



In case of reproduction, please mention source (ITF) · En cas de reproduction, veuillez mentionner la source (ITF) · Nachdruck bei Quellenangabe gestattet (ITF) · Var god ange källan vid eftertryck (ITF)

July 1976

IN THIS ISSUE

Page

News and Views from the ITF

ITF railwaymen's sub-committee revises Social Charter	63
ITF African Representative organizes seminars in Ghana, Liberia and Sierra Leone	63
Rhine/Main/Danube Working Group meets in Basle	64
ITF appeals for safe release of Air France passengers and crew	64
ITF condemns brutal police action in Soweto (South Africa)	65

Transport

International committee will promote seamen's sport	65
---	----

Trade Unions

British and Israeli unions defend jobs with Maritime Fruit Carriers	66
---	----

Social and Industrial News

Lufthansa pay talks end satisfactorily	66
Stage 2 pay offer to British seafarers	67
British merchant navy officers accept revised pay deal	67
British union signs first agreement with Arab shipowner	67
Greek coastal passenger vessel crews win improvements	68
Cost-of-living rise for Dutch merchant navy officers	68
Mediated settlement in Norwegian home trade	69
Higher rates for Norwegian seafarers in overseas trade	71
Important gains for Norwegian oil rig workers	72
SAS cabin attendants call off threatened strike	72
New contracts for TWA and American Airlines flight attendants	72

ITF Flag of Convenience Campaign

£9,100 back pay for crew of Divina	73
------------------------------------	----

<u>News in Brief</u>	74
----------------------	----

<u>Personalia</u>	75
-------------------	----

<u>Forthcoming Meetings</u>	75
-----------------------------	----

Supplement: ITF fishermen Agree Future Policies

NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

=====

ITF railwaymen's sub-committee revises Social Charter

The ITF Sub-Committee on Working Conditions of Railway Staff met in London on 22 and 23 June 1976. The main items on the agenda were the revision of the ITF Social Charter on the Rationalization and Modernization of Railways and an interim report on the ITF study of the effects on railway employees of technological change on the railways. The revised text of the Charter will be incorporated in the study, work on which will be completed by the end of the year.

AFRICA

=====

ITF Regional Representative organizes seminars in Ghana, Liberia and Sierra Leone

A one-week basic trade union seminar organized jointly by the ITF and the Friedrich Ebert Foundation was held recently in Kumasi, Ghana, with 31 participants from five ITF affiliates attending. The basic fundamentals of trade unionism discussed during the seminar included: trade union history; structure and functions of national unions and trade union centres; arbitration and conciliation; grievance procedures; duties of trade union officials; trade union communications (minute and report writing); trade union leadership and administration; and the history and functions of the ITF.

The ITF's African Representative Ben Udogwu was responsible, together with FES officials, for the organization and administration of this seminar. His busy programme of educational activities for the Region this year has also included two seminars for shop stewards in Liberia and Sierra Leone.

The Liberian seminar was attended by twenty-six shop stewards, who discussed such topics as dispute and grievance handling procedures; duties of shop stewards; Liberian labour laws; collective bargaining; duties of trade union officials, with special regard to organization; the ILO; and the history and rôle of the ITF. Special attention was given to the study of dispute and grievance handling techniques and the rôles of the ILO and ITF with regard to ILO Convention 87 on Freedom of Association.

Resolutions were adopted by the seminar participants calling on the Liberian government to end all infringements of trade union rights and deploring the rôle of Liberia in the maritime industry with regard to flags of convenience.

Twenty-eight shop stewards from the ITF-affiliated Sierra Leone Transport and Agricultural Workers' Union attended the Sierra Leone seminar in Makeni, Northern Province. The seminar covered such subjects as the basic aims of trade unions; the duties of trade union officials and organizers; trade union administration; interpretation of the union's constitution; trade union leadership; arbitration and conciliation; trade union finance; collective bargaining; structure and rôle of the ITF; structure and functions of the ILO; labour economics; and the structure of the Sierra Leone trade union movement.

Great emphasis was placed during the seminar's discussions on organizational and financial problems, the Union's constitution and the rôle of shop stewards. The union's collective agreements were also discussed in depth.

EUROPE
=====

Rhine/Main/Danube Working Group meets in Basle

Members of the Rhine/Main/Danube Working Group of the ITF Inland Navigation Section met recently in Basle, Switzerland. Section Secretary Johann Hauf reported on the various solutions to the problem of the future international regulation of traffic on the waterway put forward in the expert opinions that had been commissioned in Austria, Germany and the Netherlands. The Working Group pointed out that these studies ignored one important aspect, namely the use of 'flags of convenience' on the Rhine, and the Section Secretary was asked to conduct further investigations into this and other aspects of the problem.

FRANCE
=====

ITF appeals for safe release of Air France passengers and crew

Following the hijacking late last month after leaving Athens of an Air France airbus en route from Tel Aviv to Paris and its subsequent diversion to Entebbe airport, Uganda, the ITF issued two appeals, including one to the UN, for the safe release of the passengers and crew and for the arrest of the hijackers. The ITF has also demanded that ICAO should conduct an urgent examination into all aspects of the hijacking, with particular reference to security procedures.

SOUTH AFRICA
=====

ITF condemns brutal police action in Soweto

The ITF has despatched a strongly-worded cable to the South African Prime Minister Johannes Vorster condemning the brutal action of the police in opening fire in the South African township of Soweto on an unarmed group of young student demonstrators, who were protesting against the enforced use of Afrikaans as the language of instruction in black African schools. The cable also condemned the subsequent brute force with which the police stamped out the unrest in the days following the Soweto killings in this and other townships. "The mass killing of protesters," the cable states, "is indefensible by any civilized standard and will add further to the bitterness of the disenfranchized majority of South African citizens."

Earlier, the UN Security Council had issued a strong condemnation of South Africa for resorting to 'massive violence' and had called for urgent steps to eliminate apartheid and racial discrimination.

The South African government last week announced its decision to phase out the use of Afrikaans in black schools and to allow it to be replaced by English.

TRANSPORT

INTERNATIONAL
=====

International committee will promote seafarers' sport

As the result of a Norwegian initiative of some years standing, an international committee for seamen's sport was established at a conference held in Oslo earlier in the year. Seven countries -- Finland, France, Germany, Norway, Poland, Sweden and the USSR -- are represented on the committee, which aims to provide seafarers with improved facilities for practising sport when they are in port, as well as organizing international sports weeks and a world cup football competition for seafarers. Contacts will be established with existing national organizations active in the same field, other countries will be encouraged to join the international committee and the ILO will be kept informed of its work as it is hoped that this organization will one day take over the committee's responsibilities.

TRADE UNIONS

GREAT BRITAIN/ISRAEL

=====

Unions join forces to defend jobs with Maritime Fruit Carriers

The ITF has pledged its support to British and Israeli affiliates who have joined forces in an effort to resist any move that the Maritime Fruit Carriers shipping group might make to solve its financial troubles by transferring its vessels away from the flags of these two countries. Top priority will also be given to the protection of the jobs of seafarers of these two nationalities on MFC vessels. The unions involved are (in Britain) the National Union of Seamen and the Merchant Navy and Airline Officers' Association and (in Israel) the Seamen's and Sea Officers' Unions.

We now learn that the British government has stepped in and, as first mortgagee, taken possession through a London subsidiary of Marine Midland Bank of New York of six British-registered MFC reefers. These ships have been temporarily chartered to and will be managed by Salen of Sweden, thus ensuring that the vessels continue trading and that their crews have continuity of employment. The London merchant bank has taken possession of a seventh vessel; attempts by the bank, acting on behalf of the first mortgagee, to take over an eighth ship, the Labrador Clipper, have run into difficulties, although these are expected to be resolved shortly.

Meanwhile, the Danish Shipbuilding Credit Foundation has arrested three of the four British-flag reefers on which it has first priority mortgagee rights. The fourth vessel will probably be seized shortly.

SOCIAL AND INDUSTRIAL NEWS

GERMANY

=====

Lufthansa air pay talks end satisfactorily

Contract negotiations between the ITF-affiliated German Transport and Public Service Workers' Union (OeTV) and Lufthansa on behalf of 25,000 ground staff and cabin personnel have been successfully concluded. The OeTV has accepted the offer of increases of 5.2%

to 6.2% made by an independent arbitrator after earlier pay talks had failed (see ITF Newsletter No. 4, 1976, page 38). The award is weighted in favour of the lower and medium salary ranges, thus meeting a basic objective of union pay policy.

GREAT BRITAIN

=====

Stage 2 pay offer to seafarers

The level of the 1976 pay award to members of the ITF-affiliated National Union of Seamen will hinge on clarification of the date on which the union could be considered to have received its last "major increase", thus determining whether the new rates fall within the scope of stage 1 or the less generous stage 2 of the government's incomes restraint policy. Early this month, the owners offered a stage 2 increase of 5% subject to a minimum of £2.50 and a maximum of £4 per week, but the NUS, which believes that it has a strong case for an increase under stage 1 of the policy, is to seek guidance from the TUC before replying to the offer.

Merchant navy officers accept revised pay deal

Leaders of Britain's merchant navy officers have accepted the National Maritime Board's revised pay offer. Under the 1976 award, which is backdated to 1 June, merchant navy officers and all cadets over 18 receive the maximum permissible annual pay increase of £312, with the exception of officers currently earning between £8,189 and £8,499, whose annual rate goes up to £8,500, and those earning over £8,500, who are allowed no increases under the existing pay policy. Subsistence allowances are also raised to take account of increased costs.

An earlier pay offer made to the unions (who include the ITF-affiliated Merchant Navy and Airline Officers' Association and the Radio and Electronic Officers' Union) was rejected as the increases granted to cadets and higher-paid officers were felt to be inadequate (see ITF Newsletter No. 5, page 50).

First-ever agreement signed with Arab shipowner

British officers recruited to serve on vessels of the newly-formed Dubai Maritime Transport Company will benefit considerably from a comprehensive pay and conditions agreement -- the first of its kind to be reached with an Arab shipowner -- signed last month by the ITF-affiliated Merchant Navy and Airline Officers' Association. The union has won a closed shop agreement for its members, as well as pay scales, redundancy terms and fringe benefits which are superior to those on British-flag vessels. The MNAOA hopes to conclude similar agreements with other Arab shipowners shortly.

GREECE

=====

Crews of coastal passenger vessels win substantial improvements in pay and conditions

Under a strike threat from the ITF-affiliated Greek Seamen's Federation (PNO), the owners of coastal passenger vessels eventually agreed on 1 May to sign a new one-year pay and conditions agreement for PNO crews.^x Basic rates of pay are increased by 25 per cent for ratings (22 per cent for officers), with an increase in the cost-of-living allowance of drachmas 125, bringing the monthly rate to drachmas 625 (\$17.50). Sunday payments are improved from 11% to 14%, Christmas and Easter bonuses (worth an extra month and a half's salary a year) will in future be calculated on the basic rate plus Sunday payments, there are higher clothing and victualling allowances and two new allowances are introduced: one of drachmas 500 for vehicle handling on passenger/car tonnage and a 1,500 drachma administration bonus for masters, which is paid in addition to their new basic monthly rate of drachmas 18,703. The agreement also states that the eight-hour standard working day must fall between 06.00 and 22.00 hours.

A few days earlier, another agreement providing improvements of approximately 40% in take-home pay was negotiated by the PNO for its members on a number of small ro/ro vessels, mostly plying between Perama and Salamis. The deal also concedes the right to an unlimited overtime entitlement. (There was a previous limit of 70 hours per month.)

^xFor earlier details see ITF Newsletter No. 4, 1976, page 40

NETHERLANDS

=====

Cost-of-living rise for merchant navy officers

The rates of pay of merchant navy officers organized in the ITF-affiliated Dutch Seafarers' Federation (FWZ) have been adjusted to compensate for a recent upward movement in the cost-of-living index. (Such adjustments are permissible under the current pay freeze.) The new rates, effective 1 May 1976, are as follows:

Overseas trade - deck and engineroom officers

<u>service</u>	<u>lowest grade</u>	<u>highest grade</u>
starting	1440.90	3463.40
1	1475.00	3599.80
2	1509.10	3736.50
3	1543.20	3873.20
4	1579.10	4009.70
5	1616.50	4146.40
6	1654.00	4283.00
7	1694.20	4419.50
8	-----	4556.20
9	-----	4692.70
10	-----	4829.40

Home trade - all officers

Zone 1

<u>service</u>	<u>lowest grade</u>	<u>highest grade</u>
starting	1282.50	2188.70
1	1333.80	2276.20
2	1385.10	2363.70
3	1436.40	2451.20
4	1487.70	2538.70
5	1539.00	2626.20
6	1590.30	2713.70
7	1641.60	2801.20

NORWAY

=====

Mediated settlement for officers and ratings in the home trade

Members of the ITF unions organizing Norwegian seafarers in the home trade have voted to accept a new two-year mediated agreement, effective 1 April 1976. The agreement increases monthly rates by 4.56% plus 98 kr for officers and by the same percentage plus 91 kr for ratings (68 kr for junior seamen). Negotiations on new rates for the second contract year will begin prior to April 1977 and will take into account the economic situation prevailing at the time, as well as wage and price movements during the intervening period.

Other major improvements include: rate for work performed on Sundays and public holidays improved from 1/150 to 1/141; victualling allowance increased by 30 kr to 618 kr; sick pay and victualling allowance paid for up to 12 months to officers. Full compensation for the reduction in working hours to 40 from 1 April forms an integral part of the agreement.

The following are examples of the new monthly and overtime rates (in kroner):

Tankers

Deck and engine-room ratings	Starting rate		after 1 year		after 3 yrs		after 8 yrs	
	mthly start-ing rate	hrly over-time rate week-days	mthly rate	hrly over-time rate	mthly rate	hrly over-time rate	mthly rate	hrly over-time rate
Electrician	3756	26.65	3865	27.40	3973	28.20	4106	29.10
Carpenter) bosun)	3411	24.20	3495	24.80	3580	25.40	3701	26.25
AB) motorman)	3317	23.50	3401	24.10	3486	24.70	3606	25.55
OS	2726	19.35						

Cargo and passenger vessels

a) Deck and engine-room ratings	Starting rate		after 1 year		after 3 years		after 8 yrs.	
	mthly start-ing rate	hrly over-time rate week-days	mthly rate	hrly over-time rate	mthly rate	hrly over-time rate	mthly rate	hrly over-time rate
Electrician	3600	25.55	3709	26.30	3818	27.10	3950	28.00
Carpenter) bosun)	3274	23.20	3359	23.80	3443	24.40	3563	25.25
AB) Motorman)	3185	22.60	3270	23.20	3354	23.80	3475	24.65
OS	2629	18.65						

b) Catering personnel	Starting rate		after 1 year		after 3 yrs		after 8 yrs	
	mthly start- ing rate	hrly over- time rate week- days	mthly rate	hrly over- time rate	mthly rate	hrly over- time rate	mthly rate	hrly over- time rate
Chief steward (coastal trade)	3662		3749		3857		3990	
Steward (local trade) - no overtime	3448		3557		3666		3799	
Steward (local trade) - with overtime	"	24.45	"	25.25	"	26.00	"	26.95
Cook (Coastal trade)	3403	24.15	3488	24.75	3573	25.35	3693	26.20
cook (local trade)	3307	23.45	3391	24.05	3476	24.65	3597	25.50

Higher rates for seafarers in the overseas trade

As the result of movements in the prices index, a number of adjustments are made from 1 June to the pay of seafarers in the overseas trade: 98 kroner is added to basic rates (137 kr in the case of stewards, chief engineers and chief mates, who are not covered by the agreement governing working hours), with a corresponding improvement being effected in overtime rates, which are rounded up to the nearest 5 øre. The victualling allowance also goes up by 2 per cent.

Full compensation (applicable from the same date) has also been won for the reduction in working hours to 40 on 1 April. This is reflected in the collective agreement as follows: the overtime rate is improved from 1/150 to 1/141 (double for Sundays and Public Holidays); time off is compensated at 1/173 per hour (previously 1/180), this also to apply to time off earned before 1 June; seafarers entitled to additional leave receive 39 additional days per year (equivalent to 3¼ days per month) as compensation for hours worked between 40 and 45; and the two watch allowance is increased by 6.25%. (Special compensation arrangements apply to the period from 1 April to 31 May.)

Important gains for oil rig workers

Oil rig workers have voted to accept a new collective agreement reached after recourse to mediation between their unions and the oil rig owners. Under the agreement, extra free time ashore is granted in compensation for the reduction in working hours to 40 from 1 April; a minimum of two hours' overtime pay is established for all approved overtime; free food on board is estimated to be worth 255 kr for the purposes of calculating holiday pay; and life insurance and accident (invalidity and death) insurance cover is fixed at 75,000, 235,000 and 155,000 kr respectively. Sample new monthly rates (in kroner) are as follows: installation manager 11,350; technical supervisor 10,350; stability supervisor and sub sea engineer 9,550; technical assistant 8,100; assistant driller and chief electrician, 6,792; rig mechanic, electrician, radio operator and welder, 6,675; derrick man and control room operator, 6,557; derrick assistant, crane driver and cook, 5,969; engineroom operator, rig deckhand, motorman and able seaman, 5,921.

SWEDEN
=====

SAS cabin attendants call off threatened strike

A threatened strike of SAS cabin attendants organized in the ITF-affiliated Swedish Commercial Employees' Union (HTF) was called off after union negotiators reached agreement with the airline through the offices of the state mediator. The 1976 pay award gives increases of 9.5%, while a two-year hours agreement reduces maximum daily working time by 30 minutes to 10 hours (maximum weekly hours being cut from 42 to 40 now and to 38 on 1 March 1977). The minimum rest period within Europe is raised from 8 to 10 hours and paid time off is increased from 4 to 7 days. SAS has also undertaken to appoint 50 new pursers in the period up to 28 February 1977.

For details of the events leading up to the strike threat see last issue of the ITF Newsletter.

UNITED STATES
=====

New contracts for flight attendants with TWA and American Airlines

Details are now available of the settlement won by the ITF-affiliated Transport Workers' Union of America for Trans World Airlines flight attendants (see June issue of ITF Newsletter). A new contract expiring in August 1978 raises salaries in three stages by a total of 27 per cent (14% on 1 August 1976, 7.75% in March 1977 and 5.25% in October 1977) as well as granting substantial increases in meal allowances, holiday pay, single room hotel accommodation on stopovers and better sick leave provisions and pension and insurance benefits.

Meanwhile, 4,800 American Airlines cabin attendants, also organized by the TWU, have ratified a new three-year contract. Valid from 1 September 1975 to 31 August 1978, the agreement confers total increases over its life of \$130 on domestic and \$160 on international flights, raising the starting salary of domestic f/as from the previous rate of \$601 to \$625 on 1 September 1975 and thence by steps to \$731 on 1 October 1977. (The equivalent rates for an international flight attendant in the same grade are \$739, \$769 and \$899.) Two additional incremental scales have been introduced for flight attendants with 11 and 12 years' service. Other improvements include: working week reduced from 71 to 67 hours; a night pay differential of 25 cents an hour; the provision of single hotel room accommodation and greatly improved meal allowances; and 'significant' insurance and retirement benefits.

ITF FLAG OF CONVENIENCE CAMPAIGN
=====

£9,100 back pay for crew of DIVINA

Thanks to the splendid support we received from the Cork branch of the Irish Transport and General Workers' Union, the ITF was successful late last month in securing £9,100 in back pay, together with repatriation expenses, for four crew members (three Turks and one Pakistani) on the 499 grt Singapore-flag coaster DIVINA. The action began towards the end of April when Cork dockers stopped work on the vessel in sympathy with the crew over the intolerable conditions on board. At one stage during the blacking of the Divina, which lasted some nine weeks, the captain had a replacement crew flown over from Greece and then attempted to break moorings and sail. This effort was frustrated by the boatmen in the port, and the vessel was subsequently arrested to force payment of the outstanding moneys.

The Divina had already been held up in March of this year, on that occasion in Sunderland's south dock, where it was visited by ITF Ship Inspector Jim Woods (Middlesbrough branch secretary of the National Union of Seamen), who presented the owners' agents with claims for outstanding pay on behalf of present and ex members of the crew. After protracted negotiations, the Divina was arrested, but was allowed to sail after the unfortunate acceptance by a firm of local solicitors of a guarantee put up by the West of England P & I Club. Two Pakistani members of the crew, who had been detained in prison while the ship was in port, were returned to the vessel during the night she sailed. They and four Turkish crew members, who were asking to sign off, were forced to put their signatures to a document renouncing all their claims and were then locked up in the fo'c'sle without food, blankets or sanitary facilities, only being released when the ship was well out at sea.

The coaster then sailed for Pasajes (Spain), where we engaged a solicitor and asked him to render the crew every possible assistance. When she berthed in Cork, Jim Woods agreed to fly over to Ireland to help the local union in their efforts to obtain a just settlement for the crew. Barney Crossan, the British NUS representative in Dublin, also visited Cork to lend support.

NEWS IN BRIEF

The Australian Council of Trade Unions has imposed a month-long ban on trade with South Africa as a protest against recent police action in Soweto and other African townships (see item elsewhere in this Newsletter). South African-owned or -registered ships and aircraft as well as cargo bound for or arriving from South Africa are included in the ban, effective this month.

Bangladesh has joined the Inter-governmental Maritime Consultative Organization, becoming its ninety-seventh member.

English-speaking Canadian airline pilots resumed work on 28 June after a 9-day nationwide strike. The pilots and the country's English-speaking air traffic controllers, who were prevented from taking industrial action by a court injunction -- although a number of walkouts were reported, notably in Toronto and at Gander (Newfoundland) -- are concerned that the increased use of the French language for air traffic control communications at some airports in Quebec province will create unsafe flying conditions in Canadian air space. The government has promised an inquiry; meanwhile the use of French will be limited to 5 airports in the province. French-speaking air traffic controllers, angered by this decision, are now staging a 48-hour work to rule.

The threatened strike of Fiji port workers reported in our June issue (page 61) was called off after agreement was reached between the men's union and the port authority on a 15% pay increase and fringe benefits and bonus payments, effective 1 July. Other union demands, including those for longer holidays and sick leave benefits, will be the subject of conciliation.

The British government has announced that special compensatory payments will be made to deep-sea trawlermen and shore workers who lose their jobs as the result of last month's settlement of the cod war with Iceland. Preliminary talks have already begun with representatives from both sides of the industry.

Japan Air Lines employees, including ITF affiliates, are campaigning for increased summer bonuses and have staged a number of walkouts.

PERSONALIA

Erich Gygax, former president of the Swiss Transport and Commercial Workers' Union, celebrated his 60th birthday on 23 June.

Heinrich Jacobi retired last month from his post as vice-president of the German Transport and Public Service Workers' Union.

A.E. Lyon, executive secretary-treasurer of the US Railway Labor Executives' Association from 1945 to 1962, died on 10 July, aged 76, after a long illness. Before going to the RLEA, he served for 12 years as president of the Brotherhood of Railroad Signalmen. Art Lyon was a member of the ITF Executive Committee from 1948 until 1962, during which time took a particular interest in regional affairs.

Captain E.W. Meadows has retired from his post as Executive Secretary-Treasurer of the Canadian Merchant Service Guild.

R.R. Smeal, former secretary business manager of the Canadian Airline Flight Attendants' Association, died on 2 July. Bob Smeal was chairman of the ITF Cabin Attendants' Technical Committee and a member of the Section Committee.

Frank Stillwell, the first editor of the British Transport and General Workers' Union magazine 'The Record' and secretary of the legal department until his retirement in 1953, has died. Frank joined the old Dock, Wharf, Riverside and General Workers' Union in 1904 at the age of 16 and was closely involved in the negotiations which resulted in the creation of the Transport and General Workers' Union in 1922.

B.N. Whitmire, president of the US Brotherhood of Locomotive Engineers, retired on 30 June. The new Brotherhood president is John F. Sytsma.

FORTHCOMING MEETINGS

=====

Flight Deck Technical Committee	- London, 24-25 August 1976
Seafarers' Section Manning Committee	- Hamburg, 30-31 August 1976
Seafarers' Section Conference	- Hamburg, 1-3 September 1976
Executive Board	- Paris, 19-20 October 1976

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

---oooo0oooo---

ITF FISHERMEN AGREE FUTURE POLICIES

Representatives of ITF affiliated fishermen's trade unions in Canada, Denmark, Faroe Islands, Finland, Germany, Japan, Netherlands, Norway, Spain, United Kingdom and United States met in Grimsby (England) on 21 and 22 June to consider the future rôle of the ITF and its affiliates in defending and promoting the economic, social and safety interests of their members in the light of certain international developments which are likely to change the present pattern of fishing. An observer from the International Labour Organization (ILO) was also present. The British Transport and General Workers' Union acted as hosts to the Conference. The ITF Secretariat was represented by C.H. Blyth, General Secretary, and A.G. Selander, Section Secretary.

The substantive agenda items were concerned with the employment situation in the fishing industry, fishing limits and the forthcoming international conference on the safety of fishing vessels and following extensive debates on the more important aspects of these items the Conference adopted several resolutions setting out the Federation's policy objectives with regard to its activities on behalf of fishermen. Before concluding its business the Conference also expressed support for its Spanish fishermen's affiliate in its struggle for trade union-recognition and democratic freedoms.

A summary of the decisions embodied in the Conference resolution is given below:-

Job Opportunities

The Conference, having discussed the recent steady decline in the number of job opportunities for fishermen in many major fishing nations of the world as a result of various measures of an economic and regulatory nature, wholeheartedly supported the principle of decasualization of the fishing industry as a means of providing security of employment in the industry and, in addition, recommended that any existing or future industrial development plans should take special account of fishing ports where unemployment is particularly severe and that as appropriate training for alternative employment be provided. Other means of providing alternative employment for fishermen could be the catching of new species and the quest for new fishing grounds.

Fishing Limits

The Conference pledged its support for all reasonable and practicable proposals designed to accelerate the process of finding permanent solutions to the problem of fishing limits and associated issues and in particular for the concept

of an exclusive economic zone not exceeding 200 miles in which access shall be given by the coastal state to other states to the surplus allowable catch on terms to be agreed upon bilaterally or multilaterally without levying any financial charges in respect of such access. It reiterated its conviction that lasting solutions to the issue of fishing limits could best be found within the framework of the UN system and requested that the ITF Secretariat be represented at the Autumn 1976 session of the United Nations Law of the Sea Conference (UNCLOS). It also expressed the opinion that the best safeguard for regular employment of fishermen and avoidance of overfishing and serious international conflicts in the future lies in the proper management of the oceans' resources and that therefore fishermen were entitled to a voice when it came to determine the total allowable catches (and individual quotas). For that reason it recommended that the fishermen's affiliates of the ITF seek representation on the various national delegations to existing and future international and regional fisheries commissions and that the ITF Secretariat apply for observer status with these commissions. In conclusion the Conference expressed the view that in connection with any agreement reached between nations within the framework of UNCLOS special consideration should be given by coastal states to the needs of countries and areas which are particularly dependent on their fishing industry.

International Convention on Safety of Fishing Vessels

The Conference noted the progress made so far within the relevant IMCO sub-committee towards the adoption of the above convention and requested that a small sub-committee of safety experts from ITF affiliated fishermen's organizations be entrusted with the task of examining the final draft international convention text in order that the views of fishermen could be submitted to the international conference scheduled for 1977 to adopt the proposed convention. It also requested that the ITF Secretariat and the fishermen affiliates of the Federation be represented at this conference.

Social Conditions of Fishermen

The Conference considered that a meeting of experts on fishermen's working conditions under the auspices of the International Labour Organization was long overdue, particularly in view of recent international developments in the fishing industry, and agreed as a consequence to set up a small sub-committee to propose new international social policy objectives for adoption by the ITF Fishermen's Section in time for the envisaged ILO meeting.

Utilization of Whale Stocks

Following the submission of a statement by the ITF's Japanese fishermen's affiliate to the effect that whale stocks have increased considerably as a result of the effective international

control exercised by the International Whaling Commission the Conference concluded that the whale stocks should be controlled on scientific grounds in order that they may be properly and effectively utilized as an invaluable source of food and urged the International Whaling Commission to fix a catch quota for the coming seasons as high as possible compatible with the preservation and enhancement of the whale stocks.
