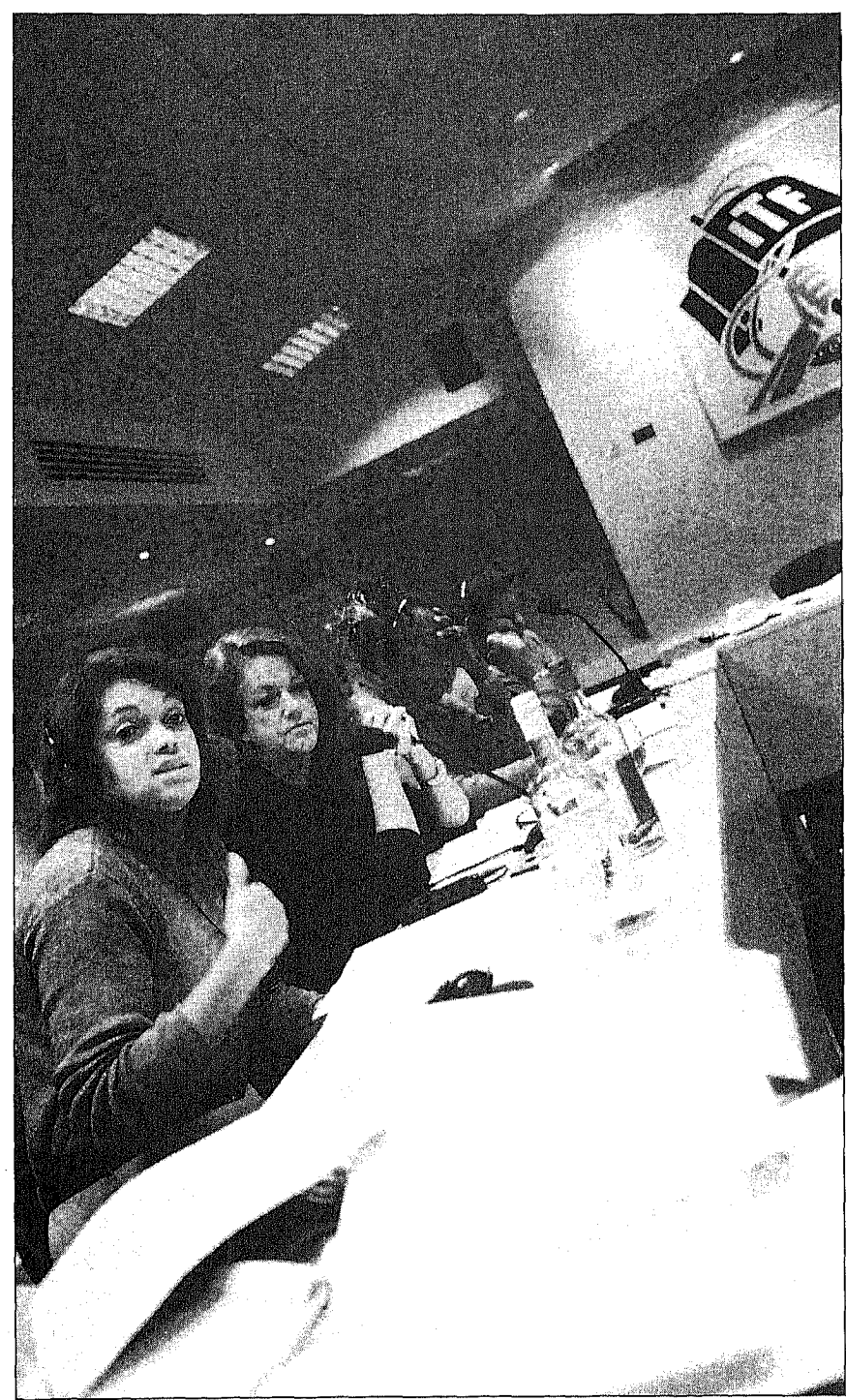


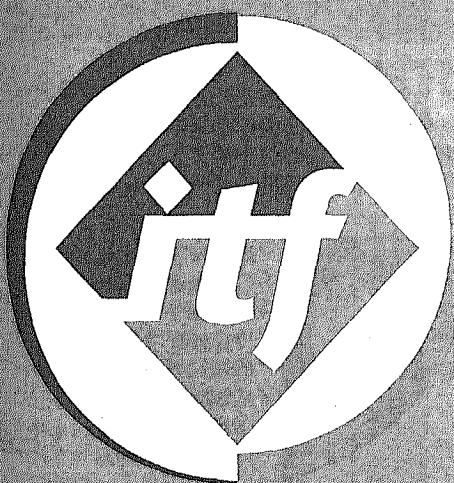


**ITF education
Building unions
and mobilising
solidarity**



**Women transport workers
of the world find a voice**

First ITF committee meeting launches
major new survey of job discrimination



NEWS

INFORMATIONS

NOTICIAS

NYHETER

情報

NACHRICHTEN

HOBOCTH

Barriers to women's

ITF education

- Building trade union organisation in the face of global challenges
- Mobilising solidarity: the role of education

4-5

Maritime

- Trust aims more help at Asia and Eastern Europe
- Support for dockers' union rights in Kaliningrad
- ITF to the rescue as Greek owner goes bust
- ITF in clash with 'world's worst flag'
- ITF wins jurisdiction wrangle
- Sinking 'caused by corrosion'

6-8

Civil aviation

- Click here for civil aviation

9

Inland transport

- US unions make inroads
- Protests against violence to transport workers



- New Zealand bus workers in victory against non-union contracts
- Stand-off follows bitter Hungarian rail strike
- Combating road haulage crime

10-12

Ship's log

- *Global Mariner* rounds the Horn

13-14

People Obituaries

15

- 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 3 March 1999.

First meeting of ITF Women's Committee launches major survey of women transport workers' employment opportunities after pilot study indicates widespread discrimination

Preliminary results of an ITF study of women transport workers has revealed transport employment to be very unfair to women.

Discriminatory practices in recruitment and promotion have led to a high degree of occupational segregation, the study – which will now be expanded to include more responses – shows emphatically.

These trends were identified by the ITF Women's Department from questionnaires returned by 253 women transport workers in 27 different countries in the latter part of 1998. A report of the pilot study was submitted to the first meeting of the ITF's Women's Committee, which met in London on 25 and 26 February.

Recognising the importance of the preliminary results but also the need to balance the survey sample, the committee decided to launch a major initiative, requesting all ITF unions to return questionnaires and to use the ITF Women's Network to gather additional responses.

"We are sending out copies of the equality testing questionnaires and asking unions to circulate them to members and to send them back before 1 July," explained ITF Women's

Officer Sarah Finke. "We feel sure women in unions will take time to respond."

One of the report's findings was that half of respondents had no procedures to deal with customers who were drunk, violent or who harassed staff.

Violence affects women transport workers because they deal with the public – railway ticketing workers, cabin crew and customer service centre workers for example, all suffer a certain degree of abuse and sometimes physical danger. Isolation also contributes to the incidence of bullying and violence; women in male-dominated industries such as seafaring or port work, for example, may suffer such treatment from co-workers. The physical safety of women who are on their own whilst at, or travelling to, the workplace is also a concern, especially when unsocial hours are being worked.

In response, the committee supported the inclusion of a campaign against violence, perhaps called a "Respect" campaign, in the ITF's future work programme.

The women decided to gather comparative bargaining data on women's basic rights in the transport industry for use in a year 2000 initiative to improve maternity rights, health and



■ *The Women's Committee elected Diana Holland (TGWU, Great Britain) as its Chair; Nasima Ameen (Bangladesh Biman Flying Services Association of Cabin Crew) and Janaina Fernandes (CNTT, Brazil) were elected to Vice-Chair positions.*

Accolade for ITF cartoon video

The ITF video "A Seafarer's Tale" has won a bronze medal in a top international competition to find the best short films, advertisements and educational programmes.

The award was made in January 1999 at the 41st Annual Film and Video Awards run by the New York Festivals. The ITF video was judged one of the best three entries in the category on

the promotion of peace and human rights.

The ITF cartoon, produced for the ITF by London-based Animus Entertainments, tells the story of Paco, an unfortunate seafarer who signs up for a sub-standard ship flying a flag of convenience (FOC) and organises a strike on board. Company heavies (pictured right) are sent in to break the strike, but are thwarted by solidarity ac-

tion from dockers organised with the help of the ITF.

The video was produced last year to mark the 50th anniversary of the ITF campaign against FOCs and is being shown on the campaign ship *Global Mariner*. ✽

recruitment and promotion



■ *The first meeting of the ITF Women's Committee, in London in February, discussed the report highlighting discrimination against women.*

Photos: Karen Robinson/Format

safety in pregnancy, and to combat discrimination in the transport industry.

Members felt it was important to measure improvements for women – and their losses – in bargaining and legislation. "Current economic conditions are undermining what women achieved a decade ago," commented Executive Board member Alicia Castro (AAA, Argentina) "we have to be aware of those trends and fight them."

Methods to boost women's participation and leadership in unions were discussed; the participants welcomed the target of 30 per cent women in all ITF-run or ITF-funded education courses. "This is a really good example of practical mechanisms unions can use," said Cheryl Kryzaniwsky (CAW, Canada).

"The ITF Women's Conference in Delhi picked out the issues it wished to highlight and the committee has now begun to develop specific campaigning initiatives to improve the

Findings of the pilot study

■ Respondents were routinely asked in interviews if they are married or have children.

■ More than one in three women answering the survey were not entitled to maternity leave with cash benefits.

■ Responses showed more than half of pregnant transport workers were not guaranteed job transfers without loss of earnings if moved from their usual job.

■ Seven per cent of responses showed women transport workers being penalised for weight gain, and in over half of those cases, men were not subject to the same penalties.

situation across the board," said Sarah Finke, ITF Women's Officer.

"We have a big work programme, but for the first time we also have a permanent, elected group of very competent and dedicated people ready to carry it out. That's really a breakthrough."

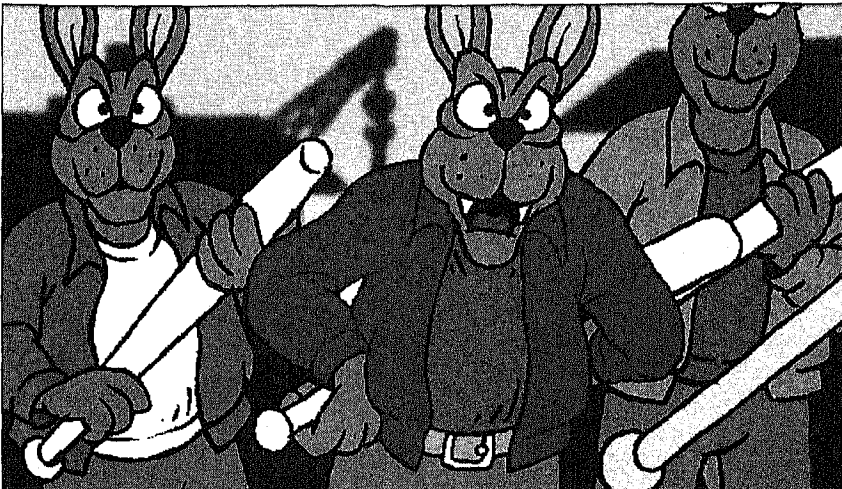
European Caucus

European members of the ITF Women's Committee met informally on 24 February immediately before the main meeting to discuss a forum for women's input into Europe.

The meeting agreed that a "best practice" pack including the relevant EU recommendations and directives as well as ILO conventions and recommendations should be sent to all ITF unions, European and non-European, for information and action. Unions should be requested to respond, in particular with information about their bargaining priorities.

The participants recognised that support for other regional women's groupings within the ITF was important and agreed that the caucus meeting had been useful and that further meetings of this type could be held.

To obtain the questionnaire please contact the ITF Secretariat; it is also available (in English only) on the ITF's website (www.itf.org.uk).





ITF Education Co-ordinator Joanne Abayasekara (above) describes how the ITF's education activities and strategies are adapting to the needs of transport unions facing the challenges of globalisation

'Since 1994 the focus of the ITF's education work has been on establishing long term sub-regional and regional projects for transport workers' unions in the developing countries and countries in transition.'

Many lessons have been learned since the ITF's education work began in the 1970s and 1980s. In the past too much emphasis was given to one-off seminars, which were generally attended by union top leaders and there was little or no follow up.

Since 1994 the focus of the ITF's education work has been on establishing long-term sub-regional and regional projects for transport workers' unions in the developing countries and countries in transition. In Latin America, Africa, Asia and Central and Eastern Europe there is now a network of national and sub-regional co-ordinators.

The ITF's education activities have shown some positive results. Participation of women workers in union work has notably increased. Several members of the ITF Executive Board who were elected at the 1998 Congress in Delhi have come up through the ITF education programmes and women's activities. In some cases responsibility for implementing education

Building trade union organisation in the face of global challenges

projects has led to better functioning of the national co-ordinating committees of ITF affiliates. A series of sub-regional workshops on trade union integration and co-operation held in Africa from 1995-97 have led to the creation of sub-regional co-ordinating committees, enabling the transport trade unions to transform themselves into strong lobby groups to influence policy development at both national and regional level. ITF education work has also led to initiatives in new countries such as Mozambique and Rwanda and new sub-regions such as North Africa.

Greater emphasis is now given to developing strategies on education and training in order to integrate ITF campaigns and section and regional activities with education.

In **Latin America** a three-year project in Panama seeks to support the training of trainers in the FITTAMPS transport union. The project is supported by SASK, the Finnish funding organisation, and Finnish affiliates AKT, SMU and IAU. In Costa Rica a two-year trade union leadership development project for the UNATROPYT transport union is supported by Canadian affiliate CAW. Projects in preparation include a regional women's programme, a Central America dockers' programme, a regional railways programme and a project in Paraguay.

In **Africa** a four-year regional road transport programme supported by SASK, Finland, is run-

ning. A series of regional seminars have been held and this will be followed by workshops on the sub-regional and national level. Supported by the FNV, of the Netherlands, the ITF with its two affiliates in Uganda has launched in February 1999 a pilot programme on HIV/AIDS and transport workers. It is estimated that more than 20 per cent of transport workers in Uganda are HIV positive. Especially vulnerable are long-distance truck drivers, partly because of their long working hours and poor accommodation facilities on stop-over or cross-border points. The project will focus on two main areas: to increase awareness of HIV/AIDS and how to prevent the spreading of the epidemic and the social and economic effects of AIDS on transport workers and their families, covering issues such as individual rights, discrimination and workplace behaviour.

A regional women's programme was launched in 1998 at the Africa women's meeting held in Nairobi. This programme is also with the assistance of the FNV and is starting in the Southern Africa sub-region. Other projects in preparation include assistance for railways affiliates.

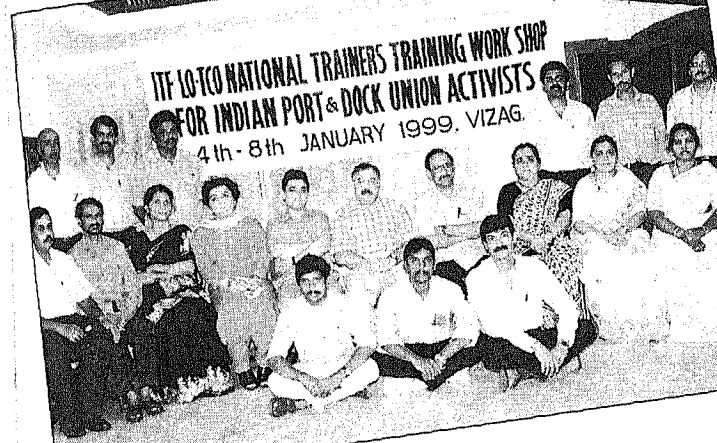
In the **Asia/Pacific** region, long term trade union training programmes have been running in India, Bangladesh, Nepal and Sri Lanka supported by Swedish affiliate SEKO and LO/TCO, the Swedish funding organisation. A case study on hazardous cargo in India has been completed with the production of a manual for port and dock workers. This work was funded by the ILO and may be expanded into a joint environment programme with ICEM. Projects in preparation include a regional women's programme, an organising project in Indonesia and a basic trade union training project in Central Asia.

In **Central and Eastern Europe** a training seminar for the sub-regional co-ordinators will be held in 1999. A sub-regional training programme for the Black Sea is also planned and a women's seminar for network co-ordinators.

Photos from top:

- **Latin American inter-regional leadership training seminar, Guayaquil, Ecuador, September 1998.**
- **Seafarers' and dockers' seminar on the ITF's flag of convenience campaign, Kingston, Jamaica, September 1998.**
- **Joint ITF/LO-TCO (Sweden) national trainers' training workshop for Indian port union activists, January 1999.**
- **Seafarers' and dockers' seminar on the ITF's flag of convenience campaign, Port of Spain, Trinidad, December 1998.**

Mobilising solidarity: the role of education



The ITF's education work will be a vital tool in putting into action the principles of the Mobilising Solidarity document which was adopted at last year's ITF Congress.

Mobilising Solidarity focuses on how unions must adapt to the new global environment. No transport union can respond to globalisation on its own but needs co-operation with other unions internationally, regionally, sub-regionally and nationally in order to build solidarity.

The ITF Education Department is currently developing proposals to give shape to these ideas.

Priority will be the training of key union officials from affiliates in dealing with international questions.

An ITF summer school will be organised offering basic courses on globalisation. In addition tailor-made courses, which may include language training, will be developed for specific unions.

The ITF will extend its education work to include co-operation with affiliates in developed countries.

To assist in awareness raising, course modules and other education materials will be produced, such as case studies of techniques for international solidarity action.

A network of affiliates' education officers and educators will be established.

Study visits to ITF headquarters and regional offices and bilateral exchanges between unions will be organised.

As part of the flag of convenience (FOC) campaign review process, the ITF Seafarer Union Development Programme will be launched in certain countries identified for the first phase. The objectives of the programme are expansion in unionisation of seafarers, particularly those on national flag ships and in coastal trades. In the longer term the programme aims to improve

the organising and bargaining skills, democratic structures and rank and file participation in ITF seafarer unions, particularly those heavily involved in the supply of labour to FOC ships.

In addition to the Mobilising Solidarity programme, future priorities for the ITF's education work will include the building of women's networks and the development of women specific programmes and projects.

In addition, globalisation, including regional and sub-regional economic and political integration such as EU, NAFTA, Mercosur, SADC, ECOWAS, has brought about the need to focus more in our education work on a regional and sub-regional approach. The ITF will continue to offer such training in order to develop the capacity of the transport unions to participate as social partners in these regional and sub-regional governmental bodies.

Other issues which will be key priorities in the ITF's future education work programmes include organising strategies for transport trade unions, particularly in the road transport sector. Priority will be given to developing strategies to correspond to the changed labour employment markets as a result of privatisation, commercialisation and expansion of the so-called informal sector.

'Priority will be the training of key union officials from affiliates in dealing with international questions. An ITF summer school will be organised offering basic courses on globalisation.'

Container safety warning

The ITF is warning unions representing dock workers of the health and safety risks involved in handling containers. This follows new advice on the subject issued by the International Maritime Organization's safety committee. The IMO is concerned that there has been a number of fatal accidents to dockers – as well as seafarers – involving falls from the top of containers during securing and unsecuring operations.

ITF Dockers' Section Secretary Kees Marges has written to affiliates urging them to request their respective governments to obtain a copy of an IMO circular issued on 21 December last year, which includes recommendations on how the work should be carried out, and to discuss these with employers and port authorities.

Marges also draws attention to an annex to the circular pointing to the need during heavy weather of having deck-stowed containers properly lashed. "This shows the importance of cargo-handling, such as the lashing of containers, being carried out by dockers specialised and trained to do this important work," he comments. ■

US unions merge

The US-based National Maritime Union (NMU) has signed an affiliation agreement with the Seafarers' International Union of North America (SIU), ending 60 years of struggle between the two organisations. With the addition of the NMU to its ranks, the SIU of North America now comprises 18 autonomous trade unions representing more than 80,000 workers. ■

Trust aims more help at Asia and Eastern Europe

The ITF Seafarers' Trust has increased the number of individual grants made during 1998 – up to 129 projects supported in the 10 months to the end of January 1999, compared to 89 in the corresponding period a year earlier.

Eastern Europe saw a dramatic rise in activity with 17 grants with a value of more than US\$1 million, compared to just one grant worth \$20,000 in 1997-8.

The switch in focus towards Asia/Pacific, Africa and Eastern Europe is a deliberate policy to support seafarers in developing parts of the world and to achieve a more equitable distribution of funds around the world. Grants in Western Europe decreased by \$200,000 in the period to \$1.9 million.

More projects attracted grants in Asia/Pacific (21 compared to 13), but the value in the 10 months was \$1.7 m compared to \$2.5 m a year earlier.

Total projected expenditure for the year to the end of March 1999 is expected to be around \$7.2 m, the fourth largest since

the trust was established in 1981.

Most grants continue to reflect a mixture of activities from education and training to the acquisition and improvement of premises. A significant proportion of expenditure is distributed through the main international and national maritime welfare agencies, such as the Missions to Seamen, the Apostleship of the Sea and the British & International Sailors' Society and the Japan Seamen's Welfare Association.

About \$110 million has now been spent on 1,300 projects by the trust, which is financed from the investment income of the ITF's Welfare Fund. The trust is restricted to supporting projects which directly benefit welfare and every grant application is monitored strictly and has to be endorsed by an ITF maritime affiliate. ■

Support for dockers' union rights in Kaliningrad

Some 180 Russian dockers have won ITF backing for their reinstatement campaign at the Baltic Sea port of Kaliningrad.

Members of the ITF-affiliated Dockers' Union of Russia (DUR) claim to have been discriminated against by their employers following a strike in October 1997.

Following this strike, the port company took the union to court in a failed attempt to have the action declared illegal. Members of the DUR were subsequently separated from other workers and put in DUR-only gangs which were given the worst jobs.

These actions constitute violations of the fundamental right to freedom of association, as laid down by the International Labour Organization, stating that no person shall be prejudiced in his/her employment by reason of trade union membership or activities.

Other violations of basic human and trade union rights followed. In April and May 1998, DUR members were singled out to "fail" safety tests so they lost their jobs, only to be told they could have their jobs back if they left the union. In September, the port authorities introduced new working meth-

ods which in effect forced DUR members to work part-time while non-union members were allowed more hours.

By December, DUR members had lost two-thirds of their working hours and thus their pay. At the same time the DUR has had to compete with a new, sweetheart union, Portovik, which does not collect membership dues – yet has considerable resources, pays benefits to its members and appears to be led by an individual who brokered a share sale in the port company in 1996/7.

The ITF wrote to the port's managing director and the governor of Kaliningrad, demanding a return to "free and fair" industrial relations. ■

ITF to the rescue as Greek owner goes bust

The ITF is intervening on behalf of hundreds of officers and ratings who have been left stranded across the globe in the wake of the collapse of Greece's Lygnos family shipping interests, with some in urgent need of food.

More than 30 vessels are affected, many of them under arrest as this issue of ITF News goes to press. ITF officials say it is the biggest rescue opera-

ITF in clash with 'world's worst flag'

Panama is number one deficient flag state, say ITF and Panamanian unions in a damning new report on the state of the world's biggest shipping register.

Launched at a press conference in Panama in February, the report by the ITF and Panamanian affiliate FITTTAMPS (federation of land, air, maritime and port workers) catalogues an appalling record of maritime casualties, port state control detentions, ships abandoned and seafarers cheated out of their wages.

The ITF estimates that Panama earns around US\$50 million a year for selling its flag. But the report paints a picture of a flag state taking none of its responsibilities seriously, operating on a budget so low that no serious fleet operation could be possible and acting in direct contradiction to International Maritime Organization conventions it has ratified.

The report lists a series of recommendations to the Panama government. These include a demand for a proper and effective genuine link between Panamanian registered vessels and their real owners. Nearly half the 6,188 Panamanian registered ships (over 100GT) are owned in Japan and very few Panamanian seafarers work on Panama-registered ships.

- In 1997 Panama lost more ships and more tonnage than any other flag state in the world.
- In 1997 Panama had the highest number of detentions

Mystery as Global Mariner is delayed

The ITF suspected a boycott of the ITF campaign ship *Global Mariner* (right) after the berth organised for the ship opening in Panama in February became mysteriously unavailable and the ship was forced to dock three days late.

The ITF responded with anger after Panama Ports gave a series of contradictory explanations for the berth not being free.

With the world's biggest open register, Panama has a worldwide reputation for poor conditions and sub-standard ships. Some of its ships feature in the *Global Mariner's* exhibition.

Panama Ports is a subsidiary of Hutchinson, the global terminal operator.

Ship's log: page 13-14 ■

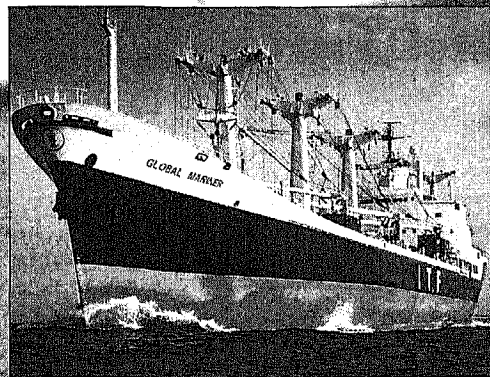
worldwide – with 449 ship held by port state control authorities.

● Panamanian-flag ships have the highest number of reported deficiencies in certification, safety, navigation, pollution and operations of all flag states.

The Panama fleet also has a reputation for cheating seafarers: in the last four years the ITF has recovered an average of \$4 million per year in backpay for seafarers on Panamanian-registered ships.

"Panama supports a system which exploits seafarers and undermines the shipping industry," said Mark Dickinson, ITF Assistant General Secretary. "It creates an environment for crooks to make profit at the expense of seafarers, and to operate in total secrecy."

Dickinson approached the Panamanian maritime authorities to discuss the report but they refused to meet him. Instead he delivered the report to the offices of the Panama Maritime Authority and made the findings public to the press on board the *Global Mariner*, the ITF campaign ship. ■



tion since the demise of Adriatic Tankers three years ago.

All seafarers affected were encouraged by the ITF to make contact with their local ITF Inspector to request assistance. Throughout February there were reports of stranded crews running out of food and provisions.

One of the first Lygnos crews to receive help from the ITF

were the 24 seafarers on the Maltese-flag *Pantokrator*, who shared US\$283,295 in backpay after the ITF won the permission of a Dutch court to have the ship auctioned.

The crew contacted Ruud Touwen, the ITF Co-ordinator in Rotterdam, in December and he arrested the vessel at anchor at Flushing on 18 December on their behalf. From that time on negotiations

with the bank took place, but as soon as permission came to auction the vessel on 17 February, the New York-based bank handed over the \$283,295 owed in wages to the crew, including Greeks, Egyptians and Filipinos.

Touwen also threatened the lawyer acting on behalf of the bank that the ITF would do the same for the crew of the sistership *Pantanasa*, which

arrived in Rotterdam in February.

The bank has assured the ITF that it will similarly pay the crew, who had contacted the ITF by fax before arrival in the Netherlands. ■

Greenpeace/Berstorff



■ **Workers scrap vessels containing heavy metals and asbestos at Alang, India.**

ITF backs scrapping campaign

The ITF has thrown its weight behind a Greenpeace campaign against the scrapping of contaminated ships in Asia, particularly in India. The International Metalworkers' Federation (IMF), which brings together unions representing the world's shipyard workers, is also supporting the campaign.

A statement, issued jointly by the ITF and IMF, claims that some ships are contaminated with high levels of toxic and hazardous materials, including heavy metals and asbestos.

Offshore scrapping pollutes the environment and endangers the health of the workers involved, says the statement. It also clearly contravenes the Basle Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

Ships scrapped in Asia should be free of substances such as asbestos, lead, other heavy metal compounds, oily wastes and polychlorinated biphenyls, the ITF and IMF insist. In addition, shipowners should be responsible for rendering ships non-hazardous before breaking them up.

There must also be adequate safeguards for the environment and nearby communities. Shipbreaking workers should enjoy significantly improved health and safety conditions.

ITF wins jurisdiction wrangle

Compensation claims for the *Flare* disaster, in which 21 seafarers died a year ago in January, will be heard in Canada following a protracted legal battle mounted by the ITF against the owners of the ship and its insurers.

The move opens the way for substantially higher awards than if the case had been heard in flag state Cyprus, as the owners had wanted. Meanwhile, the ITF has attacked the owners and the insurers for "abusing the vulnerable position" of seafarers and victims' families. It claims that no money has been paid on the negligence claims to the four survivors or victims' relatives.

The *Flare* snapped in two in the Gulf of St Lawrence on 16 January 1998. The bulk carrier was Cypriot-flagged, with both her beneficial owners and her managers believed to be Greek.

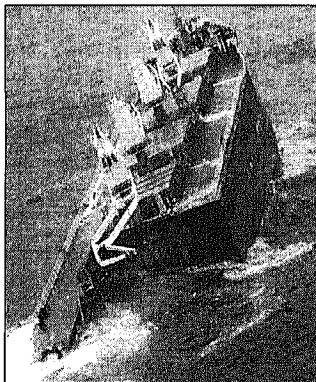
The multinational crew included Greeks, Yugoslavs, Romanians and Filipinos. It appears the vessel broke up suddenly with a loud bang. Survivors managed to send out a

garbled message as the stern went down while the bow and midship sections remained afloat.

Legal proceedings on behalf of the victims, assisted by the ITF, began in Canada in March. Jurisdiction was challenged by the owners and the P&I club (insurers).

After five months of wrangling the court decided the case should be heard in Canada. The survivors and families were awarded costs. "This is a very satisfactory result and we are pleased that the Canadian court agreed totally with our view that this case is best dealt with in Canada," said ITF legal officer Deirdre Fitzpatrick.

The Canadian courts must now decide the validity of crew claims that the 26-year-old ship was negligently maintained and badly repaired with an inadequate safety and lifesaving regime.



■ **The Flare: ITF claiming compensation for survivors and bereaved families.**

Compensation fight goes on for Polish crew

The ITF has marked the second anniversary of the *Leros Strength* tragedy by vowing to redouble efforts to win compensation for 12 of the victims' families.

A number of dependants have yet to receive any money at all from the owners or the insurers, the UK-based Liverpool & London P&I club, the ITF claimed.

The Cyprus-flag bulk carrier *Leros Strength* sank in heavy weather off Stavanger, Norway, on 8 February 1997, claiming the lives of all 20 Polish seafarers on board.

The 1976 built 21,673 dwt vessel, owned by Lamda Sea Shipping Company of Cyprus, was en route from Murmansk to Poland.

According to the ITF, investigations by spe-

cialists have established that the cause of the sinking was due to structural failure as a result of inadequate maintenance of the vessel. The ITF says that the owners were negligent and should pay the families compensation accordingly.

A further dive on the vessel, co-funded by the ITF and the Norwegian Maritime Directorate, which was scheduled for last autumn had to be postponed until this spring as it cannot take place in the winter months.

The ITF claims that some families were "paid off" by the owners and given \$40,000 per family on the condition that they did not pursue a negligence claim.

Negligence claims have been brought by the ITF in Norway, on the grounds that it has closest connection with the incident.

A report from the Antwerp Court Nautical Commission has found that the sinking of the *Albion Two* off Brittany, north west France, on 17 February 1997, with the loss of all hands, was due to a failure by the owners to deal with a massive corrosion problem, which caused a catastrophic collapse of the vessel's structure.

The ITF has taken up the

Sinking 'caused by corrosion'

case on behalf of the bereaved families of the 14 seafarers who died in the tragedy.

The preliminary court report, which was published in February, dismisses the owner's arguments and pins all responsibility on the failure to

maintain and repair the 21-year-old vessel.

The ITF is seeking compensation on behalf of the crew's families for the negligent operation of the ship. Proceedings have been brought in both London and Cyprus.

The Civil Aviation Section has begun the redevelopment of its web site. This is a specific area for civil aviation which you get to by going on to the ITF web page... (www.itf.org.uk). You just click on the words civil aviation and you are there. Navigating around the site is just as easy, as you are guided through lists of topics and issues and areas of work.

"We aim to get many of these agreements stored on a password-protected area of our web site. Affiliates will then be able to find these agreements for themselves instantaneously."



itf civil aviation section

back
itf home
links
search the
site
index

urgent request for information: are there

The International Transport Workers' Federation (ITF) Civil Aviation Section represents aviation workers in almost every major airline and airport in the world.

The ITF's function is to represent its affiliated trade unions at an international level, providing industrial and political co-ordination, with the aim of protecting the rights and improving the working conditions of employees in the civil aviation industry. This includes providing:

- international coordination and support for industrial disputes, particularly where basic trade union rights have been violated
- international co-ordination between trade unions within global airline alliances and ground service transnationals
- international campaigns and action on key issues affecting civil aviation trade unions



headlines

Hundreds of workers held a rally to mark three months of lock out at the LSG Sky Chefs London base (February 1999)
See also more headlines

Click here for civil aviation

The initial stage of revitalising the ITF civil aviation website is virtually completed. Over the first months of 1999 a range of civil aviation documents have been loaded onto the site so that many key policies can now be accessed at the push of a button.

According to Section Secretary Stuart Howard: "The web site will be an increasingly important means of keeping affiliates informed of our activities. It will not take the place of circulars, but it will mean that we can keep affiliates updated faster about more things. Our aim is that every time we attend a meeting or there is a Section activity there will be a notice about it on the web site."

So if you want to know what we are doing about unruly passengers, or how we are working in the regulatory authorities, or what the ITF demand for Fair Skies says, or what current disputes the ITF is involved with, or what Star Alliance maintenance unions are talking about to each other, it is all there. Key publications such as "Contesting Globalisation and Cabin Crew Safety Professionals" will eventually be loaded on as well.

The web site will eventually save work too. "Over any two or three month period we are likely to get several unions asking for the flight

and duty times agreements in different specific airlines," says Howard. "Currently we have to request these documents from the relevant unions, then photocopy them, and mail them to those making the request (they are usually far too big to send by fax). We aim to get many of these agreements stored on a password-protected area of our web site. Affiliates will then be able to find these agreements for themselves instantaneously."

The civil aviation web site also has an interactive element. There is a notice board area on which requests for information received by unions are "posted up". One union, for example, wants to know if crews in other airlines are suffering injuries from opening a certain kind of aircraft door. The request provides an e-mail link through which replies can be sent directly to the union making the request.

The next major stage of development will be installing links to the web pages of other unions and other aviation organisations. This means you will be able to follow an issue of interest not only right through our web but into the web pages of different unions or organisations such as ICAO. Currently all materials on the web page are in English. It remains an issue for future discussion what facilities there may be for other languages.

If nothing else, says Howard, the site is a tremendous advert for the ITF. If anyone wants to know what we do in civil aviation they just have to look at the web site. It is just about the best picture they can get. Have you looked at it yet?

Organising drives are paying off in the USA, with ITF affiliates among unions recruiting new groups of transport workers – New York limousine drivers and San Francisco cyclists.

Things are looking up for the US trade union movement, with membership showing a 100,000 increase last year. This reverses a trend of steady decline in recent years and is attributed to the shift in resources towards basic union organising activities.

Transport unions are playing their part in the renaissance. For example, the Amalgamated Transit Union's membership increased by over 5,200 in 1998, bringing the total to almost 7,800 new members over the last two years. ATU membership grew from 155,786 in December 1996, to 163,481 in December 1998 – an increase of 5 per cent.

Unions are also breaking imaginative new ground in their organising activities.

Seven hundred "black-car" drivers at one of New York

US unions make inroads

City's largest limousine companies are headed for union membership, reports the US trade union centre AFL-CIO. Not only did Elite Limousine Co. recognise the ITF-affiliated IAM machinists' union as the drivers' bargaining agent in January, it signed a new contract which, for the first time, provides the workers with health insurance, among other benefits. The win at Elite is the first in the IAM's drive to organise the approximately 12,000 black-car drivers employed by 41 companies in New York.

And in San Francisco an-

other affiliate, the International Longshore and Warehouse Union (ILWU) – which organises mainly dockers on the West Coast – is recruiting the city's 1,000-strong army of bicycle messengers. The intrepid cyclists are employed by several courier companies, but are hoping that the ILWU's San Francisco Bicycle Messengers' Association will be able to negotiate an industry contract.

The USA's AFL-CIO trade union centre reports that union membership grew by more than 100,000 in 1998, taking the total from 16.1 to 16.2 million. Among the various states, California led the nation with a net increase of 87,000 union members.

Protests against violence to transport workers

Public transport workers in Europe are increasingly resorting to strike action in protest at the threat of violence – in some cases murder – faced by them at work.

In Norway, two cab drivers were shot dead in less than three months. On both occasions fellow drivers stopped work for several hours during the funerals as a mark of respect for their murdered colleagues. Taxi drivers in Madrid also staged a 12-hour strike in February after a fellow worker was fatally shot. Seven cab drivers have been killed in Spain since 1990. Also in February, one-third of public transport workers in Brussels walked off their jobs in protest after a train driver was assaulted at a tube station. In San Francisco, at least nine taxi drivers have been assaulted and one has been killed since October 1998.

Dr Duncan Chappell, who has co-authored an International Labour Organization book "Violence at Work", says that in the United States 184 of every 1,000 taxi drivers were on average threatened with violence between 1992 and 1996. The comparative figures for bus drivers during this period were 45 of every 1,000.

Statistics from the US Department of Labor show that 86 cab drivers were murdered on the job in 1992 and 97 in 1993.

In Australia the government and the taxi industry have made a concerted effort to enhance

the safety of taxi workers after a woman driver was murdered in 1995. A compulsory installation of plastic security screens in taxi cabs was introduced in New South Wales but it has proved to be very unpopular both with drivers and the travelling public. Dr Chappell says: "The participation of workers and their representatives is crucial both in identifying the problem and in implementing solutions."

The Norwegian Transport Workers' Union, whose member was killed last November, has proposed that:

- police should have a more visible presence in city centres at weekends, when most violent incidents take place;
- video cameras should be installed in taxis to relay pictures to the central taxi cab office;
- taxi ranks and cabs should be better lit to assist the driver in deciding whether to take a fare or not.

Meanwhile, the United Taxicab Workers' Union in San Francisco argues that in addition to renovating equipment, improving communications with vehicles and removing cash from drivers, "a purpose-built taxi designed for the comfort, convenience and safety both of passenger and driver and for environmental protection" must be developed.

'Statistics from the US Department of Labor show that 86 cab drivers were murdered on the job in 1992 and 97 in 1993.'

New Zealand bus workers stand firm against multinational operator

Victory in strike against non-union contracts

The New Zealand Tramway Employees' Union in Wellington scored a major victory on 13 January against City Hutt Valley, a subsidiary of UK-based multinational bus operator Stagecoach. On 18 December, the management locked out 60 members of the union for refusing to accept proposals which were, according to the union, virtually a "scab contract" for Cityline bus employees in Wellington and "death warrant" for the union. The members are now back at work with a revised contract guaranteeing all new employees the right to join the union.

In October, more than a month before the expiry of the existing contract, the company began to approach non-union drivers and succeeded in getting some of them to sign a new contract. Soon it began to offer only this contract to newly hired drivers.

In effect the new contract gave the company the right to stop employees becoming union members.

When the union held a meeting to discuss the situation, a company executive stormed into the room and ordered everyone to resume work. On a separate occasion, the company called for a police presence to monitor a union meeting.

In the end, union members voted to strike and demanded "constructive negotiations with a mediator".

On the second day of the strike, Cityline locked out the strikers and refused any further negotiations.

During the four-week dispute over the Christmas season, union members kept up daily picketing, thereby undermining the morale of scab drivers. The national labour centre and various un-

ions maintained overwhelming moral and financial support for the strikers. The union contacted the ITF and its unions representing Stagecoach workers in Europe. The British Transport and General Workers' Union expressed their grave concern to the Stagecoach group in the UK over the attitude of management in New Zealand.

On 8 January, the company gave in and agreed to talk. Within a week the union and the management had agreed to offer both the union and "scab" contracts to all new employees - who can get advice from the 50 newly appointed union delegates. The non-union contract was substantially improved as well.

Stagecoach insists that its philosophy is not anti-union and admits that a business will only be successful if it can establish good relations with the unions. The company has a European works council with Stagecoach unions from Britain, Finland and Sweden.

Unfortunately, this message did not reach far enough in time to avoid a bitter dispute.

Phil Griffiths of the Tramways Union says: "The dispute is now history. We learn from what happened and then take that knowledge into the future."

The union and the group have agreed to set up an open and frank dialogue on issues raised by the dispute. ☺



Members of the New Zealand Tramway Employees' Union - and their families - held out for four weeks.

Stand-off follows bitter Hungarian rail strike

A bitter dispute affecting Hungarian rail workers erupted in January when one of the country's three rail unions went on strike for four and a half days. The strike ended inconclusively, and its legality is currently being decided in the courts.

The Hungarian Free Trade Union of Railway Workers (VDSzSz) staged the strike from 4 January after the collapse of pay negotiations.

The VDSzSz, along with the Railwaymen's Union (VSz) and Locomotive Drivers' Union, had demanded a 21 per cent wage increase following years of agreeing to moderate rises, which, they argued, had allowed the national railways company, MÁV Rt, to keep operating costs down.

The other two unions accepted a 16 per cent average increase which favoured certain groups, such as loco-

otive engineers - whose pay increase would reach almost 21 per cent. The VDSzSz said it could not be party to such an agreement because of its discriminatory nature.

Relations deteriorated badly during the strike, with management putting intense pressure on employees to stop them joining the action. Pressure on the union was increased after the sudden death of MÁV Rt's general manager, who had been in charge of the negotiations. The management and some politicians used his death to sway public opinion against the strike.

The Budapest Labour Tribunal judged the strike illegal, and the VDSzSz strike committee was forced to suspend the strike on 8 January, though the union is now challenging the court ruling.

During the dispute, the national labour centre LIGA fully supported the VDSzSz. Many railway workers of VSz joined the strike. ☺



Combating road haulage crime

Commercial goods transport by road has always been a target for criminal activity, whether theft of vehicles, theft of goods from vehicles, in both of which attacks on drivers may occur, or more sophisticated forms of crime involving fraudulent manipulation of transit guarantee schemes.

In Europe, a substantial increase in crime was noted in the mid-1990s following the political changes in central and eastern European countries and the beginnings of market economy systems. These factors created a strong upward trend in all forms of crime, not all of which was attributable to the increase in east-west traffic.

In April 1997 the European Conference of Ministers of Transport (ECMT) adopted a resolution on crime in international transport, which sought to combat crime through a wide range of measures. On 27 January this year the ECMT organised a one-day meeting in Paris to review developments since April 1997 and discuss what action is still required. The ITF was represented by Assistant General Secretary Graham Brothers.

The first point which must be noted is that reliable international statistics are hard to assemble, due to reporting inconsistencies and different systems of collation and definition. According to Elaine Hardy of the European Vehicle Theft Research Programme, of the total of some 200 million vehicles in circulation in Western Europe alone, including about 2.4 million heavy goods vehicles, between 1.5 and 2 million are stolen each year. However, while overall theft of vehicles has declined by some 2 per cent per year, theft of trucks has increased by some 3.5 per cent annually.

A breakdown of the nature of thefts shows that in 41 per cent of cases the vehicle and load were stolen together, in 38 per cent the load was stolen from the vehicle and 4 per cent were hijackings. The average values of the thefts were – hijackings: 268,000 Euros; load

stolen with vehicle: 90,000 Euros; load stolen from vehicle: 16,400 Euros.

From the ITF's point of view, we are particularly concerned that further measures are taken to provide more secure truck stops and to improve security standards at existing ones, so that drivers can be assured of being able to take their daily rest period safe from the threat of attack.

A guide to secure parking areas first produced by the IRU and ECMT in 1997 is to be updated and ways to ensure its effective distribution to international drivers are being studied. The meeting also recommended that the ECMT examine the possibility of establishing a classification system for truck stops and lorry parks, taking into account standards of protection provided as well as amenities.

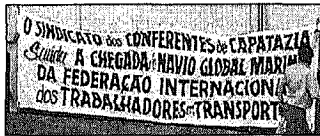
'From the ITF's point of view, we are particularly concerned that further measures are taken to provide more secure truck stops and to improve security standards at existing ones, so that drivers can be assured of being able to take their daily rest period safe from the threat of attack.'

Slovenian anniversary

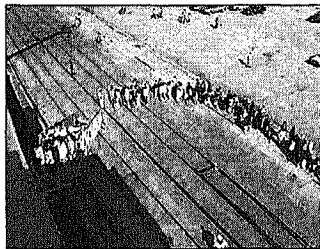
The Slovenian Locomotivemen's Union (SSSlo) celebrated its 10th anniversary at a colourful ceremony in Ljubljana on 30 January. The union was founded in 1989 on the basis of strike committees formed within the official union organisation of the former Yugoslavia. It paved the way for the establishment of independent trade unionism on the railways and other modes of transport. The SSSlo joined the ITF on 1 July 1991, the first Slovenian union to affiliate internationally. ITF Assistant General Secretary Graham Brothers and former ITF President Eike Eulen both congratulated the union on its achievements. Also present were representatives of Austrian, Croatian, German, Hungarian and other Slovenian affiliates. The President of the SSSlo, Slavko Kmetić, presented commemorative certificates to his co-members of the strike committees. ■

Global Mariner rounds the Horn

The ITF campaign ship continues its world voyage to highlight the scandal of flag of convenience and sub-standard shipping...



■ Welcoming banner in Santos.



■ Quayside queue in Montevideo.



■ Crowds wait to board in Talcahuano.



Rio de Janeiro, Brazil, 15 December

Minister voices support

The *Global Mariner* arrived at Rio de Janeiro in torrential rain. The tropical storm made it impossible to open the exhibition until the following morning. By the following morning the weather had completely changed and the exhibition opened in bright sunshine, and the first day saw almost 400 people come on board. On the second day there were 1,000 visitors.

On the following day Brazilian Minister of the Navy, Admiral Mauro Cezar Pereira, visited the vessel. The Minister made a speech in support of the *Global Mariner's* voyage, making the point that although profit is important, it must not be made at the expense of people. He then took questions from the media.

The final day in port saw some 450 people visit the ship. Despite the uninviting weather, the total number of visitors in Rio was 1,790, bringing the running total to over 119,400.

The pilot and tug services were provided free of charge and only 50 per cent of the usual berthing fees were charged.

Santos, 20 December

Public and media interest

Although the exhibition only opened to the public at 16:00 on the first day, over 640 people came on board. During the next two days, despite the pouring rain, over 2,000 people visited the ship, bringing the total in Santos to 2,710 and the running total of visitors to over 122,000.

Media coverage in Santos was broad, with extensive local and national television coverage of the ship's visit, including interviews with ITF staff. Local newspapers (A Tribuna and the Jornal da Orla) also carried in-depth articles.

Rio Grande, 26 December

TV boost

The first day saw over 300 people visiting the exhibition, but television coverage that evening brought larger crowds the following day – over 1,400.

Buenos Aires, Argentina, 1 January

Spreading the word

Almost 10,000 people visited the exhibition during the five days it was open in Argentina, bringing the total number of visitors so far to 133,757. Berthed close to the passenger ship terminal, in front of the city, the *Global Mariner* was a bustling centre for activity throughout its stay. A stream of media and dignitaries came and went from the ship. At an opening press conference TV stations filmed Juan Manuel Palacios, General Secretary of the Unión Tranviarios Automotor, who is also ITF Vice President for the Latin American and Caribbean Region, and Capt Marcos Castro, President of Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante, talking about the issue of flags of convenience.

One enthusiastic volunteer from a local union was determined to spread the word about the *Global Mariner*. Wearing a sandwich board of posters he waved down traffic in town to hand out invitations to the ship. His tactics clearly worked!

Montevideo, Uruguay, 6 January

Holiday spirit

When the *Global Mariner* arrived the local unions warned the crew that it was summer holiday time in Uruguay and many people had left the city, so they did not expect a high number of visitors. For the first

day it seemed they were right, only 647 people came on board. But over the next days the number of people coming on board slowly climbed until Sunday, when the number was so high that the queue snaked all the way along the length of the ship – almost 4,000 people came on board in one day. The merchandise container was really busy, it was all hands on deck as the crew gave out balloons and flags as it seemed that everyone who came on board wanted a memento of their visit.

Talcahuano, Chile, 16 January

Welcome to Chile

Crew members from the *Global Mariner* gave food to the crew of an abandoned flag of convenience vessel in the ship's first port of call in Chile. The Maltese-flag *Prams Kunti* has been in Talcahuano since early October. The ship had been inspected by Chilean port State authorities and was revealed to be seriously sub-standard. Problems included missing fire hoses, rotten winches and badly rusted hatch covers.

The crew has received no wages since the end of August and the owner did not respond to requests that their back pay be paid. The owner had raised hopes that a charter would be found for the vessel, but nothing came of it.

The ship was finally abandoned by the owners (the beneficial owner is Prams Water Shipping Co, based in Miami in the USA) and money for supplies, including fuel, stopped. The ratings (mostly from South and Central America) returned home some time ago, leaving only the Latvian and Russian officers on board.

The crew has been dependent on donations from the people of Talcahuano, organised through a Chilean affiliate of the ITF, SIPROMAM.

While the *Global Mariner* was in Talcahuano, ITF representatives visited the ship and offered to repatriate the seafarers left on board. The offer included a cash advance of 20 per cent of their outstanding wages with an additional payment of US\$200 pocket money. The crew accepted the offer and Alfredo Albarran (ITF Inspector in Chile). When the vessel is auctioned it is expected to generate enough money to ensure that the crew get 100 per cent of their outstanding wages.

The response of the people of Talcahuano to the *Global Mariner* was overwhelming and in two and a half days more than 9,000 people came on board.

Valparaiso, 22 January

Ordered from port

At about 18:00 local time on 22 January, three Chilean military police officers boarded the ship and removed protest banners hanging over the side without the permission of the captain, the Chilean unions or the ITF.

One of the banners had been put in place by dock workers protesting about job losses in the port industry. The ports in Chile are currently being privatised and workers are being laid off and taken back only on a casual basis. The banner, which reads "The dockers and their families will suffer the effects of unemployment – Mr Frei (the Chilean President) please answer" and another about fisheries policy, were part of a peaceful protest, supported by 70 different Chilean unions.

Only the swift intervention of the master, Dave Enever, and the presence of a video camera stopped the police. Capt Enever then insisted that the banners be replaced and helped the dock workers hang them in their original positions.

SHIP'S LOG

The captain was later informed by the ship's agent that the military and the coastguard would force the ship to leave port and Chilean territorial waters if the banner was not removed. The unions decided that the banner should be left in place.

The dock workers' banner had also caused a stir earlier in the day when it was first displayed on the side of the vessel facing Valparaiso. The authorities informed the Chilean ITF representatives that unless the banner was removed, the public would not be allowed on the ship.

A large crowd had by then gathered at the gates, waiting to see the ship but the people were locked out by the authorities. It was only when the authorities were told that stopping the public seeing the vessel could lead to a strike in the port that their decision was reversed. The waiting public then flooded into the dock and there was a queue the length of the ship for the whole afternoon.

There were however, no further visits from the police, the banner stayed in place and the ship stayed in port.

The public welcome for the vessel was staggering – over 27,000 people came on board.

San Antonio, 26 January

New tactics

The crew of the *Global Mariner* joined forces with port unions to force the owner of a flag of convenience vessel to pay wages owed to the crew.

The Cypriot-flagged *Epic* (owned by Norfolk Shiptrading, Greece) was in San Antonio taking on a cargo of rice. Although the owner of the vessel had an agreement with the ITF guaranteeing a minimum wage for the crew, an inspection by Chilean ITF representatives revealed that this agreement was being ignored. Some of the Greek officers were being paid the full amount, while many of the Filipino crew members were getting only 50 per cent of the wages they were entitled to.

On request, the owners confirmed that there was an ITF agreement in place but did not mention any payment of the outstanding wages of approximately US\$80,000.

Using new tactics, the ITF ship launched a fast rescue craft, which put a cordon of orange buoys around the *Epic* with the help of two fishing vessels. On shore, dockers loading the ship stopped work, and union representatives and crew members of the *Global Mariner* protested on the quayside.

The ITF eventually received written assurances from the captain, on behalf of the owners, that the money would be paid to the crew on arrival in Iquique, the next port of call. This was accepted, as the *Global Mariner* would be following the *Epic* to Iquique, and further action would be taken on behalf of the crew if necessary.

Over 20,000 people visited the exhibition in only two and a half days. Massive queues built up along the quayside during opening hours, and the record for the greatest number of visitors in a day was surpassed – with over 11,000 people on Wednesday.

Iquique, 31 January

Claim settled

Berthed opposite the *Global Mariner* in Iquique was the *Epic*, which had only days before been the target of ITF attention in San Antonio. The ITF was on hand to ensure that the company kept its word.

Second officer Miren del Olmo, together with Miguel Oses, ITF Co-ordinator in Chile and Dave Enever, the master, visited the ship and sat with the



captain of the *Epic* and witnessed the crew receiving back payments totalling US\$66,000.

After only one and a half days opening there had been 11,268 visitors. The count in Iquique brought the total for the four port visits in Chile to a staggering 68,950. This was in part due to the genuine interest of the Chilean people, but also helped by the imaginative and comprehensive publicity campaign run by the Chilean ITF affiliates, co-ordinated by Hector Azua and Miguel Oses.

The total number of visitors for the tour has now climbed to 208,557.

Guayaquil, Ecuador, 5 February

Record broken

Luis Escudero, President of UGEME, the Ecuadorean seafarers' union, had estimated that the visit would attract about 4,000 visitors to the ship.

However, at the close of the first day of opening 1,885 visitors had already been on board.

Even though the signs the day before had been encouraging, no-one was prepared for the huge number of visitors who flooded the ship on Sunday. By 11:00, 4,000 had already been on board. At 15:30 with a total of 8,000 people for the day so far, the ship had to close for 30 minutes to clear the masses from the decks. At 18:00 Guayaquil became the port for the highest number of visitors in one day. Five-year-old Christina Soledad Guaman Mejia was the 11,481st visitor on board, which meant that the record set in San Antonio, Chile, was broken. To mark the occasion, she was presented with a fluffy Al Ross and an Al Ross t-shirt. Final day visitors numbered 3,944, bringing the total for Guayaquil in only 20 hours to 17,908.

All harbour fees, tugs and security charges were waived by the port authority which was very much appreciated by UGEME whose finances are such that all the officers of the union are unpaid.

■ Five-year-old Christina Soledad Guaman Mejia with ship's mascot Al Ross. The cuddly toy was presented to her for being the 11,481st visitor in Guayaquil, breaking the record for the number of visitors in one day.



■ One of the banners which annoyed the authorities in Valparaiso.



■ ITF buoys are laid around the *Epic* in San Antonio in the protest over wages owed to the crew.



PEOPLE

■ **Eric Falempin** was elected as the new General Secretary of the French FO Railway Workers' Federation at the union's seventeenth Congress. He succeeds **Jean-Jacques Carmentran** who had decided after 14 years at the head of the union not to stand for re-election.

■ **Peter Küng**, National Secretary of the Swiss Transport and Commercial Workers' Union VHTL, retired at the end of January. Küng has been for many years a prominent VHTL official; he was elected President in 1975, at the age of only 34, and held the presidency until 1995, when he took up his current post.

MEETINGS

- European Seafarers' Regional Committee Steering Committee, London, 7 April
- Regional Representatives meeting, London, 15 and 19 April
- Civil Aviation Health and Safety Working Group and Conference for Cabin Crew and Check-in Staff, Amsterdam, 20-22 April
- Education Working Party, London, 20 April
- Management Committee, London, 21 April
- Executive Board, London, 22-23 April
- Fair Practices Committee Steering Group, London, 26-27 April
- Dockers' Section Committee, London, 28-29 April
- Alpha Solidarity Airline Alliance meeting, Istanbul, 7 May
- Road Transport Workers' Section meeting plus Taxi and Telematics Working Groups, London, 11-14 May
- European Seafarers' Regional Committee, Limassol, 12-13 May
- European Inland navigation flag of convenience meeting, Prague, 26-27 May

■ **Sasa Milosevic** has been re-elected President of the Independent Union of Workers in Maritime Shipping Trade and Transport of Montenegro, together with **Tomislav Markolovic** and **Zoran Ostojic** as Vice Presidents.

■ **Sotiris Mourikis** and **Stavros Giannopoulos** have been elected President and General Secretary of the Greek Flight Attendants' Association (EISF), together with **Yiannis Vontetsianos** as the new EISF's International Relations Representative.

■ **Bill Noonan** is the new Federal President of the Transport Workers' Union of Australia. Noonan was previously the TWU's Victoria state secretary.

■ **Adams Oshiomole** has been elected the new President of the Nigerian Labour Congress (NLC) Oshiomole, a former NLC vice president, is currently General Secretary of the Textile and Garment Workers' Union of Nigeria.

■ **Dr Pan Shih-wei** has been elected General Secretary of the Chinese Federation of Labour (CFL) in Taiwan, succeeding **Chiu Ching-Hwei**, who has retired. Dr Pan was previously General Secretary of the Taiwan machinery workers' trade union federation and director of international affairs of the Taiwanese committee of the International Metalworkers' Federation (IMF).

■ **Igor Pavlov** was elected as the new President of the Sea-

farers' Union of Russia (SUR) at the SUR Extraordinary Congress held in St Petersburg in January. The two new Vice Presidents elected by the congress are **Yuri Sukhorukov** and **Igor Kovaltchuk**. The SUR is now based in St Petersburg.

■ **James Pearsall** succeeds **E Mallia** as President of the Malta General Workers' Union (GWU). New Vice President, replacing Pearsall, is **Saviour Sammut**. **Tony Zarb** is the incoming GWU General Secretary, taking over from **Jack Calamatta** at the General Congress on 1 October.

■ **Fausto Arellano Reyes** has been elected General Secretary of the Mexican Merchant Navy Officers' Association, succeeding **Flavio de J Reyes Morales**.

■ **Jorge A Sansat** has been re-elected General Secretary of the Argentinian ground staff union UPADEP and **Hector Antonio Rodríguez** Assistant General Secretary.

■ **Arief Soemadji** and **Hanafi Rustandi** of the Indonesian seafarers' union Kesatuan Pelaut Indonesia (KPI) have been elected chair and secretary of the ITF Co-ordinating Committee in Indonesia.

OBITUARIES

■ **S Krishnan**, General Secretary of the Madras Port Trust Employees' Union, died on 11 January.

■ Former ITF telephonist **Betty Stonebridge** died on 31 January while staying with her sister in Spain. She was 71. Betty started work with the ITF in June 1977 and worked for the Federation for nearly 10 years, retiring in April 1987.

Memorial service

A memorial service was held in Helsinki on 13 January for recently retired ITF Finnish Co-ordinator and Finnish Seamen's Union International Secretary **Lauri Heinonen**. The ITF was represented at the ceremony by Seafarers' Section Secretary **Jean-Yves Legouas**.

ITF

HEAD OFFICE

49/60 Borough Road,
London SE1 1DS, United Kingdom
Tel: +44 (171) 403 2733
Fax: +44 (171) 357 7871
Telex: (051) 8811397 ITF LDN.G
Email: mail@itf.org.uk
Website: <http://www.itf.org.uk>

AFRICAN REGIONAL OFFICE

PO Box 66540, Nairobi, Kenya
Tel: +254 (2) 44 80 19
Fax: +254 (2) 44 80 20
Email: itf@nbnnet.co.ke

AFRICAN FRANCOPHONE OFFICE

c/o SUMAC, 01 BP 75,
Ouagadougou 01, Burkina Faso
Tel: +226 43 63 91
Fax: +226 43 66 10
Email: itfwak@fasonet.bf

ASIA/PACIFIC OFFICE

c/o Toko-Kaikan, 3-1-35 Shibaura,
Minato-ku, Tokyo 108-0023, Japan
Tel: +81 (3) 3798 2770
Fax: +81 (3) 3769 4471
Email: QWK11030@nifty.ne.jp
Website:
<http://www.bekkoame.or.jp/itfjpn>

ASIAN SUB-REGIONAL OFFICE

12D College Lane,
New Delhi 110001, India
Tel: +91 (11) 335 4408
Fax: +91 (11) 335 4407
Email: itfindia@del2.vsnl.net.in

PHILIPPINES FLAG OF CONVENIENCE CAMPAIGN OFFICE

3rd Floor, Rosita Tam Building,
1661E Rodriguez Avenue,
Quezon City, Philippines
Tel: +63 (2) 727 3625
Fax: +63 (2) 416 7991
Email: cuevaitf@mozcom.com

EUROPEAN SUB-REGIONAL OFFICE

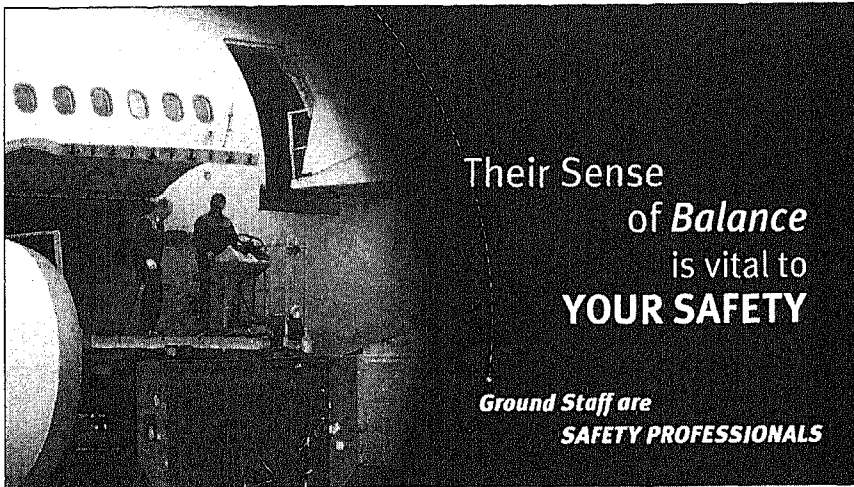
c/o ITURR, 21 Sadovo Spasskaya,
107217 Moscow, Russia
Tel: +7 (095) 262 2995/5873
Fax: +7 (095) 923 8831
Email: itur@orc.ru
Website: <http://www.itf.ru>

INTERAMERICAN OFFICE

Avda. Presidente Vargas 446/603,
20085-900 Centro, Rio de Janeiro,
Brazil
Tel: +55 (21) 233 2812/263 1965
Fax: +55 (21) 283 0314
Email: itforgbr@ax.apc.org

USA FLAG OF CONVENIENCE CAMPAIGN OFFICE

Suite 400, 1101 17th Street NW,
Washington DC 20036, USA
Tel: +1 (202) 955 8347
Fax: +1 (202) 955 8364
Email: itf_was@ari.net



Their Sense
of *Balance*
is vital to
YOUR SAFETY

**Ground Staff are
SAFETY PROFESSIONALS**

When your luggage is loaded on to an aircraft it is being handled by people who make it so easy for you to place it for the safe and efficient loading of the aircraft. There is a whole team of airport workers' baggage and cargo

handlers, dispatchers, refuellers, maintenance mechanics, and others who service the aircraft on the ground. They have to work in a difficult environment. Their jobs are to make your flight safe.

The people who carry out these jobs are safety professionals. The International Transport Workers' Federation believes they must be recognised and trained to uphold high operational standards.



The International Transport Workers' Federation is the largest union of transport workers in the world, representing over 10 million workers in 100 countries.

■ A new poster has been produced as part of the campaign to win proper recognition for the safety role of civil aviation ground staff.

PUBLICATIONS

The following new publications are available free from the ITF...

What are FOCs?

A4 leaflet, published 1999

Aimed at anyone interested or involved in life at sea, this leaflet explains what flags of convenience (FOCs) are, which countries use them, and why the ITF is campaigning for their abolition. In particular, it looks at the impact of FOCs on seafarers – who endure low wages, poor on-board facilities, and suffer stress and fatigue as a result of the flag of convenience system – as well as the appalling health and safety record of FOC vessels, their lack of regard for international maritime regulations and their high casualty rate.

Civil Aviation Review

A4, 20 pages, published 1999

Aircraft cabin design, labour flexibility and occupational health and safety are just some of the subjects covered in the latest issue of Civil Aviation Review, the annual summary of news stories and features about the work of the Civil Aviation Section. The booklet provides a useful overview of activities, campaigns and policy – bringing together stories included in the Federation's flagship publication, ITF News – and goes some way towards describing the extensive programme of work undertaken by the section.

Bus Drivers' Alert

A5, 16 pages, published 1998

The relationship between stress and health: a guide for organisers and shop stewards in the bus industry

Bus driving is a high risk occupation. Unreasonable working hours, poor cabin design and a lack of autonomy result in high levels of stress, absence due to sickness and ultimately ill-health and disability retirement. This booklet looks at how improvements in the physical comfort

and safety of drivers, changes in shift patterns, and better worker consultation procedures can not only make drivers healthier but also reduce costs for employers.

Also available...

Maritime Safety A series of nine posters warning of the dangerous consequences of ignoring basic health and safety concerns on board ship. From the need to wear a hard hat and safety glasses, to testing for dangerous gases, they provide an illustrated guide to good practice for seafarers.

Proceedings of the 38th Centenary Congress, London 1996 Since 1896, the ITF's affiliates have been coming together to improve their members' working conditions and defend their trade union rights. This publication records the extraordinary Congress held to mark the Federation's 100th birthday and is both a commemoration of the ITF's past and a celebration of its future.

Proceedings of the 37th Congress, Geneva 1994 A report of the ITF's 37th Congress including the key decisions taken, action programmes agreed, and who the main contributors were.

To order any of the above, or for a full list of materials available, please contact: Information and Policy Department, International Transport Workers' Federation, ITF House, 49-60 Borough Road, London SE1 1DS.

Telephone: +44 171 403 2733.

Fax: +44 171 357 7871.

Email: mail@itf.org.uk

An updated list of materials is also included on the ITF's web site at: www.itf.org.uk/publist.htm

**International Transport
Workers' Federation**

**Fédération internationale
des ouvriers du transport**

**Federación Internacional de los
Trabajadores del Transporte**

**Internationella
Transportarbetarefederationen**

國際運輸勞連

**Internationale
Transportarbeiter-Föderation**

**МЕЖДУНАРОДНАЯ ФЕДЕРАЦИЯ
ТРАНСПОРТНИКОВ**

