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WORLD CIVIL AVIATION DAY

— Fifty years of the Chicago Convention —
the trade union view

"WHEREAS THE FUTURE DEVELOPMENT OF INTERNATIONAL CIVIL AVIATION CAN GREATLY HELP AND PRESERVE FRIENDSHIP AND UNDERSTANDING AMONG NATIONS AND PEOPLES OF THE WORLD, YET ITS ABUSE CAN BECOME A THREAT TO THE GENERAL SECURITY; AND

"WHEREAS IT IS DESIRABLE TO AVOID FRICTION AND TO PROMOTE THAT CO-OPERATION BETWEEN NATIONS AND PEOPLES UPON WHICH THE PEACE OF THE WORLD DEPENDS;

"THEREFORE, THE UNDERSIGNED GOVERNMENTS HAVING AGREED ON CERTAIN PRINCIPLES AND ARRANGEMENTS IN ORDER THAT INTERNATIONAL CIVIL AVIATION MAY BE DEVELOPED IN A SAFE AND ORDERLY MANNER AND THAT INTERNATIONAL AIR TRANSPORT SERVICES MAY BE ESTABLISHED ON A BASIS OF EQUAL OPPORTUNITY AND OPERATED SOUNDLY AND ECONOMICALLY;"

*Preamble to the Convention on International Civil Aviation,
signed at Chicago on 7 December 1944.*

The fiftieth anniversary of the Chicago Convention should be the start of a fight back against the slide into the total deregulation of global "open skies". See pages 18 and 19 inside this issue...



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Southern African unions seek regional talks

Governments in the Southern African region will be better informed about the problems faced by transport workers when they make decisions affecting regional transport policy, thanks to links forged at the ITF Border-Crossing Conference held in Manzini, Swaziland from 3 - 5 October. The meeting, which was sponsored by the Friedrich Ebert Stiftung Germany, was attended by road, rail and air transport unions from Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe and hosted by the Swaziland Transport and Allied Workers' Union.

The transport situation in the Southern African region has been transformed by the end of Apartheid and the holding of democratic elec-

tion is urgently needed. Despite a plethora of intergovernmental agreements, cross border goods and passenger transport faces many obstacles, and causes huge problems for drivers. Two to three day waits at the Beit Bridge crossing point between Zimbabwe and South Africa are common; there are no harmonised technical standards between the SADC countries, and enforcement of safety rules is almost non-existent. There is an increasing use of 'plates of convenience', as transport operators register vehicles abroad and use third country drivers to undercut wages. Between South Africa (at the top) and Mozambique (at the bottom) there is a huge range of different working conditions and employers are taking full advantage of this. In the passenger transport industry, foreign bus and taxi operators find themselves threatened with violence inside South Africa from deregulated domestic taxi owners. Regulations on social questions such as wages, hours of work, or even on maximum driving times and minimum rest periods simply don't exist.

In this situation, the ITF Co-ordinating Committee has a massive task ahead, something which was recognised in the seminar conclusions which put emphasis on the need for SATCC 'to play a leading role in developing common standards for international road, rail and air transport, and for the establishment of a permanent dialogue between unions, governments and employers.

The conference analysed the current industrial relations problems facing the unions present. Many still face unnecessary legal restrictions on their right to take industrial action in defence of members' interests and others lack the financial resources to do their job properly. It also looked at the progress made by ITF road transport unions in Southern Africa in providing mutual assistance for drivers working abroad. Several thousand copies of the ITF drivers' card, which, in four languages, identifies the holder as being a member of an ITF union, had been distributed, and practical help had been given in a large number of cases. One delegate described the card as 'better than a passport.' The concept of the drivers card was strongly endorsed and it was recommended that it should be backed up by formal memoranda of understanding between the different ITF unions, specifying the services which are made available to other union members.

During the three day conference, the second meeting of the ITF-SATCC took place. It agreed to revise the system of affiliation fees agreed at its first meeting in 1992, and re-elected T L Shana, Zimbabwe Amalgamated Railwaymen's Union, as its Secretary.



The South Africa-Swaziland frontier.

tions in South Africa. This political change has been mirrored with SADC, the intergovernmental body for the region which has transformed itself from a co-ordinating committee of front-line states trying to reduce their dependency on South Africa's transport network, into a Community of nations — including South Africa — trying to promote economic development and trade. The Conference heard a detailed report on this subject by Albert Nekamonde, a representative of the Southern African Transport & Communications Committee (SATCC), a specialised body of SADC based in Maputo, Mozambique. He stressed that the SADC governments were now actively seeking to involve employers, trade unions and other community groups in the development of transport policy. The unions present, who together make up the ITF Southern African Co-ordinating Committee, seized on this opportunity to begin the process of building a social dialogue on transport policy in the region. As a first step, it was agreed that an ITF delegation will visit Maputo in the near future to establish a formal relationship with SATCC. Regular meetings and workshops aimed at developing transport unions' ability to provide input to transport decision making will be made a high priority in these discussions.

A social dialogue on transport policy in the

ITF officials visit the new South Africa

The first visit by ITF officials to post Apartheid South Africa took place from 5 to 11 October when General Secretary David Cockroft and African Regional Secretary Ben 'Roxy' Udogwu visited Johannesburg, Durban and Cape Town for meetings with ITF affiliates and decision makers in the field of transport policy.

The mission began in Pretoria with a discussion with South Africa's new transport minister Mac Maharaj. During a meeting which lasted more than an hour, the ITF representatives, accompanied by Randall Howard General Secretary of the Transport & General Workers' Union and Meshack Ramela General Secretary of the Transport & Allied Workers' Union discussed the huge transport policy problems facing South Africa. Cockroft pledged the ITF's full cooperation, with its affiliates and with the South African government, in its efforts to work out an integrated transport policy. Transport, together with housing and urban planning, will play a vital role in building a democratic and non racial South Africa, Maharaj made clear, because of the huge geographical segregation of races imposed by the former National Party government. The deregulation of the taxi industry had made the bus industry totally reliant on huge government subsidies. The taxi industry (an inaccurate term



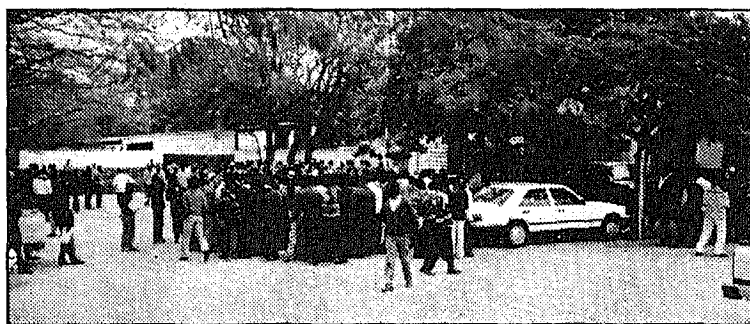
South Africa's new transport minister Mac Maharaj (right) accepts an ITF Cap; General Secretary David Cockroft (centre) and African Representative Roxy Udogwu found him very sympathetic to the ITF's views.

to describe the 10-12 seater combi buses that now dominate urban passenger transport) itself was dominated by large scale corruption and violence as rival groups battled with guns for control of lucrative routes. The railways (which are not yet even under the control of the transport ministry but of the ministry of public works) were also dependent on subsidies and had lost a high proportion of traffic due to regular murderous attacks on trains to and from

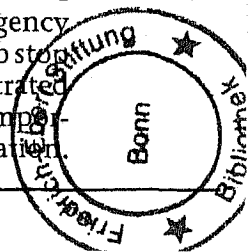
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Strike-breaking operation discovered

A stunning and quite unexpected demonstration of the need for international trade union solidarity and agreed social standards in the region was provided on the closing day of the ITF Border-Crossing Conference. As the delegates assembled for the concluding session, the car park of the New George Hotel began to fill up with hundreds of Swazi workers. Further investigation revealed that they were waiting to be interviewed for jobs as drivers with the South African bus company Vaal Maseru which was currently facing a strike by members of the ITF affiliated TGWU. Randall Howard, TGWU General Secretary and National Organiser Thulani Dlamini who were among the delegates immediately addressed the Swazis explaining the reason for recruitment, something which the company had failed to mention in its job advertisement. When the company management arrived to commence interviewing, they found themselves faced by the national leaders of the union whose strike they were trying to break with cross-border blacklegs. As the TGWU officials tried to explain to both management and work-



ers why they should not undertake this action, representatives of the Swazi transport union contacted the labour ministry to inform them of the real reason for the company's decision to recruit Swazis and the dangers, including a real risk of violence, if they attempted to run strike breaking bus services inside South Africa. The conference immediately passed an emergency motion calling on the Swazi government to stop such activities, but the episode demonstrated more clearly than any resolution the importance of cross border trade union co-operation.



...SA unions to look afresh at international solidarity

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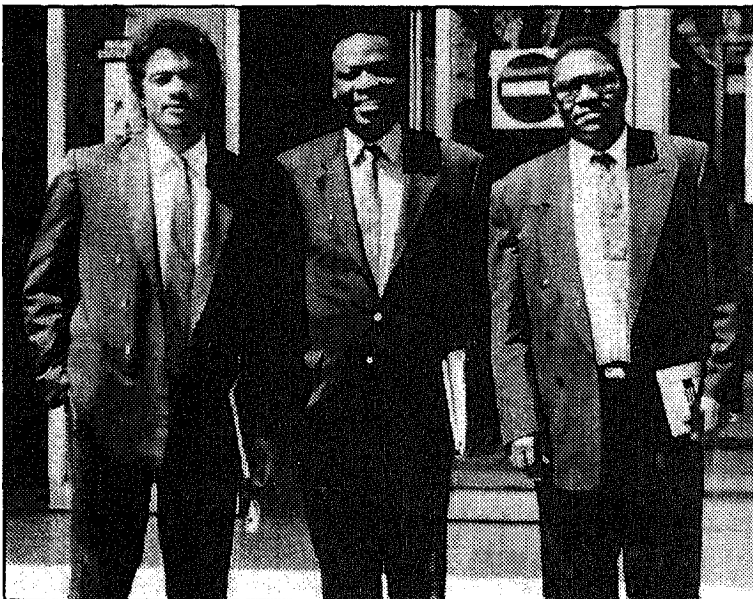
the townships.

In a statement which is unusual coming from the lips of a transport minister, Maharaj made clear that he was determined to ensure the full participation of the transport unions in all decision making and that he very much welcomed the ITF's expertise also. As a practical demonstration of this he promised not to implement any of the recommendations of a recently concluded Enquiry into Maritime Policy until the ITF and its affiliates had been able to submit

to Namibian flag (and lower Namibian working conditions) following the transfer of the port of Walvis bay from South Africa to Namibia. While in Cape Town, they also attended the inaugural meeting of the ITF South African Co-ordinating Committee, a body established to encourage closer cooperation between ITF affiliates and to strengthen the ITF's representation. Following the co-ordinating committee, more than three hours of talks took place with local representatives of the largest non ITF affiliated transport union the South Africa Railway and Harbour Workers' Union (SARHWU). The meeting, which was followed by a second session with the union's national leadership the following day, helped to clarify a number of misconceptions about the ITF. Further discussions took place the following day with Cape Town Foc inspector, Harald Harvey, who reported on the meeting of the union's docks council, which had voted in favour of launching a campaign of boycotts in South African ports in support of the ITF Flag of Convenience Campaign.

Returning to Johannesburg on 11 October, Cockcroft and Udogwu met with representatives of the Motor Transport employees' association, with a lawyer representing TAWU who was investigating the recent murder of TAWU organiser Charles Kgopa, and finally with SARHWU representatives.

The ITF mission demonstrated both the immensity of the nation building problems facing South Africa and the vital role which the trade union movement has to play in it. Indeed one of the most difficult problems facing the unions is the sheer number of their leaders who are now occupying key government posts. Nathie Nhleko, former TGWU General Secretary is, for example, now chairman of the Parliamentary Transport Committee. Solidarity in the transport industry is weakened by the existence of several different unions, but unity talks are under way in several directions and relations between the unions are good. A common theme of the discussions was the concern that international support, which had been vital in building South African unions and in defeating apartheid, would now be withdrawn in favour of other regions of the world. South Africa remains an economic giant in Africa, however, and one of the few countries in which unions really have a say in policy making. International solidarity will still be very important for the future, but it is clear that the unions are only slowly adjusting to the idea that they can give as well as receive. The ITF will clearly need to continue to work with its affiliates in South Africa to ensure that they are fully involved in the wider African and international trade union movement.



General Secretaries of ITF South African unions with Roxy Udogwu (in middle): Left Randall Howard (TGWU) and right Meshack Ramela (TAWU).

their comments on it. He also agreed on the need to co-ordinate the position of the African governments on airline deregulation with that of the ITF in preparation for the forthcoming ICAO Air Transport Conference in Montreal (see separate story).

Cockcroft and Udogwu held further meetings in Johannesburg with the National Transport Policy Forum, the two national trade union centres COSATU and NACTU, and with representatives of several railway staff associations, before flying to Durban, South Africa's largest port. In Durban they held discussions with ITF Flag of Convenience Co-ordinator Thulani Dlamini and local inspector Thamae Lereko about strengthening the Foc campaign in South Africa and attended an all night session of the TGWU's seafarers council. Flying the following day to Cape Town, they met with representatives of the Trawler and Line Fishermen's Union, the third ITF affiliate, and of TAWU for talks on the critical situation facing the fishing industry; a problem which has been worsened by the transfer of several South African fishing vessels

ITF organises Romanian seminar

Twenty-three delegates from 6 Romanian transport workers' unions attended the ITF's seminar on privatisation, held in the Black Sea port of Constantza from 25 to 29 October 1994.

Members came from the ITF affiliated Seafarers' Union, Portworkers' Union, Metroworkers' Union and Drivers' Union. The non-affiliated River and Seapilots' Union also attended. The seminar was led by ITF Education Officer Kees Marges and chaired by Seafarers' Union President Adrian Mihalcioiu.

Discussing the issues of privatisation, democratisation and ITF policy, the seminar received a presentation from former Romanian Transport Minister Traian Babbescu. Delegates noted that there had been little progress on the privatisation front in Romania, and the former Minister admitted as much. Many state enterprises have been transformed into state-owned shareholding companies — in effect, no change has taken place and the same old "nomenklatura" are still running the economy.

The seminar also discussed the potential of developing Constantza as the "Rotterdam of the

Black Sea" — given its strategic importance in the region, it should have a bright future.

Lively debates were inspired by Marges' contributions, which stressed that contrary to what many Romanians felt, privatisation is not necessarily in the interests of workers. Many unions in the West oppose privatisation and yet Romanian workers expect a magical transformation from privatisation.

All the participants strongly welcomed the seminar and called for a strengthening and continuation of ITF educational activities in the region. To this end, they fully accepted the need to create an ITF Co-ordinating Committee as the next step in developing the ITF and ITF educational work in Romania.

General strike in Malta against VAT

Thousands of union members stopped work in Malta on 24 October to join the ITF-affiliated General Workers' Union's (GWU) general strike against the introduction of value-added tax (VAT) from January 1995.

VAT hits the poorest members of society hardest, and the union was arguing for a government commitment to compensate workers, pensioners and those dependent on social security for the rise in the costs of living which will result from its introduction.

The GWU was also campaigning to postpone VAT introduction until April 1995 to allow for discussions between the workers and the union on solving the economic problems — including job losses — likely to be caused by the measure.

UNION PROPOSALS REJECTED

These propositions were submitted to the government previous to the GWU's strike last month, but the Finance Minister informed the union on October 17th that a cabinet meeting had rejected the proposals. The same day, the union's governing body decided to start organising for strike action. Strategic industrial action has been taking place since July as part of the anti-VAT campaign, and has included boycotts by postal department staff of the processing and delivery of VAT department mail and of telephone bills.

Korean union centre calls for unity

The Federation of Korean trade Unions (FKTU) put forward a proposal for an unconditional merger with the Korean Council of Trade Unions (Chonnodae), on October 28, which is a loosely coordinated trade union council.

The decision was taken in a meeting by the FKTU's Supreme Council of Representatives, where the leadership of the FKTU and 20 leaders of its industrial federations and national unions met. Included in the proposal was the setting up of an ad-hoc committee for grand national unity of labour, which will include representatives from both groups.

It was also decided to make measures which will enhance the organisational democracy in the FKSU.

Turkish transport unions merge

Turkish transport workers' unions representing railway workers, TUM HAVA-SEN and DEMIRYOL-SEN merged at a joint Extraordinary Congress in Istanbul, on August 21.

The two unions, which now operate under a new name, United Transport Workers Union (BTS), had planned the merger several months ago. A joint meeting comprising Branch Presidents of DEMIRYOL-SEN, TUM HAVA-SEN and LIM-SEN (which organises civil servants and contract employees in public ports) decided the date for the Extraordinary Congress. It was also decided at the meeting that LIM-SEN will hold its Congress in a few months, to adopt a decision to join (BTS).



PEOPLE

The Chairman of the Czech Republic Railroader Trade Union Association — part of the ITF affiliated Association of Czech transport workers — **Zdeněk Skop**, has resigned his position and up until the union's conference in May 1995 the current Deputy Chairman **Miroslav Kapoun** has been appointed to the position of Chairman.

A long standing member of the ITF road transport section **André De Kie** formally retired from his union's service at the 14th Statutory Post War Congress of the Belgian Transport Workers' Union, BTB, held in Antwerp on 15 and 16 September. André, a former international lorry driver who is renowned for his mastery of most European languages, is succeeded by **Jeannine Hermans**, one of the first women officials anywhere in the ITF family to take charge of road transport workers' problems. In his address to the Congress, ITF General Secretary David Cockroft, speaking also on behalf of Brussels Committee Secretary, Hugues de Villele, congratulated the union on its long history of international solidarity. The Congress re-elected **Martin Devolder** as President and **Alfons Geerarts** and **Bob Baete** as National Secretaries for the inland navigation and maritime sector and ports sector respectively.

Workers' Health International Newsletter (WHIN), is an independent quarterly journal published in English and Spanish, and which contains health and safety information and news stories from workplace representatives and health and safety specialists around the world. Its aim is to provide trade unionists with an international perspective on dangerous substances, environments and processes dangerous to workers.

Over the past two years WHIN has published several stories which first appeared in ITF News, and we have found it both a useful and an interesting publication. If you would like to receive WHIN, at a cost of £10.00 per year or USD equivalent (four issues), please write to: WHIN, PO Box 199, Sheffield S1 1FQ, Great Britain (Tel +44 742 764 5695).

In the general elections held in the Faroes islands, the political party led by ITF Fishermen's section Chairman **Oli Jacobsen** received 9.5 per cent of the vote and 3 out of 32 seats. Following the elections on 7th of July 1994, Jacobsen has been appointed to the Cabinet of the Faroes islands and is presently serving as Minister for Industry and Development.

Zainal Rampak was elected unopposed as the General Secretary of the ITF affiliated Transport Workers' Union of Malaysia during the union's 12th triennial delegates' conference on September 17th 1994. Rampak says that his unanimous appointment has been "a source of tremendous inspiration", and he pledges to continue the struggle for "justice and equality".

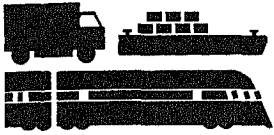
Tan Jing Bock has been elected President of the ITF affiliated Singapore Organisation of Seamen, during the 8th triennial general meeting held on 30th of September 1994. **Leow Ching Chuan** was also elected General Secretary.

Monika Wulf-Mathies, General Secretary of the ITF affiliated German Public Services and Transport Workers' Union, ÖTV, will leave the union in November 1994 to take up her new position as European Union Commissioner for Regional Policy in Brussels. Deputy Assistant General Secretaries **Jutta Schmidt** and **Wolfgang Warburg** together will run the union until the extraordinary Congress is held in February 1995 where elections for Executive Board positions will take place.

United Airlines flight attendant **Patricia Friend** was elected National President of the Association of Flight Attendants, AFL-CIO, during the union's 21st Annual Board of Directors' Meeting in October. Friend succeeds **Dee Maki** who had held the post since 1991. **Mary Kay Hanke** was elected National Vice-President and **Sharon Madigan** was re-elected as National Secretary-Treasurer.

On the 1st of August this year, the ITF's new Finance Officer **Bob Thomas** began work. Thomas, a Chartered Accountant whose background is in the commercial financial world, comes to the ITF from the London International Company PLC.

Former General Secretary of the South African Transport and General Workers' Union **Jane Barrett** joined the ITF staff on the 12th of September to work as a researcher in the Seafarers' section.



INLAND TRANSPORT

Flagging out and foreign crews crisis for inland navigation unions

The employment of foreign crews and flagging-out, problems which the ITF has been confronting in the maritime sector for many years, were among the important subjects discussed at the meeting of the ITF Rhine-Main-Danube Working Group held in Basle, Switzerland, on 18 and 19 October 1994. The meeting, which was chaired by Hans Baumgartner of the Swiss Transport and Commercial Workers' Union, VHTL, was attended by 12 delegates from 8 unions in 7 countries.

Reviewing information received from both the Netherlands and Germany, the Working Group identified a problem with some Czech "crewing agencies" which were exploiting unemployment among inland navigation workers by offering Czech crew to work in the inland navigation sector, thus undercutting or ignoring the collective agreements which applied in the countries concerned. It was emphasised that the ITF could not accept this development and needed to establish both a policy and a way of enforcing it to protect its members. The meeting generally agreed that foreign crews should have a legal employment basis and the same working conditions as crew members from the country of the flag of genuine ownership and should be covered by a collective agreement of the flag country. The ITF Secretariat was asked to circulate some proposals for a policy in this respect and it was agreed that, whenever similar situations occurred in the future, unions from

the countries concerned should get together for direct discussions.

With regard to flagging-out, the meeting discussed tactics employed by the French Rhine navigation company, CFNR, which transferred its ships and their crews, to a specially established Luxembourg company and therefore to the Luxembourg flag. The meeting examined the Statement of Intent which had been drawn up between the French union FO-ETS and the Luxembourg union FNCTTFEL, aimed at finding solutions which would protect the crews' interests while FO's campaign to return the ships to the French flag continued. The Working Group clearly stated its objection to flagging-out, considering the undertaking of boycott action in co-operation with the affected crew.

EU negotiations regarding minimum manning provisions, working time and rest periods, and intentions of the UN Economic Commission for Europe (ECE) to develop standards with regard to these same issues were also discussed. ITF Assistant General Secretary Graham Brothers, stressed that the ITF needed to develop a policy to cover the interests of its members on all European waterways, not only those engaged in Rhine and Danube navigation. At the EU level, no difference of opinion on minimum manning and rest periods were noted, and Chap-

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Conference adopts social security agreement for boat workers

The Agreement was adopted on 26 March 1993 by an inter-governmental conference held in Strasbourg. The purpose of the Agreement is to guarantee continuity of social security benefits, such as medical care and occupational illness payments, to inland navigation workers who sail to different countries or who work on board ships of different flags. The Agreement provides for its practical application to be supervised by an Administrative Centre which is to be established at Strasbourg by the General Secretariat of the Central Commission for Rhine Navigation and the Secretariat of the Danube Commission, if the latter considers it appropriate.

An intergovernmental meeting was held at

Strasbourg from 27 to 29 September 1994 for the purpose of examining a draft Administrative Arrangement for the application of the Agreement. Provision is made for the management of the Administrative Centre, to consist of tripartite representation from each of the countries parties to the Agreement. A number of amendments were made to the draft Administrative Arrangement during the course of the meeting and a final meeting will be held in Budapest in the last week of September 1995, for the purpose of adopting the Administrative Arrangement.

ITF Assistant General Secretary Graham Brothers represented the ITF at the September 1994 meeting.

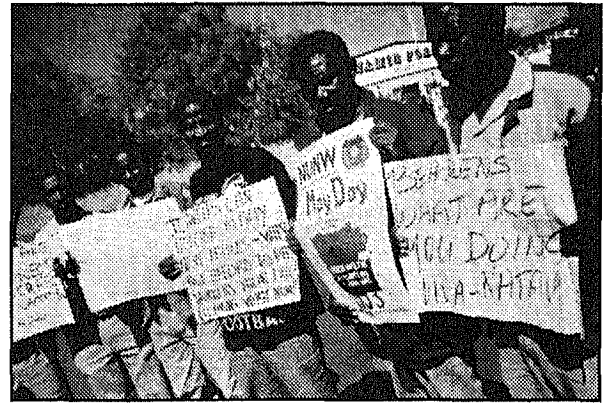
Employers retaliate after successful Namibian strike

A week long strike by ITF-affiliated Namibia Transport and Allied Workers Union (NATAU) for better pay, has resulted in 20 of its members being laid off.

The strike, which brought work to a standstill at Jowells Transport in Windhoek, was supported by over two hundred workers and came to an end on August 16, after a compromise was reached, which will see an increase in wages from 8.7 per cent — 21.4 per cent for workers, backdated to January 1, 1994.

Via fax, the company later notified NATAU of their decision to reduce the workforce by 20, claiming the it (the company) had lost "a major portion of its contracted work due to the Industrial Action", and therefore needed to make staff cuts.

NATAU Deputy Chairperson, Likius Vilho said, "Our opinion is that Jowells Transport has taken retaliatory action against our members; just to increase unemployment in our country."



Fax messages of protest can be sent to Jowells Transport, Box 2461, Rensburg Str., Lafrenz, Windhoek on (061) 216853 and copied to NATAU Head Office, P.O. Box 7516, Windhoek, Republic of Namibia

...Rhine-Maine-Danube group meets

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ter 14 of the Regulation concerning the Inspection of Rhine Ships was accepted by all parties. Problems did come up, however, with regard to working time where the owner-operators involved in the negotiations did not want a directive and there, no progress was made. The Group determined that the ECE should be urged not to consider manning separately, but should take all three factors into consideration, and that attempting to set a single Pan-European waterway standard was unrealistic. Manning should, however, be considered in light of the varied conditions on each waterway.

The consequences for Danube shipping and employment resulting from UN sanctions against Serbia were also discussed, and speaking on the imposition of sanctions against Serbia and their consequences, was ICFTU adviser Tom Lines, who had prepared some suggestions to facilitate operations for companies on the Danube which entailed improving normal traffic and inspection systems for ships and cargoes in genuine transit through the Serbian stretch of the Danube. Lines brought up two issues of the imposed sanctions: their effectiveness (ensuring that only humanitarian goods got into Serbia by assisting the customs authorities of neighbouring countries to monitor traffic approaching Serbia and by enforcing the sanctions); and the impact they had on neighbouring countries (many of which had complained of heavy losses because of the sanctions). The meeting gave its support to a number of proposals, presented to the UN by the Ukrainian Danube Shipping Company

with the support of the Marine Transport Workers' Trade Union of Ukraine and the Ukrainian government, which would enable the company to operate under more normal circumstances while still respecting the sanctions. The meeting considered a draft of a proposed ITF policy on UN sanctions and their effects on Danube traffic in general, and it was agreed that the proposal would be amended in the light of discussions at the meeting and with the advice of Tom Lines, and would be distributed to affiliates for comment and then presented to the UN bodies concerned.

With regard to the European Agreement concerning the Social Security of Boatmen engaged in Inland Navigation, Working Group members were urged to write to the Governing Body of the ILO urging them to make financing available for the planned conference in September 1995 which would adopt the Administrative Arrangement for that agreement. It was pointed out that the Danube Commission had agreed to host the conference, but that without some further financing to help with other costs, the conference would not take place and all the effort and money expended so far would have been wasted.

With regard to ITF participation in the work of the Central Commission for Rhine Navigation (ZKR), and after discussions with Mr A Bour, legal adviser to the ZKR and Secretary of the Administrative Centre for the Social Security of Rhine Boatmen, it was agreed that the ITF should seek formal discussions with that organisation at the Secretariat level to familiarise the ZKR with the work of the ITF and its concern for a prosperous future for Rhine navigation.

Rail strike settlement — a significant victory for UK workers

At the end of September, the 15-week long strike by British railway workers came to a close, resulting in a 8.5 percent pay raise (See ITF News, September/October 1994). The strike proved that the British trade union movement is by no means past its glory days. The conflict was the longest and most bitter in British labour history since the world famous miners' strike back in 1984, but the workers did not let themselves be divided, and in addition to having the public on their side, made gains against a determined conservative government.

The strike involved around 4,600 members of the ITF-affiliated National Rail, Maritime and Transport Workers' Union (RMT), against the employer, Railtrack, which manages the infrastructure of the rail system in Britain. Formerly, British Rail managed the entire system, but it has since parcelled out sections of the railroad, with an aim at total privatisation.

STRIKE BACKGROUND

Circumstances leading up to the strike involve signal workers, who for British Rail had greatly increased productivity during the course of the past ten years, without ever having received compensation from Railtrack for their efforts. The RMT were thus demanding an 11 percent increase, which the employer countered with a declared generous 5.7 percent, prompting the British government to interfere, forbidding Railtrack to propose anything over the government imposed 2.5 percent increase valid for the entire public sector. This government intervention served, of course, only to fuel the anger of the strikers.

The conflict manifested itself over the 15 weeks in the form of one- and two-day strikes, which

Railtrack tried to undermine, using pressure and threats to force management, completely untrained for the task, to fill the posts of the absent signal workers, posing an obvious safety risk to passengers and rail workers alike. Consistently, Railtrack refused to negotiate over the past productivity increase, whereas future productivity gains, as presented by Railtrack, involved in reality manning cuts as well as wide reaching restructuring of employment structures as well as pay policies.

SETTLEMENT REACHED

Towards the end of the strike, the RMT decided on a tactical move, involving negotiations for past, as well as future productivity gains. This move, coupled with the fact that the strike had wide spread public support, created a situation where Railtrack and the government basically couldn't refuse their proposal thus giving the two sides grounds to re-enter negotiations. It was these final talks which ended in a proposal that did gain the overall approval of the striking RMT membership. The agreement, in addition to the government's stipulated 2.5 percent wage increase, contained a "productivity package" worth an actual 6 percent raise in pay. In return, the union had to accept the way the wage increases were distributed, and some restructuring plans. However, the union felt that the result was in its favour.

For the future, maybe this is the true gain of the strike: it was the first long and difficult strike in Britain in ten years, where the workers actually came away with definite achievements, in spite of government involvement on the side of the employer.

EU directives weaken the railways

Two pending European Commission directives would, if approved, serve to reinforce the trend towards free competition in railways; increasing the pressure on Member States to separate infrastructure management from operations, eventually even completely removing decisions relating to infrastructure from the control of railway organisations.

These are the most dramatic changes which would result from the so-called "Directive on the licensing of railway undertakings," and the "Directive on the allocation of railway infrastructure capacity and the charging of infrastructure fees." Specifically, these proposals draw up a common framework for licensing and infrastructure access, in relation to Railway Directive

(91/440) of 1991 which opened access rights to rail infrastructure, and both were recently submitted to the Council of Ministers for final adoption. European railway unions are currently lobbying actively to change the latter directive in particular.

Unsolved problems: Despite its aim to ensure transparency and fairness, the directive on infrastructure access does not actually standardise procedures for the establishment of prices and conditions for infrastructure access, hence its imminent passage will only leave unresolved the outstanding problems resulting from free competition and the charging of access fees.

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Making light rail affordable

Over the last 15 years, light rail has been a world-wide success, with more than 40 networks having implemented service during that period, and more than 1500 vehicles having been delivered. Today, however, this successful mode of transport faces stagnation, having become too expensive, thus the situation necessitates action aimed at making light rail transport affordable.

For this reason, "Affordable Light Rail" was the main agenda topic of the second Light Rail Conference, held this September in Amsterdam (the first one was held in Stuttgart in 1984). The conference, arranged by the International Association of Public Transport (UITP), a scientific and lobbying organisation, organising transport operators as well as public authorities and suppliers, hosted more than 350 participants from almost 30 countries on 4 continents. Delegates were presented with by a variety of speakers, mainly from the manufacturing industry

and transport companies.

THE ISSUES

There are many reasons for the increase in the cost of light rail, particularly as compared to bus transport: the price of vehicles being one dominant reason, but the conference also identified other areas for cost reduction, by means of improved technical or organisational solutions.

Vehicles have become heavier and more sophisticated, and the cost per square metre of the vehicle's usable space is now up from two times, to five times that of buses; this in spite of the fact that the life cycle of a light rail vehicle can be 30 years, compared to 10 years for a bus. Another cost-boosting factor is the small-scale manufacture of ever-changing vehicle types, stemming from the fact that individual transport operators

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...EU directives on liscensing and infrastructure

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ALLOCATION OF INFRASTRUCTURE

An infrastructure manager— independent of railway operations — will be designated by each member state, a policy matter which has provoked opposition from trade unions, because in practice it means either the separation of infrastructure management from operations, or the establish of a new, independent body, which will be responsible for the allocation of access to infrastructure. Both options have been criticised as counter-productive to the highly integrated nature of railway transport. Furthermore, the directive says that Member States can give priority to servicing public needs and other specific services (i.e. high speed, freight or combined transport) but must remain fair and non-discriminatory; and compensation must be given to infrastructure managers who suffer losses in order to maintain public services.

INFRASTRUCTURE FEES

No common level has been proposed in regard to infrastructure fees. Instead, the directive allows Member States to decide their own charging regimes, although a general framework has been designed. Income from fees, in addition to state contributions, are presupposed to cover infrastructure expenditure over a "reasonable" period of time, and the infrastructure manager is permitted to make a surplus on capital em-

ployed. The underlying problem here being that varying fees could create unfair competition between operators and between routes, which railway organisations fear could have grave implications for combined and intermodal transport, in its competition with road transport.

EXTERNAL COSTS

Under the proposal, Member States can financially assist the infrastructure manager to take account of external costs and benefits of the transport mode (environmental factors and accidents, for example). But the principle that transport users should pay the infrastructure cost in full, including external costs, is far from being implemented.

LICENSING

The directive on licensing does not create the same kind of problems. To obtain a Community license, a railway company must meet financial and professional requirements, and a license holder will have to hold a safety certificate, make commercial arrangements with the infrastructure management to obtain access, and meet national requirements and international standards for technical specifications, health and safety, social conditions and workers' and consumers' rights. An operating license received in one Member State should be valid throughout the Community. And Member States must ensure that training facilities currently under the control of a single company will open up to other railway undertakings.

...Rethinking light rail manufacturing costs

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seemingly want to have their own tailor-made systems, resulting in an explosive number of vehicle types, which, of course, results in high development costs and expensive production methods. Putting an increased number of light rail lines underground, leaving the street access to cars, has also contributed considerably to the cost factor, as have increasing maintenance costs.

CO-OPERATION

Closer co-operation between manufacturers, public authorities and transport companies, a significant reduction in the number of vehicle types and electrical components, more standardisation and a construction based on modules, were the key elements in overcoming the cost problem, which some delegates blamed on the varied vehicle types and their subsequent costly maintenance, while representatives from the manufacturing industry referred to the overall limited production of this kind of vehicles, stating that a forecasted production of 5-600 trams/light rail vehicles a year did not justify full scale harmonisation and standardisation, given that there would still be at least 4-5 manufacturing groups. They propose, instead, a flexible, standardised, modulated system, where standard modules could be put together in different ways to allow for different lengths, low and high floor solutions, alternative door arrangements and other specific needs expressed by the operators.

STANDARDISATION

It was strongly stressed, both by manufacturers and operators, that standards should not be too technically detailed so as to inhibit technical innovations, and "the standardisation of requirements rather than of technical solutions" was a saying that gathered approval. Fundamental parameters which should be standardised include: length, width, height of floor, motor components etc. In addition, standardised bus industry elements should be transferred to light rail — to avoid development excess and reduce maintenance costs.

There was also a call for closer co-operation between operators in purchasing vehicles and rails, in order to gain larger production runs and to press the manufacturers to specialise and co-operate, which would, however, require a change of mood even among operators.

TRANSFER OF MAINTENANCE

Other aspects considered during the conference were: the need for restructuring in the manufacturing industry, including a reduction in the number of manufacturers; new relations between transport firms and vehicle manufac-

turers, such as partnerships and joint ventures; and the transfer of maintenance of vehicles from operators to manufacturers, in order to relieve the operators of the costs, and make the manufacturers more responsible and more integrated in transport operations. Joint private/public financing, a focus on life cycle costs rather than investment costs, technical integration of different and (currently) independent electronic information systems, new technology in construction and maintenance of low cost infrastructure, automatic operation and the use of driving simulators for driver training were other experiences considered to be of significant cost-cutting measures.

EURODAY

Preceding the Light Rail Conference, the EuroTeam section of the UITP arranged its own Euroday, dealing in particular with European Union subjects. The EuroTeam was presented as an effective lobbying organisation, with an established lobbying structure on national as well as international levels, and a European Action Committee.

Urban and regional public transport has a total of one million employees across the European Union, but faces huge economic and financial problems. The Conference therefore reviewed the EU White Paper on Growth, Competitiveness and Employment in order to examine the future conditions and context for public transport. It was noted as a contradiction, that on one hand the White Paper considered the public transport industry a job-creating sector, while on the other hand, the current economic problems forced transport companies to reduce the workforce to cut costs. Furthermore, the White Paper recognised the economic loss and social and environmental damage caused by congestion, estimating the external costs of transport systems at 3 to 4 percent of GDP, but without taking any new steps towards internalising external costs. Graeme Preston, from the Transport Directorate of the EU Commission, told the Conference that they would have to lobby at national level for a change in this policy, as the problem of "environmental taxation" was not one for the EU Commission, but a result of lack of consensus among the Member States.

It was of curious interest to note that research is beginning to show that increased teleworking and video conferences will not necessarily lead to the reduction of mobility in society. Transport to and from work will be reduced, but economic activities in new areas will compensate for that, and even increase transport demands, although with new patterns and at other times of the day.

Eurostar service commences

When Queen Elizabeth II of Great Britain, and the French President François Mitterand snipped the ribbon officially opening the Eurotunnel, a 200-year dream of connecting Britain to the continent was realised. Although not yet fully operational, the Eurotunnel concept symbolises the state of the art in transportation technology. With its 38 kilometres under the English Channel, the Eurotunnel is the longest underwater tunnel in the world, in addition to being the most sophisticated railway tunnel ever built.

The opening of the tunnel took place behind schedule, having cost twice as much to construct as originally projected. Full operation will not be implemented until well into 1995.

THE CANTERBURY AGREEMENT

On the 29 of July, 1987, Margaret Thatcher and François Mitterand signed the so-called Canterbury agreement, regarding the construction of the tunnel.

The idea was by no means original, however, as Napoleon Bonaparte hatched such plans already in 1803. But Britain always remained sceptical to any such plans of linking the island nation to the continent, not least of all with regard to national security concerns, and even today, there is a clause in the Canterbury agreement granting either nation the right to fill the tunnel with water in the event of national security being threatened.

The mode of transport in the actual tunnel was also a subject of debate between the countries, with Thatcher insisting on the automobile, the symbol, for her, of personal freedom, whereas the French, more in the collective spirit advocated a rail tunnel.

The French proposal won out in the end, but only after conceding two things to Thatcher: that the trains would drive on the left side of the tunnel, and that the project would in no way be funded by the public sector, not even by means of guarantees.

To realise the construction of the tunnel, a Franco-English consortium, Trans-Manche Link, was established.

That construction costs have doubled the original estimates is in part due to the fact that the project has involved linking two separate rail systems, operating not only with different fire extinguishers and electrical plugs (etc.), for instance, but also in two languages.

Public rail policy has also differed — while France has invested to increase its rail network and services, including the high speed network, Britain is in the midst of privatising its railway, and has yet to realise a high speed system.

It is hoped that the completion of this technically advanced rail project will force the British to upgrade their ailing rail system.

HOW IT WORKS

There are two types of trains which will run through the tunnel: two "ferry trains," (Le Shuttle), and the

Eurostar passenger train, which is a modified version of the French TGV, and will be the only train to cover the route between London, Paris and Brussels (without even stopping at the tunnel terminal).

There are two versions of Le Shuttle, which will run back and forth between terminals on either side of the tunnel, in Folkestone, and Calais; one will transport cars and buses, while the other will service the transport of lorries. Full operational capacity translates into 12 daily departures from London to Paris and Brussels, corresponding to a 10,000 seat daily capacity.

Passengers travelling in their cars will remain in their vehicles during the crossing, while lorry drivers will spend the crossing in special wagons.

Each ferry train holds 120 cars, 12 buses; and 800 passengers. The crossing, from terminal to terminal, takes roughly half an hour, and at full implementation of the service, it is expected that a train will pass through the tunnel every three minutes, at the speed of 160 km/hour.

Travel time between London and Paris will be a mere three hours, with the London — Brussels route taking three hours and 15 minutes. Eurostar is looking to divert travellers away from the airlines.

Once the British have realised their high speed rail system between London and Folkestone, travel time will be reduced by another 20-25 minutes. The tunnel will win over some of the 14 million travellers (out of 50 million annually) who cross the Channel by means of ferry.

TWENTY TIME SAFER THAN CONVENTIONAL RAIL

Experts claim that travelling through the Channel tunnel is 20 times safer than travelling by conventional, "land" rail, and Eurotunnel has laid out the facts in a 1000 page document which shows that the risk of suffering a fatal accident during a tunnel crossing will be one per billion crossings when travelling with Eurostar passenger train; and onboard the ferry train, the risk stands only at 1 to 540 million.

Safety considerations have been of paramount importance during the entirety of the project. Many of the safety precautions are built directly into the highly advanced technology of the rail system itself, as well as into the tunnel.

Drivers will be able, by means of a monitor, to keep a constant watch over the distance of open stretch they have before them, and the appropriate speed for the distance. Should a problem go undetected by the driver, an advanced Automatic Train Protection-system is triggered, stopping the train.

In addition, each train is partitionable so that one part may be used to evacuate passengers from the other



without union agreements

part, at, for instance, the outbreak of a fire, although fire retardant materials have also been used throughout the system.

Diesel generators standby to provide power in the event of an electrical power supply failure.

The Eurotunnel is comprised of three separate tunnels — a major safety feature in itself, meaning that single direction traffic can proceed in each of the tunnels, whereas the middle tunnel is reserved as a service tunnel, to be used also for evacuations in emergencies.

OPENING FRONTIERS FOR WORKING CONDITIONS

Eurotunnel personnel shall work under equal conditions, with equal rights and equal pay, regardless of nationality. This however disregards national labour regulations, a problem which remains to be practically solved, along with questions of trade union affiliation.

Operations for Eurotunnel are complicated, because different parts of the endeavour are owned and run by different companies.

Ferry train operations are managed by Transco, which is under the direct ownership of Eurotunnel, and will employ around 2500 people.

The Eurostar connection is owned by the rail companies in Great Britain (British Rail), France (SNCF) and Belgium (SNCB). In Britain, where "everything which moves" is going to be restructured pending privatisation, British Rail's cooperation with its French and Belgian counterparts is organised under the guise of European Passenger Services (EPS), which was formerly owned by British Rail, but is being privatised, in part to finance the development of the high speed network between the tunnel opening in Folkstone, and London.

These problems are indicative of the situation as a whole — saying none too little on how the future rail world might turn out if privatisation and deregulation are allowed free reign in the industry.

Both operating companies are newly-established rail companies, they will have no existing agreement structures to regulate conditions for their employees.

The ITF has tried to establish workers' protection measures for Eurotunnel employees from the beginning. Eurotunnel insists that any such initiative must come from the workers themselves.

In addition, two different British transport trade unions — both ITF-affiliates — have begun a struggle over the right to organise Eurotunnel workers. The Railway and Maritime Transport Workers Union (RMT) seemed the appropriate organising unit, but the Transport and General Workers Union (TGWU) also claims

jurisdiction.

Issues of union affiliation aside for the moment, the situation necessitates the creation of rules and regulations governing workers employed in the overlapping zone of the Channel tunnel.

The conditions of any such agreements are of major importance as they will signify a working-conditions-and-agreements trend for the 21st Century, and are likely to be used as a model for a future where multinational corporations will continue to erase national boundaries.

Without union participation, Eurotunnel has already worked out its own employee handbook, based for the most part on existing rights and procedures for working conditions in France and Britain, with the exception of conditions for pay, where salaries will be individually determined, based on a person's competence, flexibility, development, input, and involvement in his or her work.

Pay conditions as well as other work-related issues are to be solved through co-worker discussions with the immediate supervisor.

The system is setting itself up in such a way as to make trade unions superfluous, resting instead on the "we're all in the same boat" solidarity, where advancement is based on personal motivation and input.

The argument used by employers is that where everyone has the same interests, there is no need for collective organisation interests, only individual careers. This ideology has been proven only to succeed in times of economic boom, whereas bad times send employees after union help and organisation.

Conditions for the Eurotunnel workers have taken the best from existent French or British conditions. 80 percent of the conditions however, resemble those in France — British conditions regulating work having proven to be far too lax.

Workers will have five weeks holiday, and a 37.5 hour work week, with extra pay on Saturdays.

So far no union has represented workers in the establishment of their conditions, but both French and British unions say that Eurotunnel will eventually have to open its structure to regular organisation and bargaining: a strike would paralyse operations, causing Eurotunnel to lose money.

For British workers, the direct contact with the continent provides a breath of fresh air, and renewed hopes for bettering of the prevailing torrid British labour situation.

One thing is clear now, namely that French and British trade union organisations have begun talking to each other — which is in itself a major step forward — in attempts to gain and maintain international solidarity between all transport workers.

Workers are realising that they'll have to look out for each other, because the transnational corporations certainly don't have their best interests at heart.





CIVIL AVIATION

50th anniversary for civil aviation

- *First International Civil Aviation Day, December 7*
- *Major ICAO Conference on Air Transport*
- *ITF International Campaign Day, December 2*

World attention will be focused on civil aviation over the next month. December 7, 1994, will mark the 50th anniversary of the Chicago Convention and the establishment of the International Civil Aviation Organisation (ICAO). The United Nations has declared that date as the first International Civil Aviation Day with planned celebrations taking place in Montreal.

Leading up to the anniversary date, the ICAO has organised a major international conference on the future regulation of air transport.

The ITF welcomes a world celebration of civil air transport. Trade unions are proud to point out the positive contribution made to social and economic development around the world by their industry.

There is much to admire in an industry which has been one of the most dynamic, rapid-growth, public service industries of the world, working at the frontiers of technical innovation, and revolutionising the capacity for international commercial and leisure travel.

This anniversary should also be the occasion for the world to give recognition to the vital contribution to this industry made by aviation employees.

However, genuine recognition of the experience of aviation employees in recent years, sits in uncomfortable juxtaposition to the image of an industry operating as a force for social progress.

The reality for employees has been that of tens of thousands of job losses, and a massive deterioration of working conditions. A dedicated, highly trained and highly skilled workforce is being steadily displaced by casualised "flexible" labour.

The participation of an ITF delegation at the ICAO Conference, and the decision to make December 2 an International Trade Union Campaign Day for Civil Aviation (see below), both aim, in different ways, at drawing attention to the human contribution to, and the human costs behind the industry in the current situation of industry globalisation and liberalisation. They aim to put forward positive proposals for the future of the industry.

The ITF's concern, moreover, is not confined to the conditions of employees.

It is about the process of liberalisation in which aviation's prime concern is increasingly reduced to fierce commercial competition and

cost cutting.

This process is not one of social progress.

It is not in the best interest of public service or of the rigorous safety standards required by the industry.

Ten years ago, no one would have imagined that "flags of convenience" entering aviation would have been a matter for serious discussion, as it shall be at the ICAO Conference.

It is time for governments to recognise their responsibilities to this industry

The fiftieth anniversary of the Chicago Convention should be the start of a fight back against the slide into the total deregulation of global "open skies". It is time to recognise the need to maintain an aviation industry committed to the highest safety and public service standards, served by a workforce of highly trained and dedicated professionals.

THE ICAO CONFERENCE ON FUTURE REGULATION

There is a particular irony that, to mark its 50th Anniversary, ICAO is organising a conference in which the most powerful member states will be pressing for the Chicago Convention to be torn up, and for the current system of bilateral air agreements to give way to wholesale deregulation with global "open skies".

The ICAO Conference, which is being held in Montreal from November 22 - December 6 is entitled *International Air Transport Regulation: Present and Future*.

The Conference will discuss a range of papers written by a Group of Experts on Future Regulatory Arrangements for Air Transport (GEFRA).

These have made radical proposals which include effectively ending the status of airline flag-carriers and replacing bilateral air agreements with multi-lateral agreements.

Indeed the proposals only stop short of proposing full global "open skies" by allowing for different paces of change in different countries, and retaining the mechanism of intergovernmental agreements to negotiate this.

The ITF has put forward a paper to the conference which strongly rejects global "open skies" as setting up global competition based almost entirely upon the reduction of labour costs: global social dumping.

It points out that the GEFRA proposals open the door to "flags of convenience" entering the aviation industry.

More positively, the GEFRA papers propose a

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...International trade union campaign day for civil aviation

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code of conduct against unfair commercial practices such as capacity dumping.

The ITF paper says that such a code of conduct should be extended to social dumping.

The international trade union movement has highlighted in recent discussions on the Global Agreement on Trade and Tariffs (GATT), that the international regulation of trade and services has a direct impact on tens of thousands of employees and their working conditions, and therefore social measures should be an integral part of any international trade agreement.

We seek a coherent and constructive approach to the regulatory system which protects passengers with strict rules on aviation safety; which provides a good quality public service; and which protects workers with decent minimum working conditions and employee rights.

The ITF believes that international air agreements must include an ICAO Code of Conduct which would set out:

- Minimum labour standards
- Minimum employment rights, including the right to bargain collectively
- Minimum social security rights
- Minimum occupational health and safety standards
- Minimum training standards, including the licensing of all staff with safety responsibilities.

DECEMBER 2, INTERNATIONAL CAMPAIGN DAY

The ITF has designated December 2nd 1994 as International Trade Union Campaign Day for Civil Aviation. The event is aimed at drawing attention to the contribution and sacrifices made by aviation workers in recent years, and more pointedly, at the threat which further global deregulation poses to jobs and conditions.

Representatives of aviation unions from around the world will mark this union day outside the ICAO headquarters, where a huge wreath will be laid to mark the massive job losses and deterioration of conditions suffered by aviation workers from around the world. An ITF Statement: *Challenging Deregulation of the Skies*, which outlines proposals for minimum labour standards to be included in future international regulatory measures will be released and distributed.

ITF affiliates around the world will be participating in the International Trade Union Campaign Day for Civil Aviation in their own countries with a range of actions including:

- Presenting the ITF Statement on *Challenging Deregulation of the Skies* to their own transport ministry, aviation authority and national media.
- Picketing national aviation authority of-

fices and Ministry of Transport, with local wreath-laying ceremonies similar to the one in Montreal, and adding specific national aviation issues to these demonstrations.

- Some unions will be distributing leaflets at airports on the day and holding rallies.

Copies of the ITF Statement "Challenging Deregulation of the Skies", along with a multi-lingual poster are available from the ITF Secretariat.

ICAO: Some Facts



- ICAO is the permanent body of the United Nations charged with the international regulation of civil aviation. Its headquarters are in Montreal, Canada. 183 States are members of ICAO, and bound by all or some of its Conventions and standards.
- The Chicago Convention, signed on December 7, 1944, which led to the establishment of ICAO, in its 96 articles, established the international framework for regulating air navigation. Since then, ICAO members have adopted many further Standards and Recommended Practices, relating to areas such as Air Traffic Services, Personnel Licensing, Rules of the Air, Aircraft Accident Enquiry procedures, Airworthiness, and the Transport of Dangerous Goods.
- The aims of ICAO, set out in Article 44 of the Convention, include working "(to) meet the needs of the peoples of the world for safe regular, efficient and economical air transport", and "(to) prevent uneconomic waste caused by unreasonable competition".
- The ITF's application for official consultative status at ICAO was initially rejected in 1951. In July 1955, however, the ITF was officially accepted as a representative body with consultative status.
- The ITF now maintains a permanent representative in Montreal to liaise with ICAO, and the Federation represents unions on a number of ICAO Working Groups which deal with technical and regulatory matters directly affecting employee conditions, such as professional licensing, training standards and safety regulations.
- Since 1944, when ICAO was formed, the airline industry has gone through radical transformations. In 1945, nine million passengers travelled by air. Last year, the figure was 1,170 million! And it is estimated that there are approximately 10,000 aircraft in the air at any given moment.

ITF aviation health and safety bulletin launched

The ITF Civil Aviation Occupational Health and Safety Working Group has launched a Health and Safety Bulletin for the Civil Aviation Section.

The second meeting of the Occupational Health and Safety Working Group, held in Lisbon on 18th and 19th October 1994, was hosted by the Portuguese Civil Aviation ITF affiliates (SITEMA, SQAC, SNPVAC and SITAVA), and was chaired by Claus Lindegard (SiD, Denmark). It brought together over 35 union occupational health and safety officers and representatives from aviation



unions across the world.

In his opening remarks, Stuart Howard, Secretary of the Civil Aviation Section, noted that: "This meeting marks a substantial step forward in the ITF's work dealing with occupational health and safety. It is the only international forum dealing specifically with civil aviation health and safety".

The meeting heard presentations by health and safety experts Dr. Sousa Uva, on noise problems in civil aviation; Dr Alfonso de Albuquerque on liberalisation in the civil aviation industry and stress; and Dr Silva Santos on broader health and safety issues.

The Portuguese unions made representations on specific health and safety problems faced by civil aviation workers in Portugal.

In separate groups, participants were also able to consider some of the priorities affecting flying staff and ground employees. Many of the delegates brought examples of their union's work on health and safety issues, or copies of key academic research that had come to their attention.

The meeting approved a programme of work and publications to be undertaken by the Secre-

tariat, which include the production of a Civil Aviation Health and Safety Contacts Directory, listing the health and safety structures and priority work areas of affiliates, as well as giving contact names. The aim of this Directory is to encourage affiliates to exchange information directly with each other, and to identify unions which have an expertise, experience or interest in particular topics or hazards.

The ITF Secretariat also holds its own stock of civil aviation health and safety publications and reports, and participants at the meeting approved the production of a *Resource Guide* which would list these, in order that individual titles can be copied and made available to unions.

The meeting gave its enthusiastic endorsement to the proposal for a Civil Aviation Health and Safety Bulletin, the first issue of which will be available (in English only) to all affiliates early in the new year, will contain articles on cabin air quality, back strain problems for baggage handlers, working hours for air traffic controllers, and conspicuity for ground staff working around aircraft.

The bulletin will appear at least once a year and will be designed to gradually build into a Occupational Health and Safety Handbook for Civil Aviation.

ITF issues medical guidance

The recent outbreak of bubonic and pneumonic plague in India has raised safety concerns amongst cabin crews about potential health risks. With wildly varying reactions from the airlines, and the added confusion caused by often ill-informed or sensationalistic media reporting, the ITF responded to requests from affiliates to obtain expert independent medical advice specifically for airline cabin staff. The ITF commissioned medical guidelines for cabin crew from Dr. G B Wyatt, Clinic Director of Tropical Medicine at the Liverpool School of Tropical Medicine in the United Kingdom. His advice, which has been circulated to all cabin crew affiliates, concludes that the current risk of plague to cabin airways staff is very low, but goes on to make a number of recommendations concerning aircraft fumigation and other precautionary measures. Copies are available from the Secretariat

South Asian civil aviation affiliates unite against globalisation

ITF civil aviation affiliates from the South Asian Association for Regional Co-operation (SAARC) countries of Bangladesh, India, Nepal and Pakistan met in Kathmandu in July 1994.

The twenty five delegates from eleven civil aviation unions reviewed developments within the region, and adopted a policy opposing global "open skies"; approving the action of the Pakistan government in scrapping an open skies approach in favour of measures to support their national civil air transport interests.

The meeting heard a report that deregulation in India had led to major price hikes and a mushrooming of private air-taxies. It urged SAARC Governments to continue with a policy of bilateral national agreements rather than regional deregulation.

Other issues discussed included practical measures to improve co-operation between unions in South Asia, including the exchange of collective

agreements, and the production of a newsletter by the SAARC civil aviation ITF-affiliates. The meeting also adopted a resolution pressing for progress by the Government of India on the outstanding Industrial Tribunal case relating to parity of wages between Air India and Indian Airlines employees.

The meeting agreed to constitute a Committee of Civil Aviation Unions of SAARC countries, which would meet regularly. It would build the ITF in the region, inviting non-affiliated civil aviation unions in SAARC nations to join the ITF and to participate in the Committee's work.

Jagdish Lal of the All India Federation of Foreign Airline Unions convened the Committee, with Mohammad Yasin, of the Aircraft Technologists Association of Pakistan confirmed as the next Convenor, to take up office from the 1st July 1995.

Deregulation brings chaos and price rises to Indian aviation

In a letter to the Indian Prime Minister, Jagdish Lal, Convenor of the Committee of Civil Aviation Unions of the SAARC Countries outlined the adverse effects of deregulation in India. Some of the key effects of the repeal of the Air Corporation Act which he identifies in his letter include:

- The mushrooming of Air Taxi Operators (ATOs), using surplus or worn-out aircraft on lease from former central European operators or Western nations. The limited capital required to become established as an ATO, means that many operators have limited infrastructure, restricted maintenance and engineering facilities, few training resources and other systems to ensure airworthiness and high standards of safety.

- Instead of the promised fares reduction, deregulation has led to four increases in airfares in as many years, the latest being a 15 per cent increase in Indian Airlines fares, effective July 1994. The result is that passengers are now

paying double what they paid in 1989.

- Competition has not led to route or timetabling improvements as ATOs have only been willing to operate on the profitable trunk routes and are not interested in feeder services where there are not clear profit margins.

- In addition, ATOs are entering into interlining agreements with the major foreign mega carriers, with the result that their services are becoming more tied into travel schedules determined in foreign boardrooms rather than based on national or local need.

- There is now considerable over-capacity in the airline industry in India, with 55,000 seats available per day on domestic routes, but only about 30,000 seats at the maximum being utilised daily.

- Competition on key domestic routes, coupled with overcapacity and the continuing public service role means that the two Indian national carriers are feeling the heat; Air India's profits have slumped from 3,330 million Rupees in 1992-93 to 1,880 in 1993-1994.

EU policy : new directions needed

The European Commission has produced a progress report on its strategy for civil aviation. The Commission Communication: *The Way Forward for Civil Aviation in Europe* (COM 94 218 final) looks at the initial effects of the "Third Package" of liberalisation measures, and puts forward an Action Programme for the future of the industry in Europe.

The Third Package opened up regulated flag carrier monopolies on intra-European routes to competition. This aimed at creating an internal European aviation market which would be served by an ever wider choice of carriers, improved air networks, and cheaper tickets.

Unfortunately, according to the Commission's report, the actual results fall far short of these goals. The major airlines have not been challenged by new entrants; concentration among airlines has increased rather than decreased; there is real competition on only a minority of routes; and there has been only a limited and selective effect on fares.

These failures, however, rather than spurring the Commission to re-examine the whole basis of the liberalisation project, have sent it searching for supposed obstacles which must be preventing liberalisation's success.

Labour is seen as one of these.

Referring to "lack of productivity and efficiency" in Europe, the report notes that: *Most major carriers have launched far-reaching and painful restructuring efforts in order to meet this challenge caused by lack of efficiency.* "Painful restructuring efforts" is Commission code language for massive job losses and deterioration of working conditions.

While the report provides relevant statistics on many of the effects of liberalisation, it neglects to provide any of the available figures for the thousands of job losses which would illustrate the colossal social cost so obliquely referred to.

Instead, its focus and concern are reserved for

the 20 percent productivity gap which it believes still exists between European and U.S. carriers.

Increasingly, the Commission sees its overwhelming priority as building up European industry to compete against economic rivals (though this championing of European airlines is somewhat at odds with actual industry trends in which airlines are globalising rather than regionalising, as the fate of the Alcazar project showed only too well).

The Commission's response, therefore, along with offering various infrastructure improvements, is to try to match the low labour costs of the US carriers (which themselves have already been driven down by fourteen years of ruthless deregulation) through a similar restructuring in Europe.

This kind of strategy has been called *competitive austerity*.

It matches closely the recommendations of the ultra-liberalising Comité des Sages.

The Commission, however, claims to have taken "a middle of the road approach" between competition and intervention in which liberalisation is fenced around with safeguards for such matters as the environment and public service.

It even claims to take into consideration "the interests of employees in safeguarding and creating jobs and working conditions", but pointedly fails to put forward any proposals for safeguards for employees conditions in its Action Programme.

Indeed the report's section which refers to labour, under the heading "social issues", says that it considers that safeguards relating to working conditions are only necessary where these are directly linked to operational safety requirements.

The same section dismisses the threat posed by "flags of convenience" in aviation — a complacency which even the EU Council of Minis-

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European Liberalisation: Has it Worked?

Liberalisation was meant to open intra-Community routes to competition between airlines. What actually happened?

Competition barely exists. The Commission says "only 20 of the 50 busiest intra-Community routes were operated by more than two Community carriers (July 1993)."

Liberalisation was meant to strengthen route networks by allowing EU carriers cabotage rights.

"Relatively few cabotage operations have been started since the Third Package entered force (12 routes in July 1993)," the report says. Carriers prefer to buy into existing operations, increasing concentration; e.g. British Airways has entered French and German markets by buying into TAT and Deutsch BA.

Liberalisation was meant to bring fares down. What happened?

Competition does put pressure on fares to decrease. But for most routes, price competition is nearly all through promotional fares, while "normal fares remain relatively high in Europe compared with other regions."

Liberalisation was meant to encourage small independent carriers to compete with the major airlines.

The Commission's report has nothing to say — but a recent seminar of the Chartered Institute of Marketing Travel Industry Group reported that independent airlines with the capacity to challenge the majors were being consumed in mergers. Surviving independent airlines are entering agreements to become feeder airlines for, not competitors to, the airline majors.

EU discusses airline flags of convenience

The ITF has long warned of the dangers that deregulation is leading to the risk that "flags of convenience" may enter the aviation industry. The European Commission has dismissed such warnings, saying in its recent document *The Way Forward for Civil Aviation in Europe*, that existing legislation is sufficient protection against this development.

The EU's Transport Ministers, however, believe this is too complacent. In a resolution adopted by the Council of Ministers on 26th September they have told the European Commission to look into the risk that flags of convenience will develop in the air transport sector as a result of liberalisation.

"Imagine an airline with Russian pilots and Romanian air hostesses" said Bernard Bosson,

the French Transport Minister.

"Their salaries are not the same as those of airlines within the Union. No European country could compete."

Bosson made the point that an airline duly registered in the Union could make substantial use of non-community resources and still be able to operate freely in the European Union from April 1997, when liberalisation comes fully into effect.

The ITF has pointed out that the Commission has been supportive of the liberalisation of international air agreements. This and the lack of any minimum labour standards for operators within the EU is liable to greatly increase the possibility of airline "flags of convenience" entering the industry.

...EU civil aviation liberalisation progress report

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ters finds hard to accept.

Its main proposal regurgitates the recommendations of the Comité des Sages for more labour flexibility.

The Commission's social policy hinges on a programme to "increase labour flexibility and labour mobility" and which seeks "adaptability of the existing workforce". The experience of employees, however, is that "flexibility" is another word for job losses, casualisation and insecurity, and loss of employment rights.

Promises of training sound hollow when not only thousands of jobs in the aviation industry are under threat, but when serious structural unemployment plagues Europe as a whole. How many sacked aviation workers will ever receive such training? And for what jobs?

The European Union unifies 12 governments under a common air transport policy. It has the capacity to harmonise industry conditions at all sorts of levels within Europe. This includes the power to impose codes of conduct on industry (as it is doing with computer reservation systems). The Commission is aiming to represent all member governments in the settling of future international air agreements.

The Commission should use its strength, not as its report proposes, to maintain a co-ordinated attack on jobs and conditions in Europe in order to compete with the United States, but to apply international pressure to take labour conditions out of such a global auction.

It is time that governments and regional bodies, such as the EU recognise what their own research and the actual experience of liberalisation shows to be glaringly obvious: that liberalisation is not a cure-all for civil aviation; and that labour co-operation is more likely to assist any restructuring process than industrial conflict.

Governments should recognise that while competition can be used to improve efficiency and customer service, it should not be used to undermine basic minimum labour conditions and rights.

The current strategy is the adaptation of the axe (sharpened by the Commission's conditions attached to allowing governments to provide carriers with state aid). It hacks labour to the size and shape required by the market at any given time. Governments would do better to use their existing powers to control the market a little, to enable a more socially responsible process of industry restructuring, including consultation and co-operation with labour.

This does not have to mean keeping old levels of regulation, but it does mean governments rejecting notions of global "Open Skies". It means retaining national sovereignty with reserve regulatory powers over air agreements and insisting on minimum social standards from carriers.

The EU and the United States together account for the majority of the world's aviation industry. The Federal Aviation Authority in the United States and the Joint Aviation Authorities in Europe increasingly harmonise detailed air worthiness standards and technical operational procedures.

The EU and the US government are in a strong position to agree safeguards and mechanisms for setting minimum labour standards and social rights for aviation employees.

It is exactly such measures that the ITF is proposing to the ICAO Conference in Montreal this November.

A response from European Trade Unions to the Commission's report has been submitted by the Committee of Transport Workers Unions in the European Community and the ITF. Copies are available from the ITF Secretariat or from CTWUEC.

OBITUARIES

Peruvian trade unionist **Juan Fonseca**, who was ITF Latin-American Regional Director from October 1985 until the closure of the Lima office in March 1989, died on the 7th of September 1994. ITF General Secretary David Cockroft said "Juan was a valued employee of the ITF and, over the years, made an important contribution to improving the lot of transport workers in Latin America, for which he will be remembered and respected. He will be greatly missed by all his former colleagues in the ITF and his many friends in the wider trade union movement"; and retired ITF General Secretary Harold Lewis writes: "Juan Fonseca died in Lima early in September after a long illness. He was recruited from the Peruvian transport workers' unions to work for the ITF in the regional office it kept for many years in Lima, first as a "field representative" and then as chief assistant to the Director. Against all his expectations and at an age when he was looking forward to retirement, I had to ask him to take charge of the office, when the Director resigned in October 1985. He took over in the worst of circumstances, and over the next four years his patent honesty and dedication did much to restore faith in the ITF's integrity, which had been badly shaken. The office had finally to be closed in 1989, but his work had not been in vain and he was entitled then to retire at last well pleased with his achievement. I am so sorry he could not enjoy his retirement for far longer. He was the most likeable and decent of men, unassuming and utterly sincere in his devotion to the ITF. The ITF owes him more than the routine reports of the time can ever convey. There are a great many who will join me in sending our deepest condolences to his wife, Clotilda, and his family."

Luigi Vaglica, National Officer responsible of the ITF affiliated Italian FIT/CISL Railway's Section passed away on the 26th of September.

The ITF was shocked to hear of the untimely death of **Charles Kgopa**, Secretary/Organiser of Northern Transvaal ITF-affiliated Transport and Allied Workers' Union of South Africa. According to TAWU General Secretary Meshak Ramela, Charles was brutalized and then murdered, and it is suspected that he died of gun shot wounds and/or loss of blood as a result of neglect. Ramela says, "Comrade Charles' brutalization and murder comes in the midst of intense struggles against Transport & Advisory Services (TAS) and the Northern Transvaal government in the nature of the Labowa Development and Gazankula Development Corporations. His death comes at the time when TAS management was showing serious concern on the effects of Charles' efforts at awakening the members and workers in the two companies of Labowa Transport and Gazankula Transport in general to the TAS management's anti-union philosophy".

The President of the ITF affiliated Zimbabwean Transport and General Workers' Union **Machipisa Ndhlovu** passed away in Bulawayo on 20th September after a long illness. Machipisa was one of the founders of the union, starting as a Branch Chairman in 1984, rising in ranks until 1986 when he became Executive Member assuming the position of President in 1992. He was also President of the Zimbabwe Transport Union Federation as well as a National Employment Council member.



FORTHCOMING MEETINGS

FPC Collective Agreement Sub-Committee	London	8-9 November
ITF/Folksam/PFA Insurance Committee	London	10 November
Cruise Ship Working Party	Miami	14-15 November
ITF/FES Port and Docks Seminar, Indian Co-ordination Committee meeting and preparation for APRC and APSRC	Bombay	14-16 November
Civil Aviation Steering Committee	London	15-16 November
Latin American Seafarers' Regional Committee	Buenos Aires	17-18 November
Latin American FOC seminar	Buenos Aires	21-23 November
ITF European Seafarers' Regional Committee/Brussels Committee Maritime Transport Section	Geneva	25 November
ITF Preparatory Meeting for ILO Tripartite Maritime Conference	Geneva	26 November
Channel Tunnel Meeting	London	30 November
December		
African Railwaymen's Seminar	Nairobi	5-7 December
CA Structural adjustment & consequences	Bombay	15-17 December

Estonia — the tragedy that shocked the world

On 28th September 1994, over 900 passengers and crew members perished when the *Estonia* overturned and sank in the icy Baltic Sea. The ro-ro ferry, with a capacity for 2000 passengers and 460 cars, went down in heavy seas half way between Tallinn, the capital of Estonia, and Stockholm, its destination. The *Estonia* was jointly owned by the Swedish tanker company Nordström and Thulin and the Estonian government, and sailed under the Estonian flag. The crew was paid at Estonian (non ITF) rates. The tragedy shocked the world, but especially the small populations of Sweden and Estonia. And once again, it put the safety of the ro-ro ferry high on the international agenda.

RO-RO INSTABILITY

There are presently about 4,500 ro-ro ferries of the *Estonia* type in operation in the world. To ensure the quick loading and offloading of vehicles, ro-ros are designed so that there are no walls interrupting the decks onto which the vehicles drive. This means there are huge open spaces in the middle of the ship, unlike a standard cargo ship, whose hull is divided bulkheads. The big open space is perfectly safe while dry, but if even a small amount of water gets into the deck space, the vessel will start to list, and will eventually capsize. This is called the "free surface effect". No world wide statistics on instability and overturning are known, but the Norwegians have kept figures, which show that one out of ten Norwegian ferries were involved in accidents of one kind or another between the years 1981 and 1992; out of these, 7 percent of accidents were related to instability and overturning.

WHAT HAPPENED TO THE ESTONIA

In the case of the *Estonia*, following the commencement of an investigation, it is known now that the visor of the bow door was ripped off in heavy seas. Water started pouring into the car deck. Despite attempts by the crew to turn the ferry around so that the bow was facing away from the direction of the heavy seas, within nine minutes the *Estonia* was on her side and sinking fast. There was no time for the passengers and crew to board the large lifeboats and have them lowered to the sea. Dozens of automatically inflated rubber rafts found their way into the icy sea, but few people managed to board them. Many of those who did, perished nonetheless, either by drowning or exposure. In all, only 139 out of the 1050 people survived.

THE WORLD RESPONDS

Immediately following the *Estonia* disaster, Sweden, Finland, and Denmark established a

working party to look into the stability of existing ferries, ferry evacuation, the design of bow doors, and lifesaving equipment. Some European ferry companies, responded by immediately ordering the welding up of the bow doors to reduce the risk of taking in water. This in itself was a controversial measure, as some argued that it would make the ferry more rigid, and therefore make its hull more susceptible to stresses. The Royal Institute of Naval Architecture in Britain reminded the world that it had issued three previous warnings about the dangers of the ro-ro ferry, with its non compartmentalised vehicle decks. And the International Maritime Organisation (IMO), re-activated its discussions about the safety of the ro-ro ferry. This was not the first time the IMO had set about making recommendations on ferry safety. In 1988, a year after the sinking of the *Herald of Free Enterprise* in which 193 people died, the IMO had made certain recommendations about the safety and design of ferries. But the fundamental design of the ro-ro had not been challenged. And the Swedish part-owners of the *Estonia*, the company Nordström and Thulin, responded by pulling out of all ferry operations due to the "psychological difficulty of continuing operations in the aftermath of the *Estonia*."

BUT THE ITF LEADS THE WAY

It was the ITF which made some of the loudest noises after the *Estonia* disaster, reminding the world that: "It is time shipowners and operators abandoned their outdated stance on operational economy in the interest of preserving human life.....The *Estonia* disaster serves as a chilling reminder that all is not well in the field of maritime safety.....Governments have persistently rejected proposals by the ITF and its affiliates to improve maritime safety. If this situation is allowed to continue, it will not be a question of if further disasters will occur, but when they will happen."

An emergency meeting of the ITF working party on European ferry services was called. The meeting called for the following :-

- * The mandatory reporting of all potentially serious ro-ro incidents to the IMO;
- * a review of stability requirements;
- * the removal of all unsafe ferries from service;
- * the compulsory carrying of full passenger lists by all ferry companies;
- * prompt and full compensation to families of those who lost their lives on the *Estonia*;
- * strong action on questions of ownership of ferries, including ensuring a genuine link be-

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Other Major Ferry Disasters since 1980

vessel	date of accident	place of accident	cause of accident	no. of deaths
Don Juan	April 1980	Philippines	collision with barge	over 1000
Tampomas II	Jan 1981	Indonesia	fire on board	431 officially
Sarnia	May 1986	Meghna River, Bangladesh	capsized in storm	600
Admiral Nakhinov	August 1986	Black Sea	collision with cargo ship	425
Herald of Free Enterprise	March 1987	Zeebrugge, Belgium	door left open	193
Dona Paz	December 1987	Subuyan Sea, Philippines	collision with tanker	4,386
Rosalie	1988	San Bemadino Straits, Philippines	sank	400
Bintang Madura	1988	Java Sea, Indonesia		over 200
Scandanavia Star	1990	Skagerrak	fire	158
Egyptian owned ferry	Dec 1991	near Safaga port	coral reef	460
Moby Prince	1991	off Genoa, Italy	collision	140
Neptune	1993	off Port au Prince, Haiti	sank	about 2000
Jan Heweliusz	Jan 1993	Baltic Sea	heavy seas	over 50
Bangladesh ferry	August 1994	Meghna River	whirlpool	350
Bangladesh ferry	October 1994	Bay of Bengal	rough weather	over 100

during 1993, 5 small ferries were lost

since 1953, and prior to the sinking of the *Estonia* there have been 664 deaths caused by water ingress

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tween the owner of the passenger of the ferry and the country of registration (unlike in the case of *Estonia* where the vessel was registered in Estonia);

- * a tightening up of port state control;
- * the employment of well-trained crews with a common language;
- * the compulsory limiting of maximum working hours and duty periods in order to reduce fatigue;

In addition the ITF has initiated the establishing of a fund to benefit the next of kin of the crew of the *Estonia*. The ITF has donated £50,000

to this fund, and has appealed to all affiliates to contribute.

SHIP SAFETY IN GENERAL HIGHLIGHTED

While the emergency meeting comprised representatives of European affiliates only, the ITF recognises that the problems of ferry design and general safety are not confined to Europe (see the list of ferry disasters). Nor should it be forgotten that the ITF has been campaigning for greater safety at sea for all seafarers. For example, the ITF has been vigorously campaigning for improved safety of bulk carriers - the breakup and sinking of which has been the cause of the loss of more than 700 lives in the past ten years.



Union - Church co-operation

For over 50 years, port chaplains of North America have held an annual conference to learn from each other, to strengthen co-operation and to find new directions for their ministry on the waterfront. In September, 140 chaplains and staff from 67 seafarers' agencies around the North American coastline participated in a conference in New York City hosted by the Reverend Peter Larom, Director of the Seamen's Church Institute of New York and New Jersey.

ITF GENERAL SECRETARY ADDRESS CONFERENCE

This conference was especially important because it included some of the world's leading maritime union leaders. The keynote speaker was newly-elected ITF General Secretary David Cockroft. Joseph Sacco, Executive Vice-President of the Seafarers' International Union also addressed the port chaplains. This is the first time in recent memory that maritime chaplains and maritime labour leaders have pledged to work together for the benefit of workers on the high seas.

As the patterns of shipping have changed in recent decades, churches and unions have found themselves on a parallel course. In his address Cockroft said: "the ITF and the Christian Maritime Ministry, despite very different starting points, have been thrown together by force of circumstance. Together we are striving in our different ways to protect and advance the interests of one of the weakest and most exploited groups of workers in the world. We both started out dealing mainly with seafarers from what are now the richest countries of North America and Europe, and have ended up spending the majority of our time and energy dealing with problems of Asians, Latin Americans, Africans and most recently Eastern Europeans."

WORKING FOR JUSTICE

Cockroft went on to say that neither the church nor the unions can stand by silently in the face of the "seemingly irresistible tide of human misery which has been brought to the maritime industry by the flag of convenience system — the world's first truly and appallingly global deregulated labour market."

The church maritime agencies with seafarers' centres in 800 ports are aware that their role is changing.

Cockroft continued: "We both accept that labour is not a commodity, that workers have rights including the right to fair treatment and dignity in work. We both do what we do in this industry because there is no one else to do it."

WORKING TOGETHER

Sacco pledged greater co-operation between



the church and labour. "Your work and the work of the maritime unions is fully complementary. There are far too many problems out there for anyone of us to be territorial, jurisdictional, sectarian, competitive or possessive about our duties. We work best when we work together."

This is a new era for co-operation between church and labour, as together we face the changing world. Msgr. George Higgins, whose lifetime legacy is increased co-operation between the church and organised labour, also addressed the conference. Labour and the church are very different institutions, he said, yet it is increasingly clear that they can build new coalitions in the cause of human justice. He sees a new day dawning for co-operation.

Ship returns to national flag

Successful ITF actions against the Cyprus-registered, Greek owned bulk carrier *Iolcos Glory* in Denmark, Poland and Germany has led to the vessels return to its national register (see ITF News, September/October 1994).

The ship departed from Gdynia on September 13, changing flag en route to Hamburg without fully discharging its 20,000 tonnes of soya. The Greek ITF-affiliated union, PNO took over responsibility for conditions on the ship once the flag transfer had taken place. German ITF Inspector, Ali Memon then began negotiations. An agreement was reached with owners *Iolcos Hellenic Maritime*. Memon secured agreement for the Filipino (and one Ukrainian) ratings who received US\$ 20,000 and *Iolcos* will cover its remaining eight Flags of Convenience ships with ITF-approved agreements. ITF General Secretary David Cockroft said, "this relatively rare

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...Continued successful boycotts in Denmark

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occurrence — a ship's return to its national register— is very important because this is exactly the purpose for which the ITF's Foc campaign was conceived."

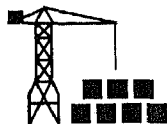
•The Honduran flag *Salona* was successfully boycotted in the port of Århus, Denmark on August 18, resulting in a settlement of back pay for two of its crew members.

On August 14, the Filipino and Indian crew members sent a letter of complaint to the International Seamen's Club in Århus, complaining about working conditions on board and that they were not being paid regularly for overtime worked. On August 17, Danish ITF Coordinator, John Jacobsen received a call from a crew member and he decided to visit the vessel in Århus. The following day Danish ITF Inspector Kjartan Gudmundsson and Jacobsen visited the vessel and were immediately refused access to the records they requested. After warning the master that the affiliated unions in Denmark would be informed if he was not willing to cooperate, they were angrily ordered to leave.

The dockers who were to commence discharg-

ing at 10:00 immediately started boycott action. After one hour, Gudmundsson received a call from the agent, with a message that the master would like to welcome them back on board, where the Inspectors checked through all the documents and overtime records and obtained power of attorney from the Indian and Filipino crew. The master was then told that the overtime records were not acceptable and were considered fakes. A calculation for back pay for US\$ 22,025 for all crew was made, which the master (who was part owner) refused to pay. After further discussions, with the master questioning the legality of the dockers boycott, the Inspectors left the vessel leaving their telephone numbers with the master and agent.

Later that evening the Inspectors were contacted by lawyers representing the agents who agreed to meet them on board the vessel the following day. On board, the Inspectors met with the lawyer, master and agent and after some discussion it was agreed that back pay for US\$ 17,237 should be paid to the Indian and Filipino crew members and their repatriation arranged by the agent on the owners account.



DOCKERS

Bahamas port threatens Americas

The construction of a US\$80 million container transshipment complex in the city of Freeport, on Grand Bahama Island, in the Bahamas, is posing a threat to other American ports.

A spokesperson for the Port Authority of New York & New Jersey says that they do not fear competition from the Freeport facility, but the Freeport officials have supposedly engaged in a great deal of market research that shows ship lines using very large vessels can achieve great cost savings by making only one stop in the Americas and transferring cargo to smaller feeder ships serving ports in both North and South America.

The site of the complex is Freeport's cruise-liner port, the nearest offshore port to the US East coast; a position with convenient proximity to several busy sea lanes, and the Panama Canal. The facility, when fully operational in 1998, will have annual capacity equivalent to 740,000 20-foot containers, with six post-Panamax cranes on 90-acres.

SPREADING USE OF "FEEDER", TRANSFER FACILITIES

The practice of moving containers via large-scale hub-and-spoke operations is already preva-

lent in Asia — Singapore and Hong Kong are examples of such transfer facilities. No such operation has, however, ever survived in the Americas. But now one of the largest container port operators in Asia believes that America is ripe for the notion, enough so to have invested considerably in the Bahamian project. Hutchinson International Port Holdings Ltd. has signed a preliminary accord to invest US\$35 million in the Freeport terminal, which will go toward buying 50 percent of Freeport Harbour Co., a unit of Grand Bahama Development Co.

LOW-RISK INVESTMENT, IN A TAX-FREE ENVIRONMENT

Freeport officials admit not currently having commitments from any shipping lines to use the facility, although negotiations are underway. Operations are scheduled to begin in January 1995, with final completion projected for 1998, when there will be three berths, and the main channel will be dredged to a minimum of 46 feet, with dockside depth of 56 feet. The Managing Director of Hutchinson International Port Holdings, John Meredith, claims that: "It is a low-risk investment with no reclamation, pilings or other heavy ground work and in a tax-free environment."



TOURISM SERVICES

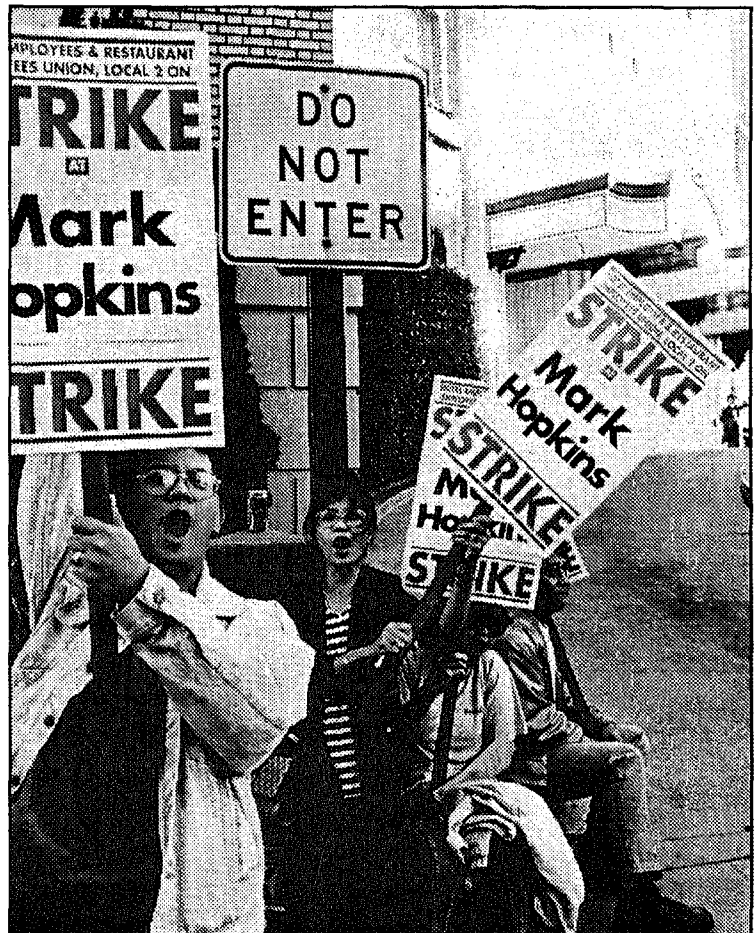
US union strikes against Mark Hopkins InterContinental

On October 6, 1994, members of the ITF-affiliated Hotel Employees & Restaurant Employees Union (HERE) Local 2 in San Francisco, California, USA struck one of the city's historic "Class-A" hotels, the Mark Hopkins Inter-Continental Hotel, which employs 360 workers, 200 of which are HERE members. The workers, having performed their duties in good faith without a contract since August 15 this year, decided to walk out after management persisted in presenting extremely hostile contract proposals, which included the elimination of jobs; an increase in workload for all hotel maids; a reduction in hours for many workers through the elimination of shift pay (a practice won by the union over ten years ago), which would also jeopardise many workers' eligibility for health benefits; and the lack of commitment to maintain health and welfare, and pension benefits in accordance with other city-wide agreements.

HERE has been successful in mustering wide-ranging support for its strike. Hotel employees who are members of other unions are honouring picket lines, as managers and non-union staff scramble to provide guest services in the 402-room hotel, which was at full occupancy at the beginning of the walk out. Strikers report that even local newspaper delivery personnel refuse to cross the line, and some guests have resorted to ordering take-out food to replace hotel services. Some neighbours and passers-by have reportedly volunteered as well to walk the line, which runs around the clock, and is strongly supported by other HERE members: in the strike's first week alone, 2000 employees from other union hotels joined in picketing Mark Hopkins' strikers.

UNION "GOES OUT ON A LIMB" FOR MEMBERS

HERE Local 2's members have been responsible for important, innovative gains for hotel and restaurant workers throughout San Francisco, and the struggle with the management of the Inter-Continental Mark Hopkins stands in great contrast to success of the recently concluded contract talks with other Class-A hotels in the city. HERE Local 2 and its fellow union partner in negotiations, the Service Employees International Union (SEIU) Local 14, have "gone out on a limb" during this year's contract talks to meet the needs of their membership, having taken to heart the call of the US Presidential administra-



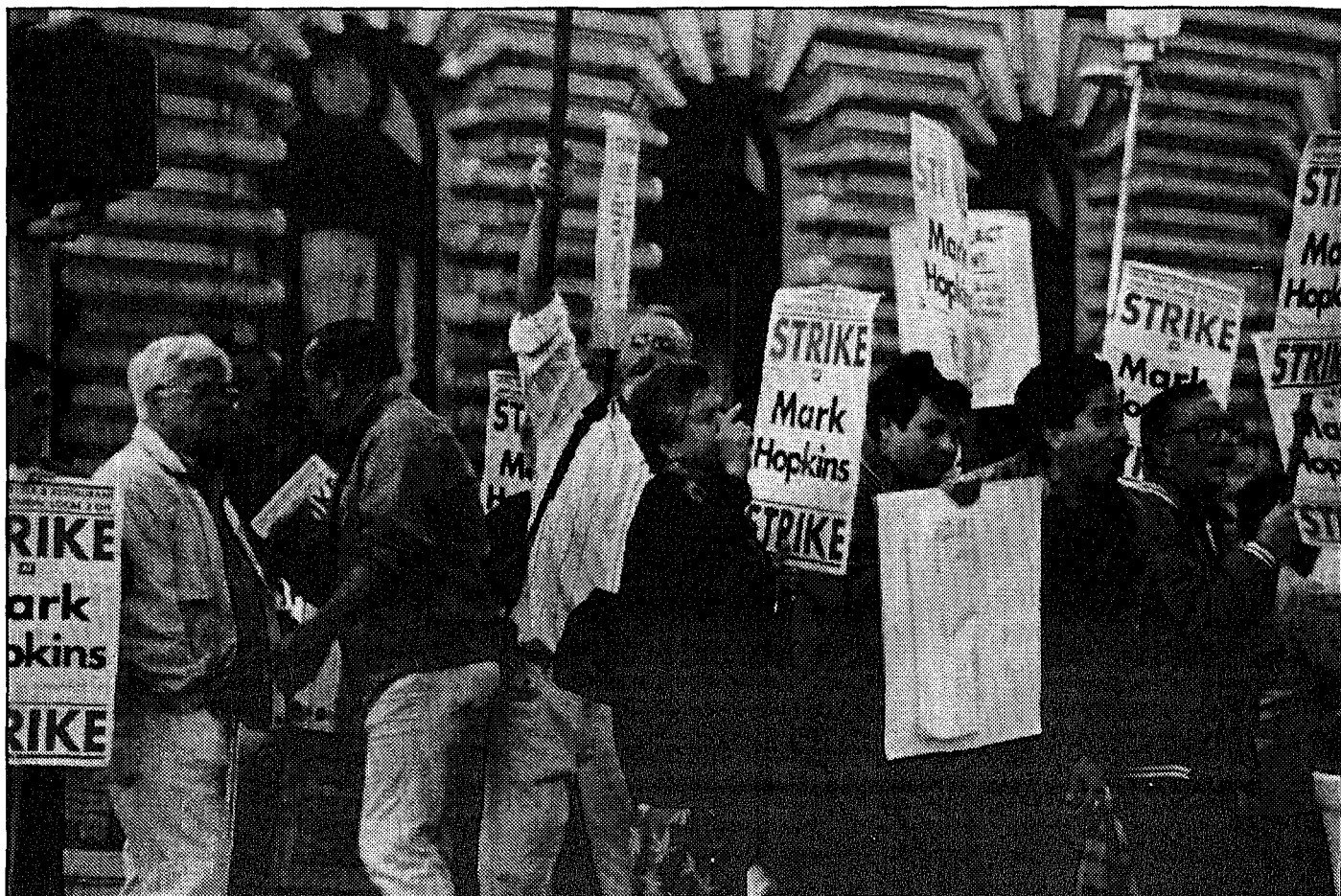
tion to put an end to the prevailing "us vs. them" labour/management relationship and replace it with a "New Covenant for labour and management based on participation, co-operation and teamwork."

Several other industries in the United States, the automobile manufacturing industry specifically, have heeded this call for change, making important shifts for workers and management alike, all with a hope of securing jobs, while at the same time boosting productivity.

CITY-WIDE CONTRACT CONCLUDED

The initiative taken by HERE Local 2 and SEIU Local 14 manifested itself in the form of a Master Agreement between the unions and 14 Class-A hotels, who negotiated collectively under the guise of the San Francisco Hotels Multi-Employer Group. Two other Class-A hotels, outside the group, have since concluded similar contracts with the union; hence with all the major

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Class-A hotels in the city working to improve labour/management relations, it is easy to understand why the unions are refusing to accept the retrograde contract proposal set forth by the Inter-Continental Mark Hopkins.

The Master Agreement is unique in the hotel industry, in that it improves wages, benefits, and job security and includes ground breaking "living contract" provisions that will allow employees to raise issues, and employers to make operational changes during the life of the agreement. "Every day, the workers have just as much say as the managers," says Lisa Jaiks, Local 2 boycott co-ordinator. Kim Jackson, Corporate Research Analyst for HERE International, who works for Local 2 says that the new contract represents "a significant departure" from the

past, because historically there has been great animosity between labour and management in the hotel industry in San Francisco.

The new agreement is, in fact, so important to the industry, and to labour-management relations that the involved parties have received a US\$100,000 grant from the US Federal Mediation and Conciliation Service for the establishment of the nation's first hotel industry labour-management committee. The grant funds will specifically support an Executive Director to co-ordinate the city-wide effort of co-operation, provide training for hotel employees, and allow for labour and management representatives to travel to other locations across the country to both learn how other industry efforts are conducted as well as inform other hotels and unions of their initiative.

General Secretary: David Cockroft

Communications Secretary: Richard Flint

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