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## NEWS

### TUNISIA : TRANSPORT WORKERS ARRESTED IN ROAD TRANSPORT STRIKE

A strike declared on August 5 by the ITF-affiliated Fédération Générale des Transports in Tunisia brought a savage reaction from the government. The headquarters of the national union centre were ringed by police, some union officials were arrested, threats were made against strikers to force them to return to work, and strike-breakers were brought in to drive strike-bound vehicles. The strike, in support of demands for a pay increase, which was followed by 95 per cent of the workforce in the sector, was declared after full observance of the Tunisian industrial relations legislation and the action of the government is therefore illegal and a blatant contravention of ILO freedom of association standards. In response to a request from the FGT, ITF General Secretary Harold Lewis on August 9 sent an urgent telegram to Prime Minister Mohammed M'zali, protesting against the arrests, threats and intimidation and the use of strike-breakers and calling on him to take steps to secure the release of the imprisoned trade unionists and to ensure that negotiations are resumed with the union in order to respond to the just demands of the road transport workers of Tunisia. The ITF has also informed the ICFTU and asked it to make similar protests on behalf of the international trade union movement as a whole against this serious attack on trade union rights.

### SOUTH AFRICA : EMERGENCY DECLARATION BRINGS WORLDWIDE PROTESTS

The declaration on July 20 of a state of emergency and the subsequent detention by the apartheid regime of thousands of people including trade union leaders has brought a storm of protest from throughout the world. After despatching a protest cable to President Botha, ITF General Secretary Harold Lewis, in consultation with the ICFTU, issued a call to all ITF affiliates to exert maximum pressure on the South African authorities to secure the withdrawal of the emergency and the granting of fundamental reforms without which further protests and violence are bound to follow. He asked ITF unions to support fully actions by ICFTU national centres and, where necessary, also to take action to bring home to the South African government their condemnation of its policies. According to information available from the ICFTU at the end of July, at least 28 senior union leaders are amongst those detained by the Security forces including Msahlomola Skhonana Assistant General Secretary of the ICFTU-affiliated Council of Unions of South Africa. Joining the international protests to Pretoria was also ILO Director General Francis Blanchard who called on the government to release all trade unionists either detained or charged under emergency or security legislation and to seek the solution of the cause of prevailing unrest in South Africa by democratic consultation with representatives of the black people.

Diplomatic moves against the South African government included the withdrawal of diplomatic representation by Norway, France, New Zealand and Panama and France's decision to ban new investment, and action by Norway to compel the publication of details of all calls made by Norwegian flagged or controlled ships at South African ports. A resolution passed by the UN Security Council on July 26 called for the repeal of the state of emergency and urged member states to suspend all new investment in South Africa, to ban the sale of Krugerrands, to restrict sporting and cultural links and to stop all new nuclear or computer contracts that would benefit the South African armed forces. A tougher resolution calling for mandatory economic sanctions was vetoed by the United States and Britain.

As part of its campaign against companies refusing to recognise and negotiate with independent unions the ICFTU also, earlier in July, requested all International Trade Secretariats to assist in taking action against the British company BTR (British Tyre and Rubber) whose subsidiary BTR Sarmcol has dismissed 975 members of the Metal and Allied Workers' Union (MAWU) in a dispute over union recognition. Any ITF affiliate with information about this company should contact the ITF Secretariat.

#### UNCTAD AGREEMENT ON FLAGS OF CONVENIENCE WEAKENED BEYOND RECOGNITION

The United Nations Conference on Ship Registration held in Geneva from 8 to 19 July resulted in a compromise agreement bearing no resemblance to the Conference's original aims. The '77' developing countries, who have long been the strongest supporters of the genuine link demanded by the ITF between a state and ships flying its flag, gave in to pressure exerted by the industrialised countries and shipowners to such an extent that the proposed new convention on ship registration will have no real impact on FOCs. Assistant General Secretary Ake Selander and Special Seafarers' Department Secretary Brian Laughton represented the ITF at the Conference. When the terms of the final agreement became clear, General Secretary Harold Lewis sent a strongly worded cable to the Head of UNCTAD's shipping policy division expressing serious concern about developments at the Conference and stressing the need to establish standards which would safeguard seafarers' employment, prevent trade in human beings as a commodity, and determine the conditions of employment of officers and crew employed on a country to country basis. The agreement also omits, in the ITF's view, adequate provisions ensuring that Port and Flag states will cooperate to ensure that the latter's obligations are discharged and that no law, award, custom or agreement providing better conditions than those laid down in the instrument will be affected by it. The proposed convention on ship registration agreed by the Conference will be submitted to a reconvened meeting in 1986 for formal adoption. On manning it provides only that a "satisfactory part" of the complement consisting of officers and crew of a merchant ship flying the flag of a state of registration shall be nationals or persons domiciled in the state of registration. Even this is weakened however by the condition that the state should have regard, amongst other things, to the "sound and economically viable operation of its ships". On ownership it provides that there should be "appropriate provisions for participation of the flag state's nationals as owners of the ships flying its flag" and that the "level of participation should be sufficient to permit the flag state to exercise effectively its jurisdictional control over the ships flying its flag". Unsurprisingly the governments of both Panama and Liberia reserved their position over this final provision.

#### INTERNATIONAL PRESSURE GROWS FOR TIGHT CONTROLS ON HAZARDOUS SUBSTANCES

In the light of the recent major accidents involving hazardous substances, and particularly the Bhopal tragedy in December last year, increasing efforts are being made to tighten regulations covering the production and transport of substances which are potentially dangerous to workers or the surrounding population. At the end of July, the ICFTU together with the chemical workers' international (ICEF) published a 'Trade Union Report on Bhopal', prepared by a joint ICFTU/ICEF mission to Bhopal in March 1985. The 20 page report concludes that "none of the factors that caused or contributed to the Bhopal accident were unique to the Union Carbide plant .. indeed the causes are common to many chemical manufacturing and other industrial processes throughout the world". It gives a detailed technical explanation of the likely causes of the accident and rejects totally the suggestion that it was caused deliberately. It was, it concludes, caused by "insufficient

attention to safety in the process design, dangerous operating procedures, lack of proper maintenance, faulty equipment, and deep cuts in manning levels, crew sizes, worker training and skilled supervision". The parent US based Union Carbide Corporation was, it suggests, partially responsible both because of the plant's design, which was inherently unsafe, and because it took no action to correct deficiencies which had been brought to its attention earlier.

Following discussions between the ICFTU and other interested ITs, an international trade union meeting will take place in Geneva in September to discuss the control of hazardous substances. This meeting will review work going on in various international agencies to control the production and movement of dangerous substances and will prepare the trade union input to a Tripartite ILO meeting on major hazards in industry scheduled for October.

The International Labour Conference which met in Geneva in June also adopted an important resolution on this question. It called on all member states to adopt, in full consultation with workers' and employers' organisations, 'integrated and comprehensive policies for hazard prevention in connection with the use of dangerous processes as well as the production, transport, storage, handling and disposal of hazardous substances'. Whenever possible, it stressed, "employers should replace dangerous substances and processes by safer alternatives and ... provide to all workers in the enterprise, in a language they can understand, the necessary training, information and instructions as well as equipment required for the protection of safety and health". Other results of the ILC relevant to the protection of workers' health and safety were the adoption of a Convention and Recommendation on Occupational Health Services, and a first discussion on Safety in the Use of Asbestos which will lead to the adoption next year of a Convention and Recommendation. (Copies of the ICFTU/ICEF report are available from ICFTU, Rue Montagne aux Herbes Potagères, 1000 Brussels.)

#### JAPAN : ITF CONDEMNS RAILWAY PRIVATISATION PROPOSALS

On 30 July, the ITF issued a press statement strongly condemning the privatisation proposals contained in the report of the government Committee of Enquiry into the future of the Japan National Railways (JNR) published a few days earlier and pledging the full and continuing solidarity of railway workers worldwide for the Japanese unions' fight against them.

The report itself contained no surprises: as expected, it recommended the splitting up of the JNR into six regional private companies by April 1987 and the shedding of a further 100,000 railmen's jobs, as well as the closure of many rural lines.

The ITF statement pointed to the devastating social consequences should such a plan be implemented. With the heart of Japan's transport system torn out, the living standards of millions of Japanese citizens would suffer as they faced huge fare increases or the total loss of rail services. The attack on the jobs and livelihood of Japan's railway workers was particularly serious as they were legally deprived of the right to take strike action in protest.

Despite the protests of the ITF and its Japanese affiliates, the cabinet subsequently approved the plans for JNR's future. The rail unions have now begun a series of work stoppages and demonstrations in recent days to focus renewed attention on the government's determination to dismantle the railway system and there are signs that they are winning increased public support in Japan for their efforts to keep the JNR as a strong and unified component of a national coordinated transport policy.

## **Inland Transport**

### **URBAN TRANSPORT : EUROPEAN UNIONS PLAN OCTOBER DEMONSTRATION**

Trade unions representing urban transport workers affiliated to the ITF and to the Public Services International (PSI) will hold a joint Urban Transport Rally in Strasbourg on October 18. Buses, including some historical buses, from Austria, Denmark, France, Germany, Great Britain, Italy, Luxembourg and Switzerland will converge on Strasbourg for the rally which is part of Urban Transport Week, a campaign aimed at underlining the importance of good quality, low cost, urban transport in Europe's cities provided as a public service, which is both capable of attracting users of private means of transport and affordable by all members of the community.

### **EUROPEAN COMMUNITY : NO AGREEMENT ON NEW HOURS RULES**

The complexity of the proposed changes to the European Community regulation on drivers' hours referred to in our June/July Newsletter has clearly defeated even the top transport civil servants in the Community. Despite an instruction by the Council of Transport Ministers to draw up a final document based on their 'compromise agreement' of June 24, the officials concerned have been unable to agree on what the terms of the agreement actually were and have therefore postponed the matter until September. The ITF has made use of this delay to write to the Luxembourg transport minister Marcel Schlechter, who is currently chairman of the Council of Transport Ministers, as well as to Stanley Clinton Davis, Transport Commissioner and Peter Sutherland, Social Affairs Commissioner asking for the Commission to withdraw its original proposals so that acceptable and workable regulations can be agreed after consultation with trade unions and other interested parties. A reply received from the Luxembourg minister indicated his support for the position already adopted by the Economic and Social Committee and the European Parliament and his sympathy for the trade union position. However, he suggested, although not entirely satisfactory, the new regulations were a step in the right direction.

### **GREAT BRITAIN : NATIONAL STRIKE BALLOT IN DRIVER ONLY TRAIN DISPUTE**

As a result of the deliberate provocation by the management of British Rail (BR) arrangements were in hand at the end of August for a nationwide ballot on strike action by members of the ITF-affiliated National Union of Railwaymen on the issue of the introduction of Driver Only Operation on passenger and freight trains. The union, which has agreed to limited services operating with only one man is resisting the attempts by BR to eliminate guards on trains throughout the country without reaching agreement with the union. The case for the elimination of the guard's job which will not only cause further serious employment cuts but may seriously worsen safety standards, has not been proved by the management which seems determined to provoke a 'showdown' with the union. In cooperation with the drivers' union ASLEF, members of the NUR have been taking action in various parts of the country over the past few weeks against unilateral management attempts to impose Driver Only Operation. These attempts have culminated in the dismissal of guards who have stuck to union policy. The 10,000 guards in the NUR will now be asked to consider strike action to bring BR back to the negotiating table.

## ITF : RAILWAY TECHNOLOGY GROUP MEETS IN LONDON

The first meeting of the ITF Railwaymen's Section Working Group on New Railway Technology took place in London at the headquarters of ASLEF on 9 July. The meeting was attended by representatives of 9 railway unions in seven European countries and was chaired by Kjeld Jensen, Jernbaneforeningen Denmark. The meeting discussed the various types of new technologies which are being used increasingly by railway administrations and the effects which these are having on the different types of railway workers, and decided to study the problems arising in two distinct areas: technologies specific to the railway industry (signalling, train control equipment, automation of driving, track maintenance); and the application of general computer technology to the railways (office automation, automatic ticket issuing, automation of engineering in railway workshops etc). Members of the group from Great Britain, Spain, France, Belgium, Denmark, Sweden and Italy were asked to prepare preliminary reports on various specific technologies, and the ITF Secretariat agreed to collect information from other affiliates. The aim is to have a final report on the effects of the new technologies on employment levels, qualifications, training etc available to the ITF Congress in July 1986.

## Civil Aviation

### INTERNATIONAL : AIRPORT SECURITY TIGHTENED UP IN WAKE OF HIJACKINGS AND BOMB OUTRAGES

In the wake of the recent spate of hijackings and bomb outrages the international aviation bodies ICAO and IATA meeting in special session during July decided to tighten up existing security arrangements at airports. Representatives of the seven leading industrial nations also agreed to make 'more effective use' of the 1978 Bonn Declaration which calls for the suspension of flights to and from countries failing to extradite or prosecute hijackers or to return hijacked aircraft, and the governments of Japan, United States and USSR have agreed to set up a communications system linking the air traffic control centres at Tokyo, Anchorage and Khabarovsk in an effort to avoid any repetition of incidents such as the shooting-down of the Korean Air Lines Boeing 747.

The ITF itself has again stressed the importance of having the same high security standards at all civil airports and in July issued a circular to all Civil Aviation affiliates asking them to ensure that their national governments have taken the necessary security measures within their national territory, to participate actively in the work of local security committees, and to insist on the rectification of any inadequacies.

### UNITED STATES : PILOTS WIN VICTORY AT UNITED

The largest US carrier United Airlines was grounded for almost a month earlier this summer by a strike of 5000 pilot members of the ITF-affiliated Airline Pilots' Association supported by cabin attendants and ground staff. Efforts by the company to break the strike were frustrated when newly hired and trained pilots refused to cross ALPA picket lines. The pay dispute at the origin of the dispute was settled fairly quickly with an agreement on a 9.5% pay increase over the 4 year contract period and a two tier pay scale. However the strike continued when the airline tried to impose unacceptable conditions as part of the 'back

to work' agreement. These included the dismissal of the newly hired pilots who had refused to cross picket lines and the granting of special seniority to non-striking pilots. The strike was finally called off after both sides agreed to refer the back to work conditions to a District Court which upheld ALPA's case, ordered the immediate reinstatement of the newly hired pilots and instructed the company not to give strike-breakers any preferential treatment. The company has given notice that it will appeal against this decision.

#### CANADA : TICKET AGENTS STRIKE HALTS MOVE TO PART-TIME WORK

Attempts to convert full-time to part-time jobs by the management of Air Canada were thwarted by a strike in May this year by the ITF-affiliated Canadian Air Line Employees' Association (CALEA). The company had been seeking the right to employ an unlimited number of part-time staff, with inevitable lay offs or pay cuts for existing full-time employees. The settlement reached between Air Canada and the union provides a ceiling of 30% of employees to be part-time this year rising to 35% in 1986. Part-timers will be laid off before full-timers, and all existing full-time employees who wish to do so will have the right to remain in full-time work. Part-timers will benefit from a guaranteed minimum week, improved seniority rights, and inclusion in the company pension scheme. A 4% pay rise and lump sum payment of C\$1,000 were also part of the final agreement. The two-year agreement also provides for the establishment of a technological change committee, a health and safety committee and a special union-management review board on electronic monitoring of performance and behaviour.

#### GREAT BRITAIN : PACE-SETTING AGREEMENT AT B-CAL

A pace-setting agreement for engineering and maintenance workers at the independent airline British Caledonian has been signed by seven unions. Major changes in working practices aimed at improving the productivity and profitability of the airline have been jointly agreed based on the introduction of flexible shift patterns and the relaxation of job demarcation rules. In return the workers concerned are to move to salaried status and a 37½ hour week. A disputes procedure has been adopted that will enable most grievances to be dealt with without recourse to strike action and British Caledonian has at the same time undertaken actively to encourage union membership.

## Seafarers

#### FLAGS OF CONVENIENCE : PANAMA TRIES TO CLEAN UP ITS IMAGE

Panama, long recognised as one of the worst FOCs as far as safety and training standards are concerned, has been taking steps recently to brush up its international image. Rudimentary officers' examinations are being introduced to give access to Panamanian qualifications, and new maritime labour legislation has been promised. The Panamanians have a problem however in not wanting at the same time to put off the shipowners who have been transferring from Liberian to Panamanian registries because the Liberians have had the cheek to institute some ship inspections. (Panamanian registrations rose by 15% in 1984, while Liberia's fell by 5%.) Both moves are, of course, attempts to head off the pressure for an effective international agreement on phasing out 'open registries'. In response to an article on Panama's plans for changing labour laws, ITF General Secretary Harold Lewis wrote to 'Lloyds List' on 11 July pointing out that a previous attempt to revise maritime labour laws in Panama had 'sunk without trace' because the



American shipowners who underwrite the register had refused to tolerate a bill which required the employment of even a modest proportion of Panamanian seafarers on that country's ships. Responding to claims by Dr Hugo Torrijos, head of the Panamanian register, that proposed labour laws would be "pro union" the ITF General Secretary made it clear that the sort of union envisaged by the government would be entirely created and run by the shipowners. Finally he stressed that if and when shipowners were prepared to make a real commitment to Panama in terms of investment and jobs for Panamanians, the ITF would review its position on the flag since this is precisely the approach which the ITF had consistently supported at UNCTAD. "What Panama gets out of the present system" he concluded "is a lot of odium, a lot of cheques, and a thriving trade in brass name plates. Not really the foundation on which to erect labour legislation".

#### GREAT BRITAIN : EQUAL RIGHTS BODY CALLS FOR END TO LOWER PAY FOR NON-DOMICILED SEAFARERS

The efforts of the ITF and its British maritime affiliates to put an end to low pay among Asian seafarers on British ships have received welcome support from the UK Commission for Racial Equality in a recent review of the 1976 Race Relations Act which allows Asian seafarers to be employed on British ships at substantially lower rates than those of British ratings. The recent dramatic fall in the number of such non-domiciled seafarers has virtually eliminated the cost argument for ending discrimination (it is estimated that pay parity would cost the owners around £8 million as opposed to £36 million in 1976) and the Indian government has now dropped its opposition to the principle of equal pay for non-resident seafarers on British flag ships.

The ITF-affiliated National Union of Seamen already has an agreement with owners that newly-hired foreign ratings should immediately be paid NMB rates.

#### GREAT BRITAIN : UNION VICTORY IN P & O DISPUTE

Strike action by the ITF-affiliated National Union of Seamen during July resulted in the withdrawal of proposals by the P & O cruise ship operator to lay off 375 stewards, barmen and waiters on four P & O North American based cruise ships and replace them with low paid concessionaire staff. The company's proposals would have meant that basic monthly pay would have been reduced to \$150 a month, and earnings would have to have been made up from tips. The four ships affected were the Island Princess, Pacific Princess, Royal Princess and Sun Princess. Strike action was taken in Vancouver on two of the ships and action was also taken in Southampton. Solidarity action from Canadian unions representing dockers, seamen and pilots was also effective in preventing the ships from being operated without NUS members.

#### ITF : AGREEMENT FOR MOBILE OFFSHORE UNITS ADOPTED

The Standing Committee on Maritime Mobile Offshore Units of the ITF Seafarers' Section met in Singapore on 13-14 May 1985 under the chairmanship of Section Chairman K Mols Sørensen. It was attended by unions organising offshore workers in Australia, Denmark, India, Indonesia, Ireland, Italy, Netherlands, New Zealand, Norway, Sweden and the United States. The ITF Secretariat was represented by Assistant General Secretary Ake Selander. The meeting agreed to submit an 'omnibus' collective agreement covering wages and working conditions of mobile

offshore unit workers to the ITF Fair Practices Committee. It also approved manning scales and health and safety standards which will be published by the ITF after approval by the Seafarers' Section Conference in Spring 1986. Finally it set up a working party to examine jurisdictional problems relating to conflicting claims between flag states and continental shelf states.

#### ITF : MARITIME POLICY COMMITTEE AGREES GUIDELINES ON BAREBOAT CHARTERS

The ITF Seafarers' Section Maritime Policy Committee met in London on 6-7 June to discuss two major issues: bareboat chartered vessels flying flags of convenience; and 'possible justified' uses of FOCs. The Committee agreed a set of questions to be used by the ITF Secretariat to decide whether a bareboat charter deal is genuine or not, and agreed that no agreements could be reached with South African shipowners seeking to use FOCs for political reasons. The Committee reminded affiliates that all agreements with shipowners for FOCs must be approved by the Secretariat of the ITF and that consultation and if necessary arbitration should be used in cases of conflicting jurisdiction over a ship. Cases where genuine links between an FOC ship and the flag state were claimed should be investigated by the Secretariat to establish its beneficial ownership, the Committee recommended, but stressed that financial institutions such as banks could not be considered as beneficial owners. All these recommendations were subsequently approved by the Fair Practices Committee (Newsletter June-July).

## Dockers

#### GREAT BRITAIN : NEW DOCK SAFETY REGULATIONS PROPOSED

New dock safety rules are to be introduced in Britain replacing the existing 50-year-old regulations which are now badly out of date and take no account of modern developments in cargo handling that have taken place since their introduction. Also envisaged are a revised Code of Practice and detailed guidance for dock employers. Formal consultations on the proposals are now being held and any amendments considered necessary will be incorporated into the draft regulations before they are presented for parliamentary approval.

While most of the proposed changes are already good practice in the majority of ports, it is proposed to introduce new rules governing competence and fitness to drive dock vehicles, the safe use of handling equipment and work in confined spaces which should help reduce fatalities and injuries in the industry.

The new regulations are designed to satisfy the requirements of the Occupational Health and Safety (Dock Work) Convention which was adopted at the end of the 1970s with an important input from ITF-affiliated dockers' unions.

#### NETHERLANDS : JOBS DEAL AT PORT OF ROTTERDAM

Following lengthy negotiations an agreement has been concluded between the ITF-affiliated Dutch Transport Workers' Union (FNV) and the Rotterdam port employers aimed at safeguarding jobs in the general cargo sector for the next fifteen years. This is to be achieved by a variety of measures, principally a reduction in weekly hours from 40 to 38, a voluntary 32-hour working week for dockers aged 55 and above and financial incentives to encourage dockers in all sectors to take early retirement at 57½. A collective labour pool is also to be established at the port and retraining offered to dockers who become surplus to requirements.

## **Travel Bureaux**

### ITF : TRAVEL BUREAU CONFERENCE TARGETS AMERICAN EXPRESS

The ITF Travel Bureau Workers' Section held its conference in San Diego, California earlier this summer with our two American travel bureau affiliates, BRAC and the IAM acting as hosts. Delegates attending the conference observed one minute's silence in memory of the late Section Secretary Ken Golding. Bill Gill, Chairman of the ITF Civil Aviation Section, with which the Section works in close partnership, attended the meeting as an observer and the ITF was represented by General Secretary Harold Lewis and Section Secretary Bernie Beyertt.

Much of the meeting was taken up by a detailed examination of two major companies operating in the travel field, the giant US travel and banking conglomerate American Express and UK based Thomas Cook, with speeches from respectively Robert Harbrant (President of the Food and Allied Service Trades Department, AFL-CIO) and Bert Lyons (Transport Salaried Staffs' Association, Great Britain - Section Vice-Chairman). Delegates felt that Thomas Cook was already reasonably well organised, and it was agreed that organising efforts should focus on American Express which was expanding into new areas and increasing its labour force while remaining fiercely antagonistic to trade unions. Delegates pledged themselves to a determined effort to counter Amex's anti-union stance and voted to seek the active cooperation of the two Internationals FIET and the IUF which would also have a clear interest in any campaign that sought to change Amex's attitude towards trade unions.

A revised working programme was adopted by the meeting, with the emphasis being placed on the completion of a survey on working conditions in the industry and an analysis of the situation within American Express and Thomas Cook. A draft Policy Statement on Microelectronics was also discussed.

A new Section Vice-Chairman, N Tomizuka of KANKO-ROREN was elected at the end of the Conference and the thanks of all present were expressed to the host organisations for their hospitality.

### JAPAN : ITF AFFILIATE TO SUPPLY TOUR GUIDES TO FOREIGN TOURISTS VISITING JAPAN

The ITF's largest travel bureau affiliate in Japan, the Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKO-ROREN) has just launched a union-run service supplying qualified guides to foreign tourist groups visiting the country. The continuing decline in the professional standards of the largely unorganised and frequently exploited guides offered by the private companies has been worrying the union for some time and this has led it to take a step which should greatly benefit the many foreign tourists coming to Japan each year as well as providing significantly improved working conditions and social status for those who join the union scheme. Some thirty guides have registered as members of the union but once the venture gets under way it is expected to attract many more guides who will receive real benefits in return for their union subscriptions.

## Regions

### ITF ASIA/PACIFIC EDUCATION PROGRAMME

An Asia/Pacific Civil Aviation Seminar on Occupational Health and Safety held in Auckland, New Zealand, from 11-15 February 1985, was attended by 60 representatives from affiliates in 10 countries. Designed as a follow-up to the ILO's 1977 Tripartite Technical Committee Meeting, the seminar's principal speaker was an ILO consultant, Dr B E Haskell MD. Subjects covered included health hazards facing different categories of worker, preventative measures, trade unions' role in raising safety standards, organisation and functions of safety services and current joint consultation practice. A detailed report including the speakers' papers is available from the ITF.

In February the ITF's 5-year labour education programme for the Asia/Pacific region was launched with a month's intensive training in Australia for seventeen union education officers. Most of the trainees are now organising short courses in their own country among transport workers' unions, with a view to strengthening the unions and developing their own education services.

A seminar for employees of Indian travel bureaux and the Indian Tourism Development Corporation took place in Calcutta, from 26-28 March. It is hoped that the 36 participants will form the core of a well-organised trade union in the sector. After presentations on the ILO and the ITF and its travel trade activities, the participants discussed problems in the sector and the need for unified trade union organisations to tackle them.

On 13-14 May a seminar was held in Manila in conjunction with the Philippine Air Lines Employees' Association (PALEA). The 40 participants discussed the work of the ITF and the ILO, labour-management relations, arbitration, government employees' right to strike, current efforts to unify the Philippine civil aviation trade unions and the further development of PALEA.

Thirty transport trade union leaders from all over Malaysia met at a seminar in Kuala Lumpur between 16 and 18 May. Talks, followed by workshop sessions, were held on the role and contribution of the ITF to the Malaysian trade union movement, training objectives and the Malaysian trade unions, and a general introduction to the ITF education project.

## General

### AFRICA : UNION ASSISTANCE NEEDED IN DROUGHT CRISIS

The increasingly evident drought and famine crisis in large parts of Africa have brought a request to trade unions from Francis Blanchard, the Director General of the International Labour Office. In a circular addressed to national trade union centres and international organisations including the ITF, Blanchard, following up a decision of the ILO Governing Body, called on unions to assist African countries and in particular unions in those countries in their efforts to provide for the emergency needs of the drought victims and to deal with the problems of medium and long-term recovery and rehabilitation. Since it is widely

recognised that transport of food and other supplies to drought stricken areas is one of the most important causes of the crisis, transport workers in various ITF unions have also taken direct action to provide assistance. In the United States members of the Machinists, Airline Pilots and Flight Attendants unions working for Eastern Airlines and Flying Tigers cargo line organised a major relief operation. In Eastern, more than \$200,000 was collected in six weeks and union members serviced and crewed a plane, lent by the company, which made two flights to transport food supplements, cereals etc, and secured the services of 21 volunteer doctors, nurses and medical technicians. In Flying Tigers a similar effort was undertaken, using a 747 cargo aircraft carrying 200 tons of food supplies and volunteer workers to Addis Ababa. While only a small contribution measured against the immense needs of the peoples in the drought struck areas of Africa, these efforts demonstrate the huge fund of goodwill which exists amongst transport workers.

#### GUATEMALA : ICFTU DENOUNCES GOVERNMENT REPRESSION OF UNIONS

Violations of human and trade union rights are a daily event in Guatemala but the population is in general afraid of protesting against it. This was the conclusion of the ICFTU mission which visited the country earlier this year. As a result of information collected by that mission ICFTU General Secretary John Vanderveken lodged in June a complaint with the ILO about the murders, disappearances and detentions of Guatemalan trade unionists. The complaint, accompanied by a detailed report listing 97 detentions leading to disappearance and 37 killings of trade union leaders or members, makes it clear that explanations so far given by the government to the ILO in response to earlier Freedom of Association complaints are totally inadequate. The ICFTU therefore insists that the government investigate the cases cited and submits concrete results leading to the trial and imprisonment of those civil and military authorities responsible for the crimes. Trade unions and international organisations are also asked to take action to protest to the Guatemalan government about the continuing repression in the country.

#### EUROPE : BARGAINING REVIEW REPORTS DROP IN REAL WAGES

For the fourth consecutive year there was a drop in real incomes in most European countries during 1984. This is the conclusion of the annual Collective Bargaining Review published by the European Trade Union Institute in July. The review examines trade union demands and results achieved in 1984 as well as prospects for 1985. It focuses on questions such as wages, purchasing power, working time, non-wage and social benefits, industrial democracy, working conditions, trade union rights, job protection and job creation. On working time, the review points to progress which was made in Germany, Norway, Finland, the Netherlands, Great Britain, Italy, Denmark, Belgium, Switzerland and Greece. The section on future prospects shows that all European unions remain committed to the maintenance of jobs and elimination of unemployment as well as to the defence of the purchasing power of wages, that industrial action has already taken place in a number of countries such as Denmark and Sweden in the early months of the year, and that reductions in working time are continuing. Copies of the Review can be obtained directly from the ETUI, Boulevard de l'Impératrice 66, Bte 4, 1000 Brussels, Belgium.

## Recent Pay Settlements

Canada - non-operating employees of CN and CP Rail, 4% on 1 January 1985 and 1986;  
Great Britain - Felixstowe dockers, 6.2% from 1 July; BP tanker ratings, 5.5% and 12 additional days' leave; North Sea supply boat ratings, 7% from 2 July;  
Sweden - SAS cabin crew, 7.1%; bus drivers, 2.28 kr per hour from 5 May; SAS and Linjeflyg ground engineers, 360 kr per month.

## Obituaries

Mel Barisic, Secretary Treasurer from 1973 to 1978 of the National Maritime Union of America, died on 9 May, aged 63.

D C Benade, President of the South African Council of Transport Workers, died on 27 April.

Ellen McCullogh, a former head of the Research and Education Department of the British Transport and General Workers' Union, died in June, aged 76.

Helmut Wende, President of the Staff Council of the German Federal Railways (DB) and a member of the Executive Board of the German Railwaymen's Union (GdED), died on 8 July, aged 57.

## Personalialia

T I (Tas) Bull has been confirmed as General Secretary of the Waterside Workers' Federation of Australia at the union's Congress following his success in the recent national union ballot. Bull has served on the ITF Fair Practices Committee for the past ten years. More recently, he was elected Vice-Chairman of the ITF Dockers' Section at our Madrid Congress in October 1983.

Garfield Davies has been elected as the next General Secretary of the British Union of Shop, Distributive and Allied Workers (USDAW). He will take over from Bill Whatley when the latter retires at the beginning of next year.

Moss Evans retired last month after seven years as General Secretary of the British Transport and General Workers' Union. In recognition of the outstanding service he had rendered the T and G in a union career spanning thirty years, Moss was presented recently with its highest honour, the Gold Award. Moss is well-known to many in the ITF as a member of the Executive Board and the Fair Practices Committee. His successor as General Secretary is Ron Todd.

John E Lawe has become the new International President of the Transport Workers' Union of America, in succession to the late William Lindner. George Leitz moves up from International Secretary-Treasurer to International Executive Vice President and Charles Faulding has been appointed International Secretary-Treasurer. Lawe currently represents road transport workers in the US on the ITF Urban Transport Committee and Leitz is a member of the Committee of the ITF Road Transport Workers' Section.

Heikki Nurmi has succeeded Lasse Syrjänen as President of the Finnish Locomotivemen's Union. Syrjänen, who is retiring, serves on the Committee of the ITF Railwaymen's Section.

Captain Reg Smith of the Canadian Air Line Pilots' Association has been elected President of the International Federation of Air Line Pilots' Associations. The outgoing IFALPA President is Captain Bob Tweedy of Ireland.

Deacon Onisokumeni Zudonu, General Secretary of the Nigerian Ports Authority Workers' Union retired at the union's conference held in Lagos in August. Bro Zudonu has played an important part in ITF activities for many years and will be missed by all his colleagues.

ERRATUM : JACK BROMLEY (page 50 of last issue)

The last issue of the Newsletter mistakenly announced that Jack Bromley (formerly Assistant General Secretary of the Radio and Electronic Officers' Union) would be retiring from office when the REOU merged in the new union for British merchant navy officers, NUMAST, in June. Far from bowing out, Brother Bromley has been appointed Executive Officer in the new union, with responsibility for the offshore and ferry sectors. We regret any embarrassment the Newsletter report may have caused our colleague.

## **Forthcoming Meetings**

Railwaymen's Section Conference - Nuremberg ..... 17-19 September 1985  
Civil Aviation Section Conference - Stockholm ..... 1-3 October 1985  
Radio Officers' Meeting - London ..... 12 October 1985  
Executive Board - London ..... 15-16 October 1985  
Urban Transport Meeting and Rally - Strasbourg ..... 17-18 October 1985  
Road Transport Workers' Section Conference - Rome ..... 6-8 November 1985