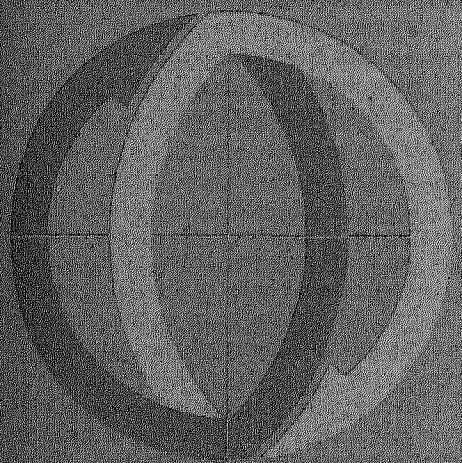


ITF

**INTERNATIONAL
TRANSPORT
WORKERS
FEDERATION**



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No. 3 1997



The ITF in action



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- ITF News is published by the ITF six times a year in English, French, German, Japanese, Russian, Spanish and Swedish.
- This issue was published on 23 April 1997.

The meaning of solidarity

The theme of action runs through the key stories covered in this issue of ITF News: transport workers taking direct action in defence of jobs and working conditions; and taking that action in a co-ordinated way across national borders. Unions involved in several different ITF campaigns – on working time in road transport, and on flags of convenience, and on worker rights in United Parcel Service (UPS) – have all decided to take high profile action in Europe this Spring.

● On 9 June, on a number of different land frontiers, ITF road transport unions will demonstrate together, will block roads, hand out leaflets, or generally make their presence felt to underline the need to cut working time for drivers.

● From 12 to 16 May, seafarer and docker unions from the Baltic to the Black Sea will participate in the second internationally co-ordinated week of action against flags of convenience.

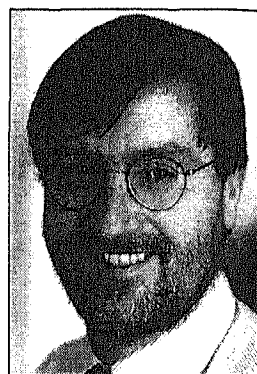
● On 22 May, workers in the United States and throughout the rest of the global empire of UPS will wear special stickers and organise demonstrations to show management that they are prepared to stand up for the rights of UPS workers worldwide.

The decision to organise these concrete examples of protest action shows very clearly what international solidarity means within the ITF. The globalisation of the world economy is not a subject for academic study, but a reason for urgent action. The ITF does not exist just as a talking shop – to organise meetings or carry out studies – but as a practical tool which unions can use to help build practical action.

Taking internationally co-ordinated industrial action – involving rank and file union members in practical international work – is vital to building international solidarity. But the decision to take such action does not mean that the ITF or its affiliated unions are seeking confrontation or trying to cause unnecessary suffering to the public. On the contrary, our unions want dialogue with employers and governments. They accept that changes are necessary in the transport industry, but they want to be part of the process of change and they want to minimise the costs of change on ordinary workers.

Within the almost 500 different trade unions from 130 different countries which together make up the ITF fam-

ITF General
Secretary
David
Cockroft
writes



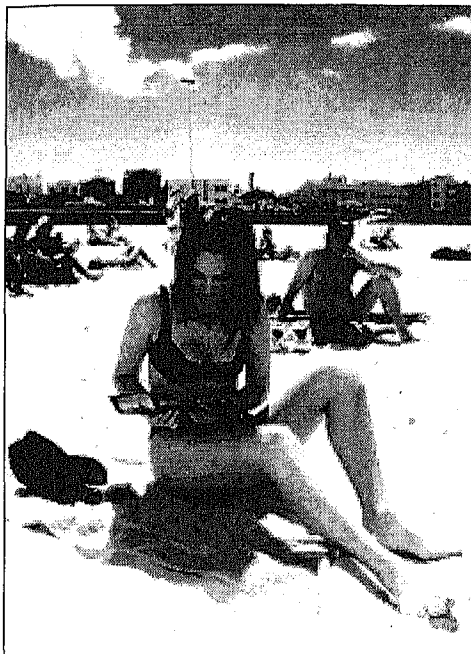
ily, there are many philosophies of trade unionism and industrial relations. Yet nowhere have unions achieved their objectives without showing that they have the capacity for strong collective action when it is needed. The big difference today faced with a global economy and international employers, is that they have to show that the capacity for action is also international.

The ITF has more experience than most other international union bodies of international action, and we are learning more every day about organising effective international campaigns. But what is true in transport is equally true in every other branch of industry, which is why we have put a high priority on co-ordinating practical solidarity with other International

Trade Secretariats, like those in the metal, food, chemicals or public service sectors.

While exploitation of workers exists, while union rights are routinely violated, while workers have to work long and dangerous hours just to make enough money to feed their families, those workers will need genuine trade unions, and those unions will need effective international support. There will be plenty more action days, weeks, months and years in the future until those with the power to control the global economy begin to take us seriously.

'The decision to organise these concrete examples of protest action shows very clearly what international solidarity means within the ITF. The globalisation of the world economy is not a subject for academic study, but a reason for urgent action.'



■ Sun-lovers, swimmers and surfers on Sydney's Bondi Beach are being handed copies of a message from the Maritime Union of Australia and the ITF warning of the dangers of allowing sub-standard flag of convenience ships free access to Australian waters and ports. The leaflet (right) carries a photo of a surfer covered in oil and warns of the environmental risk to Australia's beaches posed by the government's moves to scrap cabotage (a ban on foreign-flag shipping) on the Australian coast.



ITF's secret wartime role revealed

A new book about the ITF during the so-called Fimmen years – after Edo Fimmen, General Secretary from 1924 to 1942 – has just been published.

The book's editor, Bob Reinalda, who teaches at the University of Nijmegen in the Netherlands, was an active participant in the ITF's centenary celebrations last year.

This book, which consists of a number of sections and chapters written by Dr Reinalda and other academics, represents a significant contribution to trade union history, especially the study of working class resistance to Fascism.

A number of the articles contain new findings that have not been published before. For example, Reinalda spent time in Washington unearthing material on the co-operation between the ITF and the Allied intelligence services during the Second World War.

There is also an article on the work being carried out by German historian Ruth Weihe in co-operation with the German transport workers' union ÖTV about German seafarers who resisted the Nazi regime.

"The International Transport Workers' Federation 1914 to 1945: the Edo Fimmen Era" is edited by Dr Bob Reinalda and published by Stichting Beheer IISG, Amsterdam. The book is printed in English and is available to ITF affiliates upon application to the ITF at a special price of UK£15. Non-affiliates and commercial organisations should order the book directly from the IISG in Amsterdam at a price of Dutch Guilders 62.50 at the following address: Cruquiusweg 31, 1019 AT Amsterdam, The Netherlands (phone +31 20 668 5866; fax +31 20 665 6411).

Campaign in Italy is prelude to worldwide UPS protest

The ITF is holding an International Day of Action on 22 May when affiliates organising workers in the US-owned transnational United Parcel Service (UPS) will be taking part in demonstrations seeking an international dialogue with UPS management.

The day of action, supported by the International Brotherhood of Teamsters (IBT) in the United States, has three main aims:

- to create and protect existing full-time jobs
- to stop the contracting out of drivers' work
- to show international solidarity with Italian UPS workers.

UPS employees in Italy have been staging a series of actions in recent weeks over the company's refusal to negotiate on a rationalisation plan, which includes 150 job losses, 82 of them at the company's main branch in Milan, as well as changes in work practices and more subcontracting.

IBT General President Ron Carey, whose union represents nearly 200,000 UPS workers in the US, has written to the UPS General

Manager for Italy and Spain, protesting at the treatment of UPS workers in Italy and urging him to reconsider his harsh stand.

ITF General Secretary David Cockroft has also sent a message urging the company to open talks with the Italian unions to avoid further disruption of UPS services.

The three ITF Italian unions with members in UPS – FILT-CGIL, FIT-CISL and Uiltrasporti – fear that the restructuring could be the prelude to more job losses.

A Spanish union delegation visited Milan at the end of March and adopted a joint statement in which the unions in Spain and Italy pledged to co-ordinate their protests.

Unions and management have now invoked a procedure requiring both sides to meet and discuss the proposed layoffs. But prospects for success are not good.

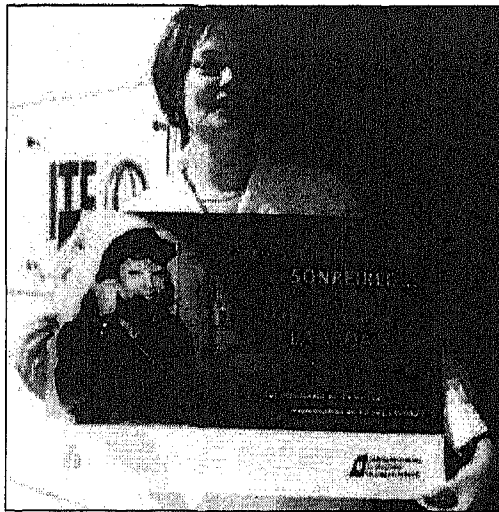
■ *The ITF campaign against discrimination in civil aviation was launched in Latin America during the women's meeting in Mexico City. A new poster has been produced for the campaign (available in English, French and Spanish), pictured right being held by ITF Women's Officer Sarah Finke.*

With the slogan "More than just a friendly smile...she could make a life or death difference", the poster's message is that the primary role of cabin crew is to ensure passenger safety – not to serve as a marketing image for the airlines.

In Europe the campaign was launched in March amid extensive media coverage for a poster featuring an inflatable sex doll dressed as a flight attendant.

US and Japanese union chiefs support hotel strikers

■ AFL-CIO President John Sweeney and Jinnosuke Ashida, President of the Japanese labour centre Rengo, met in Tokyo in April and jointly pledged support for workers involved in the Japanese-owned New Otani Hotel dispute in Los Angeles. Three Hispanic employees were dismissed two years ago while trying to organise a union. After meeting with the New Otani hotel management in Tokyo, Sweeney expressed his dissatisfaction at their reluctance to settle this case and called for a worldwide boycott of New Otani Group hotels so long as the dispute, which involves ITF US affiliate Hotel Employees and Restaurant Employees, remains unresolved.



ITF women step forward in Latin America

● Women hold the key to renewing trade unionism in the Latin American region. In the eyes of the public, they are not tainted by political scandal in the same way as men.

● But women still need to fight for the right to those jobs from which they have been excluded, driving jobs for example, and in doing this, they have to change women's attitudes, as well as men's.

These were some of the conclusions drawn by delegates at the ITF's Latin American women transport worker's seminar in Mexico City from 7 to 10 April.

The *Kyoto 1*, a flag of convenience ship already subject to ITF legal action, was one of the flotilla of vessels which took refugees to Italy during the chaos and violence which engulfed Albania in March. The ITF Actions Unit – which spearheads the FOC campaign – became concerned for the safety of the two Russian crew members on board who had, by this time, been stuck on the vessel in the port of Durres for almost 18 months.

Attempts were made to contact the men in Durres, but the first contact came when one of them, the master, phoned the ITF in London to say the vessel was in Italy and he and his fellow crew member had been arrested by the authorities as "criminals and terrorists".

Refugees are charged \$800 to escape Albania on FOC ship

We have since spoken with the master and, although they are no longer in custody, their Panamanian-flag ship has been arrested, they have had their passports confiscated, have no food on board, and they are not allowed out of the confines of the port and in to town to get more provisions.

Meanwhile, a report from local ITF Inspector Gianbattista Leoncini suggests that the exit from Durres was organised by an alliance of Albanian and Turkish criminals gangs who charged the 300 refugees on the *Kyoto 1* US\$800 each for the trip – as well as acting as crew. They were sent back to Albania upon arrival in Italy.

Among the issues debated was that of sexual harassment. The meeting decided that verbal confidence was of great importance in situations where escape is difficult or impossible – such as is the case for women seafarers, cabin crew or bus drivers.

According to one delegate, a ship's radio officer: "If the master decides to make a play for you there is only one thing you can do, and that is leave the ship."

An ITF self-defence manual was suggested which could give tips on ways to deal with harassment.

The effects of deregulation were of great concern to some of the delegates. Perhaps the most important arm of the trade union movement was organisation of the female workforce, it was suggested.

"We experienced an upturn in interest in the union when we recruited some women trade union representatives" Andreia Luiza Santos, from the Brazilian railway union, explained.

Delegates felt there was a need to increase women's self-esteem and encourage participation in unions and in civil and political life.

In addition to recommending the creation of women's structures in transport unions, the meeting called for the allocation of specific budgets for women's activities. And it demanded that the ITF allocate a fixed quota of places to women in all training activities.

The meeting nominated six sub-regional coordinators for the women transport workers' network. A representative is to be nominated from the Caribbean following consultations.

The ITF in action

Europe-wide flag of convenience week of action called for 12 to 16 May

The ITF campaign against flags of convenience takes on a high profile in May when the ITF calls a Europe-wide "week of action". This follows the success of last year's blitz by Inspectors in North West Europe which resulted in 43 new agreements covering FOC ships.

The scope of this year's week of action will not only be expanded geographically but will also be extended to include the campaign by dockers' unions against cargo handling by seafarers.

ITF Assistant General Secretary Mark Dickinson said the week of action would highlight the fact that the ITF and its seafarers' and dockers' affiliates were entering a new phase of mutual solidarity and co-operation.

"We will demonstrate to shipowners and ship charterers that they cannot avoid the ITF and its affiliates," he added.

During the week of action, ITF Inspectors throughout Europe will visit as many FOC ships as possible. Seafarers not covered by an ITF acceptable agreement will be invited to



support the action by demanding an agreement on pay and conditions.

Seafarers on board FOCs already covered by an ITF agreement will be urged to inform the ITF on violations of the agreement – including being required to carry out dockers' work.

The dates of the week of action were only disclosed at the end of April as this issue of *ITF News* went to press. The ITF warned shipowners after last year's successful week of action – which had been announced well in advance – that the next week of action would be called without notice.

Road transport campaign on hours and safety to be launched on 9 June



June 9 sees the launch of a major new ITF campaign to end excessive working hours in all sectors of the road transport industry which, say the ITF and affiliated unions, is a threat to safety as well as unacceptable to the drivers themselves. The demands of the worldwide campaign are:

- No more gambling with drivers' lives – proper regulation of all duty time and rest periods.

- Eliminate illegal operations – enforce all driver protection and road safety regulations.
- Humanise road transport – put an end to fatigue as a way of life.
- Full pay for all time on duty – no more unpaid waiting time and no more pay by the trip.
- Improve driver training – recognised qualifications are a guarantee of professionalism.
- Provide drivers with safe rest facilities – protect them from crime.
- Modernise border-crossing facilities – get rid of 10 km queues.
- Give professional drivers the right to a civilised life – they too have families and friends.

See overleaf for a detailed explanation of the aims and strategy of the campaign.

Order your stickers

■ Copies of a new ITF road transport bumper sticker, pictured on the front cover of this issue, are available from ITF Head Office at UK£127 per 1,000. The sticker measures 258mm x 190mm.



ITF Assistant Secretary Asbjørn Wahl explains why on 9 June the ITF is launching a worldwide campaign to reduce working hours of drivers in all forms of road transport – goods and passenger – and to press for the enforcement of existing regulations on drivers' working hours.

● Official figures in Germany indicate that out of almost 600,000 vehicles inspected in that country in 1992 (of which almost half were foreign), some 20 per cent contravened regulations relating to drivers.

● In Spain it has been suggested by transport associations that 30 per cent of all operations in the sector are unauthorised.

● A study of reported major bus and coach accidents which occurred in Europe during the period 1989 to 1993 showed that over 30 per cent of the accidents were considered to be attributable to fatigue.

These are just a few representative examples of the situation in road transport. Illegal operations flourish, road safety is seriously affected – and fatigue kills. Early retirement ages and life expectancy among drivers are dramatically below the average in society.

The facts are well known to politicians and public authorities. Yet there is almost no serious effort to get to grips with the problems, even though the trade unions have continuously attempted to persuade the authorities to put things right. On the contrary, deregulation, increased competition and the introduction of tendering in public transport have contributed to a further deterioration of conditions.

Enough is enough

Trade unions say it is completely unacceptable to enter the 21st century with 19th century social conditions in the road transport industry. And only union action would appear to point the way forward.

This is the background for the decision, made by the ITF Road Transport Workers' Section Conference in Paris last September, to launch a co-ordinated worldwide campaign to reduce working hours of drivers and to press for the enforcement of existing regulations. June 9 is the launch date.

As situations differ widely between countries with regard to national working hours regulations as well as labour legislation, traditions and the possibility of industrial action, the campaign will be flexibly adapted to the situation within each country. But there will be a common framework

Why we want stricter laws on drivers' hours – and existing ones properly enforced

There are three different international regulations which address working hours for drivers.

● *ILO Convention 153* is the best of the three but has only been ratified by 7 countries due to relentless employer opposition. However, hardly any of the 7 have taken measures to give it any practical effect.

● *AETR* (European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport) has been adopted by the Economic Commission for Europe and applies to its 54 European member countries.

● *Regulations 3820/85 and 3821/85* of the European Union apply to its member states (and those of the European Economic Area).

In addition to these, national legislation and collective agreements will also be targeted in order to improve the working conditions of drivers in road transport.

and objectives. The aim of the campaign is to achieve real improvements in regulations as well as in their enforcement.

Illegal operations

A European Commission report on "Road freight transport in the single European market", published in July 1994, concluded that "lack of enforcement of regulations is perhaps the single greatest problem facing the sector, in that it not only distorts competition but endangers both those engaged in the profession and the general public".

The report also referred to some alarming examples of illegal operations in European road transport, among them a study in Germany which indicated that some nine out of 10 firms broke the regulations and that one quarter of all journeys involved non-compliance.

The United Road Transport Union in the United Kingdom has conducted a study, showing that "40 per cent of drivers said that they had been asked by their employers or clients to exceed the number of hours they are legally entitled to drive. Forty-two per cent said that they had been asked to cut short their rest periods to below the statutory minimum and one in four had been asked to drive a vehicle with serious defects. Various degrees of intimidation or coercion had been applied to those who were unwilling to co-operate".

The time is ripe

The deregulation of the industry both increases the problems and makes them more widespread internationally. Secondly, awareness of road safety is rising and tolerance of road accidents seems to be diminishing in many parts of the world.

Thirdly, an increasing number of politicians are beginning to realise that the current situation is not sustainable. Fourthly, a growing number of strikes and industrial actions in urban transport, as well as road haulage, have proved that the willingness to take action has increased.

On 9 June there will be press conferences, publicity actions, distribution of leaflets to drivers, as well as the general public, and other

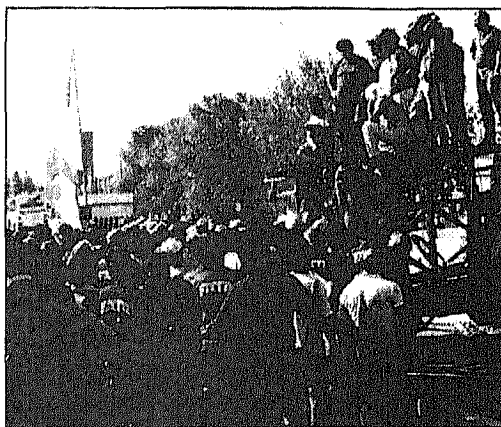
activities in many countries. A number of European unions will co-operate on joint leaflet actions at border crossings. The ITF Secretariat has produced a sticker, a poster, a campaign handbook and press material. However, 9 June is only the starting point. The activities will be called off only when decent working conditions have been achieved in road transport.

French strike threat

■ French truckers have called a one-day strike on 5 May, in a follow-up to stoppages which paralysed the country last November. Agreement has still not been reached with employers on their demands to reduce the retirement age from 60 to 55 – the central issue in the dispute. The November strike was called off when the government agreed to take on board the truckers' concerns. But negotiations broke down after the parties failed to meet the implementation deadline of 31 March.

Euro support

■ In a speech to the Transport Committee of the European Parliament on 25 February, Neil Kinnock, the European Commissioner responsible for transport, lent his weight to the campaign by the ITF and the Federation of Transport Workers' Unions in the European Union for the adoption of regulations at the European level to limit road transport drivers' working time rather than just driving time. Kinnock said: "I believe that significant weight should be attached to the public safety issues relating to time spent by drivers on various assignments. The Commission is, therefore, considering ways of extending Regulation 3820/85 (on driving hours and rest periods in international transport) in order to bring within its scope other activities that also affect public safety. I strongly believe that, whilst responsible firms and drivers would not be disadvantaged by the application of such an extended regulation, irresponsible operators – the cowboys – would."



■ In February, Argentine truckers took a convoy of 2,500 trucks (above) along the highway between Buenos Aires and Mendoza. They were protesting against the influx of cheap labour competition as a result of the creation of the Mercosur free trade area.



■ The anger of truck drivers spills over in the protest (above and top left) in March over the non-payment of wages owed by a Brazilian-owned company. See full story below.

Argentiniens blame Mercosur

This year two high-profile disputes involving Argentine truckers – over the influx of cheap labour and the non-payment of wages – have focused public attention on the truckers' union's opposition to the way the Mercosur free trade area is working against their interests. Here, Raúl Cuenca, Director of the ITF's Mercosur office in Buenos Aires, explains the background to the dispute over backpay.

Argentine truckers blocked one of the country's main arteries in March before securing backpay owed to them in their latest outburst of anger against the Mercosur free trade area (covering Argentina, Brazil, Paraguay, Uruguay and associate member Chile).

The ITF-affiliated FNTCOTAC truckers' union, led by General Secretary Hugo Moyano, blamed Mercosur for creating the conditions which resulted in the Argentine truckers not being paid by a Brazilian-owned company.

A few years ago Sada, a Brazilian trucking company which transports cars, made inroads into the Argentine market, buying some small companies operating feeder services and, with their vehicle fleets, set up an Argentine company, Argensada. The company managed to secure a substantial share of the market. However, it was bankrupted by unorthodox financial management. Before the crash, the Brazil-

ian directors had trailer-loads of cars taken across the frontier and deposited in Brazil.

Fata is a company created by individual owner-truckers who used to work for Argensada and who, after the company went bust, formed what was virtually a co-operative.

Diasa is a shipping company, based in Berazategui, Argentina, and strongly in favour of the Mercosur agreement, which carries Fiat cars and which, as a result of the links between Fiat Brazil and Sada, contracted Sada to transport the vehicles by road.

As Sada is a Brazilian company and cannot operate in the internal Argentine transport market, Diasa created Sada-Elta, using some of Argensada's fleet of vehicles which were illegally returned from Brazil and subcontracting part of the work to Fata.

The dispute arose out of the failure to pay salaries or charter fees for more than 45 days to the truckers with Fata. The truckers' union, which represents owner-drivers as well as employees, supported the action of its members.

On 13 March the drivers parked their trucks along Route No 2, which links Buenos Aires with Mar del Plata, one of the country's busiest highways. This raised public awareness of the dispute – and prompted the intervention of Diasa, which took responsibility for the money owed to Fata.

Ways of preventing assaults

■ Bus drivers in many countries are the victims of assault as a consequence of robberies or anti-social behaviour. In an effort to prevent or reduce the number of assaults, the ITF and its Australian affiliate, the Public Transport Union, are compiling information about measures which have been taken in other countries to provide bus drivers with effective protection against such attacks. Examples of preventive measures, such as the installation of protective screens, can be sent to the Inland Transport Department of the ITF.

Contacts list

■ The ITF has produced a contacts list for its European road transport workers' affiliates whose drivers may require trade union assistance when in a foreign country. The list gives information on contacts in Austria, Belgium, Estonia, France, Germany, the United Kingdom and Norway.

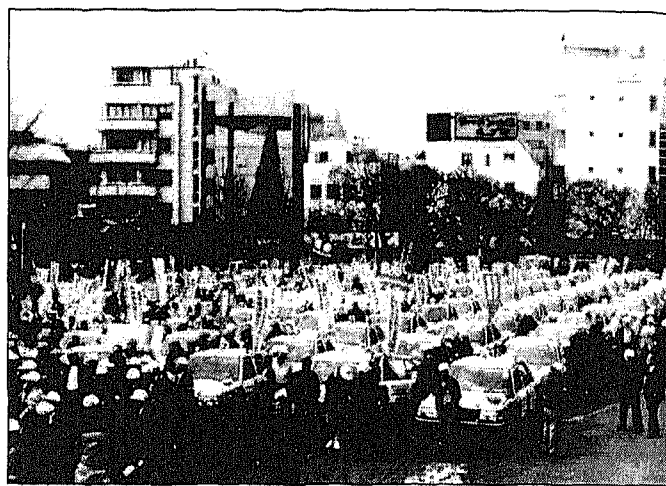
Australian rail sell-off...

■ The British-owned bus company Stagecoach, which also runs the newly-privatised South West Trains in the United Kingdom, is being tipped as the likely buyer for Australian Railways, the sale of which was announced by the government last November. Stagecoach already operates bus services in New Zealand. The move is being fiercely resisted by the Australian Public Transport Union.

... and attack on union terms

■ The right-wing government of the Australian state of Victoria has sprung plans for the privatisation of public transport in a move which unions fear, could ultimately lead to the abolition of free collective bargaining and undermine trade unionism in the sector. After months of negotiations on the break-up of the public transport corporation into several state-owned corporations, the government has reneged on a guarantee to the unions that workers would have the same employment rights in the new corporations.

■ *ITF-affiliated taxi drivers' unions Zenjiko and Shitetsu Soren held a joint mass rally in Tokyo in March in the midst of the 1997 spring wage offensive to oppose the current trend of deregulation. The unions mobilised 350 vehicles and 4,000 participants from all parts of Japan.*



Privatisation goes off the rails in Britain

Rail passengers on the newly privatised British Rail are paying a heavy price for the Conservative government's decision to break up national rail passenger services into 25 separate units and hand them over to privately operated companies.

Bids for the passenger franchises from BR managers have been swept aside in favour of companies with no previous experience of the rail industry. Most of the new private operators are aggressively managed bus companies, who put profit before the needs of rail users.

Typical of the new breed is South West Trains, now in the hands of the multinational bus company Stagecoach, which won the first passenger franchise by undercutting two rivals.

South West Trains recently made 70 of its 700 drivers redundant to cut costs. It then found there were not enough drivers to operate its scheduled services and passengers endured four weeks of last-minute cancellations. Some order was restored with the introduction of an emergency timetable, but with fewer – even if more reliable – trains passengers had to stand on overcrowded services.

The adverse publicity was so bad that on 20 February the company handed out free tickets to passengers in a bid to restore damaged customer relations.

But such is the crazy arithmetic of the privatised indus-

try that South West Trains was getting £200,000 of taxpayers' cash every week for services it was not running and would soon have made more money out of not running services than it was liable in fines for failing to provide the levels of service laid down in the franchising agreement.

The impact of the privatisation of passenger services on rail workers has been no less devastating, with each month bringing more staff cuts. Some 2,300 job losses were announced in one week alone in March, and the pressure group Save our Railways estimates that the private franchise companies could shed 40 per cent of staff over two years as they struggle to keep within tight guidelines and to produce a profit for their shareholders.

As a result of these cutbacks, there are fewer staff to ensure the safety and security of passengers.

These developments have to be seen against the background of an ageing infrastructure and dilapidated stations, now the responsibility of Railtrack, which bought these assets at a knockdown price.

Railtrack has come under fire from the rail regulator who discovered an "unacceptable underspend" by the company, which now promises to spend £4 million on improvements every day for the next 10 years.

While the staff and passengers suffer, corporate investors are making big profits out of privatisation. Four company directors stand to make £42 million between them from the sale of one of the rolling stock companies bought from the state a year ago.

'Some 2,300 job losses were announced in one week alone in March, and the pressure group Save our Railways estimates that the private franchise companies could shed 40 per cent of staff over two years.'

Campaign breakthroughs in France and Spain

New laws for Romanians

■ The Romanian government has bowed to ITF pressure and agreed to take action to improve conditions for seafarers on Romanian-flag ships. New legislation now requires a ship operator to obtain a union certificate by stating that there are no problems with conditions of employment on the vessel and no outstanding claims.

Operators must also deposit a bond of between US\$ 60,000 and \$200,000, depending on the number of ships, with the Transport Ministry to cover repatriation and other costs.

Earlier this year the ITF took the unprecedented step of sending an open letter to the Prime Minister of Romania, Victor Giorbea, threatening to target the country's vessels.

The letter pointed out that the ITF and its affiliate, the Romanian Seafarers' Union (RSU), last year recovered over US\$1 million in unpaid crew wages. New complaints – mostly involving companies in which the Romanian government has a stake – were being received at the rate of five a week.

"We welcome these positive measures taken by the Romanian government, and we hope that there will be a noticeable improvement in the working and living conditions of seafarers," said ITF Assistant General Secretary Mark Dickinson.

"We must also point out that this case highlights the very real difference between a nationally regulated shipping register and the unregulated flag of convenience," he added. "A register operating with a genuine link, like Romania, can improve conditions, but an FOC register cannot because it has no control over the owners who use the register."

The new moves by the Romanian authorities have already scored some operators badly and one company is reported to have paid in the last two weeks over \$400,000 of outstanding claims, and will have to pay more to obtain its licence.

On the negotiating front, the RSU has recently secured a 300 per cent increase for members paid in Romanian currency and a 50 per cent increase in death and injury compensation.

The ITF has achieved significant victories in France and Spain, giving a powerful boost to the European week of action against flags of convenience. Two collective agreements have been signed in Marseille following a crew strike and the intervention of the local ITF Inspector – the first time that agreements have been signed in France for nearly two decades. And in Spain, the ITF has secured its first agreement in the mainland.

When French Inspector Yves Reynaud visited the Greek-owned, Panamanian-flag *Arcadia 1* in March several of the crew voiced discontent about being owed backwages and requested the ITF to approach the London-based shipowners World Carriers.

Two days later the seafarers went on strike, demanding the immediate payment of their delayed wages and an ITF agreement for the ship. The owner offered to settle the outstanding wages, but not sign an agreement. The strikers held firm and negotiations in London eventually resulted in agreements for the *Arcadia 1* and sistership *Caletta*. Additionally, the company agreed to a payment of US\$50,000 to the eight strikers, full settlement of backwages and airline tickets back to the Philippines.

Meanwhile, co-ordinated action by the ITF's Spanish Inspectors has forced the owners of the Cypriot-flag *Faith*, owned by Grecale Shipping of Piraeus, to sign the first ITF agreement in mainland Spain. The inspectors were alerted to problems after the Filipino crew had complained to the Actions Unit at ITF headquarters in London about their unpaid wages.



■ The crew of the *Arcadia 1* celebrate victory.

So in Las Palmas, in the Canary Islands, Felipe Medina was waiting for the ship, and secured backwages amounting to US\$29,760. The captain and the company were reminded of the need to have their vessel covered by an ITF agreement and the pressure was maintained while arrangements were taking place to pay the crew at the next port of call, Sagunto.

The ITF Co-ordinator in Spain, Miguel Coronado, travelled to the Mediterranean port to supervise the payment and he was invited to visit the ship once again at its subsequent port of call, Cadiz, this time to sign an ITF standard agreement.

Who would have thought that Colombia, a country usually more famous for its violation of trade union rights, should become a stronghold for the ITF flag of convenience campaign in South America? Certainly not the owners of the *Manley Appledore*.

The Panamanian-flag ship is operated by Sumo Ship Management, a company located in Greece but part of the Manley Hopkins Group, which is based principally in the United Kingdom.

Earlier this year, the ship arrived in Buenaventura, Colombia, and the Romanian crew, fed up with broken promises that they would receive back pay

Colombia strike wins \$142,000 for crew

owed to them, made contact with the ITF and went on strike to obtain their wages.

The support of ITF Inspector Miguel Sanchez – as well as his union, Unimar, and the newly formed dockers' union in the port – was crucial in having the Colombian authorities respect the crew's industrial action. Previously, there had been cases of companies successfully requesting the intervention of the police to remove striking seafarers.

Lengthy negotiations involving Sanchez, the Actions Unit in London and Sumo Ship Management resulted in US\$142,000 being paid to the seafarers. Those who wanted to be repatriated travelled home at the company's expense.

On its own admission, the dispute cost the company – which also signed an ITF agreement – a total of \$350,000.

More importantly, ship-owners now know that there is yet another country where they cannot escape the influence of the ITF.

IMO to discuss flag standards

The focus of the ITF's campaign against flags of convenience switches to the political arena at the end of May when the question of how the maritime authorities of flag states should ensure that their ships

conform to internationally-agreed standards – the principle known as “flag state implementation” (FSI) – will be discussed at the International Maritime Organization's London headquarters.

The IMO's Maritime Safety Committee will meet to consider the adoption of a resolution prepared by its FSI Sub-Committee which, if approved, will be submitted to the IMO Assembly in November. The resolution contains guidelines for flag states to follow in enforcing the international standards.

The ITF and affiliates have been engaged in successful behind-the-scenes lobbying among government delegations to the IMO to make sure that the principle of FSI is kept alive in the face of stiff opposition from flag of convenience states. They have been active within the FSI Sub-Committee in drafting the proposed assembly resolution, as well as lobbying among government delegations to the IMO ahead of the November assembly.

The forthcoming MSC meeting will discuss a suggested amendment proposed by the ITF

ITF proposes 'penalties of adequate severity' for bad registers

which, although derived from the United Nations Convention on the Law of the Sea, proved to be controversial at the last FSI Sub Committee meeting. It includes a paragraph on the measures which

flag states should undertake to secure compliance with their international obligations. These include having penalties “of adequate severity” in their national legislation to discourage violation of international standards.

Further progress towards improving flag state implementation was also made at the sub-committee meeting in January when a joint Canada/UK proposal for the evaluation of flag state performance, using both external and internal criteria, was adopted. This work will be continued by FSI Sub-Committee members and hopefully finalised by the next meeting, scheduled for June 1998.

“Things are moving steadily in the right direction,” commented ITF Assistant Secretary, Maritime Department, Jon Whitlow. “We are encouraged that the principle of FSI has now been accepted, thanks in no small measure to the efforts not only of the ITF but also national affiliates lobbying their governments.”

Brazilian dock strike

■ The main Brazilian port of Santos was hit in April by a four-day strike of stevedores over privatisation and the by-passing of the union labour pool. The dispute escalated into a national one-day stoppage involving over 60,000 dockers and affecting more than 100 vessels. The unions called off the action to allow for talks. However, the Santos port operators have initiated legal action against the unions to claim compensation of US\$1 million a day.

Bulker safety alarm

■ Seventy per cent of bulk carriers are unsafe as they lack sufficient structural integrity to withstand an ingress of water into the first hold, according to a document produced by the International Association of Classification Societies (IACS). As the International Maritime Organization's Maritime Safety Committee prepares to discuss bulk carrier safety in May, the ITF is pressing the IMO to adopt requirements which address the problems highlighted in the IACS report. With the large numbers of lives lost in recent years, the ITF believes that it is essential that the IMO introduces mandatory requirements into the International Convention on the Safety of Life at Sea and that the strengthening of the structure of existing bulk carriers should be extended to all hull areas and not be limited to those around the first bulkhead.

More attacks

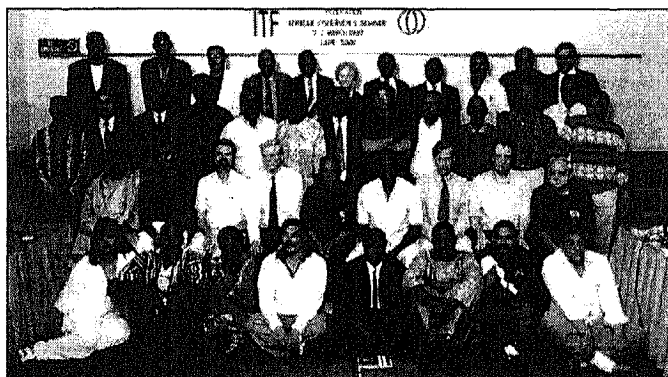
■ Pirate attacks are on the increase, according to a report by the International Maritime Bureau compiled by its regional piracy centre in Kuala Lumpur for the period 1 January to 31 December 1996. The figures highlight a growing trend in the number of attacks – up from 170 in 1995 to a record 224 – and the violence used by the pirates. Indonesia remains the highest risk area, followed by Brazil and Thailand.

North Sea curbs

Government environment and fishing ministers and members of the European Commission reached agreement in March on proposals for closed fishing areas in the North Sea and curbs on industrial fishing where stocks are threatened by overfishing.

At their meeting in Bergen they also agreed to investigate the introduction of a discard ban, to develop measures promoting the introduction of more selective fishing gear and to examine the effects on the eco-system of beam trawling.

The ITF argued that the environmental and fishing ministers should take a “holistic” approach that includes consideration of social, safety and health, employment and economic issues rather than just concentrating on marine resources.



First African and Asia/Pacific seminars

■ Participants at the first ITF African fishing workers' seminar (above), held in March in Cape Town, discussed ways of improving the job security and the health and safety of fishing workers. They also considered the role of organised labour in ensuring that the code of conduct for responsible fishing of the UN's Food and Agriculture Organisation was implemented. Ways of promoting compliance with fish conservation and management measures were discussed too.

Meanwhile, the first ITF seminar for Asia/Pacific fishing workers' organisations, held in Manila in February, attracted delegates from unions in 12 countries, all of whom stressed the need for national, sub-regional and regional fisheries management bodies to consult unions. Difficulties in organising fishing workers were reported in most countries, and the unions expressed grave concern at the exploitation of those employed in the sector.



■ Japanese dockers stage a sit-down protest in front of the Ministry of Transport in Tokyo.

Truce in Japanese docks dispute

Makato Urata of the ITF Tokyo office explains why in March Japanese dockers held their first national strike for over a decade.

Japanese dockers' unions Zenkoku Kowan (ITF-affiliated) and Koun Domei continued a campaign of industrial action throughout March to win improvements in their working conditions and to secure their established job rights.

While demanding the introduction of a job security system and shift work, the unions vehemently opposed the government deregulation programme and have also expressed their displeasure at the interference in their prior consultation procedure by the US Federal Maritime Commission (FMC) and the European Union.

For the first time in 12 years, 50,000 port workers organised by the two unions went on strike on 12 March.

A total of 242 vessels in 31 ports were disrupted during the 24-hour stoppage. As the Japan Harbour Transport Association (JHTA), representing the port management, failed to meet union demands in negotiations that followed the strike, the unions took further steps by refusing Sunday cargo handling and night cargo handling.

Meanwhile on 18 March the Japanese Min-

istry of Transport, the JHTA and two ship-owners' organisations concluded an interim agreement to review port practices. The unions released their joint protest denouncing the move as they had not been consulted. They staged a five-day sit down protest in front of the Ministry of Transport the following week.

On 8 April, the unions reached a tentative agreement with the JHTA. Three additional Saturdays will be granted as holidays annually. Shipowners and shippers will contribute 300 million yen annually for the next three years to modernise port labour practices. The issue of shift work will be further discussed. Normal cargo handling has resumed.

During the course of events, the ITF asked the US seafarers' and dockers' affiliates to back the Japanese dockers as the FMC was threatening to levy three Japanese shipping companies with a fine of US\$100,000 on each ship entering US ports. ITF General Secretary David Cockroft – who on a visit to Tokyo in March pledged support for the dockers – wrote to President Bill Clinton requesting the withdrawal of the sanction.

Finally the two governments signed a Memorandum of Consultation which obliges the Japanese to review their port industry. The FMC's sanction has been postponed until September.

The unions condemned the agreement. "This document is clearly an unjustified intervention in our collective agreement. We shall not be bound by any part of the memorandum" they declared.

Towards trade union unity in Chile

Agreement in principle to create a single confederation of seafarers, port workers and fishing workers has been reached following a five-day seminar held in Viña del Mar, Chile, under the auspices of the ITF and the Dutch FNV trade union confederation.

The seminar, from 10 to 14 March, brought together over 50 Chilean union representatives and was the initiative of the ITF's Chilean co-ordinating committee chaired by Ruben Duarte of the ship's officers' union SIPROMAM. Technical assistance was provided by the ILO's Santiago office and the opening two days of the seminar were attended by ITF General Secretary David Cockroft and Regional Secretary Mauricio Sant'Anna.

The seminar agreed to set up working groups to draw up a detailed merger plan and timetable. The new union body will be affiliated to the ITF and to the Chilean CUT national trade union centre.

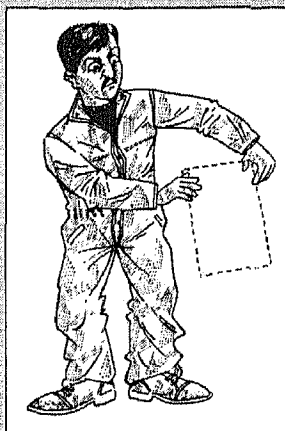
Success in New Zealand

Action by New Zealand dock workers has successfully halted an effort by the port employer to introduce casualisation. A strike by members of the ITF-affiliated New Zealand Rail and Maritime Transport Union in Whangarei was provoked by the national port corporation's attempted casualisation plans.

The picket line was respected by all union members and the port was closed down. After four days, the union's application to the Employment Court was successful in establishing the reinstatement of 10 workers and the granting of an injunction to prevent the employer from further casualisation moves in contravention of an existing agreement.

CIVIL AVIATION

ITF Civil Aviation Secretary Stuart Howard explains why the airline of tomorrow may have no aircraft and no employees



■ **The virtual airline employment contract.**

French crews strike over wage cuts

■ Flight and cabin crew in TAT and Air Liberté have been on strike in France since 9 April after being told that salaries were to be reduced by as much as 30 per cent along with a lowering of numerous conditions. Workers occupied the head offices of Air Liberté overnight on Friday 18 April. The imposed conditions would be the lowest in the French aviation industry. Both airlines have been taken over by British Airways making BA the second largest airline company in France. Both airlines have repainted their aircraft in the grey livery that is part of BA's global branding.

There is a new buzz word in the civil aviation industry: the "virtual" airline.

It is being used to describe the direction in which some companies want to take the industry. It goes beyond company restructuring to a form of re-engineering of the whole concept of what makes an airline.

For some time many airlines have pursued what they call the "core airline" concept. They have been seeking to jettison areas of activity such as baggage handling, catering, maintenance and even security through contracting out or through re-organising these activities into separate subsidiary companies. Some work may also be relocated outside the country to take advantage of cheaper labour.

But some airlines are now extending this process further and questioning whether they even need their own aircraft and crews. This is the concept of the "virtual airline".

The mega-carriers of today are increasingly businesses whose route rights, timetables and brand image have become their core assets, replacing aircraft hardware and people skills as the components on which success, and profitability are built.

BA's new Business Efficiency Programme was launched as "BA for the new millennium". Behind the plan is indeed a millenarian vision for a radically different world airline industry.

This vision aims to change the very nature of the airline as an organisation. It believes that the airlines should move away from their traditional role of operators which own aircraft and employ people to maintain and service and fly their aircraft. They should, instead, become businesses which focus on organising people to travel by air from one place to another under a global airline brand, but whose services are often, in practice, supplied by contractors, franchisees and alliance partners.

Such ideas have been discussed in industry circles for some time, but the BA management are in the vanguard of those aiming in this direction.

On the day that BA unveiled its plan, the Financial Times in London remarked on the con-

Virtual airlines and industrial realities

cept behind it: "Some will think this is just academic speculation, but in fact it is already happening on some routes where BA is franchising its brand using cheaper operators. Given the unions' power the process will only encroach gradually. But ultimately, the 'virtual airline' – little more than a marketing outfit – is surely a credible possibility."

■ ■

Already many passengers booking BA tickets do not actually fly on BA's aeroplanes.

BA operates a whole network of feeder routes flown by low cost carriers who paint their aircraft in BA colours and whose cheaper non union crews are in BA uniforms. BA's latest plan is to franchise some routes from Gatwick to Tampa to a company called Airline Management Limited (AML) which has no aeroplanes and no crew. Aircraft and crew will be leased to AML by BA!

Benchmarking: another way of cutting conditions

Airlines are finding that even if they do not contract out they can still use subcontractors as a way of forcing workers to accept lower conditions.

BA's cost cutting programme has involved a process referred to as "benchmarking". This involves asking outside contractors to bid for certain areas of work, for example baggage handling. If outside companies can offer to do the work for a lower cost this becomes a bench mark for

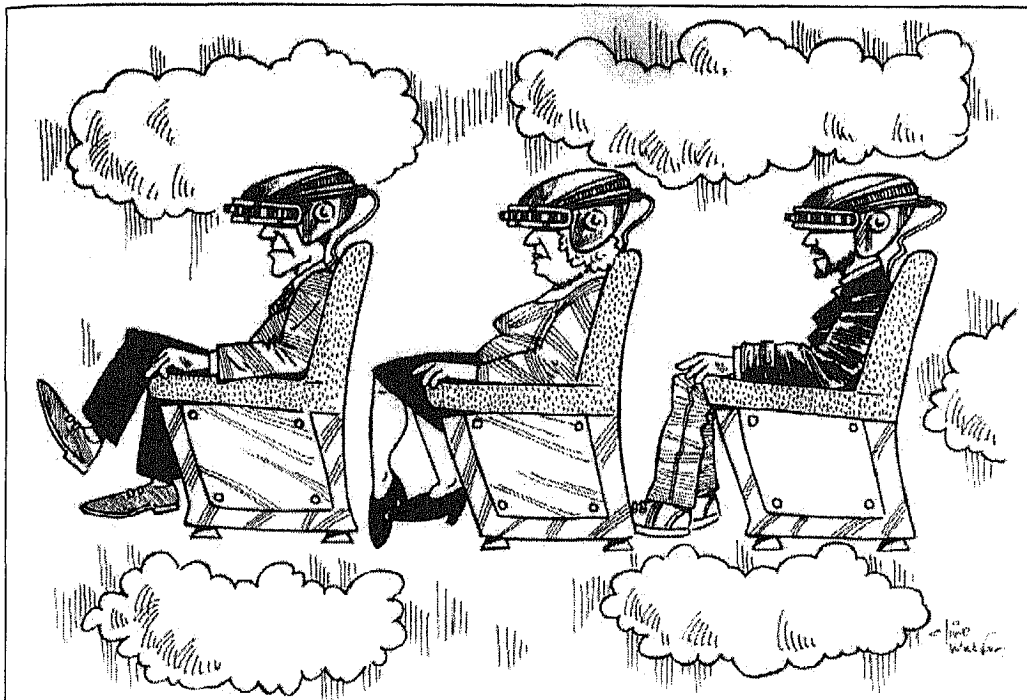
the airline's own employees. The pressure goes on employees to match the contractor's lower costs, or lose the work.

Bench marking has now been imported from BA into Qantas.

The airline's manager James Strong recently told *Business Review Weekly*: "Qantas will seek competitive tenders where our crucial analysis indicates that the costs are possibly, or probably, excessive...Then you look at the number of

people who could possibly bid to do this work and get them to do so. You then say to our own people who are doing the work: 'Well we are getting these bids now. What could we do internally?'"

Asked by the magazine if this was not a stick with which to beat employees, Strong replies: "I don't like the word stick."



Code share agreements link up BA with alliance partners around the world. Any BA passenger booked on a BA flight from London to Sydney, for example, will in fact end their flight on Qantas. The ticketing information for the flight booking will no longer be logged in a ticketing centre in London. In March this year BA moved its passenger revenue accounting department to India.

BA is by no means the only airline doing these things. Delta Air Lines, which has no rights to fly to London, still sells Delta Air Lines tickets to London. The passengers actually fly on Virgin (although this alliance is about to end). Anyone booking to fly from London to Brussels on Sabena will not set foot on a Sabena aircraft. They too will fly Virgin. Qantas, in turn, is considering outsourcing some international routes to low cost Asian carriers and has told its cabin crew it has to compare their labour costs with those of its Asian neighbours. Swissair outsources all flights using less than 100 seats to (non union) Crossair.

Ten years ago all BA's cabin crew were from Britain. Now the company has clusters of crew based around the world in Delhi, Buenos Aires, Hong Kong and elsewhere. United Airlines is setting up new bases of cabin crew almost every month from Hong Kong to Seoul to Paris. Lufthansa has set up bases in India and Thailand and Swissair has announced it will set up bases in India, Thailand and Korea.

The relocation of work overseas reflects the way in which, as the airline management culture shifts from being that of a national carrier to that of a global company, airlines seek to benefit from a global rather than a national labour pool. This, of course, provides the opportunity to shop around for lower labour costs, to escape more burdensome social legislation and dodge trade union organisation. It provides international labour flexibility as well as lower costs.

The goal is a kind of "virtual mega-carrier" with the maximum global spread of routes and destinations under a global airline brand, but the minimum operational and employment costs and responsibilities. Yet while this may make sense to the airline accountants, it goes against other realities of the industry, both in terms of service and, crucially, in terms of responsibility for safety.

In the wake of the ValuJet crash there was a sudden dramatic rise in public awareness about the risks for safety when airlines rely on a complex web of subcontracting for maintenance and for loading. Nevertheless, some industry voices sitting in working groups of the Joint Aviation Authorities (JAA) harmonising safety regulations in Europe, have begun to push for regulatory wording that dilutes the direct responsibility of the operator for safety procedures. They argue that operators using subcontractors no longer have direct control over safety procedures.

■ ■

Yet industry executives must not forget that even after more than 50 years of civil aviation it still requires a conscious act of trust to get on board an aircraft by most airline passengers. Selling airline seats is fundamentally not like selling hamburgers.

A virtual airline might be a useful concept to an airline executive, but virtual responsibility for safety will not keep the confidence of passengers, and virtual airline jobs will not maintain the level of sustained high quality industry standards on which civil aviation depends. The virtual airline does not fit with the realities of the aviation industry. ■

Both concepts of the "core airline" and the "virtual airline" have profound implications for trade unions.

- A whole range of work areas including most ground handling, catering, reservations and ticketing will be operated by sub contract companies, not airlines. Much ground work is becoming casualised and frequently part time.

- New transnational companies are emerging which specialise in ground services. Some airlines will themselves seek to set up transnational companies for ground work.

- The "core airline" activities such as crewing and some maintenance are based on the aircraft which can move around the world. Crew bases and maintenance bases need no longer be located in the carrier's "home" country. Companies will seek to benefit from a global labour pool.

- Some carriers are subcontracting parts of their operations, or extending their networks, through franchising. Some smaller carriers will begin to specialise in being "franchisees".

- Global alliances are clearly seen as the key to survival in the aviation industry. These alliances will not only extend and share networks but pool a range of activities such as ticketing, maintenance and training. Training for crews within the international alliances will increasingly be to a uniform and interchangeable standard.

ITF MEETINGS

- **African Road Transport Seminar, Harare, 5-9 May**
- **South Asia Seminar on Privatisation of the Ports Industry, Colombo, 6-9 May**
- **Channel Tunnel Safety Meeting, London, 7 May**
- **Urban Transport Health and Safety Research Group, London, 14-15 May**
- **Worldwide Flag of Convenience Seminar for New Affiliates, London, 20-21 May**
- **Fishermen's Section Steering Committee, Torshavn, 21-22 May**
- **Asia/Pacific Inland Transport Workers' Seminar, Bangkok, 26-28 May**
- **Seafarers' Section Steering Committee, Miami, 9-10 June**
- **Dockers' Section Conference, Miami, 9-10 June**
- **Fair Practices Committee, Miami, 11-13 June**
- **European Sub-Regional Groups, Helsinki, 18 June**
- **European Committee, Helsinki, 19-20 June**

News round-up

- Nearly 150 cabin crew organised in CUPE ended their 11-week strike against the Canadian commuter airline Air Ontario in March after signing a new contract. Last November, when the union rejected the company's initial proposals, the airline began recruiting replacement workers even before the union had made any decision on industrial action. The union, however, discovered the recruiting venue and threw pickets around the hotel. Union activists also posed as new recruits and many made it through the hiring process.
- The Civil Aviation Section Occupational Health and Safety Working Group met in Paris on 25 and 26 March.

Key topics discussed included ramp safety and the cabin environment. It was agreed that tackling the hazard of cabin baggage would be the subject of a special meeting in 1998.

■ The Supreme Court in the Philippines has ordered Philippine Airlines to reinstate 40 members of the Philippine Airlines Employees' Association sacked during a dispute in 1994. They included most of the union's board. The ITF launched an international protest against the sackings and many affiliates donated money to sustain the strikers.

CIVIL AVIATION

Safety threat

■ The ITF has submitted a response to what is supposed to be the final consultation of the Joint Aviation Authorities on the first sections of operational rules contained in JAR OPS 1. The ITF has warned that standards of training proposed for cabin crew do not reach standards recommended by the International Civil Aviation Organization. The submission also notes that subcontracting has become a threat to aviation safety.



■ Delta Air Lines workers at Frankfurt airport carry a mock coffin during one of their protests against the company's refusal to negotiate about proposed job cuts. Protests by ÖTV members disrupted Delta flights on several days during the protest. A number of union members went on hunger strike. The ITF threatened to publicise the hunger protests at every airport in the world with a Delta check in desk by passing out a free drink of water and an ITF leaflet about the dispute to passengers. Among the ITF affiliates who sent members to the ÖTV protest desk in the airport were Delta pilots organised in ALPA. On 4 April Delta agreed to meet union representatives and acceded to the demands for redundancy and redeployment packages.

The US Transport Workers' Union is currently running a recruitment campaign for Delta ground staff. At a recruitment meeting held in Salt Lake City, Delta's third largest hub, employees who turned up refused to give their names to a local press reporter because "we'd be out the door in a second if they knew who we were". The workers reported that the airline increasingly used part-time workers who receive virtually no seniority or benefits.

Protests lead to severance and redeployment deal

Why major survey is being launched

We are all too aware of the difficulties we are facing in our own companies, writes *Civil Aviation Secretary Stuart Howard*. But to what extent are these common problems shared by other aviation workers? In what way are our difficulties unique or distinct? What can we learn from each other's experiences?

To analyse what is happening in industrial relations in civil aviation around the world we need a systematic body of data of current trends. How widespread is subcontracting? What is the impact on union organisation when an airline breaks up into business units? How much is work becoming part-time?

We can be sure that companies are collecting their own worldwide data on these issues to inform their own strategies, but what about the unions?

The ITF in conjunction with the University of Cardiff is launching a survey of the impact of globalisation in civil aviation on industrial relations and trade union organisation. The survey, based on a questionnaire to union of-

ficers, will be a first step in developing an authoritative international analysis of how the trends in the industry are affecting trade union organisation.

While we are joining our resources to those of an academic institution, this is not an academic exercise. The aim is to identify key trends of concern to trade unions and to draw lessons which will help to inform both national and international union strategies.

The survey, which will be sent out to unions during the summer, will complement the ITF's international working conditions survey for civil aviation, the questionnaire for which will also be distributed to unions during this year.

Members of the Cardiff University team will make a presentation on the initial results of the survey to the Civil Aviation Section Conference in December. ■

OBITUARIES

■ **S Hosoi**, former Central Executive Committee member of the Japanese National Railway Workers' Union KOKURO, died on 26 December, aged 78. Hosoi was responsible for KOKURO's international activities from the mid 50s until he retired in 1978 and played a leading role in strengthening ITF activities in Japan and in Asia generally.

■ **A Iwai**, General Secretary of the Japanese national trade union centre SOHYO from 1955 to 1970 and a former KOKURO Central Executive Committee member, died on 18 February, aged 74.

■ **Jos Stuer**, Secretary of the Belgian Christian Transport and Diamond Workers' Union (CVD), died on 26 February, aged 57, after a long illness. Jos went ashore after eleven years at sea, joining the staff of the CVD, where he represented seafarers, inland navigation workers and tugboat crews, both nationally and internationally.

PEOPLE

■ **Nikolay Eremenko** was reconfirmed as President of the "New Russia" Marine Workers' Union at the NR MWU's first Congress.

■ **Walter Kolstad**, President of the Norwegian Transport Workers' Union for the past twenty-three years, retired at the beginning of February. Per Østvold is the new Acting President.

■ **Homer Neocleous** has been re-elected General Secretary of the Federation of Transport, Petroleum and Agricultural Workers of Cyprus. **Pantelis**

Stavrou was elected as Assistant General Secretary and will take over as Acting General Secretary when Neocleous retires before the next Congress.

■ **Aboubacar Sillah** was elected Secretary General and **Ousman Sanyang** Assistant Secretary General of the Association of Gambia Sailors (AGS) at its First Biennial Delegates Conference in February.

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ITF PHOTO COMPETITION



The three winning entries

The winners of the ITF 1996 centenary photo competition have been announced. The entries were judged by French photo journalist Bertrand Clement.

Transport workers at work

This was won by Tokuji Yanaka and consisted of a black and white photograph of a bus worker. "The frame was composed in such a way, that you understand at first glance how lonely and powerless man can be in front of the machine," said Clement.



Women transport workers

This was won by Mitsuhiro Tokunaga. "The woman poses, but at the same time she looks ready for action," said Clement.

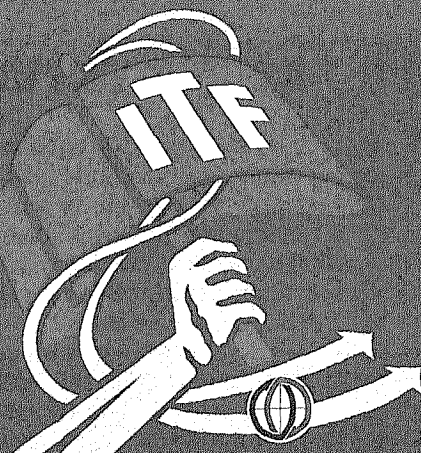
Transport workers in struggle

Harald Schmeling's picture from Rotterdam was selected in this category.

Overall winner

Because Harald Schmeling's picture has a strong symbolic meaning and it is taking place in the very port where the ITF was founded in 1896, this picture has been selected as the overall winner.

The overall winner will be offered a free trip to London. The other winners will be sent a set of ITF centenary memorabilia.



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