

ITF

NEWSLETTER

INFORMATIONS

INFORMATIONEN

INFORMATIONENSBLAD

No. 7

31 March 1966

IN THIS NUMBER: ITF Seafarers' and Dockers' Sections meet in Hamburg (p. 65); Wage rises for Dutch busmen (p. 66); RLEA Chairman criticizes "wage guideposts" (p. 67); Argentinian dockers get 50 per cent wage increase (p. 68); Improved conditions for Dutch dockers (p. 69); New pay rates for Danish seamen (p. 70); New agreement signed for Dutch trawler crews (p. 71); Argentinian civil aviation workers strike (p. 72); Danish SAS pilots strike (p. 72); Strikes of French air transport workers (p. 73); New agreement for Dutch ground staff (p. 73).

ABOUT THE ITF

Seafarers' and Dockers' Sections meet in Hamburg (SEE SUPPLEMENT)

Three important conferences of the ITF have been taking place this week in Hamburg, Germany. On 28 and 29 March the Seafarers' Section met to discuss a wide range of topics, including the results of major international meetings held by the Inter-governmental Maritime Consultative Organization (IMCO), the International Labour Organization (ILO) and the United Nations Conference on Trade and Development (UNCTAD) to discuss matters concerning seafarers. On the 30 March the Dockers' Section met and considered a variety of questions affecting port workers, including the results of the recent ILO Preparatory Technical Conference on the Maximum Weight to be Carried by One Worker. On 31 March a Joint Conference of the two Sections was held.

ROAD AND PASSENGER TRANSPORT WORKERS

DENMARK

Drivers' group expelled from Danish Transport Union

The Danish Transport and General Workers' Union (DASF) has decided to expel its Copenhagen road transport drivers' group.

- 65 -

This decision, which takes effect on 1 April 1966, was made after long-standing disagreements between the DASF and its semi-autonomous drivers' group in Copenhagen had become more acute. The group is attempting to set up a national drivers' union, the "Chaufførernes Forbund i Danmark", which, our affiliate states, will not be taken in as a member of LO, the national trade union centre.

GREAT BRITAIN

Employers reject pay claims for municipal busmen

A demand for a 6.6 per cent pay increase for busmen employed by municipal authorities has been rejected by the employers, though the claim is already before the National Prices and Incomes Board. The ITF-affiliated Transport and General Workers' Union, however, which organizes the majority of Britain's bus workers and which has declared its opposition to the Government's Prices and Incomes Policy, will not give evidence to the Board to assist its enquiries into this claim or into other claims also pending for 28,000 London busmen and for 100,000 busmen employed by private companies in the provinces. Other unions organizing company busmen, including the ITF-affiliated National Union of Railwaymen, have nevertheless expressed willingness to assist the Board's inquiries.

NETHERLANDS

Wage rises for Dutch busmen

A new agreement signed on behalf of some 11,000 drivers and technical staff employed by Netherlands private bus companies takes account of a recent report which showed that bus workers' wages had fallen badly behind those in private industry (see Newsletter No. 5).

The busmen will receive a seven per cent increase in basic rates, plus a rise of 3.50 guilders per week (7 shillings or 98 US cents) for 1966 and 1967. As from 1 January 1968, there will be a further increase of 2½ per cent.

Under the agreement also, the adult rate is now paid at 21 instead of 23 years of age, while the vacation bonus goes up from four to six per cent of annual earnings. In addition, the minimum weekly rate of 120 guilders (£12 or \$33.60) will now apply to female as well as male employees.

RAILWAYMEN

CANADA

Conciliation for "non-op" claims

After three months of fruitless negotiations with the Canadian railway managements on new contracts for non-operating personnel,

unions representing these railwaymen applied to the Ministry of Labour for conciliation boards to be set up. Boards have now been appointed to deal with claims on behalf of two of the non-operating groups, representing 79,000 workers, which include the international brotherhoods affiliated to the ITF through the Railway Labour Executives' association (RLEA). It is expected that another board will be set up to consider claims put forward by the ITF-affiliated Canadian Brotherhood of Railway Transport and General Workers, representing a further 23,000 non-operating employees.

The CBRT has, however, already secured a reduction in working hours for 2,200 sleeping and dining car porters on Canadian National Railways. The cut will bring the working week for these employees down from 48 to 40 hours, without loss of pay.

Pension issue

Canadian railwaymen's organizations have protested over the refusal of the Canadian Pacific Railway to negotiate on the operation of its pension plan. Both sides are seeking the integration of the plan with the Government-sponsored scheme, but differ over how this should be done. CPR has sought conciliation on the issue.

Canadian National, however, has announced that its pension plan is to be coordinated with the national scheme. Under this arrangement, which was requested by the unions, pension payments are increased, but contributions are set at a level lower than that of the combined contributions to the two schemes previously.

DENMARK

Railwaymen benefit from pay award to state employees

Negotiations between the Danish state employees' organizations and the Ministry of Finance have resulted in a substantial pay award designed to enable Government-employed personnel, including railwaymen, to catch up in levels of earnings with employees of private industry. Railwaymen, along with other workers in the public sector, are to get a $3\frac{1}{4}$ per cent pay increase with effect from 1 April 1966. A $1\frac{1}{4}$ per cent rise awarded last year and an automatic cost-of-living adjustment of 3 per cent, resulting from a recent rise in the retail price index, also take effect from 1 April this year. The Finance Ministry award, which is subject to parliamentary approval, includes an increase of $\frac{1}{2}$ per cent in the annual holiday bonus. Parliament is also expected to approve a reduction of working hours in the public sector from 45 to 44 hours.

UNITED STATES

RLEA Chairman criticizes wage "guideposts"

In a recent statement to the Senate-House Joint Economic Committee G.E. Leighty, Chairman of the ITF-affiliated Railway Labor Executives' Association (RLEA), representing 22 North American rail unions, criticized the recommendations of President Johnson's Council of Economic Advisers, aimed at restraining wage increases, as being particularly unfair to railwaymen. The rail-

ways, he said, were the only industry in which those recommendations would have effect.

The Council's "guideposts", instead of taking into account all wage elements, including fringe benefits, should have been related to real wages, according to the RLEA Chairman. Non-operating rail employees, who include two thirds of all US railwaymen, had had real wage increases between 1958 and 1965 of only 6.8 per cent -- almost exactly 1 per cent per year, he said. During the same period productivity had risen by about 55 per cent -- 7.5 per cent per year. In other industries labour and management were largely free to interpret the "guideposts" of the Council of Economic Advisers as they wished -- or even to disregard them. But under the Railway Labor Act railway workers' claims invariably had to go before Presidential Emergency Boards. These Boards sometimes simply tried to enforce the yardsticks laid down by the President's economic advisors, however unjust this might be in relation to the claims under consideration. Leighty called for the exclusion of fringe benefits from the "wage guideposts" and urged that they be related to real and not "money" wages.

Court restrains strike over dismissed firemen

A Federal judge has restrained the Brotherhood of Locomotive Firemen and Enginemen from carrying out a strike which it had planned for 31 March to compel carriers to rehire some 17,500 firemen, forced out of their jobs by a Federal Arbitration award. The strike has been suspended till 5 April. A court hearing has been fixed for 4 April.

PORT WORKERS

ARGENTINA

Dockers get 50 per cent wage increase

After a 72-hour strike starting 16 March Buenos Aires dockers in the ITF-affiliated Argentinian Port Workers' Union (SUPA) obtained a 50 per cent increase in wages.

FRANCE

Port Workers' Federation demands decasualization

On 17 March dockers in the port of Marseilles held a 24-hour strike, following shooting incidents in which five dockers were wounded. The incidents occurred when the men tried to prevent a recruiting officer from bringing in casuals to break an overtime ban they had enforced in pursuance of a wage claim. The ITF-affiliated Port Workers' Federation (Force Ouvrière)

has vigorously condemned the system of labour which gives rise to such occurrences. The Federation has demanded that the employers meet the workers' representatives to discuss the following points: decasualization; the introduction of an effective system of professional training; the raising of basic wages to parity with those earned by other occupational groups; and the formulation of a national collective agreement to cover all French dockers.

GREAT BRITAIN

Decasualization proposals published

The proposals for decasualizing Britain's 65,000 dock workers, approved 4 weeks ago by the National Modernization Committee for the Docks Industry (Newsletter No. 6, 1966), have now been published by the Minister of Labour as a draft order. The decasualization plan, to go before Parliament after the General Election, will abolish the labour pool system and provide for the allocation of all dock workers by the local dock labour board to registered employers. After this initial allocation, which will have regard to the employer's labour requirements and also take into account the individual preference of both employer and worker, it will be possible to arrange permanent transfers from one employer to another on application from either side. The board will also supervise temporary transfers of workers to meet day-to-day fluctuations, ensuring, where possible, that they are made in rotation amongst the workers.

NETHERLANDS

Improved conditions for Amsterdam and Rotterdam dockers

Details are now available of the new agreements for port workers in Amsterdam and Rotterdam signed by the ITF-affiliated Netherlands Transport Workers' Federation (NBV).

The basic increase in wage rates is of seven per cent, but due to the inclusion of a compensatory allowance for general rent increases in the hourly and weekly rates, the actual increase is rather higher. After three years' service, for example, a stevedore working day shifts receives 162.52 guilders as against 151.68 in 1965 -- an increase of 10.84 guilders. The hourly rate for the same docker goes up by 41 cents to 3.28 guilders. In the case of a week of early night or late night turns, the rate (with increases in brackets) are: 219.67 (17.98) and 234.68 (17.71).

A hatchman or gang foreman receives the following weekly rates: day shift -- 176.45 (12.15); early night -- 238.66 (19.65); and late night -- 254.99 (19.25). The hourly rate in this case is 3.57 guilders (43 cents increase).

Working hour arrangements have also been improved under the new agreements. The late night turn has been shortened by a quarter of an hour and now ends at 7 a.m. As from 1 July 1967, weekly working hours will also be cut from 42½ to 41¼.

The basic annual holiday of two weeks will be increased by two casual days and, in addition, an extra day's vacation is now given after five years' instead of ten years' service. The holiday bonus consists of three weeks' wages per annum.

(1 guilder equals 2s. or 28 US cents).

SEAFARERS

DENMARK

New rates of pay come into force

Danish seamen now receive pay increases scheduled in the Collective Agreement of 26 February 1965 to come into effect on 1 March this year. Examples of the new monthly rates of pay, as compared with the old, are as follows:

Three-watch ships	old rate	new rate (1.3.66)
Bosun	1,444.75	1,494.75
Pumpman	1,420.25	1,470.25
Able seaman	1,380.25	1,430.25
Ordinary seaman	1,099.50	1,149.50
Two-watch ships	old rate	new rate (1.3.66)
Bosun	1,598.25	1,655.75
Pumpman	1,573.75	1,631.25
Able seaman	1,534.25	1,591.75
Ordinary seaman	1,242.00	1,299.50

These examples show basic wage rates plus accumulated cost-of-living supplements, and do not include a number of bonuses such as dirt money, seniority bonuses, tanker supplements and bonuses for prolonged voyages away from Denmark, which have also been increased.

(There are 19.35 Danish Kroner to £1 and 7 to US \$1.)

GREAT BRITAIN

Contract adjustments for merchant navy officers

Recent negotiations within the British National Maritime Board have brought about some improvements in the current collective agreement for officers at sea, the ITF-affiliated British Merchant Navy and Airline Officers' Association reports. These include an extension of annual leave by five days for unestablished foreign-trade officers and two days for unestablished home-trade officers. In addition, officers on consolidated pay (i.e. including fixed overtime compensation) who have to perform duty on weekends or public holidays while their ship is in port are to be entitled to one day's additional leave for every eight hours worked at such times. These adjustments take effect from 7 March 1966.

Agreement for officers on vessels servicing drilling rigs

The MNAOA has also negotiated new rates of pay for officers aboard vessels servicing drilling rigs. Consolidated salary (incl. overtime compensation) for a chief officer is increased, with effect from 7 March 1966, from £28 to £29 5s per week and for a chief engineer from £32 18s to £34 1s 11d per week.

FISHERMEN

NETHERLANDS

New agreement signed for Dutch trawler crews

The ITF-affiliated Netherlands Seafarers' and Fishermen's Federation (CKV) has recently concluded a new agreement covering fishermen employed in the Southern trawler industry. The agreement includes improvements in both the fisherman's guaranteed share of the catch and in holiday entitlement and holiday bonuses.

The guaranteed wage for an able fisherman goes up from 134.25 to 150 guilders per week. Annual vacations are increased from 15 to 18 working days, while the vacation bonus now covers three weeks instead of two. The bonus itself goes up from 132.50 to 148 guilders, so that a fisherman who received 265 guilders in 1965 will receive 444 during the 1966 season.

(4 guilders equal. 2s or 28 US cents).

CIVIL AVIATION WORKERS

ARGENTINA

Argentinian ground staff strike

A very serious situation is developing in Argentina from a strike by Argentinian civil aviation ground staff in support of wage claims. The strikers belong to the Civil Aviation Workers' Union ("Asociacion del Personal Aeronautico"), an ITF affiliate. At one time it seemed that a settlement would be reached, but feelings began to run high when military forces were sent to Buenos Aires airport to run some of its services and a number of strikers were later arrested. The Director of the ITF's Regional Office in Lima, Jack Otero, has tried to mediate but the employers, Argentine Airlines, have so far adopted a very stubborn attitude. Other Argentinian transport workers' unions have now threatened a national strike from 5 April in support of the civil aviation workers. The ITF has cabled the President of the Republic, Dr. Illia, urging his intervention to secure a quick and peaceful settlement and, specifically, that those workers who have been dismissed should be re-instated immediately.

DENMARK

Danish SAS pilots strike

Danish airline pilots, grouped in the ITF-affiliated Scandinavian Association of Flight Personnel, went on strike for 24 hours on 26 March. They were protesting over the inadequacy of daily subsistence allowances paid by the Scandinavian Airlines System to its Danish pilots. The strike was first threatened when negotiations between the Danish pilots and SAS were still in progress. It was later decided to submit the dispute to mediation, but the mediation panel would not consider the case until the Danish pilots had withdrawn their strike threat. They refused, and the strike went ahead as planned, supported by the Swedish pilots, who refused to fly routes normally worked by their Danish colleagues. SAS retaliated by withdrawing all salary payments and entitlement to continued employment, in respect of those pilots who participated in the strike. The action was to have been followed by further strikes on certain selected routes, but on an offer from SAS that retaliatory measures would be withdrawn, if they returned to the negotiating table, the pilots decided not to proceed with this plan and to go back to work.

Footnote: Danish SAS pilots' salaries are calculated in Swedish Kronor, but paid at a rate of exchange 10 per cent lower than the official rate.

FINLAND

Finnish ground staff strike

Finnair ground staff, members of the ITF-affiliated Finnish Air Transport Workers' Union, went on strike at midnight on 17 March, after mediation failed to produce any acceptable terms for a settlement of their dispute with the Airline. Claims involve shorter working hours and wage adjustments. The ITF has appealed to its affiliated air transport workers' organizations to support the Finnair strikers. The ITF-affiliated Swedish Transport Workers' Union has notified air transport employers that its ground staff members will not service Finnair planes affected by the strike.

FRANCE

Strikes of French air transport workers

Strikes of both airport ground staff and flight personnel have taken place this week in France.

A strike of Air France ground staff, who are protesting over the inadequacy of pay improvements offered them, began in the evening of Tuesday 29 March and lasted till Thursday 31 March. Unions belonging to all three national centres, including Force Ouvrière in which the ITF-affiliated civil aviation organizations are grouped, participated in the action.

At midnight on 30 March Air France flight personnel began a 24-hour strike, in protest against the Airline's refusal to offer them acceptable wage increases. Their main grievance is still Air France's violation in 1963 of a clause in their contract whereby any increase obtained by the ground staff should also be extended to the flight personnel. In April 1963 and January 1964 the ground staff received pay rises totalling 5.2 per cent, but the flying staff did not benefit. They consider the 1 per cent offered them earlier this month to be unsatisfactory.

NETHERLANDS

New agreement for Dutch ground staff

Details of the 1966 agreement for KLM ground staff have reached us. The new contract provides for a 5 per cent increase in all wages and salaries; the holiday bonus rises from 4 per cent to 6 per cent of annual pay; minimum monthly pay is fixed at 542 guilders; the maximum hourly rate on which overtime is calculated is increased to 5 guilders, or in certain cases to 4 guilders; working hours will be reduced on 1 April to 43¼ hours per week for all staff at present working 45; all employees aged 55 and over will get a minimum annual holiday of 20 working days.

In their negotiations the Unions, including the ITF-affiliated Transport Workers' Union (NBV), pursued a policy of integrating the various categories, the ultimate aim being to secure equal working conditions for all KLM workers. Thus, for example, under the new agreement, all employees are paid monthly, time clocks are abolished, working hours are the same for all, and entitlements under the free travel plan cover all workers.

(1 guilder equals 2s or 28 US cents).

UNITED STATES

IAM may strike five airlines

No progress has been achieved through mediation on the contract claims of 34,000 mechanics and other ground staff employed by five US airlines. The ITF-affiliated International Association of Machinists agreed last August to undertake joint negotiations with the five carriers -- Eastern, National, Northwest, Trans World and United -- on behalf of the ground staff, who are claiming a 15 cents-per-hour pay increase, longer paid holidays, payment by management of the entire cost of health and welfare plans, and other improvements. Their Union has asked the National Mediation Board for a "proffer of arbitration". Under the Railway Labor Act, if either side in the dispute refuses arbitration, a 30 day waiting period will be required before further action can be initiated. IAM members on the five airlines have voted overwhelmingly to strike, if it should be necessary, to secure a fair industry-wide settlement.

NEWS IN BRIEF

Canadian deck officers serving on the Great Lakes and members of the ITF-affiliated Canadian Merchant Service Guild are covered by a new three-year contract. The agreement ends a dispute dating back to December, when the union called a strike in support of its claims.

In Lyons, France, transport workers held a 24-hour strike, sponsored by all three national centres, to coincide with a visit to the town by the Prime Minister. The workers were claiming a 15 per cent pay increase.

Pan American Airways employees in France are to hold a succession of short unannounced strikes until the Company agrees to negotiate on their claims. The first strikes have already taken place, following the Company's refusal to meet their demands.

Dockers in Dublin, Ireland, working for the Cross-Channel Shipping Association work a 40-hour 5-day week from 2 May 1966.

In Norway the seafarers' organizations, including the ITF-affiliated Seamen's, Mates' and Marine Engineers' Unions, have opened negotiations -- for the first time, jointly -- with the Shipowners' Association on new agreements for the home trades.

PERSONALIA

Ragnar Helgesson, former President of the Swedish Transport Workers' Federation, died on 16 March 1966 at the age of 73.

Nils Nilsen, former President of the Norwegian Mates Union, died on 22 March 1966 at the age of 68.

FORTHCOMING MEETINGS

Railwaymen's Section Committee	- Cancelled
Management Committee	- Utrecht, 23-24 May 1966
Executive Board	- Utrecht, 25-27 May 1966
Railwaymen's Section Conference	- Rome, 23-25 June 1966

LATE ITEM

---ooOoo---

US Locomotive firemen on strike

After this Newsletter was prepared, it was learned that the Brotherhood of Locomotive Firemen and Enginemen had called 8,000 railway firemen out on strike. Though a Federal judge, on the request of the companies involved, has ordered the strikers back to work, the Brotherhood claims that the expiration at midnight on 30 March of a two year old arbitration decision prohibiting strike action entitled the firemen to go ahead with strike plans. The walkout, over the elimination of firemen on freight and yard locomotives, began at midnight on 30 March and affects 7 railways serving 38 states.

ITF SEAFARERS AND DOCKERS MEET IN HAMBURG

Conferences of the ITF Seafarers' Section (28 and 29 March) and of the Dockers' Section (30 March), together with a joint conference of the two sections (31 March) have been held in Hamburg this week, with the ITF-affiliated German Transport and Public Service Workers' Union acting as host-organization. The conferences were attended by nearly 100 delegates from affiliated unions in Argentina, Belgium, Denmark, Estonia (in exile), Finland, France, Germany, Great Britain, Greece, India, Japan, Netherlands, Norway, Sweden and the United States. The International Labour Organization was also represented at the conferences, by Mr. S. Seiersen.

The Seafarers' Conference was held under the chairmanship of Capt. D.S. Tennant, Chairman of the Section. T.O'Leary, Chairman of the ITF Dockers' Section, took the Chair at both the Dockers' and Joint Section Conferences. The Secretariat was represented by the General Secretary, Hans Imhof and Assistant General Secretary Lawrence White.

Seafarers' Conference

One of the main topics dealt with by the Seafarers' Section was that of shipboard rationalization and automation, with particular reference to a report of the Seminar on this subject which was held under the auspices of the International Institute for Labour Studies in Elsinore (Denmark) last September. Following an intensive discussion of the repercussions of modernized techniques, including the trend towards the operation of larger vessels and the increasing utilization of containers, the Conference adopted a resolution which emphasizes that such developments will have a profound effect on the future lives and employment of seafarers. It therefore recommended that the existing ITF Ad Hoc Committee on Automation and Rationalization should be made into a permanent organ, which will keep all aspects of modernization within the shipping industry under constant review.

The Conference also considered the results of the first meeting of the Shipping Committee established by the newly-created United Nations Conference on Trade and Development (UNCTAD). In a unanimously-adopted resolution, the Seafarers' Section welcomed the stated intention of UNCTAD to cooperate closely with the International Labour Organization (ILO) on matters affecting seafarers and port workers, and invited the two organizations to establish joint committees, as and when necessary, to consider questions of concern to UNCTAD which also fall within the competence of the ILO.

So far as the question of the employment of Asian seamen was concerned, the Conference noted with great satisfaction the results achieved by the ILO Asian Maritime Conference held in Tokyo in April 1965, especially in regard to recruitment; social security; wages, hours and manning; and welfare facilities. It was also reported that the ILO intends to give increased attention to the situation of Asian seafarers within the framework of its future maritime activity.

The Conference further unanimously approved a policy statement resulting from the meeting of the ITF Asian Seamen's Committee held in November last. It was also decided that the Committee should be enlarged to take account of the wide interest among seafarers' affiliates in the problems of Asian seamen. The policy statement adopted by the Conference reads as follows:

- a) Shipowners who have employed Asian seafarers continuously since 1945 and manned their ships with crews recruited and engaged from countries associated and identified with these seafarers may, in agreement with the seafarers' organizations concerned, continue such manning.
- b) In such ships, trade union jurisdiction should reside in the home countries of the seafarers concerned and their wages and conditions of employment should be governed by the collective agreements negotiated in those countries.
- c) These agreements should, as an immediate objective, observe the minimum standards laid down in the already out-dated ILO Recommendation 109 (1958) on Wages, Hours and Manning, with suitable adjustments to take account of subsequent changes in money values, but without prejudice to any superior conditions which may be in force already or come into force in the future.
- d) Where it becomes necessary, due to changing patterns of trade or other factors, to depart from customary manning practice, this should be subject to agreement between the shipowners' and seafarers' organizations concerned.
- e) In ships other than those with manning arrangements as laid down in paragraph a) where Asian seafarers are employed (including employment as a result of changes in the pattern of trade, having regard to the provisions of paragraph d), these seafarers should during their service belong to the ITF-affiliated union of the flag concerned and enjoy the wages and other conditions of employment negotiated by such union. It should be made clear that ITF policy is directed towards establishing the principle that the wages and conditions of serving seafarers should (except in the case of flag-of-convenience vessels) be governed by the conditions operating in the country whose flag the ship is flying, subject to observance of the international minimum standards laid down in ILO Recommendation 109 (1958) with suitable adjustments to take account of subsequent changes in money values.

After hearing a report from Lawrence White on his recent visit to Hong Kong and the situation which he found there, the Conference decided that the ITF should continue its representation in the Colony -- which is a major trouble-spot so far as malpractices in the recruitment and employment of Asian seamen are concerned. The Conference noted that legislation establishing a Seamen's Recruitment Office (SRO) in Hong Kong (for which the ITF has long been pressing) was passed on 10 March and that initial reports indicated that many applications for registration with the Office were being received. The ITF representative in Hong Kong was instructed to keep a close watch on the operation of the scheme, and be available for advice if and when the occasion arose.

Finally, the Conference also noted the progress being made towards the creation of the Europort International Seafarers' Welfare Centre and the results of the Twelfth Session of the IMCO Maritime Safety Committee. During discussion of the latter point, attention was drawn to the need for seafarers to be regularly represented in national delegations to IMCO Conferences.

Dockers' Conference

The Dockers' Section, at its own meeting, considered the results of the ILO Preparatory Technical Conference on the Maximum Permissible Weight to be Carried by One Worker which was held in Geneva from 25 January to 4 February. The Conclusions adopted at this conference (see Newsletter N^o. 4 and March ITF Journal) were approved by the Section.

The Dockers' Conference also recommended that the ILO should take the initiative in convening a special conference to consider dock workers' conditions on a world-wide scale, with the object of drawing up an International Convention laying down minimum standards. Among the subjects which it was recommended should be included within the scope of such a convention were the following :

- (a) Regularity of employment and wages ;
- (b) Accident prevention facilities of the best possible type ;
- (c) Sickness and retirement pay ;
- (d) Annual vacations ; and
- (e) Welfare arrangements (with particular reference to medical and washing facilities).

Attention was also drawn to the hazards of handling chemical and similar cargoes and the urgent need for proper marking of such consignments. Fire hazards on board vessels carrying fish meal and tapioca were also mentioned in this connection. It was agreed that information on this subject should be collected by the ITF Secretariat and that an appropriate recommendation should, if possible, be made to the Eighth Session of the ILO Inland Transport Committee, which is due to meet in the Autumn.

The Conference also took note of the decisions on Asian Seamen taken by the Seafarers' Conference.

Joint Sectional Conference

One of the most important questions discussed in Hamburg by both Sections individually and later by the Joint Conference was that of ITF policy with regard to flag-of-convenience shipping.

The Joint Conference welcomed the successful boycott actions which have been carried out under ITF auspices during the last few months and urged that this process should be continued. It also unanimously endorsed the statement which was adopted by the Fair Practices Committee at its meeting in London on 11 and 12 November last. This urges maritime governments and the appropriate international agencies urgently to work towards the definition and implementation of the

principles of the genuine link embodied in the United Nations Convention on the Régime of the High Seas. It further declares the intention of the ITF to intensify its campaign to have flag-of-convenience vessels re-registered in countries observing such principles, through the medium of boycott programmes, legislative action and direct approaches to shipowners.

Details of the intensified campaign will now be worked out within the appropriate ITF Committees. No advance notice will be given of the start or nature of the campaign. However, owners who now sign agreements with the ITF and its affiliates which among other things include their crew-members in approved national social security and welfare schemes for seafarers and introduce trade union organization will be exempted from both boycott action and contributions to the ITF's Seafarers' Welfare, Protection and Assistance Fund. Ships boycotted in subsequent actions will be held until agreements have been signed on behalf of all vessels owned by the company or consortium in question.

The Conference also pledged the support of the ITF to the Panhellenic Seamen's Federation during its forthcoming negotiations on a new collective agreement aimed at improving both wage standards and working conditions. The resolution adopted makes particular reference to the fact that some 1,000 ships under flags of convenience are Greek-owned and fall within the scope of the ITF's campaign. The agreements for these ships provide for the application of Greek conditions and the Conference expressed its strong conviction that such conditions should not fall behind those of the other traditional maritime countries of Europe.

Finally, the Joint Conference adopted a resolution condemning the action of the authorities in Tripoli and Benghazi in blacklisting, on the initiative of the Arab Boycott Commission, seamen who have served on vessels trading with Israel. It coupled this condemnation with a reiteration of the resolution adopted at the 1960 ITF Congress in which it was stressed that freedom of navigation is one of the fundamental requirements of world trade and of the livelihood of seafarers.

In conclusion we would like, on behalf of all participants in the Hamburg conferences, to express very sincere appreciation of the excellent facilities and warm hospitality provided by the German Transport & Public Service Workers' Union.