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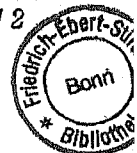
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Meeting of the ITF Committee for the Promotion of Fair Practices, London, 11 - 12 January 1972



NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Fair Practices Committee meets in London

The ITF Committee for the Promotion of Fair Practices met in London on 11 and 12 January, attended by representatives of seafarers' and dockers' unions from Australia, Belgium, Canada, Finland, Germany, Italy, Japan, Netherlands, Norway, Sweden, United Kingdom and United States. A report on the meeting, together with the text of a Resolution which was adopted on the employment of crews of convenience, appears as a Supplement to this Newsletter.

ITF calls for release of Indian and Pakistani seafarers

The ITF General Secretary has called upon affiliates in India and Pakistan, as well as upon the two governments, for the prompt release of Indian and Pakistani seafarers detained during the period of hostilities between the two countries. The General Secretary has stressed the point that these seafarers, who were in no way engaged in the fighting, should not be used as bargaining counters in any post-war settlement.

ITF requests aid for British officers

On being informed by its affiliate, the British Merchant Navy and Airline Officers' Association, that two British-flag vessels, "Jocelyne" and "David Marquess of Milford Haven" are not complying with the terms of the collective agreement applying to ships' officers serving on British-flag vessels, the ITF has requested its affiliates to block any attempt that the owners may make to employ non-British officers under conditions inferior to those contained in the MNAOA collective agreement.

A number of affiliated unions have already responded with undertakings that their members will not sign on board these two vessels.

GREAT BRITAIN

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ITF asks for international support for striking British miners

British miners began a national strike on 9 January following the breakdown of wages negotiations. At the request of the Miners' International Federation (MIF), the ITF has informed certain affiliates in selected countries of the strike and has passed on to them the MIF request that they should try to prevent

the export of coal to Britain whilst the miners' strike lasts. The MIF has already approached its own affiliates, urging them to do all they can to prevent the production of coal for export to Britain.

In Britain the Trades Union Congress has declared its support for the strikers and the British transport workers' unions are asking their members to observe the miners' picket lines.

NIGERIA
=====

ITF Seminar for Nigerian affiliates

A seminar for the ITF's Nigerian affiliates was held in Lagos from 6 to 10 December 1971. Thirty-nine participants from twelve unions discussed topics such as trade union structure, administration and finances; Nigerian labour laws; the rôle of government in industrial relations; basic economics; problems facing the Nigerian transport industry; industrial relations in the Nigerian railways, road transport, civil aviation and maritime industries; and the ITF and its activities.

Of particular importance, however, was a symposium on the Rôle of Transport in Nigeria's Four-Year Development Plan with a panel composed of Dr. Tosho Ogunniyi (University of Lagos), A.O. Adeyemo (an economist representing the Federal Ministry of Economic Development and Reconstruction), E. Okei-Achamba (General Secretary of the Railway Permanent Way Workers' Union) and O. Zudonu (General Secretary of the Nigerian Maritime Workers' Union). Deji Oyeyemi (General Secretary of the Association of Locomotive Drivers, Firemen, Yard Staff and Allied Workers) acted as chairman. This was the first occasion on which there had been an opportunity for the Nigerian transport workers' unions to consider this aspect of the government's policies in depth and both the unions and the government's representative found it a very worthwhile exercise. At the end of the Symposium, Adeyemo was formally presented with a copy of the address on Transport Policy in the 1970's delivered to the ITF's 75th Anniversary Congress by the ITF's President Fritz Prechtl.

The lecturers for the other subjects were drawn from the Nigerian unions, the University of Lagos and the Federal Ministry of Labour. The Registrar of Trade Unions, Mr. G.A. Igbo, was the principal speaker at the closing ceremony and the whole project was organized and administered by Ben Udogwu, the ITF's representative, in collaboration with the ITF's Nigerian affiliates.

RHODESIA
=====

British Commission encounters difficulties in Rhodesia

The British Commission charged with ascertaining the opinion of the Rhodesian people as a whole on the settlement proposals reached between the British government and the Smith regime^{x)} has

x) -----
An ITF statement on the Rhodesian settlement appeared in the December issue of the ITF Newsletter.

commenced its work. As might have been expected, the Commission, which is headed by Lord Pearce, is finding this no easy task. The rebel regime is pursuing a policy which is making it extremely difficult for opponents of the settlement among the African population to put their views before the Commission.

Last week, Sir Dingle Foot QC, a former Labour Solicitor-General and an outspoken critic of the Rhodesian government, was refused entry into Rhodesia, where he was to have represented Africans, including former detainees, before the British Commission.

The major African anti-settlement body within Rhodesia, the newly-formed African National Council, has also met with considerable government opposition. The Council has complained to the British Commission that the Rhodesian authorities are preventing it from holding meetings in tribal trust lands in order to explain the implications of the settlement to the African population. The Commission has referred the complaint to the Rhodesian government, although there is little hope that any measures will be taken to allow the ANC complete freedom of action.

SOUTH WEST AFRICA
=====

Strike of Ovambos in South West Africa may lead to end of contract-labour system.

Ovambo tribesmen, who comprise almost the entire labour force of South West Africa, went on strike in this South African-administered territory last month in protest against the outdated contract-labour system under which they are compelled to work. Under the system, the Ovambos are recruited from their tribal reserve in the extreme north of the territory for the period of a contract with a given South West African employer. Indeed, South African law forbids Ovambos to leave their tribal area unless they have a contract to work outside it. Pay and conditions under the contract system are abysmal. The Ovambo labourer is paid a wage of approx. £5 per month for the period of his contract, which usually lasts from 12 to 18 months. This rate is far lower than the rates paid to black African workers elsewhere. Food and accommodation are paid by the employer, but both are of a very low standard. Upon expiry of his contract, the Ovambo must return home, unless specifically requested to remain in South West Africa by his employer.

The strike began in the west coast port of Walvis Bay and quickly spread to the capital of Windhoek and several key industrial centres. The work stoppages, which are still continuing, have crippled the territory's mining industry, the mainstay of its economy, and also extend to the railways, the construction industry, port facilities and the fishing industry. Black-leg labour has been brought in by the employers to maintain essential services and the majority of the striking Ovambos have been repatriated to their tribal areas.

The striking Ovambo labourers have presented the South African government with a list of their demands. These are understood to include a request that Ovambos be allowed to undertake work of their own choice and to change their employer without fear of arrest. The Ovambos are also demanding the establishment of labour bureaux in the tribal areas and the south of the territory to bring employers and employees into contact and to give workers prior information about the nature of vacancies and the level of remuneration. Although these demands have not yet been forwarded to the Ovambo tribal authority, which is to negotiate a new labour agreement with the South African government shortly, it is expected that the contract-labour system will be drastically revised.

TRANSPORT

DENMARK

=====

Call for improved shipboard safety regulations

The President of the ITF-affiliated Danish Ships Engineers' Union has called for extensions to the occupational safety regulations to bring those for shipping up to the same level as for shore employment. Writing in his Union's journal, he cited the case of a newly-built coaster weighing 499 tons which, at a cost of between 7-8 million kroner, was equipped with the latest automated equipment but which lacked a sprinkler installation for fire-fighting - an elementary safety provision which would have added only marginally to the total cost of the vessel but which could make the difference between minor damage or a total loss in case of fire on board, and was crucial to the safety of the crew.

GREAT BRITAIN

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BEA Airtours to use pilots as flight engineers

British European Airways are to train pilots to operate as flight engineers aboard their Airtours Boeing 707 aircraft. The ITF-affiliated Merchant Navy and Airline Officers' Association (MNAOA) has agreed to cooperate in the training of the pilots, provided that the following conditions are met:

- 1) The holder of an F/E licence must be on the aircraft;
- 2) He must meet the government's flight engineer standard;
- 3) All the time spent on board the aircraft must be logged as flight engineer time and not as pilot time;
- 4) The MNAOA should be recognized as representing those employed in the flight engineer capacity.

ITALY
=====

Rome introduces fare-free experiment on city's buses

As an experiment, the Rome municipal authority allowed passengers on the city's urban and suburban bus and tram services to travel free of charge during the period 30 December to 7 January. Although the aim of the experiment, which was substantially to reduce the number of cars on the city's congested roads, was not achieved, the information gathered from passengers on their travelling needs as part of the experiment should enable the city to provide better public transport facilities in the future.

UNITED STATES
=====

Supreme Court upholds ruling in favour of married stewardesses

The US Supreme Court has upheld a lower court ruling against United Air Lines for terminating the employment of a stewardess after her marriage in 1966. (UAL dropped its no-marriage policy in 1968, but appealed against the lower court decision.) The Supreme Court decision confirms the ruling that the airline was guilty of sex discrimination under the 1964 Civil Rights Act, and the stewardess's right to reinstatement together with back pay for loss of earnings.

In another decision, this time against Pan American, the Supreme Court upheld a ruling that the airline could not reject a male applicant for a cabin attendant job merely on the grounds of his sex.

The Airline Stewards' and Stewardesses' Association - affiliated to the ITF through the U.S. Transport Workers' Union - contributed significantly to achieving both these decisions.

TRADE UNIONS

INTERNATIONAL
=====

ITF represented on mission to Ghana

A mission organized by the ICFTU visited Ghana from 7 to 11 December for discussions with the government and unions on the situation that had arisen from the passing of a law in September which dissolved the Ghana TUC; set new requirements for the implementation of check-off arrangements; required all unions to re-register; and laid down new procedures and penalties for strikes in "essential services". The mission was led by Daniel Pedersen, Head of the ICFTU's African Department, and consisted

of Harold Lewis (Assistant General Secretary of the ITF), Marjorie Nicholson of the British TUC, Tom Bavin (General Secretary of IFPAAW), Peer Carlsen of the Danish LO and Andrew Kailembo of the ICFTU Secretariat.

After discussions with the unions, the Minister of Labour and the Prime Minister, the mission issued a statement referring to their reservations about various features of the new legislation and to the need for the establishment as soon as possible of a new national centre.

On 13 January a group of army officers took power, dismissed the government and set up a National Redemption Council to govern the country. Beyond reports that the Council would eventually include trade unionists, the new authorities' intentions towards the trade union movement have still to be clarified.

AUSTRALIA

=====

Australian trade unions plan shipping line

The Australian Council of Trade Unions, in partnership with the Labour Governments of South Australia and Western Australia, are planning to start a shipping line to trade from Adelaide to Fremantle, Indonesia and Singapore, with emphasis on providing a service to Tjilatjap, the new deep-sea port being constructed in southern Java. ACTU President Robert Hawke has been seeking overseas finance for the line.

CANADA

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Canadian union renders assistance to the crew of the British-registered vessel 'Glenealy'

In a practical demonstration of international solidarity, the ITF-affiliated Seafarers' International Union of Canada has taken up the cause of the 30-man crew of the British-registered vessel Glenealy, which is currently berthed in the port of Montreal. (The 5,600-ton tramp steamer with its cargo of cocoa beans from West Africa had been diverted to Montreal from Philadelphia as a result of the US east coast dock strike.) The crew of the Glenealy approached the union for assistance in obtaining from the vessel's owners payment in full of three months' back wages and family allotments (money deducted from pay and sent by the owners to the seafarers' families) due to them. SIU President Leonard 'Red' McLaughlin instructed the union's lawyers to act on behalf of the crew. The lawyers succeeded in securing a warrant of seizure against the vessel and its contents. The Glenealy is thus effectively prevented from leaving the port of Montreal until the money owing to the crew and their families is paid.

We understand from our Canadian affiliate that the Irish agents for the ship's owners have now made available \$20,000 for distribution among the crew. Ardee Investments of Gibraltar, the vessel's owners, are also said to be arranging for the payment of the outstanding allotments to the families of the Indian, South American and Spanish crew members.

GREAT BRITAIN

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TGWU celebrates its golden jubilee

1972 is the golden jubilee year of the ITF-affiliated British Transport and General Workers' Union. The union will be marking the event by a Commemorative Rally held this month in London. Included among the congratulatory messages from friendly organizations will be one from the ITF, which will be delivered by its General Secretary Charles Blyth.

Throughout its long history, the TGWU has been a staunch ally of the ITF and the development of the two organizations has been closely interlinked. The union's own pioneers Tom Mann and Ben Tillett were key figures in the early history of our Federation and later TGWU leaders, such as Robert Williams, Ernest Bevin and Frank Cousins, have also played a vital rôle within the ITF. These close links have continued until the present day : the union's top officials are all well-known figures in ITF circles.

The ITF would like to take this opportunity of congratulating the union on this significant milestone in its history and to wish the members of the union every success in the future.

SOCIAL AND INDUSTRIAL NEWS

GERMANY

=====

Mediation in German seafarers' pay talks

The German Shipowners' Federation has rejected the claim for a 10% pay increase by the ITF-affiliated Transport and Public Service Workers' Union (OeTV) without making any counter-offer. An attempt is being made to solve the dispute by mediation.

Strike by BEA stewardesses in Berlin

Stewardess members of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) employed by British European Airways in Berlin struck on 17 December following the breakdown of contract negotiations. The union was seeking, among other things, improvements in working hours and rest periods, guaranteed ground employment for stewardesses no longer employed on flying duties, and severance pay equivalent to two months' salary for every year of service.

The ITF intervened at the OeTV's request to prevent BEA from obtaining strike-breaking services from Great Britain and the dispute was satisfactorily settled a few days later.

GREAT BRITAIN
=====

Railway workshop redundancies threatened

The jobs of over 5,000 railway workshop employees are threatened by British Railways plans over the next five years to cut back its programme for building and modifying locomotives, passenger rolling stock and freight wagons. The ITF-affiliated National Union of Railwaymen has been attempting to persuade British Railways to revise their plans by seeking financial assistance from the government for investment and to achieve any reduction of staff by voluntary redundancy. As part of its campaign, the union has placed a ban on the movement of wagons for repair to privately-owned workshops.

ICELAND
=====

Icelandic merchant seamen call off strike

Icelandic merchant seamen -- members of the ITF-affiliated Icelandic Seamen's Federation -- went on strike on 2 December following the breakdown of wage negotiations. The strike was called off earlier this month when agreement was reached on a new two-year agreement, which gives the seamen greatly improved salaries and other benefits.

Further details of the settlement will be given in the next issue of the ITF Newsletter.

MEXICO
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New contract for aeronautical radio employees

A new collective agreement agreed recently between the ITF-affiliated Mexican Union of Aeronautical Radio Employees and Mexican Aeronautical Radio Ltd. provides the following major improvements:

- 1) There will be no sub-contracting out of services currently performed by the company, which will additionally take over responsibility for the airport towers at Chihuahua, Culiacán, Ciudad Juárez, Torreón and Ciudad Obregón.
- 2) Workers and their families will be entitled to free passes and discount travel facilities on national and foreign airlines.
- 3) A monthly housing allowance will be paid, equivalent to 5% of pay, with a minimum of \$200 per month - effective 1 August 1971.

- 4) Vacation pay equivalent to 100% of monthly salary - effective 1 August 1972.
- 5) 15% pay increase - effective 1 August 1972.

NORWAY
=====

Improved pay rates for Norwegian seafarers

Details have been received of new pay scales, effective from 1 December 1971, for Norwegian seamen and mates in the foreign trades.

Monthly pay scales for mates range as follows depending on weight and power of vessel (hourly weekday overtime rates in brackets - these are doubled to obtain the rates for Sundays and Public Holidays):

	Dry Cargo Vessels	Tankers	Passenger Vessels
Chief Mate			
min.	Kr. 2,797 (18.65)	2,936 (19.55)	2,797 (18.65)
max.	4,172 (27.80)	4,386 (29.25)	3,976 (26.50)
1st Mate			
min.	2,549 (17.00)	2,675 (17.85)	2,549 (17.00)
max.	3,447 (23.00)	3,620 (24.15)	3,303 (22.00)
2nd Mate			
min.	2,364 (15.75)	2,480 (16.55)	2,364 (15.75)
max.	3,072 (20.50)	3,222 (21.50)	2,928 (19.50)
3rd Mate			
min.	2,508 (16.70)	2,629 (17.55)	2,364 (15.75)
max.	2,800 (18.65)	2,937 (19.60)	2,656 (17.70)

For deck and engine room, the rates are as follows:

	Dry Cargo under 2,000 grt. & Passenger	Tankers under 2,000 grt.	Dry Cargo over 2,000 grt.	Tankers over 2,000 grt.
Work organizer (arbeidsleder)				
min. x)	-	-	2,308 (15.40)	2,425 (16.15)
max.	-	-	2,725 (18.15)	2,842 (18.95)
Carpenter, bosun, comb.AB/ motorman, donkeyman				
- min.	2,066 (13.75)	2,167 (14.45)	2,185 (14.55)	2,292 (15.30)
- max.	2,476 (16.50)	2,581 (17.20)	2,600 (17.35)	2,709 (18.05)

x) After 8 years

	Dry Cargo under 2,000 grt. & Passenger	Tankers under 2,000 grt.	Dry Cargo over 2,000 grt.	Tankers over 2,000 grt.
AB, Motorman, Fireman - min.	1,923 (12.80)	2,016 (13.45)	2,042 (13.60)	2,139 (14.25)
- max.	2,327 (15.50)	2,424 (16.15)	2,451 (16.35)	2,552 (17.00)
Ord. seaman - basic	1,404 (9.35)	1,475 (9.85)	1,475 (9.85)	1,552 (10.35)
Deck/engine boy ^{xx} -basic	1,018 (7.10)	1,067 (7.45)	1,089 (7.60)	1,141 (8.00)
Repairman I - min.	2,288 (15.25)	2,400 (16.00)	2,412 (16.10)	2,529 (16.85)
- max.	2,705 (18.05)	2,817 (18.80)	2,829 (18.85)	2,946 (19.65)
Repairman - min.	2,186 (14.55)	2,296 (15.30)	2,308 (15.40)	2,425 (16.15)
- max.	2,601 (17.35)	2,712 (18.10)	2,725 (18.15)	2,842 (18.95)
Electrician ^{xxx} - min.	2,529 (16.85)	2,656 (17.70)	2,671 (17.80)	2,803 (18.70)
- max.	2,929 (19.55)	3,081 (20.55)	3,071 (20.45)	3,227 (21.50)
Greaser - basic	1,152 (8.75)	1,209 (9.15)	1,223 (9.25)	1,283 (9.70)

xx)

After completion of course before first voyage or after 12 months continuous service on the same ship

xxx) Depending on generator power.

Pay rates for stewards (which include 40% overtime compensation) range from Kr. 3,371 to 4,315 depending on size and weight of vessel; and for cooks from Kr. 2,016 (13.45) to 3,092 (20.60) depending on size and weight of vessel and years of service.

Radio Officers (sole or chief) receive from kr. 2,240 (14.95) to 3,029 (20.20).

17.15 Norwegian Kr. = £1.

SWEDEN
=====

Swedish private company bus drivers win significant new agreement

The ITF-affiliated Swedish Transport Workers' Union has reached agreement in principle with the employers' association on a new three-year agreement for 2,800 private company bus drivers. The agreement is retroactive to 1 March 1971 and provides for increases totalling 47.6%. Under its terms, bus drivers receive a backdated increase of 70 öre per hour for the period 1 March to 2 October 1971. With effect from 3

October 1971, the weekly-wage of a fully-qualified bus driver^x (i.e. one with at least four years' service) is raised by 58.50 Skr^x to 490 Skr. Further weekly increases of 45 Skr and 75 Skr will be paid on 1 March 1972 and 1973 respectively. In addition, the special allowance for irregular hours of work is increased from 2.85 Skr. to 3.50 Skr. The agreement is significant in that it will raise the wages of private company bus drivers up to the level of municipal bus drivers by the end of the three-year period.

x) 12.4 Swedish Kr. = £1.

UNITED STATES
=====

US longshoremen in North Atlantic ports reach tentative settlement

On 7 January, the ITF-affiliated US International Longshoremen's Association (ILA) reached tentative agreement with the management on the terms of a new three-year contract for longshoremen in North Atlantic ports.^x The agreement, which gives ILA members increases in salary and fringe benefits totalling 40.6 per cent, provides for pay increases of 70¢^{xx} per hour (bringing basic hourly pay to \$5.30) in the first year of the agreement, followed by increases of 40¢ in the second and third years. In addition, the management has agreed to increase its contributions to the union's pension fund by 47 per cent over the life of the contract. It has also sanctioned a 30.5 per cent increase in contributions to the union's welfare and hospital fund.

Included in the agreement is a concession on the key union demand for the retention of the guaranteed annual wage clause. The management has now agreed to incorporate the existing clause, which guarantees dockers in the port of New York pay for 2,080 hours annually, into the new agreement.

If approved by the union membership, the settlement will then be submitted to the US Pay Board for ratification.

Longshoremen in the South Atlantic and Gulf Coast ports, who have not yet reached agreement with the management, are to resume contract negotiations shortly.

x For further details of the US longshoremen's strike see ITF Newsletter Nos. 10, 11 and 12 1971.

xx US dollars 2.55 = £1.

New York transport strike is averted

A threatened strike of 40,000 New York bus and underground workers scheduled for 1 January 1972 was called off a matter of hours before the strike deadline after union negotiators signed a new contract with the Metropolitan Transit Authority. The pact^x gives the transit

x The agreement is subject to ratification by the union membership.

workers, who are members of the Transport Workers' Union of America and the Amalgamated Transit Union (both ITF affiliates), increases totalling 18% over the life of the 27-month agreement. The men receive an immediate increase of 6% from 1 January 1972, followed by further increases of 6% on 1 January 1973 and 1 January 1974. Also included in the deal is a 6% increase in the premium paid for nightwork. Other provisions include an increase of \$50 to \$450 in the health and welfare contributions payable by the employer and an increase of one week to five weeks in the annual leave allocation after 15 years' service.

PERSONALIA

Sir Harry Nicholas, general secretary of the British Labour Party, has announced that he intends to retire later this year. He will be 67 on 13 March and has held his present post since 1968. Brother Nicholas is a former assistant general secretary of the Transport and General Workers' Union. He is also a former member of the ITF Executive Board and Management Committee.

Otto Kersten was elected Acting General Secretary of the International Confederation of Free Trade Unions at a meeting of the ICFTU Executive Board held on 14 January 1972.

K.A. Rasmussen, an honorary member and a former general secretary of the Danish Ships Engineers' Union, died on 7 November at the age of 89. Brother Rasmussen was general secretary of the Union from 1920 until his retirement in 1947 and was made an honorary member in the following year. He was a founder member of the International Merchant Marine Officers' Association (IMMOA) and IMMOA vice-president from 1926 to 1948. Brother Rasmussen was also a member of the Joint Maritime Commission of the International Labour Organization from 1935 to 1946.

Richard Freund, former president of the Austrian Railwaymen's Union, celebrated his 80th birthday on 25 November. Richard Freund is a former chairman of the ITF Railwaymen's Section and a holder of the ITF Gold Badge.

W.C.Y. McGregor, chairman of the Canadian Railway Labour Association and international vice-president of the US Brotherhood of Railway and Airline Clerks, has been appointed as the sole labour representative on the board of directors of the newly-formed Canada Development Corporation. Brother McGregor is a member of the ITF Executive Board.

Børge Jensen, former chairman of the transport workers' group within the Danish Transport and General Workers' Union (DASF), celebrated his 65th birthday on 18 December 1971.

Odd Wessel Larsen, former assistant general secretary of the Norwegian Railwaymen's Union, celebrated his 50th birthday on 6 January. Hr. Larsen is now director of personnel with the Norwegian State Railways.

FORTHCOMING MEETINGS

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- | | | |
|---|---|-----------------------------|
| Management Committee | - | London, 8 February 1972 |
| ITF Railwaymen's Section
Committee Meeting | - | Istanbul, 1-3 March 1972 |
| Flight Engineers' Technical
Committee Meeting | - | London, 13 March 1972 |
| ITF Civil Aviation Section
Safety Committee Meeting | - | London, 14 March 1972 |
| ITF Dockers' Section
Committee Meeting | - | Rotterdam, 11-12 April 1972 |
| Preparatory meeting of ITF
participants in 9th Session
of the ILO Inland Transport
Committee | - | Geneva, 22-23 April 1972 |
| Executive Board | - | Malta, 3-5 May 1972 |

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LATE ITEM
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RHODESIA
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Arrest of former Rhodesian Prime Minister Garfield Todd
strengthens African case for rejection of Anglo-Rhodesian
settlement terms

Since the Newsletter item on the situation in Rhodesia was written, Mr. Smith has ordered the indefinite detention, under the 1970 emergency powers regulations, of former Rhodesian Prime Minister Garfield Todd (aged 63) and his 28-year-old daughter Judith. Even for a country in which it has come to be considered normal for the régime to muzzle its critics, the arrest of the Todds -- highly respected Rhodesian citizens and staunch supporters of the view that Africans should have a real voice in any settlement reached -- has come as a severe shock. There is no doubt that this high-handed action by Mr. Smith will further enrage the black African population, already in an angry mood -- as shown by the recent riots in the African townships of Shabani, Gwelo and Harari. It seems likely that it will also strengthen the movement among rural as well as urban Africans to give concrete expression to their rejection of the so-called Rhodesian settlement.

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

MEETING OF THE ITF COMMITTEE FOR THE PROMOTION OF FAIR PRACTICES,
LONDON 11 & 12 JANUARY 1972

The Committee considered the growing utilization by shipowners of "crews of convenience" aboard vessels of the traditional maritime flags, i.e. the substitution of crew members of the nationality of the flag by seafarers recruited from low-wage areas, employed at a fraction of the rates paid to the former and under vastly inferior conditions in respect of working hours, time off, annual leave, etc. The text of a resolution on this problem is given on the next page.

The Committee also discussed the continuing menace of registration under flags of convenience, particularly the use of new registries of convenience, and considered cases in which recent intervention by ITF-affiliated seafarers' and dockers' unions against individual flag-of-convenience vessels had revealed that some of these ships were unseaworthy and carried safety equipment which had been allowed seriously to deteriorate. Attention was also drawn to the lack of proper inspection of such vessels and their safety equipment, or the failure of inspection services to detect blatant neglect of the equipment.

A new open-ended and flexible approach to the ITF's campaign against the problems of flags and crews of convenience was adopted by the Committee, in which national trade union organizations will take whatever measures are open to them and are best suited to their problems. In addition, the ITF is to request affiliates in ten key ports of the world to second an officer to check on the safety and conditions of employment of the crews in flag-of-convenience vessels and on the employment conditions of crews of convenience on board vessels of other flags.

Finally, a sub-committee consisting of seafarers' representatives from the United Kingdom, Sweden and Italy is to draft a new ITF agreement to cover the crews of many ships sailing under flags of convenience. This agreement, once approved by the ITF Fair Practices Committee, will form the basis for the work of the inspection service already mentioned.

RESOLUTION

on the

EMPLOYMENT OF "CREWS OF CONVENIENCE"

This ITF Committee for the Promotion of Fair Practices meeting in London on 11 and 12 January 1972,

HAVING CONSIDERED the ever-increasing tendency of certain ship-owners of traditional maritime countries to man their ships with seafarers of nationalities other than that of the country of the flag of their vessels without prior consultation and agreement with the bona fide seafarers' trade union(s) of that country,

DEPLORES the fact that the working conditions and rates of pay under which these seamen serve are generally greatly inferior to the conditions and wage rates applicable in the countries in which the ships in question are registered,

BELIEVES that this practice constitutes a threat to the standards of the seafarers of the whole world equal to the practice of registering vessels under flags of convenience; and

DECLARES, therefore, that:

- a) any shipowner who, without prior consultation and agreement with the bona fide seafarers' trade union(s), recognised as such by the ITF, in the country of the flag of the vessel(s), departs from the practice of manning his vessels(s) with the seafarers of that country, shall be deemed to have engaged a crew of convenience;
- b) where agreement is reached between the shipowner and such seafarers' trade union(s) concerned regarding the employment of seafarers of nationalities other than that of the country of the flag of the vessel(s), these seafarers shall, during the period of such service, and without prejudice to any agreement by the union concerned, belong to the appropriate union(s) affiliated to or recognized by the ITF in the country of the flag of the vessel(s) and (except in the case of flag-of-convenience vessels) enjoy the wages and other conditions of employment negotiated for its members by such union(s).

It should be emphasized that ITF policy is directed towards establishing the principle that the wages and conditions of serving seafarers should, in all cases (except that of flag-of-convenience vessels), be governed by the conditions operating, by agreement with the bona fide seafarers' trade union(s) concerned, in the country whose flag the vessel is flying.

URGES all ITF-affiliated seafarers' and dockers' unions to take whatever action it is possible for them to take in order to ensure compliance with the principles laid down in b) above.