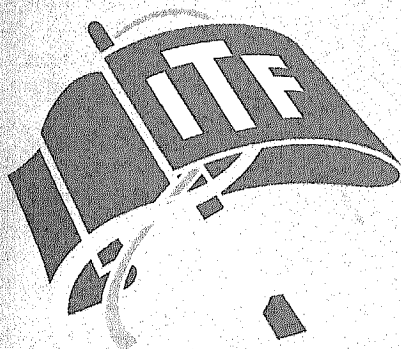


# ITF

# NEWS

December 1996

No. 10

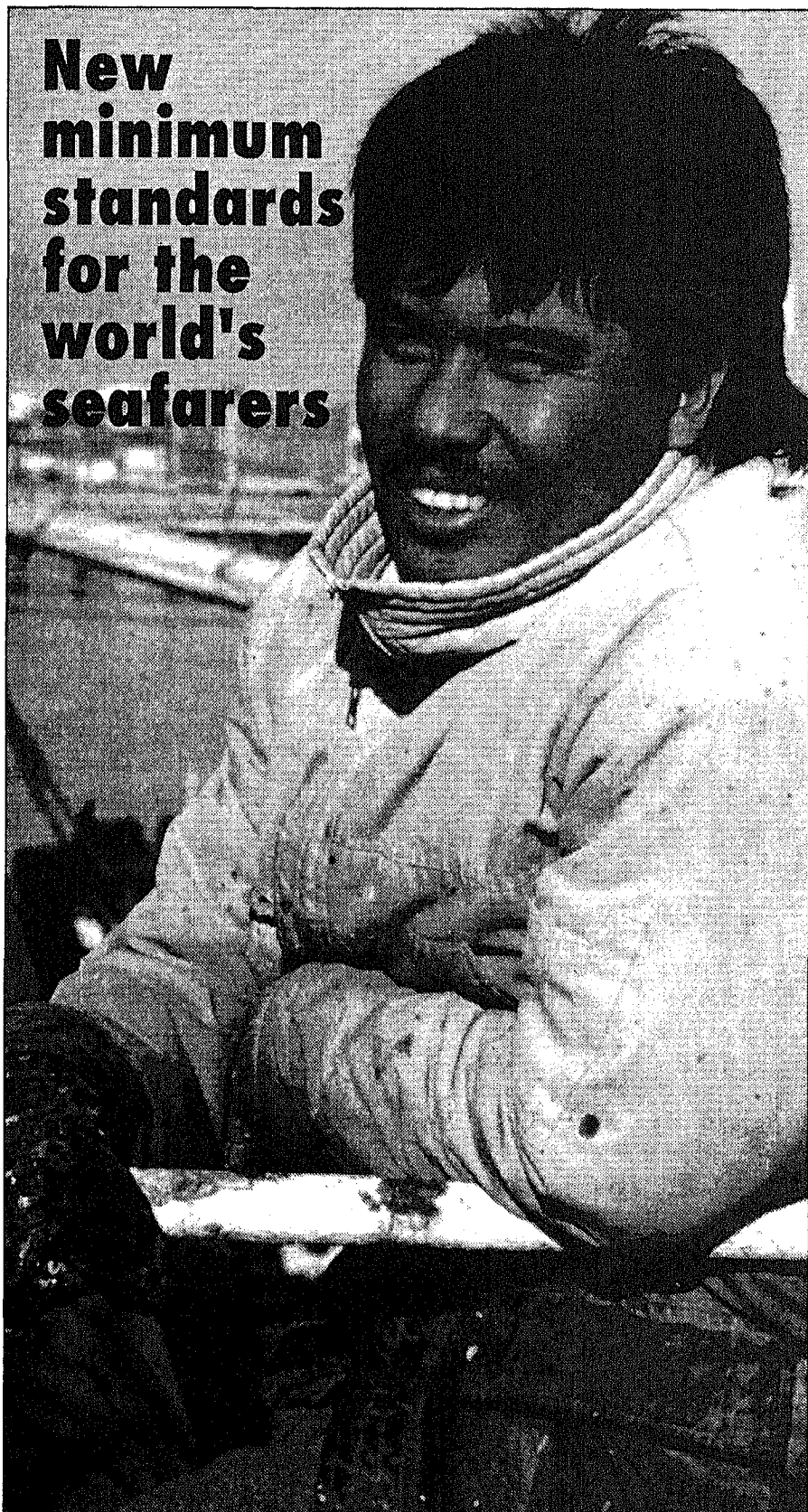


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**INTERNATIONAL  
TRANSPORT  
WORKERS  
FEDERATION**

**INFORMATIONS  
NOTICIAS  
NYHETER  
情報  
NACHRICHTEN  
HOBOCTH**

**New  
minimum  
standards  
for the  
world's  
seafarers**



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ITF News is produced at ITF Head Office by the Communications Department. Send contributions by fax: ● +44 (171) 407 0319 or via the Internet: ● info@itf.org.uk

# An ITF for the 21st century

SEVERAL important steps down the path towards creating an ITF ready to enter the 21st century were taken during the October ITF Executive Board meeting.

One of the first was a decision in principle to transfer more administrative business to the ITF Management Committee, enabling the Board to spend more time discussing policy issues.

A one-day meeting of the Management Committee prior to the Board devoted itself to a thorough analysis of the ITF's financial position. It is clear that the equation of a rising number of affiliated unions, higher demand for ITF service as a result of globalisation and a shrinking full fee paying membership does not add up.

The Board agreed to implement one change - a minimum membership fee equal to 1,000 members in 1998 - and asked me to circulate a paper on the long term financial issues affecting both income and expenditure to all ITF unions in the run-up to the 1998 New Delhi Congress.

Almost half the Board meeting was devoted to discussing some detailed proposals which I put forward following the debate at the June Centenary Congress on the report "Transport Workers Beyond 2000". Some decisions made can be implemented almost immediately, others will take the form of recommendations to Congress:

## Sections

● New ideas on section work including regular open committee meetings, a Steering Committee for each section and the election of a section chair and vice-chairs representing the different ITF Regions will be put to the Sections for consultation.

## Policy

● A newly established Transport Policy Experts Group and Network will be used as a means of stimulating new thinking from ITF affiliates and sympathetic academics.

● The Executive Board, in consultation with affiliates, will draw up policy statements on key issues affecting ITF affiliates for submission as motions to the next ITF Congress.

## Regions

● The role of the regional structures will be formalised

## OPINION

ITF  
General  
Secretary  
David  
Cockroft  
writes



within the ITF Constitution.

## Congress

● The time for general discussions on the Report on Activities at Congress will be cut and replaced by more outside speakers, panel discussions and workshops.

● The time available for most Section meetings will be doubled to a full day.

● The number of women delegates will be boosted through quotas or other means.

● The Executive Board will take responsibility for drafting a series of motions to Congress on key issues affecting ITF affiliates.

## Executive Board/General Council/Management Committee

● Congress will be asked to abolish the General Council, to reject the idea of creating Deputy Members of the Executive Board, and to expand the size of the Management Committee.

## Communications

As part of a general review of how the ITF delivers information services to its affiliates, 1997 will see some important changes to ITF News. From January, we shall be publishing every two months and devoting more space to features and analysis and less to pure news. Readers' ideas on what kind of features you would like to see in ITF News would be very welcome.

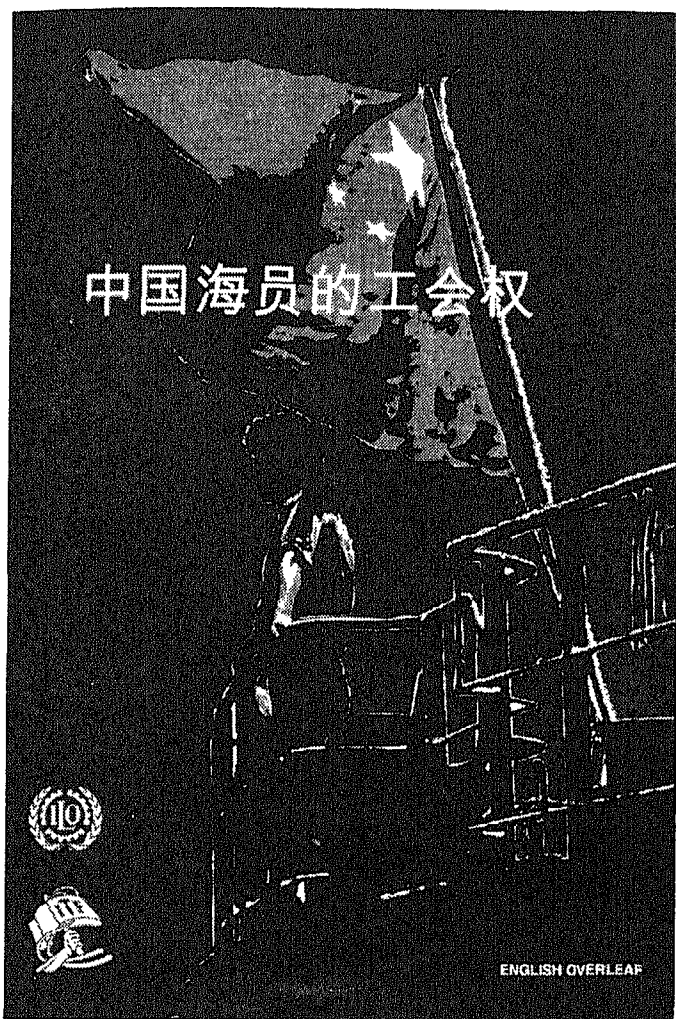
Reducing from 10 to six issues a year will release some time and resources inside the ITF secretariat to produce an increasing volume of specialised bulletins and other publications devoted to the needs of ITF Sections, regions and other groups such as women or urban transport workers.

To fill the gap for immediate news, we shall be launching a new information service for affiliates covering major developments in the trade union and transport world. This will be available principally by fax or e-mail in a limited number of languages.

This is a new venture, and one which will only work if it is widely used amongst affiliates, for example in union publications and if ITF affiliates and other readers can provide us with high quality news stories. ■

*'It is clear that the equation of a rising number of affiliated unions, higher demand for ITF service as a result of globalisation and a shrinking full fee paying membership does not add up.'*





■ The ITF has published the full text, in Chinese and English, of the International Labour Organisation (ILO) ruling which condemned the Chinese authorities for the treatment of their seafarers.

The ILO's decision, which was released in June, was in response to a formal complaint by the ITF and the International Confederation of Free Trade Unions.

The ILO's Committee on Freedom of Association urged full respect for trade union rights and, responding to evidence provided by the ITF, said that China must stop discriminating against seafarers who exercise their right to bona-fide trade union representation, including their right to seek international help from ITF-affiliated unions.

The practice of detaining seafarers who complain or seek help from the ITF or other organisations must cease, the ILO report added.

Copies of the report are available from the Administration Department at ITF head office (see address on page 15).

## GLOBAL ROUND-UP

### Japanese celebrate

■ The ITF Japanese Coordinating Committee (JCC) celebrated the ITF centenary on 3 October at a function in a Tokyo hotel attended by some 150 people, including the Labour Minister Takanoobu Nagai, representatives of the national trade union centre RENGO and transport unions' council KOUN ROKYO, as well as ITF Executive Board members John Coombs and Thomas Lay. The event commemorated the long history of ITF activities in the Asia/Pacific region and Japan in particular. The opening of the regional office in Tokyo and the 10th anniversary of the ITF-JCC were also celebrated.

### Russians protest

■ Fifteen million people took part in demonstrations throughout Russia in November demanding payment of back wages. The day of action was organised by trade unions, which also called on the authorities to introduce measures to curb growing unemployment. Union members in 76 regions participated in the action and unions estimate that in Moscow alone 100,000 people took to the streets.

### Back in Bangladesh

■ The ITF has relaunched its education activities in Bangladesh, which were suspended two years ago due to political disturbances in the country. An educators' refresher course was held in Dhaka in October 1996 in which 22 educators took part. This was followed by an education project planning workshop. Both workshops were conducted by Mahendra Sharma, ITF Assistant Regional Secretary, Asia/Pacific Region, Nils Jacobsson, International Secretary of Swedish ITF affiliate SEKO, also participated in the education project planning workshop. Saki Rezwana, of the Bangladesh Biran Samik Union, is the new ITF Co-ordinator in Bangladesh.

# Unions draw up strategy for Anglo-Dutch merger

## Major global operator in container shipping and handling likely to be created

THE ITF has hosted the first of what may become a series of meetings of unions representing seafarers, dockers and road transport workers affected by the proposed merger involving two of Europe's major transport companies, P&O, of Great Britain, and Nedlloyd, of the Netherlands.

The meeting, held at ITF headquarters in London in November, agreed that the ITF should act as a co-ordinator for the exchange of information between the unions.

The seven unions present from Britain, Germany and the Netherlands also decided to hold a second meeting on 10 January.

Participants noted that the merger, which is set to create a giant Anglo-Dutch multinational container business employing over 9,000 people worldwide, would bring together two dif-

ferent cultures as far as openness and disclosure of information were concerned.

In this respect the Dutch unions were in a position to pass information to their British counterparts, it was agreed.

ITF Dockers' Section Secretary Kees Marges said afterwards that the meeting had offered participants a useful forum for making contact with each other.

"All unions are convinced that the merger of the companies' container divisions will go ahead, but they have an important role in influencing the kind of relationships which will develop between management and the workforce," he added.

The unions feared that some 15 per cent of jobs - 1,400 in total - would be shed in the merger, he said.

Of the current combined workforce, 7,300 are shore-based and 2,100 sea-going. Press reports suggest that the merged company would seek to save US\$130 million a year on employment and associated overhead costs. ■

## GLOBAL ROUND-UP

ITF News readers will be interested in three new books that have just been published by Pluto Press in the United Kingdom: "Car Mania", "Negotiation Skills in the Workplace" and "The Labour Movement and the Internet". The reviews are by ITF Communications Secretary Richard Flint.

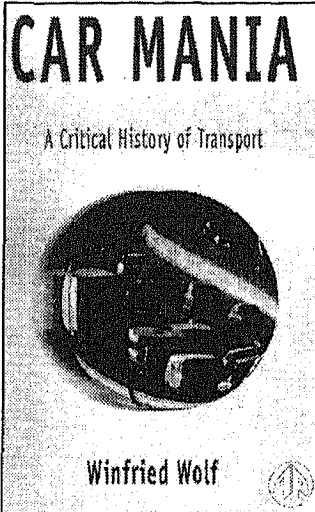
All these books are available from Pluto Press (please do not order them from the ITF directly) at 345 Archway Road, London N6 5AA (fax: +44 (181) 348 9133).

Payment must include postage and packaging (UK: 10 per cent of order value, minimum £1.50; Europe: 15 per cent of order value, minimum £3).

● **Car Mania**  
£13.99 (paper back)  
£40 (hard back)

● **Negotiation Skills in the Workplace**  
£9.99 (paper back)  
£30 (hard back)

● **The Labour Movement and the Internet**  
£14.99 (paper back)  
£45 (hard back)



■ **Car Mania - a Critical History of Transport** is based on the German book by Winfried Wolf (Eisenbahn und Autobahn), but the work has been extensively updated and rewritten.

Wolf's book is a critical and analytical survey of the history of mass transport from the industrial revolution until the present day. It charts the early rise of the European canal systems which were subsequently replaced by railways in the early 19th century, which were then in turn replaced by the private road network in the 20th century.

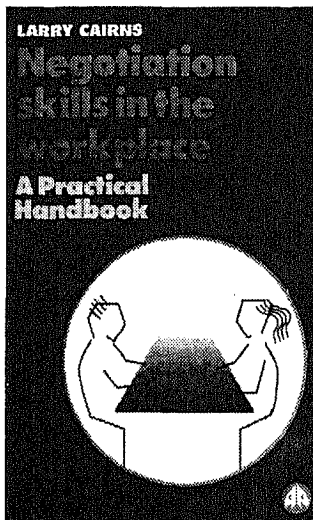
Wolf links the development of these networks to the flows of capital and investment that were involved in their creation. For example, he points out that similarly large amounts of money were first used to build the canal networks, then to build the railway tracks and subsequently redeployed for the creation of road networks.

The book represents a very critical analysis of the growth of private road transport and society's present day obsession with the private motor vehicle. In Wolf's opinion, the emergence and development of the private motor car has led to a deterioration in transport services for the majority of the population.

For example, he cites the involvement of the automobile manufacturing companies in the systematic destruction of tram systems in North America and Europe in the 1950s as proof of the fact that the car society is in fact a society which provides reduced mobility for those without

cars. Even in the most developed nations of Europe and North America car ownership is still limited to a very large minority - but not a majority - of the general public.

Transport workers should listen to this kind of analysis. It is clear that the rest of the world cannot become as car-dominated as some wealthy societies presently are (we would choke to death if they did). We need to develop a more balanced approach which sees the role of public transport as being at least as important and vital to the functioning of the transport network. ■



■ **Negotiation Skills in the Workplace - a Practical Handbook** is written by Larry Cairns, a senior activist in the Scottish Trades Union Congress in the UK. This book provides a useful and informal, even amusing, series of guidelines and tips on improving negotiation skills for trade union members. Though developed by someone from Northern Europe, the work will be of use for trade unions all over the world.

Many groups of workers who previously were able to rely on national negotiations, or had no involvement in negotiations whatsoever, are now thrust into a position where they need to bargain. Sometimes this is a good thing, sometimes this is a bad thing. But it is always important for those people who are going to be involved in negotiations to be as well prepared as they can.

The most important rule taken from this and all other

books is that negotiation teams should be prepared and should plan out what they are going to do and what they are going to say. Often, corporate management provides very detailed training for their negotiators and what may appear to be a casual approach by management may in fact be part of a more detailed strategy.

Role-playing and practice in negotiations can also be important and, as Cairns points out, negotiators should never lose sight of their practical objectives in any bargaining situation. ■

■ **The Labour Movement and the Internet - New Internationalism**, by Eric Lee, has been published just as more and more labour organisations and trade unions are connecting to the worldwide network at a growing pace (including the ITF itself and many other transport unions).

The developments in computer networking, the staggering growth of the Internet and the fact that workers all over the world are able to communicate with each other much more effectively, efficiently and cheaply than they ever did before presents some truly democratic and empowering possibilities to the labour movement.

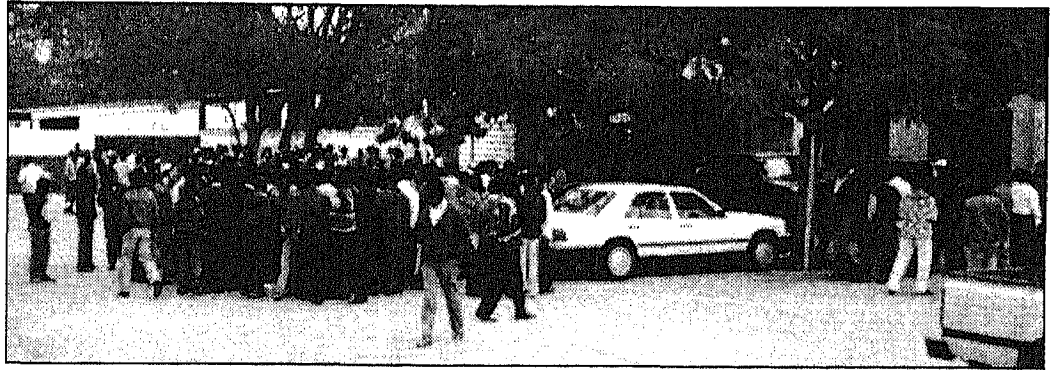
Eric Lee is the editor of the International Federation of Workers' Educational Associations newsletter and a long-time trade union labour activist. He is also an expert on electronic communications in the labour movement. This new book covers the politics of the electronic revolution and what the labour movement is doing with this new technology.

Lee provides valuable advice for unions on how to get connected to the Internet and exploit this technology. He also explains all the terminology involved. ■

- Lee has launched a Web site to accompany his book. The URL is: <http://www.geocities.com/CapitolHill/2808/labour01.html>



■ **Swazi workers wait to be interviewed for work in South Africa. ITF unions in the region are pressing for greater uniformity of conditions and labour laws.**



## Southern Africa unions want cross-border harmonisation

A WIDE range of problems facing Southern African transport workers in the road, rail and aviation sectors came under the spotlight at a workshop on cross border and industrial relations held in Harare in October.

Jointly organised by the ITF and the German FES educational foundation, the seminar was the fourth in a series and brought together 24 leading transport trade unionists from Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland and Zimbabwe.

After five days of discussions the trade unionists adopted detailed conclusions in which they called for the standardisation and harmonisation of road transport and traffic regulations and of maximum load and vehicle weights and dimensions; of rail administration and operational procedures; and of aircraft maintenance and inspection schedules throughout the sub-region.

Specific recommendations for the different transport modes included standardised cross border charges for trucks, joint inspection of trains at borders and common airport charges.

Urgent measures were also needed to reduce delays at border crossings such as the abolition of visas, common passport and immigration procedures and simplified customs docu-

mentation and administrative procedures.

The workshop further called for a charter of rights for Southern African transport workers and the harmonisation of labour laws and of conditions of employment.

On health and safety, the workshop advocated the introduction of a common safety policy with standardised hours of work and rest periods and an increased focus on HIV and Aids education and awareness for transport workers, as well as special training and allowances for workers who handle dangerous loads.

Southern Africa Transport and Communications Commission (SATCC) Acting Director SMA Kaombwe led the discussions on the Southern African Development Community (SADC) protocol on transport, meteorology and communications. He informed a delighted workshop that the ITF/SATCC memorandum of understanding strengthening co-operation in dealing with transport issues, especially those concerning border crossing and road transport regulations, had been endorsed by SADC and that the ITF would be invited to an SATCC implementation meeting in February 1997. ■

### Unions press for social clause

■ Ministers from the member states of the World Trade Organization (WTO) gather in Singapore from 9 to 13 December to discuss the dismantling of international trade barriers. One item which unions hope will be discussed is the establishment of a working group to study the linkage between trade liberalisation and respect for international labour standards.

This move, which is strongly backed by the International Confederation of Free Trade Unions (ICFTU), would represent one small step towards establishing a "social clause" in international trade agreements.

An international conference, organised by the ICFTU in Singapore immediately prior to the WTO meeting, will attempt to concentrate the lobbying activities on the governments present, particularly those from some developing countries which oppose any linkage between trade and labour standards.

ITF-affiliated unions, particularly in developing countries, should strongly support the ICFTU position, said ITF General Secretary David Cockroft. "Employers and governments which want to be a part of the global economy should be obliged to play by global rules."

Freedom of association and collective bargaining, an end to child labour, forced labour and discrimination in employment were minimum standards any civilised country should be obliged to accept, he added.

UNIONS from five new countries – Gabon, Rwanda, Guinea, the Solomon Islands and the Yugoslav republic of Montenegro – were among 30 transport unions accepted into ITF membership at the Executive Board meeting in London in October.

When the formalities have been completed, the ITF will have over 520 affiliates from 129 countries.

The Board spent considerable time debating European trade union structures, with the participation of Hugues de Villèle, General Secretary of the Federation of Transport Workers' Unions in the European Union (FST).

### Thirty more unions, and talks on Europe

The debate reached consensus on the need to avoid duplication of work between the ITF and the FST, but not on how to do so within an increasingly integrated Europe.

Javier Cubillo, of the UGT Spanish affiliate, suggested that an informal meeting of European transport union leaders should focus on long-term European structures and offered to host such a meeting in Spain.

The Executive Board also accepted his invitation to

hold its next meeting, in April 1997, in his country.

The Board formally endorsed the appointment of Jean-Yves Legouas, of the FGTE-CFDT, France, as Secretary of the ITF Seafarers' Section from 1 December and the proposal of the ITF General Secretary to appoint Joanne Abayasekara as Education Co-ordinator.

— See General Secretary's column on page 2 for a report on financial and constitutional matters discussed at the Board.

# ICFTU delegation visits Pakpahan

THE international campaign for the release of Indonesian trade unionist Muchtar Pakpahan continues to gather support worldwide.

Rolling boycotts and bans against Indonesian-flag shipping in Australian ports were co-ordinated by the ITF-affiliated Maritime Union of Australia (MUA).

Meanwhile, an international trade union delegation visited Indonesia and met Pakpahan on 7 November. The eight-member delegation was led by International Confederation of Free Trade Unions General Secretary Bill Jordan.

They met Pakpahan for half an hour at the offices of the Indonesian Attorney-General in Jakarta. According to Jordan, Pakpahan was

in good health and was bearing relatively well considering that he has been held in solitary confinement since 29 July.

Pakpahan's trial has been announced for later in November, when he will face subversion charges that could lead to the death penalty. The charges have been universally denounced by trade unions and human rights groups throughout the world.

An international day of protest for human rights and democracy in Indonesia was held on 28 October. In Australia there were a number of public meetings, several hunger strikes and a letter of protest was delivered to the Indonesian Consulate by representatives of the MUA.

Protests also took place in the Netherlands, India, the United States, Sweden, Canada and France.

Unfortunately, however, the Indonesian government has apparently reacted to the growing international condemnation of its activities by becoming even more severe when dealing with dissidents.

Activists in Indonesia report that Dita Indah Sari, the President of the Indonesian Centre for Labour Struggles, was seized by military intelligence and taken to detention at the end of October. Allegedly, she was severely tortured and her finger nails removed because she refused to answer questions. Budiman Sujatmiko, an activist and President of the People's Democratic Party, has also been seized by military intelligence and has also reportedly been tortured. ■

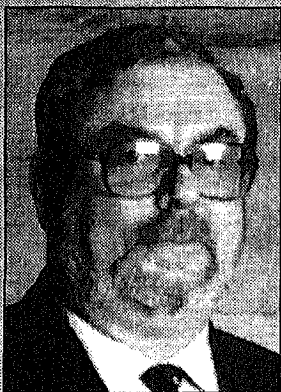
## Korean congress

■ The Korean Transport Workers' Federation (KTF) celebrated its first anniversary in October with a congress in Seoul attended by close on 80 delegates.

The KTF, which represents half a million Korean transport workers, is made up of six ITF affiliates – organising seafarers, dockers and fishing workers, as well as rail, road and aviation workers. It is the largest industrial trade union organisation within the Federation of Korean Trade Unions.

KTF President Kwon Eul-Ryong, in his keynote address, regretted that while transport workers played a vital role in national economic development their working conditions still lagged far behind those in other sectors.

## PEOPLE



■ Jean-Yves Legouas.

■ ITF President Eike Eulen retired from union office at the centenary congress of the German Public Service and Transport Workers' Union (ÖTV) in Stuttgart at the beginning of October. The senior trade union official responsible for transport and communications, Eike came to the ÖTV from a seafaring career. He will remain ITF President until the 1998 New Delhi Congress.

■ Jean-Yves Legouas takes over in December as the new Secretary of the ITF Seafarers' Section, where he will be working closely with Assistant General Secretary Mark Dickinson. He comes to the ITF from the French Transport Workers' Federation FGTE-CFDT, where he is currently Assistant General Secretary in charge of international affairs. These are duties that he combines with those of Co-ordinator of the French ITF flag of convenience inspectorate.

■ The new Chair of the ITF Dockers' Section following the retirement of John Connolly is John Bowers, ITF Vice President and President of the US east coast dockers' union the International Longshoremen's Association (ILA). Replacing John as Vice Chair is ITF Executive Board member John Coombs, Joint Secretary of the Maritime Union of Australia.

■ The October meeting of the ITF Executive Board bid farewell to two of its members: ITF Vice President Kanju Suzuki and Women's

Interim Steering Committee chair Dilia van der Heem, who have both now left union office. Kanju Suzuki of the Japanese General Federation of Private Railway and Bus Workers' Unions (SHITETSU-SOREN) first joined the Board in October 1993 when he became the Asia/Pacific Vice President of the ITF. Dilia van der Heem of the Dutch Transport Workers' Union (FNV) has been a member of the Board since October 1992.

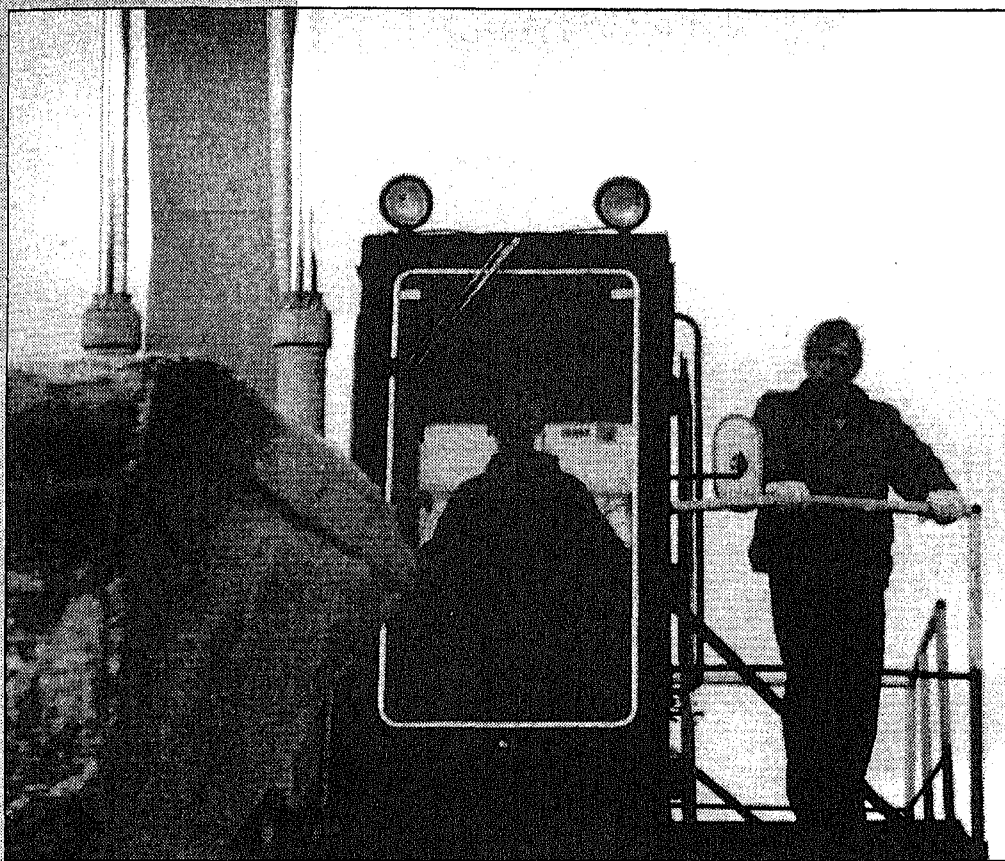
■ ITF Co-ordinator Lauri Heinonen, who has worked for the Finnish Seamen's Union for almost 30 years – the last 12 as its International Secretary – moved to Stockholm at the beginning of September, to take over as Secretary of the Nordic Transport Workers' Federation (NTF). He takes over as Secretary from Borgthor Kjærnested, who has returned to Iceland.

■ Cveto Brod is the new President of the Slovenian railway workers' trade union Sindikat Delavcev Zelezniske Dejavnosti Slovenije. He takes over from Cveto Zrimsek.

■ Peter Booth, National Secretary for textiles of the British Transport and General Workers' Union, is the new President of the International Textile, Garment and Leather Workers' Federation (ITGLWF).



## Danish victory in cargo handling campaign



■ Danish dockers in the port of Esbjerg unload the St Vincent-flag Vestvang – thanks to the Intervention of local ITF Co-ordinator John Jacobsen, who is claiming the first success in Denmark for the ITF's campaign to ensure that dockers' work is not done by seafarers.

On visiting the Norwegian-owned vessel, Jacobsen found that the crew, made up of Polish, Russian and Ukrainian nationals, were discharging the cargo. Under threat of a boycott of the ship by local port workers, the Norwegian master and local agent agreed to use Danish dockers.

"This is a great victory for our cargo handling campaign," said Jacobsen afterwards.

"The dockers who eventually discharged the ship, Hugo Jensen and Steen Jensen, received full wages from the time the discharging was started by a Polish crewman, so they are both very happy."

## Turks oppose privatisation

ITF Turkish affiliate Liman-Is is dismayed by the government's announcement of plans to privatise ports in Turkey. The union fears mass job losses and is opposed to privatisation also because of the lack of labour legislation guaranteeing port workers employment or income if unemployed or protecting workers against malpractice by private employers.

ITF Dockers' Section Secretary Kees Marges, in a letter of protest to Süleyman Demirel, President of Turkey, said: "The ITF supports its af-

filiate in their opposition to the announced privatisation of Turkish ports and will inform our affiliated dock workers' and seafarers' unions all over the world about Liman-Is' opposition and the ITF's support."

Forty five companies have so far bid for operating rights for the eight ports owned by the Turkish Maritime Organisation. ■

ITF port workers' and seafarers' unions have been asked to protest vigorously against a complaint submitted to the World Trade Organization by the European Commission in relation to procedures in Japanese ports.

The "prior consultation procedures" were freely negotiated in 1979 between port employers and the ITF-affiliated Japanese Dock Workers' Federation ZENKOKU-KOWAN as part of a package of job security arrangements. Despite claims by the Commission to the contrary, they apply

### Protest to WTO over 'interference' in Japanese agreement

equally to ships of all nationalities and are in no way discriminatory.

The protest call by the ITF has been backed by the Federation of Transport Workers' Unions in the European Union (FST), which has written to Commission Vice-President Sir Leon Brittan expressing concern at this attempt to interfere in Japanese union agreements.

"Threats to use the WTO process to interfere in freely negotiated collective agreements could set a dangerous precedent for the future and must be strongly resisted," said ITF General Secretary David Cockroft.

He added that rumours that the US administration may be considering a similar approach to the WTO will be met with an equally tough response from the ITF if they are confirmed. ■

## SEAFARERS

For the first time in nine years, the ILO convened a Maritime Session to deal with minimum international standards for seafarers.

Eight hundred representatives of seafarers, employers and governments from 82 countries met for two and a half weeks in Geneva in October. The instruments adopted will, once ratified and implemented, make a major impact on the lives of hundreds of thousands of seafarers.



### Cover story

*'The ITF and seafarers' unions now have the task of ensuring that the instruments are ratified as quickly as possible and by as many governments as possible.'*

# The 84th (Maritime) Conference of the International Labour Organisation

THE key agreements reached were:

- the setting of maximum hours of work and minimum rest periods
- new requirements for the inspection of seafarers' living and working conditions by flag states at least once every three years
- the proper regulation of recruitment agencies
- the implementation of a new minimum wage rate of US\$435 as of 1 January 1998.

The various instruments, which stand in the form of Conventions and Recommendations, will each enter into force after a minimum number of governments have ratified them. The ITF and seafarers' unions now have the task of ensuring that the instruments are ratified as quickly as possible and by as many governments as possible. Thereafter monitoring the enforcement of the agreements will be critical.

Mark Dickinson, ITF Assistant General Secretary, said after the conference that the newly agreed measures "together with other recent developments such as the revision of the International Maritime Organization STCW Convention on safety will make it increasingly difficult for sub-standard operators to stay in business - and that has to be a victory for seafarers."

### Fatigue kills: Revision of Convention 109

The fact that long working hours are unhealthy and dangerous was recognised by seafarers' unions, employers and governments alike. Agreement was reached on restricting working time to a maximum of 14 hours in any 24-hour period, and to 72 hours in any seven-day period. There must be a minimum of 10 hours rest in any 24 hour period, or 77 hours in any seven-day period. Most importantly the standard of an eight hour day with one day of rest per week has been stipulated.

The restricted hours of work will apply to all sea-going ships (excluding fishing vessels) irrespective of size. Commercial fishing vessels may be included by member states.

Records will have to be kept of hours worked and regular checks made by flag states. Any transgressions will be subject to action by the flag state. Should sufficient numbers of governments ratify the new Convention 180, the provisions will also be subject to port state control in foreign ports because the seafarers' group successfully argued for the inclusion of the new Convention in the Protocol to ILO Convention 147 which was also adopted by the conference.

Critical to the new instrument agreed is a clause which places an obligation on the shipowner to ensure that the master is able to comply with the provisions. In particular, this means that all vessels should employ enough seafarers to accommodate the stipulated working times.

### Inspection of living and working conditions

Agreement was reached on a new Convention requiring the inspection of living and working conditions on board. Governments will be obliged to inspect all their own flag ships of 500GT or more at least once every three years. An inspectorate will be expected to check for deficiencies in con-

ditions such as cleanliness on board, crew accommodation, terms and conditions of employment which are subject to national laws and regulations, freedom of association and so on. Deficiencies which constitute a danger to seafarers' health and/or the safety of vessels can be detained by the flag state. A proper system of penalties must be implemented and annual inspection reports should be published.

■ *Seafarers are to be barred from working in excess of 14 hours in any 24-hour period or more than 72 hours in any seven-day period, as a result of agreement at the ILO conference.*

ditions such as cleanliness on board, crew accommodation, terms and conditions of employment which are subject to national laws and regulations, freedom of association and so on. Deficiencies which constitute a danger to seafarers' health and/or the safety of vessels can be detained by the flag state. A proper system of penalties must be implemented and annual inspection reports should be published.

The new provisions are an important step forward. In the past flag state inspectors have tended to concentrate their efforts almost exclusively on the technical safety of vessels. The health and welfare of actual seafarers has not been an issue. Given that it is widely accepted that the "human element" is the single biggest cause of accidents at sea, this has been a big omission.

### Recruiting seafarers: Convention 9 revised

Tighter controls have been agreed on the procedures for recruiting seafarers. This is in response to widespread abuses of seafarers by private recruitment agencies. Such agencies have been known to "blacklist" workers who join trade unions, to charge seafarers fees for work placement, and to deny any responsibility for seafarers abandoned in a foreign port.

Under the terms of the new Convention, ratifying countries will be obliged to regulate the recruitment of seafarers. Seafarers will be guaranteed basic human rights, including trade union rights and the right to organise and bargain collectively. The inclusion of a direct reference to trade union rights is unusual for ILO Conventions. Seafarers may not be charged a fee for recruitment, and a register of all those recruited (either by government agencies or private agencies) must be kept. There must be procedures for investigating complaints against recruitment offices. Recruitment agencies will be prohibited from establishing "blacklists" of "troublesome" seafarers (e.g. those who have agitated for trade union rights). Ratifying governments will also have to ensure that some form of insurance exists for seafarers abandoned by recruitment agencies in foreign



# new minimum standards for world's seafarers



ports, or where the agency has not met its wage payment obligations. This is an important first step toward proper protection for abandoned seafarers. At this stage the same protection is not afforded for seafarers where the onus of payment clearly lies with a shipowner.

## Substandard ships: Convention 147

Convention 147 is the most important international agreement covering seafarers' health and safety. At the October Maritime Conference a protocol was agreed which extends the provisions of the main Convention to additional Conventions listed in a supplementary appendix. These include the new Convention on hours of work (No. 180), accommodation of crews (No. 133) and, in an "optional" list, repatriation of seafarers (No. 167), identity documents (No. 108), workers' representatives (No. 135) and health protection (No. 166).

## A new minimum wage rate

The agreement reached on a new recommended minimum wage will be of most interest to many seafarers. It was agreed that from 1 January 1998 the recommended minimum wage of an Able Seaman will be the equivalent of US\$435 per month.

## Fishing workers need protection too

The delegates present at the Conference agreed that the exclusion of workers in the fishing sector from all Maritime Conventions and Recommendations is a problem which urgently needs addressing. Fishing workers are currently afforded very little international protection against exploitation. The Conference passed a resolution urging the ILO to convene a tripartite meeting for the fishing sector as soon as possible. ■

# Identifying the causes of fatigue at sea

"EVEN the most qualified seafarers, highly aware of safety, and on technologically sound ships, can make mistakes if the systems under which they are living and working inadvertently lead to impairment of decision-making, deterioration of health and well-being or confusion within the levels of communication and human interaction."

This was the reason Professor Alastair Couper, Director of the Cardiff-based International Research Centre for Seafarers' Safety and Occupational Health, gave for looking at the human factor in the safe operation of ships when he presented the findings of ITF-funded research on fatigue to a conference on safety at sea held in London in October.

Fatigue arose from a combination of factors such as heavy workloads, reduced crewing levels and poor quality sleep and showed itself in poor decisions, an inability to take in the

whole picture of events and in only being capable of responding to specific situations, said Couper. Anxiety and depression were other manifestations of chronic fatigue.

While they might well have an insight into their condition, fatigued seafarers would keep on trying to carry out their shipboard responsibilities so as not to let themselves and their shipmates down, sometimes until they reached the point of collapse.

But simple steps such as shorter working hours and longer rest periods would not in themselves solve the problem of fatigue because of the complex of contributory factors, Couper added.

There was an essential contradiction in the fact that an industry which relied heavily on the judgement, skill and alertness of the crews required seafarers to work between the hours of 00.00 and 08.00, when the body clock was insisting on sleep, and also the hours when most accidents occur.

More radical measures were necessary as had been indicated by a workshop of experts, which had proposed that masters should order fatigued seafarers to stop working and sleep and should even stop small intensively operated vessels from leaving port if key operational crew members were fatigued.

Managers, masters and safety officers should be trained in recognising the danger signs of fatigue and generally be more aware of its possible consequences for the safe operation of ships, according to the experts. ■

## SEAFARERS

### \$80,000 for Filipinos

■ Swedish ITF Inspector Peter Christoph was able to collect US\$80,440 for 19 Filipino crew members on the Panama-flag car carrier *Morning Queen*. The vessel was inspected in Gothenburg and a final settlement was signed when the company agreed to pay the sum owed to the crew in Bremerhaven, Germany. Christoph then went to Germany to make sure that the money was paid as agreed.

### Crewing deal

■ The ITF-affiliated Maritime Union of Australia has negotiated an agreement with Mobil, British Petroleum and Australian Petroleum to retain Australian crews. The oil companies had originally drawn up plans to cut back on the use of Australian seafarers in shipping crude oil. The MUA is seeking a similar deal with Shell, BHP Petroleum and independent oil companies. The MUA had threatened strike action if the oil companies refused to retain or replace around 80 Australian seafarers on two tankers. The MUA has meanwhile been negotiating more efficient work practices and resisting moves to open coastal shipping to competition from foreign-flag vessels.

## TOURISM SERVICES

## Rights of foreign cruise ship seafarers in US courts upheld

# ITF lobbying brings success

A MAJOR victory was achieved in the dying days of the outgoing United States Congress that will greatly benefit the ITF's campaign against foreign flag cruise shipping. This happened when an amendment to a cruise ship tort reform bill was rejected by a joint US Senate and House of Representatives committee.

"The amendment has been inserted at the last minute, without any hearings, no debate and under false pretences," said John Sansone, Director of the ITF's Flag of Convenience Campaign Office in Washington.

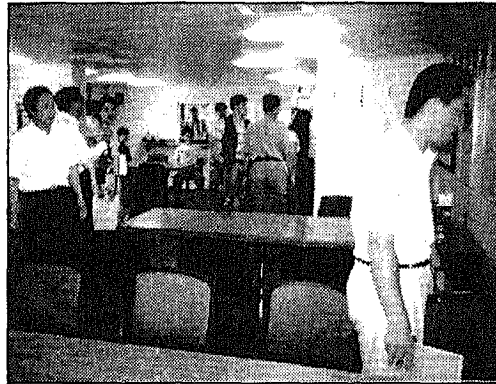
The amendment would have limited or prevented the ability of seafarers on foreign-flag

cruise ships to seek legal redress in US courts.

Sansone said that the ITF had strongly opposed the amendment as "a windfall for foreign shipowners who already pay no US income tax, hire no US crew and wantonly violate US Coast Guard seaworthiness standards".

The ITF worked in coalition with several private groups, religious institutions and unions in opposing the amendment. ■

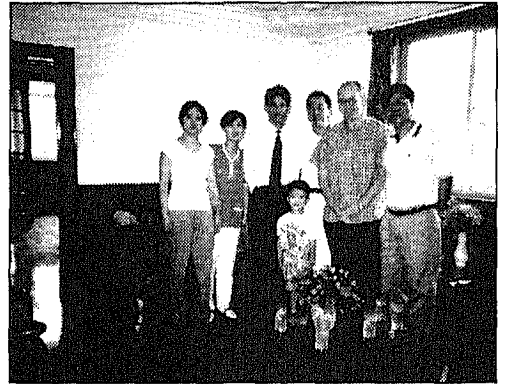
■ ITF-affiliated seafarers' unions in the US are hailing their success in persuading the Senate and President Clinton to pass legislation under the Maritime Security Act which brings in a 10-year \$1 billion programme to ensure the existence of a US-flag and crewed merchant fleet.



## Fact-finding mission to China

■ ITF Asia/Pacific Regional Secretary Shigi Wada (above left) inspects the framed regulations on the messroom of the China-flag containership *Teng He*, in Shanghai, during a fact-finding visit by an ITF delegation to China for discussions with shipping companies, government officials and the Chinese Seafarers' Union.

The delegation, which also comprised Stephen Cotton, Assistant Secretary of the ITF Special Seafarers' Department (SSD) and Dongli Her of the SSD, were also taken to meet seafarers in their homes. Pictured above right are Her (left), Wada (fourth from left) and Cotton (second from right) in the Shanghai apartment of an engine rating.



THE ITF is supporting a call by the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) for tourists not to travel to Burma.

At a time when travel agents' catalogues are promoting Burma as the "mysterious land of golden pagodas", and the military junta is launching its "year of tourism", it is vital to inform the public about the conditions in the country, says the Geneva-based IUF.

Preparation of the tourist infrastructure has involved

## Boycott Burma call

massive human rights abuses, and throughout the country ethnic minorities and members of the democratic opposition are subject to constant repression by the military junta.

Apart from the ITF, the IUF statement is also supported by the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET).

The Burmese junta hopes that their "Visit Myanmar Year" campaign (Myanmar is the new name they have given to Burma) will attract 250,000 travellers.

Meanwhile, the violent repression of the Burmese democracy movement continues. At the end of September 1996, for example, there were more mass arrests, when up to 800 members of the National League for Democracy were imprisoned. ■



## CIVIL AVIATION

■ There was a record attendance at the ITF Civil Aviation Section meeting at ITF headquarters in London on 14 November, with 151 participants from 66 unions from 39 countries.

The meeting was preceded by meetings of the ITF Cabin Crew and Ground Staff Committees and by meetings of unions in the emerging global airline alliances.



■ The ITF launched its 1996 Civil Aviation Review during the Section Committee meeting. It contains civil aviation articles compiled from ITF News, providing an overview of the international struggles of unions in the industry and the role of the ITF during the past year. Copies (available in five languages) can be ordered from the ITF Secretariat.

### Alliance meetings

■ Three international airline alliance meetings for international union co-ordination were held at ITF headquarters on November 11. One covered the alliance based on United Airlines-Lufthansa-Thair Airways, another based on Delta-Swissair-Singapore and the other on the proposed British Airways-American Airlines alliance. The first two meetings focused on cabin crew issues. It was agreed that similar airline alliance meetings should be organised each year in conjunction with the annual section meeting. Ground staff unions put forward proposals for a number of urgent discussions that need to take place between unions within international airline alliances.

## Resolution carried at packed section meeting in London



A PACKED ITF Civil Aviation Section meeting in November agreed to launch a major international campaign during 1997 to defend employment security.

Delegate after delegate reported different ways in which the international aviation industry, which is growing in profitability, continues to shed jobs and drastically cut conditions mainly through varying forms of labour flexibility. Job insecurity is becoming industry policy.

"Airlines are changing from companies which own aircraft and directly employ people to maintain and service those aircraft, to crew and fly them and to look after the passengers from check in to arrival," Stuart Howard, Section Secretary, declared. "They are becoming businesses which simply organise people to travel

# Campaign for jobs is launched

by air from one place to another under a global airline brand."

He added: "The so-called core airline no longer has to use its own aircraft, maintenance staff or other ground staff, or even employ its own pilots and cabin crew. Unions demand core rights, and job

security is a core union right."

During a week of meetings covering international airline alliances and cabin crew and ground staff issues, participants reported how airlines were internationalising crews by wet leasing aircraft and

## First test of solidarity is at British Airways

THE first major battle in the ITF's new civil aviation jobs defence campaign is likely to be fought against British Airways. Participants attending the ITF Section Committee meeting declared that the attempt by British Airways to casualise and contract out jobs represented a serious undermining of conditions in the international aviation industry.

Unions in British Airways are trying to avoid a conflict, but they have made it clear that they will not accept drastic new work practices and the contracting-out of jobs.

Section Chair George Ryde, of the British TGWU, told the meeting that the company was proposing massive social dumping by putting out jobs to cheaper labour in the UK and abroad. "If they pursue this course there will be a conflict."

The Section Committee, the top policy making body of the ITF Civil Aviation Section,

passed a resolution making support for any call for international solidarity by the unions in British Airways a priority for the ITF.

The resolution noted: "The strategies to reduce labour costs and undermine union organisation adopted by British Airways are rapidly adopted by the managements of other airlines. In this way British Airways acts as a trigger for a downward spiral of working conditions for all civil aviation workers."

The resolution recognised that the struggle of trade unions in British Airways was of "special strategic importance to all civil aviation workers". ■

# Campaign for jobs is launched

crews, franchising routes, crew sharing with other carriers, and setting up crew bases in other countries.

Aircraft maintenance work was becoming a separate international industry, and many airlines were contracting out repair work to third parties. Ground handling, catering and security were all being subcontracted and a number of transnational ground handling companies appeared to be emerging.

George Ryde, of the TGWU (Great Britain) and Section Chair, told the meeting that the civil aviation industry was spinning into an anarchy of contracting-out and international outsourcing.

"The aviation workforce is becoming a casualised contract workforce, and the safety culture, based on experience and direct commitment to the airline, which has served the airline industry so well, is becoming a thing of the past."

He went on: "Companies now offer to their staff no commitment to the future. They want casualised employment with international labour flexibility. But civil aviation should not be casualised. It needs secure jobs with full labour rights. This is what we have to defend."

The ITF International Civil Aviation Jobs Defence Campaign will involve both union membership education and international union co-ordination. The campaign will challenge the companies' right to kill off or contract out jobs without agreement from unions. As one delegate put it: "No one should just be able to



■ Stuart Howard, right, with section Chair George Ryde, said the so-called core airline of today no longer had to use its own aircraft or employ its own staff.



■ Alicia Castro (left), Chair of the Section's Latin America Regional Committee, reports on job losses in the region as megacarriers begin to dominate the market. Governments in countries such as her own, Argentina, appeared to be ready to abandon their aviation industries, she said.

take away jobs. The company owns the business but the worker owns their work."

Companies will be asked to sign up to an ITF "work ownership" Code of Conduct demanding that jobs cannot be casualised, transferred or contracted out unless there is agreement from unions.

The Code of Conduct will be

backed up by co-ordinated international union actions, including industrial action. "This campaign is to tell the airlines that they cannot forever contract out jobs and contract out safety," said Ryde after the meeting.

"The mood of the delegates was sober and serious. There is a real determination about this campaign. Unions are saying enough is enough. I think the next twelve months are going to be very important for civil aviation unions," he added. ■

## Meeting with Boeing

■ The ITF Cabin Crew Committee has set up an Aircraft Cabin Design Task Group, composed of aviation safety experts, and including ITF participants in regulatory and certification bodies, to advise the Secretariat on technical matters concerning cabin design. The world's largest aircraft manufacturer, Boeing, has already agreed to meet the group at its production and design headquarters in Seattle, USA. Issues identified for discussion include crew stations and rest areas, cabin air quality, galley construction and cabin configuration. The group will also be encouraging Boeing to take up several cabin safety research projects.

## Standards drive

■ The ITF is to launch a campaign aimed at getting the International Civil Aviation Organization (ICAO) to adopt worldwide minimum standards of cabin crew training. The Cabin Crew Committee, at its meeting in November, decided that further impetus needed to be given towards the long-standing goal of achieving a cabin crew licence by insisting that the existing worldwide ICAO recommendations on training be converted into a required standard. While many countries have been reluctant to subscribe to a universal licence, all nations are currently obliged by ICAO rules to ensure that operators provide a minimum amount of training. The campaign is to begin during 1997, with the aim of influencing the 1998 ICAO General Assembly.

## Internet mailing list

■ The ITF has established an Internet mailing list for cabin crew affiliates to exchange information and enquiries and to promote discussion amongst cabin crew unions. Affiliates can subscribe to this unmoderated Internet mailing list by sending an Internet e-mail message to [crewrequest@itf.org.uk](mailto:crewrequest@itf.org.uk) with the message "subscribe" in the body of the text. You will then receive an automatic acknowledgement of your subscription. Subscribers can submit messages by e-mail to [crewrequest@itfbox.itf.org.uk](mailto:crewrequest@itfbox.itf.org.uk). Users with access to the World Wide Web can also sign on to the list on the ITF WWW page at: <http://www.itf.org.uk/addlist.html>.

## Air traffic control needs more attention

THE ITF must get the involvement of more unions representing air traffic controllers and air traffic engineers, concluded a special meeting held during the ITF Ground Staff Committee meeting.

Various forms of privatisation and commercialisation were radically affecting employment in air traffic services, the meeting noted.

The rapid globalisation of air traffic control was creating a more urgent need for an international union response, unions agreed. ■



■ *Members of the ITF-affiliated USLM Metro Workers' Federation of Romania have been in dispute with Metrorex, the state-owned operator of the metro network. USLM's demands were eventually met, including improvements in working conditions and a 28 per cent wage increase.*



# European rail and road safety to be probed

## ITF will be involved in studies of rail restructuring and truck drivers' hours

QUESTIONS relating to transport safety were prominent on the agenda of the meetings of the ECE's (United Nations Economic Commission for Europe) Principal Working Parties on Rail and Road Transport held in Geneva in October. The ITF was represented at both meetings by Assistant General Secretary Graham Brothers.

The meetings noted that the railways in many European countries are already either undergoing substantial restructuring or are faced with it in the near future due to both political and economic pressures.

In many cases this is leading to a certain fragmentation of the formerly vertically-integrated railway undertakings, with separate divisions for different types of activity – for example goods and passenger traffic – each under independent management.

Such developments imply fundamental changes in the approach to safety traditionally applied on the railways, where a uniform policy has prevailed throughout the undertaking.

In addition, increasing international traffic and the promotion of inter-operability between undertakings of different countries have demonstrated significant differences in safety regimes and the need for much greater harmonisation at the European level.

The ECE therefore decided to commence a study of the approaches to rail safety in the different countries. This study is to give equal

importance to the safety of rail employees as to that of rail users.

It has been agreed that recommendations should be prepared in respect of risk assessment methods so that the most cost-effective means of accident prevention can be identified and applied.

In road transport the most pressing need is for effective regulation of international drivers' working hours. The ECE has a European Agreement on the Work of Crews of Vehicles engaged in International Road Transport (AETR), which lays down driving time and rest period limits.

However, the protection provided by the AETR is only as good as the level of enforcement, which at present is extremely weak.

The ECE has now agreed to establish an informal working group, including the ITF and the road transport employers' organisation, the IRU, which will make recommendations on target levels for enforcement and the procedures necessary to ensure that enforcement is both effective and applied in a uniform way across Europe.

The informal group is to report to the next session of the Principal Working Party on Road Transport, which will be held in October 1997.



■ *The ITF has published in booklet form a full report of the conference which it hosted in Budapest last year on the worldwide trend towards the break-up and privatisation of rail networks. The 124-page report contains the contributions made by guest speakers representing rail unions and rail companies from around the world. Copies of the report are available on request from the Inland Transport Department at ITF head office (see address on page 15).*

**TV profile**

It is not every day that the life of a union leader is broadcast on television, especially that of a woman – and on network television in the USA. But this is what happened to Diana Kilmury, Vice President of the ITF-affiliated International Brotherhood of Teamsters (IBT), whose life story was featured on Turner Network television in the USA in October. "Mother Truck: The Diana Kilmury Story", as the title of the movie states, looked at the rise of the British Colombian truck driver to union crusader and now IBT vice president, a period spanning 18 years. One telling moment in the movie comes when Kilmury receives death threats from members of her local union associated with the mob because of her reform tactics. Kilmury is running for re-election in the IBT leadership ballot taking place this month.

**Indian deals**

After prolonged negotiations with the ITF-affiliated All India Railwaymen's Federation (AIRF), the Indian government has announced the payment of productivity-linked bonuses equal to 52 days wages to the 1.6 million railway workers for the financial year 1995/6. The government also decided to lift the eligibility ceiling from 3,500 to 4,500 Rupees. Meanwhile, the Indian Railway Minister, Ram Vilas Paswan, has finally agreed to the regularisation of conditions for 56,000 casual workers. The AIRF had been fighting for years for the decasualisation of all employment on the railways.

**Evacuation survey**

ITF rail affiliates are being asked what steps the railways have taken to ensure that passengers with reduced mobility – a group which includes the physically disabled, the elderly, and persons accompanied by young children – can be safely evacuated from trains and fixed installations such as stations. Member unions are also being consulted on whether railway employees have received training in assisting this group in an emergency. While commending the industry on its efforts to improve access for these passengers, trade unionists are concerned that rail companies have not always given the same attention to the extra help they would need in emergencies.

The ITF-affiliated Railwaymen's Trade Union of Croatia hosted an international sports gala in Vinkovci in October for the second consecutive year. Pictured here is the union's soccer team (with its President, Zlatko Pavletic, second from the left in the back row). Railway workers from Croatia and Slovenia competed in indoor soccer, bowling and darts, and



railway workers' unions from Hungary, the Czech Republic, Slovakia and Japan, as well as the ITF, attended the event.

**Collision advice to British train drivers: Jump for it!**

BRITISH train drivers are to be given safety training which will do little to inspire passenger confidence. The newly privatised infrastructure operator, Railtrack, is recommending that they are taught how to jump out of their cabs after slamming on the emergency brakes just before a crash – leaving their passengers hurtling towards disaster, of course

This startling proposal appears in a leaked internal Railtrack report which insists that such "evacuation" should be the "expected and recommended response" when a head on crash is inevitable. The passenger com-

panies are therefore being urged to teach their drivers appropriate jumping techniques.

Jimmy Knapp, General Secretary, of the ITF-affiliated RMT union and ITF Executive Board member, said: "Advising a 60-year-old driver to leap six feet from his cab is crazy."

He added: "Instead of recommendations like this, Railtrack should be installing an automatic train protection system to ensure head on collisions can never happen."

**Brussels rail protest**

ON 19 November the streets of Brussels were crowded with railway workers protesting against the European Union's recently published policy paper on "A strategy for revitalising the Community's railways".

The day of action was organised by the Federation of Transport Worker's Unions in the European Union, which decided at its railway section meeting in Brussels in October to stage a demonstration and organise protests in each member state against the at-

tempts of the European Commission to introduce liberalisation into the railway industry.

The action was also directed towards the failure of the Commission to implement the agreement on working hours which had finally been reached between the social partners in the railways.

**Forthcoming ITF meetings**

- African Regional Committee, Johannesburg, 2-4 December
- Meeting on Inland Navigation Flag of Convenience Non-Domiciled Crews, Vienna, 3-4 December
- South Asian Flag of Convenience Seminar, Colombo, 4-5 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, week beginning 10 February

**OBITUARIES**

Joe Sacco, Executive Vice President of the Seafarers' International Union of North America, died on 19 October in New York aged 58. As Executive Vice President, a post he had held since 1988, Sacco was responsible for seafarers serving on deep sea and Great Lakes ships as well as for inland waterway workers and the crews of harbour boats. SIU President Michael Sacco said his brother had devoted his entire life to the union. "Every action he undertook was to improve the lives of the men and women who make up the SIU."

Matti Vairto, President from 1970 to 1978 of the Finnish Transport Workers' Union AKT, died on 25 September, aged 77.



**10 YEARS AGO**

**ITF News,  
December 1986**

## Japanese take stand on crew levels

A NEW hard line policy on Japanese owned flag of convenience ships was announced by the All-Japan Seamen's Union (JSU) in October.

From now on, according to JSU International Department Secretary (and ITF Inspector) Masahiko Nakamura, every Japanese owned ship must have at least five Japanese crew members who are members of the JSU and paid according to the Japanese collective agreement if they are to get the green light for an ITF agreement.

This move is part of a more aggressive attitude towards Japanese shipowners by the union which has up to now tolerated foreign crews manning Japanese FOC vessels provided they received ITF wages and conditions. It also reflects the growing number of unem-

ployed Japanese seafarers — around 1,500 are registered as unemployed with the union and the total is substantially higher.

Nearly 20 per cent of the world's FOC ships are Japanese owned and more than 50 per cent of these ships are currently sailing with an ITF "blue certificate".

The new policy was strongly endorsed by the 47th Ordinary Convention of the JSU which took place in Tokyo from 11 to 15 November. Union President Doi was re-elected to his position by the Convention, which also agreed to create a new seafarers' welfare facility in Tokyo port. ■

**20 YEARS AGO**

**ITF News,  
December 1976**

## ITF Asian Regional Seminar for Women Transport Workers

THE ITF held its first-ever Asian Regional Seminar for Women Transport Workers in Penang (Malaysia) from 18 to 23 October.

Twenty-eight participants were drawn from Malaysia, Singapore, the Philippines, Thailand and Sri Lanka.

The topics included a review of the economic, social, political and trade union situation in Asia; women's role in modern society and social and economic development; consideration of the importance of women's participation in Asian transport workers' un-

ions; the encouragement of working women's participation in trade union organisation and education; a review of the ITF's structure and objectives, including its relations and activities concerning women transport workers; and a discussion of the "Decade for Women: Equality, Development and Peace", proclaimed by the United Nations. ■

## 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 this page for head office details.

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**FROM THE  
LABOUR PRESS**

## Bridgestone dispute

# Solidarity works

### ICEM Update

**International  
Federation of  
Chemical, Energy,  
Mine and General  
Workers' Unions**

A TENTATIVE agreement has been reached between the United Steelworkers of America (USWA) and tyre multinational Bridgestone. And the terms of the deal are very good news for USWA members.

Resolving key issues in the union's long-running dispute with the company, the proposed agreement covers more than 6,000 USWA members at seven Bridgestone/Firestone plants in the USA, and includes full reinstatement of those who were "permanently replaced" during the dispute.

It is expected that the agreement can be finalised and then ratified by the union membership by mid-December.

This outcome is also good news for unions worldwide as they tackle the challenges posed by the globalisation of the economy. The Bridgestone dispute was global both in its origins and in the strategies that the unions used to bring it to a successful conclusion. The breakthrough shows that the unions' new global corporate campaigning techniques have come of age.

Techniques used internationally included the first global cyberpicket of a multinational corporation, via the ICEM's site on the World Wide Web.

USWA President George Becker expressed "deep appreciation to the ICEM, which carried this struggle across the world". Becker, who is a member of the ICEM Executive Committee, particularly

praised the support of unions in Japan (where Bridgestone is headquartered), South America and Europe. But he also emphasised that this was above all a triumph for rank and file union action across America.

"Our negotiators did a splendid job in achieving this agreement," Becker said. "But the real credit goes to the union members at Bridgestone/Firestone plants who stood firm during this dispute."

USWA members were heard to whoop with joy as the terms of the proposed agreement became clear. ■

FÉDÉRATION INTERNATIONALE  
DES OUVRIERS DU TRANSPORT

FEDERACIÓN INTERNACIONAL  
DE LOS TRABAJADORES DEL TRANSPORTE

INTERNATIONELLA  
TRANSPORTARBETAREFEDERATIONEN

国際運輸労連

INTERNATIONALE  
TRANSPORTARBEITER-FÖDERATION

МЕЖДУНАРОДНАЯ ФЕДЕРАЦИЯ  
ТРАНСПОРТНИКОВ



■ *The ICEM gave the dispute maximum coverage when it was at its height.*

*'Techniques used internationally included the first global cyberpicket of a multinational corporation, via the ICEM's site on the World Wide Web.'*

