

ITF

NEWS



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INTERNATIONAL TRANSPORT WORKERS FEDERATION

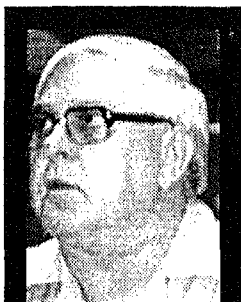
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No-one died in this crash, thanks, partly at least, to the efforts of the cabin crew. How many similar cases are needed before the aviation authorities formally recognise the vital safety role played by cabin crew?



Tribute to Mols Sorensen

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Asia/Pacific unions focus on ITF regional structure

Makato Urata, of the ITF's Tokyo office, reports from the Asia/Pacific Regional Committee meeting in January...

THE 1996 Asia/Pacific Regional Committee meeting was held in Cairns, Australia in January. 94 delegates, advisers and observers from 18 countries of the region attended. Among them were two observers from Vietnamese transport trade unions who were attending the ITF meeting for the first time.

In the discussion on the report of activities for 1995 the action taken by the ITF affiliates in the region against French and Chinese nuclear testing was highlighted. This led to the adoption of a resolution requesting the ITF to follow up the protest campaign.

In relation to China, it was suggested that the ITF may consider sending a fact-finding mission there later on this year. This mission will contact the government and major shipping companies in order to find out the situation of Chinese seafarers working on flag of convenience vessels.

On Indonesia the meeting welcomed the restructuring of the unitary national trade union organisation SPSI into a federation of industrial unions.

However, it noted with regret the government's continuing harassment of the independent trade union organisation SBSI and the total ban on trade union activities for public sector workers, including the national railway, Jakarta city bus (PPD) and the national airline

Debates too on N-tests, China and Indonesia at meeting in Cairns

Garuda. A resolution was unanimously agreed urging the Indonesian government to end all interference in trade union activities.

On the second day the meeting took up the new issue of regional economic groupings such as APEC, ASEAN and SAARC. Tony Morrison of the Maritime Union of Australia introduced the work of the APEC Transport Working Group (TPT). It

was agreed that affiliates in APEC member countries in the Asia/Pacific region should approach their respective governments in order to obtain more information on the work of the TPT and, possibly, to secure the inclusion of transport union representative(s) in each national delegation to the TPT - as is the arrangement between the ACTU union centre and the Australian government.

The ITF has also been asked to seek consultative status within the TPT as an international trade union organisation representing transport workers.

The meeting was informed of the decision of the Executive Board to relocate the Asia/Pacific office to Tokyo. The actual move is expected to take place in the middle of this year.

The ITF was represented by General Secretary David Cockroft, Regional Secretary Shigi Wada and Assistant Regional Secretary Mahendra Sharma. In connection with the relocation of the Regional Office to Tokyo, the newly designated Regional Assistant Mark Davis (New Zealand Merchant Service Guild) was introduced to the meeting. ■

Strike halts transport sell-off in Zaire

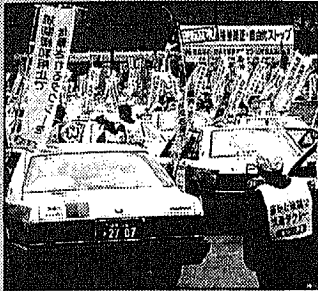
THE government of Zaire has shelved plans to privatise the National Transport Authority (ONTRA) after strike action by the ITF-affiliated Fédération Nationale des Travailleurs du Transport and Syndicat des Travailleurs des Ports Maritimes (STPM) along with other transport unions paralysed the transport industry in January.

The unions called off the five-day strike after successful talks with prime minister Kengo Wa Dondo. The unions, along with Zairian employers and government

experts, will now try to find ways of making ONTRA profitable.

Zaire's only seaport, as well as rail and river transport services, all came to a halt during the dispute. Losses incurred as a result of the strike are estimated to be US\$3 million per day.

The STPM afterwards thanked the ITF for its support, in the form of a strongly worded letter to the Zairian prime minister. "This message helped to unblock the situation," the union said. ■



■ As the annual Japanese "spring offensive" wage hike negotiations come closer to a climax in April, rank and file trade union members organised a series of demonstrations to support their claims.

They included private sector railway and bus workers who staged a performance of songs and plays on workplace issues (left) and taxi drivers, who organised a parade of 350 cabs through the centre of Tokyo (inset).



Easy access to news and information

NEWS and background information about the ITF is now available on the Internet.

By referring to the ITF's home page on the World-Wide Web (WWW), affiliates, and even individual union members can keep abreast of the latest issues involving transport workers.

Anyone with world-wide access to the WWW (which is connected to the Internet network) can reach the ITF home page, regardless of what kind of computer is being used. Access to the Web is provided as part of the service to most Internet subscribers.

The ITF can also be reached via Internet electronic mail. So users without access to the WWW and with only an e-mail facility can obtain material from the ITF by contacting us.

The ITF Web page will be updated on a regular basis and currently includes general information about the ITF, contact addresses, press releases, a list of affiliated organisations, the contents of ITF News and information about women transport workers and the industrial sections of the ITF.

There is also a section of links to other pages of the WWW where you can visit the ever increasing number of other ITF affiliates who are opening pages on the Internet. The ITF page also has a special "solidarity" section

ITF on the Internet

where appeals for action and support for unions in dispute or individuals in need are regularly available.

The Internet is a growing international network which at present connects nearly 50 million individual computers.

ITF Communications Secretary Richard Flint points out that for the ITF and other international trade union organisations, the Internet provides an opportunity for a new form of communications that is instantaneous and inexpensive.

"We understand that only a minority of ITF members can presently access the information on our Web page," he acknowledges, "but we sincerely hope to see that number grow from month to month".

He adds that the ITF is also willing to provide technical advice to member unions who

How to reach us...

■ **World-Wide Web address:**
<http://www.itf.org.uk>

■ **Internet e-mail address:**
info@itf.org.uk

are interested in connecting to these services.

"Not only does the Internet provide users with access to all of the unions, but it can also be a very efficient and useful communication medium within a country or region," says Flint. "The ITF Web page will be constantly evolving and we sincerely hope that affiliates who are connected will make it a regular spot to visit when surfing the Net and we hope the fact that ITF information is available on this network will possibly encourage unions to take the plunge and connect themselves." ■

In brief

International merger

■ The Media and Entertainment International (MEI) came into being last December when delegates attending the second world congress in Washington of the two merged media and entertainment internationals ISETU and FSTAV voted for a change of name. The new International, now two years old, brings together 130 unions in the arts, audiovisual, cultural, entertainment and mass media sector. Tony Lannon (BECTU, UK) was re-elected as MEI President and Jim Wilson as General Secretary.

Four more donate

■ Four further donations have been received for the ITF History Fund: 25,000 Skr (US\$1,700) from the Swedish Transport Workers' Union; US\$2,500 from the Dutch Seafarers' Federation (FWZ); US\$1,000 from the Seafarers' and Dockers' Union of Croatia; and US\$150 from the Honduran port workers' union SITRAEMP. A total of 32 unions from 23 countries have now contributed to the fund, which will help finance activities during the ITF's 1996 centenary year.

Mols Sørensen

FEW figures in ITF history who were not full-time officers of the Federation have made a bigger contribution to its success than Knud Mols Sørensen.

The sensitive world in which the ITF flag of convenience campaign operates usually requires both a hard cop and a soft cop figure to help bring divergent interests together. Mols was a unique blend of the two.

No-one who ever saw him chair a meeting (and he chaired literally hundreds during his ITF career) could doubt his ability to be tough. He was never slow to tell people to shut up, cut the microphone off, even occasionally to throw them out of the room.

Behind the toughness was a sense of humour, a commitment to let everyone speak if they had something to say, and total honesty in defence of trade union principles, all of which inspired loyalty and affection throughout the ITF.

Modesty was never his strong point. He remained Chair of the ITF Seafarers' Section for a record-breaking 21 years, overriding ideas of national or regional balance and even (far worse) defying the long established tradition that the section leadership should rotate between ratings' and officers' unions. His continuation in the post (probably assured anyway) was sometimes speeded up by a simple statement that he was available for re-election again and did anyone have a problem with that?

During his chairmanship he also took control of virtually every other significant section body. The Fair Practices Committee and its related bodies came automatically, but Mols also chaired the European Seafarers' Regional Committee, the Maritime Transport Section of the Brussels Committee, the workers' side of the European Unions' Joint Committee on Maritime Transport and even (from its inception until 1994) the ITF Asia/Pacific Regional

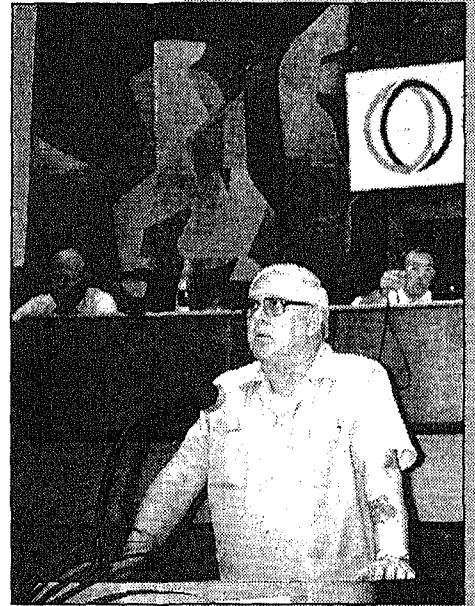
Seafarers' Committee (APRSC). When he retired in 1994, it took at least five people just to replace him in these positions.

Paradoxically it was probably the Asia/Pacific Committee in which he took the greatest pride. Without that committee, formed at a time of great tension between the traditional maritime unions and the largely labour supplying unions from Asia, there would probably be no ITF FOC campaign today.

There are so many Mols anecdotes that we may one day need to collect them together in a book. Some have been passed on to me. I didn't, for example, see the hard line political and personal attack on Mols made by another Danish member of the ITF's Fair Practices Committee which had to be translated into English by...Mols. I did, on the other hand, see him breeze into an ILO Maritime Conference Committee where we had been arguing fruitlessly with shipowners for days about whether ship's officers should be allowed to give intravenous injections, tell a five minute story about how he once saved a rating's life, and then breeze out again, leaving the opposition (literally) speechless.

Others who knew him for longer will no doubt have more to add. I saw him only at the peak of his performance within the ITF, with his reputation established and his position unchallenged. He taught me many things.

Mols was a dedicated defender of the seafaring profession and a friend of seafarers. He will be sadly missed. ■



ITF General Secretary David Cockroft pays tribute to Mols Sørensen (above), former Chair of the ITF Seafarers' Section, General Secretary of the Danish Mates' Association and an ITF Gold Badge holder, who died on 25 February, aged 69.

TOM McGrath, a revered leader of the British Columbia labour movement and a highly effective ITF Inspector in Vancouver, died on 11 February, aged 68.

Tom was only 15 when he joined the Canadian merchant marine in 1943 and shortly afterwards became a member of the Canadian Seamen's Union.

His union career, which in the 1950s saw him active in the Canadian Steelworkers' Union, culminated with his election in 1982 as National Vice President of the Canadian Brotherhood of Railway, Transport and General Workers, a post he retained

Tom McGrath

until his retirement in 1991.

But his first love was always the sea and there are many flag of convenience seafarers whose ships put in at Vancouver who have happy memories of an ITF Inspector who would stop at nothing to make sure that they got a fair deal.

Many tales are told of his exploits. Jim Green, a local community activist, tells, in his book on McGrath, of a night 15 years ago when he went with Tom in a water taxi to visit an FOC freighter.

The crew had not been paid for weeks, and when the two men got to the ship they found that the crew had hung a sign over the deck which read "We need you Tommy McGrath."

The master was also there - waving a shotgun and saying he would shoot Tommy if he took a step on his ship.

Tommy stood in the taxi, screaming back at the master about democracy and the rights of workers. Despite the shotgun, he managed to get the Filipino crew off the ship and put them up at a hotel.

They eventually got their backpay, about \$100,000. ■

Hans Rasmussen

■ Dansk Metal's former President Hans Rasmussen, who was President of the International Metalworkers' Federation (IMF) in the early 1970s, died on 1 January.

THE new owner of British Rail's heavy haul freight operations is no stranger to the ITF and its New Zealand affiliates.

Wisconsin Central Transportation took over New Zealand Rail in 1994 and immediately demanded 246 redundancies out of a total of 487 employees, an increase in the working week and the introduction of 24-hour working.

New Zealand seafarers working on the inter island ferries were also served with lockout notices by the US company under the terms of the notoriously anti-worker Employment Contracts Act, a law which has been condemned by the International Labour Organisation.

Ed Burkhardt, the president and chief executive of Wisconsin Central Transportation set up the company in 1987 after deregulation of the US rail network.

British Rail unions fear the worst as Wisconsin takes over

Burkhardt purchased British Rail's freight division in February for £225 million (US\$340,000) as part of the Conservative government's policy of breaking up the various elements of the rail network and selling them to the private sector.

The ITF's rail affiliates in Britain are now bracing themselves for big reductions in staff and moves to introduce new working practices.

The company says it plans to invest in rolling stock, maintenance depots and new locomotives - of which 200 will be needed at a cost of between £200 and £250 million.

Wisconsin's accident rates are reported to be higher than the average for US railway companies. There have been 20 deaths in the past two years involving Wisconsin trains. ■



FOCs sail inland?

'ITF officials have been worried by recent indications that the use of FOCs may indeed extend to inland navigation, where traditional flags have predominated until now.'

FLAGS of convenience, already the scourge of workers on the high seas, could soon spread inland to the world's river and canal transport systems.

ITF officials have been worried by recent indications that the use of FOCs may indeed extend to inland navigation, where traditional flags have predominated until now.

In Argentina a new presidential decree permits inland ship operators to register their ships under other flags while retaining the benefits accorded to Argentinian-flag ships.

In another move, the French Rhine Navigation Company (CFNR) has established a Luxembourg subsidiary - CNR-Lux - and transferred its ships to the Luxembourg flag.

Other developments include:

- the use of Bolivian-flag vessels on the Paraná-Paraguay waterway system, although Bolivia is not a riparian state.
- the sale to private owners of the former state-owned fleets of central and eastern European countries. The Romanian government is re-

ported as having sold ships from its Danube fleet to Greek buyers.

ITF Assistant General Secretary Graham Brothers is monitoring developments carefully. "For many years FOCs have had an extremely negative effect on standards and employment in the maritime and shipping industry," he commented. "It is therefore important to counteract their spread as soon as a trend occurs."

The definition of a flag of convenience register applied by the ITF Fair Practices Committee to the maritime sector is as follows: "Where beneficial ownership and control of a vessel is found to lie elsewhere than in the country of the flag the vessel is flying, the vessel is considered as sailing under a flag of convenience." The most important factor is whether the nationality of the shipowner is the same as the nationality of the flag.

The FPC maintains a list of countries offering Foc facilities and from time to time adds countries to or deletes them from the list. ■



■ Croatian public sector unionists, including railworkers, march through the centre of Zagreb in February in protest at the government's pay freeze.

At the ECE...

■ In response to the ITF's rail safety discussion document presented to the Economic Commission for Europe (ECE) working party on rail transport last year, the ECE has agreed to compile data on rail accidents since 1990 and to consider whether to issue recommendations for improving and harmonising rail safety regulations. In line with a further ITF proposal, the ECE's inland transport committee decided in January to examine the level of inspection of tachograph records needed to ensure compliance with the drivers' hours limits laid down in the European Agreement Concerning the Work of Crews of Vehicles Engaged in International Road Transport (AETR). The ITF was represented at the meeting by Assistant General Secretary Graham Brothers.

■ Minimum manning requirements and working and rest hours of crews of vessels in inland navigation were on the agenda of a meeting in February of the Economic Commission for Europe (ECE) working party on the standardisation of technical and safety requirements in inland navigation. A last-minute ECE secretariat document closely reflecting the Rhine regulations was presented to the meeting but made little progress largely because the Russian Federation has recently adopted manning legislation based on very different concepts from the Rhine regulations. ITF policy is that the ECE's objective of trying to establish a single set of minimum manning regulations for all European waterways is impracticable as navigating conditions vary considerably between waterways and undesirable as it could lead to major job losses on Central and Eastern European ships. Assistant General Secretary Graham Brothers represented the ITF at the meeting in Geneva.

Success for Croat strikers

A WEEK-LONG strike by the ITF-affiliated SZH, Railwaymen's Trade Union of Croatia, which effectively shut down the country's domestic rail network, was suspended on 29 February following the negotiation of a satisfactory agreement.

The union was in dispute over a list of demands, including the 1996 pay increase. The provisional agreement reached with the government and management of the HZ Croatian national railways is for an aver-

age wage increase of 30 per cent from July, with a higher increase for the lower paid and a lower increase for the higher paid.

The agreement represents a significant departure by the government from an overall public sector wage freeze, according to the union general secretary Zoran Duric. "The strikers are very satisfied with the level of what has been achieved," he commented.

However, the union is still waiting for a final signature to the agreement in the next two months. If the other side fails to observe this deadline, the union will call another strike in May. ■

THE ITF Railwaymen's Section held a first meeting in London at the end of February to discuss how international trade union co-operation might be extended to deal with the problems that arise when train crews cross international borders rather than being changed at national frontiers.

Delegates from the 18 railway workers' unions in 12 European countries which were represented at the meeting welcomed the recent growth in cross-border traffic, which was likely to add to the railways' share of international goods and passenger transport.

But they acknowledged too that this traffic created new difficulties for the crews involved, and could lead to social dumping and competition between train crews on wages and working conditions.

A number of areas were identified by the rail unions as important to the crews involved in this traffic, notably:

- working hours and regulations
- railway safety
- health and safety

ITF unions tackle problems of more cross-border railway traffic

- training
- legal implications
- language requirements
- trade union contacts and co-operation.

It was agreed that these issues should be addressed through the appropriate bipartite or tripartite machinery in the countries involved whenever new cross-border traffic was being introduced, and that the same machinery should also be used where such traffic had already been established but these issues had not yet been satisfactorily resolved.

Delegates strongly supported minimum standards on working hours, training and health and safety regulations for all crews involved in cross-border traffic, but warned that such

harmonisation must not be used to undermine existing national standards.

The basic elements of a joint policy to be pursued by railway workers' trade unions across Europe were fixed by the meeting. The unions decided to set up a network with contact persons for locomotive drivers, other train crew and catering staff and the ITF Secretariat was asked to assist the work of the network by collecting information on working hours' regulations in Europe and conducting case studies to assemble more in-depth information on the problems occurring in cross-border traffic.

A further meeting on cross-border traffic in Europe will take place in about a year's time. ■



THE Easter holiday period sees the launch of the ITF's Bus Safety Campaign. The ITF action is aimed at improving safety and working conditions in long-distance road passenger transport in Europe.

Similar campaigns were staged by the ITF and its road transport affiliates in the 1994 and 1995 tourist seasons to press for more rigorous enforcement of drivers' hours and stricter conditions of access to the market for bus and coach operators, together with more detailed and frequent checks on companies to see that they are operating to standards that do not put drivers, passengers and other road users at unnecessary risk.

The campaign is taking place against the background of a rise in the number of serious bus and coach crashes, in which driver fatigue is often a major contributory factor.

This is because the two sets of regulations which are supposed to ensure that drivers take regular breaks and rest periods and do not work excessive hours – European Council Regulation 3820/85 or the AETR, depending on whether the country is a member of the European Union or not – are often disregarded or applied in little more than a token fashion.

Cut-throat competition between bus and coach operators and the low wages and poor working conditions in the sector also lead drivers to contravene the regulations for fear of losing their job or under pres-

sure to make enough money to support their families.

The ITF and its European road transport affiliates have been working for some years to ensure that the European regulations which are seriously flawed – they are excessively complicated and only regulate driving and not duty time – are revised to ensure that they provide a reasonable limit to the length of daily duty time and guarantee proper daily and weekly rest periods.

The campaign will seek to explain these regulations to bus and coach passengers, who will be urged to take steps to make sure that the bus or coach company they use for long distance journeys complies with the existing regulations. Passengers will also be asked to join the ITF and its road transport affiliates in insisting on major improvements in these standards.

Road transport unions taking part in the campaign will be urging their enforcement authorities to raise with the Economic Commission for Europe's Inland Transport Committee the question of adequate inspection of tachograph records – the tachograph being the device fitted in all buses and coaches operating under the AETR which records drivers' hours on a paper disc.

We will be reporting again in ITF News on publicity action taken by ITF affiliates in support of the campaign. ■

Seat belt survey

■ Alerted by the series of fatal high-speed bus accidents, the Japanese Ministry of Transport conducted a seat belt survey from December 1995 to January 1996. According to the figures released by the ministry in February, 41 per cent of passengers had their seat belt fastened on average among 22,000 vehicles of 110 companies surveyed nationwide.

Nearly half of the operators, however, fell behind this average fastening rate and seven companies' record was below 10 per cent. Last summer, the figure was merely 8 per cent.

According to the Japan Automobile Federation, 70 per cent of private car drivers fasten their seat belts while driving.

'The campaign is taking place against the background of a rise in the number of serious bus and coach crashes, in which driver fatigue is often a major contributory factor.'

Australian unions take the lead

Tackling harassment

WOMEN seafarers in Australia are being encouraged to talk privately about harassment in a ground-breaking project supported by ITF-affiliated maritime unions and the Australian Shipowners' Association.

Harassment, particularly sexual harassment, can be a very distressing problem in any industry, and although it does not exclusively affect women, it is particularly prevalent in workplaces where women are in a minority.

At sea, women are not only in a minority, but there is no support, nor anywhere to escape to.

As one Australian woman seafarer said: "if you hundreds of miles out to sea there are no poll stations, no law courts and no emergency number to call."

Unions address the problem

Australian maritime unions have now taken action to tackle what has always been a sensitive issue. The collaborators on the Australian "Women at Sea Project" have developed a policy and set of procedures for dealing with harassment. The policy focuses on conciliation as the preferred method of resolving harassment questions and states clearly that sexual harassment will not be tolerated either at sea or in port.

Two consultants are designing an education strategy for use in explaining and implementing the harassment policy, and have been collecting information from both men and women about their experiences whilst working at sea.

The initiative has been welcomed by ITF Acting Women's Officer Sarah Finke. "Other maritime trade unions may need to follow the Australian example," she told ITF News.

"It is certainly an area into which the ITF's network of inspectors in international ports worldwide will need to expand its work," she added. "Many union officials in the male-dominated maritime industry are not used to dealing with this kind of

"Many union officials in the male-dominated maritime industry are not used to dealing with this kind of complaint, so the education of these officers, and special training of support staff, may be needed."

'The Chinese government is currently embarking on a programme of mass English literacy training in order to boost the international "marketability" of Chinese seafarers.'

THERE are now roughly 825,000 ratings and 409,000 officers in the maritime industry worldwide – giving a total of 1.2 million seafarers. This is according to a report recently published by BIMCO (the Baltic International Maritime Council) and the ISF (International Shipping Federation).

The Philippines supplies nearly a quarter of a million seafarers, being 20 per cent of the total. Indonesia, Turkey, and China follow with close to 80,000 each. The Chinese government is currently embarking on a programme of mass English literacy training in order to boost the international "marketability" of Chinese seafarers.

Regionally, the Far East is the biggest supplier, providing 39 per cent of all seafarers, followed by the industrialised OECD (Organisation for Economic Co-operation and Development) countries, which supply 32 per cent.

Shortage of officers

There is a shortage of 18,000 officers worldwide. This does

Survey of the world's
1.2 million seafarers
**Too few
officers
and too
many
ratings**

at sea



ITF Asia/Pacific unions want crew cost review

A THREE-YEARLY review of the ITF total crew cost benchmark was proposed by seafarers' union representatives attending the 1996 session of the Asia/Pacific Seafarers' Regional Committee held in Cairns, Australia, in January.

The 1996 Fair Practices Committee, which would be looking at ITF wage rates, should opt for this time interval, delegates suggested.

After expressing concern at the lack of social facilities for the region's seafarers, who make up the majority of crews on flag of convenience ships, the meeting decided that an International Committee for Seafarers' Welfare task force including members of the APSRC steering group should conduct a feasibility study into the welfare needs of Asian seafarers.

Delegates felt that Asia/Pacific unions should become more involved with the ITF's work within the International Maritime Organization, and were supportive of IMO measures to ensure improved flag state compliance.

They also decided to set up a task force to examine the implications of the very low wage rates paid to Chinese seafarers for the job prospects of Asian seafarers and for the implementation of ITF policy.

The APSRC gave its support to the New Zealand Seafarers' Union in its dispute with Trans Rail over the provision of free food to crews in its fast ferry operations. The company was castigated for refusing to provide meals free of charge in contravention of International Labour Organization Convention 68 and for pursuing a health and safety matter through the courts.

Greg Oca (AMOSUP, Philippines) was elected as second Vice Chair – a new post – and S Nakanishi (JSU, Japan) and Dave Morgan (NZSU) were re-elected as Chair and Vice Chair respectively.

complaint, so the education of these officers, and special training of support staff, may be needed."

Other organisations providing services to seafarers might also need to raise the profile of this issue, said Finke. The staff of seafarers' centres, for example, were often called upon to listen to the more personal problems of seafarers.

"ITF Women," the first ITF publication featur-

ing women transport workers, dedicates a couple of its pages to the problem of sexual harassment at sea and includes guidance, based on Australian and Canadian trade union practice, on how to deal with harassment in the workplace. "ITF Women" is available from the ITF Women's Department on request. ■

not mean that some vessels are operating without officers, but that companies are undermanned, or are operating without sufficient back-up staff.

In the OECD countries employers are finding it increasingly difficult to recruit officers. The problem is compounded by the fact that 10 per cent of their trainee officers drop out before they qualify.

Given that it is from amongst officers that employees have traditionally been recruited into such areas as port state control inspection and port administration, there is concern in the OECD countries that an acute shortage of professionals in these areas could result. Problems in the recruitment and training of officers do not appear to exist to the same extent in other regions.

Surplus of ratings

According to the report, there is an oversupply of 219,000 ratings. This means that large numbers of ratings who are

recorded as seafarers in their country are unable to find regular employment.

Unemployment among ratings may be exacerbated in the near future when the International Maritime Organization's STCW Convention on safety and training standards is tightened up.

The implementation of the convention may well mean that large numbers of all seafarers, but particularly ratings, do not qualify for employment at sea.

Nearly one in three seafarers on an FOC vessel

Panamanian-flag vessels demand by far the biggest number of seafarers, with a total of 104,400. Almost all of these are non Panamanians. China follows with a demand for 87,900, all of whom are locally supplied.

Japanese-flag vessels demand the third biggest number of seafarers with a total of 75,800. All flags of convenience combined account for 281,000 of the total

demand for seafarers worldwide – that is 27 per cent.

Implications for ITF maritime affiliates

Employers' organisations use figures of supply and demand to determine their policies on training, recruitment, and even wages. Organised seafarers, through their unions and via the ITF, need to look closely at the figures in planning their own strategies for a worldwide campaign to secure more equitable conditions for seafarers.

Setting minimum wages via the International Labour Organisation and via the various ITF agreements for FOC ships is one part of the strategy. Questions of training and recruitment are also critical. For this reason the Seafarers' Section Steering Committee held in London in mid March closely examined the figures produced by BIMCO/ISF to assess their implications for ITF policy. ■



Backpay won for 250 cruiseship crew



■ ITF Inspector Spiro Varras (In suit) with officers on the *Regent Rainbow*.

THE ITF has scored another major success in its flag of convenience cruise ship campaign by securing backpay owed to more than 250 crew members from 38 countries abandoned in Florida, USA.

The seafarers were left stranded after the Bahamas-flag *Regent Rainbow* tied up at the port of Tampa at the end of October last year.

The vessel was arrested by US marshals because the company that operated it, Regency Cruises, of New York, owed more than US\$800,000 to a food service firm. Regency cruises then cancelled all future voyages – and hundreds of passengers who had been hoping for a cruise to Mexico were left on the quayside.

The crew called in the ITF to help, and New York-based Inspector Spiro Varras, after meeting the crew, immediately began talks with Regency Cruises and the ship's owner, Kawasaki, of Japan.

In the meantime he advised the seafarers, who were owed two months' wages and overtime pay and repatriation costs, to remain on board.

Eventually, with Kawasaki hiring Monaco-based V Ships to operate the *Regent Rainbow*, the crew received the \$420,000 owed to them.

According to Varras, the amount received, though welcomed by the grateful seafarers, reflects the low wages prevailing on FOC cruise ships. The electrician, from Poland, was paid a monthly salary of \$1,000. The Indonesian quartermaster had signed a contract for \$440 a month, while the fire patrol rating, from Bulgaria, was paid \$400 a month. ■

More inspections

■ The port state control committee of countries in the Asia/Pacific region has asked maritime authorities to assess the possibility of increasing the number of ship inspections. The committee, which met recently in Hong Kong, estimated current coverage to be running at an average of 36 per cent. Several countries are working together towards a target of inspecting half of all the ships that use regional waters by the year 2000.

Dimitrakis

A HUNGER strike by Indian seafarers on a Cypriot-flag ship detained in the German port of Bremen ended after one week when the ITF secured US\$85,000 in wages owed to them.

The 25-strong crew of the *Dimitrakis* began their protest after the ship was arrested by the port authorities because of serious safety defects. These included ill equipped lifeboats and faulty equipment on the bridge.

The crew contacted ITF Inspector Ali Memon to say that they had not been paid for three months and working conditions were poor.

Two crew members were admitted to hospital suffering from hypothermia after living and working in sub-zero temperatures. Concerned about their health, Memon found room for the others at the local Missions to Seamen. ■

Ionian Jade

THE Russian and Maldivian crew of the Panamanian-flag tanker *Ionian Jade*, which was detained in Bremen, Germany, in June 1995 have finally received their outstanding wages.

The vessel, owned by Adriatic Tankers, was auctioned in February, eight months after it arrived in Germany. ITF Inspector Ali Memon is delighted with the outcome. "All our demands have finally been met," he said. "We have also been able to obtain wages for the ex chief engineer and captain."

The ITF received DM507,000 (US\$342,000), which includes wages, legal costs and food provision for the crew. The 15 crew members were repatriated on 21 February. ■

Panagia Tinou

ACTION co-ordinated in La Rochelle by the ITF's French affiliate, FETS/FO, against the Maltese-flag *Panagia Tinou* cost the Greek owner FF170,000 (US\$85,000) in backpay for the crew, their air fares home and legal costs.

After receiving complaints from the six-strong Sri Lankan crew that they had not been paid for six months – and that there was a serious shortage of food on board – FETS/FO members in the port prevented the ship from setting sail long enough for the union to take legal action to have the ship seized until the wages were paid. The crew received about \$7,000 each, and flew home grateful for the international solidarity shown by the French. ■

Stainless Commander

THE crew of the Panamanian-flag *Stainless Commander*, who became reluctant shipowners in December, have received all their outstanding wages under the Greek collective agreement and are back home with their families. With the help of the ITF, the crew bought the former Adriatic Tankers-owned ship at auction in Rotterdam in order to re-sell it and thereby ensure that they would receive the US\$357,000 owed to them. Dutch ITF Co-ordinator Ruud Touwen also reports that negotiations on crew backpay were proceeding in March with the bank responsible for a sistership, the *Ionian Prince*. ■

CIVIL AVIATION

■ Striking workers of Belgian airline Sabena run to escape being drenched by a water canon after they descended onto the airport tarmac to protest against the cancellation of collective agreements.

In brief

Air India dispute

■ Aircraft maintenance engineers in Air India are operating a go-slow against the company as part of a pay dispute. The ITF has asked all affiliates to be alert to any request to do Air India maintenance work during the action. A similar dispute is taking place in the domestic carrier Indian Airlines. The company's determination to resist the engineers' demands appears to stretch to putting aircraft in the air without proper maintenance checks. The *Economic Times* of India reports an incident last December in which an Indian Airlines aircraft cracked a wing tip while being towed out of a hangar. The aircraft was allowed to fly without a proper maintenance investigation.

Strike threat

■ Romanian airport workers have threatened an indefinite strike in support of a 30 per cent pay claim. The Trade Union Federation of Romanian Airports has informed the ITF that the salaries of airport workers are set by the government. These are currently 65 per cent of the national average. The union has said it will blockade 13 domestic and three international airports.

Flights of convenience

■ Charter operators in the UK are using cheap foreign-registered aircraft to escape safety rules, according to Graham Allen MP, a British Labour Party spokesperson on transport who is the author of a report called "Flights of Convenience". The report cites numerous examples, including a UK-based charter operator who used an aircraft previously registered in Bulgaria, transferred to the Greek register, and operated by Bulgarian and Spanish crews.



Sabena: Unions end 'Godfroid' method

IT was Pierre Godfroid, chair of Sabena, who at the European Commission's Comité des Sages hearings in 1993 described management demands on employees resulting from European liberalisation as becoming increasingly "obscene".

In February 1996 Godfroid resigned from Sabena after trying to impose new conditions on employees which were more obscene than anything in the airline's history.

A few months earlier Godfroid had unilaterally abrogated all existing contracts with the unions. Godfroid replaced negotiation with what became known in Belgium as "the Godfroid method": management by diktat. In doing so he unleashed a confrontation that was watched by airline managements around the world.

Union resistance was swift and strong. A series of strikes in December 1995 kept every Sabena flight on the ground. A temporary peace was reached with the unions in January 1996, but this rapidly collapsed after the management almost immediately broke the agreements it had made.

A government mediator averted another round of industrial turmoil by gaining agreement from unions for a strike truce from mid February to the end of the month.

By the time this period expired Godfroid, who had threatened that he and airline managers would "if necessary go out into the field and take over the tasks of employees who refuse to work" was in fact not out in the field, but out of a job.

Sabena has suffered constant instability since 1990 when the airline began searching for investors. In 1991 Air France bought 37.5 per cent of Sabena shares. In 1992 a restructuring plan

drawn up by Godfroid lost 911 workers their jobs and enforced a number of changes in work practices. By 1993 the airline was already reviewing its relationship with Air France and during 1995 there were talks with Swissair. In May 1995 Swissair bought 49.5 per cent of Sabena.

In 1995 Godfroid came up with the novel idea of locating all Sabena pilots outside Belgium in order to escape Belgian social costs. A plan to implement what Godfroid saw as a bold social experiment, through an arrangement using the Luxembourg carrier Luxair as a kind of social "flag of convenience", was vetoed by certain Belgian ministers, after loud protests by aviation unions.

Those who had spoiled his plan were publicly chastised by a furious Godfroid in an open letter to the newspaper *Le Soir*, in which he claimed "the debate concerning the de-localisation of pilots was a historic mediocrity". He declared that no one could give lessons to him on ethical or civic responsibilities.

A year later the unions have given him just such a lesson. It is a lesson which unions hope will not be lost on other airlines.

The "Godfroid method" is now at an end. Godfroid has been replaced by Paul Reutlinger, an executive from Swissair.

The unions hope the change over can be the start of a new era of a return to meaningful dialogue. According to Freddy Tack of the CGSP union: "We need to establish a new climate of confidence between the company and the workers and to restore the respect between the two sides, which has totally disappeared."

The first step should be the immediate restoration of the collective bargaining agreements.

'Unsporting' Delta campaign launched

Official Olympic carrier accused of violating rights of employees

In brief

Unity in Air Afrique

Flight deck, cabin crew and ground staff unions have united in Air Afrique with the threat of strike action against the airline unless it gets rid of its current president, Yves Roland-Balcarre, and his entire top management team. Air Afrique is in financial crisis with predicted losses of US\$19 million. The unions point out that the management has instigated a succession of survival plans, all of which have failed. The latest plan involves an alliance with Air France, a proposal which the unions also reject.

Sackings in Cape Verde

Six cabin crew members of Cape Verde Airlines face dismissal for refusing to fly in breach of the company's own flight and duty time limitations. When the crew members refused to fly over the limits the company left them stranded in Lisbon. José Bras, President of the Portuguese cabin crew union SNEVAC, is going to Cape Verde representing the ITF to assist the Cape Verde union SITHUR fight the case against dismissal.

Air Canada stress

As a result of drastic staff cuts over a number of years, there are increasing signs that Air Canada employees are suffering work overload, stress and fatigue. The company has had to hold a number of crisis meetings and has agreed to hire in new staff. Denise Hill, president of CUPE, the cabin crew union, says: "It has been just awful. One flight attendant has been assaulted three times in two months. It's out of control."

THE ITF has written to Dr Juan Antonio Samaranch, President of the International Olympic Committee, to accuse Delta Air Lines, the official carrier for the 1996 Olympic Games, of violating the Olympic Charter through its worldwide anti-unionism.

The letter, sent in February by ITF Civil Aviation Secretary Stuart Howard, notes that: "In an industry which has long established traditions of mutual respect between employers and employees, and in which every major worldwide airline accepts the fundamental right of employees to trade union representation, Delta Air Lines is exceptional for an attitude which seeks to keep trade union representation out of the airline as much as possible.

"Delta Air Lines has approached the year of the 1996 Olympic Games with a major cost-cutting programme. This has involved the loss of jobs for more than 10,000 employees, the bulk of whom have not enjoyed any trade union protection."

The letter points out that Delta regards its status as the official Olympic carrier as a marketing coup. The airline's restructuring, including its recent closure of local reservations offices in Europe and their replacement with a centralised facility in London, seeks to maximise the profits from the increase in flights expected for the games this summer.

The letter continues: "We note that the Olympic Charter places among the aims of Olympism 'respect for fundamental ethical principles'; and 'the preservation of human dignity'. It defines the Olympic spirit as a spirit of 'friendship, solidarity and fair play'.

"We hope you will agree that particularly in this (Olympics) centennial year, it is very important that all companies seeking to benefit from the ethos of the Olympic name should be required to abide by certain ethical standards, within the spirit of Olympism and the Olympic Charter."

The letter informs the IOC that the ITF will be seeking to publicise the "unsporting" behaviour of the airline towards trade unions.

ITF affiliates are writing to national Olympic Committees in more than 100 countries with the same message.

The ITF has requested all affiliates to prepare for a non-co-operation campaign against Delta Air Lines. Aviation workers in different countries who may not be Delta employees but whose work helps to service Delta's operations will be asked to withdraw their goodwill.

The ITF will also be conducting a campaign to make passengers, politicians, sporting organisations, and the wider public aware of the ITF's "Delta: the unsporting Olympics carrier campaign". ■

THE ITF's 1995 International Civil Aviation Working Conditions Survey has finally been published. The survey was delayed because of difficulties in finding a computer programme suitable for handling the thousands of data entries involved.

The survey includes data given by 34 unions covering conditions for 36 airlines in 24 countries. There are 29 different tables of information, ranging from working hours to maternity benefits for ground staff, flight deck and cabin crew employees.

The survey comes in a special ring binder which will make it easy to insert new information and to replace old tables with updated versions.

Civil Aviation Secretary Stuart Howard says: "It has taken us much longer than expected to produce the survey, but I believe our patience has been rewarded.

ITF's pay survey: Worth the wait

We have learned a lot from some of the mistakes we made."

He added: "We now have the capacity to update the information very quickly and we are aiming to make further improvements for the computerised retrieval of the information in different forms. We aim to produce the next survey very quickly, and we shall be designing a new survey questionnaire for a fully computerised 1997 survey."

This is the second ITF survey, but it contains considerably more information on more airlines than the first survey, produced in 1992.

"It is without any doubt the most ambitious information project undertaken in the section," says Howard. "It provides affiliates with a unique worldwide database of collective bargaining information in civil aviation." ■



Weight rule was unlawful

■ Cabin crew in the United States have won a discrimination case against the weight policy of United Airlines. The case was fought by the Association of Flight Attendants (AFA), who maintained that the company's policy not to hire cabin crew over a certain weight limit represented one of the last vestiges of the airline's sexist appearance criteria.

The US Equal Employment Opportunity Commission (EEOC) ruled on 31 January that the weight limits "are gender based" and had "an unlawful adverse impact on female flight attendants over 40 and all female flight attendants who were either employees of the airline or who were not employed because of their weight".

Hundreds of cabin crew had either been suspended or fired under the airline's weight programme.

The case was originally filed in 1993. Under union pressure UAL withdrew the weight programme in 1994. The union persisted with the case, however, as a class action. This meant that the ruling would affect all US carriers. The EEOC ruling will also mean that cabin crew who were adversely affected by the weight programme will now be able to seek damages from the company.

AFA President Pat Friend has welcomed this victory: "This decision lends credence to our efforts to take the airline's appearance standards out of the flight attendance workplace. Flight attendants, as safety professionals, should be judged on the performance of their duties and not on someone's perception of what a flight attendant should look like."



Cover story

CABIN crew unions have told the European Commission that crew training rules drafted by the Joint Aviation Authorities (JAA) lag behind new

recommended international standards as well as those of many individual European Union member states.

Senior officials of the European Commission's Transport Directorate and the Directorate for Social Affairs were among those present at the Round Table Discussion on Cabin Crew Training organised by the Committee of Transport Workers' Unions in the European Community and funded by the European Commission.

The unions demanded that cabin crew should be licensed as safety-trained staff – and were joined in their call by Brian Simpson, chair of the Transport Committee of the European Parliament.

Participants at the meeting in Brussels heard Betty Lecouturier, SNPNC (France), present a detailed survey demonstrating that the cabin crew training requirements of the JAA are consistently lower than both those just published in the revised ICAO (International Civil Aviation Organization) training manual and in the training standards set by the Canadian government in the wake of the accident investigation of the 1989 Dryden air crash.

The meeting heard a range of experts present research demonstrating the vital safety role of cabin crew.

Helen Muir, of Cranfield University in the United Kingdom, who has conducted research on cabin evacuations on behalf of the UK Civil Aviation Authority and the Federal Aviation Administration in the United States, showed

■ Ulla Bolter, who represents the ITF in the JAA Cabin Safety Study Group, took this photograph of the MD-80 crash at Arlanda in 1991 in which there were no passenger fatalities. She was a member of the Swedish government's accident investigation board. When she began to focus on the positive role played by cabin crew in minimising crash injuries, she was told this was not relevant to the investigation, which was to focus on technical matters. Ulla's union, the HTF, backed her in publishing her report. Two years later Sweden's Ombudsman criticised the chair of the investigation board in his treatment of Ulla's findings.

the vital influence of cabin crew on the speed and efficiency of evacuations.

Ulla Bolter, HTF (Sweden), who represents the ITF on the Cabin Safety Study Group

and the Study Group on Flight Crew and Cabin Crew Training of the JAA, explained how her first submissions on training had been dismissed as "political". Yet this very approach was now to be seen in the ICAO training manual and the JAA was itself incorporating something similar into its own rules.

Significant improvements to the JAA proposals have been gained as a result of Ulla's work. These do not yet, however, include the repeated union demand for a common, state-issued cabin crew licence.

The new ICAO training manual is the most recent evidence of unions making progress in getting increased recognition of the safety role of cabin crew. The European Commission has also moved some way towards recognising the need for some form of "attestation" of cabin crew training.

During the "round table" meeting the Commission expressed its readiness to look at improving the standards for crew training upwards from those put forward by the JAA.

The resistance by regulatory bodies to the introduction of cabin crew licensing is fuelled by pressure from the airlines, who fear there would be costs involved. In addition, a desire for speed and political consensus in the process of international harmonisation is taking precedence over safety considerations.

But as one participant put it: "How many more Kegworth, Stockholm and Dryden disasters will there have to be before the politicians are forced to change their tune?" ■

Repatriated from Argentina



■ Abandoned for 20 months, the remaining 10-strong crew of the Panamanian-flag trawler *Samanta* (pictured above) have finally been repatriated by the ITF. The crew, from Latvia, Ukraine, Lithuania, Belarus and Moldavia, were stranded in the Argentine port of Ingeniero White, when the vessel's owner, Victor Nebdag, and crew managers, of Latvia, failed to pay wages and port dues. Most of the original crew of 42, including the master, deserted the vessel, which was left with no electricity, water or food supplies. When ITF Inspector Anibal Andreallo (pictured third from left) visited those still on board he found them living in inhuman conditions. As well as footing the bill to repatriate the eight men and two women, the ITF is continuing its legal action to secure the wages owed to them.

Russian crew wins strike for backpay in New Zealand

THE 20 Russian crew members on the newly refurbished Russian fishing vessel *Voskhittelnyi* received back wages totalling US\$24,000 in January, with the assistance of the ITF-affiliated New Zealand Seafarers' Union.

The crew went on strike in Auckland to obtain over three months' back wages. The vessel's agent arrived on board with a photocopy of a cheque covering the wages, but would only agree to pay the crew once they withdrew their involvement with the ITF. This proposal was rejected by the crew. The agent later approached the NZSU and a settlement was finally reached.

Kathy Whelan, Acting Co-ordinator of the NZSU, said afterwards: "Credit must of course go to the crew who remained firmly united in their strike action against some heavy pressures and intimidation."

One crew member was repatriated and the other 19 decided to stay on for the squid season. ■

PEOPLE

...from Spain, Japan, Denmark and Korea

■ Best wishes for a happy and active retirement go to long-serving ITF Executive Board member and veteran trade unionist Victoriano Sánchez Moreno, who has retired from the Spanish national railways (Renfe) after 41 years' service. The name of Victoriano Sánchez is virtually synonymous with transport and more especially railway trade unionism in Spain. Operating under the pseudonym of 'Wilson', Sánchez was already organising workers into the clandestine UGT railway workers' union during the hostile Franco era. He went on to become the first General Secretary of the UGT railway workers' union and later General Secretary of the UGT Transport Workers' Federation, which subsequently became the UGT Transport and Telecommunications Workers' Federation (FETT-UGT). At its last congress Sánchez was elected FETT-UGT President after 15 years as a highly effective General Secretary. Sánchez has now retired from the Executive Board after serving on the ITF's highest body for the past 16 years.

■ Kazumaro Suzuki, President of the All Japan Federation of Transport Workers' Unions (UNYU ROREN), has been elected as the new Chair of the ITF-Japanese Co-ordinating Committee (JCC). He takes over from Yasumasa Yatomi, former president of the municipal transport worker' union TOSHIKO.

■ Steen Halkjær has had to give up his post as President of the Danish Catering Staff Association (DSRF) for health reasons less than a year after his election. New DSRF President is former Vice President Annette Ditlevsen. Ole Kure takes over from Annette as DSRF Vice President.

■ Sung Chun Kang was elected President of the Korea Automobile and Transport Workers' Federation at the union's extraordinary convention in Seoul.

■ Eul Ryong Kwon was elected President of the Federation of Korean Seafarers' Unions (FKSU) at the 1996 FKSU Annual Congress.

Forthcoming ITF meetings

- **European Seafarers' Regional Committee, London, 17-18 April**
- **North West Europe Contact Group: Flag of Convenience Campaign, Hamburg, 18 April**
- **European Fishermen's Regional Conference, St Petersburg, 24-25 April**
- **Latin American Road Transport Conference, Rio de Janeiro, 7-9 May**
- **Caribbean Flag of Convenience Seminar, Puerto Rico, 14-15 May**
- **Asia/Pacific Women's Seminar, Bangkok, 13-15 May**
- **Asia/Pacific Civil Aviation Conference, Bangkok, 16-18 May**
- **North West Europe Contact Group: Flag of Convenience Campaign, Rotterdam, 28 May**

10 YEARS AGO

**ITF News,
April 1986**

100 years of May Day

1 MAY this year marks the 100th anniversary of events which contributed to the creation of the international trade union movement. On 1 May 1886, while workers in many parts of the world fighting for union recognition and the eight-hour day were being confronted by state repression, in Milwaukee, USA, nine trade unionists were gunned down by the police.

Further shootings followed a few days later in Chicago.

In response 1 May became an international day for demonstrations of trade union solidarity.

Those traditions of solidarity

continue within the international trade union movement.

Workers in the transport industry are well aware of the value of international solidarity. Today new challenges face transport workers; mass unemployment, attacks on trade union rights, privatisation, deregulation and technological change.

They all demand new strategies and responses. These will be debated in depth at the 35th ITF Congress this July in Luxembourg. Whatever the response, however, the underlying principle of international solidarity remains the same. ■

20 YEARS AGO

**ITF News,
April 1976**

Seamen's leader calls for end to wage discrimination

WRITING in his union journal, Jim Slater, General Secretary of the ITF-affiliated National Union of Seamen, criticises the British government's proposed new race relations legislation on the grounds that it seeks to perpetuate a system of wage discrimination that has been practised on British vessels for over 150 years. He is referring to the fact that the bill retains an exemption from the 1968 Race Relations Act, which has allowed British shipowners to recruit foreign crews – mainly from India, Pakistan, China – and to pay them at rates which are

lower than those agreed with the National Maritime Board for British seafarers.

Slater argues that if, as the shipowners suggest, 40 per cent of the British foreign-going fleet can survive only by paying "cut-price" wages to its crew serious doubts must arise regarding the efficiency and indeed the desirability of this sphere of its operations.

To concede the argument that foreign governments will not countenance wage equality is to recognise that these governments have de facto jurisdiction over conditions of on British vessels. ■

DOCKERS

US stoppage over non-union threat

TWO of the busiest container ports in the United States came to a halt in February when the ITF-affiliated International Longshoremen's and Warehousemen's Union (ILWU) closed the ports, leaving 31 ships idle for over 10 hours.

The ILWU is trying to protect 40 jobs at a new terminal in the port of Los Angeles which is due to open in 1997. Pacific Carbon Services Corporation, the company given the dockside work contract, has a history of employing non-union labour. The company has also dissolved a Teamsters' contract after taking over a Los Angeles's harbour trucking company. ■

Bonus deal in India

■ **Strike action by India's port and dock workers was averted in February, when a government ceiling on bonus payments was scrapped. Workers earning more than 4,500 rupees a month will now be entitled to a bonus payment. Each worker will also receive an incentive of 18.94 per cent of their annual salary earned in 1994/95.**

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**FROM THE
LABOUR PRESS**

**ÖTV Report
Seefahrt,
Germany**

'There isn't a single sizeable tanker or bulker left under the German flag. Given these facts, how it can be maintained that Germany is still a major maritime nation is something of a mystery.'

German shipping policy: Subsidies for shipowners, unemployment for seafarers

"GERMANY will remain a major maritime nation," according to Transport Minister Matthias Wissmann, announcing the latest shipping policy details. What is a major maritime nation? You might think it would have a substantial national merchant fleet, and the appropriate number of national seafarers. But the number of ships has declined so much in recent years that Germany can no longer be regarded as a major maritime nation.

The official figures (1991: 16,661 German seafarers on 1,054 ships; 1995: 10,627 German seafarers on 796 ships) chart the steady decline of the national merchant fleet. There isn't a single sizeable tanker or bulker left under the German flag. Given these facts, how it can be maintained that Germany is still a major maritime nation is something of a mystery. That is not to say that Germany could not become a major maritime nation once again. But it would need a major change in shipping policy.

There is no sign of this. According to the Minister it's very much the mixture as before. German shipping is to be restored to health, with the same old remedies of financial help and more flexible crews. Subsidies for the shipowners, unemployment for the seafarers.

The Minister plans to vary the prescription a little. Not before time, special fiscal treatment will only be given to new ships that do not flag out during the first four years of operation.

The Minister further intends to pay 35,000 DM for each training place, 10,000 DM more than before. He hopes this will create more training places, though there are more than enough already. The German Shipowners' Association has already conducted a national advertising campaign which failed to produce many recruits. The problem is not a lack of training places, but of recruits willing to take up the available places. Young people just don't see a future for themselves at sea.

The Minister clearly doesn't believe in his own policy. He reckons that there aren't enough training places on German flag ships. In future, it will be possible to train as a ship's engineer on a flag of convenience ship. All it needs now is for him offer FOC owners 35,000 DM a training place. ■

**FÉDÉRATION INTERNATIONALE
DES OUVRIERS DU TRANSPORT**

**FEDERACIÓN INTERNACIONAL
DE LOS TRABAJADORES DEL TRANSPORTE**

**INTERNATIONELLA
TRANSPORTARBETAREFÖDERATIONEN**

国際運輸労連

**INTERNATIONALE
TRANSPORTARBEITER-FÖDERATION**

**МЕЖДУНАРОДНАЯ ФЕДЕРАЦИЯ
ТРАНСПОРТНИКОВ**

