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NEWS AND VIEWS FROM THE ITF

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ITF Executive Board Meets in Sydney

On 16 and 17 March 1982 the ITF Executive Board met in Sydney, the first time it had ever met in Australia. The invitation had been made by Charles Fitzgibbon, General Secretary of the Waterside Workers' Federation of Australia and a member of the Board, and was accepted readily, not least in recognition of the loyalty and involvement which have long characterized the Australian affiliates' rôle in the ITF and its activities.

Much of the meeting was given over to consideration of a report on the ITF's activities since the Board last met. Particular attention was paid to the ITF's industrial activities in its various Sections and to the problems and progress of its affiliates in the developing countries. The Board was able to note with great satisfaction, for example, the outcome of the very successful and constructive conference of Latin American affiliates held in Caracas in November 1981, an event marred only by the passing soon afterwards of its host, Humberto Hernández, President of the Venezuelan Transport Workers' Federation and a trade unionist and democrat of great stature.

The Board also received a preliminary report on the Asia/Pacific Regional Conference which had taken place in Delhi at the beginning of March and had approved the establishment of regional machinery by which the Asian and Pacific affiliates could coordinate their activities more effectively. The Board was informed of the continuing educational and organizational activities in Africa, notably a successful regional conference for civil aviation unions which had been held in Lomé towards the end of 1981. It expressed its support for the ITF's affiliates in South Africa which have made remarkable progress in organizing and representing Black workers despite the antipathy of the South African régime.

The brutal imposition of martial law in Poland and the response of the international trade union movement was considered at some length. After examining a report on the response of the ITF's affiliates to various proposals that had been made to express the ITF's opposition to the Polish military régime and its support for Solidarity, the Board agreed to a number of measures by which the Polish transport workers could be assured of the ITF's backing and kept advised of the activities of the world's free transport workers' unions.

In approving a report of the ITF Railwaymen's Section Conference held in Luxembourg in February, the Board agreed that a resolution adopted there on reductions in working hours and overtime as one means to combat unemployment should be brought to the attention of other Sections so that they might consider whether a similar approach was appropriate to their own situation.

That same conference had also adopted a resolution on the situation in Turkey, calling on the Executive Board "to clarify the ITF's position with regard to Turkey and in particular to ensure that the ITF's standing as a consistent champion of civil and trade union rights is not compromised." After considering a report from the General Secretary on discussions with representatives of the Turkish Railwaymen's Federation and on recent developments in Turkey, including the trial by a military court of fifty-two trades unionists, the Board decided that it was impossible to maintain the active affiliation of organizations which have failed in any way to dissociate themselves from the repressive measures being taken by the Turkish authorities and therefore resolved unanimously that the affiliation of the ITF's Turkish organizations should be suspended immediately.

Finally the Board agreed in principle to the acceptance of five applications for affiliation from Japan, Singapore, Togo and Iceland.

#### CARIBBEAN

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#### Seafarers and dockers attend Antigua seminar on cruise ships

Representatives of seafarers and port workers in the Caribbean area - from Bermuda, Jamaica, Antigua, St. Lucia, Dominica, Trinidad and Tobago, Guyana, St. Kitts-Nevis, Grenada and Curaçao - participated in a seminar held on 3 and 4 March 1982 in Antigua under the joint auspices of the Caribbean Maritime and Aviation Council (CMAC) and the I.T.F. A. Selander, ITF Assistant General Secretary, H. Høgstad, Norwegian Seamen's Union, and H. Schmeling, German Transport and Public Service Workers' Union, lectured at the seminar which had been convened to examine what assistance could be extended to contractually underprivileged crews employed primarily in cruise ships flying flags of convenience and operating in the Caribbean basin. Other aspects of the seminar concerned the creation of employment opportunities for Caribbean seafarers and the type of contractual situations encountered aboard cruise ships plying between ports in the Caribbean basin.

The seminar participants were briefed on ITF policies on flags of convenience and non-domiciled seafarers, international standards adopted by the ILO, IMCO control procedures as well as procedures designed to prevent reprisals being taken against seafarers struggling to attain trade union rights. The participants expressed their appreciation of recent ITF efforts to negotiate collective agreements

with some operators of cruise ships flying flags of convenience and urged the Council to facilitate further initiatives in this area.

POLAND  
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ILO Governing Body upholds ICFTU complaint against government of Poland

At its March session, the ILO Governing Body adopted the interim conclusions of the Committee on Freedom of Association on the complaint lodged by the International Confederation of Free Trade Unions (ICFTU) against the government of Poland.

The Committee urged the speedy resumption of normal trade union activities in Poland and the immediate release of trade unionists and union leaders detained for their trade union activities prior to the imposition of martial law. It condemned the prison sentences that have been imposed on strikers in recent months as being a serious infringement of trade union rights and requested information from the government on the nature of the charges brought and the precise reasons for the guilty verdicts. It also called on the government to institute an urgent inquiry into the deaths of workers at the Wujek mine, and said it was vital that workers should be offered effective protection against victimization (including dismissal from their jobs) on the grounds of their past involvement with the Solidarity trade union organizations. In view of the extreme gravity of the allegations, the Committee felt that the Polish government should now agree to the sending of an ILO mission to study the situation at first hand.

ITF affiliates have been strongly urged to make representations to their governments and to Polish diplomatic representatives in their respective countries calling for the implementation of the Committee's recommendations.

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SOCIAL AND INDUSTRIAL NEWS

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DENMARK  
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Navigating officers receive pay increases

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 1982, range from 9,502 kr (basic pay plus

cost-of-living allowance) to 13,460 kr for chief officers, depending on size of vessel and length of service; from 9,354 kr to 11,996 kr for 1st officers; and from 9,354 kr to 10,752 kr for 2nd officers.

Overtime rates, inclusive of cost-of-living supplement, per half-hour on weekdays range from 35.70 to 45.32 kr for chief officers and from 35.15 to 39.82 kr for 1st officers, depending on size of vessel. Second officers receive a uniform rate of 35.15 kr. The corresponding rates for overtime performed on Sundays and Public Holidays are 45.31 - 57.52 kr (chief officers); 44.61 - 50.54 kr (1st officers) and 44.61 for all second officers.

The two-watch allowance (vessels not exceeding 1,400 grt) is 273 kr per 24-hour period for chief officers and 249 kr for 1st officers.

#### Radio officers' new pay rates

Revised rates of pay, effective 1 March 1982, have come into force for members of the ITF-affiliated Danish Radio Officers' Association. The new monthly rates (basic pay plus cost-of-living allowance) for the lowest and highest paid grades are given below. Figures in brackets refer respectively to half-hourly overtime rates on weekdays and on Sundays and Public Holidays.

<u>Under 5,000 grt</u>	<u>5,000 - 6,500 grt</u>
8,967 (33.69/42.76) kr	9,111 (34.23/43.45) kr
11,998 (45.08/57.22) kr	12,142 (45.62/57.90) kr
<u>6,500 - 8,500 grt</u>	<u>Over 8,500 grt</u>
9,184 (34.51/43.80) kr	9,256 (34.78/44.14) kr
12,215 (45.89/58.25) kr	12,287 (46.17/58.59) kr.

#### Higher guaranteed earnings for share fishermen

Following protracted negotiations, the ITF-affiliated Danish Transport and General Workers' Union (SiD) has negotiated a new two-year collective agreement for 4,200 share fishermen. Under the agreement, guaranteed pay goes up from 310 to 375 kr per day and will be further increased to 400 kr on 1 March 1983. It also stipulates that the fishermen should receive their share of the money the catch earns their employer no later than four weeks after the fish is landed. Previously, it could take up to six weeks for the men to get their money.

SID has also concluded a separate agreement for the fishing industry giving the union the right - provided the employer agrees - to enter into local negotiations whenever substantial changes in working practices on fishing vessels are mooted that could lead to the loss of fishermen's jobs or have other negative effects on workers in the industry.

FRANCE  
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Flight engineers renew strike action over crew complement issue

The ITF-affiliated French Flight Engineers' Union (SNOMAC) called its members in Air France out on a 96-hour strike late last month in a further stage of the union's campaign of protest at the national carrier's decision to operate its new fleet of B 737 aircraft with two-man cockpit crews. ITF affiliates were able to give valuable assistance by refusing to operate substitute services for the duration of the strike.

SNOMAC had already staged a two-day stoppage shortly before Christmas over the same issue<sup>x)</sup>.

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x) see ITF Newsletter No. 1, 1982, page 5 for full details

Dockers win agreement on early retirement

The French cabinet has approved the text of an order making it possible for dockers' organizations to conclude agreements with the State on voluntary early retirement. Dockers who wish to leave the industry prematurely will now be able to do so on favourable terms and this will free jobs for young people who have been prevented from entering dock employment because of a virtual halt to new recruitment in recent years.

GERMANY  
=====

Public service and rail pay talks fail

Public service and rail pay talks being conducted by the German Transport and Public Service Workers' Union and the Railwaymen's Union have broken down and gone to mediation after the employers, in the third round of negotiations, refused to improve on their offer of a 2 per cent pay increase linked to a one per cent cut in allowances<sup>x)</sup>. Our two affiliates have rejected the offer as being totally unacceptable and have expressed their dismay that the employers should once again be insisting on a cut in allowances.

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x) see p. 29 of last issue

GREAT BRITAIN

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Heathrow ramp workers call off strike

At a meeting called by the ITF-affiliated British Transport and General Workers' Union at Heathrow Airport on 1 April it was decided to end the official strike that had been in progress since 11 February following the unilateral introduction by British Airways of a new rostering system<sup>x</sup>).

The ITF has passed on the T and G's thanks to all aviation affiliates, who have given assistance to the striking BA workers in the past seven weeks.

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x) see ITF Newsletter No. 2, 1982, p. 19 and No. 3, page 30 for earlier details

Tilbury dockers return to work

A week-old strike by members of the ITF-affiliated Transport and General Workers' Union employed by the Port of London Authority at Tilbury's enclosed docks was called off on 6 April after the two sides agreed to accept a peace formula put forward by a conciliation panel of the National Joint Council for the Port Transport Industry. This added substantial improvements in tonnage bonuses and an increase in basic pay of 65p per shift to the PLA's original offer to the men of a 5.5% pay increase (with a minimum of £8 per week). Higher payments to ancillary grades also formed part of the recommended settlement.

Elsewhere, Bristol dockers have accepted an improved 6.7% pay offer, while Middlesbrough dockers have voted in favour of a 6 per cent across-the-board rise.

NETHERLANDS

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Dockers lift strike threat to allow talks to continue

Negotiations being conducted by the ITF-affiliated Dutch Transport Workers' Union FNV with the stevedoring companies on behalf of its members in the two key ports of Amsterdam and Rotterdam broke down late last month after the union failed to make any real progress on its claims for a pay increase in line with inflation, reduced working hours, longer annual leave and a reduction from 62 to 60 in the qualifying age for voluntary early retirement.

Formal notice was given of indefinite strike action against selected employers from 12.00 on 15 April, but the strike threat has since been temporarily lifted to allow further negotiations to take place.

PORTUGAL

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ITF urges opening of genuine negotiations between TAP-Air Portugal and cabin crew union

The ITF-affiliated Portuguese Cabin Crew Union entered into negotiations with TAP-Air Portugal last year seeking improvements in those areas of its collective agreement where re-negotiation was allowed under the special régime to which it is subject, but these were broken off in December. No further headway was made until February when TAP came up with a set of counter-proposals that proved totally unacceptable to our affiliate, which then sought arbitration. This proved abortive and the next step - of mediation - was rejected by the airline. With the two parties thus deadlocked, the Portuguese government has now introduced a draft law which has the effect of imposing on TAP cabin staff the wholesale worsening of conditions first proposed by the company two months ago - notably a total pay freeze and the virtual elimination of the rights, benefits and conditions won by the union over the past ten years.

The ITF immediately cabled the Portuguese Prime Minister, the Minister of Labour, and the President of the National Assembly urging the withdrawal of the draft law and the opening of genuine negotiations by TAP-Air Portugal with the Cabin Crew Union. ITF aviation affiliates have also lodged similar protests in support of the union position.

Higher pay for merchant navy officers and ratings

The Captains', Mates, Radio Officers' and Pursers' Union has reached agreement with the shipowners on backdated increases for its members of 17% from 1 June 1981 and 12% from 1 November 1981. The signing of the agreement was preceded by a series of strikes and a job evaluation study.

Ratings' unions have also won increases of 17% from 1 June 1981 and 11% from 1 November 1981 on behalf of their joint merchant navy memberships.

The new rates are valid in both cases until June 1982.

SPAIN

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9% arbitration award for British Airways staff in Spain

A Spanish Ministry of Labour arbitrator has rejected British Airways' attempt to impose a pay freeze on the employees of its Spanish subsidiary for 1982 and has made an award of a 9 per cent increase, effective 1 January 1982. The two parties - the airline and the employees' company Committee (supported by the ITF-affiliated UGT Air Transport Union) had both voluntarily referred their dispute to arbitration and the award is binding.



In reaching his decision, the arbitrator implicitly rejected British Airways' argument that its overall financial position should be the determining factor in its ability to pay and pointed to an excess of income over expenditure of 672 million pesetas achieved by BA Spain in 1981. He also felt it was important that pay rises to BA employees should reflect cost-of-living rises in the country in which they were based.

SWEDEN  
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SAS cabin staff pay talks break down

Negotiations on a new collective agreement for SAS cabin staff members of the ITF-affiliated Swedish Commercial Employees' Union (HTF) broke down late last month when the union's negotiating committee rejected the company's final 5.9% pay offer. SAS had also been demanding that its cabin attendants at Stockholm and Gothenburg airports - for no extra pay - should take on additional duties now performed by HTF-organized ground personnel at these two locations and had refused to allow the ground personnel concerned to be drawn into discussions on this point.

Higher pay for dockers and road haulage drivers

The ITF-affiliated Swedish Transport Workers' Union has negotiated an increase for 1982 of 57 kr per week for road haulage drivers in Stockholm and Gothenburg (62 kr in the rest of Sweden).

For dockers - who like the drivers are in the second year of their agreement - the union has achieved an increase of 365 kr in monthly rates and 5.79% in allowances.

SWITZERLAND  
=====

Geneva public transport workers win longer leave and shorter hours

Under an agreement signed by the ITF-affiliated Swiss Railwaymen's Union (SEV) workers employed by the Geneva Public Transport Authority are to benefit from shorter working week and increased annual leave. Weekly working hours will be reduced to 41 hours 30 minutes on 1 October next and thereafter by ½ hour each year on the same date to give a 40-hour week by 1 October 1985. The annual leave entitlement rises to 5 weeks after 20 and 6 weeks after 30 years' service, while those who currently qualify for only four weeks will get an additional day in both 1982 and 1983 and 2 more days in 1984. The eventual aim is to introduce a minimum entitlement of five weeks and talks will be re-opened in 1984 on a programme for achieving this.

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NEWS IN BRIEF

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IMCO is to change its name to the International Maritime Organization (IMO) on 22 May 1982.

Bolivian workers - including transport workers - staged a two-day strike at the end of last month in protest at the government's economic policies.

Dockers at five Colombian ports staged a one-day strike earlier this month in protest at plans to allow private companies to operate their own dockside terminals.

The French cabinet has now given its official approval to a government plan to enable both men and women to retire at age 60 (see also page 20 of February issue).

Luxembourg workers came out on strike on 5 April - in the first mass stoppage for nearly 60 years - to register their disapproval of government plans to restrict pay rises this year.

The possibility of worker participation in the management of Air Malta is currently under discussion between the ITF-affiliated General Workers' Union and the Socialist government.

The government of Nicaragua has deposited an instrument of acceptance of the IMCO Convention with the Secretary-General of the United Nations. IMCO now has one hundred and twenty two full members and one associate member.

OBITUARIES

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Sir William Webber, General Secretary of the British Transport Salaried Staffs' Association from 1953 to 1962, died on 12 April, aged 80. A prominent British trade unionist, he won a reputation as a trade union conciliator and travelled widely on trade union delegations. He served on the Management Committee of the ITF for ten years from 1952 and regularly attended ITF Congresses during this period. He was knighted in 1968.

Edmond Hamont, General Secretary and subsequently President of the Belgian Public Service Workers' Union, (C.G.S.P.), died suddenly on 6 April while attending the regular weekly meeting of the Belgian Trade Union Federation Executive. Sadly, he had retired from union office only days before, at the end of March.

PERSONALIA

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We extend our warmest congratulations to Louis Buonaccorsi, who has been created a Chevalier of the French Legion of Honour. After retiring from the general secretaryship of the French Railwaymen's Federation (FO) in 1977, Louis Buonaccorsi directed the union's international activities for a time before leaving to work for the Committee of Transport Workers' Unions in the European Community. He is an ex-member of the ITF Executive Board and a former Vice-Chairman of the ITF Railwaymen's Section.

Our warmest congratulations go too to Louis Coppin, national secretary of the Seafarers' Section of the French National Transport Workers' Federation CFDT, who also enters the ranks of the Légion d'Honneur (Chevalier). He received the honour from the French Minister for the Sea Louis le Penec at a recent award ceremony.

Olaf Karling, President of the Norwegian Seamen's Union from 1966 to 1972, celebrated his 75th birthday on 26 March. Brother Karling is a former member of the ITF Executive Board.

Andries de Bruin and Jaap de Vries, both former General Secretaries of the Vervoersbond NVV (now part of the Dutch Transport Workers' Unions FNV), retired last month.

FORTHCOMING MEETINGS

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Road Transport Workers' Section Conference	- Stockholm, 18-20 May 1982
Flight Deck Technical Committee	- London, 20 May 1982
Fair Practices Committee	- London, 2-3 June 1982
Inspectors Seminar	- London, 4-5 June 1982
Travel Bureau Section Conference	- Stockholm, 14-16 June 1982

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

LATE ITEM

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Transport strike in Norway  
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The ITF-affiliated Norwegian Transport Workers' Union called a strike of its members employed in road transport (including buses) and the ports with effect from 20 April. The strike followed the breakdown of negotiations with the employers on a new collective agreement.

In accordance with the union's wishes, ITF affiliates have been informed of the strike and have been asked to request their members to perform no work that would in any way weaken the union's action.

We will report further on the strike in our next issue.

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STOP PRESS

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Death of Mr. Klatil

As this issue of the Newsletter was being printed, we heard the sad news of the death in London at the age of 84 of Adalbert (Vojtech) Klatil, former ITF Office Manager. Born in Vienna of Czech parentage, Brother Klatil came to the ITF (then based in Amsterdam) in 1930, as a translator/interpreter for the Slavonic languages and German. (He was also editor at that time of an ITF publication in Esperanto and organized a special Esperanto association of transport workers set up under ITF auspices.) He moved with the ITF to England in 1939 and after the war was over became more involved with the internal administration of the Federation, finally being appointed Office Manager with responsibility for general office organization and staff matters. He held this post until he retired in 1964. His wife died sadly only two years later.

Brother Klatil served the ITF for thirty-four years under four different General Secretaries and was a living symbol of its history and endurance. He will be much missed by all of us here at the ITF Secretariat and by transport trade unionists from all over the world, who were always assured of a friendly welcome from him whenever they visited ITF headquarters.

Affiliates wishing to send letters of condolence to his family may do so via the ITF.

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ICFTU MAY DAY MANIFESTO

ICFTU motto "Bread, Peace and Freedom" more relevant than ever!  
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On previous occasions, in its May Day Messages, the International Confederation of Free Trade Unions (ICFTU) sometimes particularly emphasized the content of one of the concepts of its motto "Bread, Peace and Freedom".

Now the ICFTU has 130 affiliated organisations in 91 countries on five continents with a total of 85 million members. Compared with the other Internationals, it has the biggest membership figure in both the Western industrialised countries and in the developing countries. Without any doubt, it is therefore justified in highlighting the interdependence of the three ideas contained in the ICFTU motto and their relevance precisely at this time, on the eve of 1 May 1982.

Man conquers space but lets millions of people die illiterate.

Man produces frightening quantities of nuclear warheads and other sophisticated weapon systems but lets millions of people on earth starve to death.

Man successfully develops remedies for the most obstinate diseases but lets millions of people slide into the demoralizing state of unemployment and poverty.

Man looks on when elevated personalities hold conferences and summit meetings, whilst thousands of people in East and West are arrested, tortured and murdered for expressing unacceptable opinions.

Is the world in which Man lives still human? Or is this world already so multinationalised and governed by financial interests that any faith in justice and a better future is futile?

The ICFTU does not think so. It is determined to contribute, together with others, to changing this world for the better.

In this connection, the ICFTU advocates a new international economic and social order. This must lead to the elimination of the glaring inequalities in development and living standards which exist in and between individual countries, regions and continents. The afflictions of hunger, malnutrition, ill health and inhuman living conditions must be eradicated as a matter of urgency. The ICFTU has called on the political leaders of the North and South to support the Brandt Commission's proposals concerning an urgent special programme costing US\$ 4 thousand million per year, in order to help the countries which are hardest hit by food shortages. The whole world economy would benefit from a large-scale transfer of resources to the poorest countries.

The leaders of the free trade unions in all parts of the world concern themselves with safeguarding existing jobs and creating new ones. Unemployment is no counterweight to inflation. Instead of practising protectionism, the same fundamental labour standards must be observed everywhere. The ICFTU is resolutely combating international managements and those representatives of international institutions who want to make use of the current international economic crisis to permanently whittle away the workers' acquired social rights.

Since martial law was declared in Poland, the word "freedom" is on everyone's lips. The ICFTU vigorously condemns the Communist politico-military dictatorship's action. It demands the immediate release of all Solidarnosc members and the observance of freedom of association and trade union rights, as laid down in the conventions adopted by the International Labour Organisation which were also ratified by Poland.

In many other Communist countries, the workers are also deprived of the right to independent representation. There, whoever has the courage to support free trade unions is persecuted or shut away in psychiatric institutes.

But the ICFTU and all its affiliated organisations are also aware of the fact that it is not only in the East that trade union rights and freedom are trampled underfoot.

In Turkey, 52 leading trade unionists risk being condemned to death because of their trade union activities, in the name of a politico-military dictatorship whose ideological orientation is completely different from that of Poland.

In South and Central America, not a week goes by without one or more trade unionists "disappearing" or being imprisoned or murdered.

Apartheid in South Africa is an utterly abominable system, in the name of which very many trade unionists have already lost not only their freedom but also their lives.

These are just a few examples of current, critical situations. The numerous representations, actions and complaints by the ICFTU and its affiliates in the past have often led to releases of prisoners or the restoration of an acceptable situation.

Unfortunately, one can very often observe that nowadays attempts are even being made in democratic countries to restrict the workers' freedom of action. It is therefore absolutely essential to defend these rights more categorically than ever.

In November last year, at an enlarged Executive Board Meeting, the ICFTU adopted proposals for a trade union policy aiming at peace, security and disarmament.

"Disarm or die" was the main message of the representatives of millions of free trade unionists throughout the world.

In a unanimously adopted appeal, the issues of unemployment, hunger, poverty and oppression were linked to peace and it was shown that defence requirements do not justify the arms race. At the same time, in accordance with the Charter of the United Nations, States must "refrain ... from the threat or use of force against the territorial integrity or political independence of any state". The ICFTU rejects the myth that nuclear weapons are only for defence and declares that their deterrent effect is outweighed by the threat to security. The idea of a limited nuclear war is a fatal illusion. The ICFTU condemns reliance on nuclear weapons and the build-up of conventional arms and points out that one can be used as a pretext for the other. The ICFTU urgently calls on governments to disarm or life on earth will be obliterated. It therefore appeals to the governments concerned:

- to abandon the illusion that they can achieve security through increasing nuclear and conventional forces;
- to immediately resume negotiations leading to effective disarmament measures under international control;
- to take and implement confidence-building measures;
- to fully enforce existing treaties, particularly on non-proliferation of nuclear arms;
- to commit themselves to promoting détente between East and West, and solving conflicts through negotiation and agreement in order, in the immediate future,
- to agree on the withdrawal and termination of production of SS 20 missiles by the USSR, and the abandonment of the production and deployment by the USA and its allies of Cruise and Pershing II missiles and the production of enhanced radiation (neutron) weapons.

On May Day, millions of organised workers take part in rallies in all parts of the world in order to show their solidarity with the ICFTU demands: Bread, Peace and Freedom for everyone.

Only strong trade unions, united in a strong International, can ensure success in the long run.

Long live May Day!