



In case of reproduction, please mention source (ITF) · En cas de reproduction, veuillez mentionner la source (ITF) · Nachdruck bei Quellenangabe gestattet (ITF) · Var god ange källan vid eftertryck (ITF)

No. 3

March 1983

IN THIS ISSUE

Page

News and Views from the ITF

<i>ITF Fair Practices Committee Meeting, London, 22 and 23 March 1983</i>	22
<i>ITF Seafarers discuss continuing decline in European merchant fleets</i>	24
<i>Inaugural meeting of ITF Flight Operations Officers Working Group held in London</i>	24
<i>ITF Transport Policy Sub-Committee calls for railways to be assigned a more central rôle</i>	24

Transport

<i>OeTV wins Ministerial support for loading and unloading ban (Germany)</i>	25
<i>Weekend heavy lorry ban lifted (Sweden)</i>	25

Trade Unions

<i>New railwaymen's union holds Founding Convention (Canada)</i>	26
--	----

Social and Industrial News

<i>Flying staff unions seek occupational pensions reform (France)</i>	26
<i>Radio officers oppose granting of exemption to Christian Salvesen (Great Britain)</i>	27
<i>Shell and Texaco tanker drivers accept 7% pay offer (G.B.)</i>	27
<i>New agreement for Olympic cabin crews (Greece)</i>	27
<i>Strike threat in coastal trade (Netherlands)</i>	27
<i>Spantax flight personnel reinstated (Spain)</i>	28
<i>11 per cent rise for railway workers (Spain)</i>	28
<i>New central pay agreement for blue-collar workers (Sweden)</i>	29
<i>New contract for TWA machinists (U.S.A.)</i>	29

Flag-of Convenience Campaign News

<i>Crew sells Zoodohos for \$300,000</i>	29
--	----

News in Brief

30

IN THIS ISSUE (Continued)

Page

Personalia

31

Obituaries

32

Forthcoming Meetings

33

Supplement: *Statement by ITF European Seafarers' Conference*

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

Fair Practices Committee Meeting, London, 22 and 23 March 1983

126 members, advisers and observers from 41 countries attended the meeting of the ITF Fair Practices Committee held in London on 22 and 23 March 1983. The Committee decided that in view of the expansion of the campaign against flag-of-convenience ships over recent years a comprehensive review of the Fair Practices Committee policy and methods of promoting the campaign should be discussed during the 34th ITF Congress to be held in Madrid in October 1983. The ITF Secretariat was instructed to prepare a full report to be considered by the Joint Seafarers' and Dockers' Section Conference. The Joint Conference would also consider matters such as the concluding of acceptable agreements by ITF seafarer affiliates for f-o-c ships beneficially owned in their own countries, total crew costs under national agreements and the advisability of permitting trade unions in countries with authoritarian régimes to conclude agreements on behalf of the ITF.

Having discussed the question of agreements signed by the Korean Seamen's Union, the Committee adopted a programme of points designed to ensure that stricter control was maintained over such agreements, that shipboard representatives be appointed by the KSU, that the KSU appoint representatives for foreign ports to liaise with ITF Inspectors and that an approach be made to the Korean government to discontinue the present manning agent system and appoint the KSU as supplying agent for crews. It was also agreed that where the ITF affiliate in the country of beneficial ownership opposes the flagging-out of a ship and takes action to maintain a crew or seeks representation and notifies the ITF of its position the ITF will not approve the signing of any other agreement or issue or re-issue an ITF Blue Certificate in respect of that ship.

The Committee decided that the Gibraltar, Vanuatu and Sri Lanka flags be added to the list of flags considered to be flags of convenience; the Oman flag was removed from the list. It was decided that further investigation was needed before adding the Saudi Arabian flag to the list. A proposal by the Singapore seafarer affiliates that the Singapore flag be removed from the list of flags of convenience was discussed at length and it was decided that in view of possible loop-holes in the Singapore Merchant Shipping Regulations, 1981, a more detailed report should be prepared for consideration at the 34th Congress.

The Committee accepted as policy a statement on non-domiciled seafarers adopted at an ITF ad hoc meeting held in Rotterdam on 22 July 1982. The policy provides that the rates of pay of non-domiciled seafarers serving on traditional flag ships be raised in stages so that from 1st July 1986 there is no discrimination between seafarers on such ships. Pursuant to this policy, funding arrangements were accepted, provided that the difference between

the flag rate and "local rates" is funded in accordance with the arrangements agreed by the 1982 FPC with regard to flag-of-convenience ships. It was agreed to put pressure on national shipowners to negotiate the implementation of this policy. The Committee rejected the proposal that the wage rates approved by the FPC with effect from 1st April 1982 should be frozen for a period of two years.

Having received the report from the European Seafarers' Conference held on 8-9 March 1983 where strong opposition had been voiced to further reductions in manning levels along the lines being promoted in Norway, the Committee pledged support for seafarers' unions taking action against attempts to promote such unsocial manning levels in Norway and elsewhere.

It was decided to reconvene the Sub-Committee on the Revision of the ITF Collective Agreement to prepare a further review for consideration by the Madrid Congress in the light of the general policy review which was to take place. The Committee noted that the negotiations on rates of pay in the ITF wage scale for f-o-c ships effective from 1st January 1983 was a first step towards reducing differentials between higher and lower paid seafarers on f-o-c ships.

Approximately 10,600,000 US Dollars had been recovered in back-pay for seafarers on f-o-c ships covered by ITF agreements during 1982 but the Committee noted that shipowners were increasingly resorting to the use of double accounts in an attempt to deceive ITF Inspectors and it was resolved to take action to stamp out this and other practices designed to cheat seafarers of the proper wages to which they were entitled.

In considering the list of casualties suffered by f-o-c ships during the period 1978-1982, it was noted that Panama had never held any inquiry into the loss of a Panamanian-flag ship. Affiliates were urged to press the Panamanian authorities to hold inquiries and the ITF's Panamanian seafarers' affiliate promised to press its government for action. In this connection Inspectors were urged to scrutinise closely safety on f-o-c ships and to take the necessary action to ensure the enforcement of the provisions of ILO Convention 147 concerning minimum standards on merchant ships and the Paris Memorandum on Port State Control by European Countries.

Seafarers discuss continuing decline in European merchant fleets

An ITF European Seafarers' Conference held on board the Finnish flag ferry "SILVIA REGINA" on 8 and 9 March 1983 discussed the continuing decline in European merchant fleets and resulting job losses. The Conference was attended by approximately fifty delegates from seafarers' unions in Belgium, Denmark, Finland, Great Britain, Greece, Iceland, Ireland, Italy, the Netherlands, Norway and Sweden. K. Mols Sørensen, Chairman of the ITF Seafarers' Section, chaired the meeting and Ake Selander, ITF Assistant General Secretary, and Brian Laughton, Secretary of the Special Seafarers' Department, represented the ITF Secretariat. B. Klerck Nilssen, Chief of the ILO Maritime Branch, also attended the Conference in an observer capacity.

A statement adopted on the conclusion of the Conference is attached as a Supplement to this issue of the Newsletter.

Inaugural meeting of Flight Operations Officers Working Group held in London

An inaugural meeting of the ITF Flight Operations Officers/Flight Despatchers Working Group was held at ITF headquarters in London on 1 and 2 March 1983, with representatives of unions in Canada, Germany, Great Britain, Portugal, Sweden and the United States in attendance. Brian Wogan of IFALDA also attended as an observer. The meeting elected D'Arcy Kennedy, the ITF's representative at ICAO, as Chairman pro tem of the Working Group and Mike Verrechia of the Canadian Air Line Dispatchers' Association as its Vice-Chairman.

The question of FOO licensing dominated the discussions during the two-day meeting. Delegates expressed particular concern at the threat to the modest level of standardisation so far achieved if attempts to remove the FOO licence from ICAO Annex 1 were to succeed. As the result of a decision taken by the Working Group, the ITF will be presenting a revised case to the next meeting of ICAO's Personnel Licensing and Training Panel in November for retention of the FOO Licence in Annex 1, and to assist the ITF in its preparations members of the Working Group have agreed to collate additional information on the status, authority and despatching procedures of FOOs worldwide and submit it to the Secretariat. Ground staff affiliates of the ITF will also be approaching their governments in support of the retention of the Licence.

A second meeting of the Working Group will be held on 7 September, again in London.

Transport Policy Sub-Committee calls for railways to be assigned a more central rôle

The Transport Policy Sub-Committee of the ITF Railwaymen's Section met in Berne, Switzerland on 2 and 3 March 1983 and gave its support to a document drawn up by leading officials from the Austrian, German and Swiss railwaymen's unions in which they called for the railways to be assigned a more central rôle within the

context of European transport planning measures. The meeting also spent some time discussing problems connected with integrated fares systems.

TRANSPORT

GERMANY

OeTV wins Ministerial support for loading and unloading ban

The two-year campaign* of the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) for an end to the practice of long-distance lorry drivers being required to load and unload their own vehicles notched up a further success when - just two weeks before the Federal elections - Labour Minister Norbert Blüm wrote to OeTV Vice-President Siegfried Merten informing him that he was prepared to argue the OeTV case before Transport Minister Dollinger. Previously, both Ministries had indicated that they were not willing to consider a change in the pertinent regulations.

OeTV negotiators are currently seeking to persuade the employers that they should include a clause in the new road haulage agreement banning the practice which in the view of the union endangers hgv drivers' health and puts other road users at risk.

SWEDEN

Weekend heavy lorry ban lifted

Following representations from inter alia the ITF-affiliated Swedish Transport Workers' Union, the Minister of Transport and Communications has decided to lift the ban on heavy lorry traffic on certain weekends during the summer of 1983. Instead, transport companies are being asked to co-operate by rescheduling their lorry operations to avoid where possible adding to traffic congestion on busy holiday weekends. If the experiment - which also extends to foreign lorries on Swedish roads - proves successful, the ban will be lifted permanently.

* see also ITF Newsletter No.3, 1981, p.26, No.4, 1981, page 40 and No. 2, 1982, page 14 for details

TRADE UNIONS

CANADA

New railwaymen's union holds Founding Convention

A new Canadian railwaymen's union has come into being. The Canadian Signal and Communications Union held its Founding Convention in Toronto late last year and elected John Platt as its first National President. The union is the successor to the Canadian division of the Brotherhood of Railroad Signalmen, which had members on both sides of the US/Canadian border.

Attending the Convention and inaugural banquet was Jim Hunter, the new National President of the ITF-affiliated Canadian Brotherhood of Railway, Transport and General Workers, who said it was important that Canadians should have their own independent unions and yet maintain a fraternal North American dialogue. Hunter is also chairman of the Associated Non-Operating Railway Unions of which the Signal and Communications Union is the latest member.

SOCIAL AND INDUSTRIAL NEWS

FRANCE

Flying staff unions seek occupational pensions reform

French flying staff unions - including members of ITF affiliates organising pilots, flight engineers and cabin staff - staged a 24-hour strike on 18 February in protest at excessive delays in reforming their occupational pension scheme. The unions want to eliminate certain anomalies that have arisen since the scheme was last modified in 1963 and to bring benefits into line with those provided by pension plans existing in other industries. They point out that members retiring at 60 currently receive a pension of less than 45% of final salary (30% in the case of higher-paid staff), while equivalent grade staff in other schemes can look forward to pensions closer to 60%.

The unions say they find it difficult to understand why the authorities are dragging their feet as the changes they are seeking are not opposed by the employers and would not involve the state in any expenditure.

GREAT BRITAIN

Radio officers oppose granting of exemption to Christian Salvesen

The ITF-affiliated Radio and Electronic Officers' Union (REOU) reacted angrily to the Conservative government's decision last month to grant an exemption from the requirement to carry wireless telegraphy and a radio officer to Scottish shipowners Christian Salvesen. The exemption, for seven dry cargo ships in the coastal trade, has been given for a nine month trial period, but the Shipping Minister has made it clear that if his Department considered these vessels could be operated safely without a radio officer he would be prepared to extend the trial period for an additional period of twelve months and to consider further exemptions for other vessels in the short-sea trade.

The REOU subsequently held talks with Salvesen and the company has now agreed to shelve plans to operate these ships without radio officers for at least four months to allow alternative union proposals to be discussed.

Shell and Texaco tanker drivers accept 7% pay offer

Tanker drivers employed by Shell and Texaco voted last month to accept a seven per cent pay increase and a 37½-hour week. However, BP drivers have turned down an offer of 6.4% on basic rates and the ITF-affiliated Transport and General Workers' Union is to hold further talks with the company in the hope that BP will agree to match the seven per cent increase offered by all the major oil companies in this year's pay round.

GREECE

New agreement for Olympic cabin crews

After staging a series of strikes last year to back their demands, Olympic Airways cabin staff now have the protection of a new collective agreement negotiated by the ITF-affiliated Flight Stewards' and Stewardesses' Union giving them salary increases identical to those already agreed for other Olympic unions and various additional benefits, including: annual leave of 17 days in summer and 15, 20 or 25 days in winter according to seniority; the same off-base allowance as cockpit crews; improved meals and uniform allowances; increased life insurance cover; and medical benefits as for cockpit staff. Olympic has also agreed to include all service with the airline for purposes of seniority and that cabin staff reassigned for health reasons to ground duties should retain their seniority.

NETHERLANDS

Strike threat in coastal trade

Negotiations between the ITF-affiliated Dutch Seafarers' Federation (FWZ) and the association representing owners of Dutch-flag vessels

under 4,000 grt broke down last month when the owners finally rejected the union's claims in the 1982 contract round. The FWZ is seeking a 4.5% salary increase, a reduction in the qualifying period for shore leave and redundancy provisions comparable to those of seafarers in the deep-sea trade. The previous agreement expired at the end of March 1982, although it was not until last autumn that the owners agreed to enter into talks with our affiliate on its demands.

There is now a strong possibility that the union will have to take industrial action over its demands. ITF seafarer and docker affiliates have already been alerted and asked to respond to the union's request for maximum assistance should a strike take place.

SPAIN

Spantax flight personnel reinstated

The Flying Staff Section of the ITF-affiliated UGT Transport Workers' Federation has finally won reinstatement of twenty-two pilots and flight engineers who were dismissed by the Spanish charter airline Spantax in October 1981. * The airline has agreed that the dismissed employees should have their full seniority rights restored and that they should receive payment of all arrears of wages for the period between their dismissal and their reinstatement on 7 March 1983. The reinstated staff will also be provided by the company with all the facilities necessary to requalify for their licences.

The ITF has already conveyed to aviation affiliates the UGT's thanks for the much-appreciated support it was given during this protracted dispute. Our affiliate is confident that the changes in the Spantax management that have also taken place will help promote improved industrial relations within Spantax in the future.

* see ITF Newsletter No. 10, 1982, page 115 for earlier details

11 per cent rise for railway workers

Following difficult negotiations, a new collective agreement for 1983 has been reached by unions - notably the ITF-affiliated UGT Transport Workers' Federation - representing 70,000 employees of the Spanish national railways RENFE. The salient points of the agreement are an 11% pay rise and the creation of 6,000 new jobs (bringing to 18,000 the total of new jobs created by the last three agreements). Other benefits achieved include: improved allowances, the introduction of the 40-hour week and retirement at age 64 (with voluntary retirement possible from age 55 onwards).

SWEDEN

New central pay agreement for blue-collar workers

The Swedish Trade Union Confederation (LO) brought workers in nine key unions in the private sector out on strike from 06.00 on 11 March when central pay negotiations broke down over the question of compensation for so-called 'wage drift'. After an urgent plea from Prime Minister Olof Palme for an immediate resumption of direct negotiations, both sides met later that same day; the employers subsequently agreed to accept the mediator's final offer they had rejected only days earlier and the unions responded by calling off their strike with immediate effect.

The new agreement gives blue-collar workers organised in over twenty LO member unions pay increases ranging from 14 öre to 1 Kr an hour, with those in the lowest grades receiving the largest increases in line with established LO policy on low pay. Workers earning 55 Kr an hour and above will not get any increase. In addition, amounts of up to 60 öre an hour will be paid next year in compensation for anticipated wage drift during 1983, and special rises will go to some shift workers. Employers and unions have also agreed that a joint working group should be set up to devise a new and more equitable wage structure before the next contract round.

UNITED STATES

New contract for TWA machinists

Details have just come to hand of the new three-year contract negotiated by the ITF-affiliated International Association of Machinists and Aerospace Workers on behalf of its members with Trans World Airways. * Improvements include: hourly base rate increased from \$13.14 to \$17.25 by June 1984; a licence premium of \$1 per hour; and improved medical and retirement benefits.

* see also page 8 of ITF Newsletter for January 1982

FLAG OF CONVENIENCE CAMPAIGN NEWS

Crew sells Zoodohos for \$300,000

The crew of the Zoodohos, * which was abandoned in Flushing last year after the company which owned it ceased trading, has succeeded in selling the vessel for \$300,000 after the courts agreed that they should take over ownership of the vessel, so that they might then sell it to meet a back pay claim.

Regrettably, the Zoodohos crew are not the only seafarers in this plight. The ITF has a list of over a dozen ships that have been left by their owners and the trend seems to be growing. In one week in February, two Panamanian-flag vessels were abandoned near Bahrein after their owner ran short of funds.

* see page 7 of January issue for earlier story

NEWS IN BRIEF

The International Maritime Organisation (IMO) celebrated its 25th anniversary on 17 March. The ITF offers heartiest congratulations on this silver jubilee and best wishes for the future of an organisation in which we have such an important stake.

The London Dumping Convention - an agency of the International Maritime Organisation (IMO) - has adopted an advisory resolution calling for a two-year moratorium on the dumping of nuclear wastes at sea while a scientific investigation is conducted into the risks involved.

Employees in the German Federal Republic of the cargo airline Flying Tigers have won increased annual leave in negotiations just concluded. By 1986, all workers with up to three years' service will get 6 weeks' leave.

Members of the British Transport and General Workers' Union employed by the Port of London Authority at Tilbury's enclosed docks are currently on strike in support of a claim for pay parity with tally clerks earning £135 a week.

The Indian Supreme Court has ordered Air India to amend sections of its regulations requiring air stewardesses to retire at 35 and to terminate their employment on first pregnancy.

Peru: a national strike took place on 10 March in protest at the government's economic policies. Public transport was extensively disrupted, and there was a total shutdown in the fishing industry.

The International Labour Office has asked the government of Poland to allow entry to an ILO mission so that it may investigate whether ILO Conventions 87 and 98 are being observed. The request follows

publication of the report of the ILO's Committee on Freedom of Association, which sharply criticized the Polish government for allowing only very limited trade union freedoms.

Portuguese transport workers staged a series of strikes earlier this month in support of a pay claim. Train, ferry, bus, tram and Underground services in the capital were all affected.

United States: ratings on tankers, freighters and passenger vessels under agreement with the ITF-affiliated Seafarers' International Union of North America received a 2% cost-of-living rise, effective from 16 December 1982. This brings the monthly base rate of an AB (green) on freighters and passenger vessels to \$1,322.56 and the tanker rate to \$1,338.11.

PERSONALIA

Francis Blanchard has been appointed for a third term as Director-General of the International Labour Office. He has been ILO Director-General since 1974.

Peter Eklo, former Secretary of the Norwegian Railwaymen's Union, celebrates his seventieth birthday on 18 April.

Christy Kirwan has been elected General Secretary of the Irish Transport and General Workers' Union in succession to Michael Mullen who died last year. Kirwan was formerly the ITGWU's Vice-President. He is Chairman of the Dublin Port and Docks Board and was recently appointed to the Senate. He serves currently on the Committees of five ITF Sections - those of the railwaymen, road transport workers, dockers, civil aviation and travel bureau workers.

James Knapp has been elected General Secretary of the British National Union of Railwaymen in succession to Sidney Weighell who left at the beginning of this year following his resignation from office. Knapp is 42 and was previously headquarters officer of the union.

P.P. Narayanan, President of the International Confederation of Free Trade Unions, recently celebrated his 60th birthday. We extend heartiest congratulations.

Karl Rebsamen retired from office in the Swiss Transport and Commercial Workers' Union (VHTL) at the end of February after a career spanning over thirty years, most of this time as secretary to the union's Rhine Shipping, Seafarers' and Dockers' Sections. Over the years, he has served on many different national bodies

dealing with maritime affairs and at international level he has made a valuable contribution to the work of the ITF Inland Navigation Section of which he has been an able Vice-Chairman since 1974. An active member for many years of the ITF Dockers' Section, his most recent achievement was to act as Chairman of the Workers' Group at the 1979 ILO General Conference that finalised the text of the Occupational Safety and Health (Dock Work) Convention. He is also a member of the ITF Fair Practices Committee and will be attending this month's meeting in London of the Committee.

Erling Tollerud, former Chief Treasurer of the Norwegian Seamen's Union, celebrates his 65th birthday on 21 March. He retired in May 1980 after working for the union for over forty years, some fourteen of these in charge of the union's finances. He is also a former member of the ITF Fair Practices Committee.

OBITUARIES

Fritz Kornfeil, President of the Austrian Transport and Commercial Workers' Union (HTV) died on 15 March, at the age of 49. He had been a member of the union since his early twenties and held a number of responsible union posts over the years, becoming Vice-President in 1974 and President four years later on the retirement of Johann Roposs. At the time of his death, Kornfeil was also a member of the executive of the Austrian Trade Union Federation (ÖGB). Affiliates wishing to make a donation in his memory may do so to the:

Freie Schule SPÖ-Kinderfreunde Favoriten
A/C No. 613.157.809
Zentralsparkasse und Kommerzbank
Vienna

Jan Scheffers, former Treasurer of the Dutch Transport Workers' Union (FNV), died on 28 February, at the age of 69. Scheffers started working for the forerunner of the present-day Transport Workers' Union when he was only fifteen as the youngest member of the staff. He held various posts on the administrative side before being appointed union treasurer in 1949, a job he was to hold until his retirement from active life. He was created a Knight of the Order of Orange Nassau after twenty-five years in charge of the union's finances.

FORTHCOMING MEETINGS

Flight Deck Technical Committee - Paris 24-25 May 1983
ITF Flight Operations Officers/Flight
Despatchers Working Group - London 7 September 1983
ITF Congress - Madrid 20-28 October 1983

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

STATEMENT

by

ITF EUROPEAN SEAFARERS' CONFERENCE

The ITF European Seafarers' Conference, held on board the Finnish flag ferry "SILVIA REGINA" on 8 and 9 March 1983, and being convened for the sole purpose of discussing the continuing decline in European merchant fleets with resulting job losses adopted the following statement on its conclusion:

Shipping policy programmes

1. The greatest threat to the continuing existence of European merchant fleets is the device of flags of convenience. Many Western European owners are the beneficial owners of f-o-c shipping and thus escape economic and social obligations and responsibilities in their countries of residence by tax avoidance and the payment of low wages. Also, there is a continuing high incidence of shipping casualties involving f-o-c ships and full and proper inquiries are often not carried out by the authorities of the f-o-c countries. In addition f-o-c ships continue to be the greatest menace to the marine ecology through oil spills and other forms of pollution.

2. In the absence of adequate government policies on shipping, especially policies designed to support national fleets, shipowners will increasingly re-register ships in countries offering flags of convenience. It is therefore of vital importance for the ITF's European seafarer affiliates to seek to achieve the following measures:
 - controlling the re-registering of national flag ships under flags of convenience:
 - guarantees that beneficial owners of f-o-c ships meet their economic and social obligations and responsibilities to the state in which they are based as well as the financial responsibilities for environmental social and economic damage and injury to seafarers caused by their ships:
 - effective and uniform application of port state control beyond a cursory examination of documents.

3. The European seafarer affiliates of the ITF are determined to maintain national shipping industries with highly qualified seafarers enjoying high social standards which is in tune with their highly industrialized societies.
4. The ITF's European seafarer affiliates demand that European governments find ways within their treaty obligations to provide financial and other assistance to maintain their national fleets.
5. In view of the need for the ITF to have a comprehensive shipping policy programme on which affiliates can draw for advice the European seafarer affiliates of the ITF urge that the ITF Seafarers' Section Maritime Policy Committee be asked to draw up such a programme on an urgent basis and that in this context the ITF Secretariat, if found necessary, consider arranging for a study to be undertaken:
 - to identify and project the key performance trends for shipping on an individual fleet basis and provide comparisons between OECD, Comecon, FOC, Far Eastern and Third World Shipping Sectors:
 - to compare and contrast manpower trends and provide forward projections on manpower needs:
 - to compare and contrast the legal frameworks and financial support systems within which individual fleets operate, and thereby identify the practices most conducive to efficient operation:
 - to compare and contrast industrial relations practices.
6. The European seafarer affiliates of the ITF are committed to the phasing out of flags of convenience, recognize the primary right of affiliates in countries of beneficial ownerships to sign agreements for f-o-c ships provided such agreements are acceptable to the ITF as being at least on par with the ITF Collective Agreement and deplore the fact that owing to lack of consultation by some ITF affiliates some owners have been given a free hand to sign agreements with other unions than those of the country of beneficial ownership much to the detriment of that country's fleet. The European affiliates of the ITF request the ITF General Secretary to undertake a comprehensive investigation into these practices.

7. In an effort to create orderly conditions in the European shipping industry it will be necessary for the ITF and its European seafarer affiliates to seek to influence parliaments, governments, ministries and individual politicians. It will also be necessary to influence public committees and parliamentary commissions as well as a number of bodies appointed by various ministries with the task of implementing government shipping policy and preparing proposals for new policies to be embodied in new laws and regulations. High priority should also be given to the need to influence national centres and such inter-governmental organisations as the ILO, IMO, OECD, and UNCTAD. It may also be necessary from time to time to request international solidarity and to mobilise the international trade union movement to come to terms with authorities or shipowners.

Port state control

8. The European seafarer affiliates of the ITF strongly recommend that the ITF Seafarers' Section appoints a sub-committee whose members should be drawn from affiliates with access to the committee governing the operation of the Paris/Hague Memorandum on port state control and whose task would be to ensure compliance with ILO and IMO Instruments and to propose improvements as regards the contents and operation of the Memorandum. They furthermore recommend that the ITF Inspectors concerned be given a thorough grounding on the manner in which ILO Convention 147 is to be applied.

Manning

9. The European seafarer affiliates of the ITF are concerned about the development of the manning situation in the merchant fleet of the world. Today there is already an unacceptably high accident rate in international shipping both as regards accidents involving human life and ships casualties with considerable damage to the environment. The main reason for these damages and accidents is usually human error due to unqualified crews and undermanning as well as great pressure of work. To improve their financial position the world's shipowners have pressed for reductions in manning. With the assistance of the authorities the Norwegian owners have introduced new manning regulations which has resulted

In a reduction in the manning in Norwegian ships by 25-30%. This will undoubtedly result in other seafaring nations making the same reductions because of the competitive situation. The Norwegian manning reductions will lead to a world-wide reduction in the safety of ships and for the coastal states the risk of pollution caused by maritime casualties will increase.

10. The European seafarer affiliates of the ITF totally reject the trend which can be discerned in the new Norwegian manning regulations and recommend that the ITF General Secretary calls on all seafaring nations and coastal states in the world to oppose this trend with all means at their disposal and to refer them to the spirit of the resolution on manning of ships which the ITF Seafarers' Section adopted at a meeting in April 1982 in which it was recommended that all affiliates who encounter problems with owners and national administrations over manning shall receive maximum support from other affiliates which may take the form of industrial action.

Non-domiciled seafarers

11. The European seafarer affiliates of the ITF are committed to phasing out the exploitation of non-nationals employed on national flag ships and therefore wholeheartedly concur with the recommendations adopted by the ITF ad hoc meeting held in Rotterdam in July 1982.

ITF

12. The European seafarer affiliates of the ITF have found this type of meeting conducive to discussing their particular problems and would recommend that further meetings of this kind be convened as and when necessary on an ad hoc basis under the auspices of the ITF Seafarers' Section. They are, however, conscious of the paramount need for decisions of a crucial nature to be taken by the ITF Seafarers' Section as a whole in order to maintain good relations among all ITF seafarer affiliates.