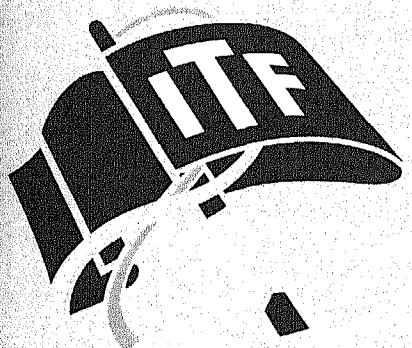


# ITF

# NEWS

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**INTERNATIONAL  
TRANSPORT  
WORKERS  
FEDERATION**

**INFORMATIONS  
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## ITF unions study the impact of telematics on drivers' conditions



# The computer at the wheel

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# Women in the ITF: visible, but under-represented

## Women's Officer Sarah Finke reports on the findings of a survey into the participation of women at ITF meetings

AT least half a million women are ITF members, according to figures submitted by affiliates. But are these women participating fully in ITF activities?

Following the ITF Centenary Congress in July 1996, the Women's Department examined all ITF meetings for the July 1995 to July 1996 period to assess whether unions are putting



■ Participation at the 1994 ITF African Women's Conference – an all too infrequent sight at most ITF meetings, according to the new survey.

women on their international delegations. It has thus been possible to isolate which of the ITF's sections and regions should give urgent priority to involving more women in their work.

### Visible women

Strangely, one of the obstacles women trade unionists arguing for better representation face is the fact that they are usually very visible. The participation of a few capable, outstanding women can lead to a belief that equality has been reached.

The ITF Congress itself was a case in point. Several of the speeches given in the plenary session were made by women (although women speakers in the policy debate on the third day were restricted to only one, Kalpana Desai of the Bombay-based Transport and Dockworkers' Union).

But only 8 per cent of the delegates and advisers who attended the Congress were women; an overwhelming 92 per cent were men.

### African and European women need boost

The Women's Department survey demonstrated that the European and African regions

must greatly improve participation of women at their meetings.

ITF European affiliates need to double the number of women on delegations; women in the region make up around 10 per cent of the membership, but only 5 per cent of participants at ITF European meetings are women. African unions too, need to raise the level of women at ITF regional meetings to four times the current level.

The Inter-American and the Asia/Pacific regions are doing better, with differences of only one or two per cent. This year, the effect of holding a women's seminar before the Asia/

Pacific Civil Aviation meeting, greatly improved women's participation for that region.

### Rail and Seafaring Sections targeted for improvement

Two sections in particular – railways and seafaring – need to increase the number of women at ITF meetings.

Both these sections have a comparatively large proportion of women affiliates.

At least 12 per cent of ITF railway members – the second largest ITF Section – are women. At railway meetings in 1995-1996, however, they made up only 5 per cent of participants. To be representative, Railway Section meetings need to more than double the

number of women attending.

Worse is the Seafarers' Section – these meetings saw 1 per cent female participation – compared to a figure of 9 per cent of women in the section.

Even the Civil Aviation Section – whose sizeable female membership equals one third of its total – needs to boost meeting participation by at least 5 per cent.

Of the ITF's industrial sections, the road transport section was the only one whose meetings were truly representative of its 6 per cent women members (but this still means only five women at meetings over the year).

And although women were virtually absent from fisheries, docks and inland navigation meetings, it could be argued that this is a reflection of the membership of those sections, suggesting that trade union efforts in these sectors should be concentrated on recruitment.

# Australians maintain pressure for Pakpahan release

THE campaign for the release of Indonesian trade union leader Muchtar Pakpahan has continued with further industrial action against Indonesian ships and cargo in Australia.

Following the action by the ITF-affiliated Maritime Union of Australia (MUA) against the Indonesian wheat carrier *Bogasari Empat* in September, there have been further actions in the port of Brisbane. The local MUA branch mounted boycotts against the *Otava*, the *Alam Tentaram*, the *Sosocal Pearl* and the *Pine Seas Venture*. "We are not missing anyone," said Brisbane MUA

Secretary Col Davies. Further actions have taken place in Townsville where the Hong Kong-flag *Chekiang*, which was loading copper for Indonesia, was delayed. A Greek-flag ship bound for Indonesia was also stopped and the *Chekiang's* sister ship, the *Chengtou*, was held up for a weekend with another shipment of copper on board.

Throughout the world trade unions have sent messages of protest to the Indonesian government about the jailing of Pakpahan.

## ICFTU survey of violations of trade union rights

# Latin America tops death list

THREE hundred and seventy eight people were murdered last year for being trade unionists, according to the International Confederation of Free Trade Unions (ICFTU) in its latest annual survey of Violations of Trade Union Rights.

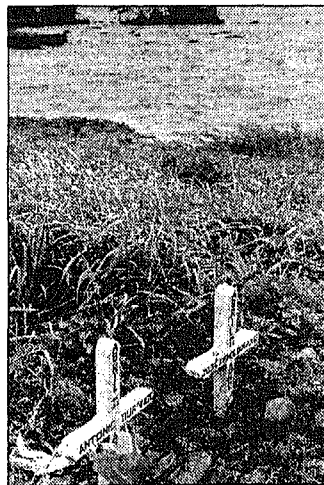
Latin America accounted for 339 of the murders in 1995, with the majority of these taking place in Colombia, where trade union activists face death threats, disappearances and torture in detention on a systematic basis.

Elsewhere, in Sudan, where there are restrictions on any form of trade union activities independent of the fundamentalist government, 20 trade unionist were murdered.

In the Philippines seven workers who tried to organise a union in the Cavite export processing zone were killed after the provincial governor declared that the zones would be "union free".

Arrests for taking part in trade union activities rose last year to over 5,000 - nearly 1,000 more than last year. The number of sackings reached 6,847, according to the survey.

Workers who demonstrate for better working conditions or wages are more likely now to be faced with police wielding clubs, tear gas and bullets



■ The graves of murdered trade unionists in Uraba, Colombia, the country with the worst record for trade unionists killed in 1995.

than ever before. There were over 1,500 cases of injury or torture in 1995.

The growth of export processing zones (EPZs) around the world and the banning of unions within them is another increasing trend. During 1995 the Bangladesh Export Processing Zones Authority placed advertisements in the international media to attract investment saying that "the law forbids the formation of labour unions in these zones and strikes are illegal".

Cameroon, Namibia and Kenya are establishing EPZs

with legislation which forbids union activity. In Chinese EPZs those who complain or attempt to form unions are likely to be sentenced to three years in a labour camp. There are hundreds of trade unionists in prison.

In Turkey the right to strike is denied in a wide range of industries, including education, banking, transport, sanitation and public utilities. In South Korea local and national government employees and school teachers cannot form or belong to unions.

In most countries in the Middle East unions are banned by law and 60 per cent of the workforce are foreign so do not have any working rights.

Structural adjustment programmes in Africa have forced countries to adopt restrictive labour codes making it illegal for public service workers to strike.

Last August the president of Belarus banned the independent union and masked police harassed demonstrations a growing trend says the survey.

In the United Kingdom workers have no protection against anti-union discrimination and the government continues to ignore International Labour Organisation recommendations.

The United States, which has not ratified basic ILO conventions, shows a growing trend to use paramilitary guards against strikers.



## Library opens at ITF head office

■ Librarian Katharine Reedy inspects the new ITF Library at London headquarters, which from November is open for use by affiliates and ITF officers.

From small beginnings, the library has grown over the past nine months and is still developing. It currently offers the following services:

- Access to a number of electronic databases including Reuters Business Briefing, Lloyd's List on disc and the Internet,
- A wide range of current publications in the field of transport and labour relations,
- Assistance with enquiries and tracing information,
- A comfortable and welcoming environment in which to conduct study and research.

Although library materials will be for reference only, affiliates visiting London will be able to make use of library facilities. It is intended in time to make holdings available on a computer database which could be accessed long-distance via the Internet. Meanwhile, Reedy is happy to provide what assistance she can to affiliates requiring information. Her telephone number at ITF headquarters is +44 (171) 940 9257.



## GLOBAL ROUND-UP

### First maritime European works council

Swedish maritime company Stena Line has signed an agreement with seafaring and dockers' unions for the establishment of a European works council. This is the first such council in the maritime sector. The agreement, signed shortly before the September 23 deadline after which agreements are subject to binding procedures, covers employees working for the company in Denmark, France, the Netherlands, Ireland, Sweden, Germany, Poland, Norway and the United Kingdom—although the last three countries are not covered by the European Union directive which requires works councils to be set up in companies employing more than 1,000 people in the EU and with at least 200 employees in at least two EU member states. The Federation of Transport Trade Unions in the European Union, which co-ordinated negotiations at trade union level, welcomed the agreement—especially the fact that it includes British workers, despite the fact that the UK government has opted out of following the directive.

Right: participants representing unions from nine countries at the ITF seminar in Nadi.



## Fiji hosts South Pacific seminar

THE timing and venue for the ITF South Pacific Seminar on the Problems of Transport Workers could not have been better. The first such seminar in over a decade, which was jointly organised with the German FES educational foundation, was held in Nadi, Fiji, from 16 to 20 September, hard on the heels of the tabling in parliament of the report of the Constitutional Review Committee of Fiji.

Dialogue between the government and the Fiji Trades Union Congress (FTUC) continues on the reform of the repressive 1991 "Labour Decrees" which violate International Labour Organisation Conventions 87 and 98 and some nominal changes have been made.

The seminar, which was opened by FTUC President Daniel Urai, was attended by representatives from Fiji, Kiribati, Papua New Guinea, Solomon Islands, Tuvalu, Vanuatu and Western Samoa as well as Australia and New Zealand. ITF secretariat representatives were Mahendra Sharma and Mark Davis.

It was recognised by the participants that all transport unions in the South Pacific are battling to establish or retain human and trade union rights and endeavouring to minimise the effects of privatisation and deregulation on

their members. The island nations have recognised that the involvement of Australian and New Zealand unions is much less likely to ease their plight now than in the past. All South Pacific nations are therefore accepted as equal partners in promoting regional trade union solidarity.

Considerable emphasis was placed on some of the basics of trade unionism such as recruitment strategies, provision of benefits to members, cultural awareness and sensitivity and the importance of involving family and community during industrial action.

The participants agreed to urge governments to respect fundamental freedoms, warning of the consequences of a failure to do so. It was further resolved to resist structural adjustment programmes and demand the involvement of trade unions in all decision-making bodies, similarly warning of the social consequences of a failure to do so.

Participants recognised the value of a sub-regional forum such as the seminar provided and will seek to establish it as a regular item on the ITF regional agenda. ■



Transport trade unionists at the first ITF Francophone training of trainers seminar in Niamey, with ITF Francophone Co-ordinator Nazi Kabore (standing, seventh from right).

## Course for francophone trainers

NIAMEY, capital of Niger was the venue for the first ITF training of trainers seminar for French-speaking Africa. The seminar, supported by the LO-FTF Danish trade union centre, was the third in a series, the first two being for English speaking transport unionists.

Held last August at the African School of Civil Aviation Meteorology and hosted by the local aviation affiliate Sumac, the seminar was attended by 24 trade unionists from 21 unions in Benin, Burkina Faso, Chad, Congo, Ivory Coast, Guinea, Madagascar, Mali, Mauritania, Niger, Senegal, Togo and Zaire.

Led by ITF Francophone Co-ordinator Nazi Kabore and Amadou Bello, an educator with the Niger national centre USTN, the trainees took part in a series of role-playing exercises, group discussions and brain-storming sessions to fit them for their new role as the initial members of a francophone network of trainers.

At a fringe meeting, seafarer participants supported the convening of an ITF conference to discuss the state of the African maritime industry and the exploitation of African seafarers. ■

**Government drops plans for FOC register and agrees in principle to a dock labour scheme**

# Victory in South Africa

SOUTH Africa, as a new democratic state, is desperate for foreign investment – so desperate that a year ago a draft Ships Registration Bill was published which could have paved the way for South Africa to become a flag of convenience haven for shipowners.

However, the Transport and General Workers' Union (TGWU) stepped in and stated that it would request the ITF to declare the register an FOC and call for international action against the register if the proposed legislation went through. A number of significant concessions were then won through intensive negotiations, and the new draft Bill, which is expected to be put before parliament before the end of the year, has a completely new orientation.

It has been agreed in principle that the South African register will not fall foul of the ITF's FOC definition, that all vessels must be majority owned by South African nationals or companies, and that the majority owners and operators of South African ships must be based in South Africa. Provisions for bareboat chartering are still under negotiation, but an open register has been excluded in principle.

In the course of negotiating the registration legislation, the ITF-affiliated TGWU raised a number of other issues such as foreign investment and labour standards. The government has now agreed to investigate establishing a national shipping line; to review the possibility of establishing a cabotage regime in the Southern African region; to review the tax status of seafarers engaged in coastal operations; and to look into the possibility of introducing a tonnage tax system for shipowners to replace the existing company tax.

Most importantly, the union has got the government and other players to agree that maritime claims should be reviewed and that seafarers' wages should be raised to first or second place in the ranking list.

South African maritime policy in general and conditions for seafarers in particular have also been addressed via a number of other negotiating forums.

The shortage of trained South African officers and ratings is being addressed within the newly established Maritime Industry Training Board, of which the TGWU is a member. Funding for training is to be raised by the training board via a levy linked to vessel tonnage for each and every vessel clearance certificate. The levy will be implemented in the form of a training stamp which has to be purchased and stuck on the vessel clearance certificate before customs will clear the vessel to leave port. Training will also be aimed at raising levels of literacy amongst port workers. High levels of illiteracy are a legacy of apartheid education policies.

The government has agreed to establish a Maritime Safety Agency as a wholly state-owned non-profit institution. The proposed MSA will be funded jointly by government and through user charges. Special provision will be made to ensure that no low-income users (such as fishing workers) will be excluded on the basis of inability to pay.

The casual status of large numbers of port workers has also been addressed through negotiations between unions, employers and government. It has been agreed in principle by all parties that a ports Labour Pool will be established. The detail of implementation of the agreement is currently being negotiated. This agreement is particularly good news at a time when dock labour schemes are being abolished in so many other parts of the world.

TGWU General Secretary Randall Howard told ITF News that the agreements had not been reached easily. Negotiations were intense, and there were times when, on some issues, a breakdown was imminent.

"The TGWU has been constantly up against the new post-apartheid government's desire for quick solutions to

some very serious national economic difficulties," he added. "However, drawing on the experience and input of the ITF Seafarers' Section and affiliates, the union has stuck to the principle that safety and security of employment go hand in hand with long-term economic stability and sensible maritime policy."



■ **Randall Howard: Union pressed for sensible maritime policy.**

## Transport hit in Argentine strike

Argentine airports and ports were hit by a 36-hour general strike on 26 September as transport workers joined other trade unionists in a massive protest against the government's attack on living standards and rights at work.

Aerolíneas Argentinas said it had to cancel several domestic flights from Buenos Aires and international flights also suffered delays.

Meanwhile Dock Sud in Buenos Aires stopped work and the port of Bahía Blanca was brought to a standstill. There was disruption too at the ports of Rosario and San Lorenzo.

The strike was led by the CGT trade union confederation to protest against 17 per cent unemployment and government drives for austerity and reduced employment protection in law.

ITF General Secretary David Cockcroft sent a message of support to affiliated unions in Argentina. "The neo-liberal policies of the Argentine government constitute an infringement of the social rights of Argentine workers," he said.

Antonio Raúl Cuence, Director of the ITF's Buenos Aires-based Mercosur office, said the challenge facing the unions was one of the biggest they had ever encountered.

"The transport workers' unions, most of them affiliated to the ITF, are the backbone of this protest, as they know that success in Argentina will have implications for all of Latin America," he added.

## ITF seminar assesses urgent training needs

# East European unions in a hostile climate

THE problems faced by transport trade unionists in the aggressively free market-oriented economies of Central and Eastern Europe were the focus of an ITF education seminar in Prague in September.

The key problems identified by delegates from nine countries were loss of union membership due to restructuring of transport industries and the lack of unity among unions and a shortage of collective bargaining skills. A hostile anti-union political climate made matters worse in some countries.

The 14 ITF-affiliated unions identified their education priorities as training on collective bargaining, privatisation and multinational companies. They also said that training of young members and of members in general on the new role of the trade unions was vital.

The seminar, conducted by David Clement, a trade union education consultant from Labour and Society International, together with Joanne Abayasekara, ITF Acting Education Officer, discussed existing links between unions in Europe and assessed how the ITF could

As a result of the seminar, proposals for education programmes will be drawn up by the ITF and submitted to the European Union's Phare programme for funding projects in Central and Eastern Europe. Other sources of funding, such as the International Labour Organisation, will be explored. A system for organising exchange programmes with affiliates in Western Europe, along with secondments to the ITF Secretariat, and language training are also under consideration.

It is hoped that a series of

*'The key problems identified by delegates were loss of union membership due to restructuring of transport industries and the lack of unity among unions and a shortage of collective bargaining skills.'*

assist affiliates in the future.

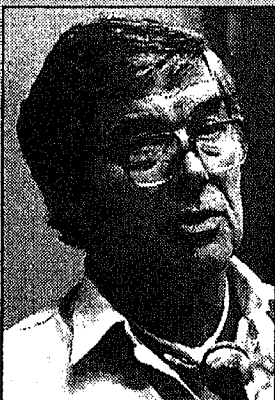
It was agreed that the main areas for ITF support should be language training (principally in English and German), secondments to affiliates and the ITF Secretariat, information services and training projects on collective bargaining and international standards.

regional workshops on transport policy will be held in 1997 following the third Pan European Transport Conference in Helsinki. Sectoral seminars may also be organised in Central and Eastern Europe next year to enable affiliates to exchange experiences with other unions in the region. ■

### Cross-border office

■ The ITF-affiliated US International Brotherhood of Teamsters has opened a Workers' Centre in Ciudad Juárez with the aim of protecting affiliated workers in Mexico, particularly those who work in maquiladoras — the cheap labour factories that have proliferated in Mexico and Central America to provide goods and services for the North American market. The centre will also offer cross-border truckers training and information about their labour rights. At the same time, a study centre and labour workshop will be opened to carry out research on the lives of workers who live in the Mexico-US border zone.

### PEOPLE



■ John Connolly.

■ The leading figure in the ITF's activities on behalf of the world's dock workers for the past 20 years, and head of the trade group in the British Transport and General Workers' Union organising dockers, fishing and inland waterway workers, John Connolly, retired in September. He was first elected Chair of the Dockers' Section at the Madrid Congress in 1983 and was re-elected to the post by three successive congresses. He was also Co-Chair of the Fair Practices Committee and it was in this role that he played a decisive part in building up the practical solidarity of dockers' unions and their members in support of seafarers engaged in flag of convenience actions. He was also a member of the Committee of the Inland Navigation Section. Connolly was presented with the ITF Gold Badge at the Centenary Congress in July. ITF Dockers' Section Secretary Kees Marges comments: "As leader of Britain's dockers he bore the brunt of the Conservative government's onslaught on the rights of dock workers. It was not an easy time to be in charge, but he never let these difficulties depress his spirit or get in the way of doing a very good job for those he represented."

■ Hardy Hansen, President for the past 17 years of the Danish Transport and General

Workers' Union (SiD), retired at the beginning of October.

■ Herbert Mai, President of the German Public Service and Transport Workers' Union (ÖTV) is the first President of the newly formed European Federation of Public Service Unions (EFPSU). The EFPSU — an industry federation within the European Trade Union Confederation — replaces the former European Public Services Committee.

■ Preben Rasmussen is the new President of the Danish Restaurant and Brewing Workers' Union.

■ Georgy Stoliarenko is the new President of the International Confederation of Water Transport Workers' Unions (ICWTWU) in Moscow. A former ship's electrical engineer, Stoliarenko has been a maritime trade union official for 30 years, most recently as ICWTWU Vice President. He succeeds Stanislav Korotnikov.

■ Tony Zarb, previously Secretary of the Port and Transport Section, has been elected Deputy General Secretary of the Maltese General Workers' Union (GWU).

## INLAND TRANSPORT

### French road transport workers to strike

■ In protest at the harsh and deteriorating working conditions in the road transport industry, involving both goods and passenger transport, French road transport trade unions are to call a national strike to start on 18 November, citing negative pressure on wages, working hours, physical conditions, jobs and safety.

The common strike call has been launched jointly by the five national union organisations (CFDT, CGT, FO, FNCR and CFTC). They are demanding:

- a real reduction in working time, with all time on duty to be paid at 100 per cent of salary,
- retirement at the age of 55 for all drivers and other workers doing arduous work such as night work,
- revision of the collective agreement for road transport to upgrade the value of jobs,
- salary increases to properly compensate for the qualifications required,
- respect for trade union rights at the workplace and the elimination of various abuses and malpractices in passenger transport.

The unions are also demanding that the public authorities take the necessary measures to ensure that road transport regulations are enforced.

## Passenger train gloom in US



■ Freight railroads in the US may be booming, but the same is not true of the passenger sector, with the dwindling US passenger network shrinking still further in November following the decision by Amtrak to approve cuts of \$30 million. About 42 stations will lose their Amtrak service as a result. Less than two years ago the government-owned corporation cut passenger services by 20 per cent and shed 2,000 of the 24,000 workforce.

# Campaigning to be stepped up

## Road Transport Section sets up groups for haulage and passenger sectors

THE ITF Road Transport Workers' Section Conference, which took place in Paris on 18 and 19 September, produced a lively debate on the future structure of the ITF Road Transport Workers' Section itself.

Following up a decision taken by the ITF Congress in 1994, it was unanimously agreed to establish sub-groups covering road haulage and passenger transport to examine the specific problems confronted by the two groups of workers.

It is intended that the two groups will come together at annual section meetings to discuss common problems and that the creation of working groups to focus on specific issues, such as the problems of taxi drivers, administrative

personnel and telematics, will better enable the section to deal with the challenges facing road transport workers.

It was generally felt by delegates that the section should become more active and campaign-oriented.

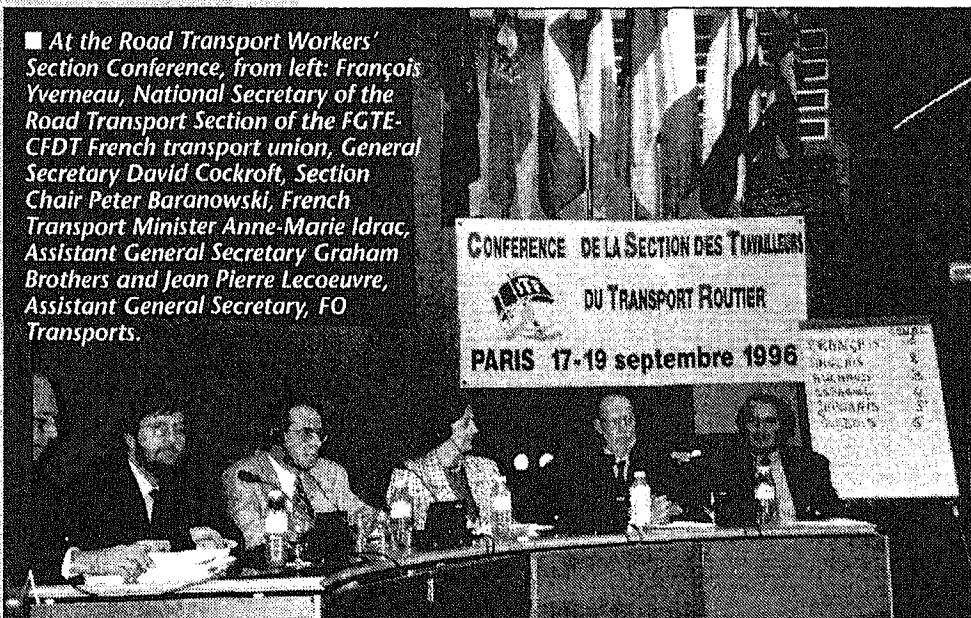
Delegates from the developing world also urged the ITF to step up its regional activities. Julien Tahou of the Ivory Coast cited the difficulty of imposing change on an old man of 100 and urged that the restructuring process should ensure that unions in poorer countries felt closer to the centre of the organisation.

The conference also approved the ITF's recommendations for truck cab design and construction and received an update of the Bus Construction Working Group's progress in preparing recommendations for improvements in bus and coach design and safety.

Burkhard Horn, Head of Division of the OECD (Organization for Economic Co-operation and Development) Road Transport Research Programme, introduced a newly published study on the training of truck drivers in OECD member countries and referred to the high cost of road transport accidents involving trucks caused by driver fatigue.

The closing session was addressed by French Secretary of State for Transport Anne-Marie Idrac who spoke of the importance given by the French government to permanent and concrete dialogue with all parties concerned with transport, including the trade unions, and stated that social dialogue was the engine for progress in Europe. ■

■ At the Road Transport Workers' Section Conference, from left: François Yverneau, National Secretary of the Road Transport Section of the FGTE-CFDT French transport union, General Secretary David Cockroft, Section Chair Peter Baranowski, French Transport Minister Anne-Marie Idrac, Assistant General Secretary Graham Brothers and Jean Pierre Lecoeuvre, Assistant General Secretary, FO Transports.



## ITF seminar considers impact of new technology in the cab on truck drivers

■ The introduction of advanced telecommunication and computer technology (telematics) will change the structure and working conditions of the road transport industry considerably over the coming years.

■ The process will affect all groups of workers in the industry, drivers, warehouse/hub workers and administrative staff, as well as the interface between these groups of workers. Administrative tasks will be transferred from the office to the cab. In other words, changes in the working conditions of one group of workers will immediately affect the working conditions of another group of workers.

■ It is therefore important that the trade union movement develop common policies in this area, taking into consideration the needs and interests of all these groups. Compromises on the basis of trade union principles should be preferred to employers' divide and rule tactics.

THESE were the main conclusions to be drawn from the ITF International Seminar on Telematics in Road Transport,



which was held in Paris on 17 September, immediately before the Road Transport Workers' Section Conference. Some 60 delegates were offered an informative and packed programme, including speakers from all the three main areas where this technology is being developed, the USA, Japan and Europe.

Although transport unions take a positive approach to new technology, concern was expressed that the advanced in-cab technology will make possible tighter control of drivers and

also the threat of discipline or even the sack on the basis of such control. The lack of trade union involvement in the development of the new technology was another matter of concern.

Research Director Paul Boldin of the International Brotherhood of Teamsters, USA, made the interesting remark that while there traditionally has been a contradiction between flexibility and control of workers in factory work, the new telematics technology in road transport would enhance both

### Swiss vote on strikes

■ The ITF-affiliated Swiss railway and transport workers' union SEV is to ballot its approximately 60,000 members on the issue of whether the union leadership should be authorised to hold strikes or other industrial action. Since its foundation in 1919, the SEV has never called its members out on strike. The union is currently opposed to government plans for pay cuts among Swiss federal railway SBB employees.

### Croat cuts

■ A restructuring project of Croatia's railway company Hrvatske Željeznice financed by the World Bank will result in 7,000 job cuts, it was announced in October. Implementation of the project is a pre-condition for getting loans of US\$25 million from the bank when the restructuring process is over. Hrvatske Željeznice has achieved only 54 per cent of the planned turnover in the first half of 1996.

### New UPS date

■ The date for the ITF meeting in London of unions organising United Parcels Services employees (reported in full in our October issue) has been re-scheduled from 5 and 6 February to 29 and 30 January.

# The computer at the wheel



# What is telematics?

**TELEMATICS** is the appliance of computer science to communications. Within the transport industry there are two main areas where telematics can be used. They are Intelligent Traffic Systems (ITS) and Transport Management Systems (TMS).

ITS is a tool mainly for use by public traffic authorities and for road-users designed to achieve a more efficient use of the infrastructure, a smoother traffic flow, increased safety and less congestion.

TMS is a tool for transport operators. It represents the use of advanced technology in order to achieve more efficient, more reliable and, of course, more profitable commercial vehicle operations.

These two areas are not completely separated from each other. In many fields they interlock and overlap.

The existing, and growing problems in road transport are among the driving forces behind the development and introduction of so-called intelligent transport systems. Reduced congestion, increased safety and reduction of the adverse effects of traffic on the environment are

information centres, transport operation centres and customers.

Items of equipment which are being adapted to these purposes include: telephone, radio, computer, screen display, printer, digital road map, video camera, sensors, bar-code reader, tag, and tachograph.

Not all of these devices will be used at the same time, different systems can be substituted for each other, and quite a few of them can also be physically integrated into one single device, which, as far as trucks are concerned, will also include in the future a digital tachograph with the use of smart cards and printing facilities.

Is transport telematics a good or a bad thing for transport workers? What is clear is that the technology will impose tighter control on drivers. Some of the changes have the potential to be beneficial. But no-one can say whether there will be more or less stress, more or less responsibility, and more or less freedom for drivers.

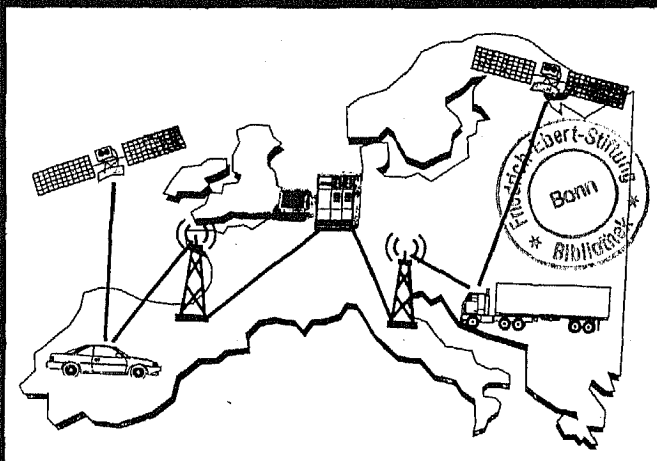
However, the ITF has already received reports of the new technology not only being used to achieve more efficient

transport, but also to exploit drivers. For example, managers are still scheduling trips in a way which makes it necessary for the driver to break speed limits and other regulations. So, once again it is confirmed that without strong trade unions, none of the benefits for drivers of the system will come into force.

Road transport workers are experiencing an era of profound and fundamental change. The introduction of transport telematics means that the road transport industry

will become a high-tech industry within a short time. Technologically more advanced working places have contributed to an up-grading of status, wages and working conditions in other sections of society.

Especially for drivers, whose importance and status so far has not been recognised by society, the new technology will bring with it more responsibility, more qualifications and the requirement of a more stable workforce. It is up to trade unions to ensure that these changes are introduced to the advantage of the workers involved and not just their employers.



therefore the main aims for public transport authorities. By means of transport telematics they aim at a more efficient use of the existing infrastructure. Increased safety will result from congestion management as well as driver advisory systems, collision warning and avoidance equipment and on-board sensors which can monitor, for example, driver alertness or truck malfunctions.

Transport telematics in road transport will mean the installation of special equipment in the vehicle or vehicle cab. The equipment will collect information about the vehicle, send or receive information to and from roadside and in-road equipment, and finally communicate with traffic

control and flexibility simultaneously and this represents a great challenge to the trade union movement.

The aim of the seminar was to educate and up-date affiliates on developments in the area of transport telematics, and to exchange information and experiences insofar as unions have been able to summarise and analyse their experiences to date with this new technology. The seminar clearly proved that the trade unions are facing immense technological and structural changes in the near future and that the item certainly will be on the agenda at future meetings. Preparation for the Pan-European Transport Conference in Helsinki next year, where transport telematics will be one of the main themes, represents one of the tasks ahead. ■

### Speed craft survey

■ The ITF has launched a survey into the growing number of high speed craft which are entering service around the world. A questionnaire has been issued to affiliated unions to find out the extent of high speed craft deployment, what kind of vessels are being used (monohull, catamaran or trihull), their vehicle and passenger capacity, conditions for seafarers and any concerns about health and safety.

### Hong Kong seminar

■ Hong Kong's ITF National Flag of Convenience Seminar was held from 10-11 September and was attended by participants from the three local seafarer affiliates with an interest in the FOC campaign. The seminar concentrated on the provision of trade union services to members, organising seafarers on Hong Kong-flag ships, ITF policy and special agreement documentation formalities. After 1 July 1997 Hong Kong-flag ships will fly the Chinese flag and the flag of the "Special Administrative Region of Hong Kong".



FOC flag

■ The Luxembourg maritime flag (above) is the latest flag to be added to the list of ITF-designated flags of convenience. The distinctive flag is featured on the new version of the ITF colour poster with all FOC flags which is now available.

## Focus on problems in Latin America

AGAINST the background of a general strike in Argentina, the Latin American and Caribbean Seafarers' Regional Committee (LASRC) met in late September in Buenos Aires. Delegates representing eight countries in the region were in attendance, plus representatives of the Secretariat.

Central to discussions at the meeting were recent developments in the maritime industry in the region, in particular rapid moves towards privatisation and deregulation. These trends were seen in the context of a myriad of regional trade agreements, including Mercosur and Nafta.

The meeting agreed that a regional maritime strategy needed to be agreed and adopted by affiliates as soon as possible, and that an active campaign for implementation should follow. The Secretariat was asked to draft a document for further discussion.

The meeting considered the current position regarding the supply of and demand for seafarers in the region – a relationship severely distorted by the number of flags of convenience in the region, most of which draw their labour supply from other parts of the world.

Delegates not only passed a resolution in support of the Argentinian national strike, but joined in the mass march of workers on 26 September. The meeting called on the Argentinian government not to proceed with its plan to dismantle existing social protection.

The LASRC was followed by a two-day maritime safety seminar attended by 40 delegates from the region.

The programme included discussion on maritime safety procedures, port state control, the training of seafarers, and the implementation of international regulations. Significantly a representative of the International Maritime Organization, Captain Ricardo Cardoso, participated actively in the programme. A representative of the Latin American Port State Control Memorandum, Juan Beltritti also contributed.

In his opening address to the seminar, Mark Dickinson, ITF Assistant General Secretary, emphasised that the seminar was part of a campaign to build a safety culture at all levels within the shipping industry. ■

JOINT action by ITF-affiliated unions in Sweden, Finland and Latvia has forced a 53-year-old Honduran-flag ferry out of service, with the Swedish police and maritime authorities finally detaining the vessel in September at Slite.

For several years, the Finnish Seafarers' Union had pursued the *Orion II* – owned by the notorious shipowner Kari Eriksson. Success came with the arrest of the ship and with the Finnish, Latvian and Swedish authorities and trade unions claiming US\$250,000 from the owner.

During the summer the ferry started to run regularly between Riga in Latvia and Slite. The vessel, which was

## How cheap labour passenger ship was forced out of service

built in 1943 as a coast corvette, was converted into a passenger vessel in 1954.

A low-paid Latvian crew was hired. There was no ITF agreement. The bosun, for example, had a monthly salary of US\$450 inclusive of overtime.

After an appeal and an agreement between the Finnish and Latvian maritime unions, the Swedish SEKO union started to organise actions against *Orion II*.

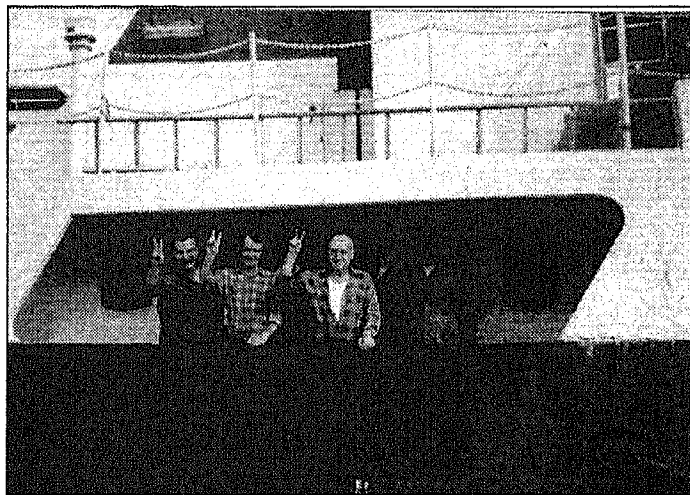
Every time the vessel arrived at the port of Slite, it was greeted with protests. Often there were several hundred people demonstrating in the little town. Buses were blocked so that they could not transport the Latvian passengers to the bigger town of Visby. On several occasions the demonstrators managed to delay the ship's arrival and departure times.

Carl Tauson of SEKO seafarers' branch commented: "We proved that it is possible to target flag of convenience passenger vessels, even if it is more difficult to carry out actions against them than cargo vessels." ■

*'Every time the vessel arrived at the port of Slite, it was greeted with protests. Often there were several hundred people demonstrating in the little town.'*

■ Four of the five-man crew of the St Vincent-flag Ostvang celebrate victory for their strike in the Polish port of Szczecin, which ended with the Russian and Polish crew being paid US\$50,000 in back wages.

The action, jointly executed by Polish ITF Inspector Andrej Jaskiewicz and Birger Pedersen, the ITF Co-ordinator based in Oslo, was taken after ITF head office alerted Inspectors in Europe that the Norwegian owner, Tres-Shipping, was not abiding by its ITF agreement covering the Ostvang and five sisterships.



## ITF helps fund fatigue research

■ The Seafarers' International Research Centre for Safety and Occupational Health is preparing a major report into the contribution of fatigue to marine accidents. The centre, established at the University of Wales in Cardiff last year with a grant from the ITF, has now published its first annual report, detailing its current work programme.

Under the directorship of Professor Alastair Couper and with a staff of six full time researchers, the centre is required to research the socio-economic and health provisions for seafarers from around the world. In its first full year a research grant instalment of £500,000 (US\$771,000) was paid by the ITF Seafarers' Trust of which £185,000 had been spent by the end of April, according to the annual report.

Fatigue and its contribution to accidents is just one area of current research, which is organised under five core programmes concentrating on health and safety of seafarers, their welfare, rights and conditions, vessels and crewing and an associated experimental programme.

In the study on fatigue, which will be the first research in the current work programme to be completed, the issues of hours of work and safety, the manning of ships and "quality" of rest on board ship are important points that have been addressed at a series of workshops during the year.

The study has attempted to answer questions about whether fatigue is an endemic condition in the maritime industry and what bearing manning arrangements, organisation structures, watchkeeping and other factors have upon it.

# Braced for cuts at P&O

ITF affiliates in Britain, France and the Netherlands fear that over 1,000 jobs will be lost with the takeover of North Sea Ferries by P&O, the UK's leading ferry company, and the merger of P&O's ferry services across the English Channel with those of its rival, Stena Line.

P&O bought out joint venture partner Nedlloyd's 50 per cent share in North Sea Ferries in September. The two companies had operated jointly since 1981.

About 100 onshore jobs will be lost as a result of the takeover and the integrating of port operations in Europoort and Zeebrugge. More job losses are expected to follow.

P&O announced the link-up with Swedish-owned Stena Line in October, citing the opening of the Channel Tunnel as the main reason for streamlining operations.

The new service will start with a fleet of 14 ships, which will be cut immediately to 12. This will affect up to 400 ferry crew, and losses are later expected to exceed 1,000.

Jim Knapp General Secretary, of the ITF-affiliated RMT maritime union and ITF Executive Board member, said: "I am not surprised by this announcement but it is still bad news. I am seriously concerned about the implications for jobs. RMT has approached the companies seeking a meeting to establish the full implication for jobs but we also want to discuss the long term future to ensure we do not kill off the scope for future expansion by applying short term surgery today." ■

# No more livestock on FOC ships, say Australians

THE ITF-affiliated Maritime Union of Australia has called for a ban on livestock exports on flag of convenience ships after the death of a seafarer and the loss of 67,000 sheep on board the Panamanian-flag *Uniceb* in September.

The crew had to abandon the vessel after a fire broke out while sailing from Fremantle to the Jordanian port of Aqaba.

ITF Australian Inspector Ross Storer visited the vessel after investigating a suspected assault on a crew member and complaints about unpaid

wages and conditions on board. There was no air-conditioning and the crew had been sleeping on deck with the sheep when the vessel was in the Gulf.

The information was passed on to the Maritime Safety Authority but before they could investigate Storer's complaints the *Uniceb* had hurriedly set sail.

ITF Australian Co-ordinator Trevor Charles said: "Animal welfare groups have called for a ban on live sheep exports, and we are calling for a ban on FOC shipping.

"Seafarers employed on these ships are often treated no better than animals. It's incredible that everyone is so concerned about the fate of sheep but seem prepared to ignore the abuse, bashing and death of human beings on board these vessels."

He added: "It is disgusting and inhumane that Australian exporters continue to use coffin ships and Third World crew employed under third world conditions."

The recently elected Conservative government's shipping policy advocates allowing FOC vessels to carry cargo along the Australian coastline and is considering introducing a second register allowing Australian ships to employ Third World crew. ■

# New Zealand to outlaw cheap crews Full pay when in territorial waters

A SIGNIFICANT victory in the campaign for fair wages for fishing workers has been won in New Zealand.

At the beginning of August, the New Zealand Parliament adopted a new Fisheries Bill which stipulates that all crews fishing in New Zealand waters must receive the domestic minimum wage of NZ\$6.25 per hour. These wages will be phased in between April and October 1997.

Owners of foreign-flag vessels fishing in New Zealand waters who refuse to pay the minimum wages can face prosecution and the removal of their fishing licence. This new measure represents a major victory for the ITF-affiliated New Zealand Seafarers' Union who have been campaigning for the rights of fishing vessel workers for many years. The union has dealt with many cases from countries as diverse as Russia, Indonesia and the People's Republic of China where fishing crews are disgracefully abused and often paid as little as NZ\$4.50 for a 12 hour day working in New Zealand waters.

The new law reinforces a significant precedent that the ITF would like to see applied everywhere. Most seafarers and fishing vessel workers receive far less than most countries' minimum wage levels and this new law repre-

*'The union has dealt with many cases from countries as diverse as Russia, Indonesia and the People's Republic of China where fishing crews are disgracefully abused and often paid as little as NZ\$4.50 for a 12 hour day working in New Zealand waters.'*

sents a significant extension of New Zealand's coastal authority.

According to Labour Party Fisheries spokesperson Graham Kelly, the bill will end the exploitation of foreign crews fishing in New Zealand waters.

"Once implemented, these measures will also make sure that crews held for long periods of time on vessels arrested in New Zealand would be paid. An example of this is the Russian crew who are being detained on a boat which is being held under arrest in Timaru and have not been paid for five months. This means that not only the crew, but their families at home had not had any money. Under this new legislation they would at least get paid," he said. ■

## Faroese formula

■ A new method of regulating Faroese fishing, which scraps the unpopular system of quotas and replaces these by fishing days for individual ships within eight groups, has been put forward by an advisory committee. At Danish insistence the present fishing regulations were introduced in 1994, but there was such widespread opposition – with the fishing organisations insisting it was impossible to conduct fishing in line with the regulations – that it has proved impossible to make the system work properly. So, in November of last year, the government agreed that a committee of representatives of the fishing administration, the fishing institute and fishing organisations should be set up to reassess the situation.

TWO people died and several were wounded when dock workers in Costa Rica held a demonstration in August protesting against the government's privatisation plans in the port of Limón.

The strikes ended on 2 September, after an agreement was reached between 57 organisations representing trade unions, employers and the government.

The government has now shelved its privatisation plans and will hold a national debate on privatisation. The dockers will also see an increase in their wages. ■

## Two killed in Costa Rica strike

### DOCKERS

## OBITUARIES

■ Cemal Gözükcük, Financial Secretary of the Railway Workers' Trade Union of Turkey (DEMIRYOL-IS), has died, aged 45, in a road traffic accident. A railway worker since the late sixties, Gözükcük became a local branch chair in 1983, before taking up his present post in 1989.

■ Daniel Lefebvre, General Secretary of the French CGT Merchant Marine Officers' Federation, died on 26 September. Born near

Rouen, Lefebvre surprised his family by deciding on a seagoing career as an engineer officer and later a chief engineer. He came ashore in 1976 and was appointed General Secretary of the CGT Engineer Officers' Federation. When the three CGT officers' federations – of deck, engine and radio officers – decided to merge 10 years later in a single federation it was Lefebvre who was chosen as their first General Secretary.



*Members of newly formed Sri Lankan aviation unions attending a seminar in Colombo in August agreed to collaborate on their common problems. The unions, representing airport staff and workers at the national carrier Air Lanka, pledged to work closely together in tackling issues such as recruitment, salary and career structures, excessive reliance on casual and contract employees and the poor management skills of political appointees.*

**Affiliates urged to take up safety issue on 4 December campaign day**

ITF civil aviation unions will be asked to back an ITF campaign calling for governments to tighten up on aviation safety. The ITF's call for "safe skies" will be the worldwide message of the 1996 ITF International Trade Union Campaign Day for Civil Aviation on 4 December.

The ITF will produce an international statement pointing out that national and international safety regulation has not kept pace with the dramatic changes in the structure and dynamics of the industry that have occurred as a result of deregulation and globalisation.

Since 1994 when the United Nations declared December 7 an International Civil Aviation Day, the ITF has held a parallel international day which it uses to highlight to international bodies and governments around the world the concerns of employees in the industry.

Previous ITF campaigns have focused on deregulation and a trade union "fair skies" alternative to global "open skies".

This year's campaign will seek to focus on the impact that deregulation has on aviation safety. The ValuJet crash of last May, in particular, made this a major public concern, not just in the US but around the world.

The ITF campaign will aim to draw attention to a number of key points, including:

- Airlines are under massive pressure to cut costs - including safety costs.
- The main safety regulators, the national aviation authorities currently risk losing the confidence of the public by adopting a "dual mission" which mixes the roles of regulating the industry and promoting its commercial interests.
- The International Civil Aviation Organization needs to be strengthened by member states.
- The current process of international harmonisation of safety standards is driven more by the needs of the powerful operators and manufacturers to get access to foreign markets as cheaply as possible, than by the need for the highest worldwide safety standards.
- Liberalisation has brought far more airlines into the industry. These new entrants have less experience behind them, and sometimes inadequate resources for fulfilling proper safety standards. Yet while faced with this extra burden of work aviation authorities have often suffered cuts rather than an expansion of resources.

A major concern in the campaign is that de-

# ITF call for safe skies

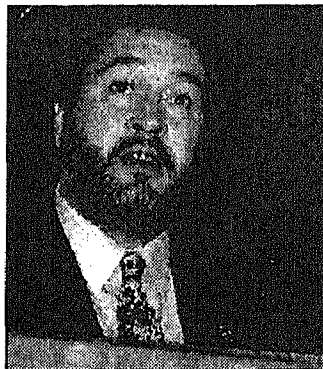
regulation has made the safety monitoring of the civil aviation industry a much greater and more complex (and more expensive) task.

In particular the structure of the industry has radically changed. On the one hand airlines are settling into giant international alliance blocs within which airline work is switched around. On the other hand airlines are contracting out what they do not consider to be "core" airline jobs, even when these jobs have a direct impact on the safety of their operations. In the wake of the ValuJet crash the US Federal Aviation Administration admitted it was becoming impossible to monitor maintenance standards in many airlines since this now involves not only sub contractors, but whole networks of sub-sub contractors.

Aviation employees with vital safety functions find their relationship with the airline is no longer direct and no longer governed by the prime concern of safety. Their jobs have become casualised and peripheral to the airline "core". Aviation workers are no longer part of a safety team working within a single airline safety culture. They have different employers and are responsible to different managements. Sub contracting is killing off the safety culture of airlines.

An ITF Safe Skies Statement will be sent by affiliates to their national governments. It will call on them to have a safety check on their civil aviation industry and on the capacity of their own regulatory authorities to ensure aviation safety in the new era of airline company globalisation and airline work fragmentation.

*'The ValuJet crash of last May, in particular, made this a major public concern, not just in the US but around the world.'*



■ **George Ryde, National Secretary of the British TGWU and ITF Civil Aviation Section Chair, addresses the IAM Convention in Chicago. He said that the attack by BA on its unions was a threat to all civil aviation workers: "What BA does today other airlines will do tomorrow." Delegates applauded his call to assist the ITF's preparations for a major international campaign of support.**

**Costly lease**

■ On 2 September the Indian authorities grounded a Caribjet aircraft after persistent reports of low technical standards. According to Air India, although the company was under contract to them, it persistently ignored instructions to raise its technical and safety standards.

Caribjet's background is as a small cargo carrier in the Caribbean with little passenger experience. It also has offices in Belgium.

The Indian newspaper *Asian Age* describes it as operating in India "with a mercenary crew" and quotes an industry source as saying: "Caribjet has hardly been particular about its flight and duty time limitations and barely manages to operate with the minimum equipment list."

The wet lease arrangement was supposed to save costs, but is reported to have actually proved very expensive.

**JAA reps meet**

■ A co-ordination meeting of ITF representatives on Joint Aviation Authorities (JAA) bodies took place in London on 8 October, with affiliates looking at work in progress in a number of JAA bodies and at JAA harmonisation of rules with the US Federal Aviation Administration. A full report of ITF work in the JAA will be given at the Ground Staff Committee, Cabin Crew Committee and Section Committee meetings being held in London on 12 to 14 November.

# British Airways unions face fight for jobs

BRITISH Airways is entering a major war with its unions over yet another massive cost-cutting programme. The outcome is likely to have a major impact on civil aviation unions.

The airline's Project Step Change is aimed at contracting out over 5,000 ground jobs; doubling BA's use of franchising, and exporting some work to cheap labour countries overseas. The company is also imposing 40 per cent pay cuts on cabin crew in part of the airline's operations.

Following last year's failed attempt by the airline to tear up the national trade union bargaining agreements, union leaders are warning that the company's strategy is a serious attempt to break the trade unions at BA.

The replacement of organised labour on nationally negotiated collective terms of employment by peripheral, subcontract jobs represents a serious challenge to the unions, which have made it clear that they will not accept any social dumping and that job security and working conditions for employees must be protected.

British Airways has always been a pioneer of new business practices. Project Step Change, will be closely watched by other major carriers – keen as ever to emulate the world's most profitable airline.

Following the announcement of the BA programme, Lufthansa followed suit with its own pledge to cut costs by DM1bn (US\$670 million), while Swissair and other profitable European carriers are studying the plan closely.

The ITF has already begun the process of preparing a major international support campaign for the BA unions. ■

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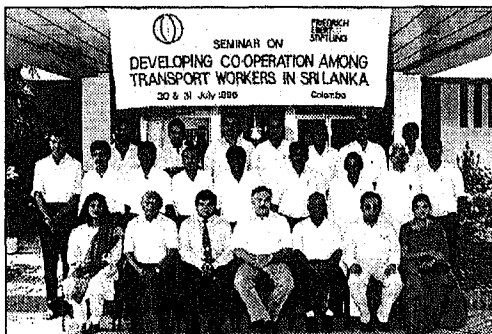
**Co-operation in Sri Lanka**

■ An ITF seminar of Sri Lankan transport workers' unions laid plans for close co-operation on privatisation and deregulation.

The rail, road, dock and aviation trade unionists attending the seminar in Colombo, jointly run with the German FES educational foundation, agreed to develop inter-union co-operation on a range of problems, most notably privatisation and deregulation.

Plans were laid for discussions between unions at workplace and sector level and for joint consultation among national transport unions. Also envisaged is an industry newsletter.

Asia/Pacific Assistant Regional Secretary



Mahendra Sharma (pictured above, seated, centre) co-ordinated the seminar with assistance from the Sri Lankan ITF affiliate CMU.

## 10 YEARS AGO

ITF News,  
November 1986

# Passengers suffer as chaos grips the roads

FROM 26 October anyone in the UK with a roadworthy bus and a suitable driving licence can operate a scheduled bus service.

Until now, most scheduled services have been operated by local authorities or by the publicly owned National Bus Company. Route allocation and fares charged were under public control and subsidies ensured that bus fares charged on little-used routes were kept at an affordable level.

Now all that has been changed by the 1986 Transport Act. The power to regulate bus services has been taken away from local authorities. Their bus operating companies have been removed from local authority control and chopped into bite-sized pieces to make it easier for new private bus companies to compete with them.

The National Bus Company has fared even worse – it has been split into 70 separate undertakings, each of which is up for sale to the highest bidder.

Its new owners will be expected to make a profit out of their bus operations.

The justification for all this is that competition is being introduced into the supply of bus services. In other words the travelling public will be able to choose between different bus companies vying for custom on the same routes.

This dream (which overlooks many realities, of which the position of bus workers is only one) has come as close as possible to realisation in the Scottish city of Glasgow. Deregulation took place a few weeks early there and the number of bus operators rocketed from 20 to 190. The peak-time chaos as a multitude of buses clogged the streets hunting for passengers was applauded by devotees of deregulation as a sign that the new policy was working. The reaction of passengers who found bus travel slower than walking was less enthusiastic!

## Forthcoming ITF meetings

- *Civil Aviation Section Committee, London, 12-14 November*
- *ITF/FES ASEAN Seminar, Singapore, 13-15 November*
- *Latin American Dockers' Conference, Lima, 25-26 November*
- *Latin American Flag of Convenience Seminar, Lima, 27-30 November*
- *African Regional Committee, Johannesburg, 2-4 December*
- *Meeting on Inland Navigation Flag of Convenience Non-Domiciled Crews, Vienna, 3-4 December*
- *African Seafarers' Meeting/Dockers' Meeting/Flag of Convenience Seminar, Mombasa, 10-13 December*
- *Preparatory Group for Pan-European Transport Conference, Helsinki, 10 January*
- *United Parcels Service Meeting, London, 29-30 January*

## 20 YEARS AGO

ITF News,  
November 1976

# Air traffic controllers win major concessions on safety

SPANISH air traffic controllers have won major concessions following their two-month-old work-to-rule.

A commission composed of Air Ministry officials and two controllers has been set up to look into ways of improving air traffic flow control throughout Spain and – in response to the controllers' request for an independent assessment – "US Federal Aviation Administration officials

have been called in to examine equipment at the three major control centres of Seville, Madrid and Barcelona.

On a previous visit, the FAA criticised the poor standard of maintenance of equipment and the lack of refresher courses to keep controllers abreast of modern techniques.

## ITF NEWS

Please note that the English language version of ITF News is the first of the various language editions to be published. Affiliated unions who are on the mailing list to receive non-English editions can also be sent an advance copy or copies in English in order to familiarise themselves with the stories

to appear in their translated edition. In addition, unions can, on request, be sent advance pages of the English language ITF News by fax or electronic mail if required for translation or other immediate use.

Requests to be placed on the English language mailing list should be sent to the ITF Communications Department. See facing page for head office details.

FROM THE  
LABOUR PRESS

# We won! Cabin crew victorious after labour court judgement

HTF-Tidningen,  
Sweden

A THREE-YEAR battle ended with a total victory in the labour court for the Swedish Salaried Employees' Union (HTF) and 160 cabin crew denied new jobs when Scanair was wound up and the charter company Premiair formed. Now they could be due damages of up to 80 million kroner.

"We won!" Berit Loge, who has assisted the union team, announced to the waiting cabin crew as the court announced its decision in favour of the union.

"It's an important judgement, establishing that one can't get round the Law on Protection of Employment (LAS) on a technicality," says HTF President Holger Eriksson of the union's biggest and most expensive case, which has cost it nearly two million kroner.

But the ex-Scanair cabin crew will not get their jobs back - the time limit has already run out. Instead the HTF will calculate how much money each of them should receive. In all, it could be around 70-80 million kroner, paid out in a few months or a year, depending on how Premiair reacts.

"The judgement confirms strong support for the LAS," declared Lars Viklund, who with Lena Ekman-Joo and Eva Claeson represented the HTF in the case. "It's in Premiair's interests to reach a prompt settlement as it will have to pay interest on the claims in the event of a delay," Viklund added.

The labour court rejected the section of the 1993 collective agreement stating that Scanair cabin crew had no right to re-employment.

According to the judgement: "Scanair's charter business continued until the end of 1993 when Premiair started up virtually identical airline services. To achieve this both the companies must have acted in close co-operation and certain interested parties must have overseen the course of events..." One of these was SAS; many ex-Scanair cabin crew believe SAS was to blame for the long drawn out and expensive dispute. ■



## VI VANN!

Mer än 160 Scanair-ansatta ombudsare firar HTF:s seger i domstol över AD-domstol.

### Segeryra bland kabinanställda efter AD-domen

Tre års kamp kröntes med en total seger i arbetsdomstolen - för HTF och för 160 kabinanställda som orättmätigt berövades chansen till nya arbeten när Scanair lades ner och det nya charterbolaget Premiair bildades. Nu kan det bli skadestånd på uppåt 80 miljoner kronor.

... Sägerna är vår. Utanför Berit Loge...  
... Berit stulles själv...  
... HTF:s ordförande Holger Eriksson...  
... Lars Viklund...  
... Lena Ekman-Joo...  
... Eva Claeson...

TEXT: RAGNAR ÅHÉN  
FOTO: YOUTA KLJČKA

*"It's an important judgement, establishing that one can't get round the Law on Protection of Employment on a technicality."*

FÉDÉRATION INTERNATIONALE  
DES OUVRIERS DU TRANSPORT

FEDERACIÓN INTERNACIONAL  
DE LOS TRABAJADORES DEL TRANSPORTE

INTERNATIONELLA  
TRANSPORTARBETAREFEDERATIONEN

國際運輸勞連

INTERNATIONALE  
TRANSPORTARBEITER-FÖDERATION

МЕЖДУНАРОДНАЯ ФЕДЕРАЦИЯ  
ТРАНСПОРТНИКОВ

