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NEWS AND VIEWS FROM THE ITF

A F R I C A

Kenyans host two important ITF meetings

Fifty-two participants from thirty-two unions in fourteen African countries attended a Seminar on Industrial Relations and Workers' Participation in the Decision-Making Process, followed by the First African Regional Conference of ITF Affiliates in Mombasa, Kenya, in mid April. The two meetings were hosted by the ITF's three Kenyan affiliates: the Railways and Harbours Union, the Transport and Allied Workers' Union and the Dockworkers' Union. The Dockworkers' Union which is based in Mombasa, undertook many of the practical arrangements in collaboration with the ITF's African Representative Ben Udogwu. The ITF General Secretary took the chair at both meetings.

The regional Seminar on Industrial Relations and Workers' Participation in the Decision-Making Process from 11 to 13 April was jointly sponsored by the ITF and the German Friedrich Ebert Foundation (FES). It was opened by the Provincial Commissioner of the Coastal Province, Mr. Luka Daudi Galgalo. Juma Boy, General Secretary of the Kenyan national centre, COTU, and C. Manyanda, Director of the Organization of African Trade Union Unity (OATUU) Project Office in Nairobi, also addressed the participants at the opening ceremony.

The participants surveyed the present state of industrial relations in their countries with particular reference to the categories of workers they organized, the type of employers they dealt with, the trade union legislation in their countries and the right to strike. They also submitted detailed written country reports for the ITF to keep on record.

Two highlights of the seminar were addresses by Heinz Bendt, the FES Resident Director, who detailed the growth of industrial democracy in West Germany, and Douglas Kioko of the Workers' Education Department of the Ministry of Labour in Nairobi who spoke on African industrial relations systems. Both were followed by question-and-answer sessions.

At the conclusion of the seminar the participants adopted a statement (attached as Supplement No. 1 to this Newsletter).

The First ITF African Regional Conference from 14 to 16 April was officially opened by John Musiko, the Deputy Labour Commissioner, representing the Kenyan Minister of Labour, the Hon. T. Mbathi. Apologies were received from the ITF's two independent affiliates in South Africa, the General Workers' Union (GWU) and the Transport and Allied Workers' Union (TAWU) who had been prevented from attending because of problems in obtaining acceptable passports. It was agreed to convey the good wishes of the Conference to them and the participants' understanding of their difficulties.

The delegates reviewed a report on the ITF's activities during the previous three years with regard to the African trade union situation generally, projects carried out in the various industrial sections and major industrial disputes. The Conference considered the main features of the future programme of activities and agreed on the setting up of an African Regional Consultative Committee to be composed of one representative from each country together with, ex officio, the two ITF Executive Board members from Africa, the ITF General Secretary and the African Regional Representative. National coordinating committees would also be formed where affiliates could meet to discuss matters of mutual interest and to brief their member of the Regional Committee. The delegates reviewed the ITF's relationship with the Organization of African Trade Union Unity (OATUU), with particular reference to OATUU's plans to form a trade secretariat for transport workers' unions, and discussed the forthcoming ITF Congress in Madrid.

Twelve resolutions were unanimously adopted concerning: South Africa; Namibia; flag-of-convenience vessels; the holding of an ITF Executive Board meeting and 35th Congress in Mombasa and Nairobi; Executive Board membership; the number of ITF Vice Presidents; trade union education; unity; African road transport conference; Ratification of ILO Convention No. 153; standardization of conditions; and basic minimum wage for seafarers.

Finally the participants paid tribute to the African Regional Representative, Ben Udogwu, and thanked the Principal, C. Mwakwere, and staff of Bandari College, the Kenyan dockers' training establishment where the meetings had been held, for all their help and hospitality.

CARIBBEAN

Caribbean maritime and civil aviation unions hold discussions
in Curaçao

A seminar for representatives of dock workers and seafarers in the Caribbean area was held in Curaçao, Netherland Antilles, from 25 until 27 April 1983, under the joint sponsorship of the ITF and the Caribbean Maritime and Aviation Council (CMAC). Over twenty participants from unions in Antigua, Bermuda, Curaçao, Dominica, Guyana, Grenada, St. Kitts, St. Lucia, St. Vincent, Jamaica, Surinam and Trinidad and Tobago attended the seminar which was held in conjunction with a meeting of the CMAC administrative council and an ITF/CMAC seminar for civil aviation workers (see following item). Several distinguished guests from industry, training institutions and local and foreign trade unions were invited to the combined opening ceremony of the two seminars, which were inaugurated by the Curaçao Minister of Traffic and Communications, the Honourable Rudy Ellis.

Ake Selander, ITF Assistant General Secretary, lectured to participants on ITF policy on flags of convenience and non-domiciled seafarers and ran through the procedures required to effect an ITF collective agreement. Other matters touched upon by the seminar were the total crew cost concept and guidelines appertaining to the appointment of ITF inspectors and arrests of ships. The participants were also given up-to-date information relating to the conditions applicable to foreign crews serving in Greek-flag ships. The seminar participants showed great concern at the decrease in the number of seafaring jobs in the area and expressed the view that within the pending review of ITF policy on f-o-cs and the collective agreement, consideration be given to a Caribbean ITF agreement to be applied to intra-Caribbean shipping, thus facilitating the recruitment of local seafarers through CMAC. Another matter that worried the participants was the reported number of other countries in the Caribbean area which were contemplating the setting up of open registers.

The participants - on a recommendation by the CMAC administrative council - proposed that an ITF/CMAC delegation should make contact with the governments of Bermuda and Bahamas pressing those governments to tighten up their registers. Also, again at the recommendation of the CMAC administrative council, an ITF/CMAC delegation should seek urgent talks with Caribbean cruise ships operators with a view to securing further employment for Caribbean seafarers in those ships. The ITF Secretariat was reminded that the matter of the Greek-flag cruise ship "Britanis" where a number of Caribbean seafarers had been left stranded without pay, was still unresolved, and the participants urged the ITF Secretariat to put pressure on the Greek owner to fulfil his obligations vis-à-vis the crew.

The seminar for Caribbean civil aviation union representatives, which took place at the same time as the f-o-c seminar, had an attendance of nineteen representatives from Antigua, Bermuda, Curaçao, Dominica, St. Vincent, Surinam and Trinidad as well as of Roy Bannis, Assistant Secretary of CMAC, and Graham Brothers, ITF Research Department. The seminar discussed the particular problems of Caribbean aviation workers, safety and health, collective bargaining and standardisation of agreements and strategies for improving airline workers' conditions. The participants also visited Curaçao Airport and ALM facilities and heard a talk by an airport security officer.

Having also heard and discussed a comprehensive review by Mr. I. Bertrand, General Manager BWIA, of the development of Caribbean-owned airline companies, the difficulties they experience in competing with major foreign carriers and the consequent adverse effects on employment opportunities and working conditions, the seminar adopted a resolution, a copy of which is attached as Supplement No. 2 to this issue of the Newsletter.

T R A N S P O R T

GREAT BRITAIN

London Transport fares come down

In the most far-reaching restructuring ever of fares in the capital, London Transport has reduced fares by an average of 25 per cent and introduced a range of Travelcards valid for travel on both buses and Tube trains within a given area. London has been divided into travel zones and the level of fares will be based on the number of adjacent zones through which the passenger wishes to travel. Tube fares, which rose steeply in March 1982 following the successful legal challenge to the revolutionary "Fares Fair" (cheap fares) scheme^x, have been cut by rather more than the more modestly-priced bus fares (indeed, the cost of some longer Underground journeys across London has been halved).

It is hoped that passengers will be encouraged to buy season tickets in advance (a wider range of period tickets is now available to suit all pockets) and that once having bought them Londoners will make increased use of travel by public rather than private transport, particularly for journeys during the morning and evening rush hours. The new fares are expected to generate 45 million more bus journeys and 35 million more Tube journeys and to make a major contribution towards

easing road congestion and reducing traffic accidents.

x see also ITF Newsletter No. 3 of March 1982,
page 30.

Leading airline figures express grave doubts over deregulation

Speaking at a symposium organized by the British Air Line Pilots' Association earlier this month, leading figures in the national and international aviation industry, as well as airline chiefs, expressed grave doubts as to the wisdom of other countries - notably Britain - following the US lead on deregulation.

The Chairman of the Civil Aviation Authority reminded the symposium that US airlines had used the freedom obtained from deregulation to raise fares on some routes - including many that were densely trafficked by European standards - to levels that were "well above" what they would have been had deregulation not taken place. Giving voice to his fears, the chairman of the independent airline British Caledonian warned that international deregulation too soon and too fast would lead to a "competitive bloodbath". Another key speaker, the Executive Director of the International Air Transport Association, felt that the success or failure of deregulation had still to be proved, while the Deputy Chairman of British Airways was more forthright: he declared he was "quite satisfied that complete US-style deregulation would be undesirable elsewhere".

TRADE UNIONS

GERMANY

Memorial plaque unveiled to victims of Nazi terror

Earlier this month, on the fiftieth anniversary of the storming by the Nazis of union premises in May 1933, the German Railwaymen's Union (GdED) held a solemn ceremony at union headquarters in Frankfurt where a memorial plaque to the railway trade unionists who were murdered by the Nazis between 1933 and 1945 was unveiled by GdED President and Executive Board member Ernst Haar.

The invited guests included the wife and daughter of the late Hans Jahn, a leading figure in the underground resistance to

Hitler, who was the union's first post-war President and later President of the ITF. Two of Jahn's associates in the resistance movement, Willi Komorowski and August Trocha, who both suffered long terms of imprisonment as a result of their "illegal" activities, were also present, together with the families of those whose names are recorded on the plaque. Representing the ITF was our General Secretary, Harold Lewis, who recalled the bravery of Jahn and stressed the importance of constant vigilance in preventing a similar tragedy in the future, a theme which was echoed by Ernst Haar in his address. The union president also expressed his deep and lasting gratitude to the then leaders of the ITF who, under the most desperate of circumstances, had kept alive the spirit of free trade unionism in Germany.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

Port employers agree to early retirement for dockers

Following agreement between the ITF-affiliated Waterside Workers' Federation and the Association of Employers of Waterside Labour, on 1 May all dockers aged 60 and over on the permanent register at Newcastle, Sydney, Port Kembla, Melbourne and Adelaide on that date received compulsory early retirement. Each of the 455 dockers concerned received a lump sum severance payment equal to 70% of his basic weekly rate of pay multiplied by the number of weeks between his age on 1 May and the date on which he reaches the age of 65. He also receives payments in respect of annual, long service and sick leave.

DENMARK

Higher pay for merchant navy officers

Pay negotiations conducted on behalf of Danish merchant navy officers by three ITF unions^x with the shipowners' association have now been satisfactorily concluded and the relevant collective agreements renewed for a further two-year term. Rates were increased by 5.2% on 1 April 1983 and an additional 4.9% increase will come into force on 1 April 1984.

^x The Danish Navigating Officers' Association, the Danish Engineer Officers' Association and the Danish Radio Officers' Association

Details of the new monthly pay rates (from 1 April 1983) and overtime pay are given below:

Navigating Officers

- a) Monthly pay ranges (according to vessel size and length of service and inclusive of cost-of-living allowance)

<u>Chief Officer</u>	10,324 - 14,488 kr
<u>1st Officer</u>	10,169 - 12,948 kr
<u>2nd Officer</u>	10,169 - 11,640 kr

- b) Overtime rates (per half hour and inclusive of cost-of-living allowance)

	<u>Weekdays</u>	<u>Sundays and Public Holidays</u>
<u>Chief Officer</u>	38.79 - 48.91 kr	49.23 - 62.08 kr
<u>1st Officer</u>	38.21 - 43.12 kr	48.49 - 54.73 kr
<u>2nd Officer</u>	uniform rate of 38.21 kr	uniform) rate of) 48.49 kr

Engineer Officers

- a) Monthly pay rates (according to vessel size and length of service and inclusive of cost-of-living allowance)

<u>Chief Engineer</u>	13,723 - 20,606 kr
<u>1st Engineer</u>	10,169 - 13,959 kr
<u>2nd Engineer</u>	10,169 - 12,484 kr
<u>3rd Engineer</u>	10,169 - 11,640 kr

- b) Overtime rates (per half hour and inclusive of cost-of-living allowance)

	<u>Weekdays</u>	<u>Sundays and Public Holidays</u>
<u>1st Engineer</u>	38.21 - 46.92 kr	48.49 - 59.55 kr
<u>2nd Engineer</u>	38.21 - 41.38 kr	48.49 - 52.52 kr
<u>3rd Engineer</u>	uniform rate of 38.21 kr	uniform) rate of) 48.49 kr

Radio Officers

Radio Officers are paid a monthly starting rate of between 9,762 and 10,066 kr (according to vessel size and inclusive of cost-of-living allowance) rising to between 12,950 and 13,254 kr after twenty years.

Overtime rates (per half hour) for radio officers range from 36.68 to 48.66 kr for overtime on weekdays on vessels under 5,000 grt to between 37.82 and 49.80 kr on vessels over 8,500 grt. The corresponding rates for overtime on Sundays and Public Holidays are 46.55 - 61.76 kr and 48 - 63.21 kr.

FINLAND

Staged pay rises for ratings in overseas trade

Higher rates of pay come into effect in two stages this year for ratings in the overseas trade belonging to the ITF-affiliated Finnish Seamen's Union following the conclusion of negotiations with the shipowners' association. Effective 1 March, rates were increased by 2% plus 12 markka (with a minimum of a total of 97 markka), with increases of 9% in benefits in kind and of 7.5% in allowances. Rates will be further increased by 2.6% (with a minimum of 100 markka) on 1 October next.

This gives an AB rate of 3,330 markka on 1 March, rising to 3,433 markka on 1 October.

The shipowners have further agreed to adjust rates next year on the basis of movements in the pay of workers in comparable land-based occupations. This commitment has been welcomed by our affiliate as it has frequently experienced great difficulties in coming to a satisfactory arrangement on pay progression in the second year of the collective contract.

Higher rates for ships' officers in overseas trade

New overseas trade rates of pay came into operation on 1 March 1983 for deck officers organized in the ITF-affiliated Finnish Ships' Officers' Union. These range from 8,234 to 10,424 markka for masters, 4,652 to 5,843 markka for chief mates and 4,024 to 4,916 markka for 1st mates, according to vessel tonnage. Allowances have also been improved as follows: ocean-going allowance: master - 251 markka; chief mate - 204.50 markka; 1st mate - 184 markka; 2nd mate - 169.50 markka; radio operator's allowance: uniform rate of 125 markka and automation allowance: 43 markka for all ranks.

FRANCE

Strike of French Rhine boatmen

French Rhine boatmen staged a 24-hour warning strike from 08.00 hrs. on 10 May following the failure of mediation talks with officials of the state-run French Rhine Navigation Company (CFNR) over its rationalization plans. Under these, 50 jobs have already been lost and a further 150 redundancies are in prospect. The company, which is very hard pressed financially, also intends to lay up one-third of the French fleet. The chief reason for its present difficulties lies in the surplus capacity on the Rhine and the fact that the French Rhine fleet - unlike that in the other three Rhine riparian states - does not receive subsidies and has to be entirely self-financing.

On being informed of the strike plans, ITF General Secretary Harold Lewis contacted the French Transport and Finance Ministers calling on them to subsidize the Rhine fleet in order to avoid further job losses and to secure the future of the French inland fleet in Rhine shipping. The Ministers were also urged by the ITF to press for negotiations at EEC level and within the Central Rhine Commission to ensure a general reduction of the surplus shipping capacity on the Rhine rather than a reduction affecting only the French Rhine boatmen and their fleet. Two French transport workers' federations affiliated to the ITF were involved in the action on 10 May, together with their colleagues in other unions.

GREAT BRITAIN

Strike at Tilbury's enclosed docks is over

The eight-week-old strike of workers employed by the Port of London Authority at Tilbury's enclosed docks ended with a return to work on 6 May after the dockers voted to accept a peace formula worked out by an independent mediation panel. The men have received a 3.5% pay rise backdated to 1 January, plus a £7.75 per week productivity increase and a £4 bonus supplement from the beginning of April. The two latter payments will be consolidated into basic rates from September. The new deal will give the dockers pay parity with tally clerks by 1 January 1985.

+ see also March issue of Newsletter, page 30,
and April issue, page 44.

JAPAN

Pay rise for ocean-going seafarers

Following negotiations between the ITF-affiliated All-Japan Seamen's Union and the shipowners' association, Japanese ocean-going seafarers have been awarded a 3.8% increase on basic rates. This gives a typical 35-year-old rating an increase of ¥ 6,750.

The AJSU's collective agreements for fishermen and seafarers in the coastal trades have also been revised along similar lines.

LUXEMBOURG

Cost-of-living rise for bus drivers

Bus drivers organized by the ITF-affiliated Luxembourg Federation of Rail and Transport Workers have received a pay rise this month, following application of a cost-of-living increase. Hourly rates of pay now range from 255.90 francs on the starting rate to 326.58 francs after twenty-five years' service.

UNITED STATES

American Airlines ground staff win new agreement

The ITF-affiliated Transport Workers' Union of North America has recently concluded a new three-year contract on behalf of 10,400 mechanics and ground staff employees of American Airlines. The agreement provides for a 7% increase backdated to 1 September 1982, followed by increases of 6% in September 1983 and 7% in September 1984. The cost-of-living escalator has been discontinued.

NEWS IN BRIEF

BERMUDA: The island's dockers - members of the ITF-affiliated Bermuda Industrial Union - are currently working to rule and banning overtime following the breakdown of negotiations for a new two-year agreement to replace the previous contract which expired at the end of March.

The development of the CAYMAN ISLANDS as a convenience registry came under fierce attack from Opposition Labour MPs in the House of Commons last month. The Conservative government was censured for encouraging a British dependency which had no effective maritime administration to let ships use its register simply to reduce their operating costs. In five years, the number of ships on the Cayman registry had doubled.

DENMARK: Metal Søfart (the maritime section of the ITF-affiliated Metal Workers' Union) has just enrolled its first woman member. She is Pia Christensen (aged 22), Denmark's first female motorman.

The governments of FIJI and GUATEMALA have both deposited instruments of acceptance of the IMO Convention with the Secretary-General of the United Nations. The International Maritime Organization now has one hundred and twenty-four full members and one associate member.

GREAT BRITAIN: Liverpool dockers have won a pay increase of £9 per week from 1 May, bringing their weekly basic to £107.50 in the second year of a two-year pay deal.

38-tonne lorries have been allowed on Britain's roads since the beginning of this month.

ITALY: Airport administrators and air traffic controllers staged a 12-hour strike on 27 April - the second such strike in a month - to draw attention to excessive delays in negotiating a new contract.

JAPAN Airlines flying staff struck on 27 April following the breakdown of the 1983 pay negotiations.

NIGERIA: Lagos dockers are operating a single shift from 07.30 to 15.30 hrs. in protest against the decision of the port authority to abolish 3rd shift and end Sunday working.

The government of POLAND has refused visas to the members of a delegation from the Norwegian Trade Union Confederation (LO) which had planned to visit the country to meet Lech Walesa and other trade union leaders.

The SPANISH parliament has voted in favour of the introduction of the 40-hour week. It has also decreed that workers should receive a minimum of 30 days' annual leave.

UNITED STATES: The ITF-affiliated International Association of Machinists and Aerospace Workers has reached tentative agreement with Eastern Airlines on the terms of a new three-year contract for 13,500 mechanics, baggage handlers and ground workers, thereby averting a threatened strike.

OBITUARIES

William W. Jordan, former Vice-President of the Seafarers' International Union of North America, died on 1 March following a long illness, aged 68. Jordan was the retired President of the Marine Firemen, Oilers, Watertenders' and Wipers' Union.

Jean Schilling, Vice-President of the Luxembourg Federation of Railway and Transport Workers from 1945 to 1966, died on 25 March, at the age of 84. Schilling was made an Honorary Vice-President of the union on his retirement.

PERSONALIA

Charles H. Fitzgibbon, General Secretary of the Waterside Workers' Federation of Australia, retired early at the beginning of this month after an outstanding career of service to the Australian and the wider international trade union movement. Fitzgibbon, who comes from a waterfront family and spent his early adult years on the docks, often working in difficult and dangerous conditions, was first elected to a full-time union post in 1954. His undoubted abilities were soon recognized and 1961 saw his election to the general secretaryship. During these years at the head of the WWF, he has enhanced the standing of the union at home and abroad, not least through his activities in the ITF. Since his election in 1974, he has been an able chairman of the ITF Dockers' Section. By virtue of this office, he has also served as Co-Chairman of the ITF Fair Practices Committee for the same period and is hence to no small degree responsible for the remarkable success of the ITF's flag of convenience campaign in recent years. He was elected on to the ITF's highest governing body - the Executive Board - in 1977 and has served us well in that capacity ever since. His wide-ranging technical knowledge of the industry he has known from boyhood made Charles Fitzgibbon a valuable contributor to the work of the ILO on behalf of the world's dockers, especially in latter years when he played a key rôle in the work leading up to the adoption of important new international instruments, offering many valuable suggestions at the vital drafting stage of Convention texts. A well-liked and respected figure in his native Australia, he holds a number of important posts, including that of Senior Vice-President of the Australian Council of Trade Unions. Charlie's counsel and long years of service will be sadly missed when he retires from office within the ITF at our forthcoming Madrid Congress.

Erik G. Levin will take over in October as President of the Swedish Ships' Officers' Association. He comes to the union from the Swedish Marine Pilots' Association in which he has held the post of administrative secretary and chief negotiator since 1978.

Niels Sørensen has been elected President of the Danish Locomotivemen's Union in succession to Børge Jensen, who is retiring early on health grounds. Viggo Larsen has been chosen as the union's next Vice-President, the post formerly held by Sørensen.

Chris de Vries has been elected Chairman of the Inland Navigation Section of the Dutch Transport Workers' Union FNV. He succeeds Peet Mol, who retired in February.

Jack Wahle of the US Flight Engineers' International Association (FEIA) retired as Chairman of the ITF Flight Deck Technical Committee -- a post which he had held for ten years -- at a meeting of the Committee held in Paris on 24 and 25 May. In addition to his work as FDTC Chairman, Jack had always been an extremely active member of the ITF's Civil Aviation Section and had undertaken a number of missions on behalf of the Section. Warm tributes were paid at the meeting to his contribution to the cause of civil aviation workers internationally and presentations were made to him on behalf of both the ITF and the host-organization, the ITF-affiliated French Flight Engineers' Union (SNOMAC). Jack is succeeded as Chairman of the Flight Deck Technical Committee by Roger Bricknell (UK MNAOA), formerly Vice-Chairman. René Thiebaut of SNOMAC was elected as the new Vice-Chairman.

FORTHCOMING MEETINGS

Fishermen's Section Social Policy
Sub-Committee - Bremerhaven 13 - 14 June 1983

ITF Flight Operations Officers/
Flight Despatchers Working Group -
London 7 September 1983

Cabin Crew Technical
Committee - London 8 - 9 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

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ITF Seminar on Industrial Relations and Workers' Participation in the Decision-Making Process, Mombasa, Kenya, 11 - 13 April 1983

This seminar on Industrial Relations and Workers' Participation in the African Transport Industry:

HAVING REGARD to the vital economic and social rôle of transportation in the search for economic and social progress in Africa;

HAVING DISCUSSED the various industrial relations systems under which transport trade unions in both francophone and anglophone countries operate and the enormous difficulties in their way arising from restrictive legislation;

OBSERVING THAT while attempts have been made by some governments to introduce labour laws in the workers' favour, a good many have rather introduced negative legislation which imposes harsher restrictions, curtailing trade union rights;

OBSERVING THAT the concept of workers' participation in the decision-making process has so far received little if any consideration in African Trade Union legislation;

BELIEVING THAT workers' participation in the decision-making process is a desirable approach for the promotion of industrial democracy and the elimination of industrial strife and should therefore be viewed from the context of healthy labour/management relations which are vital for economic and social progress;

URGES African governments to review the existing trade union laws in all their ramifications and in so doing introduce legal arrangements for the encouragement, guidance and promotion of workers' participation in the decision-making process;

CALLS on African transport enterprises to enter into meaningful discussions with the trade unions on the various forms of workers' participation with a determination to adopt methods most suitable to both parties, and

FINALLY CALLS on trade unions in countries where legal opportunities abound for them and their members to participate in the process of decision-making to ensure that such opportunities are used not only in the best interest of their members but also in the enhancement of the social and economic situation of the countries concerned.

R E S O L U T I O N

adopted by

ITF/CMAC aviation workers seminar

Curaçao, 25-27 April, 1983

- Noting the increasing levels of retrenchment and redundancies in the regional aviation and tourism industries,
- Concerned with the new trend of airlines employing workers on a part-time basis without acceptable conditions of employment,
- Recognising the importance of these industries to the economy of the Caribbean,
- Realising the high employment potential of the aviation and tourism industries,
- Recognising that such potential can only be attained within viable regional airline and tourism industries, and
- Further recognising the crucial and important role governments play in both industries,

This Caribbean Maritime & Aviation Council (CMAC) meeting for regional aviation workers, held at the Las Palmas Hotel, Curaçao from 25th to 27th April, 1983

CALLS

- 1) For regular meetings between regional governments, tourism boards and airlines to develop policies beneficial to all three parties:
- 2) For governments, trade unions and the airline industry to resist the practice of deregulation:
- 3) For governments to take steps to remove unfair extra-regional competition to regional carriers:
- 4) For all parties involved in tourism to initiate measures to improve tourism as a whole:
- 5) For governments to facilitate the easy flow of passengers, especially Caribbean nationals, without endangering security:
- 6) For regional airlines to improve their service: and
- 7) For management of Caribbean airlines to consult with Caribbean trade unions on all aspects of their operations to improve industrial relations.