12 to 16 hours a day and for days on end and for very long distances without proper or adequate rest and removed from their families even for several weeks;

3 NOTING further that they are paid very poor wages and are not given any other benefits like holidays, medical insurance, retirement benefits etc;

4 NOTING moreover that as a consequence of excessive working hours, lack of rest and sleep, very poor living conditions and deteriorating physical conditions, the drivers meet with accidents quite frequently and lose their precious lives;

5 CALLS UPON the Government of India to enact legislation at the earliest possible opportunity which will, among other things, ensure to truck and lorry drivers:

- i) Job security
- ii) An eight hour working day
- iii) Adequate and proper rest and weekly and annual holidays
- iv) Living wages
- v) Retirement benefits such as a provident fund, gratuity, pension etc
- vi) Medical facilities and cash benefits, and
- vii) Life insurance;

6 CALLS UPON the ITF affiliates in the country to bring pressure on the Government to implement the above.

## Docks

### 13 The Dockers' Section

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 CONSIDERING that growth in harbour systems in recent years has been marked not only by ongoing modernisation, but also by the privatisation of services traditionally thought of as public;
- 2 CONSIDERING that this privatisation process is not a phenomenon that is strictly confined to dock work, but is the outcome of a liberal-conservative economic model that has taken root in the international economic arena over the last few years, and is now spreading to all areas of economic activity; and that by meeting the phenomenon head-on we will have little chance of curbing it, and we will in fact be marginalised from the process and have no opportunity of taking action on its more harmful aspects;
- 3 CONSIDERING that we must confront the rapid liberalisation of dock work by implementing plans that ensure competition between ports is not based on their strategic location or on workers' wages, but on the specialisation of ports and diversification of commerce, and by establishing a social international framework that harmonises workers' conditions of employment and regularises working hours in such a way that they are distributed equally;

The ITF's 39th Congress RESOLVES:

- i) That workers must not be forced to pay the price for competition between ports in different countries;
- ii) That it is necessary to draw up a social international framework that harmonises workers' conditions of employment, including safe working environments, where and when affiliates consider it appropriate;
- iii) To support affiliated unions in those cases where they have to consolidate common positions opposed to the disappearance of public services;
- iv) That ILO Conventions Nos. 137 and 152 should be ratified and applied by those countries that have not yet done so, and implemented by those countries that have;
- v) To re-state our rejection of all employers' and authorities' policies insofar as they do not address our demands.

### 14 Chilean Port Workers

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTING that all the information available clearly shows that the covert privatisation scheduled to come into effect at the end of this year is one of the principal problems faced by port workers in the course of the modernisation of the Chilean Port Company EMPORCHI, and that the so-called privatisation process will provoke a restructuring of the labour force. The most important trade union concern is that the Government Negotiating Council agrees to and implements the proposals of the Workers' Negotiating Council on the basis of constitutional right of equality before the law and the principle of subsidiarity;

- 2 CONFIRMING that this port reform will have negative effects on the workers' interests, including on their employment and working conditions and their social security entitlements, and will damage trade union organisations in their capacity to represent, negotiate for and defend their current and future members;
- 3 TAKING INTO ACCOUNT that the demands of the port workers are to regulate port operations, training and economic compensation — measures that were implemented in previous reforms (1981 Port Reform, Law 18.032);
- 4 CONSIDERING that the attitude of the Chilean Government, which does not want to take on, nor award compensation to those workers affected by port reform, and which led the trade unions to organise mobilisations and stoppages of port operations;
- 5 CONDEMNS the inflexible attitude of the Chilean Government which is fighting the minimal demands of the workers and undermining the tripartite resolution approved by the Chilean delegation at the ILO in relation to social and labour problems caused by structural adjustment in the port industry;
- 6 RESOLVES to organise international solidarity in support of Chilean port workers, taking all the necessary measures to strengthen and assist them, through trade union, economic and political trade union action such as strikes and boycotts of any Chilean cargoes which arrive in various ports worldwide, until the Chilean port workers' problems are resolved.

## **Shipping**

### **15 The Preservation of the ILO Maritime Machinery**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTING that since its inception the International Labour Organisation has recognised the unique character of the maritime industry which is also recognised in many countries through special maritime legislation;
- 2 NOTING FURTHER that this recognition has resulted in a special procedure for the identification of issues appropriate for standard setting through specially convened maritime sessions of the *International Labour Conference*;
- 3 VEHEMENTLY OPPOSES any move for changing the status quo in ILO standard setting maritime machinery;
- 4 CALLS UPON the ITF Secretariat to:
  - i) Join forces with the International Shipping Federation with a view to undertaking lobbying activities with the ILO Director-General and Governing Body members and other interested parties;
  - ii) Enlist the support of sympathetic governments through appropriate lobbying activities;
- 5 CALLS UPON the ITF seafarer affiliates to approach their respective governments, TUCs and national centres explaining to them the paramount importance of the preservation of the ILO maritime machinery and requesting also their support.

## 16 Maritime Cabotage

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 RECALLING that cabotage is an issue of cardinal importance for all ITF seafarer affiliates and a weapon for preserving jobs for national seafarers;
- 2 BEING AWARE that as a result of regional and international developments on cabotage, the employment of national seafarers on *bona fide* first national registers is in jeopardy;
- 3 NOTING in particular the developments in the European Union within the framework of the liberalisation of the internal market in maritime services and the Commission's proposals which, if introduced, will be detrimental for the employment opportunities of Southern European affiliates;
- 4 NOTING FURTHER that regional cabotage arrangements are encouraged by ITF policy as a means of preserving jobs for national seafarers concerned;
- 5 REAFFIRMS its solidarity with and support for all ITF seafarer affiliates affected by the above-mentioned developments;
- 6 STRONGLY OPPOSES any changes in the status quo in countries where cabotage restrictions are currently in force;
- 7 RESOLVES that under all circumstances the host state(s) legislation on manning and related matters shall apply.

## 17 Young Seafarers

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTING that in order to sustain the profession of seafarers and their trade unions, it requires the entry of suitably qualified young people;
- 2 BEING AWARE that younger seafarers and new entrants to the profession may have needs with regard to specific services and support;
- 3 REQUESTS the Secretariat to liaise with the ICSW and other appropriate agencies with a view to ascertaining whether young seafarers' specific needs are being addressed and, if not, to promote appropriate solutions.

## 18 Flags Of Convenience

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 RECALLING previous ITF Congress resolutions on flags of convenience particularly with regard to the resolutions adopted by the 37th ITF Congress (Geneva, 4-11 August 1994);
- 2 NOTING WITH DEEP CONCERN that fifty years after the launch by the ITF Oslo Congress of the Campaign against flags of convenience, such registers continue to proliferate, resulting in huge job losses for seafarers in beneficial ownership countries and the decline of *bona fide* national flag shipping;

- 3 MINDFUL that the ITF FOC Campaign in pursuing its primary objective to drive ships back to the flags of beneficial ownership is ultimately aiming at supporting bona fide national flag shipping;
- 4 STRONGLY BELIEVES that unless the ITF FOC campaign at the political and industrial levels is intensified and further enhanced, national seafarers will undoubtedly continue to experience more unemployment as a result of the reduction of the size of national shipping in the traditional maritime countries concerned;
- 5 CALLS UPON the ITF Secretariat to:
  - Re-open the debate on flags of convenience in the context of the International Labour Organisation and in the first place the ILO Joint Maritime Commission;
  - Further pursue the ITF political campaign in the framework of the International Maritime Organisation with a view to ultimately adopting a mandatory instrument on the conditions for registration of ships, and in the meantime to proactively promote other measures which will facilitate the achievement of the ultimate objective;
  - Organise an appropriate worldwide action against flag of convenience vessels at a time to be decided by the appropriate ITF campaign decision-making bodies.

#### **19 Chilean Second Register Proposal**

The 39th Congress of the ITF, meeting in New Delhi from 29 October to 5 November 1998,

- 1 NOTING WITH CONCERN the statements expressed by the Director General of the Chilean Maritime Administration as well as by the President of the National Shipowners' Association and new Vice President of the ISF, with regard to the establishment of a new Chilean register which will offer "solutions to improve conditions for private Chilean shipowners achieved by adjusting crew costs and the fiscal regime in accordance to a level comparable with the international market";
- 2 CONSIDERING that experience internationally has shown that this would mean a considerable reduction in salaries and in working conditions on board, which could result in the replacement of Chilean seafarers by cheaper foreign crews. On the other hand, this proposal could also bring a less bureaucratic regime as current legislation offers no guarantees to international financiers who offer credit to Chilean shipowners;
- 3 TAKING INTO ACCOUNT the fact that trade unions would participate in the debate on an initiative resulting in an efficient and effective system to promote the development of the shipping industry, the union position on 'levelling' crew costs is to reject it completely;
- 4 NOTING that today's competitive market conditions can be bettered through the application of modern techniques to the challenges faced by trade unions, which should be a task taken up jointly by workers and employers. Trade unions will support any proposal which, following a public debate, leads to growth and development of the merchant fleet. Trade unions will oppose, however, any proposal which constitutes a setback for Chilean seafarers, as such a proposal would only serve to further undermine the little known and lonely profession of seafaring;
- 5 RESOLVES to fully support Chilean seafarers' organisations in the defence of their members' interests and requests the ITF General Secretary to write to the Chilean Government, Senate, Parliament and National Shipowners' Association, rejecting the aforementioned proposals.



## Appendix Two: Key Documents Submitted to the 39th ITF Congress

### Agenda of the 39th Congress of the International Transport Workers' Federation, 29 October to 5 November 1998

- 1 Opening Ceremony
- 2 Address by Host Organisations and Distinguished Guests
- 3 Presidential Address
- 4 Election of Tellers and Ballot Scrutineers
- 5 Adoption of Standing Orders
- 6 Election of:
  - (a) Credentials Committee
  - (b) Resolutions Committee
- 7 Report on Activities 1994 to 1997
  - Secretariat Report 1994 to 1998
  - Transport Workers: Beyond 2000 - Progress Report
- 8 Mobilising Solidarity
- 9 Women Transport Workers
- 10 Financial Statements and Auditors' Reports (1994 to 1997)
- 11 Motions
- 12 Amendments to the ITF Constitution
- 13 Affiliation Fees
- 14 Election of Governing Bodies, Auditors, General Secretary, President and Vice Presidents
- 15 Location of Headquarters
- 16 Reports of Section Conferences

### Section Work Programmes 1998-2002

The following work programmes, which will guide the work of the different industrial sections during the next inter-Congress period, were adopted by the section conferences and committee meetings held in conjunction with the 39th ITF Congress.

#### Urban Transport Committee

XXXIX C-7/UT/(WP)

The current work of the committee and its programme for the next four years is influenced by the recognition of both sections that efficient user-friendly public transport systems are in the interests of transport workers, the public and local and national economies.

The activities of the Urban Transport Committee over the next four years will include:

- 1 Promotion of the expansion of public transport, in co-operation with other organisations sympathetic to this aim, for the purpose of achieving full integration of the services provided by the transport modes.
- 2 Safeguarding the public interest in the provision of transport services through effective public standards of service quality for users and working conditions for employees.



- 3 Development, dissemination and exchange of information on multinational public transport operators and the establishment of a code of conduct regarding their responsibilities to users and employees.
- 4 Developing activities to prevent deregulation and privatisation of public transport and the co-ordination of international days of action.
- 5 Integration of taxi services into the public transport system.
- 6 Actions to establish acceptable working hours limits, particularly the inclusion of urban transport drivers in legislation regulating professional drivers' hours.
- 7 Construction of bus, light rail and heavy rail vehicles, including driving compartment ergonomics.
- 8 Measures to prevent violence against public transport workers.
- 9 Activities to achieve equality of opportunity and treatment of women urban transport workers.
- 10 Developing activities to improve the working conditions of non-driving and maintenance workers.
- 11 Continuing the co-ordination of projects and the publication of information to promote investment in the improvement of urban transport workers' health and safety, in particular through the joint trade union/academic working group. This working group should develop information on the causes of the most prevalent occupational illnesses and effective measures to prevent them.

### **Railway Workers' Section**

XXXIX C-7/Rw/(WP)

The conclusions and resolutions adopted by the section conference held in Berlin in November 1997 indicate the section's intentions with regard to its priorities and objectives for the period under consideration.

The work programme therefore includes the following principal items:

- 1 Restructuring and privatisation of railway undertakings, including in particular the influence of international agencies on these processes and the consequences for railway workers.
- 2 The activities of international/multinational railway operators and solidarity between unions whose members are employed by them.
- 3 The development of international railway services and the conditions under which train crews operate cross-frontier services.
- 4 The internalisation of the external costs of transport and the promotion of sustainable mobility.
- 5 Railway safety, including the safety of passengers with reduced mobility.

- 6 Railway workers' trade union rights and compliance with ILO standards.
- 7 The promotion of urban and short-distance public transport in co-operation with the Road Transport Workers' Section through the activities of the Urban Transport Committee.

## Road Transport Workers' Section

XXXIX C-7/Rt/(WP)

The items listed in the following paragraph reflect the restructuring of the section which has taken place since the 37th Congress and also anticipate developments which are forecast in the passenger transport sector in particular.

The work programme therefore includes the following principal items:

- 1 The continuing campaign to eliminate excessive working hours in both the passenger and goods transport sectors.
- 2 Securing trade union rights for road transport workers in compliance with ILO standards.
- 3 Improving the ergonomic and safety standards of commercial vehicles.
- 4 Developing educational materials and policies concerning the application of telematics in road transport.
- 5 Improving conditions for international drivers, including frontier crossing facilities, secure rest areas and assistance programmes.
- 6 Activities in response to the continuing expansion of multinational passenger and goods transport operators and parcel carriers, including co-operation with other international trade secretariats.
- 7 The development of specific activities to support non-mobile workers and the taxi sector.
- 8 The promotion of urban and short-distance public transport in co-operation with the Railway Workers' Section through the activities of the Urban Transport Committee.
- 9 *Research into deaths and injuries of professional drivers.*
- 10 Activities for women workers in road transport.
- 11 Organising unorganised workers in the informal sector.

## Inland Navigation Workers' Section

XXXIX C-7/IN/(WP)

As a continuation of work within the section during the period since the 37th Congress, the work programme will focus on the following items:

- 1 Developing policies and activities to combat the use of flags of convenience in inland navigation.
- 2 Establishing acceptable conditions for the employment of non-domiciled crew members.

- 3 Examination of the possibilities for adopting a standard ITF agreement on working conditions.
- 4 Standards for safe operation regarding minimum manning and working time.
- 5 Union contact networks for the assistance of crew members abroad.

## **Dockers' Section**

XXXIX C-7/D/(WP)

The section's work programme will include:

- 1 Union-busting by governments and/or port employers will be responded to with international solidarity action. Ships and shipowners will be targeted and all affiliates will be provided with the names of the ships and their owners which have used port facilities de-unionised as a result of union busting.
- 2 Campaigns in favour of the ratification of ILO Conventions Nos. 137 and 152 and against cargo handling by seafarers will be continued and if necessary intensified. Participation in the FOC Campaign will again be one of the basic activities of the section and the affiliated dock workers' unions.
- 3 The regular section survey on working conditions will be continued, while health and safety issues will be dealt with when requested by affiliates. It is the intention of the Secretariat to issue more frequent, shorter publications on specific issues rather than lengthy bulletins.

## **Seafarers' Section/Special Seafarers' Department**

XXXIX C-7/S/SSD/(WP)

The work programme of the Seafarers' Section and the Special Seafarers' Department (SSD) in the period 1998-2002 has been determined in the main by the outcome of the discussions under the review of the flag of convenience campaign.

Many of the issues preoccupying the affiliates in the Seafarers' Section are dealt with in the policy document From Oslo to Delhi. Key issues will, however, include:

- continuing the political campaign for an end to the flag of convenience system and the establishment of a 'genuine link' between shipowner and flag;
- expanding the influence of the ITF and its affiliates in the shipping industry;
- monitoring the impact and promoting strict enforcement of the ISM Code, the STCW Convention and the United Nations Convention on the Law of the Sea (UNCLOS);
- excessive working hours and the consequent problems of fatigue and stress;
- keeping the spotlight on the GMDSS so as to ensure that seafarers' lives are not put at risk;
- keeping pressure on all flag states to ensure enforcement of international standards and supporting the Flag State Implementation (FSI) initiatives of the IMO and enhancement of the IMO as a global enforcement agency with economic as well as safety powers;
- seeking to ensure that the shipping industry is run on a rational and sustainable basis which will include promoting measures to arrest the growing age of the world fleet, eliminate unfair competition and ensure greater transparency;
- continuing to support studies and research in areas affecting the working lives of seafarers including the consequences of the modern day structure of the shipping industry, safety of life at sea and occupational health;
- promoting seafarers' welfare;

- strengthening the regional section structure so as to ensure that the views of all affiliates are given equal voice;
- expanding and enhancing the publications, studies and surveys carried out by the Secretariat, including information on wages and working conditions;
- developing maritime economic policy and regional policies to take account of specific national and regional problems;
- development of policies and initiatives to deal with the problem of lack of training and unemployment and assist affiliates to seek work for their members who have been displaced;
- development of an environmental policy.

## Fisheries Section

XXXIX C-7/F/(WP)

The section's work programme will include:

- increasing the membership of the section and promoting organising drives among the unorganised;
- enhancing and strengthening the capacity of ITF affiliates to meet the needs of their members, including promoting the adoption of more sustainable trade union structures;
- the Fisheries Section FOC Campaign;
- the development of a revised section policy document, which would place fisheries management aspects at the centre of the revised policy;
- the development of a policy on non-domiciled fishermen which should take the form of a 'fishermen's charter' and launching a campaign to combat the gross exploitation and abuse some of these fishermen endure;
- the development of a policy on catching methods and equipment (including drift nets);
- the development of a policy on industrial fishing;
- the development of a policy statement on how to respond to structural adjustment and fleet reduction;
- continued participation in the development of a code of conduct for responsible fisheries access agreements;
- promotion of the FAO Code of Conduct for Responsible Fisheries and the Compliance Agreement;
- the continuation of the existing work in relation to the International Whaling Commission with a view to securing the implementation of the revised whaling policy;
- relations with international organisations, including FAO, ILO, IMO, OECD, UNCSD and CONSSO;
- building solidarity and the development of alliances;
- the promotion of dialogue with other relevant organisations;
- promotion of the ratification of the IMO STCW-F and Torremolinos Protocol;
- eco-labelling;
- exploring the possibility of ITF participation within the North Atlantic Fisheries Organisation; and
- development of a policy on occupational safety and health of fishermen.

## Civil Aviation Section

XXXIX C-7/Ca/(WP)

The work programme reflects the future activities noted in the Report of the Secretariat 1994-1998. This will in particular continue the current priorities of:

- trade union co-ordination in international airline alliances;

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- structural change in the industry and increased labour flexibility;
- the development of large aircraft and their impact on crew and ground staff;
- airport privatisation and ground handling liberalisation;
- aviation safety professionals (cabin crew/ground staff);
- air traffic services;
- fair skies, not open skies;
- aviation safety standards/safe skies;
- occupational health and safety.

### Campaigns

Issue	Timetable
Anti-sexism	On-going. Launch best practice document March 1999
Unruly passengers	Launch campaign summer 1999
Carry on baggage	Launch video and campaign pack December 1998
Ground staff	Launch during ICAO World Air Transport Conference 1999
safety professionals	
Labour flexibility	Launch of Cardiff University report November 1998
Safe skies	On-going

### Information Work

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

### Special Meetings

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

### Tourism Services Section

XXXIX C-7/TR/(WP)

Following a meeting of the section conference in June 1998, the section has established a clear list of priorities for future work including:

- continued co-operation with ITF-IUF-FIET leading to a second joint tourism conference;
- one section conference during a four year period, to take place during the ITF Congress;
- continued funding of the activities of the ETLC;
- the development of joint ITF-IUF-FIET tourism activities in Asia/Pacific along the same lines as the ETLC in Europe.

## Election and Composition of the ITF Women’s Committee

XXXIX C-9/1

a) The election of the Women’s Committee is governed by Rule XII of the ITF Constitution. The main provisions will be:

- i) The Women’s Committee consists of regional members, section representatives, women members of the Executive Board and the ITF Women’s Officer.
  - ii) The membership of the committee is to be a reasonable reflection of the ITF’s membership, geographically and industrially. No affiliated organisation may have more than one member. Advisers and observers may be invited.
  - iii) The committee shall be composed of members elected by Congress from nominations made by regional electoral groups together with section representatives elected by the section conferences at Congress. Any union has the right to submit candidates for nomination within its regional group.
  - iv) Any vote within an electoral group will be conducted in accordance with Rule IV, paragraphs (9) and (10) of the ITF Constitution.
- b) The Executive Board recommends that, in the election of the Women’s Committee, the regional electoral groups and the number of nominations which each group may make should be as follows:

### i Regional Representatives

Europe and the Middle East	6	North America	3
Africa	3	Asia/Pacific	4
Latin America and the Caribbean	3		

### ii Section Representatives

One women’s representative, who shall be a member of the Women’s Committee, shall be elected by each ITF section conference during Congress. The women’s representative shall be a member of the section committee and shall be responsible for representing the industrial interests of the section within the ITF Women’s Committee, and for reporting on ITF women’s activities to the section.

## Nominations for the Women’s Committee

XXXIX C-9/2

The following members were elected to the ITF Women’s Committee by the 39th ITF Congress on 5 November 1998:

### Africa

Caroline Mandivenga (Zimbabwe, Executive Board, ITF Vice President)  
 Juliet I Ashibougwu (Nigeria)  
 Sylla Nogoye (Senegal)  
 Deborah Lutwaza (Tanzania)

### Asia/Pacific

Saki Rizwana (Bangladesh, Executive Board)  
 Sue Gajdos (Australia)

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Nasima Ameen (Bangladesh)  
Darshan P Paul (India)  
Royapuram Raju Prathima (India)

### Europe

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

### Latin America and the Caribbean

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

### North America

Denise Hill (Canada, Executive Board)  
Cheryl Kryzaniwsky (Canada)  
Terri Mast (United States)  
Ann Tonjes (United States)

### Section representatives

Railway Workers: Jane Brekkhus Sæthre (Norway)  
Road Transport Workers: Janaina Fernandes (Brazil)  
Inland Navigation Workers: Juliet I Ashibougwu (Nigeria)  
Dockers: Myriam Chaffart (Belgium)  
Seafarers: Anne-Beth Skrede (Norway)  
Fisheries: Anne-Beth Skrede (Norway)  
Civil Aviation: Narelle Gill (Australia)  
Tourism Services: Harriet Yeo (Great Britain)

## Amendments to the ITF Constitution

XXXIX C-12

The following constitutional amendments are proposed by the Executive Board:

### A Ensuring Gender-Neutral Language

In line with the recommendations of the ITF Women's Conference in 1994, the Executive Board proposes to amend the ITF Constitution to ensure that the language is gender-neutral, as follows:

#### PREAMBLE

*Delete "Railwaymen's Section" and replace with "Railway Workers' Section"*

*Delete "Fishermen's Section" and replace with "Fisheries Section"*



Rule I, (3)(b)

Delete the words "brotherhood and"

Throughout the Constitution, the following is proposed:

Delete "Chairman" and replace with "Chair"

Delete "him" and replace with "him/her"

Delete "his" and replace with "his/her"

Delete "he" and replace with "he/she"

Delete "himself" and replace with "himself/herself"

These points have, where appropriate, been incorporated into the constitutional amendments below.

## **B Abolishing the General Council**

Following extensive discussions, the Board proposes the following amendments to the Constitution which would bring about the abolition of the General Council.

Rule III, (4)

Delete "the General Council" and replace with "Congress"

Rule III, (5)

Delete "the General Council" and replace with "Congress"

Rule III, (6)

Delete entire paragraph

Rule V

Delete entire rule

Rule VI, (1)

Delete "from among the members of the General Council"

Rule VI, (2)

First sentence, delete "and meetings of the General Council"

Second sentence, delete "and the General Council"

Rule VI, (5)

Delete "who are members of the General Council"

Rule VI, (10)

Delete "or meetings of the General Council"

Rule X, (2)

Delete "General Council and"

Rule X, (7)

Delete "the General Council" and replace with "Congress"

Rule XIII, (5)

Delete "The Chairmen of industrial sections shall be advisers to the General Council" (see Rule V, paragraph (3)).



Rule XVII, (3)

Delete "the General Council"

### C Expanding the Management Committee

The following constitutional amendment, designed to expand the size of the ITF Management Committee by two additional members, is proposed by the ITF Executive Board.

Rule VI, Paragraph (3)

Delete "three" and replace with "five"

### D Validity and Amendment of the Constitution

The following constitutional amendment, designed to clarify the procedures to be adopted by the Congress in relation to motions to amend the ITF Constitution, is proposed by the ITF Executive Board:

Rule XIX

VALIDITY AND AMENDMENT OF CONSTITUTION

Delete existing Rule XIX (2) and replace with the following text (new wording shown in bold type):

*(2) Congress alone shall have authority to amend the Constitution. **Motions to amend the Constitution shall be submitted to the General Secretary and issued to affiliated organisations in accordance with the procedures laid down in Rule IV, paragraph (14).***

*(3) **Motions to amend the Constitution, other than those submitted in accordance with paragraph (2) above shall only be submitted to Congress if the Standing Orders Committee so decides.***

*(4) **Motions to amend the Constitution shall be submitted to a Membership Vote in accordance with Rule IV, paragraph (9) and must receive at least two thirds of the valid votes cast to succeed.***

### E Size of the Executive Board\*

The Executive Board is proposing to recommend to Congress the election of five additional Executive Board members, one from each of the existing ITF regions, representing women transport workers. In order for this to take effect, Rule VI (1) would need to be amended to create five new Board seats. In addition, at its meeting in Prague in April 1998, the Board agreed to recommend to Congress the expansion of the Executive Board by an additional one seat. The following amendment is therefore proposed:

Rule VI (1)

Delete "twenty-nine" and add "thirty-five"

### F Electing a Woman Vice President/President

In order to implement the Board's proposal to create an additional Vice President's position to be held by a woman, some changes will be necessary to Rules VI (3), VII (1) and VIII (1) of the ITF Constitution as follows:

Rule VI (3) and VII (1)

Delete "four Vice Presidents" and insert "five Vice Presidents".

Rule VIII (1)  
(new wording in bold type)

*There shall be a President and ~~four~~ **five** Vice-Presidents of the ITF, who shall be nominated by the Executive Board from among its members and proposed to Congress for election. The President and four **of the** Vice-Presidents shall each come from a different electoral group **and one shall be a woman**. The President and the Vice-Presidents shall hold office until the closure of the following Ordinary Congress and shall be eligible for re-election.*

## G Creating a Women's Structure

In addition, the Board is proposing to insert a rule in the ITF Constitution, after existing Rule XII, as follows:

### Women Transport Workers' Conference and Committee

*(1) A Women Transport Workers' Conference shall be held prior to each Ordinary Congress.*

*(2) All affiliated organisations shall have the right to participate in the Women Transport Workers' Conference. The costs of attendance shall be borne by the organisations represented. Voting at the Conference may be by show of hands or by membership vote. A membership vote may be requested by any affiliate; the number of votes to which an organisation shall be entitled in the event of a membership vote shall be equal to its paid-up membership.*

*(3) The Women Transport Workers' Committee shall be elected by Congress. The Committee, together with an officer of the Secretariat, shall advise the Executive Board, establish working programmes, provide information, reach conclusions and recommendations and inform interested affiliates thereof. The Committee shall elect a Chair and one or more Vice-Chairs. If any member of the Committee ceases to hold office, the General Secretary shall be empowered, after appropriate consultations, to designate a successor. The costs of attendance shall be borne by the organisations represented.*

*(4) Any decision taken by the Committee shall be given effect after endorsement by the Executive Board. The Board shall determine the composition of the Committee and define its terms of reference.*

## H Regional and Other Organisation

The following amendments to Rules X and XII arise from the 'Transport Workers: Beyond 2000' review process and from the increasing importance of the ITF's regional organisations. The Executive Board has decided to recommend to Congress the adoption of a constitutional amendment providing a better definition of the role and responsibilities of ITF regional bodies and formally recognising the position of ITF Regional Secretaries. The amendments below are therefore proposed for consideration by the Congress. They are modelled, with suitable amendment, on the present constitutional articles dealing with the ITF sections.

Rule X  
SECRETARIAT

After Rule X paragraph (4) insert a new paragraph as follows:

*(4) (bis) There shall be Secretaries of regional bodies who shall be appointed by the*

*Executive Board, after consultation with the region concerned. They shall administer the work of their regions under the direction of the General Secretary.*

**Rule XII**

**REGIONAL AND OTHER ORGANIZATION**

*Delete the entire rule and replace with the following:*

*(1) There shall be regional bodies as determined by the Executive Board to deal with matters of common concern to ITF affiliates in a specific region. The Executive Board shall determine their terms of reference and generally be authorised to guide their activities.*

*(2) Each regional body shall elect a Committee which, with an officer of the Secretariat, shall establish working programmes, reach conclusions and recommendations within the framework of ITF policy and inform interested affiliates thereof. The Committee shall elect a Chair and one or more Vice-Chairs. The membership of the Committee shall be a reasonable reflection of the geographical distribution of the membership of the ITF within the region and its industrial structure.*

*(3) Each affiliated organisation shall have the right to participate in the activities of the appropriate region. The cost of attendance of representatives at regional meetings shall normally be borne by the organisations represented.*

*(4) Any decision taken by a regional body which affects, directly or indirectly the ITF as a whole, an ITF section or another ITF region, shall be given effect only after endorsement by the Executive Board.*

*(5) The Executive Board shall have the authority to establish other offices or bodies of the ITF and to determine their terms of reference.*

**I Permitting the Election of Additional Section Vice Chairs**

The ITF Constitution as currently drafted (Rule XIII paragraph (5)) provides for the election, by each Section of a Chairman, Vice Chairman and other officers. This could be taken to limit the number of Vice Chairmen to one although in practice some sections (eg Tourism Services) have, in the past, elected two.

The new guidelines on the common operation of the ITF Sections, which are being submitted separately to the Board following consultation of the different sections as part of the 'Transport Workers: Beyond 2000' review, will include the possibility of each section electing several vice chairmen, each representing the section within an ITF region.

To make this process fully compatible with the Constitution, a minor amendment is needed to Rule XIII paragraph (5) so that it would read:

**Rule XIII (5)**

*"In the course of each Ordinary Congress of the ITF, each industrial section shall meet to elect its Chair, Vice-Chair/s, other officers and members of the section committee and any sub-committees and to decide, if deemed appropriate, the content of its working programme."*

\*The ITF Executive Board, at its meeting in New Delhi on 27 and 28 October 1998, agreed to recommend to Congress the expansion of the Executive Board by an additional two seats.

## Election of the Executive Board

XXXIX C-14/EB/1

### Introduction

This document is proposed by the Executive Board as the basis for the election of the new Executive Board on the assumption that the Congress has adopted the proposed constitutional amendments to abolish the General Council. The Executive Board proposes that Congress should consider these constitutional amendments, together with those dealing with the election of an ITF Women's Committee, during the first Congress plenary session following adoption of the report of the Credentials Committee, ie in the morning of Tuesday 3 November. This arrangement will ensure that the constitutional framework for the *election of the ITF governing bodies is known prior to the meetings of the Regional Electoral Groups.*

Should these amendments not be adopted by the required two thirds majority, it will be necessary for the Congress to approve two further documents: one dealing with the procedures for the election of the General Council; and a second one dealing with the procedures for election of the Executive Board from amongst the members of the General Council in accordance with the existing Constitution. Drafts of these two documents have been approved in principle by the Executive Board, and will be distributed to Congress delegates if the need arises.

### Election of the Executive Board

The election of the Executive Board is governed by (revised) Rule VI of the ITF Constitution, the main provisions being:

- (a) The Board consists of members elected by Congress, and the General Secretary.
- (b) The membership of the Board is to be a reasonable reflection of the ITF's membership geographically and industrially. No affiliated organisation may have more than one member.
- (c) The Board is elected from nominations made by regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group.
- (d) The composition of the regional electoral groups and the number of nominations which each group can make are decided by Congress on the recommendation of the Executive Board.
- (e) If there has to be a vote within a regional electoral group, ie if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs (9) and (10) - these paragraphs are reproduced in the Congress Standing Orders.

In accordance with Rule VI paragraph (5) of the Constitution, the Executive Board recommends that, in the election of the Executive Board, the regional electoral groups and the number of nominations which each group may make should be as follows, on the understanding that, for each regional electoral group, at least one of the persons so nominated must be a woman:

<b>Region/Sub-Regional Group</b>	<b>EB Seats</b>
<b>Europe</b>	
Austria, Germany, Switzerland	3
Albania, Azerbaijan, Bulgaria, Croatia, Czech Republic, Estonia, Georgia, Hungary, Latvia, Lithuania, Montenegro, Poland, Romania, Russia, Slovakia, Slovenia, Ukraine	3
Denmark, Faroes, Finland, Iceland, Norway, Sweden	2
Great Britain and Ireland	2
Cyprus, Greece, Israel, Italy, Malta, Palestine, Portugal, Spain, Turkey	2
France, Belgium, Luxembourg, Netherlands	3
Women's seat (elected by the region as a whole)	1
<b>Africa</b>	
Angola, Benin, Botswana, Burkina Faso, Cameroon, Cape Verde, Chad, Congo, Democratic Republic of Congo, Egypt, Eritrea, Ethiopia, Gambia, Ghana, Guinea-Conakry, Ivory Coast, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, Swaziland, Tanzania, Togo, Uganda, Zambia, Zimbabwe	3
Women's seat (elected by the region as a whole)	1
<b>Asia/Pacific</b>	
Japan	2
Bangladesh, India, Nepal, Pakistan, Sri Lanka	2
Hong Kong, Kazakhstan, Korea, Mongolia, Taiwan	1
Burma, Indonesia, Malaysia, Philippines, Singapore, Thailand	1
Australia, Fiji, Kiribati, New Zealand, Papua New Guinea, Solomon Islands, Tuvalu, Vanuatu	1
Women's seat (elected by the region as a whole)	1
<b>Latin America and the Caribbean</b>	
Antigua, Argentina, Bahamas, Barbados, Bermuda, Brazil, Chile, Colombia, Costa Rica, Curaçao, Dominica, Ecuador, Grenada, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, St Lucia, Trinidad, Uruguay, Venezuela	3
Women's seat (elected by the region as a whole)	1
<b>North America</b>	
United States	3
Canada	1
Women's seat (elected by the region as a whole)	1

The Executive Board further recommends that, with the exception of the North American group (which includes two countries) no country with a paid up membership of less than 300,000 should have more than one nominee and no country more than two, except where one of the members is a woman.

For those regions with more than one sub-region, elections will take place by secret ballot within each sub-region on the basis of nominations made by the relevant unions. A separate ballot of all unions in the region will take place to elect a further, woman member.

## Appendix Three: Policy Statement

Chapter Twelve of 'From Oslo to Delhi' — the ITF's comprehensive review of the FOC campaign — which sets out the Federation's policy on minimum conditions on merchant ships.

### The "Delhi Policy"

#### STATEMENT OF OBJECTIVES

227. The ITF opposes the FOC system as a subterfuge and believes that there should be a 'genuine link' between the flag a vessel flies and the place where it is beneficially owned and controlled. As a general rule FOC registers fail to enforce minimum social standards and/or trade union rights for seafarers and have demonstrated both an unwillingness and an inability to abide by international standards. Such standards include international safety standards, international maritime labour standards and human and trade union rights. There is as a consequence, a lack of social control over vessels on such registers as exercised by democratic and independent trade unions.

228. FOCs enable shipowners to minimise their operational costs by, inter alia, tax avoidance, transfer pricing, trade union avoidance, recruitment of non-domiciled seafarers and passport holders on very low wage rates, non-payment of welfare and social security contributions for their crews and avoidance of strictly applied safety and environmental standards. As a result, flag of convenience registers enjoy a competitive advantage over those bona fide national registers which operate with high running costs and are subject to the laws and regulations of properly established maritime administrations in the flag state.

229. The ITF believes that the consequences of FOCs are manifest in the industry where they have been used to secure short-term competitive advantages with the result that freight rates are being depressed, crews are too cheap and under qualified, ship maintenance is avoided, the ships are too old and shipowners are unable to secure sufficient income to invest in newer vessels.

230. The ITF believes that FOCs amount to unfair competition. Crews are selected on the basis of cost rather than quality and the employment is of a casual nature and little consideration is therefore given to the long-term sustainable needs of the industry and society as a whole.

231. The ITF is against discrimination and abuse of seafarers and believes that the use of FOC registers facilitates direct exploitation and enables owners to pay and to treat seafarers as they see fit. The balance of power is unequal.

232. In view of the above, the ITF wages a Campaign against FOCs and sub-standard shipping with the following objectives:

- a) The elimination of the FOC system and the establishment of a regulatory framework for the shipping industry based on the concept of a genuine link between the flag a ship flies and the place where it is beneficially owned and controlled;
- b) To attack sub-standard shipping and seek ITF acceptable standards on all ships irrespective of flag, using all the political, industrial and legal means at the ITF's disposal;
- c) To protect and enhance the conditions of employment of maritime workers and to ensure that all maritime workers regardless of colour, nationality, sex, race or creed are protected from exploitation by their employers and those acting on their behalf; and



d) To individually strengthen affiliated unions, in all organisational aspects, so as to ensure the provision and delivery of a greater degree of solidarity in waging the Campaign.

233. In order to pursue the Campaign the ITF operates on two fronts. Politically, it lobbies governments and intergovernmental organisations (eg ILO, IMO, WTO, UNCTAD and OECD etc) to raise standards generally and with a view to persuading them to strengthen the link between the flag a ship flies and the nationality of the beneficial owners and those who control the vessels and exposing the record of FOCs with regard to the ratification and enforcement of international standards. Practically, it co-ordinates industrial action on a worldwide basis with the aim of securing acceptable minimum wages and working conditions for seafarers employed on board FOC and other sub-standard vessels.

234. The rationale for the ITF's FOC Campaign is set out in detail in the document 'From Oslo to Delhi - 50 years of fighting flags of convenience'.

### **Definition of a flag of convenience (FOC)**

235. The ITF defines flags of convenience as: "Where the beneficial ownership and control of a vessel is found to lie elsewhere than in the country of the flag the vessel is flying, the vessel is considered as sailing under a flag of convenience. In cases, however, where the identification of the beneficial owner is not clear, any vessel where there is no genuine link between the flag state and the person(s), or corporate entity, with effective control over the operation of the vessel shall be considered as sailing under an FOC".

236. Any register can be declared an FOC on the basis that the majority of the vessels on the register are not beneficially owned and controlled within the flag state.

237. For the purposes of ITF policy, effective control is taken to mean the control exercised by the entity (ie a person(s) or corporation) being held responsible by the flag state for the actions of the vessel and fulfilling its obligations to abide by the law of the flag state. In so defining "effective control" and where the beneficial ownership is unclear, the ITF shall take account of the operator, the charterers and the ship managers in that order.

### **Targeting ship registers**

238. In addition to the above definition of an FOC, the ITF also takes into account all of the following criteria when determining whether to declare a register as an FOC:

- a) the ability and willingness of the flag state to enforce international minimum social standards on their vessels, including respect for basic human and trade union rights, freedom of association and the right to collective bargaining with bona fide trade unions.
- b) The social record as determined by the degree of ratification and enforcement of ILO Conventions and Recommendations.
- c) The safety and environmental record as revealed by the ratification, and enforcement, of IMO Conventions and revealed by port state control inspections, deficiencies and detentions.

### **Registers not declared as an FOC**

239. The ITF recognises the right of its affiliates to take action against any vessel, irrespective of flag, to secure ITF acceptable standards, but such action should normally only be taken

following consultation with, and the agreement of, the ITF affiliated seafarers' unions in the flag state. The ITF will develop criteria to address the issue of sub-standard shipping and unfair competition.

240. The unions in the flag state may, if the overall conditions that apply to their national flag are not acceptable to them, request that the ITF declare the register as an FOC. The FPC reserves the right to declare any register an FOC if circumstances so dictate.

### **ITF acceptable standards**

241. All vessels designated as flying a flag of convenience must be covered by an ITF approved collective bargaining agreement signed by the union(s) in the country of beneficial ownership and control and, where appropriate, the union in the country of labour supply.

242. No ITF affiliate shall sign agreements for second register vessels or for vessels flying other flags having been designated by the FPC as offering similar conditions which fall below the ITF benchmark and the ITF standards, as amended from time to time.

243. All vessels flying the flags of bona fide national flag countries (ie those not declared as FOCs by the ITF) must be covered by agreements negotiated by the appropriate democratic and independent trade unions affiliated to the ITF, subject only to the minimum international standards set by the International Labour Organisation (ILO) as interpreted by the ITF\*.

### **Bareboat chartering**

244. *Vessels bareboat chartered to a bona fide national flag, which are genuinely aimed at the development of national flag shipping and in which the full possession and control of the vessel has passed to a national or corporate entity in the flag state which exercises effective control over the vessel, will be considered to be national flag vessels provided that the union(s) in the country of beneficial ownership agree(s).*

245. Dual or parallel registered vessels shall be considered as FOC vessels. However, bona fide national flag vessels dual or parallel registered into and out of a flag of convenience for the sole purpose of registering a ship mortgage are, providing the union(s) in the country of beneficial ownership agree(s), and where all conditions on board are national, considered to be national flag vessels.

### **Cabotage**

246. The ITF supports the retention and extension of cabotage trades both at national, sub-regional and regional level and recognises the importance of such arrangements to secure sustainable long-term employment for seafarers on board ships engaged in regular trades within a particular country, sub-region or region. In order to avoid social dumping, any vessel not forming part of such agreements, whether an FOC or non-FOC vessel, which subsequently becomes involved in the cabotage trade must recognise standards which have been agreed for vessels trading within the designated zone.

247. *Cabotage shall be reserved for national flag vessels of the countries concerned.*

248. The ITF will develop an overall ITF Cabotage Policy to give guidance and effect to the above principle.



### **Regional standards**

249. The ITF recognises the right of all affiliates within a specific and defined region to propose to the FPC regional standards covering vessels trading exclusively within, and manned by seafarers from, that region.

### **Flag of convenience vessels**

250. The ITF agrees that in principle all maritime affiliates have the right to conclude agreements which conform with ITF policy, provided that the ITF procedures set out below are followed. In having this right ITF affiliates recognise that they also have responsibilities to abide by ITF policy.

251. The ITF should continue with the policy of determining the “value” of an agreement on the basis of total crew costs (TCC) and in accordance with the standards set by the FPC. However, the long-term objective of the ITF continues to be the achievement of a uniform total crew cost agreement.

252. The ITF authorises affiliates to conclude agreements for flag of convenience ships beneficially owned in their country provided:

- a) the entire crew are covered by the agreements concerned;
- b) all the crew are members of the affiliated union(s) concerned and provided that the unions concerned provide all those covered by the agreement with the range of trade union services, including handling claims for back wages, personal injury or death stipulated by the FPC, and that the union has signed a copy of the ITF Seafarers’ Charter (as amended from time to time) confirming this commitment;
- c) all members of the crew, whether domiciled in the country of beneficial ownership and control or not, are treated equally and that there is no discriminatory wage structure in existence on board the vessel;
- d) the ITF Secretariat is consulted before an ITF Special Agreement is signed and before ITF Welfare Fund fees are paid;
- e) no funds, membership fees or levies are charged in respect of the vessel(s) unless these are incorporated into and form part of the collective bargaining agreement. This provision has immediate effect with regard to all new collective agreements and upon renewal for all existing collective agreements; and
- f) no agreement shall be considered valid until the ITF consultation procedure has been satisfactorily completed and the agreement has been endorsed by the ITF.

253. The ITF authorises affiliates to conclude agreements for flag of convenience ships *not* beneficially owned in their country provided that they comply with the provisions of para. 252 (a-f) above and providing that the unions in the country of beneficial ownership and control have conceded the negotiating rights (in line with the ITF consultation procedure set out below), the ITF policy requirements with regard to the clearance procedure are met for all vessels and the agreement in question has been approved by the ITF.

254. There are three elements to an ITF approved collective bargaining agreement:

- Firstly, the agreement must satisfy at least the ITF criteria (the ITF TCC benchmark and policy requirements set by the FPC, as amended from time to time);
- Secondly, it must be endorsed by the ITF and be reviewed regularly to ensure that it continues to meet ITF criteria; and
- Thirdly, save as provided for in para. 263, no ITF Special Agreement relating to a specific vessel must be signed until the unions in the country of beneficial ownership and control have been consulted and a decision has been taken by the ITF Secretariat as to the allocation of negotiating rights.

## **Manning**

255. The manning scale for vessels covered by ITF approved agreements is provided in the Annex of the ITF Standard Agreement, as amended from time to time. Vessels covered by ITF approved agreements shall adopt the ITF manning scale and not the one provided in the flag state safe manning certificates or any comparable document. However, the ITF manning scale can be varied if the affiliates in the country of beneficial ownership and control certify that a proposed manning scale is based on their national levels and is acceptable to them.

## **ITF Consultation Procedures for the signing of agreements covering FOC vessels**

256. The applicant union shall send an application in the appropriate format, as determined from time to time, to the ITF Secretariat before either concluding an agreement for a specific vessel, or agreeing to crew a vessel(s) with its members which is not beneficially owned and controlled in its country.

257. If the application is submitted by a union other than the union in the country of beneficial ownership and control, the ITF will consult the unions concerned.

258. It is imperative that the affiliates in the country of beneficial ownership and control co-ordinate their responses to inquiries from the ITF Secretariat concerning the right to crew and to negotiate collective bargaining agreements for a particular FOC vessel. Failure to respond may result in the affiliate concerned having to forego their rights above under the policy. Following such an inquiry from the ITF Secretariat, the affiliates approached shall reply as soon as possible but not later than four weeks.

259. Affiliates in the country of beneficial ownership and control maintaining their rights to sign collective agreements must pursue their demands and shall keep the ITF Secretariat informed concerning the steps which they have taken. Discussions shall take place between the ITF Secretariat and the affiliates concerned including those in the country of labour supply with a view to determining what measures are required.

260. In such cases where the unions in the country of beneficial ownership and control have conceded the crewing rights to the union in the country of labour supply, such unions shall be consulted regarding any negotiations exercised by the unions in the country of beneficial ownership and control affecting the conditions of employment of the seafarers concerned.

261. Affiliates in a country of beneficial ownership and control may, if they so choose, transfer the rights to crew and sign collective agreements for a vessel to an ITF affiliate in a labour supply country through the medium of the ITF Secretariat in accordance with the above policy. In doing so, affiliates can insist:

a) that a vessel must not be used on a particular trading route in competition with bona fide national flag vessels of the country of beneficial ownership and control; and

b) that a certain proportion of the ship's officers and ratings shall be reserved for nationals of the country of beneficial ownership and control.

262. In cases where affiliates in a country claim that a vessel is beneficially owned and controlled in that country but are unable to show satisfactory proof that this is the case, they should not object to an affiliate in a labour supply country manning and signing an ITF acceptable agreement for the vessel through the medium of the ITF Secretariat in accordance with this policy.

263. In cases where an ITF acceptable agreement may be obtained by direct industrial action or the threat of such action in a particular port, the ITF affiliates agree that negotiating rights under the policy will be transferred to the union concerned for the period of the validity of the ITF Special Agreement (ie 12 months). Thereafter the agreement should be transferred to the appropriate union in the country of beneficial ownership and control or, where appropriate, the union in the country of labour supply. Normally only an ITF Standard Agreement should be signed. However if this cannot be obtained, the inspector or union(s) concerned, in consultation with the ITF Secretariat, may sign an acceptable agreement other than the ITF Standard. In such cases the seafarers are recruited into the ITF and allocated to the Special Seafarers' Department.

264. The ITF Secretariat shall commence the procedures adopted by the FPC and agreed by the Executive Board with respect to non-compliance with this policy by ITF affiliates, including the suspension of affiliation in accordance with the ITF's Constitution.

265. It shall be understood that the ITF affiliates in the countries of beneficial ownership and control may wish to maintain their rights to crew and sign collective agreement/s for a vessel upon the expiration of an agreement/s signed by an affiliate/s in the labour supply country/ies. Furthermore, the consultation procedure will be undertaken again when the terms and conditions of the TCC change or when there are changes in the ownership of the vessel concerned. The affiliates in the countries of beneficial ownership and control for their part undertake to consult with the affiliates in the labour supply countries prior to the expiration of the agreement/s.

*\* ITF policy on non-domiciled seafarers continues to be that they should receive the flag rate on bona fide national flag vessels. However, an ITF resolution adopted in 1995 states that those who do not receive the flag rate should receive the ITF TCC benchmark rate as a minimum. Attempts to agree the introduction of this policy have foundered and the FPC in 1998 agreed to shelve the matter until agreement could be reached over the interpretation of the ILO minimum wage.*

# Appendix Four: Attendance at Congress

## List of Delegates

- Delegates
- Advisers
- \* Denotes proxy representative

### Argentina

- 5001 Sociedad de Personal Ferroviario de Locomotoras 'La Fraternidad'  
Julio Adolfo Sosa  
Omar Abel Draghi  
Antonio Guillermo Luna
- 5003 Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina (SEAMARA)  
Jorge Cocchia
- 5007 Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante (CAOMAR)  
Marcos Castro
- 5008 Asociación de Personal Aeronáutico (APA)  
Ariel Basteiro  
Fabio Basteiro  
Hugo Perosa  
León Piasek
- 5009 Asociación Argentina de Aeronavegantes (AAA)  
Alicia Castro
- 5011 Centro de Jefes y Oficiales Maquinistas Navales  
Marcos Castro\*
- 5013 Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina  
Marcos Castro\*
- 5015 Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas  
Hugo A Moyano  
Mariano Silva  
Hugo Pistone  
Osvaldo Malizia  
Miguel Godoy  
Mario Zaffora  
Claudio Tapia  
Raul Altamirano  
Hugo Crespo  
Miguel Forte  
Raul Aguirre

- Enrique Castro  
Bonifacio Obes  
Angel Arias  
Carlos Salas  
Pablo Moyano
- 5016 Unión Tranviarios Automotor (UTA)  
Juan Manuel Palacios  
Manuel Cornejo  
Francisco Caro  
Mario Caligari  
Walter Caratoli  
Oscar Cruz  
Mauricio Cornejo
- 5019 Centro de Patrones Fluviales, de Pesca y de Cabotaje Marítimo  
Juan Carlos Pucci

### Australia

- 8700 Australian Services Union (ASU)  
George Panigiris  
Greg Day
- 8706 Australian Maritime Officers' Union (AMOU)  
Fred Ross
- 8708 Maritime Union of Australia (MUA)  
John Coombs  
Jim Tannock  
Mick Doleman  
Ross Storer  
Sue Gajdos
- 8709 Australian Institute of Marine and Power Engineers (AIMPE)  
Andrew Williamson  
Phillip Olsen
- 8713 Flight Attendants' Association of Australia (FAAA)  
John Walker  
Greg Broome  
Annette Stafford  
Narelle Gill
- 8714 Transport Workers' Union of Australia  
John Allan  
James McGiveson

**Austria**

- 9001 Gewerkschaft der Eisenbahner (GdEÖ)**  
Hans Goger  
Heinz Grubanovits  
Walter Hickelsberger  
Anton Hartmann  
Ursula Luckl  
Elisabeth Vondrasen  
Ernst Hengsberger  
Wilhelm Haberzettl
- 9002 Gewerkschaft Handel, Transport, Verkehr (HTV)**  
Renate Stohwasser
- 9003 Gewerkschaft der Gemeindebediensteten (GdG)**  
Rudolf Paschinger

**Bangladesh**

- 8019 Bangladesh Road Transport Workers' Federation**  
Samsur Rahman Shimul Biswas  
Atiqur Rahman  
Akter Hossain Badal  
Sayed Abu Saied  
Sahidullah Sadu  
Saequr Rahman Hiru  
Eshahaque Ali
- 8020 Bangladesh Naujan Sramik Federation (BNSF)**  
Chowdhury Ashiquil Alam  
Golam Mowla  
Sahalam
- 8022 Bangladesh Biman Sramik Union (BBSU)**  
Mohd Solaiman  
Mohd Shamsur Rahman  
Saki Rizwana
- 8023 Bangladesh Railway Employees' League (BREL)**  
Md Obaidul Hoque  
Md Anwar Hossain  
Md Shahidul Haque  
Md Harunur Rashid  
Md Abdur Rashid  
Md Ibrahim Khan  
Md Sowkat Ali Miah  
Md Enayet Hossain Akand  
Rizwanur Rahman Khan  
Md Khabiruddin Ahamed  
Md Kazi Anwarul Haque  
Md Jainal Abedin  
Md Mokbul Hossain  
Md Sayeed Uddin

- 8024 Society of Aircraft Engineers of Bangladesh (SAEB)**  
MD Abdul Haque Moazzem  
SM Hanif  
Rezaul Karim
- 8025 Bangladesh Biman Flying Services Association of Cabin Crew**  
Nasima Ameen  
Md Monir uz Zaman Khan
- 8026 Bangladesh Seamen's Association**  
SM Shafiqur Rahman  
Md Shah Newaz Khan  
Mohd Mustafa Jalal  
Md Haroon-Ur Rashid
- 8027 Bangladesh Truck Chalok Sramik Federation**  
Roy Ramesh Chandra  
Md Ismail  
Abdul Malek  
Abdus Salam  
Noor Mohammad  
Kawsar Ahamed Polash  
MD Motaleb  
Abdul Barek Sarker  
Anawar Hossain  
Shabuddin Sha  
Monirul Islam  
Ismail Hossain Repu  
Shahidullah  
Salim Raza  
Abul Bahar
- 8028 Bangladesh Biman Employees' Union**  
SM Belal Hossain  
MA Halim  
S Ahter
- 8029 Bangladesh Inland Water Transport Corporation Workers' Union**  
Sukkur Mahmud  
Mozammel Hogue  
Shah Allah Nawas Uddin

**Belgium**

- 9050 Belgische Transportarbeidersbond (BTB)**  
Alfons Geeraerts  
Bob Baete  
Bob Dielis  
Jeannine Hermans
- 9052 Secteur Cheminots de la Centrale Générale des Services Publics (CGSP)**  
Jonny van den Rijse  
Jean-Louis Brasseur  
Willem Bauwens

- 9054 Centrale de l'Industrie du Metal de Belgique  
Karel Gacoms  
Denis de Meulemeester  
Marcel Rogiers
- 9055 Christian Transport and Diamond Workers' Union (CVD)  
Myriam Chaffart  
Michel Claes

#### Brazil

- 5301 Confederação Nacional dos Trabalhadores em Transportes Marítimos, Aéreos e Fluviais (CONTTMAF)  
Severino Almeida Filho  
Ricardo Leite Goulart Ponzi  
Eduardo Antonio Rech  
Mayo Uruguaio Machado Fernandes
- 5302 Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT)  
Omar José Gomes  
Helio de Souza Regato de Andrade  
José Celio Alvarenga  
José Theodora G da Silva  
Janaina Fernandes  
Joao Roberto da Cunha  
Maria da Conceição Gomes  
Renato Andrade  
Orlando Coutinho

#### Bulgaria

- 9073 Union of Transport Workers' Syndicates in Bulgaria  
Iordanka Milanova Radeva

#### Burma

- 8030 Seafarers' Union of Burma (SUB)  
Ko Ko Khaing

#### Canada

- 6901 Airline Division of Canadian Union of Public Employees (CUPE)  
Karen Cassian  
Denise Hill  
Joyce Christenson  
Tina Brooks
- 6905 International Longshore and Warehouse Union (ILWU)  
Tom Dufresne

- 6907 National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW-Canada)  
Buzz Hargrove  
Jim O'Neil  
Cheryl Kryzaniwsky  
Doug Olshewski  
Jo-Ann Hannah  
Serge Portelance  
Cathy Walker  
Peggy Nash  
Raj Dhaliwal  
Jim Hunter  
John Parsons  
Peter Kennedy  
Catherine Gilbert
- 6910 Teamsters Canada  
Richard Charruau  
Nicole Mercier

#### Chile

- 5434 Confederación Marítima de Chile (COMACH)  
Miguel Osés L
- 5443 Federación de Sindicatos de Conductores de Camiones de Chile (FENASICOCH)  
José Sandoval Pino  
Carlos Salas  
Jorge Ramos
- 5444 Sindicato de Oficiales de Southern Shipmanagement (Chile) Ltda  
Pedro Bascuñan

#### Croatia

- 9091 Samostalni Sindikat Radnika u Pomorskoj i Rijecnoj Privredi Hrvatske (Seafarers' and Dockers' Union of Croatia)  
Vladimir Svalina  
Branko Berlan  
Predrag Brazzoduro  
Vladimir Glavocic

#### Cyprus

- 9101 Federation of Transport, Petroleum and Agricultural Workers (FTPAAW)  
Homer Neocleous  
Pantelis Stavrou  
Timotheos Timotheou

- 9102 **Federation of Public Service  
Employees Cyprus**  
*Andreas Theodorou*  
*Panayiotis Kakouran*

### **Czech Republic**

- 9120 **Association of Transport Workers'  
Unions of Czech Republic**  
*Dusek Jaromir*  
*Alena Zivnustková*  
*Christopher Veselka*

### **Denmark**

- 9150 **Specialarbejderforbundet i Danmark (SiD)**  
*Holger Nielsen*  
*Peter Sand Mortensen*  
*Leif Rasmussen*  
*Knud Hansen*  
*Mogens Hansen*  
*Henrik Berlau*  
*Claus Lindegaard*  
*Jorn Larsen*  
*Flemming Smidt*
- 9151 **Dansk Jernbaneforbund**  
*Torben Hansen*  
*Ebert Nielsen*  
*Ulrik Salmonsén*  
*Birgit Rasmussen*
- 9160 **Maskinmestrenes Forening**  
*Leif Dolleris*
- 9162 **Dansk Funktionærforbund -  
Serviceforbundet**  
*Villy Nielsen*  
*Per Fallentin*
- 9163 **Dansk Navigatørforening**  
*Jens Fage-Pedersen*  
*Peter Funch*
- 9164 **Handels-og Kontorfunktionærernes  
Forbund i Danmark (HK Service)**  
*Karin Retvig*  
*Hanne Sørensen*  
*Knud-Erik Hansen*  
*Gert Holgaard*  
*Ib Maltesen*  
*Carlo Søndergaard*
- 9166 **Dansk Metalarbejderforbund**  
*Ole Ibsen*  
*Niels Jørgen Hilstrøm*  
*Martin Nielsen*
- 9167 **Cabin Union Denmark**  
*Bent Gehlsen*  
*Hakon Holm*

### **Estonia**

- 9251 **Estonian Federation of Water Transport  
Workers' Unions**  
*Ilja Donovan*  
*Liliya Kosmina*  
*Tatjana Burtseva*  
*Tamara Radkovets*  
*Elena Kleiner*

### **Faroe Islands**

- 9270 **Føroya Fiskimannafelag**  
*Óli Jacobsen*

### **Fiji**

- 8802 **Federated Airline Staff Association**  
*Ram Rajend*
- 8803 **Fiji Public Service Association**  
*NG Singh*

### **Finland**

- 9290 **Rautatieläisten Liitto ry (Finska  
Järnvägsmanaförbundet rf)**  
*Pentti Kesseli*  
*Aulis Alanko*
- 9291 **Suomen Veturimiesten Liitto ry (Finska  
Lokmannaförbundet)**  
*Markku Hannola*  
*Timo Tanner*
- 9293 **Suomen Merimies-Unioni ry (Finlands  
Sjömannsunion)**  
*Per-Erik Nelin*  
*Kernneth Bondas*  
*Terttu Katila*  
*Satu Silta*  
*Carita Ojala*  
*Leif Drockila*
- 9294 **Suomen Laivanpäälystöliitto ry  
(Finlands Skeppsbefälsförbund)**  
*Antti Palola*
- 9295 **Auto- ja Kuljetusalan Työntekijäliitto  
ry (AKT) (Bil- och Transportbranschens  
Arbetsareförbund i Finland)**  
*Kauko Lehtikainen*  
*Maarit Ahonen*  
*Esa Bruce*  
*Juhani Koivunen*  
*Esa Pitkälä*  
*Esko Jokikokko*  
*Eljas Piiponen*  
*Väinö Lahtinen*  
*Hans Viirtanen*  
*Tuula Lehmusto*



9299 Ilmailualan Unioni ry (Civil Aviation Workers)  
*Tuomo Oksanen*

9302 Kunta-alan ammattiliitto ry (KTV)  
(Kommunsektorns Fackförbund rf)  
Timo Puumalainen

#### France

9340 Fédération 'FO' de l'Équipement, des Transports et des Services  
Yves Veyrier  
Gérard Portnoi  
Daniel Adalberon

9342 Fédération Nationale 'FO' des Transports  
Roger Poletti  
Christophe Beauvalet  
Robert Dufour

9343 Fédération Syndicaliste FO des Cheminots  
Alain Laborde  
René Gobert  
Gérard Apruzzese

9350 Fédération Générale des Transports et de l'Équipement (FGTE-CFDT)  
Gérard Balbastre  
Jean-Pierre Binetruy  
Michel Fleurot  
Michèle Loup

#### Georgia

9778 Georgian Seamen's Trade Union  
A Tchidjavadze

#### Germany

9390 Gewerkschaft Öffentliche Dienste, Transport und Verkehr (ÖTV)  
Peter Ackermann  
Peter Baranowski  
Dieter Benze  
Uwe Dorn  
Peter-Jürgen Fink  
Andreas Hess  
Hans-Werner Kayßer  
Horst Kreller  
Jörg Lausch  
Hartmut Mekelburg  
Manfred Rosenberg  
Hilmar Schmidt-Kohlhas  
Wolfgang Warburg  
Eike Eulen  
Bernhard Fischer

Rolf Fritsch  
Gerd Hütter  
Jan Kahmann  
Ulla Polzer  
Barbara Ruthmann  
Hermann Schmid  
Ali Memon  
Michael Wendl  
Klaus Eberhard

9391 Gewerkschaft der Eisenbahner Deutschlands (GdED)  
Peter Roth  
Norbert Hansen  
Maria Matt  
Karl-Heinz Zimmermann  
Rudi Hepf  
Günter Bogdanski  
Leopold Bendl  
Horst Hartkorn  
Siegfried Weiß  
Alois Weis  
Claudia Menne

#### Ghana

7102 Maritime and Dock Workers' Union of TUC  
Kofi Asamoah

#### Great Britain

9440 National Union of Rail, Maritime and Transport Workers (RMT)  
Jim Knapp  
John Cogger  
A Kay

9442 Transport Salaried Staffs' Association (TSSA)  
Richard Rosser  
David Horton  
Philip Dunlop  
Ian Turnbull  
Harriet Yeo

9444 Associated Society of Locomotive Engineers and Firemen (ASLEF)  
Tony S West  
A Moir  
A Reed

9445 Transport and General Workers' Union (TGWU)  
Bill Morris  
Diana Holland  
Graham Stevenson  
George Ryde



- Daniel Bryan  
Martin Mayer  
Danny Maher  
Iqbal Vaid  
Shirley Welsh  
Andrew Smith
- 9446 The National Union of Marine, Aviation  
and Shipping Transport Officers  
(NUMAST)  
Brian D Orrell  
Peter G McEwen  
John Epsom
- 9449 Manufacturing Science Finance (MSF)  
Paul Talbot  
John Gardner  
Mickey Stewart
- 9450 UNISON  
Alex Thompson  
Malcolm Cantello
- 9451 Institution of Professionals, Managers  
and Specialists (IPMS)  
Bill Brett  
W Rodger  
Joe Magee

#### **Greece**

- 9491 Pan-Hellenic Seamen's Federation (PNO)  
Agis Tselentis  
George Velissaratos

#### **Guyana**

- 6032 Amalgamated Transport and General  
Workers' Union  
Marilyn Chee-A-Tow
- 6033 Guyana Labour Union  
Carvil Duncan

#### **Honduras**

- 6116 Sindicato de Trabajadores de la  
Empresa Nacional Portuaria  
(SITRAENP)  
Norma Alicia Madrid
- 6117 Sindicato Nacional de Motoristas de  
Equipo Pesado de Honduras  
(SINAMEQUIPH)  
Erasmus Flores

#### **Hong Kong**

- 8051 Merchant Navy Officers' Guild  
Captain Norman WY Pang  
Yu Yu Chi  
Sung Shik Fai

- 8053 Cathay Pacific Airways Flight  
Attendants' Union  
Kamanha Tripathi  
Maryrose Poe  
Dev Biaspal
- 8055 Federation of Hong Kong Transport  
Workers' Organizations  
April Lai
- 8057 Hong Kong Seamen's Union  
Chi Kwok Poon  
Ting Kam Yuen

#### **Hungary**

- 9502 Vasuti Dolgozók Szabad  
Szakszervezete (Free Trade Union of  
Railway Workers)  
Robert Enzsöl  
György Balla  
Erika Tamás
- 9503 Közlekedési Szakszervezetek  
Országos Szövetsége (National  
Federation of Transport Unions)  
Tatai Janos

#### **Iceland**

- 9510 Sjómannasamband Íslands  
Sævar Gunnarsson  
Olöe Stefánsdóttir
- 9511 Farmanna- og Fiskimannasamband  
Íslands (FFSI)  
Gudjón Kristjánsson
- 9512 Vélstjórafélag Íslands (Icelandic  
Engineer Officers' Association)  
Helgi Laxdal  
Fridrik Hermannsson

#### **India**

- 8100 All India Railwaymen's Federation (AIRF)  
Umraomal Purohit  
JP Chaubey  
PR Menon  
M Namasivayam  
Anil Bhattacharjee  
JM Biswas  
Rakhal Das Gupta  
Shiv Gopal Mishra  
CH Ghandi  
N Kannaiah  
N Sundaresan  
NK Bhattacharjee  
BC Paul Roy  
KL Gupta

Jagdish Ajmera  
Shiv Gopal Mishra  
SL Dubey  
Indar Konwar  
Biru Chatterjee  
S Singh  
UC Mishra  
SJ Inarndar  
DR Nafde  
CA Rajasridhar  
KC Roy Karmakar  
Ghanshyam Das  
ME Haque  
Nilmoni Das  
KR Chatterjee  
BN Bhagat  
RC Singh  
Dilip Mukherjee  
P Purushothaman  
R Sarhadi  
JS Gandhi  
BG Ramesh  
CS Meon  
LR Patel  
Vinod Manjrawala  
VR Kini  
RM Goswami  
Bhupendra Bhatnagar  
JR Bhosale  
Umesh Ch Tyagi  
Inderjeet Sharma  
Ramji LI Chhabri  
Anjali Khale  
Ram Khilawan  
Miss Srilazmi Rao  
Manjit Singh  
RK Chattopadhyay  
SP Singh  
SK Rana  
SZA Jafri  
LN Pathak  
Harbhajan Singh  
TR Gautam  
Balmukund  
CS Bajwa  
VK Mishra  
Bhawani Singh  
Sabbir Ali  
DN Chaubey  
DK Gaur  
Saroj Dixit  
Ashok Yadav

Subhendu Mukherjee  
Sujit Roy  
DD Chatterjee  
BK Singh  
HL Yadav  
Milan Dr Mukherjee  
SNP Srivastava  
RN Goswami  
SK Brahma  
Mansoor Alam  
Amalendu Das Gupta  
MK Suri  
AK Saha  
D Debotosh Roy  
NC Roy Choudhary  
M Narain  
AK Bagchi  
Harbilash Ghosh  
J Bandyopadhyay  
B Jena  
Md Sahauddin  
D Shaleel  
Subrato Mukherjee  
K Krishna Rao  
Gautam Mukherjee  
BK Ghosh  
SP Ghosh  
BR Irani  
Rajendra Singh  
SK Bose  
Vinod Chaturvedi  
Rakesh Sharma  
D Ramesh Baboo  
V Uthirapathi  
SR Dharmadhikari  
RC Mehta  
N Haridasan  
Arti Pradhan  
M Devan  
R Diwakar  
P Pandiyan  
N Manivannan  
C Janaki Raman  
S Anantharaman  
Paul Maxwell Johnson  
R Basava Raju  
Nooruddin  
Stephen  
Ramachandra Murthy  
VPR Pillai  
G Subbanarsaiah  
ME Adinarayana

Ch Sankara Rao  
P Venkateswarlu  
KSN Murthy  
Am D'Cruz  
R Venkatanarasiah  
SNC Krishnamacharyulu  
JN Rai  
MP Sah  
VP Agarwal  
KP Singh  
Surendra Pd Singh  
BB Majumdar  
Bimal Mukherjee  
HP Mitra  
Dipak Sarkar  
SK Sahni  
Jaspal Singh  
NB Goswami  
Niranjan Singh  
Harjet Singh  
MKS Nambiar  
R Mani  
Raj Kumar  
CS Shivaraman  
S Bandopadhyay  
A Xavier  
Mukesh Galav  
Sangha Mitra  
Mona Singh  
N Shanti  
P Hymavathi  
Kumari Sumana Banerjee  
Mukherjee Dilip  
Sonia Beejawat  
Arti V Pradhan  
Asish Bisawa  
Sumana Banneerji  
Veer Raj  
BL Narsing Rao  
HB Sarkar  
Chinmoy Ganguly  
Bhavanaban Raval  
Chandrasekhar Menon  
Jaywant R Bhosale  
Surendra Kumar Bhargav  
Mukesh Mathur  
Rajendra Prakash Gupta  
Radhesyan Misra  
Vinayak Khot  
Srinivas Sharma  
Indira Ajmera  
Mahaao D Sathe

Govindlal Sharma  
Radheshyan Tiwari  
Lalji Patel  
Rameshchandra Sharma  
K Sandu Rao

**8101 The Maritime Union of India (MUI)**

Capt US Adam

SS Khan

MR Rajamani

**8103 Indian Flight Engineers' Association**

Pankajan

KM Chandran

MC Patel

Shankar Narayan

YK Singh

Jai Ran

**8104 Transport and Dockworkers' Union**

Manohar Kotwal

Anil Golatkar

Kalpana Desai

Ramakant Desai

Ramrao K Bobade

Arun D Chodankar

Anil R Golstkar

Waman Govalkar

Vijaya Kulkarni

**8107 Air India Cabin Crew Association**

Darshan P Paul

Naznin D'Souza

VD Katrekar

Romaneo Menzies

Neela Wagh

Sheela Karunakaran

Sunil Arora

Chittranjan Singh

R Nesarikar

Sanjang Lazar

RL Joshi

**8108 Air India Employees' Guild**

VA George

NH Kapoor

SB Kolhapure

SP Shetty

JP Jayal

CC Mukherjee

R Muthukumar

LS Shibu

YE Reddy

PH Ghagre

MB Kolge

RK Sawant

Ramayan Yadav

- DJ Shewale  
RD Sharma  
B Chatopadhyay  
Ish Pal
- 8109 **National Union of Seafarers of India (NUSI)**  
Vasant Samant  
Thomas Anthony  
Shanti Patel  
Abdulgani Y Serang  
Maruti Rethrekar
- 8110 **Calcutta Port Shramik Union**  
Parbati Das  
Mukherjee Bijoy
- 8111 **The Visakhapatnam Port Employees' Union**  
DK Sarma  
BV Ratnam  
P Kalyani  
M Sai Kumar  
AB Ramam  
J Apparao  
BS Chalam  
A Nooksraju  
PAV Rama Raju  
P Raju  
Rikahapathi  
Kanaka Raju  
NJ Raddy  
KM Naidu  
V Kumer Das  
CJ Swamy  
SN Murthy
- 8112 **Air India Aircraft Engineers' Association**  
VM Vaidya  
KK Sugunan  
M Balakrishnan  
BK Rai  
B Sen
- 8113 **All India Federation of Foreign Airlines Employees' Unions (AIFFAEU)**  
Jagdish Lal  
Tarjeet Bawa  
Ramesh Kumar  
Atul Angre  
Kaushal Abrol  
Prabir Ghosh  
Deepak Batra  
FX Fernandez  
RSA Khate  
Vipin Sharma  
GB Kulkarni

- Chander Shekhar  
Prem Kumar
- 8114 **Tamil Nadu Road Transport Workers' HMS Federation (TNRTW-HMS)**  
A Subramaniam  
R Arjun Cheran  
M Subramania Pillai  
C Chelladurai  
O Shanmugam
- 8115 **Roadways Mazdoor Sabha, UP**  
Vishnu Deo Pandey  
Jai Beer Singh Yadav
- 8117 **Paradip Port Workers' Union**  
Panchanan Kanungo  
Ananta Kumar Das
- 8118 **The Visakhapatnam Dock Labour Board and Dock Workers' Union**  
N Nageswarara  
G Venkateswara  
D Suryansrayano  
CH Sanyasirao  
CH Appalanaidu  
GS Noidu  
A Parupalli  
S Rajarao  
K Kumarswamy  
V Mahalakshmi  
K Apparao  
K Ganceh  
CH Appanne  
M Apparao  
V Nallarao  
M Maheswera Rao  
V Danaih  
K Sai Krishne  
D Dasu  
BVP Banuprakash  
V Sahiraju  
U Apparao  
CH Denelah
- 8119 **Madras Port Trust Employees' Union**  
M Hedmon Remigius  
K Mathialagan  
Royapuram Raju Prathima  
S Charubala  
Manimkalai  
Sree Kumar  
A Rajammal  
M Marimula  
Mr Ravichandran

- 8121 Gujarat State Transport Workers' Federation**  
CS Shah  
RJ Desai  
NM Patel
- 8122 Tuticorin Port Mariners' and General Staff Union**  
DM Stephen Fernando  
Bridget Fernando  
Verginia Fernando  
M Ravindran  
S Thinkakaran  
P Xavier  
R Sahayaraj  
P Walter  
J Terrence Fernando  
P Ramasamy  
Rajasekar  
S Arumugam  
A Wilson  
D Amalraj  
R Rengan  
NO Fernando  
S Charles  
S Thangasamy  
S Pitchiah Fonseca  
T Terrance  
DS Stephen  
A Jesu Jeyasingh  
N Aloysious  
Arockiaraj  
W Jones
- 8123 Ernakulam District Waterways Employees' Association**  
PM Mohammed Haneef  
K Padmini  
KS Santha
- 8127 Rickshaw Mazdoor Sabha**  
Kulwant Singh Bawa  
SD Kapoor
- 8128 Kerala Fishing Boat Workers' Congress**  
B Vijayan  
PP Babu  
A Musthafa
- 8130 Cochin Port Staff Association**  
D Vijayalakshmy  
B Vijayan  
MA Marykutty  
K Padmini  
KS Santha

- 8131 Transport and Dockworkers' Union, Kandla**  
Praveen Gadhavi  
HA Sehaney  
Ramesh Gahani
- 8132 Private Motor Transport Workers' Union, UP**  
Bhola Nath Tewari  
Vandana Chauhan
- 8134 Idukki District Motor Workers' Union (INTUC)**  
PA Joseph  
K Sadirikoyan

### **Indonesia**

- 8151 Kesatuan Pelaut Indonesia (KPI) (The Indonesian Seafarers' Union)**  
Jen G Haryantho  
Iskandar B Ilahude  
Arief Soemadji  
Hanafi Rustandi
- 8152 Indonesia Civil Aviation Workers' Union**  
M Noor Gaffar  
Achdijanti Ganda  
Parama Dwata  
Dewi Aj Pattimahu
- 8153 Sektor Transportasi dan Angkutan - Serikat Buruh Sejahtera Indonesia (SBSI) (Transportation Sector - Indonesian Prosperity Trade Union)**  
Iwan Rahardjo

### **Ireland**

- 9200 Services, Industrial, Professional and Technical Union (SIPTU)**  
Jimmy Somers  
Kay Garvey  
Michael Magee  
Michael O'Doherty  
Danny Hallahan

### **Italy**

- 9531 Federazione Italiana Trasporti (FIT-CISL)**  
Giuseppe Surrenti  
Claudio Claudiani  
Pierluigi Nanni  
Remo di Fiore  
Costantino Trombetta  
Alberto Manni  
Claudio Zari  
Fabrizio Barcellona  
Roberto di Pascale  
Giuseppina Brozzetti

- 9534 **UILTRASPORTI**  
Bartolomeo Lorenzo Cullati  
Giuseppe Caronia
- 9539 **Federazione Italiana Lavoratori Trasporti (FILT-CGIL)**  
Guido Abbadessa  
Orazio Cancila  
Erika Young  
Franco Giuffrida  
Roberto Martelli

#### Ivory Coast

- 7152 **Syndicat des Travailleurs de la SOTRA (SYNTRAS)**  
Julien Tahou
- 7154 **Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI)**  
Yao Dapre Georges

#### Japan

- 8200 **All-Japan Seamen's Union (KAIIN)**  
Shoshiro Nakanishi  
Yuji Iijima  
Shoji Yamashita  
Ryutaro Morisaki  
Hideo Ikeda  
Masahiko Taguchi  
Ken Takahashi
- 8201 **All-Japan Municipal Transport Workers' Union (TOSHIKO)**  
Akira Azumata  
Shouichi Suzuki  
Keitarou Yoneda  
Kazuo Yamaguchi  
Ichitarou Otsuki  
Shigeru Takeda  
Hirohisa Yokozawa  
Harish Bhatt
- 8202 **Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKO ROREN)**  
Yutaka Kasahara  
Masaki Shibuya  
Kazuhide Hanafusa  
Yoshifumi Ota  
Hisashi Shiraga  
Shiro Matsumura  
Hidehiko Ichikawa
- 8203 **National Railway Workers' Union (KOKURO)**  
Yoshinori Takahashi  
Katsuo Sato  
Yoshitake Koshimizu

- 8205 **All-Japan Federation of Transport Workers' Unions (UNYU-ROREN)**  
Kazumaro Suzuki  
Takeharu Minemori  
Kenetsu Okada  
Sadao Mitsuoaka  
Makoto Murata  
Toshio Tsukamoto  
Toru Iida  
Kunitake Imai
- 8206 **Japanese Confederation of Aviation Labour (KOKU DOMEI)**  
Kouki Hirokawa  
Mari Oikawa  
Yuki Inuzuka
- 8207 **Japan Airlines Cabin Attendants' Union (KYAKUJO)**  
Katsuo Iwata
- 8208 **Japan Federation of Transport Workers' Unions (KOTSU ROREN)**  
Shigeo Maki  
Kazuo Hirokawa  
Nobuo Yasugahira  
Kenichi Umeda  
Takashi Katano
- 8209 **General Federation of Private Railway and Bus Workers' Unions (SHITETSU-SOREN)**  
Makoto Tsubone  
Yukio Sakamoto  
Minoru Fukuda  
Toshitsugu Nagai  
Tadahiro Sugiyama  
Youichi Tanaka  
Hitoshi Tanaka  
Katsunori Hirakawa  
Hayato Taira  
Motomi Fijisako  
Hisao Kichsei
- 8211 **Japan Confederation of Railway Workers' Unions (JRU)**  
Kazuo Enomoto  
Takashi Mizusawa  
Akihiro Murata  
Kenji Ito  
Hiroyuki Kita  
Kenichi Takahashi  
Masayuki Kotani  
Kazuko Sumino  
Masakazu Takahashi  
Tadaaki Kyoriki  
Hiromitsu Takada

- Chihoko Hori  
Kazuhiro Niizuma  
8212 **National Federation of Automobile  
Transport Workers' Unions (ZENJIKO-  
ROREN)**  
Nobuaki Ogata  
Kan Satake  
Michio Miyagawa  
Motoya Hirano  
Makiichi Sokuseki  
Hideyuki Ezumi  
Krishnan Arora  
8213 **Japan Railway Trade Unions'  
Confederation (JR-RENGO)**  
Kazuaki Kadono  
Toshiyuki Mizushima  
Kazutoshi Kenjo  
Tadayoshi Matsubara  
Hiroshi Hashimoto  
Toshiyuki Yasui  
Kimi haru Sei  
Masaaki Miura  
8214 **National Council of Dockworkers'  
Unions of Japan (ZENKOKU-KOWAN)**  
Hiroyuki Nakao
- Kiribati (Republic of)**  
8850 **Kiribati Islands Overseas Seamen's  
Union (KIOSU)**  
Tatoa Kaiteie
- Korea**  
8250 **Korean Federation of Port and  
Transport Workers' Unions**  
Oh Moon Hwan  
Oh Min Woong  
Jang Kwi Sung  
Koh Seung Hwa  
Choi Joo Han  
Lee Ja Yong  
Choi Young Dae  
8251 **Korean Railway Workers' Union**  
Choon Won Son  
Hyun Jung Kim  
Sun Wha Chang  
8252 **Federation of Korean Seafarers'  
Unions (FKSU)**  
Kwon Eul Ryong  
Tae Joo Kim  
Bok Jae Lee  
Sum Dong Kim  
Yu Hee Lee

- Ko Kwang Jo  
Hye Kyung Kim  
Choon Won Son  
Hyun Jung Kim  
Sun Wha Chang  
Zu Won Kim  
8255 **Korea Automobile and Transport  
Workers' Federation**  
Kang Sung-Chun  
Choi Joung-Wook  
Park Yeon-Jeong  
8256 **Federation of Korean Taxi Transport  
Workers' Unions**  
Lee Kwang-Nam

#### **Latvia**

- 9550 **Udens Transporta Arodbiedribu  
Federacija (Water Transport Unions  
Federation of Latvia)**  
Aleksejs Holodnuks  
Janis Gorbants  
Vladimirs Rusjanovskis  
Ludmila Stuckina  
Tatyana Pyatnitskaya  
9551 **Latvian Seafarers' Union of  
Merchant Fleet**  
Igor Pavlov  
Andrey Umbrashko  
Ariadna Abeltina  
Norbertos Petrovskis  
9553 **Latvijas Aviodarbnieku Arodbiedriba  
(Civil Aviation Trade Union of Latvia)**  
Vladimir Golyakov  
Adolfs Kohs  
Elena Klimova

#### **Liberia**

- 7882 **United Seamen, Ports and General  
Workers' Union of Liberia**  
David Sackoh

#### **Lithuania**

- 9560 **Independent Dockers' Union**  
Vladimiras Bendoraitis  
9561 **Lietuvos Jurininku Sajunga (Lithuanian  
Seamen's Union)**  
Petr Bekeza  
9562 **Motor Transport Workers' Federation  
of the Lithuanian Workers' Federation**  
Jonas Petraska

## Luxembourg

- 9580 Fédération Nationale des Cheminots,  
Travailleurs du Transport,  
Fonctionnaires et Employés  
Luxembourgeois (FNCTTFEL)  
Josy Konz

## Malaysia

- 8303 Transport Workers' Union (TWU)  
K Allaga  
Mdm Nurashakin Mohd Yusof  
Juma Bee Hassan
- 8304 The Railwaymen's Union of Malaya  
(RUM)  
Mohd Ramlee Mod Harus  
S Mahalingham  
Yahya Yusof
- 8305 Kelang Port Management SDN BHD  
Harbour Workers' Union  
Baginda Ali A Ghalib
- 8306 Penang Port Workers' Union  
Abdul Wahab Talib
- 8308 Union of Employees of Port Ancillary  
Services Suppliers Port Klang (UNEPASS)  
A Balasubramaniam
- 8309 Malaysian Airlines System Executive  
Staff Association (MESA)  
Md Isa Jani  
Tan Yew Seng

## Malta

- 9600 General Workers' Union (GWU) Port  
and Transport Section  
Ronnie Pellegrini  
Charles Briffa

## Mauritius

- 7321 Transport Corporation Employees'  
Union  
Daneshwar Deonarain  
H Ramah  
B Boolaky  
Lalita Rughounauth

## Mexico

- 6181 Asociación Sindical de Pilotos  
Aviadores (ASPA)  
Benito Bahena Lome\*
- 6190 Asociación Sindical 'Oficiales de  
Máquinas de la Marina Mercante  
Nacional'  
Benito Bahena Lome\*

- 6191 Orden de Capitanes y Pilotos Navales  
de la República Mexicana  
Alfredo Antonio Rodriguez Fritz
- 6196 Alianza de Tranviarios de México  
Benito Bahena Lome  
Victor Chavez Hernandez  
Carmen Mancilla Negrete  
Laura Ruiz Hernandez

## Mongolia

- 8319 Mongolian Railway Workers' Union  
L Damdin  
Buyanaa Shanzmyatavin

## Namibia

- 7330 Namibian Transport and Allied  
Workers' Union (NATAU)  
Likius Vilho

## Nepal

- 8320 Nepal Transport Labour Association  
(Nepal Yatayat Mazdoor Sangh)  
Laxmi Narayan Mishra

## Netherlands

- 9620 FNV Bondgenoten  
Jan Heilig  
Dick Ketting  
Frank Kloosterman  
José Smeets  
Niek Stam  
Leo Vlek  
Wouter Waleson
- 9621 Federatie van Werknemers in de  
Zeevaart (FWZ)  
Arie L Verhoef
- 9624 Vakbond voor Nederlands  
Cabinepersoneel (VNC)  
A Sloetjes  
Henri Popeliër

## New Zealand

- 8902 New Zealand Waterfront Workers'  
Union (WWU)  
Terry Ryan
- 8903 New Zealand Merchant Service Guild  
Industrial Union of Workers Inc  
John R McLeod
- 8906 New Zealand Association of Marine,  
Aviation and Power Engineers  
John R McLeod\*



## Niger

- 7341 Syndicat Unique des Conducteurs de  
Taxi du Niger (SUCOTAN)  
Ibrahim Akouara

## Nigeria

- 7354 Maritime Workers' Union of Nigeria  
Uzoije Ukaumunna  
Patrice A Oribabor  
Sabo A Abubakar  
Juliet I Ashibougwu  
Sunday Pepple  
Abudu Eroje  
Joseph K Ozorewor  
Alfonsus U Nwosu  
Akujobi A Chukwudi  
Lawrence Boye Ojedele  
Chukuma Alieze  
Tony Ntedierema  
Christian Ogolo  
Adaobi George  
Glory Onyilogu  
7357 National Union of Air Transport  
Employees  
Johnny SM Imomotebegha  
Dorothy Imomotebegha  
7358 Air Transport Services Senior Staff  
Association (ATSSSAN)  
Hajia Halima Abdullahi

## Norway

- 9670 Norsk Jernbaneforbund  
Ove Dalsheim  
Oddvar Slettemark  
Jane Brekklus Sæthre  
Ole R Rønningen  
9671 Norsk Lokomotivmannsforbund  
Øystein Aslaksen  
9672 Norsk Sjømannsforbund  
Erik Bratvold  
Anne-Beth Skrede  
Ottar Kaldhol  
Johan Øyen  
Birger Pedersen  
9673 Det Norske Maskinistforbund  
Bjørn Degerud  
9674 Norsk Sjøoffisersforbund  
Arne Hansen  
Asbjørn Furnes  
Andre Salthammer  
9675 Norsk Transportarbeiderforbund  
Per Østvold

- Frank Holm  
Lars Johnsen  
Mari Ann Hamletsen  
Torbjørn Kristoffersen

- 9676 Fellesforbundet  
Lars Erik Lilleodegard  
9677 Handel og Kontor i Norge  
Sture Arntzen  
Anne Kirsten Lundberg  
9681 Norsk Kommuneforbund  
Gunhild Johansen  
Asbjørn Wahl  
Magnar Nilsen

## Pakistan

- 8350 Pakistan Merchant Navy Officers'  
Association  
Iqbal Mohammad Sheikh  
8356 Karachi Harbour and Dock Workers'  
Union  
Ch Mohammad Ashraf Khan  
8358 Pakistan Seamen's Union  
Adam Panjri  
8363 Road Transport Workers' Federation of  
Pakistan  
CH Mohammad Anwar Zahoor  
8364 People's Unity of PIA Employees  
Nila Ellahi

## Palestine

- 7890 Palestine Bus Drivers' General Union  
Mohammed Jem'ah Ajena

## Panama

- 6373 Federación Industrial de Trabajadores  
del Transporte Terrestre, Aéreos,  
Marítimos, Portuarios y Similares  
(FITTAMPs)  
Melida de Nereida

## Paraguay

- 6424 Unión de Sindicatos de Trabajadores  
del Transporte (USTT)  
Perio Duarte

## Peru

- 6513 Federación de Choferes y Anexos del  
Perú (FECHAP)  
José Ramos Valladolid

## Philippines

- 8402 Associated Marine Officers' and Seamen's Union of the Philippines (AMOSUP)  
Captain Gregorio S Oca  
Dr Conrado F Oca  
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- 6966 **International Longshore and Warehouse Union (ILWU)**  
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- Atal Bihari Vajpayee Prime Minister of India  
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Jim Hunter former ITF President  
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