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Supplement : ICFTU May Day Manifesto

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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ITF Road Transport Workers discuss working hours

A full Conference of the ITF Road Transport Workers' Section was held in Vienna from 16 to 18 March 1976 under the chairmanship of Hans Ericson, Section Chairman. The meeting approved the Steering Committee's proposed draft of a future ILO Convention to replace the outdated Convention No. 67, which will form the basis of future ITF approaches to the ILO on working hours and rest periods of lorry drivers. The next task before the Section will be the revision of the European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport (AETR), the main concern being the firm regulation and definition of working time.

EUROPE

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European Committee of the ITF inaugurated

Some 80 representatives of ITF unions in 15 European countries met in Vienna on 19 and 20 March for the first meeting of the European Committee of the ITF. The setting-up of the Committee had been decided by the ITF Executive Board in November after consultation with European affiliates had confirmed a need on their part for a forum within which matters affecting European transport workers could be discussed. Specifically, the Committee's terms of reference are to "deal with all matters of transport policy as they affect the member organizations of the ITF in Europe, including EEC decisions which affect unions of non-EEC countries."

The Committee devoted much of its first meeting to a general review of developments of concern to workers in the various branches of the transport industry, each being the subject of a report and subsequent discussion. The Secretariat was entrusted with the task of following up the conclusions that emerged.

Particular attention was also paid to the situation in Spain and the following resolution was unanimously adopted:

"This European Committee of the ITF, meeting in Vienna on 19 and 20 March 1976,

NOTES WITH CONCERN the Spanish Government's continuing imposition of military jurisdiction over the Spanish railways, merchant marine, deep-sea fishing and civil aviation industries and the Madrid Metro as evidenced by Decree No. 47/1976 of 6 January 1976 concerning the exercise of military jurisdiction on the RENFE which, among other provisions, prohibits absolutely meetings of railway workers;

NOTES ALSO that, being under military jurisdiction, any workers organised in free trade unions undertaking industrial action for any purpose are liable to be imprisoned for up to 30 years;

CALLS ON the Spanish Government to give concrete evidence of its expressed desire for democracy by abolishing military jurisdiction in the transport industries and by recognizing the right of Spanish workers to organize free trade unions;

FURTHER CALLS ON the transport workers' unions in the EEC to use all their influence with their governments so as to ensure that no trade agreements are concluded between Spain and the European Community and that Spain is not admitted to membership of the EEC before the restoration in Spain of the substance, and not merely any outward show, of democracy; and

RESOLVES to support the Federación Nacional de Transportes of the UGT in a campaign to secure full trade union, democratic and civil rights for Spanish transport workers and to abolish military jurisdiction and state-controlled trade unions in the transport industries."

Fritz Prechtl (President of the ITF and of the Austrian Railwaymen's Union) was unanimously elected as Chairman of the Committee. The four Vice Chairmen are to be Henrik Aasarød (Norwegian Seamen's Union), Jack Jones (British Transport and General Workers' Union), Peter Küng (Swiss Transport and Commercial Workers' Union) and, ex-officio, the President of the Committee of Transport Workers' Unions in the European Community (the "Brussels Committee"). The Chairman, Vice Chairmen and the General Secretary (or his representative) will form the Committee's Presidium.

TRANSPORT

AUSTRIA

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Government to impose new restrictions on the carriage of dangerous goods by road

An important bill which should minimize the dangers arising from the carriage of hazardous cargoes by road will be introduced in the Austrian parliament in the autumn. The bill if it becomes law will apply to explosives, cartridges, fireworks, liquefied gases, inflammable and self-igniting substances as well as to poisonous, radioactive, corrosive and nauseous cargoes. Vehicles entering the country will be inspected at the border and tachographs will be obligatory. (Many accidents are caused by tired drivers.) It will be possible to ban such vehicles from passing through large cities and specially protected areas where stocks of water are held and to impose temporary bans on busy holiday routes during the summer. A driver who is responsible for an accident will be subject to a fine of between 200,000 and 600,000 Austrian schillings (this is intended to cover the expenses of the fire services), with the vehicle being impounded until the money is paid.

The ITF-affiliated Austrian Transport Workers' Union (HTV) has welcomed the proposed legislation, although it would prefer to see the system of fines replaced by higher insurance premiums payable by the road transport undertakings. The union is further of the opinion that all road transport drivers should receive adequate vocational training and that an additional course leading to a special licence should be provided for drivers of dangerous cargoes.

NETHERLANDS

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New study centre for lorry drivers opens

A new study centre for lorry drivers was officially opened last month at Lunteren in the Netherlands. The centre will accommodate 450 drivers taking part in a four-week course leading to the award of a diploma; and specialist training courses lasting nine days will also be offered for coach drivers and drivers of dangerous goods. The centre will be administered by a board comprising an equal number of employer and employee representatives, with technical instruction being imparted by a staff of full-time lecturers. The facilities provided for the trainees include lecture and recreation rooms, dormitories and a canteen.

TRADE UNIONS

INTERNATIONAL

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American Farm Workers renew boycotts against Californian growers

The United Farm Workers of America (UFW) have asked the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW) for international support following the UFW's decision to renew its boycott of the produce of the big Californian grape and lettuce growers.

The UFW has specifically mentioned Sun Maid Raisins, Sun Sweet Prunes and the Diamond produce. This action is the outcome of a successful move in the Californian State Legislature to block the supply of funds to the Californian Labour Relations Board which had been charged with the impartial administration of the Californian law introduced last year affirming the right of farm workers to organize and bargain collectively. The voting on union representation under that law had shown that the UFW enjoyed the support of the great majority of California's farm workers. The Board's rôle was still crucial, however, in building on that foundation and the determination of a reactionary group within the State Legislature to strangle the Board by refusing it further funds had again thrown the whole matter of farm workers' trade union rights into the balance.

In a letter to IFPAAW, Cesar E. Chavez, the UFW's President, has said that: "We have begun an international boycott of Sun Maid Raisins and the Diamond-Sunsweet company, which produces prunes and walnuts. The support of our brothers and sisters in Europe is crucial if we are to be successful in forcing these growers to tell their friends in the State Legislature to grant the funds for the Agricultural Labour Relations Board to begin functioning again.

An immediate need we see is to gain the support of the Common Market countries in effecting an embargo on these products. Any and all assistance you can give us to this end will be deeply appreciated."

In 1973 Europe took 67% of American exports of raisins, prunes and walnuts. Germany accounted for 14%, Great Britain and Italy for 8% each and Scandinavia for 17½%.

GREAT BRITAIN

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Seamen's leader calls for end to wage discrimination on British ships

Writing in his union journal, Jim Slater, general secretary of the ITP-affiliated National Union of Seamen, criticizes the British government's proposed new race relations legislation

on the grounds that it seeks to perpetuate a system of wage discrimination that has been practised on British vessels for over 150 years. He is referring to the fact that the bill retains an exemption from the 1968 Act, which allowed British shipowners to recruit foreign crews -- from India, Pakistan, China and, to a lesser extent, Africa --- and to pay them at rates which are lower than those agreed with the National Maritime Board for British seafarers.

Slater argues that if, as the shipowners suggest, 40% of the British foreign-going fleet can survive only by paying "cut-price" wages to its crews serious doubts must arise regarding the efficiency and indeed the desirability of this sphere of its operations. That higher wages do not preclude profitability, Slater says, is borne out by the fact that one British shipping company -- a major and long-established employer of Indian seafarers - has committed itself to manning all new tonnage with British ratings, while other shipowners are shifting their manpower source from overseas to Britain. Yet others have affirmed that their preference for non-European seamen was based on the nature of the trade not wage costs.

To concede the shipowners' argument, Slater states; that foreign governments will not countenance wage equality on British ships and would virtually outlaw the employment of their nationals on these vessels if it were introduced, is to recognize that these governments have de facto jurisdiction over conditions of employment on British vessels. Acceptance of the two-tier pay system also encourages the continued exercise of an undesirable form of job discrimination against British nationals.

#### NETHERLANDS

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#### Unions persuade road haulage company to pay up

Shortly before judgment was due in an action brought against the Goes forwarding company of Vieuften by the three trade unions in the Dutch transport sector, the company agreed to pay its employees certain moneys due to them under the collective agreement. The unions had established that the company had failed to make overtime payments and that it had not been paying subsistence allowances or irregular hours supplements to its employees and were demanding substantial fines for every day the company refused to concede these payments. In out-of-court talks with the union side the company's three directors agreed to see to it that the company made the correct payments to its drivers from 6 March and that a proper salary scheme was evolved by that date. The unions are to hold further discussions with Goes on compensation for the shortfall in wages since 1 January of this year.

The case is important in that it is the first time that the law has been used to persuade a major road haulage company to adhere to the collective agreement in an industry where strict observance of the letter of agreements is unfortunately a comparative rarity.

SOCIAL AND INDUSTRIAL NEWS

AUSTRALIA

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Cost-of-living increase for dock workers

Australian dock workers (members of the ITF-affiliated Waterside Workers' Federation of Australia) recently received pay increases of 6.4% as the result of movements in the consumer price index. This brings the weekly rate of an ordinary waterside worker in the permanent ports to A\$ 157.20 and that of mobile crane and forklift truck drivers to A\$ 164.90, representing increases of A\$ 9.50 and 9.90 respectively. Those on the top terminal rate receive an increase of A\$ 10.30 on the previous rate of A\$ 160.60. In the southern casual ports the hourly rate for ordinary waterside workers is increased to A\$ 4.8341.

The guaranteed minimum wage goes up from a maximum of A\$ 532 per four-week period to A\$ 566; and the noise rate as well as the enhanced rates for handling phosphate and sulphur cargoes are likewise increased by 6.4%. There is no change in the obnoxious cargo rate, an omission that will be raised in the course of the negotiations for the 1977/8 contract now in progress.

BELGIUM

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Supplementary pension for Belgian workers

Effective 1 January 1976, Belgian workers on retirement receive in addition to the state pension a supplementary pension payable by the Ministry of Social Security. To be eligible for the scheme, one must fulfil the following requirements:

- have been employed for at least fifteen years between 1 January 1947 and the date of retirement;
- have worked at least 185 days ( or have that number of working days accredited) in the year preceding retirement;
- have ceased all gainful employment with the exception of permissible casual employment (as for state scheme).

Pensioners receive 500 Bfrs per annum for each year of service since 1947 up to a maximum of 24 years (i.e. 500 Bfrs x 24 = 12,000 Bfrs). Those retiring before the normal pensionable age of 65 (60 for women) receive payment on a pro rata basis (the pension being reduced as for the state scheme). The supplementary pension will be paid to all persons retiring from the date of inception of the scheme, with an exception being made in that all those retiring between 1 April 1975 (the date the pension agreement was signed) and 31 December 1975 will also be eligible.

DENMARK  
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New pay rates for radio officers and catering personnel

New pay rates following movements in the prices index have come into operation for radio officers and catering personnel represented by the ITF-affiliated Danish Radio Officers' Association and the Ships' Catering Union respectively.

Typical rates (including allowances) for radio officers applied from 1 April 1976 are as follows:

Years of Service	Copenhagen and district, North East Zealand and Arhus	Rest of Denmark
1	5820.92	5761.41
5-6	6212.29	6152.78 kr.per
9-10	6824.58	6765.06 month
15-16	7272.44	7212.93
over 21	8094.53	8035.02

For the catering personnel, new rates effective 1 March 1976 give the following salary ranges (basic pay plus cost-of-living allowance): chief steward: 6293 kr to 7613 kr per month; cook 4629 kr to 4953 kr; messman and stewardess 3505 kr to 3725 kr. Overtime rates (per half hour) are: 23.64 kr weekdays and 30.01 kr Sundays and public holidays for chief steward; 16.72 and 21.40 for cook; and 12.66 and 16.21 for messman and stewardess.

FINLAND  
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Strike of foreign-going personnel ends

A strike of foreign-going personnel belonging to the four ITF-affiliated Finnish maritime unions (the Seamen's Union, the Ships' Officers' Union, the Radio Officers' Union and the Engineer Officers' Union) was called off at 10.00 hours on 10 April after the unions received assurances that their key demands, including one for improvements in the system of granting compensatory leave, would be met.

The crews of icebreakers (members of the Seamen's Union) staged sympathy action throughout the course of the strike.



They also struck briefly but are now back at work. Similar supporting action was given by the dockers, whose strike, begun on 3 April, is still continuing.

Full details of the settlement will be given as soon as they become available.

#### GERMANY

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#### Rail and air pay talks break down

The third round of contract negotiations between the ITF-affiliated German Railwaymen's Union (GdED) and the management of the German Federal Railways has proved inconclusive. The employers have refused to recognize the union's claim for a flat-rate increase for manual and clerical workers; they are also unwilling to improve on the unsatisfactory pay offer made to the union on 5 March.

Meanwhile, the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has announced that contract negotiations on behalf of Lufthansa's 25,000 ground staff and cabin personnel have failed. The union has rejected the airline's last offer of a 5.2% salary increase plus a single payment of 130 DM, with stewards and stewardesses and pursers and purserettes receiving smaller increases of 4.7% and 4.2% respectively. It had asked for salary increases of between 6.5 and 8.5% weighted in favour of the lower and medium salary ranges.

#### JAPAN

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#### Spring offensive gets under way

As part of the annual spring offensive, Japanese railwaymen's unions (including all ITF railwaymen's affiliates in the country) staged a nationwide 24-hour strike on 30 March, paralyzing long-distance and commuter rail services; while road transport operations were badly hit by a one-day strike of truck drivers. The railway unions are demanding substantial increases in pay, lower taxes, guarantees of full employment and improved unemployment pay and pensions benefits as well as the establishment of a national minimum wage. They are also seeking the legal right to strike for workers in the public service together with the cancellation of the punitive action against railway workers who participated in earlier strikes and the withdrawal of the claim for damages against the unions representing them (see ITF Newsletter No. 2 of 1976, page 12). (Long-distance rail services had already been hit by a one-day strike earlier in the month.)

A third wave of strikes is scheduled for the second week of April if no progress is made on the unions' demands before then.

MEXICO  
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Pay increases for serving and retired railwaymen

In the first-ever annual revision of salaries, the ITF-affiliated Mexican Railwaymen's Union (STFRM) has negotiated a 16% increase in pay for serving railwaymen with the Mexican National Railways, four regional railway companies and personnel employed by the Wagon Lits Company. Additionally, retired railwaymen receive an increase of \$100 per month, with pensions being increased by 5, 10, 15 and 20% for pensioners who have been retired for 6, 12, 18 and 24 years respectively.

SWEDEN  
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Negotiations for traffic personnel with Linjeflyg run into difficulties

Negotiations between the ITF-affiliated Swedish Commercial Employees' Union (HTF) and the internal airline Linjeflyg on working conditions of traffic personnel are proving extremely difficult. The union has made no headway on its demands for the introduction of a system of 5-day working followed by 3 free days, with the 5-day week being written into the collective agreement. The company has offered a package deal that the union finds unacceptable in a number of details. Linjeflyg would also like to abolish the cabin staff category by 1980, replacing it by a group of workers combining ground and cabin duties, a proposal which the union is steadfastly opposing.

The next round of negotiations is scheduled for the end of April.

UNITED STATES  
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New York bus and underground workers call off strike

A threatened strike of New York bus and underground workers employed by the New York Transit Authority and its subsidiary was averted on 1 April when the union representing the majority, the ITF-affiliated Transport Workers' Union of America, reached tentative agreement on a two-year contract only an hour before industrial action was due to begin. The new contract includes a cost-of-living clause giving a one cent increase in pay for each rise of three-tenths of a point in the consumer price index, with the first adjustment being made on 1 July. The authority has also undertaken to unfreeze pay increments and to set up a joint steering committee to look into ways of increasing productivity.

A few days later, a three-day nationwide strike of long-distance lorry drivers organized by the Teamsters (not an ITF affiliate) was called off when the union negotiators decided to commend to the membership a new three-year agreement worked out with representatives of the employers in the road haulage industry.

NEWS IN BRIEF

With effect from 1 January 1976 the 40-hour week applies to workers in the Belgian inland navigation industry. All additional hours will be paid at overtime rates.

Efforts are being made to prevent oil spilling from the broken hull of the 275,000-ton Liberian-registered and Greek-owned supertanker Olympic Bravery, which went aground recently off Ushant (France) while en route to be laid up in Scandinavia, from further polluting the island's shores.

The ITF-affiliated German Transport and Public Service Workers' Union (OeTV) has recently negotiated a new basic agreement for ground staff employed by Pan Am in Germany.

Talks between the ITF-affiliated Pan-Hellenic Seamen's Federation and the owners of Greek coastal passenger vessels on a new contract to replace the old one that expired at the end of 1975 have reached a crucial stage. Union demands include a claim for a 30% salary increase for officers and ratings; the incorporation of a cost-of-living bonus currently paid to ratings into basic pay; and a reduction in working hours to 40 per week.

Services at Rome's Leonardo da Vinci airport were badly hit on 25 March by a ground staff strike in furtherance of a demand that the category be covered by the same contract provisions as cabin and flight deck personnel. A 4-hour strike of cabin attendants and ground personnel at Rome and Milan airports took place on 6 April halting all Alitalia's domestic and international flights.

At the end of March the All-Japan Harbour Labour Union called a 24-hour strike to back up demands for a minimum wage and the introduction of a pension system.

The working week of Norwegian seamen is reduced to 40 hours with effect from 1 April 1976. Special compensation will be paid to seafarers who are required to work hours in excess of this figure.

Portuguese dockers in the port of Lisbon staged a series of 2-hour stoppages late last month in support of a call for changes in their work contract.

Portugal has joined the Inter-governmental Maritime Consultative Organization, becoming its ninety-fourth member.

Saudi Arabia and Surinam have joined the International Labour Organization, bring ILO membership to 128 states.

In accordance with legislation recently adopted by the US Senate foreign vessels lacking the requisite permit will be excluded from a 200-mile fishery conservation zone after 1 March 1977.

PERSONALIA

Albert Blyghton (National Legal Secretary of the Transport and General Workers' Union), Raymond Macdonald (Scottish Secretary, T&GWU) and Thomas Goff (Research Officer of the Merchant Navy and Airline Officers' Association) are among nine trade union representatives appointed to the British Employment Appeal Tribunal.

Erkki Koivisto, Director of Activities with the Finnish Radio Officers' Union since 1954, retired on 1 April. Brother Koivisto, who is 76, joined the union when it was first established in 1920 and has been a member of its executive for almost fifty years.

Ernest Mitchell has succeeded William Lindner as Director of the Air Transport Division of the Transport Workers' Union of America.

Bernard Raskin, PR Director with the National Maritime Union of America, retired recently.

Antonio H. Vizcaino, has retired from his post as Railwaymen's Secretary with the Rail and Transport Section of the Spanish General Workers' Union (UGT) which operates from Toulouse (France).

ERRATUM

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We regret that a false impression may have been created in the course of our report on the last meeting of the ITF Fair Practices Committee (Supplement No. 2 of February Newsletter). We refer to the paragraph reporting the rejection of a proposal made by the Greek Seafarers' Union (PNO). In fact, discussion of the PNO proposal regarding ITF recognition of Greek collective agreements on Greek-owned flag-of-convenience ships was postponed until after the next ILO Maritime Session in October. In the meantime, ITF policy remains unchanged: Greek agreements are not acceptable for the issue of ITF blue certificates.

FORTHCOMING MEETINGS  
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- Preparatory meeting on  
Training and Qualifications  
of Seafarers - Baltimore, 22-23 April 1976
- Seafarers' Section Manning  
Committee - Baltimore, 26-27 April 1976
- Railwaymen's Section Sub-  
Committee on Transport  
Policy - Utrecht, 11-12 May 1976
- Conference on Cooperation and  
Resource Utilization in  
Connection with Welfare  
Programmes for Seafarers - London, 18-19 May 1976
- Working Group "Rhine/Main  
Danube" - Basle, 20-21 May 1976
- Fishermen's Section Conference - Grimsby 21-22 June 1976
- Sub-Committee on Working  
Conditions of Railway Staff - London, 22-23 June 1976
- Seafarers' Section Conference - Early September 1976  
(provisional).

AFFILIATED UNIONS REQUIRING  
FURTHER INFORMATION ON ANY ITEM  
IN THIS NEWSLETTER MAY OBTAIN IT  
ON REQUEST FROM THE SECRETARIAT  
OF THE ITF

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ICFTU MAY DAY MANIFESTO 1976

Another May Day under the shadow of the world economic crisis. Though economists tell us that things are improving, though some factories which were on short time are once again in full production, this does not help the millions of unemployed who are near starvation in the developing world nor the countless young people in the industrialised countries who are haunting the labour exchanges or are finally glad to be shoved into some dead end job.

Workers of the world! You have a right to know what your trade unions are doing about this. For though the individual worker who finds himself out of a job may well feel helpless, unemployment is no natural disaster like an earthquake: it is man-made and can be overcome by man. Unemployment is but the symptom of a worldwide malady, the consequence of an economic system which nowhere yet fully satisfies the aspirations and justified demands of the workers. Instead of tackling this system itself, as the International Confederation of Free Trade Unions has been demanding for years, national governments have been content for the most part with half-hearted measures, tinkering with the symptoms. In fact, some of them have made things worse by acting on the tacit, or even openly admitted, assumption that a certain amount of unemployment is not a bad thing if you want to stop inflation. Some people go as far as to argue that full employment is a flexible term: a few percent of workless can be safely ignored. What an affront to free trade union policy!

The free trade union movement is not going to tolerate this kind of thinking. Our experts have gone to the root of the matter and have worked out both long- and short-term policies to combat unemployment as well as the other economic ills of the world. These proposals have been urged on national government and international bodies; our ideas have been fully set out in a document entitled "Economic Security and Social Justice", which was adopted last October by the ICFTU's World Congress in Mexico.

The essential point which all of us in the trade union movement must bear in mind is that since the economies of all countries are nowadays so closely bound up with each other and since unemployment is a worldwide problem it cannot be solved by national efforts alone. This is the reason why positive measures which have been taken by some governments - such as creating employment by public works programmes, stimulating investment and retraining of workers - have so far had only limited effects: it is not much good setting up new factories working for the export trade unless there is an assured market abroad for the goods produced. Indeed, by considering only the

national interest in fighting unemployment, governments may make things worse for the workers in other countries. Short-term measures such as restricting imports may sometimes be inevitable - as a long-term policy they cannot be accepted by our movement which is built on, and committed to, the international solidarity of the workers.

However, our claim to have better solutions for some of the world's economic troubles will be pointless unless it can be put to the test. In the developing world the trade unions themselves can do a great deal to carry out proposals which have already been successfully tried in some countries: by starting cooperatives and self-help schemes they can improve their own and their nation's economic position and create employment. In the industrialised countries where the unions are strong they must exert increasing pressure on their governments to act on our proposals. The International Confederation itself is persisting with its efforts to convince international bodies, and at long last we appear to be making an impact. Thus our demand for international and national laws to control the activities of multinational companies has been taken up by various inter-governmental organisations; if such legislation is passed it will go some way towards eliminating at least some of the causes of the present economic inequality and insecurity. At the same time the ICFTU fully supports the International Trade Secretariats' efforts to build up their own effective counterweight against multinational power.

The international free trade union movement has always given its strong support to the ILO's World Employment Programme, and we welcome the organisation's decision to hold a tripartite World Employment Conference in July. Unlike some intergovernmental organisations which approach these problems in a purely economic spirit, the ILO, under the influence of the workers' delegates, has always stressed the human aspect: its aim is now to ensure a decent standard of living for all people on this earth, by meeting their basic needs - food, shelter, clothing and public services such as water, sanitation, good roads, etc. Governments are asked to set targets so as to reach this goal by the year 2000. This is thinking very far ahead: we must see that we can speed things up, and the ICFTU intends to take a very decisive stand at that conference on behalf of the workers and the workless in all countries, but particularly those in the Third World.

One tragic consequence of the world economic crisis, of hunger and unemployment is that the forces of freedom are being weakened. Desperate and frustrated people, and particularly the young, are losing their faith in democracy and are apt to fall prey to those who offer totalitarian nostrums. The international free trade union movement has always been a firm upholder of the democratic way of life: this does not mean that we are committed to any particular constitutional system or that we necessarily consider

these institutions which were developed in the Western industrialised countries as the only possible guarantees of freedom everywhere. But we stand by our basic convictions that there must be government for and by the people and that the individual freedoms as laid down in the Universal Declaration of Human Rights are valid everywhere and for all time.

It is in this spirit that we have always supported the struggles of oppressed workers in countries suffering under dictatorships of whatever political hue. On this May Day our fervent wishes go out to our brothers in Spain whose long and heroic fight to regain their rights is now entering into its final phase. At this time more than ever the workers of Spain need our every help.

There can be no real economic security without the full observation of all basic human and trade union rights. Moreover, our fight for these aims is indissolubly linked with our fight for universal peace and disarmament. It is only in a world free from war or the dread of war that working people can live in security and preserve their human dignity. It is only by eradicating poverty, injustice and oppression - the root causes of all wars - that we can establish and maintain world peace. For years the ICFTU has been in the forefront in the struggle against colonialism and racialism. Time and again we have urged national governments to enforce the sanctions imposed by the United Nations against South Africa and Rhodesia with a view to obliging these countries to abandon their racist policies. Because all our warnings were ignored the world is now threatened with a war on racial lines. The international free trade union movement which is proud to unite under its banner workers of all colours and races in full equality is working together with all peaceloving people in the world to avert such a catastrophe, just as we have been using our influence in the Middle East to prevent a renewed outbreak of hostilities.

Workers of the World!

You know the ICFTU. You know what it stands for and what it fights against. It is up to you all to make this your own organisation ever stronger, so strong that its voice, your voice, carries the weight it should for the benefit of all mankind. Where there is a will there is a way. Forward with the ICFTU for Bread, Peace and Freedom.

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