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SPECIAL ANNOUNCEMENT

Would readers please note that a detailed report on recent developments in Malaysia is attached as a Supplement to this issue of the Newsletter.

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Railwaymen's Section meets in London

The ITF Railwaymen's Section held a full Conference at TUC headquarters in London on 3 - 4 April 1979. Extensive discussions centred on the booklet "What's happening to the railways?" and individual delegates expressed their appreciation of the hard work put in by the Transport Policy Sub-Committee in recent months and its decision to make its arguments for more rational transport planning measures known to a wider audience at this crucial time.

Preparations were also made by the Conference for the forthcoming ILO Inland Transport Committee meeting, which would be discussing predominantly railwaymen's matters, notably working conditions and training and retraining of railwaymen. It was greatly regretted that the ILO had not yet formulated a proper policy in respect of this meeting and that it had issued no documentation to date. It was therefore decided to ask the Sub-Committee on Working Conditions of Railway Staff to go into the matter with the Office when it eventually published its preparatory material, and the sub-committee was also asked to report back to the Section later in the year.

The report on activities of the Section was introduced by the Section Secretary and subsequently adopted. Assistant General Secretary Johann Hauf, who has special responsibility for the Section, also reported on the activities arranged for railway affiliates in the Regions, and particularly on the Transport Policy Seminar held in Penang (Malaysia) and the Asian Regional Railwaymen's Conference in New Delhi, both in February. A second meeting of Greek and Turkish railwaymen to discuss their common problems was also held immediately after the Conference.

Two important resolutions were adopted by the Section Conference, one on New Technologies and Shorter Working Time and the other on the Channel Tunnel. The first called on ITF affiliates to initiate a world-wide campaign for a maximum weekly working time of 35 hours and for related measures designed to reduce unemployment in the rail industry; while the second urged European affiliates to exert pressure on their governments to support the latest proposals for the construction of the tunnel in the belief that it would create a railway network providing the basis for a properly coordinated European transport system and would make a vital contribution to the more effective use of existing energy sources.

The Conference urged the Secretariat to hold more Inter-Sectional meetings. This was agreed.

TRANSPORT

INTERNATIONAL

IMCO Issues warning on misuse of radiotelephone alarm signal

At the recent Session of the IMCO Sub-Committee on Radiocommunications, the Netherlands Government delegate drew attention to a new misuse of the Radiotelephone Alarm Signal. 62 cases of misuse had been logged on frequencies other than 2182 kHz.

The 28 Governments present condemned such misuse and agreed that action would be taken against those responsible, just as if the misuse had occurred on 2182 kHz.

It is believed that some Radiotelephone Operators are misusing the Alarm Signal to attract the attention of their friends on a pre-arranged listening schedule. Offenders beware!

GERMANY

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Union condemns loss of German jobs on nineteen ships

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has expressed its deep disquiet at the news that a German shipping company (die Vereinigte Tanklager und Transportmittel GmbH) is planning to transfer nineteen of its vessels from the Singapore to the Liberian flag and to replace their predominantly German crews by Korean nationals. The change of flag would mean that the German masters and chief engineers on these vessels -- the only serving officers the company intends to retain -- would cease to benefit from German social security provisions as they had done previously under the Singapore flag. In addition, these officers are to be asked to give an undertaking that they will be willing to accept altered conditions of service under the new flag.

The OeTV has condemned the company's actions as "unscrupulous". It points out that the crews of the ships, through their hard work and long overtime hours in a dangerous industry, have helped build up a thriving offshore supply trade. Now they are being shown the door. OeTV Vice-President Siegfried Merten (a member of our Executive Board) says that his union is not prepared to tolerate a German fleet run on these lines. The government's aim of a merchant marine operated under the national flag is being flouted, and safety standards are bound to suffer as a direct consequence of the flag change.

Typical of the company's personnel policy, according to the OeTV, is its statement that the Koreans will be "hard-working and disciplined seafarers who, because of the wide variations of climate in their home country, can be used for both hot and cold regions" and that they will be hired via "reputable agencies".

SWEDEN  
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#### Union president urges revitalization of national merchant fleet

In a press interview, Gunnar Karlsson, president of the ITF-affiliated Swedish Seamen's Union, has urged the government to endorse the Commission on Shipping Policy's suggestion that 100 million Swedish kroner in seafarers' taxes be diverted to help rebuild the Swedish merchant fleet, while calling at the same time for its nationalization. Brother Karlsson also advocated more efficient management of the merchant navy, with a centralized recruitment agency and a reduction in the number of shore-based personnel. Companies, he said, should not be granted permission to operate unprofitable ships under flags of convenience.

TRADE UNIONS
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DENMARK  
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#### Danish court upholds officers' case

A ruling was sought recently from the Maritime and Commercial Court in Copenhagen by the ITF-affiliated Danish Engineer Officers' Association on behalf of the chief engineer and the first and second engineers on the Agnes Dania, who had left the ship on 14 December 1977 when it was bunkering in Santa Cruz and were demanding compensation in accordance with paragraph 12 of the Seamen's Law, the right to which was being contested by the Dania Shipping Association, the vessel's owner.

The engineer officers had first asked to sign off on 27 November 1977 when they learned that the Agnes Dania was en route for Lagos, then considered a dangerous port following a series of attacks by bandits on vessels at anchor. In particular, the three men had been

influenced in their decision to leave the ship by the fact of the vicious attack a few days earlier on another Danish flag ship, the Lindinger Ivory, which had left the captain missing presumed drowned after being thrown overboard and a number of other crew members injured, some of them seriously.<sup>x</sup>

The union cited in evidence the advice given by the Danish maritime unions to members after the attack on the Lindinger Ivory, namely that they should refuse to sail in vessels calling at Nigerian ports until the safety situation improved, a position in which they were fully supported by the ITF and its Seafarers' Section.

The seafarers' counsel admitted that seafarers were used to danger but should not have to accept risks of this order. In his opinion, the owners could give the Agnes Dania crew no absolute guarantee of their safety; indeed, it was likely that further attacks would occur as the counter measures being taken by the Nigerian government were sketchy, to say the least. Therefore, the company could not reasonably expect the men to remain aboard. He further pointed out that other shipping companies, at the request of the Danish maritime unions' Joint Secretariat, had shown understanding towards seafarers who had asked in the weeks following the Lindinger Ivory attack to be transferred to other vessels if the one in which they were serving was bound for Nigeria.

After hearing the evidence of both sides, the court ruled that the engineer officers had the right to the compensation outlined in clause 12. This clause gives the seafarer the right to leave his ship as soon as he learns (a) that a war risk situation exists in any area to which the vessel may be sailing or (b) that a pre-existing risk has worsened. It also entitles him to half the costs of repatriation and his subsistence expenses from the place of signing off to his home.

Dania shipping was also ordered by the Court to pay 3,000 kr costs to the union within 14 days.

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<sup>x</sup>See ITF Newsletter No. 12, 1977, page 119.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

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Cost-of-living award for ratings

New rates of pay have come into operation for Australian ratings covered by the Maritime Industry Seagoing Award following application of the latest cost-of-living award. Examples of the new annual aggregate wage from 12 December 1978 are as follows:

<u>Category,</u>	<u>Group 1</u>	<u>Group 2</u>
	<u>OVERSEAS CONTAINERS &amp; RO-RO VESSELS</u>	<u>COASTAL CONTAINERS &amp; RO-RO VESSELS</u>
bosun	\$ 16,782	\$ 16,891
donkeyman	16,232	16,280
AB	15,563	15,443
greaser	15,563	14,849
OS	-----	13,466

<u>Category</u>	<u>Group 3</u>	<u>Group 4</u>
	<u>TANKERS</u>	<u>ALL OTHER VESSELS</u>
bosun	\$ 18,193	\$ 16,749
donkeyman	17,163	16,113
AB	16,746	15,332
greaser	16,283	14,719
OS	14,363	13,382

DENMARK  
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Higher rates for navigating officers

A new pay agreement has been signed on behalf of members of the ITF-affiliated Danish Navigating Officers' Association. The revised rates, effective 1 March 1979, range from 6,594 kr per month (basic pay plus cost-of-living allowance) to 10,119 kr for chief officers, depending on size of vessel and length of service; from 6,462 kr to 8,815 kr for first officers; and from 6,462 kr to 7,707 kr for second officers.

Overtime rates, inclusive of cost-of-living supplement, per half-hour range from 24.78 to 33.34 kr for chief officers and from 24.28 to 28.44 kr for first officers, depending on size of vessel. Second officers receive a uniform overtime rate of 24.28 kr. The corresponding rates for overtime performed on Sundays and Public Holidays are 31.45 - 42.32 kr; (chief officers); 30.82 - 36.10 kr (first officers); and 30.82 kr for second officers.

The two-watch allowance (vessels not exceeding 1,400 grt) is 189 kr per 24-hour period for chief officers and 172 kr for first officers. Subsistence allowance (also including cost-of-living supplement) during vacations, days off, sick leave and duty time on board at home port is 43.77 kr per day, and during duty time on board other than at home port, where food is not provided, the daily rate is 100.01 kr.

No agreement in sight for Greenland Air ground staff

The ITF-affiliated Danish Radio Officers' Association has informed us that it has been unable to negotiate a new collective agreement for its ground staff members with Greenland Air. The previous agreement expired on 30 September 1978 and all attempts to persuade the management to make a reasonable offer have so far met with no success. The company has offered increases of 2.5% on 1 October 1978 and 1979, while the association is seeking total increases in the region of 15 per cent for the period 1 October 1978 - 1 October 1980.

Failing a satisfactory settlement, a strike against Greenland Air from 1 July is a distinct possibility.

FINLAND

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Foreign-going seafarers win pay increases

Minutes before a strike deadline, a satisfactory settlement was achieved on 14 March on behalf of foreign-going seafarers by the ITF-affiliated Finnish Seamen's Union through the good offices of an official mediator. The new agreement, which is back dated to the beginning of the month, gives ratings a minimum increase of 2.95%. In addition, both basic rates and the shift premium are increased by 10 markka and all other allowances quoted in markka are raised by 2.25%, with the exception of stand-by pay, which is doubled, to 13.50 markka.

FRANCE

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Air Inter flying staff strike over leasing of foreign aircraft

Air Inter cockpit and cabin crews belonging to three ITF affiliates<sup>x</sup> staged a 24-hour strike on 18 April in protest against the leasing by the French internal airline of a Polish aircraft and crew to replace one of its own fleet, which had been accidentally damaged while on the apron at Roissy-Charles de Gaulle airport.

The unions point out that Air Inter, a thriving enterprise, would not have to resort to such measures if it had undertaken an aircraft replacement programme in time to meet the expected upsurge in demand, as had been consistently urged upon it by its staff committee. The unions regretted that they had never been consulted on the matter of the leasing when necessary of foreign aircraft by the company, and they found the hiring of a Polish crew particularly distasteful at a time when many French pilots and a number of flight engineers were unable to find work. A further objection was that the Polish crews made no contribution towards the retirement fund.

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<sup>x</sup>the French Airline Pilots' Union (SNPL), the French Flight Engineers' Union (SNOMAC) and the French Cabin Staff Union (SNPNC).

It was decided not to extend the strike into a second day, as originally planned, after the company expressed its willingness to meet some of the unions' demands.

#### GERMANY

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#### Travel agency staff win new basic agreement

A new basic agreement for travel agency staff, valid until 31 December 1981, has been negotiated by the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) with the Association of German Travel Agencies. Its most important provisions are the following: annual leave entitlement increased by one day each year to give between 31 and 33 days according to age in 1981; Christmas bonus of half a month's pay by 1981; death in service benefits on a fixed scale, giving the equivalent of 3 months' pay after 5 years' service; work to cease, whenever possible, at 12.00 on Saturdays, Sundays and Public Holidays; 24 and 31 December to be observed as official holidays; seniority bonus of twenty per cent of salary (with a minimum of 600 DM) paid after 10 years' service with same company.

#### Higher pay for public service workers

The chief negotiating committee of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has accepted the employers' offer of a four per cent salary increase, a doubling of holiday pay to 300 DM and structural improvements for certain groups of public service workers. The new agreement came into effect on 1 March and runs for twelve months, although the level of holiday pay will only be reviewed after two years.

#### GREAT BRITAIN

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#### Important new productivity deal for British Airways engineering workers

A productivity deal averaging fourteen per cent and worth up to nine per cent more for some skilled men has been agreed for 14,000 British Airways engineering workers and support staff, the airline's largest bargaining group. The pay increases will be backdated to the beginning of the year and will mean about £10 per week in new money on average, with senior tradesmen earning up to £20 a week more and top-graded senior tradesmen being able to make another £50 a week.

Major changes in working practices are involved. Tradesmen will be encouraged to earn extra money by training for the licences necessary to enable them to check their own work. Supervisors will conduct only spot checks and will be given more responsibility for the performance of their departments.



NORWAY

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Improved employment conditions for ratings on national-flag vessels

The ITF-affiliated Norwegian Seamen's Union has recently signed an important new agreement with the Maritime Employers' Association regulating the conditions of employment of its members on most vessels over 2,000 grt.<sup>x</sup> The main gain has been the greatly improved job security offered to seafarers, all crew members benefiting from a contract of employment and the maintaining of existing manning levels, although at any one time up to one third of the crew may be on shore leave. The sailing period is reduced to three months, followed by 1½ months' shore leave, with free passage home. In return, the union has given its consent to a minimum working time of 60 hours (76 hours maximum), with 50 hours' overtime pay being included in the fixed monthly salary. Taken over the year, the union says this averages out at a working week of approximately 45 hours.

The agreement has the advantage for the owners of substantially reducing operating costs (Norway has the second highest in the world) thus hopefully stemming the flight from the Norwegian flag.

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<sup>x</sup>liners and chemical tankers as well as certain other vessels requiring intensive manning to ensure operational safety are excluded from the agreement.

SPAIN

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Atlantic ports strikebound

Dockers in the Atlantic ports of Spain, members of the ITF-affiliated Transport Workers' Federation of UGT, are currently on strike in support of contract demands. The ITF has sent a cable of support from its Dockers' Section wishing its Spanish colleagues every success in their endeavours.

SWEDEN

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Scanair cabin crew talks run into difficulties

The ITF-affiliated Swedish Commercial Employees' Union has rejected the mediator's proposals on new pay and conditions for 100 cabin personnel employed by the charter airline Scanair. The union is experiencing particular difficulty in persuading the management to agree to shorter working hours and to the replacement of the title "chef de cabine" by that of "purser".

Negotiations will be resumed after the Easter holiday break.

UNITED STATES

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Machinists strike United Airlines

18,000 mechanics and ground crew workers belonging to the ITF-affiliated International Association of Machinists and Aerospace Workers struck United Airlines, America's largest, on 30 March after rejecting a second tentative pay contract, giving them increases of 30 per cent spread over three years. United's scheduled flights have been cancelled until the end of April and its flying staff have been laid off until the strike is settled.

The first proposed settlement reached on 2 February was rejected by the membership following a ballot (see ITF Newsletter No. 2, 1979, page 28).

New Conrail pact for rail Clerks

A new 39-month contract, backdated to 1 January 1978, has been negotiated by the ITF-affiliated Brotherhood of Railway, Airline and Steamship Clerks on behalf of its 20,000 members employed by Conrail. The provisions of the new pact are basically the same as those of the pattern agreement reached two months earlier in respect of the other major railroads (see ITF Newsletter No. 2, 1979, page 27).

Flight engineers win compensation for lay-off

Under an arbitration ruling, 181 Pan American flight engineers<sup>X</sup> laid off in the years 1976 and 1977 subsequent upon a United States Aeronautics Board order approving a three-year route swap between the airline and TWA will be entitled to up to sixty per cent of salary at the time of lay-off for a maximum period of three years to offset lost earnings, income from alternative employment being deducted from this figure.

The object of the route swap was to reduce US-flag carrier competition on certain routes, thereby increasing load factors and profits for both carriers.

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<sup>X</sup>Members of the Pan Am Chapter of the ITF-affiliated Flight Engineers' International Association

NEWS IN BRIEF

Australian air traffic controllers lifted their seven-day-old overtime ban late last month following a recommendation by a Public Service Board arbitrator that they should no longer have to bear the cost of their annual loss of licence insurance premium currently \$205.

Ground maintenance workers at Melbourne, Sydney, Brisbane and Adelaide airports took strike action last month to press for higher pay and only agreed to resume work after an Arbitration Commission investigating their case awarded them substantial increases. The strike affected international flights by Qantas, the Australian national carrier, as well as the internal services of the two major domestic companies, Ansett and Trans Australia Airlines.

French air traffic controllers are contemplating taking joint industrial action with their Spanish counterparts as a means of putting pressure on their respective governments to update control tower equipment.

Air France ground staff staged a 24-hour strike on 18 April, causing the cancellation of many medium-haul flights. The men are demanding higher pay, shorter hours and job guarantees.

The Federal Republic of Germany has formally ratified the 1974 Safety of Life at Sea (SOLAS) Convention. Three more ratifications are needed before the machinery for bringing about the entry into force of the Convention can be brought into operation.

Dockers in the South Humberside ports of Grimsby and Immingham ended a ten-week-old strike earlier this month after their union, the ITF-affiliated British Transport and General Workers' Union, accepted the employers' revised offer. This gives the dockers a five per cent pay increase, higher overtime rates and improved holiday, sickness and attendance pay.

The ITF-affiliated Maritime Union of India will be represented on a tripartite committee set up by the government to examine officers' grievances relating to service aboard foreign-flag ships, which has already led to strike action on two occasions in recent months (see ITF Newsletter No. 2, 1979, page 24 and No. 3, 1979, page 40).

Busmen belonging to the Irish National Busmen's Union are being balloted on the £10 per week pay offer made by the Labour Court following January's five-day strike. If approved, the award, which would be backdated to 1 January, would, taking into account shift pay, unsocial hours and weekend working allowances, give most bus workers an extra £13 per week. Busmen members of the ITF-affiliated Irish Transport and General Workers' Union, who were not involved in the strike, are also being balloted on the recommended increases.

To mark its golden jubilee, the Dutch Air Line Pilots' Association will be holding an international symposium from 3 to 7 September 1979 in the Netherlands Congresgebouw, The Hague entitled

"Safety and Efficiency: the next 50 Years.  
A Symposium on Human Factors in Civil Aviation."

Details may be obtained from the Association (VNV) at the following address:

Charlotte van Montpensierlaan 2a  
1181 RR AMSTELVEEN - Netherlands

Nederlands . Congresgebouw  
Postbus 82000  
2508 EA THE HAGUE - Netherlands

Spain: over two hundred employees of Europlistas, the company licensed by the state to collect motorway tolls between Bilbao and Behobia, staged a recent ten-day strike, resulting in their being awarded pay increases of 6,867 pesetas. The men's union, the ITF-affiliated Union of Basque Workers (ELA-STV), is currently pressing other outstanding claims.

The ITF extends its congratulations to the Swiss Railwaymen's Union. (SEV), which celebrates its sixtieth anniversary this year.

The government of the Yemen Arab Republic has deposited an instrument of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and twelve full members and one associate member.

OBITUARIES

Captain Math. Anzjøn, one of the founder members of the Norwegian Navigating Officers' Association, died on 6 April 1979, aged 93. Brother Anzjøn also worked for the union representing ships' masters in many different capacities over a large number of years.

Ewers Theodor Vilhelm Gents, former general secretary of the Danish Mates' Association, died on 1 March 1979, after a short illness, aged 87. Brother Gents held the post of general secretary from 1958 to 1960 after serving for 30 years as the association's secretary.

PERSONALIA

Matthew Guinan, president of the Transport Workers' Union of America since 1966, retires on 1 May and is succeeded by William G. Lindner, currently executive vice-president, who will serve for the remainder of Guinan's unexpired term of office .

Werner Meier, president of the Swiss Railwaymen's Union and a member of the ITF Executive Board, has been elected vice-president of the Board of the Swiss Federal Railways.

William Whatley, former chief organizing officer with the Union of Shop, Distributive and Allied Workers of Great Britain has been elected general secretary in succession to Lord Allen, who retires in July.

FORTHCOMING MEETINGS

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International Conference of  
Cabin Crews

- Paris, 28 May 1979

Civil Aviation Section  
Conference

- Paris, 29-31 May 1979

AFFILIATED UNIONS REQUIRING FURTHER  
INFORMATION ON ANY ITEM IN THIS  
NEWSLETTER MAY OBTAIN IT ON REQUEST  
FROM THE SECRETARIAT OF THE I.T.F.

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MALAYSIA: RELEASE OF TRADES UNIONISTS

ITF General Secretary Harold Lewis has received official reassurances that all those detained as a result of the Malaysian Airline System (MAS) dispute<sup>x</sup> have now been released and that the government of Malaysia wishes to normalize its relations both internally and internationally.

The General Secretary has indicated to the government that there are still two matters of considerable concern to the ITF that have yet to be resolved, namely the position of the Airlines Employees' Union (AEU) and the re-instatement of workers dismissed for their part in the dispute.

However, in response to the government's general assurances of goodwill and reconciliation, ITF affiliates were asked on 25 April to suspend any solidarity actions they have been taking so that MAS may be in a position to resume its full international services.

The release of the detainees would have been impossible without the tremendous solidarity shown by ITF affiliates and in particular those who were in a position to give that solidarity practical expression. The ITF deeply appreciates the aid and comfort affiliates have given all of us in this grave and disturbing dispute.

We are of course delighted that our Asian Regional Representative Donald U'ren has been released. At the time of writing, he was expected in London within days.

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<sup>x)</sup> see ITF Newsletters Nos. 2 and 3 for earlier details.

ICFTU MAY DAY MANIFESTO 1979

Numbers have no more than symbolic significance. Nevertheless, we should take time to reflect that May 1 1979 is the last we celebrate in a decade that has finally brought home to everybody the fact that there is no prospect of the world's automatically becoming a better place to live in.

On the contrary, we approach the 1980s not only with bigger problems on our hands - let us only mention the tragedies of unemployment and under-employment throughout the world - but with less confidence in traditional official doctrines and recipes for coping than ever since 1945.

In fact, there are good reasons for doubting not only the ability but also the will of those in power (both employers and governments) to steer the world onto a better course, towards a society that provides food, shelter and at least the basic amenities of life for people everywhere.

For us, as trade unionists, the 1980s must therefore become a decade of very active struggle.

At the 12th ICFTU World Congress in Madrid this November, members of our International will decide how that struggle can best be conducted. But one thing is already clear, it will require the full International solidarity of the working class.

Nobody can hope to win the fight in isolation. The past decade should have taught that lesson to everybody. There can be no haven of security and economic prosperity while elsewhere people are starving, are being ill-treated and exploited and - the two unfortunately often go together - deprived of their elementary civil and political rights.

There can be no return to lasting full employment and prosperity in the industrialised countries unless the developing countries are finally enabled to build up economies providing work and a living wage for their people.

The fight for jobs, and that evidently is our first priority, must always be a fight for jobs for all, in North and South. That is why even at factory, branch or local level we must constantly bear in mind that we do not live in self-contained communities any more.

To stop a multinational from closing a plant or to attract new investment is vital for the workers concerned, but it is equally vital that we gain sufficient overall influence over a company's policies to make sure it provides the maximum number of jobs possible worldwide.

Getting national governments to adopt policies that satisfy workers' demands is one thing (and that seems well nigh impossible these days), but unless national policies are internationally coordinated, no nation can succeed.

More urgently than ever we need a new international economic and social order, as outlined in the ICFTU Development Charter in which we summarised our demands last year. These aim at a better division of income and wealth both between and within nations, based on trade and aid policies that will enable the poorer nations to help themselves.

But we have not only formulated demands, we have also made concrete proposals on how our goals - which are the goals of all ordinary people all over the world - can be achieved. Sometimes a nugget of our ideas makes it into official papers or official resolutions (such as the recent agreement in principle on a common fund to stabilise international commodity prices or the slight relaxation in the terms of the International Monetary Fund), but these are only drops in the ocean.

We need more than small-scale, more or less random improvements here and there that moreover come almost always too late.

Clearly, we have to do more to make our voice heard. In the industrialised (and newly industrialising) countries, for example, workers must urgently seek control over the introduction of the new technologies that threaten to destroy jobs. In virtually all the developing countries, the workers must cooperate with the rural poor in pushing for development policies based on the satisfaction of basic needs, both through lobbying and by setting an example with pilot projects.

Everywhere, we must learn to ask the right questions about the long-term implications of any decision or, as so often these days, refusal to act with which we are being confronted. We must, at all levels, refuse to be baffled by managerial, political or economic "laws" or "science".

We must, all the time and everywhere, challenge crimes against humanity such as white minority rule in South Africa. Events in Iran have proved that no people will allow itself to be repressed for ever - but at what cost in human lives and suffering.

Dictatorships thrive on human poverty and misery. By eradicating the latter, we can prevent new dictators from arising.

In the ICFTU and the International Trade Secretariats, workers from industrialised and developing countries have the instruments to decide on common action for the benefit of all. In December our International will be 30 years old. Our Congress in November will be the occasion to confirm that we intend to continue and intensify our struggle together.