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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

=====

Council of Europe presses for quick action on hijacking

At a meeting of the Consultative Assembly of the Council of Europe held in Strasbourg on 15 and 16 May, representatives voted overwhelmingly in favour of a draft recommendation presented by its Political Affairs Committee, calling for urgent action at European level against international terrorism, with particular reference to air hijackings and sabotage.

The recommendation formed part of a report on the subject prepared by the Political Affairs Committee following a meeting which it held in Paris on 22 March^{x)}, when statements of policy on the problem of hijacking were submitted by three international organizations speaking on behalf of both sides of the aviation industry, namely the ITF, IFALPA and the International Air Transport Association (IATA). The ITF was represented at both sessions by K.A. Golding.

In a strong statement introducing the report, the rapporteur, Mr. Czernetz of Austria, underlined the urgent necessity for practical steps to be taken on a European regional level to combat the threat posed by terrorist acts, exemplified in the long series of hijackings and crimes of sabotage which have occurred during recent years. Such regional action was all the more essential in view of the disappointing outcome of discussions on the question within the United Nations. What had emerged from the UN debate, he said, was no more than a resolution and a decision to inquire into the causes of international terrorism. By concentrating on this aspect, common action had been effectively prevented. The argument used was of course well known, namely that terror was a symptom of oppression which had reached boiling point. But one of the essential rules of resistance to oppression was that this should not involve violence against innocent parties.

Mr. Czernetz also stressed the fact that some countries were supporting terrorist acts, by providing training grounds and financial assistance. Without them, he said, the carrying on of the present terrorist war -- against which no-one was safe -- would be impossible.

Many people, including those represented by the ITF and IFALPA, believed that sanctions against harbouring States

x) See Newsletter No. 4, p.45

constituted the only effective weapon against terrorism -- but it had to be admitted that we were still a long way from that.

In view of the fact that there was no chance of achieving an international solution to the problem within the United Nations in the foreseeable future, he called upon the Assembly to support the proposal made in the recommendation that the Committee of Ministers should "urgently convene a special conference of the Ministers of the Interior of member States or other Ministers who are responsible for the police and internal security in order to work out proposals and co-ordinate measures aiming at the prevention of acts of terrorism on the regional basis of member States of the Council of Europe".

"The recommendation has teeth", he concluded. "It can bite!"

Among other points made in the recommendation, as adopted, were the following:

- (a) a call to member States to ratify "most urgently" the Tokyo, Hague and Montreal Conventions; and
- (b) to use all their political and economic influence to dissuade the States concerned from pursuing a policy which allows terrorists to prepare their acts or to reside or to find asylum on their territory;
- (c) to co-ordinate proposals for action within the United Nations and ICAO as part of a joint European front to combat international terrorism.

The recommendation also states that the Consultative Assembly "realises and shares the deep concern of airline pilots and international transport workers and their manifest desire for effective sanctions against terrorism" and recommends the Council of Ministers to "take seriously into account that failing effective and urgent European governmental action, parliamentary and public opinion will openly support retaliatory measures by the airline pilots and international transport workers against services to and from offending States".

Executive Board to consider protest against French nuclear tests

In response to a request by the ITF-affiliated Australian Waterside Workers' Federation, and an informal approach by the ICFTU, the ITF Executive Board at its meeting in Innsbruck in June will consider recommending to ITF affiliates:

- a) that they make the strongest representations to French diplomatic representatives in their country against plans to test nuclear devices in the Pacific;
- b) that they organize, as far as they are able, appropriate action against French transport services in support of these representations, either by direct action or by public demonstrations.

Many individual unions have already announced action of this nature, and the ICFTU has appealed to the United Nations for "most energetic action" to prevent nuclear testing by the French or any other government.

SOUTH AFRICA

=====

Government announces minimum wage increases and proposes restoration of right to strike

The South African government has issued new regulations raising the minimum legal wages paid to unskilled African workers by between 32% and 54%. However, the new minima still fall far short of the so-called poverty datum levels calculated for several metropolitan areas. Wage rates were last reviewed in 1971 and would not normally have been due for a further review until next year; clearly this has been brought forward as a result of international pressure following revelations about starvation wages being paid to Africans.

Several British and American firms operating in South Africa have also been raising the wages of their African employees under home pressure.

Proposed amendments to labour legislation covering African workers include the restoration of the right to strike, which has not existed for Africans since 1942. In limited circumstances, black workers will be permitted to strike (and employers of black labour to enforce lockouts), except in so-called essential jobs including public transport. Before this stage is reached, a detailed conciliation procedure must have been gone through, involving the reference of the dispute to a joint works committee followed by mediation within 30 days by the local Bantu Labour Officer. Only if these stages fail, and if a wages dispute has not been the subject of a minimum wages order within the previous year or been referred to the government wages board, can a strike take place. However, the Minister of Labour retains the right to ban strikes.

The measure is clearly a government attempt to "damp down" African militancy which has recently been on the increase. How far it will represent a genuine improvement in African workers' rights remains to be seen.

TRANSPORT

INTERNATIONAL

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Preliminary agreement on Faroes fisheries

Interim agreement has been reached between Denmark and Great Britain on conservation measures for the fisheries on the Faroes shelf outside the 12-mile limit and on the Faroe Bank.

Both sides agreed that the available scientific evidence suggested that immediate conservation measures were called for and also undertook, subject to consultation with their respective fishing industries, to submit to the other major fishing nations in the area urgent proposals for a catch limitation scheme and for reducing trawling by all nations in some areas on a seasonal basis. The other nations concerned would be mainly Norway, Germany and France, with whom it is expected that some sort of quota arrangement will be agreed.

GREAT BRITAIN
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Container agreement for Southampton depot

Agreement has been reached between the ITF-affiliated Transport and General Workers' Union, representing dockworkers and lorry drivers, the Road Haulage Association, the British Transport Docks Board and the Southampton Port Employers' Association designed to ensure industrial peace at a large new container depot to be built in Southampton. Under the agreement, any stuffing and stripping of containers will be carried out by registered dock labour; this represents a major achievement for the Union in its campaign to keep container handling with its dockworker members.

TRADE UNIONS

BELGIUM
=====

General agreement on redundancy

A general agreement has been signed between the Belgian trade union and employers' federations concerning measures to alleviate the consequences of redundancy.

The agreement, effective from 1 May 1973, applies to firms employing an average of 20 workers (excluding certain classes such as fixed-term contract employees, seasonal employees, etc.) and provides for a redundancy compensation payment, in addition to any unemployment benefit to which a worker is entitled, payable by the employer, equal to half the difference between the net remuneration and the unemployment benefit. This compensation is payable for a period of four months from the cessation of the employment contract.

NORWAY
=====

Mates' demonstration strikes against compulsory arbitration

The ITF-affiliated Norwegian Mates' Union has protested to the government against its enforcement of compulsory arbitration to settle the pay dispute between the union and the shipowners.

The membership have agreed to stage two demonstration stoppages, during which those in port on 21 and 25 June will cease work for six hours from 0800 hours local time. The union has pointed out to the government that use of compulsory arbitration may have been justified during Norway's post-war recovery period but in present times is a wholly unacceptable limitation of the right to strike.

SOCIAL AND INDUSTRIAL NEWS

BELGIUM

=====

Improvements for road transport workers and taxi drivers

Road transport workers benefit from improvements negotiated recently:

- The working week is to be reduced from 42 to 41½ hours with effect from 1 January 1974 (and from 93 to 92 hours per 15-day period in international transport). This will be further reduced to 41 hours from 1 May 1974.

- From 1 May 1973 minimum hourly rates are increased by from 1.10 B. Fr. to 1.50 Fr., depending on size of vehicle. This will give the following rates for lorry drivers:

under 7 tons - 75.45 Fr. per hour
7-15 tons - 79.00 Fr. per hour
15 tons and over - 82.35 Fr. per hour.

These increases are independent of cost-of-living adjustments. From 1 January 1974 the rates will be further increased by 2 B.Fr per hour (all categories); this includes compensation for the reduction in the working week.

- Increases have also been achieved in subsistence and clothing allowances, days off, end-of-year bonuses (up from 1,200 Fr. to 1,500 Fr. at the end of 1974) and sick pay.

Taxi drivers now receive additional annual leave in accordance with the following scale (based on length of service):

Current leave entitlement	Supplementary leave
15 to 18 days	3 days
11 to 14 days	2 days
7 to 10 days	1½ days
3 to 6 days	1 day
0 to 2 days	nil.

DENMARK
=====

Ships' officers in dispute

The Danish ships' officers' unions are in dispute with the Shipping Association over their claim for increased time off. The officers are seeking to achieve a situation where officers are able to spend on average the same amount of time at home with their families as men in shore employment; they have proposed a formula which would enable officers to "earn" nine days off for every month spent at sea.

FINLAND
=====

New agreement for seamen

After difficult negotiations with the Finnish shipowners, the ITF-affiliated Finnish Seamen's Union reports the conclusion of a new collective agreement for the foreign trades, effective from 1 April 1973 to 31 March 1974. Wages under the new contract rise by 105, 135, 166 and 195 Marks according to grade. In addition fringe benefits are increased by almost 100% and holiday pay by 10%, bringing it to 20% more than the corresponding month's pay. The average increase resulting from improvements in pay and other benefits works out at about 19%. Similar increases have also been negotiated for crews of icebreakers and for the coastal and inshore trades.

New pay rates for representative grades are as follows:

	<u>Basic rate</u>	<u>Function allowance + age allowance</u>
Bosun	1,234.-	1,686.10 to 1,768.-
Carpenter, pumpman, donkeyman	1,234.-	1,686.10
Ordinary seaman	824.-	1,095.90
Fireman, greaser, motorman, able seaman	1,080.-	1,484.60
Electrician	1,340.- to 1,400.-	1,903.20 to 1,981.20
Steward	1,265.- to 1,548.-	1,918.10 to 2,322.84
Cook	1,110.- to 1,273.-	1,530.10 to 1,742.-

GERMANY

=====

Seamen's strike threatened

Negotiations on a collective agreement between the ITF-affiliated German Transport and Public Service Workers' Union and shipowners outside the German Shipowners' Association have broken down. The Union foresees that it may very possibly be compelled to take industrial action to press its claims. The outcome of the dispute will have important implications for the future of collective bargaining, since many shipowners have left the Association in a deliberate attempt to avoid negotiating with the Union.

The ITF has convened a meeting of its seafarers' and dockers' affiliates from countries which might be involved in providing solidarity action in case of strike action by the German seafarers. This meeting is to take place in Hamburg on 29 May.

Higher pay for flying staff of Lufthansa and Condor

With retroactive effect from 1 January 1973, the ITF-affiliated German Transport and Public Service Workers' Union has negotiated pay increases for the flying staff of Lufthansa and Condor airlines. The new agreement brings rises of between 7.8% and 9.6%.

- cabin attendants: 6% plus 45 DM (amounting to 9.6% for the lower grades;
- pursers: 8.2%;
- copilots, flight engineers and navigators: 8%;
- captains and flying instructors: 7.8%.

The Union thus succeeded in its policy of obtaining higher increases for the lower-paid groups, in order to compensate for cost-of-living increases.

First agreement for Lufthansa trainees

The ITF-affiliated German Transport and Public Service Workers-Union has negotiated the first general conditions agreement for trainees in the employ of Lufthansa. Effective retroactively to 1 January 1973 for a period of three years, the agreement provides:

- weekly training time for all - irrespective of age - 40 hours (previously 41 for those over 18);
- one week's paid and one week's unpaid leave for training purposes;
- annual leave, irrespective of age, of 20 working days (previously 17 days);
- right to 6 paid trips home per year (previously three trips were paid for by the company).

GREAT BRITAIN

=====

Pay agreements for seamen and officers

The ITF-affiliated National Union of Seamen, Merchant Navy and Airline Officers' Association and Radio and Electronic Officers' Union have all accepted pay offers made by the British Shipping Federation within the government's formula of £1 per week plus 4% for Phase Two of its incomes policy. The formula gives average increases of between 6.5% and 8.8%, effective 1 June 1973, subject to the approval of the Pay Board, with the higher increases going to the lower-paid categories.

The two officers' unions are planning further talks with the employers over improved leave arrangements, which, with the related question of hours of work, remains a major cause of concern.

New pay rates for London Transport railwaymen

The ITF-affiliated National Union of Railwaymen has negotiated new rates of pay, effective 30 April 1973, for its members employed by London Transport (underground railwaymen). Examples of new basic rates are as follows:

Operating employees: Railman £22.70 per week; leading railman: £23.95; station foreman: from £25.75 to £28.50; signalman: from £25.75 to £1,731 per annum; guard/motorman: £30.45; motorman driver: £33.90; motorman driver with established status: £1,791 per annum; automatic train operator: £40.20; with established status £2,120 per annum.

Rolling stock division: range from £26.10 for carriage examiner to £31.00 for chargehand carriage examiner.

Engineering grades: range from £23.65 for trackman/machinery attendant to £28.85 for senior ganger; signal engineers get from £23.65 for an assistant technician to £40.65 for an automatic equipment technician.

Supervisors' salaries range from £1,845 to £2,460 per annum.

ITALY

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Cabin attendants in dispute with TWA

The ITF-affiliated Italian Cabin Attendants' Union is in dispute with TWA over the latter's refusal to comply with Italian labour legislation with respect to cabin attendants employed at its Rome base. By employing many staff on a temporary basis, the company is able to avoid a number of its obligations, particularly with regard to holidays, insurance and disciplinary measures. Strike action was taken against TWA for the first time on 29 April, and further strikes are to be called if the company continues to ignore union representations on these matters.

JAPAN

=====

Strike right issue still not satisfactorily settled

The ITF-affiliated National Railway Workers' Union, thanking the ITF and its affiliates for their expressions of support in the campaign of Japanese public transport workers to regain the right to strike, reports that, although a tentative settlement of the issue was reached (as reported in Newsletter no. 5 pages 62-63), the agreement is unsatisfactory because of its imprecise wording. It is stated that "both parties urge the Public Service System Study Council to speed up its deliberations on the basic rights of workers". In addition, the government "promises to exercise prudent consideration towards strikers participating in the right-to-strike campaign.

The Railway Workers' Union has obtained agreement from Japan National Railways on the withdrawal of disciplinary measures and compensation to those who have suffered under them, but is reserving its judgment until it sees whether the agreement is carried out in full.

Express workers win new agreement

On 28 April the ITF-affiliated All-Japan Express Workers' Union called off its members' nationwide strike, which had lasted for 30 hours, on reaching agreement with the Japan Express Company on improvements in wages and other conditions. The major provisions of the new agreement are as follows:

- average monthly wage increase of 14,700 yen (19.8%), including regular annual increment of 2.1%; minimum starting pay increased to 43,000 yen;
- maximum amount of compensation payable for accident during the course of employment increased by 1 million yen to 7 million yen.
- increased retirement pension;
- paid summer leave increased by one day to 3 days;
- working hours: 7 hours 25 minutes daily, effective from 1 July, with a 5-day working week every two weeks.

The above provisions, except that concerning the working week, are effective from 1 April 1973.

NETHERLANDS

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Revised agreements for seafarers

The ITF-affiliated Federation of Seafarers' Organizations has informed us of improvements obtained in recent negotiations for the revision of its collective agreements with the shipowners. The main points are as follows:

Pay: 2½% increase from 1 May 1973, with the same percentage applied to most cash fringe benefits. Additional cost-of-living increases will be paid on 1 November 1973 and 30 April 1974, based on the movement of the official prices index.

Annual leave: increased by one working day. Saturday afternoons and Sundays used for travelling to or from ship will be compensated by a half day or a whole day off respectively, where this is not already done. Holiday allowance is increased from 6.4% to 7%, with the minimum raised from 875 Guilders to 1,000 Guilders.

Leave is granted as follows:

- after a maximum of 6 months' service, a period of uninterrupted leave must be granted; this must amount to at least 6 working days for every month's service;
- if up to 15 leave days remain due, these must be added to the next period of uninterrupted leave;
- in any case, a period of uninterrupted leave of 30 days must be granted at least once a year.

Travelling allowance will be paid a maximum of 10 times per annum instead of 6 as at present.

The agreement also gives various grading improvements for certain categories.

NORWAY
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Higher seamen's pensions proposed

A proposal to increase pensions and pension contributions in the seafarers' pension insurance scheme has been submitted to the Norwegian parliament. According to the proposal, the retirement pension for pensioners under 67 years would be increased by 7.6%. Those over age 67 have already benefited from the same percentage increase when the national retirement pensions for 1972-73 were raised. This would mean that an average seaman with a full sea-going career behind him would receive an additional 900 kr. per annum pension; an officer would get an increase of 1,260 kr. The seafarers' portion of pension contributions would be increased by 4.5%.

An increase of 7.6% in the war risk bonus has also been proposed.

UNITED STATES
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More unions approve rail agreement

Most of the unions which jointly negotiated an agreed 10.7% package of increases with the major railway companies (see Newsletter no. 5 page 64) have now ratified the new contract.

They include the ITF-affiliated United Transportation Union, Dining Car Employees Union, Firemen and Oilers, Railway and Airline Clerks, Maintenance of Way Employees, Locomotive Engineers, Railroad Signalmen and Train Dispatchers. Together these unions represent well over half of all the railwaymen in the country.

NEWS IN BRIEF

Following up its appeal for the release of the imprisoned Canadian trade unionists, (see Newsletter no. 5, page 58), the ICFTU has participated in a joint mission to Canada with the World Confederation of Labour and the International Federation of Free Teachers' Unions. The mission informed the authorities of the world-wide protests aroused by the action against the three men and urged an immediate and unconditional amnesty for them.

The ICFTU has protested to the Fiji government against proposed legislation infringing internationally accepted standards of trade union rights.

A meeting convened by the ICFTU to discuss the problems of migrant workers agreed on the need for a more controlled flow of migration and for properly regulated social conditions for immigrant workers. A Trade Union Charter for Migrant Workers is to be drawn up setting out standards for social and labour conditions, and a recommendation is going to the ICFTU Executive Board for the holding of an ICFTU World Conference on Migrant Workers' Problems in 1974.

French air traffic controllers plan to go on strike from 25 May in protest against disciplinary measures against union leaders arising out of their last strike.

German cable railwaymen received average increases of 12.3% for manual grades and 9.5% for employees, effective 1 April 1973. Children's allowance was also increased by 10 DM to 40 DM per month.

Japanese dockers have postponed for the second time a threatened strike in support of wage demands; negotiations are continuing.

PERSONALIA

Captain William V. Bradley, former President for 10 years of the US International Longshoremen's Association, has died at the age of 70 after suffering a heart attack which left his car out

of control. Captain Bradley, a tugboat captain, took over the ILA in 1953 after its expulsion from the AFL, achieving its readmittance to the AFL-CIO in 1959.

William Hogarth, General Secretary of the British National Union of Seamen, died on 13 May at the age of 62. He had just returned to work after a six-week illness. A member of the union since 1929, Bill Hogarth took up a full-time post in Glasgow in 1942 and, after various union appointments, he was elected Assistant General Secretary in 1961. He became caretaker General Secretary the following year on the death of Jim Scott and was confirmed in office later in 1962. He weathered many crises as General Secretary, leading the Union through its seven-week strike in 1966. He was awarded the Order of Companion of the British Empire last year in recognition of his services to the British trade union movement.

Brother Hogarth was a familiar figure in the ITF for many years and he will be missed by his international colleagues as well as by the NUS. (A longer tribute to Brother Hogarth will appear in the ITF Journal.)

Gustav Kolare, Chairman of the Swedish Public Service Employees' Union, is retiring from his post on health grounds. His appointment officially terminates this autumn when he reaches age 60. Bro. Kolare was formerly chairman of the Swedish Railwaymen's Union.

Giuseppe Lagorio, former General Secretary of the Italian Seafarers' Federation, died on 12 May. He was 47. A founder-member of the Union, he was its General Secretary from 1959 to 1970, when he took over as Director of the Seafarers' Sickness and Injury Insurance Scheme. Brother Lagorio's death is a sad loss to his many friends and colleagues in Italy and in the international movement.

David Mackenzie, senior Assistant General Secretary of the British Transport Salaried Staffs' Association, has been elected as the Association's new General Secretary. He will take over from Percy Coldrick when the latter retires in June.

Michael Mullen, General Secretary of the Irish Transport and General Workers' Union, has been nominated as a member of the Irish upper house (Senate) by the Prime Minister. Bro. Mullen was formerly a Labour Member of the Dail (lower house) but gave up his seat in 1969 to devote himself to his trade union work.

Gunnar Nilsson has been elected to replace Arne Geijer as Chairman of the Swedish national trade union centre LO.

Tim O'Leary, docks officer of the British Transport and General Workers' Union since 1956, is to retire at the end of next year. He will be succeeded by Tom Cronin.

FORTHCOMING MEETINGS

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ITF Management Committee - Innsbruck, 6 June 1973
ITF Executive Board - Innsbruck, 6-8 June 1973

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

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Supplement to ITF Newsletter No. 6, 1973

ITF ASIAN SEAFARERS' CONFERENCE - SINGAPORE, 7-9 MAY 1973

Some 50 delegates from Australia, India, Japan, Netherlands, Norway, Pakistan, Philippines, Republic of China (Taiwan), Republic of Korea, Singapore and United Kingdom attended the above Conference which adopted the following statement at the end of its deliberations:

Trade Union Organization

The delegates noted with satisfaction that the ITF seafaring membership in Asia had been increasing steadily in recent years and now constituted a considerable majority of all Asian seafarers. However, it was also noted that the organizing potential had been far from exhausted and that there were areas in which special attention by the ITF was called for. Both shipowners and governments were requested to assist the seafarers' organizations in Asia by removing any remaining obstacles to the unionization of seafarers recruited in the area as it was the opinion of the conference that the development of responsible trade unionism contributed substantially to the health and efficiency of the whole industry.

Recruitment

It was observed that, despite the progress which had been made in relation to the objectives set out in the resolution which was adopted by the First and Second Asian Maritime Conferences of the ILO (1953 and 1965) with regard to the establishment and administration of recruitment and engagement systems, there are still corrupt practices connected with the recruitment of seafarers, which are highly detrimental to the seafarers themselves and which can only bring the seafaring profession into disrepute. A proper recruitment and engagement system, in which the seafarers are fully represented through their unions, can contribute substantially to stable and harmonious industrial relations on board all vessels. As a consequence the delegates give the ITF Secretariat a mandate to draw up guidelines for a "model recruitment and engagement system" for submission to its Asian seafarers' affiliates in order that they may be in a better position, with the full support of the ITF, to redouble their efforts directed towards achieving at long last their objectives.

Employment

The Conference welcomed reports showing the current healthy growth rate of the world's merchant tonnage but deplored the fact that the developing countries' share of this tonnage had taken a downward turn. It noted, however, that several Asian countries had embarked on extensive merchant fleet expansion programmes which, if properly and fully realized, should create

further jobs for the seafarers of the countries concerned. Despite this favourable development, every participant was clearly aware of the fact that technical progress had resulted in larger vessels and a higher degree of automation, thus reducing considerably the manning scales which might otherwise have been expected. In this connection attention was also drawn to the truly international character of the shipping industry and the danger of multi-national shipping companies holding down the level of wages in Asian countries through exploitation of the competition for employment among Asian seafarers. The delegates pledged their full support for action by the ITF and its affiliates designed to prevent such exploitation. In conclusion it urged Asian governments to implement in the shortest possible time the objectives set out in ILO Recommendation No. 139 concerning employment problems arising from technical developments on board ship in order to afford maximum protection of seafarers in the field of employment.

Welfare Facilities and Social Security

The Conference noted that, despite the progress made in some countries in the Asian region, the objectives of the ILO Seafarers' Welfare Recommendation, 1970, had by no means been attained. In particular it was stressed that prompt and competent medical attention on board was essential for the health and wellbeing of seafarers, and this could best be supplied by a properly trained member of a ship's company such as a pharmacist/mate or purser. The conference also considered that further attention should be given to the air conditioning of crew accommodation and certain other places (ILO Recommendation No. 140, 1970) and the investigation and prevention of occupational diseases and accidents (with special reference to ILO Convention No. 134 and Recommendation No. 142). The ITF Secretariat was requested to consider the possibility of drawing up guidelines for a "code of accident prevention" and to pursue its discussions of the subject with the International Shipping Federation.

It was noted that levels of social security benefits varied substantially from country to country in the region. The need was stressed for benefits to be provided for seafarers forced to retire prematurely both on medical grounds and through technical innovation leading to changes in skill or qualification requirements.

Wages, Hours of Work and Manning

The Conference was extremely concerned at the great disparity between rates paid to Asian seafarers and those of other Regions and was of the opinion that whilst these great differences existed the task of the Asian trade unions to raise the standards of pay of their members was made much harder. Most delegates felt that an attempt must be made to bring some degree of equalization to the rates of pay of Asian seafarers in order to prevent the shipowners from playing off one Asian country against another in the search for ever cheaper crews.

The delegates from India and Pakistan were somewhat apprehensive, expressing the fear that, if the cost of Asian crews to the shipowner was raised to too high a figure, the existing employment of their members might be in danger. These delegates were assured by other Asian, Australian and European delegates that, if the rates of pay offered to Asian, African and certain Latin-American seamen were more in line insofar as the minimum rate was concerned, the incentive to the shipowner to switch from one country to another in search of cheaper crews would be reduced. Consideration was therefore given to the proposal that, except in the case of flag-of-convenience ships, the rates of pay and conditions of employment of all seafarers should be those of the country of the flag the vessel was flying. Whilst agreeing that this must be the ultimate aim it was felt that such a proposal was not capable of immediate achievement but could and must be realised as soon as possible.

On the matter of pay the Conference therefore agreed as follows:

1. That, without prejudice to any superior rates of pay already in existence or which may be negotiated in the future by national trade union organizations, no able-seaman or equivalent rating anywhere in the world should receive as absolute minimum pay less than the figure quoted in ILO Recommendation 109 on Wages, Hours of Work on Board Ship and Manning, as adjusted from time to time. (This figure adopted in 1972 is £48 sterling or US\$115).
2. That the rates of pay of other ratings should be adjusted pro rata to any increase of pay necessary in adjusting the able seaman's rate to the ILO figure. At the same time due consideration must be given to maintaining adequate differentials between the rates of pay of officers and ratings.
3. That these rates should be paid without any reduction in present manning.
4. That the General Secretary of the ITF be authorized to bring the Conference's decision to the notice of the International Shipping Federation with a request that these rates of pay be implemented by September 1st 1973.
5. That all affiliates present, Asian, Australian and European, pledge themselves to assist by all means open to them the achievement of the above rates of pay and also to ensure that the employment opportunities of Asian seafarers should not be jeopardized. To this end, unions were requested to inform the ITF of any case where a shipowner changed the nationality of a crew or reduced the manning of a vessel without prior agreement with the union or unions concerned.