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No. 7

July 1969

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NEWS AND VIEWS FROM THE ITF

The ITF condemns apartheid moves by Smith régime

A statement by the ITF on the situation which has been created in Rhodesia (Zimbabwe) by the "national" referendum organized by the illegal Smith régime is given as a Supplement to this issue of the ITF Newsletter.

First ITF-BRAC Caribbean Conference on Transport Economics

A Caribbean Conference on Transport Economics -- the first of its kind -- organized under the joint auspices of the ITF and the ITF-affiliated US Brotherhood of Railway and Airline Clerks, was held in Port of Spain, Trinidad, on 27 and 28 June. A report on the Conference, is given in a Supplement to this Newsletter.

TRANSPORT

IMCO convention on tonnage measurement of ships

A new international convention incorporating a unified system for measuring the tonnage of merchant ships engaged on international voyages, has been signed at an international conference on tonnage measurement of ships, convened by the Inter-Governmental Maritime Consultative Organization (IMCO).

TRADE UNIONS

INTERNATIONAL

ICFTU expels Greek unions

The Greek Trade Union Centre (GSEE) has been expelled from the International Confederation of Free Trade Unions (ICFTU) at the 9th World Congress of the ICFTU in Brussels. The ICFTU Executive explained that the GSEE leadership had been too closely associated with the military régime, and had thrown overboard the last shreds of independence. The ICFTU intends to maintain "underground" contact with the GSEE's 400,000 members.

UNITED STATES

Some Californian grape growers now prepared to negotiate

The ITF has been informed by the AFL-CIO United Farm Workers Organizing Committee (UFWOC) that ten major Californian table grape growers -- representing about twelve per cent of the industry -- have now agreed to take part in negotiations for a settlement. This represents the first break-through in negotiations since the UFWOC started its strike against the table grape growers three years ago.

Talks between the two parties, under the auspices of Federal mediators, have been continuing since 20 June, and some progress has been reported in these. The UFWOC Vice-President, Dolores Huerta, stated that she was "hopeful and optimistic" that a contract would be signed in the near future. The ten grape growers are, however, under heavy pressure from other big agrobusiness interests to abandon the talks -- an earlier attempt by them to accuse the growers of "collusion" with the union having nevertheless failed.

The UFWOC Director, Cesar Chavez, emphasizes that the international boycott of Californian table grapes goes on and that, even if the current negotiations are successful, will only be lifted in the case of those growers directly involved. Against all others, the boycott will be intensified.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

Australian ground staff unions black Qantas 707s

Australian ground staff employed by Qantas Airways are to intensify their current overtime ban and work-to-rule movement following the rejection by the company of claims, supported by 20 unions, for increased increments and higher pay for semi-skilled and unskilled workers. The movement affects the servicing and maintenance of the company's jet fleet. Five Boeing 707s operated by Qantas are reported to have been declared "black" by the unions.

CURACAO

Dockers and petroleum workers strike in Curacao

Dutch troops were flown into Curacao on 1 June, following strikes and riots which had paralysed the country for two days. The strikes began after a dispute over the difference in pay level between employees of the Dutch Werkspoor Caribbean Construction Company (Wescar) and Shell. Shell employees and port

workers came out in support of Wescar employees, and violence broke out after a union leader was wounded by a pistol shot. Government counter-measures included the arrest of some 200 trade union leaders, including the President of the ITF-affiliated Dockers' Union, Amador Nita. A general strike announced by the unions for 2 June was called off after the original dispute was resolved in principle. A new agreement is to be drawn up for workers at Wescar.

#### DENMARK

##### Big salary increase ends Danish ferry dispute

A dispute which had lasted several weeks between the ITF-affiliated Danish Seamen's Union and four Danish ferry companies was ended on 4 July as the result of an agreement providing for monthly wage increases of over 300 kroner<sup>x</sup>) per month reached under the auspices of the State Conciliation Officer and with the assistance of the Danish Trade Union Federation (LO).

Following the breakdown of talks last month after the conciliation service had earlier succeeded in reaching agreement or the postponement of strike action by the ITF's affiliate (see Newsletter No. 6, p.48), the Danish Seamen's Union called a strike on 17 June against the Kalundborg-Juelsminde Company. Three other ferry companies instituted a lockout against their seamen at the same time.

The settlement now reached is an extremely satisfactory one for the Seamen's Union. Monthly rates go up immediately by 277 kr., with a further increase of 30 kr. per month taking effect from 1 March of next year. In all, this represents an advance of 80 kr. on the owners' last offer before the new negotiations were started. The owners have also dropped two of their original demands, namely that the termination date of the agreement should be brought forward from 1 June to 1 March and that the union should negotiate with the four companies as a group.

During the stoppage, the ITF-affiliated Swedish Seamen's Union threatened to take sympathetic action against a Swedish company which was planning to charter one of the Danish ferry boats and man it with a Swedish crew.

x) £1 = D.kr. 17.93.

#### FINLAND

##### Finnish seamen demand improved pensions

The ITF-affiliated Finnish Seamen's Union is demanding amendments to the Seamen's Pension Act, which first came into force in 1956, in order to eliminate deficiencies in the Act, which hit lower-paid workers in particular. The union is demanding that pensions be based on total earnings, and not just on basic wages and age bonuses, as has hitherto been the case.

FRANCE

Railwaymen strike over under-staffing in Eastern France

French railwaymen's unions, including the ITF-affiliated FO railwaymen's union, staged a 24-hour strike on 19-20 June in protest at under-staffing on the French railways in Alsace-Lorraine. The unions say that over 450 additional non-operating staff are needed in the area.

GREAT BRITAIN

Award could set new manning scale on British freezer trawlers

An arbitration award has been made in favour of a claim by the ITF-affiliated Transport and General Workers' Union (TGWU) for an additional greaser to be employed in the engine-room of every all-freezer trawler sailing out of Hull. At present the 23 trawlers of this type sailing from Hull carry three engineers and two greasers. The TGWU asked for the additional greaser because of the volume and capacity of work caused mainly by prolonged teething troubles brought about by semi-automated machinery. The award could set a new engine-room manning scale for freezer trawlers throughout the industry.

5% rise for British municipal busmen

The ITF-affiliated Transport and General Workers' Union (TGWU) have accepted a new agreement giving a 5% pay rise to some 77,000 busmen as well as to maintenance workers. The agreement also provides additional holidays for busmen with long service, increased holiday bonuses and changes in the long-service bonus.

British pilots seek closed shop at BOAC

Airline pilots employed by British Overseas Airways Corporation have been instructed by their union, the British Airline Pilots' Association (BALPA), not to fly with pilots who are not members of the Association with effect from 1 August.

In announcing this decision at a mass meeting of pilots on 7 July, BALPA also made it clear that it would not provide pilots for BOAC's proposed Boeing 747 jumbo jet fleet until current negotiating problems regarding conditions of service on other types of aircraft have been settled.

### £2-a-week rise sought for British lorry drivers

ITF-affiliated unions organizing British lorry drivers are to open national negotiations on a far-reaching wage claim after long-standing efforts to achieve improvements through local negotiations have proved unsuccessful. Some 220,000 drivers are covered by the talks, aimed at an increase of £2 per week in weekly minimum rates, which in some areas are still below £11.

In their claim, the unions will also be asking for minimum take-home pay of £16 for a 40-hour week; a time-and-one fifth overtime rate instead of the present additional 11d. per hour for night work between 7 p.m. and 6 a.m.; an increase in the present subsistence allowance of 23s. to 30s.; and a third week's annual vacation.

### Change of work not rest for lorry driver, rules court

The British High Court has ruled that a lorry driver who performed other work for his employer following a 12-hour spell of driving is in breach of the law. The driver in question spent 3½ hours after his driving period cutting up scrap for his employer. The High Court found that magistrates who had accepted that this work was "rest from driving" were wrong and that the driver had not had at least ten consecutive hours' rest in 24, as required by law.

## GREECE

### Olympic airline pilots win salary and pension improvements

Following long and difficult negotiations, the Hellenic Airline Pilots' Association has reached agreement in principle with Olympic Airways on the introduction of a proper salary scale and pension scheme. The draft agreement, which would be back-dated to 1 January 1969, gives salary increases of between 16 and 17 per cent. The pension scheme, which would be contributory with pilots and management each paying 50 per cent, provides a pension of US \$300 per month at age 60. The pensionable age is, however, to be progressively reduced by one year for each year of the scheme's operation until it comes down to 53.

HALPA is now going on to negotiate a new working conditions agreement, including stipulations on flight and duty time. The union is expected to resist strongly attempts by Olympic management to increase the number of intermediate landings during a period of flying duty.

## JAPAN

### Agreement averts "protest week" over single manning on Japanese railways

Following a 12-hour strike on 29 May, agreement was reached between railway management and two ITF-affiliated Japanese railwaymen's unions (Doro and Kokuro) on certain major issues in the long-standing dispute over single-manning (see also

Newsletter No. 5, p. 42). A "protest week" scheduled for 30 May was thus averted. It was agreed that talks about the abolition of assistant drivers should be continued in an effort to find a peaceful solution; that efforts should be made to settle, by September, outstanding questions of reduction of hours and improvement in footplate-men's working conditions; that both parties should carefully consider the question of abolishing assistant drivers on locomotives used for pushing wagons up to the hump; and that, regarding job-security for footplate-men, those at present employed in that capacity should not be transferred unless they so desire.

#### Protest action brings wage increases for Japanese municipal transport workers

The ITF-affiliated Japan Federation of Municipal Transport Workers' Unions has obtained pay increases for municipal transport workers in Tokyo, Osaka and Nagoya, as a result of protest action on 17 May. Further action has been planned with a view to gaining similar increases in Yokohama and Kobe. The action was necessary because, whereas wage and salary scales of government employees are revised regularly, the wages of employees of municipal transport undertakings are not necessarily revised, owing to the large deficits incurred by most of these undertakings.

#### NORWAY

##### New improvements achieved for Norwegian fishermen

A new agreement on working conditions, effective 1 April last, has been negotiated by the ITF-affiliated Norwegian Seamen's Union with the national fishing vessel owners' association.

The agreement provides inter alia for a substantial improvement in the crew share of the catch on board fishing vessels of up to 3,500 hectolitres (a hectolitre equals 175.98 pints) catch capacity. On this, the union points out that there had been a great disproportion in share proceeds as between the larger and smaller vessels. Crew members will also be given a greater say under the agreement in the disposal of the catch. In addition, in all types of fishing, an extra boy will be carried when the crew exceeds 14 men. Up to now, the limit was 16 men.

The owners are also to be responsible for insuring all members of fishing boat crews with the Fishermen's Mutual Insurance Fund. Compensation, in the event of death resulting from an accident is 5,000 kr<sup>x)</sup> and for total incapacity following accident 10,000 kr. There is also a 10 per cent increase in rates payable in the event of sickness, death and shipwreck, bringing each of these benefits up to 1,200 kr.

The Seamen's Union is now pressing for an increase in the daily rate of sickness benefit payable on fishing vessels of over 100 tons, which it considers far too low. It is also claiming that fishermen should be given the same security of employment as workers ashore.

x) £1 equals Norwegian kroner 17.15.

Increase in war risk bonus for Norwegian ships sailing to Vietnam

Following negotiations between representatives of the employers' group and the ITF-affiliated Norwegian Seamen's, Navigating Officers' and Engineer Officers Unions, it has been agreed to increase the war risk bonus for ships sailing to Vietnam. The increased rate applies for the time during which the ship is within a 60 nautical mile radius of Vietnam. The bonus is to be paid for a minimum of 10 days at a minimum 70 Kr. per day.

UNITED STATES

US rail unions back plan for pensions at 60

A bill to provide full pensions for male railroad workers at 60 after 30 years' service has received the backing of United States unions organizing railroad labour. At present, female railroad employees may retire under these conditions. President C.L. Dennis of the Brotherhood of Railway and Airline Clerks, who is also chairman of the retirement committee of the ITF-affiliated Railway Labor Executives Association, called upon workers to rally behind the amendment to the Railroad Retirement Act. He said: "There is no logical reason why men should be denied retirement benefits now provided in the law for women workers. To fail to equalize this situation is to extend an unfair discrimination against the male sex."

US Masters, Mates and Pilots win interim strike pact

The ITF-affiliated Organization of Masters, Mates and Pilots (OMM&P) has reached tentative agreement on contract terms after a 2-day strike against freighter and passenger-ship operators, and are seeking similar terms from tanker operators, against whom the strike continues. Tentative terms include an extra 60 days' vacation, or the cash equivalent, for ship captains; improved vacations for other deck officers; a 6% wage increase at yearly intervals over a 3-year period plus an additional 10% increase for all officers serving on automated vessels.

The operators who came to terms with the MM&P also agreed to other contract improvements. They will finance a professional advancement training programme to "further raise the proficiency of officers" serving in "sophisticated new ships" that take advantage of satellite navigation and advanced electronic and automated techniques.

PERSONALIA

Tor Aspengren, former President of the Norwegian Metal Workers' Union, has been elected as the new President of the Norwegian Trade Union Federation to succeed P. Mentsen, who has reached retirement age.



A.W. Korbijn, Secretary for Road Transport in the ITF-affiliated Dutch Transport Workers' Union, and J. de Graaff of the Civil Aviation Section of the same organization, have both retired from active service. Bro. Korbijn was also honoured by the Dutch Government by being made a Member of the Order of Oranje-Nassau. We wish both Bro. Korbijn and Bro. De Graaff a very happy retirement.

Jean Möri, Swiss Worker Member of the ILO Governing Body and Secretary of the Union Syndicale Suisse, was unanimously elected to preside over this year's International Labour Conference, held during the 50th anniversary celebrations of the ILO. He is the first Workers' representative to be given this honour in the history of the ILO.

D. J. Sullivan, former Vice-President of the ITF-affiliated US Brotherhood of Railway and Airline Clerks, has been appointed as Secretary-Treasurer to replace George M. Gibbons who has resigned.

Pascual Tomás, General Secretary of the free General Union of Spanish Workers (UGT) since 1945, has been forced for health reasons to give up his position. He is succeeded by Manuel Muino Arroyo.

Viggo Wivel, former President of the ITF-affiliated Danish Transport & General Workers' Union, has died following a long period of illness at the age of 69. He retired from the Presidency of his union in September 1968. Our deepest condolences go to his organization and to his family.

#### FORTHCOMING MEETINGS

- Atlas Group, Ground Staff Meeting - London, 21 July 1969
- Railwaymen's Section Conference - London, 20-30 July 1969
- Seafarers' Section Conference - Genoa, 12-13 September 1969
- Allied Section Committee Meeting - London, October 1969
- Railwaymen's Section Conference - Mexico, 11-14 November 1969
- Executive Board - Mexico 18-19 November 1969.

AFFILIATED UNIONS REQUIRING FURTHER  
INFORMATION ON ANY ITEM IN THIS  
NEWSLETTER MAY OBTAIN IT ON REQUEST  
FROM THE SECRETARIAT OF THE ITF

THE ITF CONDEMNS APARTHEID MOVES BY SMITH REGIME

The illegal régime in Southern Rhodesia (Zimbabwe) headed by Mr. Ian Smith last month took the final step towards the formal introduction of what is intended to be a permanent system of apartheid, ensuring that the country's affairs will be dominated by the 240,000 European inhabitants to the exclusion of its more than 4 million African citizens.

In a so-called national referendum in which only 91,000 persons -- the overwhelming majority of them Europeans -- were able to vote, the illegal régime secured support both for the declaration of a Rhodesian Republic and for the introduction of a new Constitution heavily weighted in favour of permanent European supremacy. The referendum itself was described by the Secretary-General of the United Nations Organization as a flouting of the UN Charter and of the resolutions of Rhodesia adopted by the Organization. The result, he said, "was a further deplorable step in the wrong direction for Southern Rhodesia, Africa and the world."

Earlier, the African Trade Union Congress had condemned the proposed constitutional changes and had stated that the creation of a Rhodesian Republic would not change the illegal status of the present Government, because it would not be recognized and would be carried out against the wishes of Rhodesians. The leader of the Rhodesian Parliamentary Opposition, Mr. Percy Mkudu, said that "no African could support the totally unacceptable constitutional proposals."

The purpose of the latter was made crystal-clear in the Smith régime's own White Paper on the subject. "The Government of Rhodesia", it states, "believe that the present Constitution is no longer acceptable to the people of Rhodesia because it contains a number of objectionable features, the principal ones being that it provides for eventual African rule and inevitably, the dominance of one race by another and that it does not guarantee that government will be retained in responsible hands".

"The proposed new Constitution", it continues, "will ensure that government will be retained in responsible hands and will provide Africans with the right to play an increasing part in the government of Rhodesia as they earn it by increased contributions to the national exchequer and will recognize the right of the African chiefs, as the leaders of their people, to take part in the counsels of the nation".

Translated into plain English, this means that power will remain in the hands of the minority of Europeans (a European being quaintly defined as "a person who is not an African"); that Africans' political and social rights will depend entirely on the total amount they pay in income tax by comparison with Europeans -- in other words any kind of equality in a European-dominated State is indefinitely postponed; and, finally, that the Smith régime is prepared to adopt the South African charade of dealing

with tribal chiefs -- presuming of course that they remain docile servants of the régime.

Smith himself, when asked how long it would take Africans to obtain majority rule, replied that the European was superior in skills and knowledge and felt that this would continue indefinitely. "We are so far ahead", he added, "that I can see the gap widening, not closing".

This arrogant belief is naturally to be carefully bolstered by "practical" safeguards which ensure the perpetuation of minority rule. The Rhodesian Parliament, for example, is to consist of two Chambers. Of these, the lower Chamber, the House of Assembly, will have 66 members. All but sixteen of them will be Europeans elected by Europeans in 50 European-only constituencies. Only eight of the African members will be directly elected -- one for each of eight African constituencies in Mashonaland and Matebeland. The remaining eight will be chosen by tribal electoral colleges in the two regions.

The Senate is to consist of ten European members and ten African chiefs. The former are, however, elected by the European members of the House of Assembly from among candidates nominated by voters on the European voters' roll, whereas the latter are to be elected by the government-sponsored Council of Chiefs (again a leaf out of the South African book). A further three members "of any race" will be appointed by the Head of State.

The so-called Bill of Rights which also forms part of the constitutional proposals is more notable for its exceptions to, rather than its protection of, human rights. Exceptions to the right to personal liberty will be extended to cover arrests ordered by quasi-judicial bodies and will authorize preventive detention and arrest in the interest of "public safety". Protection against search and entry will be similarly limited. Provisions will also be written in to provide for censorship of the Press and other information media. The provision regarding the right to life "will be extended to permit the use of force where it is reasonably justified in the circumstances for the purpose of suppressing terrorism" -- a word which had a very special connotation for Smith and his Rhodesian Front supporters.

In short, the steps now being taken by the illegal régime represent a final rejection by a tiny, anachronistic minority of the basic principles of democracy and of the maintenance of human rights, an attempt - born of bigotry and selfishness - to imitate a system which in another country, South Africa, has already been condemned by the civilized world of which they vainly pretend to form a part. Their posturing as the self-appointed defenders of "civilized standards" in Rhodesia is a shabby disguise for the defence of privilege, blind racial prejudice and inhumanity.

The negative verdict of history on Smith and his supporters is already certain, although it is unlikely that they care at all about this. Perhaps the only way of jolting them out of their complacent make-believe world is the knowledge -- brought home to them by practical example -- that the rest of the world neither recognizes their régime nor is prepared to cooperate with it in any way.

The United Nations Organization has already called upon all Member States to impose sanctions against Rhodesian exports; against supplying Rhodesia with arms, ammunition, vehicles, aircraft and related equipment and materials; and against supplying Rhodesia with oil and oil products. Although such sanctions have a limited objective, they can be made to bite. Unfortunately, however, not all UN Member States have implemented them effectively in the past. Now that the Smith régime has dropped all pretence that it aims at anything but the imposition of minority racial rule in Rhodesia, there would appear no excuse for Member States to evade their obligations under the United Nations Charter.

All ITF affiliates should therefore urge their Governments to give full effect, without delay, to the mandatory sanctions approved by the UN Security Council, including wherever possible the introduction of legislation providing for prohibition of the carriage of Rhodesian cargoes by national ships and aircraft and for the confiscation of illegal cargoes. Instances of illegal cargoes arriving by sea or air in UN Member States should be publicized by the unions of transport workers called upon to handle them and reported to the appropriate authorities or, through the ITF, to the UN Sanctions Committee for further action. Similar attention should also be paid to suspected Rhodesian cargoes which may have been given false or misleading papers of origin in Rhodesia's neighbours, Mozambique and South Africa.

The ITF is based upon the principles of freedom, justice, and political and social equality for all, regardless of colour, race or creed. It therefore entirely rejects all attempts to uphold or impose apartheid-style societies or forms of government. The free transport workers of the world must play their part in combatting any move, such as that now being made by the Smith régime, to establish a new bastion of racial inequality in South Africa.

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FIRST ITF-BRAC CARIBBEAN CONFERENCE ON TRANSPORT ECONOMICS

Port of Spain, 27 and 28 June 1969

STATEMENT

1. Representatives of transport workers' unions in the Caribbean met in Trinidad on 27 and 28 June for the First ITF-BRAC Caribbean Conference on Transport Economics. Drawn from unions in Barbados, Bermuda, Curacao, Grenada, Guyana, Jamaica and Trinidad and Tobago, the delegates were joined by Harold Lewis, Assistant General Secretary of the International Transport Workers' Federation (ITF), Jack F. Otero, Director of the International Affairs Department of the American Brotherhood of Railway and Airline Clerks (BRAC), and Medardo Gomero, the ITF's Regional Director for Latin America and the Caribbean. Senator Clive Spencer, President of the Trinidad and Tobago Seamen and Waterfront Workers' Trade Union, was elected Chairman. Eugene Blakeney (Bermuda) was elected First Vice-Chairman, and Lawrence Nurse (Barbados) as Second Vice-Chairman. Harold Lewis acted as Secretary and Joseph Granum, General Secretary of the Communication and Transport Workers' Trade Union of Trinidad and Tobago, was Assistant Secretary.
  
2. Two items of the Conference agenda were the subject of special papers: the first, delivered by Mr. S. De Castro of the University of the West Indies, was a review of Caribbean Economic Structure and its effects on the transportation industry; the second, delivered by Senator Conrad O'Brien of Trinidad and Tobago, was an analysis of the Caribbean tourist trade. In addition, the agenda included a review of problems and goals common to all affiliates, a consideration of approaches to closer rapport and co-ordination amongst ITF Caribbean affiliates, and a review of future ITF activities in the Region. Finally, the delegates from the Curacao Port Workers' Union reported on recent events in their country and it was agreed that this report should be passed to the ITF for appropriate action.
  
3. From these papers and discussions the following conclusions emerged:
  - (1) It was agreed that the common interests of the transport workers' unions in the Region was such that it was imperative for them to cooperate intimately;

- (2) The obvious vehicle by which this cooperation could be achieved was the ITF, to which all the unions belong;
  - (3) The challenge presented by technological advances (such as containerization and palletization), rationalization and economic integration could only be faced with confidence
    - (a) by concerted action on the part of Caribbean transport workers' unions; and
    - (b) by adequate preparation so as to take care of the social and economic implications, particularly in view of the widespread unemployment and underemployment in the Region;
  - (4) After recording unanimously their profound dissatisfaction at the denial by governments of meaningful participation in planning and development, nationally and regionally, the delegates agreed to reaffirm their demand that their unions should be consulted fully and systematically in the formulation and implementation of all such social and economic programmes;
  - (5) In the interest of the Region's development, it was agreed that it was essential to introduce viable and integrated air and sea services which should be owned and operated regionally, utilizing existing and expanded resources;
  - (6) Though the common interests of the Caribbean unions are obvious and demand a unified response, the unions are also joined in common cause with free transport workers' unions throughout the world and, as a matter of principle and of pride, must play an active role in the work of the ITF which represents, at international level, millions of transport workers organized in 325 unions in 86 countries.
4. In unanimously subscribing to these conclusions, the Conference delegates pledged their full support to the objectives they contained and their determination, in doing so, to contribute to the achievement of social and economic justice for all their members.