

**XXVIII-C-2**

**INTERNATIONAL TRANSPORT WORKERS' FEDERATION**

**28th CONGRESS**

**COPENHAGEN**

**28 JULY to 6 AUGUST 1965**

**REPORT ON  
ACTIVITIES**

*For the Years*

**1962, 1963 and 1964**



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MARITIME HOUSE : OLD TOWN : CLAPHAM : LONDON : S.W.4

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# Wednesday, 28th July, 1965

## Morning Session

*Following a short programme of music by the Tivoli Concert Hall Orchestra, the Acting President, Bro. Hans Düby, opened the proceedings by calling upon Einar Berthelsen, Chairman of the Danish Reception Committee, to address the delegates.*

**E. Berthelsen** extended a cordial welcome to the delegates. The Danish unions were honoured to have been given the job of organizing the Congress, and he hoped that they would be able to measure up to the high standards set in the past. Denmark was a small country but the labour movement could claim large achievements.

The number of delegates grew with each Congress and the Danish organizations were particularly pleased to see representatives from the newly independent countries because they wished to promote peace and co-operation between peoples from the ends of the earth. The Danes would be no strangers to most delegates. Their labour movement was well established and the principle of collective bargaining was now fully recognized, although they had had to fight for it. He was proud to say that no labour legislation was introduced without consultation with the trade union movement. He hoped that other countries would one day all be able to enjoy the same rights.

He welcomed the Minister of Labour, Kaj Lindberg, and the Head of the Department of Shipping of the Ministry of Commerce, Jørgen Worm, to the Congress. He also welcomed the Head of the Danish Railways Traffic Department and the Head of the Railways First District.

He thanked the Copenhagen City Council for their help in solving the problem of Congress organization, and welcomed the Mayor of Copenhagen, Mr. Urban Hansen, who had personally been extremely helpful. The Danish Reception Committee hoped that delegates would enjoy themselves in Copenhagen and take home pleasant memories of a friendly, hard-working people and a beautiful country. He hoped that Congress would be successful and that it would help solve the problems of transport workers all over the world.

*The Acting President thanked Bro. Berthelsen and the Danish unions for their work in organizing the Congress. He then called upon the Mayor of Copenhagen to address the delegates.*

**Mr. Urban Hansen** welcomed delegates to Copenhagen. He said that recent improvements in transport by land, sea and air had facilitated communications between nations and had promoted international co-operation in solving the problems presented by recent decades. Improvements in the standard of living had made it possible for ordinary people to see something of other parts of the world. However, this also meant that many transport workers had to be on duty when the rest of us were free. It was natural in these circumstances that Transport workers' unions should try to get the best conditions for their members.

He hoped that the important business of Congress would not prevent delegates from having a good time together in Copenhagen. In 1967, the City would celebrate its 800th Anniversary and he hoped that delegates would be able to visit the older parts of Copenhagen as well as the new housing estates on the outskirts. The City Authorities were anxious to preserve what was worth preserving from the past but, were also highly conscious of the need to provide every citizen with the amenities necessary for his welfare and to assure him a congenial environment in his home and at his place of work.

The City of Copenhagen was honoured that the I.T.F. was holding its Congress there. Furthermore, the presence of the Danish Minister of Transport, Mr. K. Lindberg, indicated the importance which the Danish transport authorities attached to the I.T.F.'s work.

He concluded by wishing Congress every success in its business and by inviting delegates to a reception that evening at the City Hall.

*The Acting President thanked the Mayor for his welcome and for the invitation. He then delivered his*

### PRESIDENTIAL ADDRESS

**The Acting President**, Bro. Hans Düby, began by extending a hearty welcome to all delegates on behalf of the Executive Board and General Council.

He then went on to thank Mr. K. Lindberg, the Danish Minister of Transport, for the honour he had shown the I.T.F. by attending the Opening Session of Congress. He also extended a particular welcome to Mr. U. Hansen, the Mayor of Copenhagen, Mr. K. Kenney, British Labour Attaché, Mr. J. Worm, Head of the Shipping Division of the Danish Chamber of Commerce, Mr. A. Johnson, Traffic Director of the Danish State Railways, Mr. E. Weidekamp, Vice-Chairman of the Copenhagen City Council, and Mr. K. Christensen, First-District Manager of the Danish State Railways.

He then extended a particularly warm welcome to the Guests of Honour: H. J. Kanne, former President of the Netherlands Transport Workers' Union (N.B.V.) and former Vice-President of the I.T.F.; A. Klatil, former I.T.F. Office Manager, and Miss Thérèse Asser, both of whom had given many years of loyal service to the I.T.F.; S. Klinga, former Member of the I.T.F. Executive Committee; J. Madsen, former President of the Danish Radio Officers' Union; P. Madsen, former President of the Danish Railwaymen's Union; E. Borg, former President of the Danish Transport Workers' Union, and K. Weigl, from Austria. All of these he thanked for their many years of loyal service to the I.T.F. and transport workers.

The Acting President went on to welcome Bros. F. Pederson, Vice-President of the Danish Federation of Labour, A. Hansen, President of the Danish Transport Workers' Union, A. Hagen, General Secretary of the International of Building and Wood Workers, and A. Sherman, International Federation of Airline Pilots' Associations.

He also welcomed the observers: B. Jonckheere, Secretary of the I.T.F. Brussels Committee, D. Hirshfield, the I.T.F. Professional Auditor, K. Heinemann, of the Trade Union Assistance Board for the Transport Industry, K. Olsen, of the Danish Ship Masters' Association, H. Petersen, of the Danish Mates' Association, and H. Larsen, of the Danish Engineer Officers' Union.

The Acting President then announced that apologies had been received from the I.T.F. President, Frank Cousins, who said he might be able to attend later, Ray Gunter, T. Bradley, President of the T.S.S.A., O. Becu, General Secretary of the I.C.F.T.U. and former General Secretary of the I.T.F., who had had to go to Tunisia but who might be able to attend later, R. Bratschi, former President of the Swiss Railwaymen's Union and of the I.T.F., J. Oldenbroek, former General Secretary of the I.T.F. and of the I.C.F.T.U., and Sir T. Yates, former Chairman of the I.T.F. Management Committee.

*The Acting President then requested Congress to stand for a few moments in silent tribute to the memory of I.T.F. colleagues who had died during the past three years.*

The three years preceding this 28th Congress of the I.T.F. had once again been very unquiet ones. The hope that had been felt at the last Congress in Helsinki for a relaxation in the tense relations between East and West had once again been frustrated: since we last met, our world had on several occasions been brought to the very brink of universal disaster. Although it had been possible to avert the worst of all dangers, recent months had brought new threats of conflict and the bloody war in Viet-Nam. New trouble-spots had also arisen in other areas of Asia, in the Middle East, in Africa and in the Caribbean, showing clearly that the peace which all peoples longed for was not yet a reality. The host country, Denmark, provided a comforting contrast to the troubled international situation. Denmark was truly a living example of what could be achieved by the full exercise of tolerance in human relations and justice in social and economic life. Of course, it still had its problems like any other country, but, thanks to the resilience of its people, the strength of its democracy, and the innate humanity of its social institutions, it had been able to recover with remarkable speed from the consequences of the second world war and the bitter years of occupation by Hitler's armies. The unity and comradeship of its people, based on true equality in freedom, were a lesson to us all.

We were all very proud of the contribution the Danish labour movement, particularly the trade unions, had made towards social progress and bringing about Denmark's high standard of living.

The scope of the I.T.F.'s activities had again increased since 1962. Total membership was down a little since the last Congress but the number of affiliated unions had climbed steadily. Many of these new members came from the developing countries, and the degree to which they turned to the I.T.F. for advice and assistance placed a large additional burden on the financial resources and staff of the I.T.F., both at headquarters and in the regional offices. It was a burden which the I.T.F. shouldered with both pleasure and energy. The I.T.F. would do its utmost to obtain and defend at international level social and economic justice and better working conditions for all transport workers, even though this imposed a very great strain on the Secretariat and the limited financial resources of the Federation.

The large-scale affiliation of unions from the developing countries was not the only reason for the intensification of our activities. Many of the problems which we were now facing in the highly industrialized countries were of a social, economic and technical complexity which had been quite unknown in trade union work only a few years ago and to solve these problems would require intensive study. The greatest priority attached to a number of problems of a technical nature. Rationalization and automation in transport had brought us to the threshold of a new industrial revolution. Closely related were the problems arising for us as a result of the structural transformation which the transport industry was undergoing at present. We had to adapt ourselves to these new circumstances if we were to safeguard and improve the economic and social standards of workers. It was for this reason that the subject, structural changes in the transport industry, had been placed on the agenda of this Congress. Our main objective must be to bring working hours, wages and working conditions into line with the new circumstances. The I.T.F. could be proud of what it had done so far to bring this about and of the important gains that had already been registered. In this connection, the Acting President referred to the I.T.F. Social Charter on the Modernization and Rationalization of Railways which would also be of assistance to affiliates in the other I.T.F. Sections.

The other I.T.F. Sections were also vigorously facing up to the entire question of automation and its repercussions on the social conditions of workers. Perhaps the best indication of the forward-looking nature of the I.T.F. in this field was to be found in the fact that an important part of the work of this Congress would involve wide-ranging discussion on structural changes in the transport industry.

A large part of the work of the I.T.F. Sections was connected with our relations with other international organizations. These relations were clearly often very fruitful, a good example being our excellent relations with the International Labour Organization in Geneva. He hoped that he would have an opportunity of welcoming a representative of the I.L.O. during the course of Congress.

During the past years, the I.T.F. had been increasingly concentrating on its work in the developing countries. Considerable successes had been registered in various regions, although there had been very serious obstacles in a certain part of Africa where the trade unions of countries which had recently gained independence had fallen victims to the activities of political elements and had been reduced to the status of tools in the hands of totalitarian one-party governments. On the other hand, we had been able to continue successfully our work in West Africa and other parts of the continent and had established new contacts with unions in countries such as Senegal, Sierra Leone, Ethiopia and the Sudan.

In Asia, too, we had been able to make new contacts and secure new affiliations in several countries and our activity was being continued steadily and methodically. He thanked Bro. U'ren for his services to the I.T.F. in carrying on the work of representing the I.T.F. in Asia following the sickness and resignation of Bro. J. Soares. Since the last Congress there had been two important international solidarity actions in support of affiliates in Asia: the industrial disputes involving the Malayan railwaymen and the Philippine dockers. The problems of Asian seafarers had been dealt with at the I.L.O. Asian Maritime Conference which had been held in Tokyo earlier in the year.



There could be no doubt that the I.T.F.'s constructive work had resulted in a considerable growth in the Federation's prestige throughout the world. In Latin America and the Caribbean, certain difficulties following the resignation of the former Regional Director had been resolved with the appointment of Bro. Otero as the new Director for the region.

It was not possible to give a comprehensive picture of all the trade union activities within the various sections of the I.T.F. over the past three years. For this, delegates would have to refer to the relevant chapters of the Report on Activities for the period. At national and international level and in all fields, the I.T.F. had done a great deal of useful work in the last years. Thanking all those who had made a contribution to this work, the Acting President hoped that this Congress would give new impetus to the struggle which affiliates were constantly waging on behalf of workers in transport and all other workers throughout the world.

Long live international solidarity!

Long live the I.T.F.!

**The General Secretary** then read cables from O. Becu, apologizing for his absence, and greetings from the Federation of Nigerian Dock Workers.

**Congress** then adopted the *Agenda* and the proposed *Standing Orders*, and approved the proposal on the composition of the *Resolutions Committee* and the *Credentials Committee*.

*Congress was then adjourned.*

# Wednesday, 28th July, 1965

## Afternoon Session

The Acting President opened the Afternoon Session at 2.30 p.m. and notified Congress of *nominations received for the Resolutions and Credentials Committees.*

The following nominations had been received for the *Resolutions Committee*:—Africa: E. C. Okei-Achamba (Nigeria); Asia: S. Soda (Japan); Latin America and the Caribbean: H. Hernandez (Venezuela); North America: D. N. Secord (Canada), S. Wall (U.S.A.); Europe: E. Haugen (Norway), A. Kitson (Great Britain), R. Decoudun (France), E. Ulbrich (Austria), W. Mikkelsen (Germany), W. A. Kieboom (Netherlands).

These members were *elected unanimously.*

The Acting President then notified Congress of nominations received for the *Credentials, Committee*:—Africa: H. M. Luande (Uganda); Asia: S. Packirisamy (Malaysia); Latin America and Caribbean: Geo. Munro (Trinidad); North America: R. R. Smeal (Canada), E. Oliver (U.S.A.); Europe: S. Sallé (France), K. Haussig (Germany), W. Hogarth (Great Britain), W. Ch. van Zuylen (Netherlands).

These members were *elected unanimously.*

The following were nominated *scrutineers*:—L. Buonaccorsi (France), E. Haari (Switzerland), F. Berger (Germany), B. Majumder (India), R. Faupl (U.S.A.).

These were *elected unanimously.*

The Acting President then called upon the General Secretary to introduce the

## REPORT ON ACTIVITIES

The General Secretary said that the I.T.F. had, during the period under review, on the whole taken on work in more places than ever before. But its commitments had grown faster than its resources; nor was it simply a question of more money. Since the end of 1953 the number of headquarters staff had increased by only three, yet the amount of work done had increased enormously over those twelve years. If the workload continued to increase, as it was likely to do, then there would have to be more staff to cope. The London office had to serve the governing bodies and the industrial sections and although the Regional Representatives did an extremely valuable job, the key work of the I.T.F. was done at headquarters.

The General Secretary went on to mention some of the general trends which appeared from the Report on Activities. First there was the problem of trade union rights. The Railwaymen's Section had started an inquiry into railwaymen's trade union rights, and although the item (No. 87) in the Report on Activities dealing with this subject had had to be kept brief, those acquainted with the progress of the enquiries would bear him out in stating that this promised to be one of the most worthwhile ventures the I.T.F. had ever undertaken. Some

unions enjoyed almost complete freedom whereas others were virtually paralyzed by restrictive regulations. Railwaymen were often the first victims of laws relating to what were conveniently termed "essential services". Other transport workers also experienced attacks on their rights, and it was depressing to note the steady erosion of trade unions' freedoms in many developing countries. He mentioned specifically Tanzania, Burma and Ecuador, but there were many other countries. This was the more deplorable because many of the culprits were countries which had won wide admiration for their fight to free themselves from the restrictions and indignities of colonialism. And yet trade unionists were now in prison in countries which had proclaimed themselves the champions of new and better ways of government. Because transport was considered an "essential service" the workers in the industry were often the first to suffer from attacks on trade union rights. The I.T.F. was obliged by its Constitution to oppose colonialism, totalitarianism and aggression in all their forms. Appeals for help against government interference were received with depressing regularity, and it was unfortunately sometimes impossible to do anything. The international movement had had its successes, for instance the ratification by the Japanese government of I.L.O. Convention 87, but there had been defeats, too, in Tanzania, for example. The real need was to develop really strong unions in the developing countries which could hold their own against government attacks. No one disputed that in the developing countries the trade unions had a responsible role to play in helping in social and economic nation-building or that unions should have a proper regard for the interests of the community as a whole and a respect for a properly elected government. Many governments of developing countries had truly enormous economic and social problems to contend with and in many cases unions had been suppressed precisely because they represented an independent force for progress.

The I.T.F.'s Regional Representatives had to bear the great brunt of this problem and they deserved the highest praise for their efforts to keep unions alive when they were faced with extinction from a variety of causes including government hostility. This entire question was crucial for the I.T.F.'s future as a world-wide organization. The I.T.F. could not live without its affiliates and would wither if they withered. It was not absolutely unknown for unions to be suppressed in developed countries, although at the present time the problem was most acute in Africa, Asia and Latin America.

In its work in the industrial sections the I.T.F. came to close grips with the transport workers' everyday problems. Sectional work had been intensified during the period under review, as the detailed accounts in the Report on Activities showed.

The General Secretary indicated that he would have an opportunity later on to reply to any specific points made during the debate on the Report which called for an answer, and said that he would listen with great interest to what the delegates had to say.

In closing he emphasized that it had been necessary to keep the Report on Activities as concise as possible and that it therefore only represented the barest summary of the I.T.F.'s activities over the past three years.

**A. M'Baye** (Fédération Sénégalaise des Travailleurs du Transport) expressed his organization's satisfaction at becoming a member of the I.T.F. and assured other affiliates of its solidarity. He went on to inform delegates of his Federation's structure and objectives. It was composed of three national unions organizing port workers, seafarers and road transport workers and was affiliated to the major trade union centre in Senegal, the U.N.T.S. The democratic tendency of his country's government ensured the trade unions complete freedom of action. The workers of his organization had pioneered the struggle for national independence. He cited the strike of the Senegal Railwaymen in 1947, a strike which had lasted five months. They realized, however, that this activity must now be replaced by the urgent work of national development although efforts in this sphere must also be made on an international scale. His organization was determined to work together with the trade unions of other African countries to make Africa a free and united continent possessing a powerful trade union movement. He was convinced that to live and develop as it should, the African trade union movement needed the assistance of trade unions in the industrialized countries and the international organizations which had given so much assistance when the countries of Africa had been struggling to gain independence. The international trade union movement, which had been one of the first sectors of world public opinion to recognize the true destiny of the countries of Africa, must persevere in its efforts to help the young African trade unions.

Greater worker participation was needed in the creation and operation of economic and social bodies as this would make for a more just distribution of the proceeds from economic development. He criticized the irresponsibility of some unions which caused governments to mistrust them and be unwilling to enlist their services. He recommended that the unions should set up co-operatives for distribution and production, operate sickness insurance schemes and create workers' banks and vocational training centres, pointing out that such institutions would improve the unions' financial position and foster a spirit of loyalty amongst members. To carry out projects such as these, African unions would need to call on organizations in the industrially more advanced countries for technical aid.

In conclusion Bro. M'Baye regretted that there were so few French-speaking affiliates in his part of Africa and said he would like to see the I.T.F. intensify its efforts in this sphere. A strong and united regional grouping of French- and English-speaking I.T.F. affiliates would be very effective in the framework of the joint economic activities in which governments of countries in this area are at present engaging. It would also be helpful to the I.T.F. regional representatives in Africa as well as to the trade union leaders concerned to have regular exchanges on views of their common problems. African affiliates should not appear to be poor relations in the I.T.F. family. The I.T.F. was a democratic organization and the African affiliates should fulfill all their constitutional obligations so as to merit the solidarity which other I.T.F. affiliates had always shown them.

**H. M. Luande (M.P.)** (Railway African Union, Uganda) extended to delegates the fraternal greetings of his organization and all other transport trade unions in Uganda. He deplored the state of exploitation, misery and ignorance in which the majority of workers in the world had

to live, particularly those in the developing countries. We must replace the economic systems which permit this by one which is in conformity with the dignity of man and his work. All workers aspired to justice, liberty, peace and a life worthy of a human being. But there were many trade union leaders in prison in Africa, especially in those countries which were still under the yoke of colonialism.

But today a new Africa was being built. It was a task which needed above all unity of purpose and action. There was much which Uganda still needed. Production methods had been improved but a great deal still had to be done in agriculture. The great majority of Ugandans were illiterate and standards of nutrition, housing and medical care were still relatively low but the people were still anxious to produce more. Bro. Luande expressed gratitude for assistance which the Ugandan transport workers had received from the I.T.F. and called for a continuation of the struggle against all forms of exploitation and dictatorship. In particular, he asked for the appointment of leading African trade union personalities in the international trade union movement so as to counteract charges so often made against the I.C.F.T.U., the I.T.S.s and African free trade unionists who supported them that they were mere stooges of Western Imperialism. Africa had changed a great deal in the last five years and a new approach was needed to the problems of the African trade unions.

**Y. Nabasama** (All Japan Seamen's Union) stressed the importance of regional activities. He was pleased at the successful outcome of the I.L.O. Asian Maritime Conference in Tokyo which had taken place following pressure by his union. It had been particularly successful in the solidarity displayed between Asian and European unions. But resolutions had to be put into effect in order to be useful, so he hoped that the international movement would increase its organizational efforts, particularly in Hong Kong. Regional unions on their side had to try and stand on their own.

The I.T.F. should try to strengthen links between unions in the Asian region. In addition, he thought that Asian representation on the Executive Board might now be increased from two to three members. Finally, his union approved of the increase in affiliation fees proposed by the Executive Board in the hope that regional activities could be stepped up still further.

**N. Metslov** (Estonian Seamen's Union) congratulated the Special Seafarers' Section and Bro. White on the striking results achieved in the I.T.F. flags of convenience campaign. He thanked the dockers' unions which had played such an important part in this action. However, the number of Liberian ships had increased, particularly in 1964, and there was much work still to do. The Estonian fleet had also grown a little: those shipowners living in Europe had concluded collective agreements and their crews were 100% organized. But the situation with Estonian shipowners in other countries was far from satisfactory. They would not sign collective agreements and his organization had asked fellow unions for help, even being willing to allow those other unions to conclude collective agreements for the crews. So far, unfortunately, there had been no response to this appeal.

Estonia might be classed with the developing countries, being forced to serve Russian economic and cultural interests. The management of the whole Baltic Merchant Fleet had been transferred to Leningrad, and very few Estonians were now carried on board these vessels. Russians living in Estonia had increased from 4% to 25% of the population since before the Second World War. He wanted to see all the free Estonian-owned fleet sailing under I.T.F. approved conditions and under properly concluded agreements.

**S. Perry** (Israel Road Transport Workers' Union) congratulated the I.T.F. on its work during the past three years. He stressed that Congress had to formulate a plan of action to defend the social and economic interests of the transport workers. Israel was a small country, still in the development stage, which had had in many respects to start from scratch. It had been an exciting challenge to build a new modern transport network. The challenge now was to make the trade union movement the master of this technological age. He described the Tel Aviv and inter-urban passenger transport operations, and the road haulage services, which were run as co-operatives in which the workers were shareholders.

The I.T.F.'s work in the developing countries was basically that of helping the unions to help themselves. Training of trade unionists was a very important part of this help, and the Histadrut's Afro-Asian Institute was doing a very useful job. The I.T.F. could be instrumental in helping to bridge the gap between the industrial nations and those which produced the raw materials. Finally, he hoped that the I.T.F. would be ready to face up to the problems of structural change in transport. It was necessary not to forget that the smaller countries had these problems as well as the great traffic centres.

**The General Secretary** read a message from the Argentine captains' and mates' organization regretting that they could not attend Congress, and reporting that affiliation procedures were almost completed.

He also read a cable of greetings to the Congress from F. Bialas, President of the International Confederation of Free Trade Unions in Exile, who was unable to attend because of illness.

**The Acting President** *then adjourned the session.*

# Thursday, 29th July, 1965

## Morning Session

### REPORT ON ACTIVITIES (*continued*)

The Acting President opened the Morning Session at 9 a.m. and called upon the first speaker.

**J. S. Thore** (Swedish Seamen's Union) pointed out that, although the Federation had done a great deal of comprehensive work during the past three years and had achieved a great deal in a number of fields, a number of huge problems remained, the solution of which would require a whole-hearted effort on the part of the leaders of the I.T.F. as well as of the affiliated organizations. He made a special request to the other I.T.F. sections to show an interest in the particular problems of the seafarers' and dockers' sections. A united effort by the entire I.T.F. was required in order to bring to their senses those unscrupulous shipowners who were assuaging their personal greed to the detriment of seafarers and civilized maritime practices. It was essential that the I.T.F. should use all its resources to prevent the growing exploitation of crews of shipping under flags of convenience and in the Far Eastern trade. He recalled the boycott undertaken by the I.T.F. in 1958 against flags of convenience shipping but noted that since then the tonnage registered under such flags had increased considerably and would continue to increase, in the absence of any vigorous action by the I.T.F. to put a stop to the activities of these privateers. He criticized the I.T.F. leadership for its lack of vigorous industrial action since 1958. Agreements had, indeed, been signed with certain shipowners for certain vessels, but the I.T.F. had neglected its duty to follow up the worldwide boycott in an effective way and had thus failed to stem the enormous growth in tonnage registered under these flags. He assumed that the leaders of the I.T.F. were not unaware of the fact that a very large proportion of flag of convenience vessels were now sailing under the Greek flag or, alternatively, were registered in Greece and sailing under a flag of convenience. This applied primarily to American vessels but the trend was spreading and now included Scandinavian vessels. The Greek seafarers' organization was affiliated to the I.T.F. but he could not understand how the I.T.F. leaders could permit an affiliate to employ such practices as those in Greece. Greek shipowners and shipowners with vessels under flags of convenience had earned millions of pounds which they squandered in casinos and on luxury yachts whilst those on board their vessels were slaving away for a mere pittance. The I.T.F. should put a stop to this deplorable situation forthwith.

For many years the I.T.F. had been trying to put right the situation regarding the employment of Chinese and Indian crews on vessels trading in the Far East. The owners of these vessels, the number of which was increasing and which would soon be sailing under the flags of all nations, were exploiting the hunger and mass unemployment prevailing in Asia, and these seafarers were absolutely helpless in the hands of shipowners in England, Norway, Sweden and Denmark, to name just a few of the countries concerned. These unscrupulous shipowners were employing Asian crews at conditions considerably lower than those prevailing in

the country under whose flag the vessels sailed. The Scandinavian seafarers' organizations were going to propose to Congress that the I.T.F. should take immediate action to put an end to this wholesale exploitation. In doing so, they were well aware that the legislative position in certain countries made it impossible to conduct a 100% boycott. However, if the I.T.F. were to make its will clear that it would use its considerable resources and power to right this situation and if all affiliates were to back up the I.T.F. in its aims, then the situation would be righted very soon. As an example of what he had in mind, he pointed out that the majority of officers on flags of convenience vessels and on vessels manned by Asian crews belonged to I.T.F.-affiliated organizations. The I.T.F. should call upon these affiliates to take these officers off these ships. If the I.T.F. could not agree upon effective action to remedy this situation, the future of traditional maritime shipping was very bleak indeed. He asked for a thorough discussion of these questions during Congress and put forward a request to the General Secretary who would be elected during Congress to undertake to convene as soon as possible after Congress a joint conference of seafarers' and dockers' organizations to draw up a plan of action for a comprehensive boycott against flags of convenience and against vessels trading in the Far East with crews employed under conditions inferior to those laid down in collective agreements in the countries under whose flag these vessels sailed.

**V. David** (Transport Workers' Union, Malaya) greeted Congress on behalf of Malaya's transport workers. He spoke of the explosive situation in the labour movement in Malaya due to outdated labour legislation and industrial exploitation. The Government, which was always on the side of the employers, had taken arbitrary action against the trade unions, including the banning of strikes, in order to destroy the workers' chances of effectively defending their interests. The Government had also banned go-slow and work-to-rule actions, May-Day celebrations, had used police to break strikes, imposed curfews to stop picketing, threatened to de-register dynamic trade unions, detained without trial trade union leaders under security regulations and rejected arbitration awards. Working conditions were very bad, particularly in the road transport sector where workers were still fighting for the eight-hour day and social security was no more than a dream. Even by resorting to repeated strike action, it took up to a year for a union to gain recognition as a bargaining party. He asked the I.T.F. to approach the I.L.O. with a view to a thorough examination of Malaya's labour legislation, particularly that relating to the road transport industry, which was still very largely that originally enacted under the colonial regime, so as to bring it into line with present-day standards.

In Singapore the National Trade Union Congress was a tool of the dictatorial Government. The Singapore Association of Trade Unions, representing the bulk of Singapore workers, had been banned because of its opposition to the Government's labour policy. Trade union leaders had been imprisoned for long periods without trial.

He urged the need for increased I.T.F. co-operation in the solution of labour problems both in his own country and in the African and Asian Regions in general. He made an urgent plea for greater mutual respect and understanding between peoples, for a greater respect for the natural dignity of the Afro-Asian peoples and for true international



solidarity between workers in different parts of the world in defence of the rights and living standards of all peoples. He condemned in the strongest terms manifestations of neo-imperialism such as the granting of military aid with strings attached.

Bro. David also emphasized the unequal status of the women workers of the world and called upon them to fight for equality.

**W. Hogarth** (National Union of Seamen, Great Britain) endorsed what Bro. Thore had said. He criticized the I.T.F. Secretariat's use of affiliation fees and the arrangements for the I.L.O. Asian Maritime Conference for a date when it was not possible for his organization to be represented. It was vital for his organization to be represented at this Conference since it was his membership that was being whittled away by the introduction of cheap Chinese labour. This was the main item of business at the Conference and if the I.T.F. General Secretary had been in his office more often, they would have had a chance of going to Tokyo and saying their piece. He had notified the Secretariat three months before of dates on which his organization would be able to attend. Because of the absence of the General Secretary it had been impossible to make suitable arrangements. In the future, his organization wanted to have a more vigorous, militant Secretariat, and he gave notice to the new General Secretary that if there had been no improvement by the end of his first twelve months of office, his organization would seriously consider withdrawing from the I.T.F. The I.T.F. should be doing a great deal more about the problems of flags of convenience and Chinese cheap labour. The I.T.F. should also be doing more to bring up the conditions of Indian seafarers. Pointing out that, in his organization, every member was entitled to demand the Minutes of the Executive Committee meetings and the Balance Sheet of the union, he expressed bewilderment at the horrified reaction which his union had met when he had asked to be given the Minutes of the I.T.F. Executive Board. Surely, these Minutes and a proper I.T.F. Balance Sheet should be made available to affiliated organizations on request. The Executive Board only met once every six months. It was not fair to ask affiliates to wait three years before they got a hashed-up report such as the one they had before them today.

**R. Dekeyzer** (Belgian Transport Workers' Union) paid homage to the work of P. de Vries and expressed his certainty that H. Imhof, his successor, would sustain and enhance the I.T.F.'s reputation. The I.T.F. had done much to assist transport workings in developing countries, but there was need for greater action, particularly in the African Region, to counteract the influence of Moscow and Peking. He regretted the development of one-party systems of government in many new African countries and the consequent tendency to government control of trade unions. In Asia, too, it was often very difficult for trade unions to maintain their independence. He was glad to say, however, that I.T.F. affiliates in almost all countries had succeeded in remaining independent.

The work that had been done over the years in the seven I.T.F. Sections benefited transport workers in all countries of the world. For this reason he considered it necessary to hold section conferences at regular intervals. In particular, he thanked the I.T.F. for the work it

had done on behalf of the forgotten workers, the fishermen. This was evidenced by the existence of three I.L.O. Conventions and the promise of more to come. He also thanked the Workers' Representatives on the Governing Body of the I.L.O. for the work they had done in arranging for the holding later this year of a Preparatory Technical Conference on Fishermen's Questions which would draft suitable instruments for adoption by the next International Labour Conference. As a member of the Seafarers' Section, he endorsed what Bro. Thore had said with regard to flags of convenience shipping. The I.T.F. had done a great deal in the past but lately our action seemed to have petered out so that this problem was once again assuming menacing proportions. The entire question had now to be reviewed and consideration given to new measures for bringing to an end to this menace. In conclusion, he expressed the hope that the solidarity between all affiliated organizations and in all I.T.F. Sections would enable us to continue the efforts begun by our predecessors. He also hoped that the results of the Section Conferences would mean not only an increase in the standard of living of transport workers but better social security provisions. He was convinced that whole-hearted co-operation would continue between the I.T.F. and the I.C.F.T.U. not only with a view to consolidating the free international trade union movement but also to ensuring a durable democratic peace.

**S. Akova** (Turkish Railway Workers' Trade Union Federation) thanked the I.T.F. for its considerable assistance in the favourable settlement of the two recent conflicts in the Turkish railway industry.

**R. M. Pérez** (Truck Drivers' and Allied Workers' Union, Argentina) emphasized the uneasy economic and political situation both in Argentina and Latin America. He spoke of the need for improved roadways and technical installations in Argentina. Truck drivers' conditions were bad, especially in the Latin-American international transit industry due to lack of standardized Labour Codes in the different countries.

He announced the establishment by the affiliates of the Argentine Transport Workers' Confederation of the country's first Labour University, which he hoped would receive I.T.F. support.

*The Acting President then introduced the fraternal delegate:*

**A. Kithima** (Congolese Confederation of Free Trade Unions) greeted the I.T.F. on behalf of the transport workers affiliated with his organization. He spoke of the economic importance of the transport industry in the Congo, employing more than 35,000 workers, and of the acute need for technical training and assistance. He expressed warm appreciation of the work of Bro. E. Laflamme, but urged the need for an expanded and decentralized programme of activities in the African movement under the joint auspices of the I.T.F. and the I.C.F.T.U.

**Lee Chan Hyuk** (Korean Railway Workers' Union) greeted Congress on behalf of the Korean transport workers, 73,038 of whom were affiliated with the I.T.F. He outlined the successful reorganization of his union following the 1961 revolution in Korea and the removal by the new Government of the former ban on political and social institutions. Two hundred labour leaders had participated in his union's 1964 Labour Education Plan and a further course was now in progress. He

spoke with pride of the establishment by his organization of the first Management Participation Board to provide background industrial and economic data for use in collective bargaining. He drew attention to the need for greater assistance for unions in less privileged parts of the world to carry on educational programmes which would enable them to build up their organizations into effective bodies for raising the standard of living of their members and put them in a better position to cope with the subversive activities of communism.

**Yahaya bin Mohd. Ali** (Railwaymen's Union of Malaya) said that his union greatly valued its affiliation to the I.T.F., and fully appreciated the need for international affiliation. The railwaymen had benefited substantially from I.T.F. assistance in their struggle to obtain recognition of their status as government servants; this had been conceded by the government after the union had taken the issue to the High Court with I.T.F. assistance, but they were still not being granted their full rights and privileges as government servants, and the authorities were now proposing to turn the railways into a public corporation which would mean that the railway employees would again lose their hard-won status. His union made an urgent appeal to the I.T.F. to help them in their opposition to this proposal. The situation was made doubly difficult because of the recent emergency legislation which banned strikes, so that the trade union movement was deprived of its final sanction against oppression.

The function of the trade unions in Malaya was to try to close the gap between the top and bottom of the social scale. Workers in Malaya had to contend with wretched conditions. A man might earn as little as M\$90 which was barely enough to keep a family on the threshold of subsistence. Railwaymen were housed in abominable shacks unworthy of human beings, and an approach to the Government for decent pensions for railwaymen had met with an unfavourable response. Unless the imbalance could be redressed, the working masses would become susceptible to approaches by extremists. The I.T.F. had a part to play in this, by exerting pressure on governments and using its influence with the I.L.O. He was particularly pleased that Donald U'ren had been appointed as I.T.F. Asian Representative; this was a great tribute to the Railwaymen's Union of which he had formerly been the head.

Concluding, the speaker emphasized that transport workers were people who tended to be free of racial prejudice and felt bound to one another by a true sense of the brotherhood of man and solidarity between workers. He hoped that the workers' aspirations towards a world in which there would be equal opportunities for all would be fulfilled in the not too distant future.

**The Acting President** then reported that Bro. Rasmussen, of Denmark, asked to be excused from attending the remainder of Congress since he had to go to Greenland to investigate working conditions there.

**A. Monestina** (United Maritime Workers, Argentina) said that it was the concern of all trade unionists to fight for social and economic justice and a better form of society, and for the abatement of hatred between men. If all continued to give their full attention to these tasks, which all I.T.F. unions had in common, with I.T.F. guidance it should be possible gradually to overcome all these problems. He brought fraternal greetings from his organization to all transport workers throughout the world.

**P. Alvares** (All India Railwaymen's Federation) noted that as the I.T.F.'s responsibilities grew, the problems increased in complexity, and suggested that it was not possible to deal effectively with all these problems centrally. A more fully-developed regional organization structure would benefit the regional unions. A great problem in Asia, and in India in particular, was that of rivalry between unions, which could cancel out any efforts to improve the standard of living. The I.T.F. had a job to do in promoting better relations between rival unions, and perhaps even helping them to achieve complete unity. It was the job of the transport workers' unions in the developing countries to ensure that social development went hand in hand with economic development. As an example of this, he referred to the development of the Indian infrastructure which had led to a high rate of automation which in its turn had given rise to unemployment. The I.T.F. should give particular attention to problems such as these. Unfortunately, Administrations in many developing countries felt that freedom of action should be a hostage to economic development. Any co-operation between the Administration and the trade unions which entailed a severe restriction of basic trade union freedom was not acceptable to the trade unions in the developing countries.

On the question of Asian seamen undercutting European rates, the speaker pointed out that this was a problem which had been left over from colonial days. No Indian seaman wanted to take anyone's job away from him; what the Indian unions wanted was to improve the conditions of their members without at the same time jeopardizing their employment opportunities.

**O. Aarnio** (Finnish Transport Workers' Union) gave an account of an action in March, 1964, involving bus and lorry drivers which, he said, illustrated what could happen when the trade unions had to contend with communists and fellow-travellers as well as with the employers. His union had been seeking a wage increase of 2% above the percentage awarded nationally because members' wages had lagged behind the increases achieved in other sectors. In January they had threatened strike action unless a satisfactory settlement was reached. The strike should have begun on 18th February but, in accordance with Finnish labour legislation, the Ministry of Social Affairs had postponed the strike for two weeks. When they were finally obliged to go on strike, the automobile workers' union (an affiliate of the Finnish national centre S.A.K.) had collaborated with the employers in trying to break the strike, after first having signed a separate wage agreement. Solidarity action had been taken by fellow unions—port workers and seafarers—both in Finland and in Scandinavia as a whole. In the end their action had proved to be justified, but it showed what sort of weapons the Communists were prepared to use against democratic unions, and how impossible it was to try to co-operate with them.

**G. Munro** (Trinidad Seamen and Waterfront Workers' Trade Union) reported that the visit of Bro. Tim O'Leary through the good offices of the British T.U.C. to help with an inquiry into the port industry had been of great assistance to them, although unfortunately the government had not seen fit to make the report of that inquiry public yet. The visit of the Regional Director for Latin America and the Caribbean Area, J. Otero, had made possible a useful exchange of views, and had resulted in the highly successful achievements of the First Caribbean Seminar.

He reported that repressive legislation had been introduced against the free trade union movement, which in effect made affiliation to the I.T.F. and all other trade union bodies null and void, and made solidarity boycotts illegal. It also required the registration of all industrial agreements and gave the Minister of Labour power to object to anything in those agreements in the light of "public interest". The authorities had already interfered in negotiations in the port industry, by meeting with the employers and the trade unions and giving them "guidance" on how negotiations should proceed. They wished to reduce drastically the amount of overtime worked in the ports, thus allowing for the employment of a greater labour force.

Unfortunately, efforts to secure the repeal or amendment of this legislation were rendered difficult by a split in the trade union movement in Trinidad where there were now two rival groups of trade unions. His organization maintained its independence from both sides.

He thought that the Latin American and Caribbean Region was too large for one Regional Director to handle, and that this fact, together with the language differences, made it necessary to set up a Caribbean regional sub-office in Trinidad. However, this did not mean that they wished to be separated from Latin America, because there were good prospects of economic integration in the Region which could be most beneficial.

**B. Majumder** (National Union of Seamen of India) expressed the gratitude of the Indian transport workers for the I.T.F.'s support and solidarity in the face of Chinese aggression against India.

He went on to point out that since the I.T.F. clearly regarded regional activities of primary importance, and since these activities were largely financed by the affiliates of the advanced countries, it was essential that resources should not be wasted. The best way in his experience was for the I.T.F. to concentrate on contacts with individual unions with a view to promoting unity where divisions existed. He recalled the great efforts which the I.T.F. had made in his own country to promote co-operation between the two national centres, I.N.T.U.C. and H.M.S. The lack of success here had been due, primarily, to the fact that the national centres were deeply engrossed in political commitments. On the other hand, the fact that his union organized no less than 94% of the seafarers in Calcutta was due very largely to the aid and assistance that had been received from the I.T.F. in the past. The I.T.F., of course, was as interested in preserving democracy and the free trade union movement as it was in defending the economic interests of transport workers. However, it should not forget the colonial histories of those countries which now appeared to be forgetting democratic values; these countries were bound to be a little suspicious of aid from Western sources, and the I.T.F. had to overcome that suspicion. One way of doing this would be to "internationalize" the Secretariat, so as to reflect more adequately the international composition of the I.T.F. and inspire greater faith among workers in the regions.

On the question of Indian seafarers, he again stressed the points made by Bro. Alvares. The Indian unions could not obtain all they would like in the way of improved conditions because of the economic difficulties of their country. The European unions affected had to make determined efforts to stop the exploitation of cheap labour, and they would receive all possible assistance in this from the Indians.

**H. Hernández** (Venezuelan Transport Workers' Union) said that the tour of the General Secretary in Latin America had had very positive results and he hoped that the new General Secretary would be able to undertake a tour also, in order to be able to see for himself what the unions in the Region were up against. He thought the Executive Board's resolution approving Venezuelan boycotts of vessels trading with Cuba should be reaffirmed, and also stressed the dangers of military dictatorships throughout the Region. In the Dominican Republic, he thought the action of the U.S.A. had been unfortunate, and that there should have been more prior consultation with the Organization of American States. He hoped that the U.S.A. would reconsider, and that a similar situation would not arise again.

He thought that the Latin American Region might be given consultative status within the I.T.F. when policies for the Region were being determined, since the advice of affiliates on the spot could be very useful to the I.T.F. Finally he appealed to European colleagues to visit Latin America for themselves and see what conditions were like there.

**M. Soda** (Railway Motive Power Union, Japan) thanked the I.T.F. for its help in the seven-year campaign to obtain ratification of I.L.O. Convention No. 87, which had finally been achieved earlier this year. The government, however, was still trying to resist attempts to extend trade union rights, by taking savage disciplinary action against trade union members. There was still a long way to go.

He then went on to introduce the motion on Safety sponsored by six Japanese affiliates. He described the congested traffic conditions in Japan and quoted a number of serious accidents. The unregulated nature of traffic in Japan had very bad effects on the mental and physical health of transport workers, yet the authorities persisted in treating it as a personnel problem rather than tackling the problem of transport regulation. He then quoted the terms of the resolution (see page 225, Motion No. 5).

**The Acting President** then announced the times and venues of Section Conferences during the next few days.

**The General Secretary** read a cable of greetings to Congress from the Vietnamese Transport Workers' Federation.

# Monday, 2nd August, 1965

## Morning Session

*After the Acting President had opened the session at 10 a.m. he thanked the Danish host unions for the very pleasant excursion offered to Congress participants on the previous day. The happy atmosphere which had prevailed during the trip on the ferry motorship "Benedicte" to Kalundborg and Korsør had testified to the excellence of the arrangements.*

### FIRST REPORT OF CREDENTIALS COMMITTEE

**W. Hogarth** (British National Union of Seamen) presented the first report of the Credentials Committee (see page 317).

**O. Zudonu** (Nigerian Marine Floating Staff Union) asked for a clarification of the reference to three American unions who were stated, in paragraphs 4-5 of the Report, to have been in arrears with affiliation fees.

**F. Hall** (Railway Labor Executives' Association, Canada) asked that his name be included among those of the Canadian delegates instead of the United States delegates.

**W. Hogarth**, in reply to the Nigerian delegate, said that one of the three American unions referred to was the Marine Engineers' Beneficial Association, which had been in arrears since 1961, and another was the International Longshoremen's Association, which had been in arrears since 1960. The third union had paid up the arrears, so that there was no need to mention it. The request of the Canadian delegate had been noted.

*The Report of the Credentials Committee was then adopted.*

After the **Acting President** had thanked Bro. Hogarth and his colleagues on the Credentials Committee, he requested the remaining speakers on the Report on Activities to limit their speeches to ten minutes, in order that the discussion on the Report might be finished by the end of the morning session.

The **Acting President** announced that the name of Bro. Tonneaux (Railwaymen's Section of the Belgian Public Services Union) should be added to the List of Delegates.

### REPORT ON ACTIVITIES (Continued)

**P. Gupta, M.P.** (All India Railwaymen's Federation) described the situation existing on the Indian railways, against the background of the difficulties of the Indian economy and the efforts of the Federation to raise the living and working standards of the 1,200,000 regular and 400,000 casual workers employed in the railway industry. On the question of wages, he recalled that though a tripartite commission in which the three central trade union organizations of India participated, had recommended Rs.125 as a minimum living wage for an Indian worker, the Government and Central Pay Commission had subsequently fixed a minimum wage of Rs.70 plus a Dearness Allowance of Rs.10. Moreover, one category, the marine floating staff employed in the ferry

services of the railways, had been overlooked in the fixing of minimum wage rates. He was drawing attention to the deficiencies in the wages of Indian railwaymen because the I.T.F. was carrying out a survey among affiliates with a view to submitting to the I.L.O. a memorandum on pay structure in rail transport for the 1966 session of the I.L.O. Inland Transport Committee.

The previous year, Article 311 of the Indian Constitution had been amended in a manner which reduced the railwaymen's protection against discharge from the industry, and the Government was contemplating to restrict this right still further. The All India Railwaymen's Federation would resist this measure as strongly as possible and looked to the I.T.F. to give them all the support it could in their struggle. He also appealed for the support of the I.T.F. in their efforts to secure for government employees the same trade union rights as enjoyed by other workers.

He had been impressed by the fact that the Danish Minister of Transport had attended the opening session of Congress and would cite this at home as an example of the kind of industrial relations which should exist in the railway industry. In May, 1965, the Indian Government had forced the trade unions in the public sector to accept joint consultation machinery as under the British Whitley Council recommendations under certain inadmissible conditions including the obligatory renunciation of the right to strike and the cancellation of other trade union rights. He asked the I.T.F. to make strong approaches to the Indian Government so that this consultation machinery would not be implemented in the way envisaged. In India, Government officials were on the whole hostile to labour interests and engaged in intimidation of trade union leaders and officers who fought for trade union rights and improvements in wages and working conditions. As a result of I.T.F. intervention, the scale of victimization had reduced, but there were still 74 railwaymen who had been dismissed after the 1960 strike and whom the Government had so far refused to reinstate. He again appealed to the I.T.F. for all possible help in securing the end of this victimization of railway workers.

The housing conditions of Indian railwaymen were very poor, there having been a complete failure to meet the minimum medical requirement of 1,000 cubic feet per person. Railwaymen with four or five dependants still lived in one single room. Another unsatisfactory feature was the great variety of occupational grades on the Indian railways, which seriously hampered the task of negotiating improvements and impaired railwaymen's prospects of promotion. The multiplicity of railway labour unions in India also hindered social progress in the industry and he appealed to the I.T.F. to assist them in bringing greater unity to the railway trade union movement of their country. They were asking much of the I.T.F. in the way of solidarity, but he assured the Congress that in return the Indian railwaymen were eager to give all possible support to the I.T.F.

**S. From Andersen** (Danish Seamen's Union) thought that more vigorous action should be taken immediately after Congress to deal with urgent seafarers' problems, such as the flags of convenience ships and substandard conditions of Asian seamen. He referred to the so-called Hong Kong conditions, which were unilaterally and arbitrarily laid down by shipowners. He associated himself whole-heartedly with the Swedish



Seamen's Union in calling for an early conference of the seafarers' section to rectify this situation. We had to enforce the I.T.F. principle that seafarers' conditions of service should follow the flag, regardless of the nationality of the crew. If we could not obtain this by negotiation, then there was no alternative but to resort to boycotts against ship-owners operating vessels in the Far East which were manned by under-paid crews. This would be something that recalcitrant shipowners would understand.

**P. S. Mammah** (Sierra Leone Railwaymen's Union) expressed his union's gratitude for the I.T.F.'s interest in the well-being of its affiliates in Sierra Leone. He also paid tribute to the untiring work of the I.T.F. Representative in West Africa, Bro. E. Laflamme.

He then referred to technical progress and how it was transforming society in general and transport in all its forms in particular, and how the developing countries were being affected by it. Social development created a growing need for trade union action and placed ever greater tasks upon trade union organizations. They welcomed the proposal to increase the income of an organization like the I.T.F. so that it might be better equipped for its tasks, but hoped that allowances would be made for affiliates with modest financial resources.

The Sierra Leone Union had followed with particular interest the successes of many I.T.F. affiliates in improving the wages and other conditions of their members, which were an example and encouragement to affiliates in developing regions. He described the Sierra Leone industrial and arbitration machinery for establishing labour standards. Once standards had been established by this machinery it was a punishable offence for any employer to disregard them.

The Railway Workers' Union, which was the oldest in the country, had started a scheme to reduce illiteracy by means of a Mobile Itinerant School Coach. They had been greatly helped in this by Bro. Lester Zosel, who had visited Sierra Leone and encouraged them to join the I.T.F. The Union had recently been negotiating for an increase in the minimum daily wage. An offer of the employers had been improved as a result of arbitration, and this was still under consideration. He appealed to the I.T.F. to assist his union in educating membership and officials in all aspects of trade union work so as to enable them to negotiate more effectively. The Union also needed help in its fight for the introduction of social security, and the institution of workers' co-operative retail organizations to combat the high cost of living.

**N. Wälläri** (Finnish Seamen's Union) expressed dissatisfaction with the role played by seafarers in I.M.C.O. In the early assemblies of I.M.C.O. seafarers' representatives had taken part in considerable numbers, but this had deteriorated and at a recent conference of I.M.C.O., which had adopted a Convention on Facilitation of Travel and Transport, Finland and the United Kingdom had been the only countries who included seafarers in their delegations. Seafarers were disturbed by the decision to delete a reference to the I.L.O. in a passage of the Convention on seafarers' identity documents. I.M.C.O. was holding its fourth Assembly in Paris in September, 1965, and he hoped that there would be a larger participation of seafarers.

He then expressed his concern at the lack of progress on the flags of convenience issue. After the I.T.F. boycott of 1958 the volume of shipping under these flags had dropped to 16,000,000 tons by 1963, but now it had increased again by 30%. The Scandinavian seafarers' unions called for an intensification of I.T.F. activity. Sometimes the I.T.F. was blamed, but the I.T.F. was the sum total of its affiliates and it was up to them to take the necessary action. He had therefore been pleased to hear Bro. Gleason say that the I.L.A. was prepared to deal with run-away ships in U.S. ports in spite of injunctions. He was aware of the difficulties for dockers but in Finland they also had difficulties, which had not deterred them. Every flag of convenience ship which entered a Finnish port had been stopped until it had complied with the conditions laid down by the I.T.F., and despite all pressures they would continue to deal with these ships in this way in the future. Dockers' unions at times felt that they had to bear the brunt of what was primarily a seafarers' interest. In Finland, however, close co-operation had been established between the seafarers' and dockers' unions.

Referring to restrictions on trade union rights, he spoke of an attempt of the Government to discriminate in favour of the Communist-dominated Trade Union Centre in Finland at the expense of the unions in the democratic camp, but the attack had been repelled by firm counter-action. International action was needed to meet such threats. He hoped the matter would be dealt with in early meetings of the Fair Practices Committee and the Dockers' and Seafarers' Sections of the I.T.F.

**M. Chatterjee** (Calcutta Port Shramik Union) complained that the Report on Activities did not deal with the activities of dockers' unions in India. It was true that a great deal of attention had been paid to the problem of the employment of Asian seamen on European ships but this, he felt, was primarily because the interests of stronger affiliates in Europe were concerned. No mention had been made of the struggles and achievements of dockers' affiliates. With regard to the All-Pacific and Asia Dock Workers' Conference (Item 43), he warned against complacency about Communism in this sector. He regretted the discontinuance of the I.T.F. Asian Regional publications and asked for these to be resumed. There was also a greater need for co-ordination between I.T.F. affiliates in India. The affiliation of I.N.T.U.C. unions would not, in itself, strengthen the I.T.F. In this connection, he pointed out that the seafarers' union in Calcutta had, in spite of its affiliation to I.N.T.U.C., sought the support of the dockers' union during recent difficulties. He felt that the I.T.F. could help the Indian affiliates to achieve greater co-ordination by arranging for more frequent visits by regional representatives, so that more would be known of the problems which the Indian unions were facing.

**H. Vizcaino** (Spanish Union of Railway and Transport Workers in Exile) drew the attention of delegates to the plight of railway workers in Franco Spain whose wages and conditions remained static while the cost of living was rising all the time. He expressed gratitude for the support shown by the Railwaymen's Section at its Conference in Stockholm, where a resolution was adopted calling for satisfaction of the Spanish railwaymen's demands. The Spanish trade union centres in exile had created a combined organization called the Spanish Trade

Union Alliance and this had the full support of the international free trade union movement. One of the tasks of this organization was to co-ordinate efforts towards the eventual overthrow of the dictatorship now in power in Spain. He declared that the official trade union centre in Spain was not a real centre at all. Those in charge of the section which catered for railwaymen and transport workers generally were not from the transport industry and knew nothing of it.

**J. K. Post** (Dutch Transport Workers' Union) expressed appreciation for the work of the Secretariat in preparing the Report on Activities but criticized the delay in its appearance. He requested that in future the Report should be available three months before Congress. He commented on the section (p. 101) which mentioned certain activities of the Catholic Federation of Latin American Trade Unions (C.L.A.S.C.) informing the delegates that the Catholic trade union centre in the Netherlands had been promoting affiliations to this organization. The I.T.F. had already lost affiliations in the Region to C.L.A.S.C. Regarding the dispute with the I.F.C.C.T.E., reported on page 172, concerning jurisdiction over civil aviation employees, Bro. Post said that the I.T.F. must insist that it alone was qualified to deal with matters concerning such workers. Representation by any other I.T.S. could only weaken the voice of this category of transport workers. In addition to the I.F.C.C.T.E., there was also the I.M.F. catering for civil aviation workers. The efforts of the I.T.F. Management Committee and General Secretary to convince the I.F.C.C.T.E. of their point of view were appreciated but it was hoped that the Executive Board would take up this matter again. Otherwise the *raison d'être* of the I.F.C.C.T.E. would be undermined by that of the I.T.F.

Since the last I.T.F. Congress, civil aviation had again been going through a period of expansion. Nineteen sixty-four had seen the greatest increase in traffic in almost a decade and the downward trend in the accident rate had been maintained. By 1970 the civil aviation industry would be employing thousands more workers than today, although not necessarily in the same categories. The I.T.F.'s task in aviation was to defend the rights of those who fall victim to technological advances and to promote the interests of those who remained in the industry. In their wages and working conditions, civil aviation workers were usually one step ahead of other workers. Affiliated organizations should help by sending the I.T.F. information about their wages and conditions.

**W. Carrington** (British Guiana Transport Workers' Union) thanked the I.T.F. for the support given to its five affiliates in British Guiana during their 1963 strike against a bill to give the Government control over the trade unions. The strike, called by the Guiana T.U.C., had been very bitter. Fifty thousand workers had been out for 80 days. The strike would have failed but for help received from the C.L.C., A.F.L.-C.I.O., the T.U.C., the I.C.F.T.U. and the I.T.S.s. The bill was defeated and British Guiana now had a new government, friendly to the trade union movement. Since it has been in power national minimum wages of government employees had been raised and union representatives had been invited to participate on governmental bodies.

The position of seafarers in British Guiana was particularly difficult because shipowners preferred to sign on non-unionists. Moreover, this situation was getting worse. Merchant marine officers in government

employ did not get overtime payment, seamen had no victualling allowances and had to work as porters without extra pay. The image of the I.C.F.T.U. had diminished in some developing countries and the I.C.F.T.U. would have to re-examine its position in the light of economic, social and political developments. Those faced with the huge problems of hunger, poverty and disease often felt that the trade unions stood in the way of economic development and the trade unions had to be in a position to offer themselves as partners in democratic development.

He expressed concern at the Trinidad Labour Stabilization Bill and attempts by other governments in the Caribbean to introduce similar legislation. He stressed the need for greater unity in the Caribbean trade union movement and expressed appreciation of the efforts the I.T.F. Regional Director had made to promote this. He called for the creation of a regional committee to deal with matters concerning transport workers in the area. Finally, he requested the support of Congress in ensuring that Britain grants independence to British Guiana by February, 1966.

**L. Zosel** (Railway Labor Executives' Association) hoped that Congress would pay particular attention to the need for an extension in the I.T.F.'s programme of Regional Activities, not simply in order to gain new members but because this was the field in which the I.T.F.'s work was imperative. The experience, technical know-how, international solidarity and respectability of the I.T.F. were expected and needed in the regions. It was in the regions that the I.T.F. had a real potential. A comparison of the I.T.F.'s regional activities twenty years ago with the present performance in Asia, Africa and Latin America would show that many hurdles had been overcome and that many significant achievements had been made by the Secretariat. Paying tribute to the loyalty, hard work and spirit of self-sacrifice of I.T.F. representatives in the regions, all of which he had been able to see for himself in the course of his many visits to these parts of the world, he pointed out that they were making it possible for formerly underprivileged transport workers to improve upon their lot and to achieve a certain degree of dignity which was, alas, still denied to many today by ruling oligarchies, reactionary employers and dictatorial governments. In spite of the encouraging success of I.T.F. regional activities, it had to be admitted that we were barely scratching the surface. What the I.T.F. was doing in the regions deserved our applause and whole-hearted support. However, it was not enough. Citing the case of Africa, he pointed out that the I.T.F. had only one hard-working representative for a continent which was several times the size of Western Europe. Through his hard work, he was only now beginning to make real headway. The transport workers of Africa in their terrific uphill struggle against conditions imposed upon them by recalcitrant employers and governments were in urgent, desperate need of wider I.T.F. support, technical advice and, above all, positive, effective international solidarity to enable them to reach the degree of dignity and well-being to which all of us were entitled. It was a tribute to the African transport unions that they had been able, in spite of terrific difficulties, to provide better working and economic conditions for their members.

In Asia, great distances, the variety of cultures, economic and political situations were only some of the obstacles with which the I.T.F.'s representatives in Asia had to contend. Here again, the I.T.F.'s activities

would have to be expanded, no matter how insurmountable the obstacles appeared to be. In Latin America, the picture was more encouraging, yet in spite of all the new affiliations and the large number of existing affiliates in Latin America and the Caribbean, there was still a need to do much more. I.T.F. affiliates in Latin America were making tremendous strides in the development of efficient, well-organized unions. However, it was in Latin America that the strongest, best-organized anti-union drive was under way under the leadership of reactionary international companies and non-democratic governments which in many cases sought, working together, either deliberately or as a matter of convenience, with local or international Communist agents, to destroy the democratic unions or subvert them for use as instruments of political agitation. It was the responsibility of the I.T.F. to assist affiliates in defending themselves against the brutal onslaught of those who despised free and democratic trade unionism. It was well known that trade unionists in the regions were often arrested, brutally repressed, exiled, tortured and even murdered for their efforts to secure a small measure of dignity for those whom they represented. We who live in freedom would have reason to feel shame if we stood idly by while trade unionists suffered in this way. It was possible that some of the brothers sitting here today would suffer on their return home for having attended this Congress. As long as this danger existed for any democratic trade unionist, we in the I.T.F. should be ashamed to congratulate ourselves for any successes. For truth was that we had not been successful. We were still looking for the road to success. It was the task of the I.T.F. to amplify and accelerate its efforts to develop new unions, strengthen the weak ones and, acting jointly with strong unions, help towards the creation of a formidable democratic bulwark in Latin America and in all the other regions. The R.L.E.A. had affiliated to the I.T.F. in 1946 with the specific purpose of contributing in whatever way possible to the work of the I.T.F. in the regions. The R.L.E.A. thought all the I.T.F.'s activities were of the utmost importance. I.T.F. relations with international and inter-governmental agencies such as the I.L.O., United Nations, I.M.C.O., O.E.C.D. and the O.A.S. were of the greatest significance and had to be continued and improved. The activities of the industrial section were also very important. Nevertheless, the most important activities of the I.T.F. were those conducted in the regions. The R.L.E.A. wished to lay the strongest emphasis on the need for a more extended programme in the regions without thereby wishing to underestimate the importance of the I.T.F.'s other activities. The R.L.E.A. had collaborated in full in the work of the I.T.F. and was ready, willing and able to extend its collaboration and contribution particularly in respect of regional activities. The speaker's own services had been placed fully at the disposal of the I.T.F. for utilization all over the world over a number of years as a demonstration of the R.L.E.A.'s sincere desire to collaborate with the I.T.F. in regional activities. In this connection, the R.L.E.A. urged that the post of I.T.F. Director of Regional Affairs, which had been vacant since 1962, should be filled. In their opinion, this post was a basic element for the success of I.T.F. work in the regions. Reaffirming the R.L.E.A.'s support for all aspects of I.T.F. work but particularly for regional activities, he stressed that the R.L.E.A. was prepared to do even more than it had done up to now. He also expressed appreciation of the interest and support of other unions in industrialized countries for work in the regions and urged them not only to continue giving their support, but also to increase

their contribution of finances and manpower so as to allow the Secretariat to take a more aggressive approach to regional activities. He called upon the strong unions of the I.T.F. to continue their vigorous efforts to strengthen affiliates in the regions so that, in the best tradition of the fighting I.T.F., we could bring to the attention of all concerned that those who make peaceful revolution impossible will make violent revolution inevitable.

**R. Faupl** (International Association of Machinists, U.S.A.) expressed gratitude for the support offered to his organization by the I.T.F. and the British colleagues in a strike against a British airline. He associated himself with the remarks of the previous speaker in relation to the I.T.F.'s activities in the regions. The Report on Activities recorded past achievements and failures and indicated the challenge with which the I.T.F. was faced in the future.

The General Secretary had been criticized because he had not been able to obtain a change in the date set for the Asian Maritime Conference, but this was not a valid criticism. As a member of the I.L.O. Governing Body, he himself had been one of those contacted by the General Secretary in his efforts to get the date changed. Unfortunately, a number of factors and principles were involved in the decision by the I.L.O. Governing Body to call this Conference at this date, and attempts to alter the date entailed a risk of having the conference cancelled altogether. Other business had taken him to Tokyo during the Conference and he had been able to see for himself that the I.T.F. was adequately representing seafarers' interests at the Conference.

He supported the General Secretary's action at the I.L.O. in drawing attention to certain developments within the I.L.O. to weaken the tri-partite structure of the organization. He welcomed the draft resolution which was aimed at strengthening the I.L.O.'s tri-partite structure and hoped that it would have the full support of Congress.

**E. Venturini** (Argentinian Marine Electricians' Union) outlined some of the most pressing economic problems which were facing the countries of Latin America and indicated the effects that these were having on the transport workers. Social advances had been slow and workers were still not allowed a voice in decisions which affected the destiny of their countries. The transport workers of Latin America would support any initiative for economic integration in the continent, at the same time resisting all developments which would tend to weaken the economies of the under-developed countries.

**J. A. Collevati** (Argentinian Locomotivemen's Union "La Fraternidad") said that his organization had been glad of the General Secretary's visit to Latin America but regretted his making it so soon before his retirement. He hoped that his successor would soon come to Latin America to obtain an understanding of all the problems facing transport workers in the Region. He spoke of the despotic governments which controlled many Latin American countries and supported the Executive Board's decision to formulate a plan to help the workers of Ecuador to overcome the problems created for them by the existence of a military government. He also requested that some kind of declaration be sent to the authorities in Brazil, demanding that they honour promises made to the General Secretary concerning trade union rights in Brazil.

**The General Secretary** then read a cable from the Trawler and Line Fishermen's Union of South Africa expressing fraternal greetings and wishes for the success of Congress. He went on to tell delegates that seafarers' delegations from a number of countries (United Kingdom, Sweden, Norway, Denmark, Greece, United States, Italy and Japan) were of the opinion that the resolution adopted by the Seafarers' Section in 1963 recommending the expulsion of the Seafarers' International Union of North America should not be pressed. It was felt that there was now no need to call a further meeting of the General Council.

**P. Hall** (Seafarers' International Union of North America) expressed gratitude to the General Secretary and all organizations from the Seafarers' Section for withdrawing their resolution.

**The Acting President** *then adjourned the session.*

# Monday, 2nd August, 1965

## Afternoon Session

### REPORT ON ACTIVITIES (continued)

**The Acting President** opened the Afternoon Session at 2.30 p.m. and called upon the first speaker.

**A. Kitson** (Scottish Commercial Motormen's Union) asked for information about the financial arrangements regarding the General Secretary's retirement and reserved the right to speak further on this matter after receiving this information. **The Acting President** said that he would reply to Bro. Kitson's question after the General Secretary had replied to the debate.

**R. S. Oca** (Transport and General Workers' Organization, Philippines) expressed thanks on behalf of his union to the I.T.F. and all those organizations which had assisted in bringing about a successful solution in the Manila port strike of 1963. He regretted, however, the delay of two months before receipt of I.T.F. assistance. It was fortunate that Bro. Zosel had been in Manila at the time to apprise the situation and had been able to inform the I.T.F. of what action was needed. He mentioned this because the Philippines' Government was still trying to take away from these workers their right to work in the port of Manila and it was quite possible that they would have to go on strike again. During this strike, three dockers had been killed and more than 100 taken to hospital as a result of the violence used by the armed forces. These workers had been fighting for the preservation of the free trade union movement in the Philippines. It was their intention to keep the flag of the I.T.F. flying there. As a result of the strike, the I.T.F.'s name had become a by-word in the Philippine trade union movement. It had been shown how international solidarity could help when the existence of a less fortunate union was at stake. It was therefore essential to place more emphasis on giving assistance at the earliest possible time to unions involved in disputes, particularly when these were the less fortunate unions of Asia, Africa and Latin America where a delay might make all the difference between success and failure.

Speaking of the problems of Asian seamen and the Hong Kong situation in particular, he said that, although unions in Europe and North America were affected by this, it was of much greater concern to Asian seamen in the Philippines, Japan, India, Pakistan and Malaysia where seafarers' job opportunities were being taken away as a result of unfair competition from Hong Kong. This was a problem which required frankness, prudence and a more positive approach. It had to be recognized that this was also a political matter and that money and organizational aid in Hong Kong would not provide a solution in themselves. He had consulted other Asian seafarers' representatives, particularly the leaders of the All-Japan Seamen's Union, and they felt that, if necessary, funds should be made available from the Seafarers' International Welfare, Assistance and Protection Fund for dealing with this problem.

Asia needed more attention. The South Vietnam crisis might possibly result in a Third World War. It was the duty of the I.T.F. to assist and strengthen free Asian workers in every way.



**E. C. Okei-Achamba** (Nigerian Railway Permanent Way Workers' Union) greeted Congress on behalf of his organization. He spoke of the oppressive conditions in African countries and the difficulty experienced by progressive trade unionists in travelling abroad, in particular, leaders of I.T.F.-affiliated organizations. Government persecution of free trade union leaders was increasing. The time was past for empty resolutions. Action was needed. European affiliates should be more generous in helping the poor trade unions in Africa. He contrasted the £18 given in assistance to an African affiliate with the £150 million and £80 million given to his country's government by the governments of Great Britain and the United States. In his country, the per capita income was less than £30 a year. In spite of this, the workers he represented had made a terrific sacrifice to send a delegate to this Congress. He called for increased I.T.F. financial support to free African organizations and for the more speedy channelling of assistance.

**R. Decoudun** (French Railway Salaried Staff) noted that, apart from Senegal and Tunisia there were practically no I.T.F. affiliations in French-speaking Africa and asked for information on any possible extension of I.T.F. activities in this area. French trade unions had contacts in the former French territories and would be ready to assist the I.T.F.

He asked for information on I.T.F. relations with the transport department of the International Federation of Christian Trade Unions.

**J. S. Thore** (Swedish Seamen's Union) said that he wished to answer some allegations by African delegates to the Congress. Scandinavian unions had given financial aid through the I.C.F.T.U. and had also helped in the training of African trade union leaders.

The Scandinavian Transport Workers' Federation had passed a resolution opposing South African "apartheid", which had been sent to the I.T.F. Congress for action. He asked the General Secretary for information on action taken by the I.T.F.

**O. Zudonu** (Nigerian Marine Floating Staff Union) greeted the Congress on behalf of his own organization and the Railway and Ports Transport Staff Union. He spoke of the problems of political influence on trade unions both in Nigeria and in other African countries and of the need for strong centralized trade unions. He urged the need for increased trade union education facilities and called for the establishment of more I.T.F. Regional Offices.

**The Acting President** said that the General Secretary would reply to the discussion on the *Report on Activities* on Thursday.

**The General Secretary** said that the Finnish Seamen's Union wished to be associated with the seafarers' declaration made in the morning.

**The Acting President** then called upon the General Secretary to introduce the *Financial Report*.

## FINANCIAL REPORT

The General Secretary indicated the increase in expenditure over the current period and the need for action. Delegates had said that the I.T.F. was not doing enough but they themselves must put it in a position to do more. Regarding the Edo Fimmen Free Trade Union Fund he expressed the hope that affiliated unions would in 1965 continue the payment of the Special Twopenny Contribution. Any increase in affiliation fees would apply from 1966 only.

The regional activities of the I.T.F. were all financed from the Edo Fimmen Free Trade Union Fund. The income of this Fund in the years 1962, 1963 and 1964 was made up of £2,069 received in voluntary contributions from affiliates; grants made by the I.C.F.T.U. International Solidarity Fund amounting to £53,064 over three years; the extra voluntary contribution of 2d. per member per year made by affiliates following the decision of the Executive Board in the latter part of 1962 which had brought in a total of £37,785 over the three years; an allocation of 20% of the I.T.F. normal income for the three years 1962, 1963 and 1964; amounting altogether to £55,540; £17,945 which had been received from Swedish unions representing one third of the amount collected by these unions in a solidarity drive collection for the I.C.F.T.U. International Solidarity Fund; special contributions made by the R.L.E.A. in 1962 and by various R.L.E.A. affiliates in 1964 and, finally, the £2,583 granted to the I.T.F. by the Swedish Commercial Employees' Union on its 25th Anniversary. The total of these monies, £195,436, had all been dispersed on regional activities and this was answer enough in itself to those who maintained that the I.T.F. had not done enough in the field of regional activities. He wished specially to thank for their magnificent solidarity and financial contribution the Swedish unions, the American railway organizations and other affiliated organizations.

The Acting President then asked if anyone wished to speak on the Financial Report.

**A. Kitson** (Scottish Commercial Motormen's Union) drew attention to the balance sheet for 1964, the item under Fixed Assets relating to the purchase of a car for £1,152. The depreciation was fixed at £752. He asked when the car had been bought, and what was the rate of depreciation.

**W. Ch. van Zuylen** (Netherlands Seafarers' and Fishermen's Union) suggested ways in which the I.T.F.'s expenditure might be cut. He wondered whether in its present financial difficulties the I.T.F. could afford the luxury of five official languages, which necessitated the services of an extensive staff. He also suggested that, because so many different organizations, including the I.T.F., were independently providing financial assistance to the developing countries, some of this money was bound to get into the wrong hands. Better co-ordination was required between the bodies administering aid in the Regions.

Finally, he pointed out that some unions would not be able to meet the proposed increase in affiliation fees, and asked that, if the increase were approved, those who supplied convincing proof that the increase was beyond their means should be allowed to continue to pay at the present rate.

**A. M'Baye** (Senegal Transport Workers' Federation) said that the I.T.F. had indeed been very active in Africa, but he thought that instead of allocating financial assistance in relatively small sums here and there,

money should be allocated in more concentrated form for the trade unions to use for projects such as co-operative enterprises. In this way financial assistance would be put to really constructive use, the workers would benefit directly, and the unions could become financially independent more rapidly. The Regional Representative would participate in the administration of financial aid.

**J. S. Thore** (Swedish Seamen's Union) appreciated the tribute paid by the General Secretary to the contribution made by the Swedish unions. They believed that if the I.T.F. was to work effectively it had to have the resources, and for that reason his union was willing to pay the proposed increase in affiliation fees.

**The General Secretary** expressed his gratitude for Bro. Thore's remarks. On the question asked by Bro. Kitson, the rate of depreciation on the car was 65%.

**A. Kitson** (Scottish Commercial Motormen's Union) repeated his question as to when the car had been bought, and asked why the depreciation rate was 65%.

**The General Secretary** stated that the car had been bought in December, 1963. If the normal commercial rate of depreciation, viz. 25%, had been used the depreciation over 13 months would have amounted to £306. The amount written off in the Federation's accounts, £752, thus compared favourably with this latter figure. This was the view of the I.T.F.'s accountant.

**T. O'Leary** (British Transport and General Workers' Union) thought that it was important to be clear about this matter. The accountant had said, quite rightly, that it was good business to write off your assets more than you need either for income tax purposes or, if you had a purchaser in mind, to whom you wish to sell the assets at a low price. Normally, this car would have had about £300 written off its value. As a result, the I.T.F. now had in its possession an article which was valued at about £400 less than its true value. He only hoped that the true value would be borne in mind if the car was sold.

**The General Secretary** said there were of course different opinions about the way in which depreciation should be handled, but he thought Congress could leave the matter to the Executive Board.

In reply to Bro. van Zuylen, he regretted that with its present staff the I.T.F. could not in fact manage to translate everything into the official languages, although affiliated unions had a right to expect this. His point about co-ordinating with other organizations in the field of Regional Activities could well be discussed during the debate on affiliation fees. Bro. M'Baye had requested that more money should be used in Africa. This was only possible if the I.T.F. was provided with the necessary resources.

**A. M'Baye** (Senegal Transport Workers' Federation) pointed out that he had not asked for more money, but that it should be allocated in a more concentrated form in order to be used to create something of positive value.

*The Financial Report and Auditors' Report were then adopted by a majority vote (show of hands).*

**The Acting President** announced that the item "Affiliation Fees" would be discussed at the following morning's Plenary Session. The continued Seafarers' Section Conference would take place the following afternoon.

*He then adjourned the session.*

# Tuesday, 3rd August, 1965

## Morning Session

**The Acting President** *opened the session at 9 a.m.*

**The General Secretary** then read out fraternal messages from the following organizations: The Argentinian Locomotivemen's Union "La Fraternidad", the Argentinian Tramwaymen's Union, the Maritime Union of India, the Italian Tramwaymen's and Inland Navigation Workers' Federation, the Federation of Greek Dockers, the National Workers' Union of Jamaica, the Colombian Trade Union Federation (U.T.C.), the Karachi Tramway Workers' Union (Pakistan), the Pakistan National Federation of Trade Unions and the Italian Port Workers' Federation.

**The Acting President** then called upon G. Dunand (I.L.O.) to address the Congress.

**Mr. Dunand** said that the International Labour Office greatly appreciated the interest which the I.T.F. took in its work. He said that the Office would be powerless if it had to work on its own. The I.L.O. was a tripartite organization and needed not only the close participation of the constituent groups for its work to be really effective but also their encouragement and their censure from time to time.

He gave a brief summary of the I.L.O.'s activities in the various sectors of the transport industry, stressing the importance of the participation of the workers' groups, especially under I.T.F. auspices, in these activities.

He stressed the need throughout the world for a rational use of all means of transport in the light of a consistent transport policy. There had been a rapid expansion in road transport and civil aviation but it should not be thought that the maritime transport and railway industries were dying. Because effective co-ordination was lacking competition between various sectors of the transport industry could be harmful to one or other of them. The workers were always the first to suffer from such competition. A supple transport policy worked out rationally and in all its details was necessary before working conditions could progress satisfactorily.

He then listed some specific projects in the transport industry on which the I.L.O. had been engaged. In some instances the I.L.O.'s action had been very effective, in others less so. There was sometimes despondency over what the I.L.O. had achieved or could achieve. It should be remembered that the proportion of the I.L.O.'s resources, both human and financial, devoted to transport could not be expressed as a percentage but rather as a per-thousand proportion of the I.L.O.'s work taken as a whole. The I.L.O. had to divide its activities according to the urgency of the objective and the resources available. There would for example be more action in the near future on behalf of the maritime transport and railways sectors than on behalf of the civil aviation, road transport and inland navigation sectors. The I.L.O.'s work in the field of transport had to be fitted into the general plan of the organization as a whole. Where emphasis was laid in this plan depended on the decision of the Governing Body, whose job it was to prepare and review this plan.

He concluded by stressing again the value the I.L.O. attached to the co-operation of the I.T.F. It was his wish that this should be fostered.

*The card vote papers were then distributed.*

**E. C. Okei-Achamba** (Nigerian Railway Permanent Way Workers' Union) asked for an interpretation of I.T.F. Rules with regard to paid-up membership. (Rule VI, para. 11.) **The General Secretary** referred him to Rule VI, para. 6.

**The Acting President** then called upon the General Secretary to introduce the Executive Board recommendation concerning *Affiliation Fees*.

**The General Secretary** pointed out that five years of increasing expenditure had passed since the last increase in affiliation fees at the Berne Congress in 1960. He thanked affiliates for their favourable response to the later request for a special 2d. contribution. The proposed increase would in fact mean a consolidation of the present constitutionally laid down fee with this Special Contribution.

Replying to Bro. van Zuylen, he pointed out that, in the absence of a universal language, the I.T.F. would have to continue working in its five official languages. As things were at present, this meant that the translating facilities of the Secretariat were grossly overloaded. He hoped that an increase in affiliation fees might help to rectify this situation.

It was essential that the I.T.F. should have some reserves. He had in fact proposed an increase to 10d. in fees. If the Executive Board's proposal were accepted voluntary contributions would still be required to cope with emergencies. From the £128,000 which the 8d. affiliation fee would bring in, it should be possible to make about 30%, or some £40,000, available for regional activities. The allocation to regional activities would, of course, depend on the Executive Board. If an allocation of 30% were made to regional activities, this would leave for the running of the Secretariat an amount which would cover costs at present-day rates. However, it seemed likely that costs would further increase and he therefore indicated the probability of a further increase in affiliation fees in three years time. Furthermore, £40,000 was not enough for the I.T.F. to continue regional activities on the present scale. £65,000 would be needed for this. If the I.T.F. did not get the grant of £25,000 from the I.C.F.T.U. International Solidarity Fund, the I.T.F. would have to clamp down on its regional activities. However, he hoped that certain affiliates would be able to exert pressure on their national centres and that the International Solidarity Fund Committee would continue to make grants to the I.T.F. at the same level as hitherto and possibly increase these grants.

Referring to the need for voluntary contributions over and above the increased affiliation fee that was proposed, the General Secretary spoke of emergency situations which could arise in the developing countries and which were likely to have great impact on the trade union movement there. For the I.T.F. to send representatives to these areas involved considerable expenditure. He therefore thought it was necessary to have a reserve to meet such expenditure, which could not be covered out of the £65,000 he had already mentioned as the sum required for carrying out regional activities on their present scale. He appealed to affiliates not to let the I.T.F. down and assured them that they would continue to get value for money, as in the past.

**J. Curran** (National Maritime Union, U.S.A.) spoke first in the discussion. He said this was a most important question. The I.T.F.'s Constitution called for action in aiding underdeveloped countries and combating Communist influence, yet no delegates cared to speak except on the question of the motor car. If the I.T.F. did not provide help it would lose a great deal of the interest it had for the North American organizations. We had an obligation to help the trade unionists of former colonies who had not enjoyed the same advantages that we had enjoyed. If we failed here, other organizations would step in with promises of liberty and democracy and in the end subject these workers to Communist tyranny. If we failed in our task in the developing countries, we would be defaulting to the Communists, to anti-labour forces and to employers who wished to pit one worker against another as was at present the case in seafaring where the Hong Kong seaman was pitted against the rest of the seafarers of the world. No one could blame the Hong Kong seamen. They were starving. But if their problems received one spark of recognition, if they were shown some basis on which they could work together with the seamen of the rest of the world, he was sure that the Hong Kong seamen would prove to be as militant and powerful a group of seamen as any in the world.

Referring to the repressive legislation enacted by the governments of many newly independent African states, he felt that more should have been done to publicize the adverse effects which such legislation was having on African trade unions. These countries were often said to be new, democratic countries, but, in fact, there was often greater oppression here than there had been under their colonial past. Faced with this situation, the I.T.F. did not have the necessary funds or manpower resources to do its job.

His organization would never oppose a proposal to increase affiliation fees if this increase were to be devoted fully to carrying out the I.T.F.'s mission. It had been obvious at Helsinki that an increase in affiliation fees was necessary. Nevertheless makeshift policies had been adopted. At that time he had thought that it was the intention to increase the allocation to the Edo Fimmen Fund from which the I.T.F.'s regional activities were financed. Instead, the allocation to the Edo Fimmen Fund had actually been reduced from 25 to 20%. Unless this allocation was increased, he thought that money paid into the I.T.F. would be wasted. However, the General Secretary had indicated that this allocation would be increased to 30% if the extra affiliation fees were agreed. However, even this was not enough. If the I.T.F. was really to be an effective organizing body, if it was to be a truly effective bulwark against Communism in these areas, effective policies would have to be worked out.

Recalling that it had once been said at the I.C.F.T.U. that the I.T.F. was the finest instrument the free international trade union movement had for promoting education and organization and for combating the onslaught of Communism, he expressed surprise that the I.T.F. seemed unable to get any substantial help from the I.C.F.T.U. for doing this work. He understood that the contributions the I.T.F. had been receiving from the I.C.F.T.U. for this work were to be cut. However, he also understood that there had been considerable discussion at the I.C.F.T.U. about millions of dollars which were not being utilized for the

work of organizing the unorganized. The American delegation had questioned the investment and utilization of money in the International Solidarity Fund and some \$800,000 had been returned by the I.C.F.T.U. to the A.F.L.-C.I.O. because it was not being used. This situation was difficult to understand. He thought that it was foolish to count on the help of governments in building up a strong trade union movement throughout the world. Almost every government would place obstacles in the way of developing full organization of the workers. The African governments he had referred to were a good example of this. Many of the leading personalities in these governments had actually come out of the trade union movement themselves and yet, on becoming Ministers, the first thing they had done had been to enact repressive legislation against the trade unions. The I.T.F. was one of the few instruments existing for developing free trade unions in these areas. It was therefore the I.T.F.'s most urgent task to create a feeling of inspiration and enthusiasm, without which any increase in affiliation fees would be useless. He would most certainly be against raising affiliation fees solely to provide softer seats for the administration. All the American delegates to the present Congress had discussed the question of affiliation fees fully. They were in favour of increased fees. However, all had been agreed that, unless a real job was done on regional activities, they felt that they would be pouring money down a rat-hole. The American delegates therefore wanted a real live programme to move forward on the regional level. The General Secretary had already indicated that a further increase in affiliation fees would be required by the next Congress. However, unless something useful was done with this increase, many of the faces to be seen at this Congress would not be there in three years time, because the I.T.F. would have lost its whole mission in life and would be falling apart.

**T. O'Leary** (Transport and General Workers' Union, Great Britain) congratulated the previous speaker for having said what everyone believed. However, his organization had already given positive indication that it shared these beliefs and he had therefore felt it unnecessary to go over all this ground again. His organization had paid the higher rate of affiliation fee from the outset because it had been aware of what was involved and had not wasted time in arguing or looking for reasons not to do it. Reverting to the unfortunate question of the motor car, he pointed out that his organization was, like Bro. Curran's, concerned that the I.T.F. should do the job for which it was built. They were also concerned with the good name and reputation of the I.T.F. He was a member of a particular I.T.F. Committee which was very worried about other matters. If matters got out of hand, they felt that their reputations would suffer. It was for this reason that they had felt obliged to put certain questions. He himself had practical experience of the problems of trade unions in the developing countries. One of his jobs in London was to advise visiting trade unionists from the developing countries on their problems and to provide whatever assistance they could. He personally had been to the West Indies on three occasions to provide such help. His organization was, therefore, interested in making a real contribution to regional activities. They would continue to do so and thought that everybody here was in agreement about this. His organization was not threatening to withdraw from the I.T.F. because its feelings had been hurt, nor was it threatening not to pay because somebody had upset them. They were convinced that the whole movement was greater

than any of its parts. They wanted to make their contributions, but they were not intent on boasting about it. They were, however, concerned that everything should be done in a proper manner and that this should be evident. The administration and organization of the I.T.F. should be such as to permit open discussion. There should be nothing to hide.

**W. Hogarth** (National Union of Seamen, Great Britain) said that affiliated organizations were entitled to make criticisms. He agreed with the General Secretary over the 10d. fee, but insisted on value for money. His union supported the Executive Board's recommendation absolutely.

**P. Hall** (Seafarers' International Union of North America) supported the proposed increase in affiliation fees and said that regional activities were certainly the most important task before the I.T.F. The delegations from the Philippines, Africa and Latin America had indicated some of the problems they were confronted with in their countries. The I.T.F. had to do something about this. Unless affiliation fees were increased, it seemed that the I.T.F. would be able to do nothing at all. He urged delegates to vote in favour of the proposals so that the I.T.F. could continue carrying out the tremendous task it had done throughout its history.

**P. Seibert** (German Railwaymen's Union) said delegates should not be under the impression that, if the increase was approved, the I.T.F. would then be in a position to step up its regional activities. It would still only be just breaking even, and it was likely that a further increase would be needed in three years time. He stressed the fact that the I.C.F.T.U. International Solidarity Fund Committee had reduced the amount of the grant it made available to the I.T.F. for Regional Activities and emphasized that if the I.T.F. were to pay its way and, at the same time, as Bro. Curran and Bro. Hall had pressed, expand its regional activities, they would have to be prepared to pay voluntary contributions to the Edo Fimmen Fund over and above the increased affiliation fees. The income that these brought in was not enough. It was essential to be clear about the position. Otherwise he foresaw difficulties at the next Congress in three years time when we would be facing the same difficulties and asking for a further increase in affiliation fees. The Executive Board would have to press for more money from the I.C.F.T.U. International Solidarity Fund, and to appeal for additional voluntary contributions from these unions who could afford them. Only if the I.T.F. could count on getting money from these two sources could it hope to carry on its general work as well as its regional activities. He hoped that the spirit of enthusiasm for regional activities which had manifested itself at this Congress would also make itself felt when the appeals went out for voluntary contributions.

**A. Kummernuss** (Executive Board Member) underlined that he agreed 100% with what Bros. Curran and Paul Hall had said. In connection with the questions about the motor car, he explained that the General Secretary had expressed a wish to buy the car from the I.T.F. and had said that he would take an independent valuation as the price he would pay for it, irrespective of the rate of depreciation shown in the books.



**F. Hall** (Railway Labor Executives' Association, Canada) said that the apparent lack of interest in debating the proposal had been due to the large degree of unanimity which evidently existed among delegates about the need to increase affiliation fees. There was also a unanimous feeling that regional activities constituted the most important part of the I.T.F.'s activities. He pointed this out many years ago, the first time he attended a meeting of the I.T.F. Executive. He appealed to affiliated unions to try to find within their own organizations people who would be willing and able to go to work for the I.T.F. as field representatives in the Regions. These representatives, who need not be good linguists, but should be good trade unionists and know the job that had to be done, might perhaps be financed by their own organizations. Since there was evidently general agreement about this question, he urged that not too much time should be spent discussing it but that Congress should proceed to a decision as soon as possible.

**H. Petterson** (Swedish Transport Workers' Union) said that the Scandinavian unions had always done everything they could to make the I.T.F. a stronger and more effective organization and that they would therefore have been prepared to support a proposal to increase affiliation fees to 10d. or even a shilling. Since, however, it had not been possible to reach agreement on this, he recommended delegates to support the Executive Board's proposal unanimously.

**F. Giorgi** (Italian Seafarers' Federation) said that although for the Italian organizations it would mean devoting between 5% and 10% of their income to I.T.F. affiliation fees, they wholeheartedly supported the proposal.

**N. Wälläri** (Finnish Seamen's Union) was pleased to see how much support there was for the proposal; this had not always been the case in the past. He also asked the Executive Board to propose to the next Congress a change in the Constitution to give the Executive Board authority to raise affiliation fees between Congresses to meet rising costs.

**S. Packirisamy** (Railwaymen's Union of Malaya) pointed out that his organization would have difficulty in paying the increased rate because workers in his country had to work perhaps eight hours to earn the amount that a worker in a developed country could earn in one hour. He pointed out that it had cost his union an entire month's income solely to send a delegation to this Congress. He appealed to unions from the developed countries to make a special voluntary contribution for regional activities if they could.

**J. A. Collevati** (Argentine Locomotivemen's Union, La Fraternidad) said that the Argentine delegation was in full support of the increase in affiliation fees.

**E. Ulbrich** (Austrian Railwaymen's Union) stressed that the Austrian trade unions took the question of regional activities extremely seriously. He pointed out that since it was reported by the Credentials Committee that two American unions had failed to pay their affiliation fees, the Americans ought not to be telling others what to do. The I.T.F. was already very active in this work before the U.S. unions were even members.

If delegates felt that the I.T.F.'s money was being wrongly used, they ought to quote specific examples. He felt that the Executive Board

was well qualified to look after the I.T.F.'s funds. He also urged that Congress, in addition to approving this proposal to increase affiliation fees, should undertake to pay forthwith an additional voluntary contribution for regional activities so as to obviate any need for the Executive Board to take a decision to launch an appeal for voluntary contributions which would only be effective from 1st January, 1966.

**The General Secretary**, replying to the debate, said that Bro. Seibert had been right to point out that the increased affiliation fees alone would not be enough to permit the expansion of regional activities. The vast majority of unions had already been paying the voluntary contribution of 2d. and the decision to increase affiliation fees would only mean that this voluntary contribution was consolidated in the standard rate of affiliation fee so that there would be no increase in income from these unions. However, we could expect additional income from three U.S. unions and from the new affiliates; the I.T.F. had to press for £25,000 from the I.C.F.T.U. in order to continue with regional activities at the present level. The I.T.F. also needed additional voluntary contributions, and he appealed to unions to follow the Swedish example in this respect. He also appealed to regional unions to try if possible to increase the rate of contributions, where they were paying at reduced special rates.

**J. Curran** (National Maritime Union of the U.S.A.), on a point of order, in reply to Bro. Ulbrich's implication that some U.S. unions were not in good standing, pointed out that his own organization had always been in good standing.

*The Executive Board's proposal* to increase the rate of affiliation fees from 6d. to 8d. per member per year from 1st January, 1966, was *Approved* unanimously on a show of hands.

**The Acting President** then asked J. K. Post (Netherlands Transport Workers' Union) to *present the*

## REPORT OF THE CIVIL AVIATION SECTION CONFERENCE

**J. K. Post** (Rapporteur) introduced the report (see page 325). The Report on Activities had been adopted unanimously, and the Conference had agreed on the setting up of a Safety Committee on a category basis. The Swedish Commercial Employees' Union's motion on the effects of interchange of aircraft on cabin attendants had been adopted in a slightly amended version (Annex 2). He also mentioned a very important statement made by Bro. Gill (Flight Engineers' International Association, U.S.A.) on crew complement.

He had listened with interest to Mr. Dunand's remarks on civil aviation, but the Conference had found it necessary to adopt a resolution on the holding of an I.L.O. Tripartite Civil Aviation Conference (Annex 1).

Finally, he thanked the Section Secretary for the valuable and stimulating work he had done between Congresses.

**P. Barbier** (French Flying Personnel Federation) drew the attention of delegates to the difficulties being experienced in the French civil aviation industry. In 1963, the administration of Air France, abetted by the Government, had unilaterally repudiated a 12-year agreement with the unions reached in 1958 under which it had been agreed that any pay increases awarded to ground staff would also be given to flying staff.

The agreement, which was due to run until 1970, had been duly endorsed by the Ministry of Transport and had been scrupulously observed until 1963. In that year all French public transport workers had received a pay increase of 5%. The Minister of Transport, probably at the bidding of Air France, had refused to give this pay increase to the flying staff. The reason advanced for the refusal was that French flying staff were already far better paid than their counterparts in other European airline companies and that a further increase in their pay would render more difficult the creation of the European Air Union. The French organizations could not accept this unilateral repudiation of their agreement nor the idea that pay should be harmonized by making downward adjustments. Although this was in clear violation of the agreement, an Appeal Court had decided it was impossible to over-rule a Ministerial decision. The action brought by the French flying staff had taken two years to reach this stage and the union felt that they would get no further in the courts. A request by the unions for a conciliation committee to be set up had just been refused.

The way of negotiation now appeared to be closed and the unions might have to carry out a strike action. Very important principles were at stake and the Government was as determined as the trade unions. If the later resorted to strike action, they faced threats of mobilization or lockout. It was even possible that the Government was at present examining the possibility of prohibiting strikes by flying staff as it had done in the case of the air traffic controllers the year before. If these measures were implemented, the French organizations would have no alternative but to ask the Executive Board to address an appeal for international solidarity which had so often proved decisive in disputes in the civil aviation industry. Recalling the tribute paid by Bro. Faupl to the I.T.F. and the British organizations for their help in settling a dispute between his organization and B.O.A.C., he pointed out that Bro. Faupl's organization, the I.A.M., had recently given wonderful help to the French organizations. A warning by the I.A.M. that they would not service any aircraft of the French private company, U.T.A., at Los Angeles, had been enough to persuade this company to sign an agreement which the French unions had been endeavouring to conclude for eighteen months without results. Such instances proved that international solidarity could be decisive in disputes, not only in the developing countries, but also in the industrialized parts of the world, particularly in civil aviation. He therefore appealed to delegates at Congress to examine on their return home any measures which they might be able to take to assist the French civil aviation organizations in bringing Air France operations to a standstill in their respective countries should this prove necessary. He also indicated that, if the French Government continued its systematic attack on trade union rights, the French organizations would not hesitate to lodge a complaint with the International Labour Organization.

**R. Lapeyre** (French Federation of Transport and Public Works, F.O.) pointed out the Report did not mention the proposal which had been made to the Civil Aviation Section that European affiliates should pay attention to the question of Air Union. It was not necessary to repeat all discussions that had taken place on this subject, but simply to point out that we had foreseen for some time the deterioration that the idea of Air Union would undergo and that international co-operation

in European civil aviation should take as an example the co-operation which had developed in the railway sector in the operation of the trans-Europa expresses. Organizations should give serious consideration to what could be done to make European co-operation in the civil aviation sector a reality. They would therefore like the Report to be amended to include a mention of the subject. He also drew attention to the problems created by the technical revolution which took place about every ten years in the civil aviation industry, more particularly to the impending introduction of supersonic aircraft and bulk freight aircraft.

**G. Dunand** (I.L.O.) said he had read the Report with interest and said that the I.L.O. would, of course, like to be able to do everything it was asked, but it had to consider priorities and he had to report that there was not much hope for a Civil Aviation Conference in the near future. It had concentrated its work in this field on expert studies of health risks arising for civil aviation workers as a result of new developments including those which might arise from supersonic flight, exposure to harmful radiation, decompression and possible impairment to health through crossing a number of time-zones in the course of the day's work.

**J. K. Post** (Rapporteur), replying to the discussion, assured Bro. Barbier of the full support of the I.T.F. and its affiliates if it should be needed. He apologized to Bro. Lapeyre for the omission of the Air Union discussions. He thanked Mr. Dunand for his remarks, but still thought it was necessary for the Civil Aviation Section to stress the need for an I.L.O. Conference.

*The Report of the Civil Aviation Section Conference was Approved unanimously.*

**The Acting President** then laid Document XXVIII C-7 (a), *Election of General Council*, before Congress.

**E. Vanegas** (Merchant Marine Union, Colombia) pointed out that Colombia had been omitted from the list of Latin American countries (Group 19) in the Spanish version of the document.

**A. M'Baye** (Senegal Transport Workers' Federation) asked for the seats allotted to Libya, Tunisia and the United Arab Republic (Group 13) to be added to those of the other African countries (Group 14).

*Document XXVIII C-7 (a) was then Adopted unanimously.*

**O. Zudonu** (Nigerian Marine Floating Staff Union) announced that the U.S. National Maritime Union had promised to donate a bus to his union, and he thanked them very much for this offer.

**The General Secretary** announced that Z. Barash (Israel Seamen's Union) had asked to be associated with the decision of the Seafarers' Section to withdraw the resolution placed before the General Council.

He then announced the time and venue of Electoral Group meetings the following morning. If card votes were required at these meetings, delegates should apply to the Secretariat.

**The Acting President** then presented Document XXVIII C-7 (b), *Election of Executive Board*, to Congress. It was *Approved* unanimously.

*The Session then adjourned.*

**Wednesday, 4th August, 1965**

**Morning Session**

*The President opened the session at 10.20 a.m. by thanking the Danish unions for the evening excursion which Congress delegates had enjoyed the previous day.*

He then welcomed the Rt. Hon. Frank Cousins, M.P., Minister of Technology in the British Labour Government, and I.T.F. President, and invited him to open the discussion on Item 7 of the Agenda:

**CHANGES IN THE STRUCTURE OF THE TRANSPORT INDUSTRY AND THE RESULTANT PROBLEMS FOR TRANSPORT WORKERS' UNIONS**

**F. Cousins** expressed his pleasure at being able to be present at the Congress, and explained that he would be dealing only with the technical aspects of change whilst Philipp Seibert would be speaking on the problems for the trade unions.

**Summary of paper delivered by the Rt. Hon. Frank Cousins, M.P., British Minister of Technology, on "Changes in the Structure of the Transport Industry"**

"There is no doubt that means of communication strongly influence the pace at which the economy advances and the technological level which it attains. The growth of railways, for example, determined the whole development of a modern industrial society in the United Kingdom. The growth of the motor vehicle—a 20th century phenomenon—was given its first impetus during World War One by the need for a flexibility of transport greater than that provided by railway routes. Mass production methods later resulted in an extremely rapid but unplanned growth in motor vehicle utilization before later problems of road congestion could be foreseen. This growth had an immediate affect on the development by speculators of outlying districts previously not considered capable of urbanization.

"Modern industrial plant made necessary a greater movement of goods and freight. In the U.K. freight traffic is now increasing by 2% per year, accompanied by a marked swing from rail to road and large increases in the percentage share of both coastal shipping and pipelines. The swing to road is paralleled in other European countries, irrespective of whether governments favour railways or not. During 1953-63, private transport increased its percentage share of passenger traffic by 134% as against a 17% decrease in bus transport and one of 6% in rail transport. For freight traffic during the same period, road increased by 80% and rail decreased by 26%. Excluding coal, some 90% of inland freight is now carried by road. The failure by railways between 1920-40 to develop a major fleet of road vehicles in co-ordination with their own services was a bad error of judgment. A major phenomenon in passenger traffic is the growth of car ownership (a 167% increase in 1953-63).

“Road congestion, with virtual standstills at peak hours, is today a major problem of urban transport. Public transport has declined due to traffic density allied to loss of fare-paying passengers. Each major industrial country has undertaken studies aimed at producing solutions. An example is the British *Buchanan Report*, which emphasizes the strongly adverse effect of congestion on the door-to-door and speed advantages of motor transport. The cost of congestion is estimated in the U.K. at £250 million per year, plus the effects of environment deterioration, plus noise and fumes. Road safety is also a paramount consideration but the Report concluded that there are virtually no completely safe (town) roads.

“In view of these facts it is thought that the best period of the private car is over and U.K. opinion is moving towards severe restrictions on such transport in city centres. A Road Research Laboratory study in 1960 showed that 60% of urban and nearly 40% of rural trunk roads were overloaded and the position has since deteriorated further.

“Since the history of transport is one of change, we should consider what contribution its newer forms can make. Technological possibilities and manpower scarcity will favour capital-intensive, automated systems. Modern types of transport equipment which may be used include hovercraft, tracked hovercraft, the rollway (a specialised train operating at up to 150 m.p.h. on exclusive broad-gauge track and carrying cars and their passengers), the linear induction motor and monorails (which may however only be justified where there are difficult problems precluding a surface connection). Account should also be taken of the Channel Tunnel and pipelines. The movement of materials by the latter is expected to increase by between 50% and 100% in the next five years alone.

“Nevertheless, the major advance will probably involve the improvement and better use of existing forms of transport. Older systems expensive in labour are likely to be replaced, e.g. marshalling replaced by liner trains; containers and pallets saving handling; road/railers instead of lorries for collection and delivery; and roll-on/roll-off ships. There is great scope here for closer working between the various forms of transport, with serious attention being given to the human problems of modernization.

“Over the last ten years, railways have been occupied with traction change-overs, but now they appear to be entering a period of automation. Automation is ideally suited to railway operation with its rigid time-table and freedom to move in one dimension only. Safety, efficiency, capacity, punctuality and comfort could all be increased by its use.

“So far automation has been confined to a few trial installations. There is one on the London Underground intended for full operation in 1968, while Stockholm already has underground trains fitted with an automatic pilot, which is in fact a fairly straightforward computer governing rates of acceleration and braking. The spread of automation to a complex rail system must however depend on techniques for train regulation being developed, a break-away from existing operating methods seeming essential. Not only train operation is involved here however. London Transport are carrying out tests with electronic barrier controls which can read tickets. In the freight field data transmission systems are being developed for marshalling yards.

“Technically, road vehicles too can be automatically controlled by a guidance system built into the road surface. Although its widespread utilization cannot be envisaged, this may be introduced on a number of defined routes. The really big advances, however, are to be made in integrated transport policy, uniting the best features of road, rail and other services. There have been some limited attempts to achieve this in Scandinavia, within the Common Market and in the I.T.F.’s own study of transport problems at both national and international level.

“It is now accepted that in most countries Government must participate in the efficient and economic development of transport, but geography has a great influence here. It has been suggested that Socialist Sweden is introducing a policy in many way more “free enterprise” than that of the U.S.A.! In the U.K., the great experiment of giving the Transport Commission executive authority over a large part of transport service was restricted by the Conservative Government, but the new Labour Government is pledged to co-ordinate transport geared to national economic and regional planning and taking proper account of social needs. Everywhere, however, Government is involved in closer regulation of operations in the interests of safety and service to the public.

“In the U.K., of course, we have a period of intense change on the railways with substantial closures. Under the present plan, by 1970 the number of stations for both freight and passengers would have been halved, with a similar reduction in mileage. This will be affected by the Labour Government’s pledge for a planned system based on social need rather than profit. Emphasis is now on new rail freight conveyance systems.

“A valid criticism made is that this whole process has not been accomplished by a thorough look at the overall transport and economic situations. Clearly this is a field where individual “freedom” to operate vehicles can hit the “freedom” of the bulk of the travelling public. It is not surprising therefore that demands should be made by transport unions for the extension of public ownership and for the reintroduction of a national executive authority for the whole transport industry. The question here for both governments and unions is how far is it possible to create an integrated planned transport system if ownership is not in public hands? How far can we accept that an industry vital to the economy and involving large-scale public expenditure should be privately controlled for profit? Should unions in fact be pressing for public ownership?

“The motor vehicle tax has become an important source of revenue for the government, and its original conception—that of paying for the roads—has been abandoned for many years. There is now a clash between those who say there is a need to cut down the number of vehicles going on the roads and those who say this would seriously injure the economy.

“In this paper I have outlined the great changes taking place in the movement of both passengers and goods but in all the problems we face in the future of transport, your role as the guardians of the livelihood of the men and women who work in all sections of the industry is probably the most important task of all.”

He concluded by pointing out that technological change must lead to improved living standards, otherwise it was not worthwhile at all.

**Ph. Seibert** (German Railwaymen's Union) stressed the importance of revising the I.T.F. study, "Transport Policy Problems at National and International Level", which had been adopted by the I.T.F. Amsterdam Congress in 1958, so as to bring it into line with modern trade union experience in this field. There was a motion before Congress to amend the I.T.F. study and delegates would therefore have an opportunity later in the proceedings of discussing transport policy, the need for co-ordination of transport, rationalization of the means of transport and the need to place individual means of transport on a reliable basis. He hoped that the new version of the I.T.F. study would be of greater assistance to unions in dealing with these problems. He then went on to present a paper on "Changes in the Structure of the Transport Industry; the Resultant Problems for Transport Workers' Unions", a summary of which is given below.

**Summary of Paper delivered by Ph. Seibert, First President of the German Railwaymen's Union, on "Changes in the Structure of the Transport Industry: the Resultant Problems for Transport Workers' Unions".**

"Technological progress is indispensable for economic growth and a steady improvement in workers' standards of living. But technological and economic development should not be left solely to the entrepreneurs or politicians. Social progress and social justice must be maintained and renewed by the struggles of the unions. Congress should declare the solidarity of all I.T.F. affiliates in combating attempts to use technological progress solely to improve the profitability of transport undertakings and to do this at the workers' expense. Trade unions must show foresight and obtain reductions in working hours in good time, so that jobs may be preserved in situations anticipated.

"Railwaymen's organizations in the E.E.C. countries have been considerably successful in obtaining for their members a share in the benefits of rationalization. There is a shortage of labour on the railways and the unions have made good use of this. The labour shortage is particularly acute in shunting and permanent way work. The envisaged introduction of automatic couplings in the former is in the interests of shunting employees, since the accident rate in shunting operations is particularly high. In permanent way work, mechanization has eased working conditions. Hardship has not occurred here to any large extent on the German Federal Railways, since redundant men could be absorbed by other departments. Skilled workshop personnel suffered greater hardship, for alternative employment with the same income prospects was difficult to find.

"Agreement has been reached with the German Railways management that a Social Plan must be drawn up to deal with the effects on personnel of every rationalization measure. The plan covers such factors as age, marital status, children (at school or at work), house ownership and occupational adaptability. The decision as to whether a worker should be transferred and to what new location is then taken on the basis of this data.

"There is a shortage of labour in the merchant fleets of most major maritime nations, but there is no immediate fear of unemployment. The extent of automation in shipping is as yet relatively limited, though its



impact is bound to make itself felt increasingly in the future. It appears that engine room personnel will be primarily affected. Coastal vessels have for some time been remotely controlled from the bridge, thus saving an engineer, and electronic engine controls are now being installed to an increasingly extent on larger ships. The reduction of manning and installation of automatic equipment can result in more strenuous work for the remaining crew. The trade unions can counteract this by demanding shorter hours and longer holidays. The replacement of seafarers by automated devices is limited by the requirements of navigational safety. There must always be sufficient crew on board to ensure the ship's safety in emergencies.

"In inland navigation too improvements in operational methods have brought about savings in labour requirements, but the resulting acceleration in turn-around and intensification of work have made heavier demands on crews. In push-boat operations—where a 1,000-ton cargo can be transferred from a seagoing vessel to a push-boat unit in 2½ days as against the 5 days needed for other inland vessels—crews no longer have an opportunity of enjoying rest and relaxation in port.

"One of the rare instances in which profitability goes together with social improvements is continuous navigation, which shipowners favour particularly. Crews on vessels engaged in continuous navigation are composed of three shifts, of which two are on board at any one time and relieve each other. After 20 hours on duty each shift has 10 days off. In order to make round-the-clock navigation attractive to crews, the owners pay their air fares home for their 10 days off.

"This also illustrates the importance of bringing in measures to make work in a particular industry attractive to potential recruits, when there is a shortage of labour in it.

"The shortage of labour is not so marked in road transport and civil aviation and there is even a potential surplus in some cases.

"A seven-man aircrew was once needed for a long-distance flight, which can now be made with a three-man crew. Navigators and radio officers have become redundant, and a world-wide struggle has arisen with regard to whether the third man in the cockpit should be a flight engineer or a pilot. We advocate that, in the interests of safety, all work performed on aircraft should be carried out by specialists. A pilot can do little or nothing in the event of a fault in the aircraft.

"Supersonic flight will soon be a reality in civil aviation, and nobody knows what repercussions this will have on the health of personnel. The trade unions want to counter health risks in this connection by a radical reduction of working hours and a lowering of the retirement age.

"Ground personnel are required to obtain ever-higher skills, and controllers and dispatchers find their jobs assuming greater intensity, owing to the continuous increase in traffic. The costs of retraining employees to meet the requirements of continual technological change should be borne by the airline companies.

"Road transport is least affected by structural changes. But, as in other fields of transport, turn-round of vehicles has increased the work load on drivers. Increases in the weight and dimensions of vehicles

have also made their work more strenuous, and the introduction of articulated units has caused serious social problems. These units enable relay systems to be operated, which can give rise to serious infringements of maximum hours regulations. The ill-effects of such abuses must be combated by radical reductions in working hours and by increases in annual leave.

“It is clearly evident that the adverse repercussions of technological developments in transport can and must be combated primarily through reductions in working hours. Collective agreements should include provisions aimed in the long run at producing a scarcity of labour.

“Social progress can be very expensive for any one means of transport if such progress is in advance of that made by competing branches of the industry. Any union which goes it alone can adversely affect the competitive position of the undertaking in which its members are employed.

“We should concentrate all our efforts on bringing about a progressive upward harmonization of working conditions in transport and increasingly advocate constructive planning in transport.

“Only if we maintain solidarity with one another, think more and more in international terms and proceed together in our social aims, shall we be able to direct technological progress in transport into channels where it will be of benefit to the working people.”

**The Acting President** then called for contributions to the discussion.

**H. Petterson** (Swedish Transport Workers' Union) stated that the density of private cars on Swedish roads was the greatest in Europe and fifth in the world after the United States, Canada, New Zealand, and Australia. It was estimated that in the 1970's Sweden would have the same density of vehicles as the United States, viz. one vehicle per 2.5 inhabitants. At present Sweden has 1,700,000 vehicles on her roads. Of these 130,000 were lorries, 30,000 belonging to road haulage firms and the remaining 100,000 carrying out transport on own account. The 30,000 road haulage vehicles handled between 60 and 70% of all road transport and the 100,000 vehicles carrying out transport on own account dealt with the remaining 30 to 40% of traffic. There was a tendency for the proportion of traffic handled by the road haulage firms to increase. The volume of road transport of goods and passengers was increasing in Sweden. Over the last ten years, the amount of goods traffic handled by road transport had increased on an average by 9% per year. Today road transport was handling almost twice the proportion of the total volume of transport in Sweden that it had done in 1950. Over the last ten to fifteen years, the volume of passenger transport by road had been increasing by  $7\frac{1}{2}\%$  each year. Until recently, both railways and commercial road haulage had been regulated in Sweden. The railways had been obliged to carry goods and passengers at rates fixed by public authorities, and this had made it difficult for them to stand up to competition from road transport. Commercial road transport, on the other hand, had enjoyed protection against competition, through a system of licences limiting the number of operators.

Under the new transport policy, the existing system for licensing road haulage vehicles had been amended by no longer requiring an examination into the need for the transport services for which the licence was required and limiting the scope of this investigation to the suitability of the applicant to operate such a service. However, the new policy had entered into force only last year and little was yet known of its effects.

A Government Committee had been set up, on which the trade unions were represented, to supervise the implementation of the policy. They had to see that there were no harmful repercussions on either operators or employees. His own organization had, before the proposal on the new transport policy was put before the Swedish Parliament, warned of possible harmful consequences that could arise from abolishing the examination of the need for a transport service, for which a licence was being sought. However, the Swedish Parliament had decided to abolish this examination, and the unions had to make the best of the situation. However, the new transport policy also had its good points. Commissions of enquiry had been set up to examine and make proposals with regard to new regulations on the training of drivers and driving and working hours in road transport based in the main on the provisions of the A.E.T.R., which the I.T.F. had done so much to bring into being. Most important, perhaps, had been the establishment of a body which was to supervise and enforce the new regulations on drivers working and driving hours as well as those relating to the construction and equipment of vehicles.

**S. Wall** (National Maritime Union, U.S.A.) stated that Bro. Seibert's contribution should be regarded as personal, as far as the section dealing with seafarers was concerned. It contained a number of serious errors and omissions. He referred delegates to the documents on automation and mechanization which had been considered by the Seafarers' Section.

**Z. Barash** (Israel Seamen's Union) pointed out that both governments and the employers had access to up-to-date information about what was happening with regard to automation and mechanization in other countries. This gave them an advantage over the trade unions. He asked the Executive Board to consider setting up within the I.T.F. Secretariat a Research Department for the benefit of affiliated unions who came up against problems in connection with technological change. Unions should also be in a position to learn from one another. As a practical instance of what he had in mind, he pointed out that a union in one country might sign an agreement involving some technological change in ignorance of better arrangements that had been made by a union in another country in connection with the same problem. For the two or three years which the agreement would run, the membership would thus be deprived of benefits which they might have had, if the union had been better informed. A particular question on which it would be useful to have comprehensive information would be the provision of training for seafarers in handling new technological devices.

**G. Kolare** (Swedish Railwaymen's Union), noting that Bro. Cousins had expressed some surprise that the new Swedish transport policy should have gone so far in relation to free competition between the different means of transport, assumed that Bro. Cousins must have been

thinking that, with a social-democratic government in power over the entire post-war period, Sweden should have been able to solve the problems associated with co-ordination of transport without applying the principles of free competition that were so strongly advocated by the non-socialist political parties. Since the war, the Swedish Government had indeed been trying out various methods of achieving a reasonable co-ordination of transport. The railways had provided that main element, the background, of the entire transport system. In view of the economic, technical and practical advantages of rail transport, an attempt had been made to limit road transport to a certain degree by maintaining a licensing system based on proof of need. This system had, however, prevented the road haulage sector from expanding to the extent that would have been desirable and this in turn had led to a much more rapid growth in the number of vehicles engaged in transport on own account. Thus, at present, barely 20% of the total number of road transport vehicles were operated by road haulage firms. The remaining 80% engaged in transport on own account handled a half of the total transport volume. The railways had had a network which was too big for the population and for the volume of goods to be carried. The length of the railway network had been reduced from 17,600 to 13,000 km., out of which about half was still operating at a loss.

The new transport policy was designed to serve the different regions as cheaply and as efficiently as possible. Its advantages lay in the improvement of safety standards and in the relief of the burdens previously imposed on the railways. A number of obligations had been abolished including the obligation to carry, to publish rates and to treat all customers, big and small, alike in the allocation of freight space, etc. This would enable the railways to be run more profitably than hitherto. In addition, the railways would no longer have to bear the loss on unprofitable lines. These losses, amounting to between 10 and 15% of the railways' total receipts (210 million Swedish Kroner for the year 1965), would now be borne by the community as a whole. Nor would this amount to an emergency subsidy, but rather be regarded as a payment by society to the railways for services rendered, it being understood that these services would not be provided if the railways had been operated on purely commercial principles.

The Swedish railwaymen were confident that the policy would succeed, particularly since the trade union movement was represented on the body set up to supervise its implementation. He hoped that other countries might be able to draw useful conclusions from what had been done in Sweden.

**The Acting President, before adjourning the Session, called upon S. Greene to announce the results of the election for the Executive Board members from the European Electoral Group.**

# Wednesday, 4th August, 1965

## Afternoon Session

*The Acting President opened the Session at 2.30 p.m. and called upon the first speaker.*

### **CHANGES IN THE STRUCTURE OF THE TRANSPORT INDUSTRY AND THE RESULTANT PROBLEMS FOR TRANSPORT WORKERS' TRADE UNIONS** *(continued)*

**E. Venturini** (Argentinian Marine Electricians' Union) underlined the difference between an international transport policy and the national policies of individual countries, which must be dependent on their state of economic development. He urged the need for co-ordinated transport systems making use of the efficient parts of the already existing framework. Social aspects of the industry were of the greatest importance and he favoured co-management by transport workers. Modernization was only advantageous if the equipment provided was adaptable to the countries' needs.

**H. R. Nicholas** (Transport and General Workers' Union, Great Britain) said that transport represented the main arteries of any civilized country. Economic advance in any country was dependent on the efficiency of the transport system. It was an anachronism that, in the industrialized countries as well as the developing countries, we had not as yet touched the fringe of the essential planning and integration of the transport systems so as to meet the strains imposed by rapid industrial change and the social consequences arising from lack of co-ordination and planning. In some countries there had been a tremendous expansion in road transport resulting in almost insuperable congestion on the roads, in conurbations as well as links between cities, causing wastage of man-hours and decreased road safety. At the same time, many railway systems were in a state of crisis because of the fierce competition from road transport. It was no use having up-to-date, efficient manufacturing industries if, at the same time, we were to have a virtual paralysis of our transport systems. Until the governments recognized that transport must be judged, not only on its economic results, but as a social necessity, we would make very slow progress on the aspirations that had been voiced at this Congress. It was no good increasing speed limits unless at the same time there was an improvement in vehicles and in the standard of roads. More and more, advances in vehicle technology were outstripping improvements in road construction programmes. This applied in practically every industrialized country in the world. The increase in the number of private cars was creating severe problems for passenger transport. In many cities of Great Britain, public transport routes were sparsely serviced, creating particular difficulties for the aged, children and those whose economic circumstances did not permit them to run a car.

Full employment in the manufacturing industries had resulted in bus drivers being attracted away to other industries where the earning possibilities were greater. This, in turn, had resulted in reductions in services, increases in fares and, as a result, more private cars coming

on the road. At peak periods, urban traffic including urban transport ground almost to a standstill. In his view, better pay, shorter working hours, increased holidays for workers could only be brought about if governments adopted a policy of public ownership and concentrated on the planning, co-ordination and integration of all forms of transport. This required top-level control by a public authority and the breaking down of administration into practical area or regional units with policies based on the social needs of the community and not only on profit considerations. This entailed political decisions of tremendous importance. In Britain, the unions could look after the interests of their transport members provided the government created the means through which transport could properly fulfil its functions of serving the community in an age when the profit motive must take second place to social needs. This would allow the unions to move forward with their demands on pensions, reductions of working hours and limitations of driving periods without rest, the ever-growing need for regular medical examinations, and all the other matters with which the unions had to concern themselves. Unless we could persuade governments that road building programmes, improvements in technology, better safety precautions and other essential measures must be linked with a bold, imaginative social policy of national control of transport, we would never attain the economic progress on which all our other demands would ultimately depend.

**D. L. MacMahon** (Transport Workers' Union of America) expressed his appreciation of the excellent speeches of Bros. Cousins and Seibert. Transport was the life-blood of any country's economy. People should come before private property. He regretted this was not always the case in his country. In the United States, the Government was moving more and more into the urban transport sector and authorities had been set up in New York City, with which his organization negotiated. Up to now, reductions in staff as a result of automation had been effected by a policy of attrition: the transit authority had not replaced men and women leaving the industry as a result of death, retirement, etc. In the last 15 years the number of men and women employed on the New York subway and buses had decreased from 45,000 to 30,000. His union intended to change that policy. In the United States they had about 4 million people unemployed as well as several million under-employed. More radical methods were needed to solve the American unemployment problem, such as the introduction of a 30-hour week, the reduced work week involving no loss in take-home pay. In the civil aviation industry, stewardesses organized in his union were now working 75 hours per month. American transport workers were not getting a fair share of the beneficial results of automation and he agreed entirely with Bro. Nicholas on the need of public ownership of transport.

He had been very impressed by the Congress which he was attending for the first time. Previously, he had not been aware of the value and importance of the I.T.F.'s world-wide fight against Communism and "the boss". He intended to emphasize his positive appreciation of the I.T.F.'s work when he returned home and suggested that other delegates should do the same. There was a great need for an increased exchange of information and co-ordination of activities and he recommended that a conference should be held to go into this.

**G. Dunand** (I.L.O.) expressed his appreciation of the highly informative speeches of Bros. Cousins and Seibert. Transport co-ordination labour problems and the social consequences of technical progress in the transport industry were to figure in the General Report to the next session of the I.L.O. Inland Transport Committee to be held in November or December, 1966. He was aware that the conclusions adopted on this latter subject by the last Session of the I.L.O. Inland Transport Committee were incomplete and had been sharply criticized by the I.T.F. He hoped that the I.T.F. would not be too dismayed by what they perhaps felt to be a half-victory, almost tantamount to a defeat, since he was sure that the transport workers would finally win the long-term campaign on this issue. He hoped that I.T.F. affiliates would reply fully to the I.L.O. Questionnaire relating to the subject, either through their governments or, better still, through the I.T.F., so as to allow the International Labour Office to present as complete a report as possible dealing with the adverse social consequences of modernization measures, measures taken to alleviate them and measures which had not yet been taken. This would enable the subject to be treated in the general discussion and perhaps advance international action on this subject one step further.

**E. Oliver** (Railway Labor Executives' Association, U.S.A.) expressed some misgivings as to the solution of transport problems advocated by Bros. Cousins and Seibert. Hours of work had been reduced in the American railway industry but employment had not increased. On 1st September, 1949, all "non-operating" employees had had their basic working week reduced from 48 hours to 40 hours. It had been hoped that this would lead to an increase in employment. However, in the first nine months of 1950, the American railroads had carried the same amount of goods and passengers as in the corresponding months of 1949. In spite of the reduction in the working week, labour costs in 1950 were officially 0.64% less in 1950 than in 1949. There had been no increase in employment. Again, in 1954, the "non-operating" employees had asked for and got an additional one-week annual vacation and seven paid public holidays per year. Statistics made it possible to measure the increase in productivity per employee and from these it could be seen that after obtaining the extra week annual vacation and seven paid holidays, productivity rose faster than it had done hitherto. There had, thus, been no effect on total employment on the American railroads.

Of course these were very desirable measures and had greatly improved the conditions of American railwaymen. However, it had been noted, not only on the railroads but in all industries, that the reduction in the working week, the introduction of paid public holidays and improvements in the retirement regulations made it more expensive to employ additional workers than to have the existing staff working overtime. There had therefore been increases in overtime rather than employment. There had, in fact, been a decrease in employment because of the fact that each additional man employed added to the amount the employer paid out in fringe benefits. These factors tended to counteract all the unions' efforts to maintain or stabilize employment by reducing working hours or improving fringe benefits.

The unions have therefore tried another method. Negotiations over the past two years had resulted in an employment security agreement

covering the bulk of non-operating personnel. Under this agreement, concluded in February, 1965, employment could not be reduced except by natural turnover. If business declined up to 5%, there could be no reduction in employment. For every 1% decline in business over an initial 5% reduction employment could be reduced by 1% but employment would have to be restored if business revived. This was the latest of a series of measures to protect railway employees against the consequences of technological and organizational changes.

It had become clear to the United States unions that a major factor in declining railway employment was a reduction of services provided by the railways, both quantitatively and qualitatively. Unless the railways could approach the problem in the same way as, for example, the Post Office, and assure adequate services throughout the country, it would be impossible either to protect employment or guarantee the population the transport services to which it was entitled. For this reason he had indicated at the Railwaymen's Section Conference the need to place the emphasis in technological change on the improvement and extension of services rather than on the reduction of services and the elimination of employment. For example, there was the proposal, now under investigation, to increase the speed of passenger trains between Washington and Boston so as to restore the level of passenger traffic in this vital sector. It was not good enough for the railways to eliminate services or elements of services that were unprofitable as they were doing in many parts of the United States. They should follow the same principles as the Post Office, which ensured services to remote rural areas where there could be no possibility of recovering their costs. Similar considerations applied in providing electric light and power to farmers living in remote areas at terms which they could afford. This principle of developing services to the public, applied to the transport industry, would form an important part of policy for safeguarding employment in the transport industry. Another factor was that, in their insistence on reducing the labour force, all transportation companies had consistently ignored the safety of employees and of the travelling public. He suggested that it should be an important part of our policy to insist to all governmental and publicity agents available that there must be an improvement in the safety of these transportation media, that increasing scientific knowledge must be utilized in providing better transportation services and that the interests of the railway and other transport workers were a vital part of the public interest in the railways and the other transport services. It was fatal to adhere solely to the principle of obtaining maximum profit for minimum cost in operating any facility. We owed it to the public to make them aware that services were being unnecessarily and improperly curtailed and that the safety of employees and of the travelling public were being ignored in the drive to reduce costs in the various transport industries.

**P. Gupta** (All India Railwaymen's Federation) thanked Bros. Cousins and Seibert for their thoughtful observations on the need for a planned and integrated transport system. The Indian State Railways had introduced modernization and mechanization measures, such as dieselization and electrification, without consulting the trade unions. The changeover from steam to diesel and electric traction had meant a considerable saving of footplate staff because of the greater capacity of the new locomotives and the fact that only two men were required



as against three on the old steam engines. The redundant men had not been retrained for the new locomotives as would have been reasonable. Instead, the new drivers had been recruited from outside. In general, too little attention was paid to the arduous conditions under which foot-plate staff worked, no attempt being made to counteract the adverse climatical factors and the intensity of the work by reducing the length of shifts, etc. The Government's attitude towards railway employees was demonstrated by the way in which it arbitrarily implemented certain recommendations made by a Committee of Inquiry and neglected others which were favourable to railway labour. He noted that Bro. Seibert had pointed out that an investigation on railways in the E.E.C. showed that operating costs had increased steadily since 1952, in spite of increases in productivity. This demonstrated that such measures should not solely aim at economy, as was regrettably the case in India. He requested the I.T.F. to make an approach to the Indian Government in support of his union's claims that automation and mechanization measures should not be introduced without prior consultations with the trade unions; that there should be proper training of staff in the use of new equipment; that there should be a Research Board to look into these matters; that due attention should be given to safety considerations and that management should be conscious of the need to protect staff from adverse economic consequences. It was necessary to make it clear to the Indian Government that railwaymen's working hours should be reduced, that their annual holidays should be longer and that due consideration should be given to their health.

**Y. Nabasama** (All Japan Seamen's Union) reported on trends with regard to the automation of ships in Japan and on his union's policy on this matter. The Japanese merchant fleet of ten million gross tons was expected to increase by five million gross tons during the next three years. The new ships were mainly large tankers of up to 150,000 tons and ore carriers of up to 55,000 tons. These would be remotely controlled from the bridge. The training and retraining of seafarers as well as minimum manning scales were laid down in legislation, the unions being fully consulted before enactment. Although it had been said that shipboard automation was relatively advanced in Japan, it was still in the experimental stage, the trend towards automated techniques being mainly fostered by Japanese shipbuilders who exported every year one million gross tons of shipping and were being encouraged by the Government to maintain their competitive position by incorporating such devices on their ships. As yet, there was no unemployment among Japanese seafarers, but to counter such possible trends in the future, the unions were determined to improve conditions such as working hours, holidays with pay, etc.

**F. Cousins** expressed interest in the last speaker's remarks and compared them with a report recently given to the House of Commons by a high official of the Board of Trade who had recently visited Japan and investigated changes in working practices in relation to the introduction of automated techniques in Japanese shipbuilding and ship-operation. He was glad that the Japanese trade union was paying due consideration to future trends, although there was no unemployment as yet. He regretted that the two Swedish speakers, Kolare and Pettersson, had felt called upon to spring to the defensive as a result of his remarks. He had simply referred to the fact that it had been possible to provide

effective public transport in Sweden and that in Great Britain there had been concern at the uneconomic growth of "C" licence operations which could not, by their nature, be fully economic and efficient. Bro. Barash had asked for more information and this of course of course was necessary. Bro. Nicholas had made it clear that governments would have to provide adequate infrastructure to accommodate the growing volume of vehicles necessary to provide the economy and the nation with essential services. Bro. MacMahon had made it clear that the workers could not accept cuts in the labour force such as those that had been made in New York transport. Bro. Venturini had equated co-ordination of transport with efficiency. One means of transport could not be made more efficient at the expense of another. They had to be complementary. The observer from the I.L.O. had rather surprised him by observing that the discussion would provide the I.L.O. with valuable information. He had always thought that the I.L.O. had information enough; whether it could make use of it was another matter. He was glad that special consideration of social aspects arising in transport would be given at forthcoming meetings. Bro. Oliver had given a remarkably clear analysis of the points at issue. Valuable as they were, the attainment of fringe benefits would not, in themselves, bring a solution. The forty-hour week had not resulted in a greater demand for labour. Increased efficiency had more than made up for the cost of social improvements. Emphasis should be laid on the need to extend and improve *all* services, including transport. He had recently taken part in an Anglo-American conference, attended by university experts, trade unionists and businessmen. They had examined the possibilities of using computers for providing a library service to the whole world from one central spot, revolutionary innovations in communications and medical diagnosis by computer. This opened up a prospect of an entirely new world in which bodies such as the I.T.F. might be required to re-examine and redefine their tasks. He would consider his attendance at this conference well worthwhile if it had done something to make the I.T.F. aware of the need to keep its own structure constantly in review in the light of these developments.

**P. Seibert** (German Railwaymen's Union) pointed out that, in addition to the matter under discussion, another aspect had been raised: transport policy. Changes in the structure of the transport industry brought problems which would have to be resolved by trade union action. Transport policy, on the other hand, was a matter for parliaments. Referring to the I.T.F. Study, "Transport Policy Problems at National and International Level", adopted by the Amsterdam I.T.F. Congress in 1958, he noted that it dealt with all the major problems affecting the different means of transport such as harmonization, competition, infrastructure costs and taxes. The time had now come for a revision of this basic document. Properly revised, he hoped that it would serve as a useful basis for our views in the field of transport policy. He hoped that his remarks on the changes in the structure of the transport industry would have afforded affiliates in all countries a valuable survey. Problems such as one-man operation, the closure of railway workshops, were common to practically all countries and, where effective solutions had been found, he hoped it would be possible to implement them elsewhere. Referring to Bro. Oliver's remarks on the forty-hour week, he pointed out that if the introduction of the forty-hour week had not safeguarded jobs in the United States, it would certainly do so in countries like India.

With regard to the criticisms of the part of his address dealing with seafarers, an attempt had been made to check the accuracy of these remarks, although they had never been intended to be comprehensive. He would appreciate it if Bro. Wall would ask the Secretariat to make any necessary corrections. He stressed that it was only by securing their demands for the reduction of working hours, increases in annual holidays, etc., that trade unions could combat the adverse consequences of changes in the transport industry. The reduction of jobs caused by automation could only be combated by reductions in working hours.

Transport policy would necessarily continue to vary from country to country. What applied in Germany could not be implemented without further ado in England or the United States. It was necessary to stress the importance of extending services and on this subject the trade unions would have to speak with a common voice and insist that transport undertakings should provide a full service and that where they provided unprofitable services they should be compensated by the State. This problem could not be solved straight away but a beginning could be made. Bro. Barash had quite rightly stressed the need for improved information facilities so as to allow affiliates with problems to see how such problems had been solved elsewhere. He hoped that, if Congress decided to adopt the motion calling for a revision of the I.T.F.'s study on transport policies, there would be enough experts available to secure a uniform approach to these matters. He hoped that the Sections would continue with their valuable investigations, such as those carried out by the railwaymen, road transport workers and seafarers. The aim of the I.T.F. ought to be that no transport undertaking, whether State or privately owned, should be able to engage in ruinous competition at the expense of its workers. In road, rail, and inland waterway, transport undertakings must be enabled and obliged to pay their employees decent wages, afford them decent working conditions and a decent pension when they retire. And they would have to be required to pay the most scrupulous attention to all matters involving the safety and health of workers, even if this involved considerable expenditure.

**The Acting President** then called upon D. N. Secord to introduce the **REPORT OF THE RESOLUTIONS COMMITTEE** (see page 318).

After he had done so, the  
*Report of the Resolutions Committee* was then adopted.

**The Acting President** then introduced Agenda item 8

## M O T I O N S

**The Acting President** announced that the amendment to the Constitution proposed by the National Maritime Union of America (see page 232) which was a proposed amendment to the motion of the Executive Board to amend the I.T.F. Constitution (see page 223) had been accepted by the Executive Board. The motion of the Executive Board, as amended, was then adopted unanimously (final text page 346)

**H. Pettersson** (Swedish Transport Workers' Union), speaking on behalf of all Scandinavian affiliates, withdrew a motion submitted by the Swedish Seamen's Union (see page 223) and submitted instead a proposal from the Scandinavian delegation that Congress should decide that Congress should elect the President and Vice President of the I.T.F. from among the members of the Executive Board elected by Congress

In making this proposal, the Scandinavian delegations wished not so much to change the I.T.F. Constitution as to give it a new content. They wished the I.T.F. to be stronger, more efficient. At the side of the Federation's executive officer, the General Secretary, a good organizer and administrator responsible for getting I.T.F. policy accepted and implemented by affiliates, there should be another strong, capable man, the President, who should be responsible to Congress and not to the General Council for seeing that decisions taken by Congress were carried out.

It had been pointed out that to remove the election of the President from the General Council would be to rob it of one of its few functions. If this were the case, then there was no need for such a General Council. The Scandinavian unions thought that money could be saved by extending the inter-Congress period from the present three years to four or five years and, instead of the General Council meeting only during Congress as at present, it should meet between Congresses and thus maintain contact between I.T.F. affiliates in all regions as well as supervise the implementation of I.T.F. policy during the inter-Congress period. The Scandinavian unions were going to propose that the Executive Board should give consideration to this procedure and he hoped that the Executive Board would come up with a corresponding proposal at the next Congress. Replying to certain arguments used in the Executive Board's comments on the original proposal by the Swedish Seamen's Union, he pointed out that no matter how small a union was, it should have the right to put forward its views at Congress and have them considered on their pure merits without regard to the strength of the organization putting them forward.

In conclusion, he expressed his conviction that, if this proposal were accepted, it would not only make the I.T.F. stronger and more efficient, but would also add appreciably to the fund of goodwill and spirit of co-operation existing between the I.T.F. affiliates which were the Federation's greatest asset and would serve us well in facing up to the gigantic tasks which lay ahead.

**J. S. Thore** (Swedish Seamen's Union) spoke in favour of the substitute motion proposed by the Scandinavian delegation to replace his union's motion concerning the election of the President and Vice-President. The provision in the substitute motion, that the President and Vice-President should be elected *from among the members of the Executive Board* instead of *from among the members of the General Council* as stipulated in the original motion, disposed of the objection raised by the Executive Board that the proposal was technically defective in failing to propose consequential amendments to other provisions in the constitution (see page 232). The procedure advocated would make for greater democracy in the Federation, he said.

**The General Secretary**, commenting on the wish of the Scandinavian unions to put forward a substitute proposal instead of the proposal originally submitted by the Swedish Seafarers' Union, pointed out that, according to Paragraph 17 of Rule 6 of the I.T.F. Constitution: "Amendments to Motions Placed on the Agenda of an Ordinary Congress shall, if possible, be submitted so as to reach the Secretariat at least one month before the Congress begins." However, in this particular case, the

Executive Board had discussed the motion of the Swedish Seamen's Union and had advised the union to look again at its proposal. He, therefore, thought that Congress should agree to consider the substitute motion now being proposed. However, he also drew the attention of Congress to an amendment to the original motion which had been submitted by the National Maritime Union of America (see page 231), which he thought Congress should deal with before considering the substitute proposal of the Scandinavian unions. The effect of the motion, as amended by the N.M.U., would be that the President and Vice-President would be elected by Congress, there being no stipulation that these officers should be elected from the members of the Executive Board or General Council.

**H. Kluncker** (German Transport and Public Service Workers' Union) advised against making too free a use of the words "democratic" and "undemocratic" to describe procedures in the I.T.F. Constitution. As far as he could see the different procedures set out in the existing Constitution and in the proposed amendments were equally democratic. However, he urged that the President should avail himself of Article 4 of the Congress Standing Orders to limit the time taken by each speaker.

**S. Wall** (National Maritime Union, U.S.A.) said that his organization had wished to strengthen the original Swedish motion by submitting its amendment, and wished to know if the latter was still in order after the Scandinavian delegation had submitted its substitute motion.

**The Acting President** ruled that the N.M.U.'s amendment might be submitted to a vote as well as the new Scandinavian motion. It was decided that the N.M.U.'s amendment should be put to Congress first and that a card vote should be taken, in accordance with the Rule XX of the Constitution, the following day at 9 a.m.

*The Session was then adjourned.*

# Thursday, 5th August, 1965

## Morning Session

*The Acting President opened the Session at 9 a.m. and invited delegates to continue the discussion of the proposals to amend the Rules in the Constitution laying down the procedure for electing the President and Vice-President.*

**S. Wall** (National Maritime Union of America) supported the Swedish proposal to amend these Rules. For success it would be necessary to obtain a two-thirds majority of all votes cast. Even if neither of the motions before Congress were adopted, he hoped that the spirit behind the proposals would be recognized, that they would be seen to have enough merit to cause the Executive Board to reconsider its position and not regard their defeat as a mandate to do nothing. These proposals constituted an expression of the desirability of broadening the base on which the President and Vice-President were elected. In its criticisms of the original motion the Executive Board had pointed out certain technicalities which might throw the Constitution out of line. They had referred particularly to Paragraph 2 of Rule 8 which, they had said, would be thrown out of line. However, he pointed out that this position could be rectified simply by adding the words "The President, the Vice-President". He had been under the impression that minor technicalities of this order would have been cleared up in the Resolutions Committee. However, this had proved not to be the case and he had even noted that a French proposal had almost failed to get through the Resolutions Committee because of technicalities. It had been stated that these resolutions had been in the hands of the Secretariat, under the rules of the Constitution, for four months. One would have thought that it was the Secretariat's task to help in correcting such technicalities and not to use them in order to defeat motions.

The Executive Board had also questioned the democracy of the Swedish proposals. Delegates were concerned here with basic democracy. It was the right of Congress to elect the best man for the job, irrespective of his section or country. This was the same way in which the General Secretary was elected under the present Constitution and the Executive Board had not gone so far as to suggest that the General Secretary too should be elected from this private club, the General Council or the Executive Board. Both the General Council and the Executive Board had a restricted membership. Taking the figures from the Helsinki Congress there were 42 organizations at Congress with members on the General Council and 223 organizations not represented on the General Council. In accordance with the Constitution, there were only 22 organizations represented on the Executive Board. It was wrong that the right to elect the President and Vice-President should be reserved for the minorities which made up these bodies. He had heard many speakers from all parts of the world at this Congress, some of whom would have made a suitable President or Vice-President of the I.T.F. Under the present Constitution and under the Swedish proposal, however, it would have been impossible for them to be elected for office. As for the argument that the General Council represented a more equitable distribution of the Federation's strength, he pointed out that

the North American membership of the General Council was composed of four representatives of railwaymen, one of street car workers and one machinist. Of the 22 members of the Executive Board, 12 were railwaymen's representatives.

**H. Petterson** (Swedish Transport Workers' Federation) thanked the Americans for their support and said that, while Congress might not accept an amendment to the Rules in question, a good thing would always ripen.

**The Acting President** then asked if Congress seconded the N.M.U.'s proposal. *It was seconded.*

**J. S. Thore** (Swedish Seamen's Union) thanked the Americans for their support and insisted that his delegation's proposal should be taken up for discussion in Congress. He was surprised by the Executive Board's opposition to the democratic arrangement proposed. We did not want dictatorship in the I.T.F. He therefore urged delegates to vote that the President and Vice-President should be elected by Congress.

**The General Secretary** considered that any changes in the Constitution should be prepared by the Executive Board. The Board had not had enough time to study the Swedish proposal. He asked Congress and the sponsors of the two motions to refer them to the Executive Board, so that it might study them thoroughly and present its conclusions to the next Congress.

**The Acting President** then asked the sponsors of the motions if they agreed with the General Secretary's proposal.

**J. S. Thore** (Swedish Seamen's Union) said that the Executive Board should have already gone into the motions thoroughly, and he was not prepared to submit them again and wait until the next Congress for these necessary changes to be made.

**The Acting President** said that the Congress would in any case now take a decision on the matter. He also pointed out that the Executive Board had considered the Swedish proposal very thoroughly, and he did not agree with Bro. Thore that the present Rules were undemocratic.

**S. F. Greene** (National Union of Railwaymen, Great Britain) pointed out that nobody had criticized the electoral procedures in question when the present Rules were formulated. He also said that, if the Scandinavian motion was carried, other rules in the Constitution would also have to be changed. The Scandinavian delegates had had more time than the Executive Board to relate their amendment to these other rules. He could not see what advantages the system proposed would have over the present electoral procedure, which he considered to be democratic enough.

**E. C. Okei-Achamba** (Nigerian Railway Permanent Way Workers' Union) drew due attention to Rule VII, Para. 1, of the Constitution which gave supreme authority to Congress. It was therefore for Congress to decide who should be President and Vice-President.

**H. Petterson** (Swedish Transport Workers' Federation) said that Bro. Greene had misunderstood what was being proposed by the Scandinavians. The Scandinavian delegation were proposing that the President and Vice-President should be elected by Congress from among

the members of the Executive Board. The new Scandinavian proposal would, therefore, not require any consequential amendments to other parts of the I.T.F. Constitution. When the British delegation had had time to think about it they would realize that the Scandinavians were proposing a good system. It was not really a question of democracy. The electoral procedure under the existing rule was as democratic as that provided for in the Scandinavian proposal. It was much more a question of giving the President greater authority by virtue of his having been elected by Congress.

**P. Seibert** (German Railwaymen's Union), speaking as a member of the Executive Board which had been the object of a certain amount of criticism on this particular matter, was pleased to note that the last speaker had made it clear that it was equally democratic to have the President and Vice-President elected by the General Council or by Congress. The most unsatisfactory feature of the present system was that delegates did not know whom the General Council had elected as President and Vice-President until after Congress. But an additional meeting of the General Council had been arranged to take place before Congress finished and he hoped that delegates would know who had been elected before they left for home this time. He asked that a vote should be taken quickly on the Scandinavian and United States motions but declared himself in favour of preserving the present system.

**The Acting President** notified Congress that, if Congress rejected the Scandinavian and United States motions, the General Council would be meeting in the afternoon and delegates would be able to approve its choice of President and Vice-President the following day.

**H. Kluncker** (German Transport and Public Service Workers' Union) said that there was no comparison between the functions of a national union's president and those of the president of an international organization. The I.T.F. President was not a full-time paid officer of the Federation nor was he, in fact, elected for life. The I.T.F. Constitution did not invest supreme authority in the President. Between Congresses, authority rested effectively with the Executive Board. The job of the I.T.F.'s President was to conduct meetings of the I.T.F., particularly of the Executive Board, and to represent the I.T.F. in various capacities. The Executive Board had the right to choose who should conduct its meetings. The composition of the Executive Board ensured fair representation of all sections and regions. This could not be ensured by a vote of Congress where minorities were at a disadvantage with regard to voting strength. The I.C.F.T.U. elected its President in the same way as the I.T.F. did under the existing Constitution and he took exception to statements made during the Congress that this method of electing the President was undemocratic.

**D. Beattie** (U.S. Railway Labor Executives' Association) began by making it clear that he was speaking only for the American Railwaymen's Unions. He wished to associate himself with the remarks made by the Executive Board on the detailed discussions and analysis of the original Swedish proposal that had taken place within the Board and with the amendment which had subsequently been made to the original proposal so as to provide for the election of the President from among the members of the Executive Board. He had supported the position of the Scandinavian unions within the Executive Board, but he could



not support the N.M.U. amendment. He would continue to support the objective of the Swedish motion and, if a vote were taken, he would vote for the substitute proposal. However, he would prefer to have the question deferred until the next Congress. Delegates had come prepared to elect the President and Vice-President under the existing rules, and it would be unfair to change them now.

**The Acting President** asked Bro. Beattie if he was moving that the issue be referred back to the Executive Board which would report back to the next Congress.

**D. Beattie** confirmed that he was, and the motion was seconded.

**S. Wall** (National Maritime Union, U.S.A.) on a point of order, thought that the motion to refer the issue back could not be accepted.

**The Acting President** stated that Bro. Beattie's motion was in order.

**W. Hogarth** (British National Union of Seamen), on a point of order, stated that his organization was seriously considering disaffiliation from the I.T.F., and that its criticisms of the way the I.T.F. was run would be intensified if the Executive Board was to take a further three years to consider the proposals. He thought that under parliamentary procedure a vote should be taken by this Congress, although he was against both the motions and the amendment.

**R. Dekeyzer** (Belgian Transport Workers' Union), on a point of order, stated that he had some experience of "parliamentary procedure" and that the motion to refer the issue back was perfectly in order and should take precedence over all other motions. The current procedure for electing the President and Vice-President was quite democratic; Congress had the right to delegate its authority to another body if it wished, and the Executive Board's comments should be taken into account.

**J. H. Pollydore** (British Guiana Transport Workers' Union), on a point of order, stated that the reference back was out of order and that the vote should be taken there and then.

**The Acting President** ruled that Bro. Beattie's motion was in order. *In the vote which followed, the motion to refer the issue back to the Executive Board was defeated, 96 to 80.*

**Congress** then proceeded to vote by simple majority on the motion submitted by the National Maritime Union (see page 231), to amend the motion submitted by the Swedish Seamen's Union (see page 223). *It was defeated, 121 to 69.*

**H. Nicholas** (British Transport and General Workers' Union), on a point of order, referred to Rule XX of the Constitution which required a card vote for constitutional amendments.

**The Acting President** pointed out that, before the last vote was taken, he had asked Congress if it agreed to vote by a simple show of hands. Nobody had made any objections then. Naturally, the Scandinavian proposal would require a card vote in accordance with Rule XX of the Constitution. However, the N.M.U. proposal had only been an amendment to the Swedish proposal and it had not been thought necessary to take a card vote.

Congress then proceeded to vote on the proposal that the Scandinavian delegation's motion should replace the original Swedish Seafarers' motion. *This was carried, 133 to 33.*

*A card vote was then taken on the substitute Scandinavian motion. The result, which was announced later, was as follows:*

For: 1,328,300. Against: 2,373,300.

*The motion was therefore defeated.*

**The Acting President** informed Congress that the proposed amendment to the I.T.F. Constitution submitted by the French Transport and Public Service Workers' Federation (see page 223) had been withdrawn by the sponsors.

*The Motion on Transport Policy* (see page 224) submitted by the German Railwaymen's Union was formally moved and seconded.

**W. A. Kieboom** (Netherlands Transport Workers' Union) stated that the German sponsors of the motion had agreed with the Netherlands delegation that transport policy should be considered at continental as well as international level. He hoped the motion would be understood in this way.

*The Motion on Transport Policy was then carried unanimously.*

*The Motion on Safety* (see page 225) submitted by the Japanese unions, was formally moved and seconded and *carried unanimously.*

*The Motion on the I.L.O.* (see page 226) submitted by the British Merchant Navy and Airline Officers' Association, was moved by

**T. Goff** (British Merchant Navy and Airline Officers' Association). He stated that the I.L.O. was the only agency with a tripartite structure with direct workers' representation on its Governing Body, the only body within which the trade unions could press their own policies to establish international minimum social standards through annual conferences and industrial committees. The record of Conventions adopted and ratified was a standing testimony to the contribution of the I.L.O. in obtaining a greater measure of social justice. The technical evolution now in full swing was having far-reaching social consequences. However, at a time when the I.L.O. with its tripartite structure, could be making a substantial contribution towards solving many social problems, some governments and employers were trying to reduce the I.L.O.'s influence, and to turn it into a third-rate technical assistance body. At the last I.L.O. tripartite Civil Aviation Conference, the employers had stated that the I.L.O. had no part to play in civil aviation. The employers found it much more convenient to use I.C.A.O., the United Nations Inter-Governmental Agency, for pushing through their operating policies without fear of interference from the trade unions and with little regard for the social issues. In seafaring, there also existed an inter-governmental organization, I.M.C.O., and there were already indications that certain governments would like to have all seafaring issues dealt with by I.M.C.O. This was already causing some difficulty for the trade unions. The I.T.F. ought to resist any attempts to minimize the influence of the I.L.O.

**E. Venturini** (Argentine Marine Electricians' Union) said that the I.L.O. should remain a world-wide tripartite body, and retain its full powers. It had played a fruitful and positive role in setting international labour standards and there should be no compromise of its functions.

*The Motion on the I.L.O. was then carried unanimously (see page 349).*

**G. Dunand** (I.L.O.) was gratified that the resolution had been passed. He emphasized that the I.L.O. collaborated in a spirit of complete loyalty in its day-to-day business with a large number of international bodies which were not tripartite in structure. These included the United Nations Economic Commission for Europe, particularly the Inland Transport Committee, I.C.A.O., I.M.C.O., the E.E.C. Commission, the European Conference of Ministers of Transport, the U.I.C., the O.S.Zh.D. There was a recognized division of functions and this had generally been scrupulously respected. The co-operation between the I.L.O. and these other bodies was the result of agreements which in no way detracted from the I.L.O.'s own authority. There were, admittedly, certain areas where it was difficult to define the limits of the authority of the respective organizations, particularly in the case of United Nations bodies dealing with social matters, there being different conceptions of what "social matters" were. As far as labour questions were concerned, there was a clear division of functions. He could only recall one instance where a labour question had been handled differently, namely, the question of vocational training in civil aviation. He concluded by saying that the I.L.O. was powerless unless it had the full collaboration and support of the workers' organizations.

**The General Secretary** drew attention to the fact that an amendment had been submitted by the British Merchant Navy and Airline Officers' Association to the Motion on Safety. This amendment had been accepted by the sponsors.

*Congress then approved the Motion on Safety as amended, (see page 347).*

**The Acting President** then announced that:

*The Motion on Seafarers (see page 227) submitted by the All Japan Seamen's Union would be dealt with when the Report of the Seafarers' Section Conference came before Congress;*

*The Motion on Boycotts (see page 228) submitted by the Finnish Seamen's Union would be dealt with when the Report of the Joint Seafarers' and Dockers' Section Conference came before Congress;*

*The Motion on Civil Aviation (see page 228) submitted by the Swedish Commercial Workers' Union (Handelstjänstemannaförbundet—H.T.F.) had already been adopted with the adoption of the Report of the Civil Aviation Section Conference; and that*

*The Motion on Dockers (see page 228) submitted by Marine Floating Staff (Nigeria) would, as recommended by the Resolutions Committee, be dealt with by Congress when considering the Report of the Dockers' Section Conference.*

**The Acting President** then called upon T. O'Leary to present the

## **REPORT OF THE DOCKERS' SECTION CONFERENCE**

(see page 322)

**T. O'Leary** (Rapporteur) drew attention to paragraphs of the Report dealing with (1) The Bordeaux Section Conference—this had proved a success in showing the I.T.F. flag in France; (2) Mechanization of dock work—the Section was insisting on proper consultation with the trade unions when new methods were introduced, and good arrangements for this existed for example in Belgium and Great Britain; (3) International Dockers' Programme—this was progressing fairly well, particularly in Europe; (4) Maximum one-man loads—I.L.O. experts had recommended a maximum of 40 kg. to be carried by one man, and this was a considerable advance; (5) Welfare—the developed countries were progressing reasonably well in the provision of pensions and sick pay schemes, although colleagues in the developing countries still required considerable help.

**E. Tolosa** (Argentine Port Workers' Union) hoped that the I.L.O. experts' recommendations on maximum one-man loads would be put into effect, within a definite time limit. He suggested one year's time from the end of the present Congress and insisted that implementation of these recommendations should be carried out simultaneously throughout the world. This was the only way to prevent unfair practices and allow dockers to put pressure on employers refusing to operate the new limits.

**P. McMahon** (Irish Transport and General Workers' Union) said that dock work was and always had been international in character, and that solidarity was strong. He assured all dockers of the best wishes of the Irish port workers.

*The Report was then adopted unanimously.*

*The Motion on Dockers* (see page 228) was withdrawn by the sponsors.

*The Motion on Africa* submitted by the Marine Floating Staff Union (Nigeria) (see page 229) was moved by

**O. Zudonu** (Nigerian Marine Floating Staff Union). He said that African trade unionists were often unfairly hampered in negotiations with employers' and governments' representatives because the latter had benefited from better education and training which they had often received abroad. There was thus a great need for increased trade union education in Africa. He himself had benefited enormously from a year he had spent working with the Swiss Watch Makers' Union. The facilities for trade union education offered by the I.C.F.T.U. College in Uganda had suffered from the restrictions placed by the Ugandan Government on the working of the College. He therefore urged the I.T.F. to contact other organizations with a view to setting up another trade union college in an area like Nigeria.

*The Motion was adopted unanimously.*

*The Motion on Africa* (see page 229) submitted by the Nigerian Dockers', Transport and General Workers' Union, was moved by

**A. E. Okon** (Nigerian Dockers', Transport and General Workers' Union) who hoped that Nigerian trade union leaders would not have the same difficulties as the East African colleagues in political matters.

*The Motion was adopted unanimously.*

*The Motion on Nigeria* (see page 229) submitted by the (Nigerian Permanent Way Workers' Union), was moved by

**E. C. Okei-Achamba** (Nigerian Railway Permanent Way Workers). He said that there had been greater freedom in Nigeria before it became independent than there was now. For example, the trade unions were forbidden to organize picketing, public demonstrations and to hold meetings of their members in the open air. This last prohibition hit the Nigerian unions very hard because practically none of them had their own premises. He therefore appealed for help from the unions in the industrialized countries for the construction of adequate trade union buildings in Nigeria. He went on to refer to the abuse of government control of mass media to misinform the public in recent strikes in Nigeria. He urged delegates to make a serious attempt to appreciate the plight of trade unions throughout Africa in their efforts to carry on their work in the face of severe government restrictions and repressive policies.

**O. Zudonu** (Marine Floating Staff Union, Nigeria) confirmed what the previous speaker had said about the disastrous effects of the ban on unions organizing public meetings of members and asked for greater support, especially in the field of training.

*The Motion was adopted unanimously* (see page 349).

### **REPORT ON THE CONFERENCE OF THE INLAND NAVIGATION SECTION**

(see page 341)

**P. Mol** (Vice-Chairman of the Section) introduced the Report in place of the elected Rapporteur, H. Hildebrand, on account of the latter's illness. He made a number of corrections to the text of the Report that had been distributed. Figures on line 13 should read: 1966. The Austrian Government (Item 4 on Danubian navigation) would be approaching the I.L.O. *only after* the publication of the draft international programme of conditions of work for Danube workers. He also added that *normal navigation* was a more usual term than "day" navigation. Progress had been made, particularly on manning scales in continuous and semi-continuous navigation in Rhine navigation, in Danubian navigation, and in connection with the Draft International Programme for the Inland Navigation Industry. Very interesting accounts had been given of the inland waterway position in Argentina and Nigeria. He expressed thanks to R. Santley for the work he had done for the Section and expressed his pleasure that he would continue to act as its Secretary.

*The Report was adopted unanimously.*

### **REPORT ON THE CONFERENCE OF THE FISHERMEN'S SECTION**

(see page 335)

**E. Haugen** (Rapporteur) in introducing the Report said that he hoped for a successful outcome to the forthcoming I.L.O. Preparatory Technical Conference on Fishermen's Questions. He regretted that few countries had ratified the already existing I.L.O. Conventions concerning fishermen and urged I.T.F. affiliates to press for this end. He thanked R. Santley for his good work.

*The Report was adopted unanimously.*

## ELECTION OF THE GENERAL COUNCIL

*The following list of nominations for the election of the General Council was adopted.*

<i>Country and groups</i>	<i>Members</i>	<i>Deputies</i>
1. Austria ... ..	J. Matejcek	W. Svetelsky
2. Belgium, Luxembourg, Netherlands	R. Dekeyzer C. J. Leurs G. J. H. Alink	P. Potums J. Geldof W. Chr. van Zuylen
3. Denmark, Faroes, Iceland, Finland	Sv. From Andersen B. Jensen P. Oivio	E. Rasmussen C. Christensen O. Aarnio
4. France ... ..	R. Degris	R. Lapeyre
5. Germany ... ..	P. Seibert F. Eichinger H. Kluncker H. Hildebrand	F. Schreiber Miss L. Raupp G. Kugoth W. Matthies
6. Gt. Britain, Irish Republic ... ..	H. R. Nicholas S. F. Greene W. Hogarth A. E. Griffiths	A. H. Kitson J. G. Bothwell D. S. Tennant J. V. Bailey
7. Greece ... ..	C. Hadjitheodorou	P. Kalapothakis
8. Italy, Malta and Cyprus ... ..	F. Giorgi	W. Esposito
9. Norway ... ..	G. Hauge	H. Nicolaysen
10. Sweden ... ..	H. Pettersson	E. Svensson
11. Switzerland ... ..	H. Düby	O. Baeriswyl
12. Israel, Lebanon, Turkey ... ..	Z. Barash	S. Akova
13. Libya, Tunisia, United Arab Republic ... ..	Vacant	Vacant
14. Gambia, Kenya, Liberia, Madagascar, Malawi, Mauritius, Nigeria, Rhodesia, Senegal, Sierra Leone, South Africa, Uganda, Zambia ... ..	A. Okon A. M'Baye P. S. Mammah E. Okei-Achamba	O. Zudonu S. Sarr Vacant Vacant
15. Japan ... ..	R. Kamisawa K. Suzuki	K. Murakami M. Ibe
16. Aden, Burma, China (Taiwan), Hong Kong, India ... ..	M. Chatterjee	P. Alvarez
17. Indonesia, Korea, Malaysia, Pakistan, Philippines ... ..	Lee Chan Hyuk R. S. Oca	V. David Yahaya Bin Ali
18. Australia, N. Zealand ... ..	Vacant	Vacant
19. Argentine, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Uruguay, Venezuela, El Salvador, Curacao ... ..	H. Hernandez E. Tolosa M. Lopes de Oliveira Vacant	Vacant Vacant Vacant E. Vanegas
20. Barbados, Br. Guiana, Br. Honduras, Grenada, Jamaica, St. Lucia, Trinidad ... ..	G. Munroe	W. Carrington
21. Canada ... ..	W. Smith F. Hall	D. Seard C. Smith
22. U.S.A., Bermuda ... ..	D. Beattie L. Zosel T. A. Gleason J. M. Elliott	M. Gorman C. Harrison J. Gorman D. Foy
23. Estonia, Poland, Spain ... ..	H. Vizcaino	N. Mottola

## ELECTION OF THE EXECUTIVE BOARD

*The following list of nominations for the election of the Executive Board was adopted.*

### *Europe*

G. Alink (Netherlands)  
Z. Barash (Israel)  
R. Degris (France)  
R. Dekeyzer (Belgium)  
H. Düby (Switzerland)  
S. Greene (Gt. Britain)  
G. Hauge (Norway)  
H. Kluncker (Germany)  
J. Matejcek (Austria)  
H. Nicholas (Gt. Britain)  
H. Pettersson (Sweden)  
Ph. Seibert (Germany)

### *North America*

D. Beattie (U.S.A.)  
J. Elliott (U.S.A.)  
F. Hall (Canada)  
Wm. Smith (Canada)

### *Africa*

A. Okon (Nigeria)  
A. M'Baye (Senegal)

### *Asia and Australasia*

R. Kamisawa (Japan)  
R. S. Oca (Philippines)

### *Latin America and Caribbean*

H. Hernandez (Venezuela)  
E. Tolosa (Argentina)

## ELECTION OF GENERAL SECRETARY

**The Acting President** said that there was only one nomination, that of Bro. Hans Imhof (Assistant General Secretary). Bro. L. Zosel had also been nominated but had decided for personal reasons that his name should be withdrawn.

He outlined the high quality of the work done by H. Imhof, both in the trade union movement of his own country and in the I.T.F. Bro. Imhof had been responsible for the I.T.F. Railwaymen's and Road Transport Workers' Sections since 1956 when he had been elected Section Secretary by the I.T.F. Vienna Congress. He had begun working for the Swiss Federal Railways at the age of 18 and had continued in railway service until 1944 when he was appointed Secretary of the Basel section of the Swiss Transport and Public Service Employees' Union where he had been mainly concerned with urban transport questions. He had also represented employees on the Administrative Council of the Basel urban transport undertaking. From 1947 until 1953, he had also been the Chairman of the Basel Union of Public Employees. In addition, he had been a member of the Executive Board of the Swiss Federation of Trade Unions and a member of the Basel-Rhine Shipping Commission. He had represented the I.T.F. at very many international inter-governmental conferences dealing with transport questions. In November, 1956, he had been a member of the I.L.O. Committee of Experts set up to examine the civil liability of professional drivers. In 1959, he had been workers' representative on the Committee of Experts set up by the E.C.E. to investigate the co-ordination of transport. At the same time he had led the work of the I.T.F. Committee responsible for drawing up the I.T.F. study, "Transport Policy Problems at National and International Level". His considerable linguistic talents were also well-known to delegates. He was thus admirably qualified for office as General Secretary.

**The Acting President** also notified Congress that the Executive Board supported Bro. Imhof's candidature and recommended his election.

*Hans Imhof was unanimously elected General Secretary of the I.T.F.*

**H. Imhof** (General Secretary) thanked delegates for the confidence which they had placed in him. It was a great privilege to be the first servant of this great International. He recalled his predecessors as General Secretary, and particularly thanked P. de Vries for all he had

done to enhance the prestige and the good name of the I.T.F. During the six and a half years he had had the privilege of working with Bro. de Vries, he had often admired his outstanding qualities as an international leader and as a man with experience, determination and great charm.

He hoped that the reasons for some of the criticisms which had been voiced would soon be in the past and that I.T.F. affiliates and governing bodies would help him to make the I.T.F.'s activities ever more successful in all sections.

A straightforward, efficient and hard-working administration was the agreed aim. A lot of hard work would be needed to solve the many problems which we were facing in the regions, the industrial sections and the administration of the I.T.F. Working together, as a team of dedicated trade unionists and a world-wide brotherhood of determined fighters for freedom, social justice and peace, we would be able to solve our problems. During the discussion of affiliation fees, Bro. Curran had remarked that, if the I.T.F.'s regional activities failed, the I.T.F. itself would have failed. He agreed absolutely. But we must not fail either in our industrial activities which were just as much a part of the I.T.F. as what were rather ambiguously termed "Regional" Activities. The I.T.F.'s Regional Activities were indeed very important but so equally were Industrial Activities. In transport, more than in any other industry, industrial and world-wide activities went together and it was essential to build up competent, clean, democratic and devoted trade unions able to tackle the reactionary boss as well as to stand up to the employers and to destructive elements within the movement.

There were three main prerequisites for our future work: firstly, more efficient organization and administration; secondly, better and long-term planning of Regional Activities, based on educational and industrial endeavours, and in no way concerned with promoting tourism in either direction; and thirdly, a great deal of hard work on the part of the Secretariat, the governing bodies and the affiliates.

The I.T.F. had always been and must remain a fighting organization. We would not be an I.T.F. any more if we ceased to unite all groups of transport workers in a common struggle for freedom and against misery, for social justice and the advancement of the underprivileged. The need could be seen all around: the struggle for trade union freedoms; the fight to rid the seas of profit-hungry shipowners exploiting seafarers under the cover of phony maritime flags. We still had to fight to free our Asian maritime affiliates from wage slavery and corrupt employment practices. Most important of all, perhaps, at this time was the gigantic struggle which we had to wage on behalf of all the workers of all sections of the I.T.F., that they did not suffer but fully benefited from the technological and organizational progress which they themselves had done so much to bring about.

If everyone concerned worked with wholehearted energy during the coming three years, the next Congress could feel that an important effort had been made towards creating a modern, aggressive, vigorous and powerful I.T.F.

**E. Haudenschild** (Swiss Railwaymen's Union) congratulated H. Imhof on behalf of his fellow citizens. He was sure that he would continue like his predecessors actively to promote peace and a free and enlightened trade union movement throughout the world.

*The Session then adjourned.*



# Friday, 6th August, 1965

## Morning Session

*References to the General Secretary in the following proceedings continue to refer to the retiring General Secretary, Pieter De Vries.*

**The President** opened the session at 9.15 a.m.

**The General Secretary** announced the names of the new President and Vice-President, Hans Düby and Helge Pettersson, who had been elected by the General Council the previous day.

**The President** thanked the delegates for this demonstration of confidence. It was an honour to himself, to his union and to his country. He congratulated Helge Pettersson on his election as Vice-President.

**H. Pettersson** expressed his thanks also for the trust placed in him. He hoped he would get the help of all affiliates in coping with the task.

**The President** then reverted to Item 9 of the Agenda, *Election of Auditors.*

**S. Greene** (British Union of Railwaymen) *nominated the following:*

*J. V. Bailey* (Union of Shop, Distributive and Allied Workers),

*G. Lipman* (National Union of Seamen) and

*W. H. Johnson* (Transport Salaried Staffs Association).

*These were then elected unanimously.*

**The President** then asked for a substitute for Bro. Koppens to introduce the

## REPORT OF THE ROAD TRANSPORT WORKERS SECTION CONFERENCE

(see page 319)

**G. Kugoth** (Rapporteur) mentioned in particular the question of the German proposal that the I.T.F. should cease supporting the A.E.T.R., in order to devote its energies to finding a better solution within the E.E.C. It had been decided to hold a special Section Conference in October, 1965, to discuss this. He also pointed out a number of alterations to the Section Committee: under Great Britain the second Member should be J. V. Bailey and the two Deputy Members should be J. Moore and A. Kitson. Senegal should also be added, represented by A. M'Baye. He concluded by expressing the Section's thanks to the Section Secretary.

*The Report was then adopted unanimously.*

**The President** then asked R. Degris to introduce the

## REPORT OF THE RAILWAYMEN'S SECTION CONFERENCE

(see page 337)

**R. Degris** (Rapporteur) drew attention to the following points:

The enquiry into railway pay structure; the appeal by Bro. Vizcaino for the I.T.F. to continue to support his organization; progress in implementing the Railwaymen's Social Charter; the decision on the International Manifestation; and the date and place of the next Section Conference. He concluded by hoping that the new Section Secretary would be as competent as Hans Imhof.

*The Report was then adopted unanimously.*

**The President** then called upon D. Tennant to introduce the

**REPORT ON THE  
JOINT CONFERENCE OF THE SEAFARERS' AND DOCKERS'  
SECTIONS**

(see page 344)

**D. Tennant** (Rapporteur) read the Report and pointed out an omission in the Fair Practices Committee. W. Chr. van Zuylen should be added, representing the Netherlands in the Seafarers' Group. He also suggested that a summary of a statement by S. Packirisamy should be added to the Report.

**T. O'Leary** (British Transport and General Workers' Union) referred to the last paragraph on page 1 of the Report, and pointed out that the suggestions there ascribed to him came from the Fair Practices Committee as a whole. The matter had been discussed at Naples and again in Copenhagen and a document had been drawn up setting out these proposals. He asked Congress to support the recommendation that the Executive Board should give immediate consideration to these proposals and indicated that he himself would be available to assist with any information required.

**D. Tennant** (Rapporteur) wholeheartedly confirmed that the views referred to by Bro. O'Leary in the document were those of the Fair Practices Committee as a whole which helped strongly on this issue. The Fair Practices Committee wanted immediate action by the Executive Board and this had been agreed by the Joint Conference. He asked Congress to confirm the recommendation that there should be immediate action by the Executive Board.

*The Report was then adopted unanimously.*

**The President** then referred to the Motion (see page 220) submitted by the Finnish Seamen's Union which was supposed to be considered by Congress in Plenary Session at this point.

**The General Secretary** pointed out that the Motion had not been submitted to the Joint Seafarers' and Dockers' Meeting.

**N. Wälläri** (Finnish Seamen's Union) stated that he had understood that the Seafarers' Conference had decided to remit the Motion to the Fair Practices Committee.

**D. Tennant** stressed that it should be understood that the Motion would be remitted to the Fair Practices Committee for consideration when the Committee was reviewing I.T.F. policy on Panlibhon and sub-standard shipping.

**The General Secretary** considered that, since this was the case, the Congress should not adopt the Motion at this stage.

**N. Wälläri** agreed to remit the Motion to the Fair Practices Committee, and this was *approved by Congress*.

**The President** then called upon the General Secretary (P. De Vries) to reply to the debate on Item 5 of the Agenda,

### THE REPORT ON ACTIVITIES

**The General Secretary** said that 39 speakers had taken part in the debate, and it was therefore only possible to answer a small fraction of the points raised. Some of these had been dealt with already, either in the Sections or in private talks between the Secretariat and the delegations concerned. For instance, a proposal would be going to the Executive Board on the establishment of a Regional consultative body for Latin America and the Caribbean. Bro. Munroe had referred to repressive legislation in Trinidad, the Industrial Stabilization Act. If success was to be achieved, however, in getting the legislation repealed, differences within the labour movement had to be eliminated. Bro. Otero had already offered to mediate, and O.R.I.T.-I.C.F.T.U. had made a tentative start towards promoting unity.

Bros. M'Baye and Decoudun had stressed the need for an extension of I.T.F. influence in French-speaking Africa. A start had been made but the I.T.F. needed to get co-operation from the Regional unions themselves. The Regional representatives could not do everything. He also insisted that the I.T.F. in no way considered affiliates in the Regions as poor relations.

In reply to Bro. Decoudun's point, the I.T.F. had no official relationship with the Christian International. The situation in France was an internal matter for the French unions.

Bros. Chatterjee and Majumder thought that the I.T.F. should have more affiliates in India but there were special difficulties there owing to the regrettable split in the free trade union movement in India, and the division between two national centres, I.N.T.U.C. and H.M.S. He urged unions affiliated to H.M.S. and I.N.T.U.C. to agree at least that unions from both centres should be eligible for affiliation to the I.T.F. This was the main difficulty as far as the I.T.F. was concerned. The I.N.T.U.C. unions were prepared to affiliate to the I.T.F. provided they had an assurance that the Executive Board would not act on the advice of the H.M.S. not to accept them. Both the I.N.T.U.C. and H.M.S. were affiliated to the I.C.F.T.U. and he could, therefore, see no reason whatsoever why unions affiliated to both national centres should not affiliate to the I.T.F.

Although the Executive Board could not give any assurances on this matter, he had informed an I.N.T.U.C. representative that, in his view, the Executive Board would give positive consideration to applications from I.N.T.U.C. unions. He hoped that it would soon be possible to have unions from both national centres in the I.T.F. and he had been informed that the I.N.T.U.C. railwaymen's and road transport workers' unions were ready to affiliate to the I.T.F.

In reply to Bro. Thore's complaint that there was a lack of information about I.T.F. action on South Africa, he informed Congress about two resolutions which had been adopted in November, 1963, and November, 1964, by the Executive Board, expressing solidarity with the struggles of those under oppression in South Africa, and calling for world-wide action against South Africa, organized by the United Nations.

Bro. Nabasama had spoken of the need to have more Asian representatives on the Executive Board. The Executive Board would look into this before the next Congress. The Asians were also asking for the membership of the Asian Advisory Committee to be extended and for more frequent meetings to be held. However, the I.T.F. could not afford this unless the Asian affiliates were prepared to contribute financially as well.

Bro. Post had raised the question of jurisdiction over civil aviation workers. The I.T.F. had been unable, however, to persuade the I.F.C.C.T.E. that civil aviation workers belonged in the I.T.F. The same applied to a difference of opinion with the P.S.I. over publicly employed transport workers. He hoped that the new General Secretary would have more success in solving these problems.

Bro. Majumder had asked that the Secretariat should be "internationalized". He thought that the most important thing was for the I.T.F. staff to be efficient, regardless of their nationality. Employing staff from the Regions would have to be a gradual process.

He agreed with Bro. Wälläri, who said that the I.T.F.'s weaknesses were the weaknesses of the affiliates. Head Office had to give a lead, of course, but for effective action the enthusiasm of unions was essential.

Bro. Hogarth had complained that the I.T.F. had failed to change the date of the I.L.O. Asian Maritime Conference in Tokyo to suit the convenience of the British National Union of Seamen, and that the General Secretary had been away from the office for six to seven weeks. During that period he had been touring Latin America, and he was of the opinion that an International Secretary should not sit behind his desk all the time. He had known about the N.U.S. request, however, and had suggested to Bro. Hogarth that he should try to change the date of his union's Annual General Meeting, instead of insisting that the Asian Maritime Conference date, which had finally been fixed after much difficulty, should be altered. He appealed to Bro. Hogarth to reconsider his threat of disaffiliation.

He finally thanked all delegates who had participated in the debate and stated that he welcomed constructive criticism, since this might be more useful than praise.

**The President**, replying to Bro. Kitson's enquiry regarding the retirement pension arrangement for the General Secretary, said that the Executive Board had discussed and considered this thoroughly in all its aspects. At present, the I.T.F. staff had a Staff Savings Fund but no proper pension scheme. It had been decided that the new Executive Board should examine as a matter of urgency the introduction of a proper pension scheme for the I.T.F. officers and staff. In view of his long and outstanding service in both the Dutch and international trade union movements, the Executive Board had decided to propose that from November, 1965, the General Secretary should receive a pension of £60 per month.

**The President** then asked Congress to vote on the *Report on Activities*.

**The Report on Activities** was unanimously adopted.

## DATE AND PLACE OF NEXT CONGRESS

**The President** asked for suggestions.

**P. Seibert** (German Railwaymen's Union), speaking on behalf of the German affiliated organizations, invited the Congress to meet in Frankfurt-am-Main.

**The President** thanked P. Seibert. An invitation had also been received from the Turkish Railwaymen's Federation and both would be considered by the Executive Board.

**The President** then expressed his gratitude and that of the I.T.F. to the following retiring members of the I.T.F. Executive Board: F. Laurent (France), A. Kummernuss (Germany) and H. Alonso (Argentina).

*He then presented F. Laurent with the Gold Badge of the I.T.F.*

**F. Laurent** (French Railwaymen's Federation) expressed his deep appreciation of the honour and his gratitude to I.T.F. officers and staff, especially to Thérèse Asser.

**The President** regretted that he could not present A. Kummernuss with a Gold Badge as he had already received it, but wished him well in his retirement.

**The President** thanked H. Alonso for his active work on behalf of the I.T.F.

**The President** then expressed his deep appreciation of the work of the retiring General Secretary, P. de Vries, both in the seafarers' movement of the Netherlands and in the I.T.F. He then presented him with the Gold Badge of the I.T.F.

**The General Secretary** said that he was facing his retirement with mixed feelings. The trade union movement in its national and international forms had been his whole life. The task of an International General Secretary was not an easy one, and successes must be set against failures. He would remember his years with the I.T.F. as among the best of his life.

**D. Opmeer** (Dutch Seamen's and Fishermen's Union), speaking on behalf of the Dutch transport affiliates, expressed both their and his deep appreciation of all that Pieter de Vries had done for the trade union movement. He then presented him with a cheque, with which he could make his own choice of a painting of Rotterdam to be hung in his home. He also presented Mrs. De Vries with a bouquet of flowers.

**The President** then recalled with appreciation the work of Frank Cousins for the I.T.F. and *presented him with the Gold Badge of the I.T.F.*

**F. Cousins** (Transport and General Workers' Union, Great Britain) expressed his grateful surprise at the honour done him. Service to the trade union movement was its own reward.

**REPORT ON THE CONFERENCE OF THE SEAFARERS'  
SECTION**

(see page 328)

**D. Tennant** (Rapporteur) commented on the late circularization of the Report. It was a long Report and in presenting it he wished only to note a correction at the bottom of page 2 which should read: *Tuesday*, 3 August. The Argentine resolution on electronics had been referred to the next Seafarers' Section Conference.

*The Report was unanimously adopted.*

**The President**, in closing the activities of Congress, expressed his grateful thanks to all participants and Secretariat staff, and Regional representatives. He gave special thanks to the Danish host organizations, headed by Einar Berthelsen.

*The Congress closed at midday.*

## GENERAL COUNCIL

### First Session

The I.T.F. General Council met on 30th July, 1965, to consider a resolution from the I.T.F. Seafarers' Section recommending that the Seafarers' International Union of North America should be expelled from the I.T.F. (See Report on Activities for 1962, 1963 and 1964, Item 2, page 43 and page 263 above.)

### Second Session

At the close of the Morning Session on 5th August, a meeting of the General Council was held for the purpose of electing the President and the Vice-President of the I.T.F. The following were elected:

President: Hans Düby (Switzerland).

Vice-President: Helge Pettersson (Sweden).

The General Council also considered the position of a number of affiliates who had been in arrears with their affiliation fees for at least two years and whose membership was now considered as lapsed under Rule V, para 2 of the Constitution.

The membership of the following unions was declared as lapsed:

Sindicato de Transporte a Larga Distancia (Bolivia)

Federación de Sindicatos Profesionales de Choferes y Cobradores de Autobuses y Microbuses de Chile

Sindicato Nacional de Trabajadores de Transportadora Gran colombiana (Colombia)

Federación Nacional de Trabajadores Marítimos y Portuarios del Ecuador

Sindicato Unico de Estimadores Portuarios y Auxilios (Ecuador)

Federación de Sindicatos de la Industria del Transporte (El Salvador)

Sindicato Independiente Portuario Ferrocarrillero y Anexos (Honduras)

Seamen's Union of Ireland

Dock Workers' Union (Kenya)

Transport and Allied Workers' Union (Malawi)

Sindicato Industrial de Trabajadores del Transporte Marítimos, Fluvial y Lacustre de la Republica Mexicana

Sindicato Coclesano de Transporte de Pasajeros y Carga (Panama)

Unión de Trabajadores Portuarios de la República de Panama

Federación de Trabajadores en Aviación Civil del Perú

Asociación de Trabajadores Marítimos, Portuarios Postulantes de Chimbote de Auxilios Mutuos y Defensa del Trabajador (Peru)

Sindicato Unico de Trabajadores en Autobuses (S.U.T.A.) (Peru)

Maritime Union of Turkey

Asociación de Guardianes de Agencias Marítimas del Puerto de Montevideo (Uruguay)

Asociación de Cosedores y Marcadores del Puerto de Montevideo (Uruguay)

Asociación de Apuntadores de Cereales y Subproductos del Puerto de Montevideo (Uruguay)

Central African Road Services Workers' Trade Union (Zambia).

## ELECTION OF MANAGEMENT COMMITTEE

Following the close of Congress, a short meeting of the Executive Board was held *inter alia* to elect the members of the new Management Committee. In addition to the President, Vice-President and General Secretary as *ex officio* members, the following were elected:

Ph. Seibert (Germany)  
H. Nicholas (U.K.)  
D. Beattie (U.S.A.)  
R. Dekeyzer (Belgium).



# Reports of Section Conferences and Committee Meetings

## CREDENTIALS COMMITTEE

The members of the Credentials Committee were: K. Haussig (Germany), W. Hogarth (Great Britain), H. Luande (Uganda), G. Munroe (Trinidad), E. Oliver (United States), S. Packirisamy (Malaysia), S. Sallé (France), R. Smeal (Canada) and W. C. van Zuylen (Netherlands).

The Committee had two meetings: on 28th and 29th July. All members were present at both. At the first meeting *W. Hogarth* was elected Chairman and Rapporteur.

The Committee examined the credentials of the delegations which had arrived by the afternoon of 29th July.

At its meeting on 28th July the Committee was informed that several of the organizations represented at Congress were in arrears with their affiliation fees. Notably so, were two American unions which had paid no affiliation fees since 1960 and 1961. It was also reported that a third American organization had paid affiliation fees for two and a half years on 27th July, 1965, thus settling their arrears.

At its meeting on 29th July the Committee was informed that many of the organizations in arrears had that day settled all or part of the arrears, and that others had promised to clear their arrears soon after their return home. With regard to the two American unions that were considerably in arrears (see above), the General Secretary reported that after consultation with the Vice-President he had decided that in order to become full members of the I.T.F. and to clear the arrears it was necessary only that both unions should pay fees for two and a half years and not the full arrears that had been mentioned (see above). Both unions had been informed of that and one had paid two and a half years' fees on 29th July. The other had paid U.S.\$1,000 and had promised to pay the outstanding amount of U.S.\$13,000 soon after the delegate's return home.

In the case of unions whose arrears had been settled, including the three American organizations mentioned above, the Committee decided after discussion and by a majority vote to recommend that the credentials of all delegations from organizations whose fees had been paid for the second quarter of 1965 should be approved. It was also agreed unanimously to recommend the approval of the credentials of delegations from organizations that had given satisfactory assurances that arrears would be settled.

The Committee had been informed at its first meeting that some organizations had sent more delegates than they were entitled to. At its second meeting it noted that the Secretariat had arranged with all the delegates concerned to redesignate surplus delegates as advisers.

The Secretariat was asked to prepare a final Delegate List.

The Committee also noted that a number of delegates and observers who had announced their intention to come to Congress had not yet arrived. The Committee asked its Chairman to examine the credentials of any delegates or advisers that arrived after 29th July and empowered him to act on his findings in the light of the Committee's recommendations above.

The final Delegate List shows that Congress was attended by 255 delegates and 67 advisers from 129 affiliated organizations in 39 countries. The total voting strength of the affiliated organizations represented at Congress was 3,802,500.

W. HOGARTH,  
*Rapporteur.*

### RESOLUTIONS COMMITTEE

The members of the Resolutions Committee: R. Decoudun (France), E. Haugen (Norway), H. Hernandez (Venezuela), W. Kieboom (Netherlands), A. Kitson (Great Britain), W. Mikkelsen (Germany), A. Okei-Achamba (Nigeria), D. Secord (Canada), M. Soda (Japan), E. Ulbrich (Austria), S. Wall (U.S.A.).

The Committee met on 2nd August. All members were present. *D. Secord* (Canada) was elected as the Committee's Chairman and Rapporteur.

The Committee examined the motions in Document XXVIII C-6 (see page 223) and the amendments to those motions in Document XXVIII C-6 (a) (see page 231).

The Committee agreed to recommend that the motions and amendments should be dealt with as follows:

1. **Amendments to Constitution** (Executive Board) and amendment to the motion (National Maritime Union of America)—by Congress in plenary session.
2. **Amendment to Constitution** (Swedish Seamen's Union) and amendment to the motion (National Maritime Union of America)—by Congress in plenary session.
3. **Amendment to Constitution** (French Transport and Public Service Workers' Federation)—by Congress in plenary session (see further comments below).
4. **Transport Policy** (German Railwaymen's Union)—by Congress in plenary session.
5. **Safety** (Japanese affiliates)—by Congress in plenary session.
6. **I.L.O.** (British Merchant Navy and Airline Officers' Association)—by Congress in plenary session.
7. **Seafarers** (All Japan Seamen's Union)—by the Seafarers' Section.
8. **Boycott action** (Finnish Seamen's Union)—by Congress in plenary session at the time of the submission of the report from the Joint Seafarers' and Dockers' Conference.

9. **Civil Aviation** (Swedish Commercial Workers' Union)—by the Civil Aviation Section.
10. **Dockers** (Marine Floating Staff Union, Nigeria)—by Congress in plenary session at the time of the submission of the report from the Dockers' Conference.
11. **Africa** (Marine Floating Staff Union, Nigeria)—by Congress in plenary session.
12. **Africa** (Nigerian Dockers, Transport and General Workers' Union)—by Congress in plenary session.
13. **Nigeria** (Nigerian Railway Permanent Way Workers' Union)—by Congress in plenary session.

With regard to motion 3. from the French Transport and Public Service Workers' Federation, the Committee pointed out that it did not specify which particular parts of the Constitution should be changed and it did not give precise texts for the proposed amendments. The Committee therefore recommended that the motion should be discussed in terms of principles. If the motion was accepted the Committee further recommended that the Resolutions Committee should then be asked to prepare precise amendments to the Constitution for the approval of Congress.

It was agreed that the Chairman might convene further meetings of the Committee should emergency motions require its attention.

D. SECOND,  
*Rapporteur.*

### ROAD TRANSPORT WORKERS' SECTION CONFERENCE

The Road Transport Section Conference met on Thursday, 29th July, 1965, at 2 p.m. Sixty-one delegates and observers attended from the following countries: Argentine, Brazil, Belgium, Sweden, Norway, Spain (Underground), Great Britain, Italy, Finland, U.S.A., Japan, Federal Republic of Germany, Malta, Netherlands, Austria and Switzerland.

B. Jonckheere of the Committee of I.T.F. Unions in the European Economic Community attended as a guest. *Bro. H. W. Koppens* was in the Chair and was elected Rapporteur.

#### *Report on Activities*

The printed Report on Activities dealt with Road Transport Workers' Section matters in items 93-113, 193-199 and 201-204. At the proposal of the Chairman, it was agreed to go through the Report item by item. Under item 195 (International Labour Organization, Inland Transport Committee), *Bro. V. David* of the Transport Workers' Union (Malaysia) referred to the extremely difficult position in road transport in Malaysia. There was practically no legislation on working conditions in this sector of transport, nor inspection machinery to safeguard against the exploitation of drivers, particularly those engaged in long-distance road haulage operations. He requested the I.T.F. to take appropriate steps to assist his organization in its struggle to improve conditions and to draw the attention of the International Labour Office to this situation.

Under the same item, Bro. **J. Geldof** referred to the Meeting of Experts on Working Conditions in Urban Transport Services which had met at the I.L.O. headquarters in Geneva in May, 1965. He expressed appreciation for the efforts of the I.T.F. which had led to the complete success of this Meeting. The Section Secretary, Bro. **H. Imhof**, thanked all those unions which had assisted the I.T.F. Secretariat in the preparations for this Meeting of Experts and extended particular thanks to the Experts and Observers from I.T.F. affiliates who had been responsible for the success of the Meeting.

There was a lengthy discussion on Item 197 (A.E.T.R.-European Agreement concerning the Work of Crews of Vehicles engaged in International Road Transport).

Bro. **Petterson** (Sweden) informed the Conference that the Section Committee had held a meeting the previous evening to discuss a proposal by the German Public Service and Transport Workers' Union (Oe.T.V.) to cease further support of the A.E.T.R. so as to allow affiliates in countries of the European Economic Community to support a superior Draft prepared by the E.E.C. Commission. Bro. Petterson advocated that a special Conference should be convened to take a decision on such an important matter as soon as the draft of the E.E.C. Commission was ready in the various translations. Bro. **Kugoth** (German Public Service and Transport Workers' Union) explained briefly the attempts being made by his organization to secure I.T.F. approval for dropping further support for the A.E.T.R. in order to advocate all available energies to bringing about a better solution within the framework of the E.E.C. He regretted that it had been impossible to prepare adequate documentation in time for this Conference. Bros. **Koppens, Hendrickx, Kitson** and **Petterson** stressed the importance of this question in their countries and advocated holding a special Conference of European affiliates in the near future. The **Section Secretary** stated that it would be useful to hold such a Conference in order to allow co-ordination of the efforts of the I.T.F. and affiliates in the E.E.C. on this question.

This was approved and it was agreed to convene a special Section Conference for 20th/21st October, 1965. On the proposal of Bro. **Kugoth** it was also agreed that this Conference would also deal with the A.D.R., European Agreement on the International Carriage of Dangerous Goods by Road, dealt with under item 199.

Under item 198, the **Section Secretary** referred to the results of the Meeting at the end of June, 1965, of the special E.C.E. Working Party which dealt with the question of affording protection to the driver in the event of displacement of loads. He indicated that he would be providing affiliates with further information on this subject in writing. He also reported that the E.C.E. Working Party on Road Safety had agreed to a proposal of the I.T.F. to include the importance of training and driving experience in its examination of the Fitness and Aptitude of Drivers. Here again, he indicated that he would be providing affiliates with further information in writing as soon as the documents in question had been received from the E.C.E.

In this connection, Bros. **Perez** (Argentina) and **Perry** (Israel) expressed the wish that non-European affiliates should also be kept informed on such important developments as these.

### *Date and Place of the Next Section Conference*

Bro. **Kugoth** (German Public Service and Transport Workers' Union) extended an invitation to the Section Conference to hold its next Meeting in Berlin.

Bro. **Koppens** (Chairman) expressed the thanks of the Conference for this invitation and added that the I.T.F. Executive Board and the General Secretary would be informed of this wish.

### *Election of the Section Chairman*

**The Section Secretary** requested nominations for Section Chairman. Bro. **Koppens** was nominated, seconded and unanimously re-elected Section Chairman.

### *Election of the Section Committee*

On the basis of nominations received, it was agreed that the Section Committee should be composed as follows:

<i>Country</i>	<i>Member</i>	<i>Deputy</i>
Austria	A. Peham	J. Steiner
Belgium	G. Hendrickx	J. Geldof
Denmark	B. Jensen	C. Christensen
Germany	G. Kugoth	F. Westhauser
		H. Vomberg
Finland	O. Aarnio	U. Rautiainen
France	P. Felce	R. Boucard
Great Britain	H. Nicholas	A. Kitson
	J. V. Bailey	J. Moore
Italy	E. Leolini	R. C. Caimmi
Israel	S. Perry	—
Netherlands	H. Koppens	C. de Vries
Norway	H. Bakke	—
Sweden	H. Ericsson	S. Jonsson
Switzerland	O. Baeriswyl	—

### *Any other business*

Bro. **Koppens** referred to proposals Nos. 4, 5 and 6 in Congress Documents XXVIII C-6 and proposed that these motions should be referred to the Resolutions Committee with favourable recommendations from the Conference.

Bro. **R. M. Perez** (Argentine Road Transport Workers' Union (Sindicato Choferes Camiones y Afines) informed the Conference of particular difficulties arising for road transport in Latin America in connection with the trend towards economic integration. There was an urgent need for success in the efforts of the trade unions to create uniform provisions for the protection of workers in road transport. He requested the I.T.F. and the Section Conference to support the Latin American transport workers' unions' efforts in this connection.

*The Meeting was closed at 3.30 p.m.*

H. W. KOPPENS,  
*Rapporteur.*

## DOCKERS' SECTION CONFERENCE

The Dockers' Section met on Thursday afternoon, 29th July. It was attended by some 50 delegates from 22 countries: Argentina, Belgium, British Guiana, Denmark, Finland, France, Germany, Great Britain, India, Irish Republic, Italy, Korea, Malta, Netherlands, Nigeria, Norway, Philippines, Senegal, Sweden, Switzerland, Trinidad and the United States.

*T. O'Leary*, Great Britain, was re-elected Section Chairman and Rapporteur, *W. Hulsker*, Netherlands, was re-elected Vice-Chairman of the Section.

### *Report on Activities*

The Report on Activities for 1962-64 and the first part of 1965 was approved, particular attention being given to the following items:

#### 1. *Section Conference, Bordeaux, 24th-26th March, 1965*

**R. Santley** (Secretariat) pointed out that a full report of the Section Conference had appeared in a supplement to the I.T.F. Newsletter. The Conference had been extremely satisfactory, not only from the point of view of attendance (40 delegates from 12 countries) but also in giving active moral encouragement to the French dockers' affiliate. The French organization had expressed its appreciation of the results of the Conference. On behalf of the Section, Bro. **Santley** thanked the French affiliate for its co-operation in arranging the Conference as well as those dock workers' affiliates which had made a special financial contribution for this purpose.

#### 2. *Mechanization of Dock Work*

During the discussion on this item, Bro. **De Crom** (Belgium) referred to a new agreement with the employers in the port of Antwerp which provided for full consultation with the dockers' organization when it was proposed to introduce new machinery for handling cargo. Among the aspects on which the dockers' union was consulted was the size of gangs for new types of operation. It was stressed that the I.T.F. should press on with its investigations into this subject because of the vital importance of protecting members' jobs.

#### 3. *International Dockers' Programme*

During the discussion of this item, Bro. **Okon** (Nigeria) expressed the gratitude of the Nigerian affiliates for the co-operation they had received from the I.T.F. during the ten years they had been affiliated to the Federation. The information received from the Secretariat concerning progress in implementing the International Dockers' Programme had been extremely useful to Nigerian dockers in their approaches to the Federal Government, which had now decided to establish a National Dock Labour Board, and he anticipated that similar information would be even more useful in the future. **R. Santley** pointed out that the Bordeaux Conference had requested the Secretariat to continue collecting information on this subject and it was intended to carry out this request as soon as possible. It was suggested that, once all the information was available, it might be possible to proceed on the lines adopted by the Inland Navigation Section and set up a small committee to revise the programme.

#### 4. *Maximum Load to be carried by One Worker*

The **Section Chairman** pointed out that the recommendation of the I.L.O. Meeting of Experts had yet to be implemented.

During the Meeting, the greatest objections to proposing a maximum load had come from employers in India, African and other developing countries, although it was precisely here that climatic conditions made heavy loads particularly intolerable. He therefore stressed that delegates from developing countries should make strong approaches to their respective legislative authorities with a view to rectifying this state of affairs. **R. Santley** (Secretariat) pointed out that the I.L.O. intended to hold a Preparatory Conference, probably in January, 1966, as the first step towards the adoption of an international instrument on this question. It was agreed that it would be appropriate for representatives of I.T.F. unions on national delegations at this Conference to meet on the eve of the conference for a preliminary exchange of views. Delegates from India and Senegal expressed full agreement with the Chairman's remarks on the urgent need for establishing national limitations on the loads carried by one man in the developing countries.

#### 5. *Retirement Pensions*

During the discussion it was emphasized that progress achieved by dockers' unions on this question would depend on the strength of the organization concerned. Bro. **Santley** pointed out that the Section Conference in Bordeaux had decided that dockers should retire on pensions at the age of 60, whereas in the International Dockers' Programme it was stated that dockers should retire on 75% pension at the age of 65 and after 30 years' service. This was a matter that would have to be borne in mind when considering the revision of the International Dockers' Programme.

#### 6. *North Sea Ports*

It was decided that the Secretariat should consult with the affiliated dockers' organizations concerning the next North Sea Ports meeting.

#### *Proposals of Affiliated Organizations*

A proposal submitted by the German Public Service and Transport Workers' Union (Oe.T.V.), calling for the application of the five-day, forty-hour week to workers employed in inland port operations, was referred to the Inland Navigation Section.

A motion proposed by the Argentine Port Workers' Union (S.U.P.A.) calling for firm action to secure international limitations on loads carried by one man was withdrawn by the union delegation after it had been pointed out that adoption of such a motion might complicate or prejudice action being undertaken on this subject through the I.L.O.

#### *Special Seafarers' Section*

Bro. **L. White** (Secretariat) introduced the report, and drew particular attention to the increase of almost 5 million gross tons in the tonnage

registered under flags-of-convenience during the preceding 18 months. This contrasted with the state of affairs three years previously when it had been possible to report a reduction in this tonnage. The significance of this very large increase was emphasized by the fact that it had taken place in spite of the increase of almost 6 million tons registered under the Greek flag, as a result of the I.T.F.'s activities. Liberia now held first place with regard to tanker tonnage, having the largest number of big tankers under its flag.

Bro. **White** also referred to the decision taken by the Dockers' Conference in Bordeaux that the boycott campaign against flags-of-convenience vessels should be intensified. The delegate of the Italian Port Workers' Union (F.I.L.P.-C.I.S.L.) informed the Conference that his organization was making preparations in co-operation with the Italian Seafarers' organization (F.I.L.M.-C.I.S.L.) to take action in Italian ports against these vessels.

It was agreed that the Section's views regarding the desirability of amending the Rules of the Seafarers' International Welfare, Assistance and Protection Fund should be conveyed to the Joint Conference of the Seafarers' and Dockers' Sections with a view to the adoption of a statement for the attention of the Executive Board.

#### *Section Committee*

Nominations for the Section Committee were received from organizations in the 22 countries represented at the Conference, and the following were elected:

<i>Country</i>	<i>Member</i>
Belgium ... ..	G. de Crom (sub. R. Dekeyzer)
Denmark ... ..	Børge Jensen (sub. Carl Christensen)
Finland ... ..	S. Tompuri
France ... ..	J. Loyer
Germany ... ..	H. Hildebrand
Gt. Britain ... ..	T. O'Leary (Chairman)
India ... ..	M. Chatterjee
Italy ... ..	M. de Stefano, Raffaele Liguori
Netherlands ... ..	W. H. Hulsker (Vice-Chairman)
Nigeria ... ..	A. E. Okon
Norway ... ..	H. Nicolaysen (sub. Augustus Crowo)
Philippines ... ..	R. S. Oca
Senegal ... ..	A. M'Baye
Sweden ... ..	Eric Larsson (sub. Gunnar Gustafsson)
U.S.A. ... ..	T. A. Gleason

#### *Next Section Conference*

**R. Santley** informed the Conference that the German Transport and Public Service Workers' Union (Oe.T.V.) had extended an invitation to hold the next Section Conference in Hamburg. This offer was noted with thanks.

The **Chairman** congratulated Bro. Santley on his recovery from his recent illness and expressed appreciation of his work over the past three years. The **General Secretary** moved a vote of thanks to Bro. O'Leary for his work as Chairman of the Section since being re-elected at the Helsinki Congress.

T. O'LEARY,  
*Rapporteur.*



## CIVIL AVIATION SECTION CONFERENCE

The Civil Aviation Section Conference took place on Friday, 30th July, at 2 p.m.

There were representatives from 14 countries and the meeting was attended by 47 persons.

Bro. *J. K. Post* was Chairman.

In opening the meeting the **Chairman** referred to the rapid development of the industry and drew attention to the need to keep close observation in order to protect the interests of those concerned.

Under Item 1 of the Agenda the Chairman, Bro. *J. K. Post*, was elected Rapporteur.

The Report on Activities of the Civil Aviation Section, as contained in the Congress Report for the years 1962, 1963 and 1964 was then considered. The Report was taken paragraph by paragraph.

On the paragraph relating to the interchange of aircraft, attention was drawn to the proposal submitted by the *Handelstjänstemannaförbundet* and also to an amendment submitted by Bro. *Gill* of the Flight Engineers' International Association. After an explanation of the original proposal given by Bro. **Lindholm**, it was agreed to defer this consideration until the next item on the agenda.

The printed section of the Report was adopted.

The various paragraphs included in the Supplementary Report on Activities were then considered. This also entailed explanations being given on several points by the Section Secretary including the differences in the practices of licensing Aircraft Maintenance Engineers.

When dealing with paragraphs referring to contacts with the I.L.O., Bro. **Faupl** informed the meeting of the need to direct a strongly worded resolution to the I.L.O. demanding early meetings to consider civil aviation problems if any results were to be obtained. As a result of this, a resolution was ultimately adopted for this purpose and is attached to this report (page No. 317).

There was agreement that the proposal for a safety committee on a category basis, mentioned in the paragraphs on Safety in the Supplementary Report of Activities, should be accepted.

The Reports on Activities were then adopted.

On the agenda item under which proposals were considered, the proposal submitted by the *Handelstjänstemannaförbundet* dealing with the consequences of interchange of aircraft on Cabin Attendants was the subject of a redraft on the basis of including all Flying Personnel and ultimately with some slight amendments this was adopted. The text is attached to this report.

Bros. *J. K. Post* and *D. S. Tennant* were then proposed as Chairman and Vice-Chairman of the Section. This was seconded and unanimously adopted.

The date of the next meeting of the Section was left for the consideration of the Secretariat to fit in a convenient date within the other commitments of the I.T.F.

Under Any Other Business, Bro. **Barbier** explained to the Section the difficulties experienced by French Flying Staff in connection with a general increase of wages applied to all other French industries, but denied to the Civil Aviation Flying Personnel.

Bro. **Gill** of the F.E.I.A. then submitted a statement referring to S.A.S. practises of not including specialist Flight Engineers in their crew complement and asked for this to be inserted in the records of the meeting.

The statement is as follows:

“Recognizing that the I.T.F. has established its firm position of the desirability of specialized crew members;

“The Civil Aviation Section of the I.T.F. is disturbed that some airlines, as an example S.A.S., are not following the specialized crew concept. While this airline has in the past utilized specialized crew members on all its aircraft, it did not, and still does not follow that concept on its jet aircraft.

“It has found it necessary, however, to partially implement the specialized crew concept by including on its jet aircraft on certain trips and routes, a technical specialist which it calls a flying ground engineer. It is impossible to ascertain that this flying ground engineer does not, actually, perform certain duties in flight. The carriage of this flying ground engineer in lieu of the inclusion of a flight engineer in the regular crew of all jet aircraft does not satisfy the specialist crew concept of the I.T.F. and represents a serious threat to the specialized crew concept.”

### *Resolutions*

#### *I.L.O. Tripartite Civil Aviation Conference*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

**STRONGLY CONSCIOUS** of the rapid pace at which developments in all types of techniques and equipment are taking place in the international civil aviation industry;

**IS EXTREMELY DISTURBED** at the failure of the International Labour Organization to devote continuous and close attention to the many urgent social problems which such developments will have in this vital and fast-growing transport industry;

**DRAWS ATTENTION** to the fact that five years have now elapsed since the holding of the Ad Hoc Civil Aviation Meeting held under I.L.O. auspices and that even during this comparatively short period the industry has been subjected to vast changes which have had very far-reaching repercussions on the working conditions in the industry and which have created many new difficulties in employment;

**RECOGNIZING** also that the future tempo of development within civil aviation is likely to be greatly accelerated by the introduction of revolutionary new types of aircraft and the impact of automated techniques;

**URGENTLY REQUESTS** the Director-General of the I.L.O. to give early attention to the convening of a full tripartite conference which would deal with these current and future social problems.

*Pooling arrangements*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

CONSIDERING the practice arising out of pooling arrangements between airlines of using Cockpit crew and Cabin crew members from an airline other than that of the country in which the aircraft is registered, and

RECOGNIZING that this growing practice can have adverse effects on the wages and conditions of employment of the Cockpit crew and Cabin crew members in the airlines concerned,

EXPRESSES disapproval of such procedures, and

STIPULATES that all Cockpit and Cabin crew members shall be covered by the collective agreement negotiated by the appropriate union in the country of registration in which the person concerned is employed, and

STIPULATES that all Cockpit and Cabin crew members performing duties on board of an aircraft, owned, chartered or flying under a flight number of the company, have the same specialist crew function and qualifications as in the airline concerned, and

REQUESTS all affiliated unions not to allow their members to perform duties on aircraft which are not owned or chartered by the company by which the member is employed.

## SEAFARERS' SECTION CONFERENCE

The Seafarers' Section held the first session of its Conference on Friday morning, 30th July, under the chairmanship of *D. S. Tennant* (Great Britain). The Conference was continued on Monday, 3rd August. It was attended by over 70 delegates from 45 organizations in 25 countries. Bro. *Tennant* was also elected Rapporteur for the Conference.

### *Report on Activities*

The Report and Supplementary Report of the *Special Seafarers' Section* were introduced by **L. White** (Secretariat). He began by drawing attention to hopes of progress towards the "genuine link" concept becoming a recognized principle in international shipping, as a result of approaches which the I.T.F. had been able to make to the United Nations through I.C.F.T.U. representation at the U.N. Trade and Development Conference. Reports that the Conference planned to set up a Shipping Section had been noted.

**R. Kamisawa** (Japan) expressed concern at the fact that some countries had recently opened shipping registers for the first time, and there was a danger these might become flag-of-convenience registers. In this event the I.T.F. should apply the same measures against foreign owners using them as against PANLIBHON vessels. Bro. **White** said that there had already been actions against ships using the Lebanese flag, since this was one of the countries involved, and there would be action against ships of other registers if it were called for.

Commenting on the Supplementary Report on Activities for the Special Seafarers' Section, Bro. **White** said that in 1962 flag-of-convenience tonnage had been on the decline. This trend had now unfortunately been reversed, and a spectacular increase had been noticed. Tonnage for the flag-of-convenience countries as a whole now totalled 20 million gross tons, an increase of 5 million gross tons—or 33%—over 18 months.

This situation was causing concern and called for renewed efforts from the Section. The success of these efforts depended on the support of the dockers. There were difficulties to be overcome here but the opportunity offered by the Dockers' Conference in Bordeaux to seek their help had been taken, and, though the dockers' organizations had not made any formal promise that they would boycott at least one ship per year in each country, as they had been asked to do, they declared themselves ready to do whatever they could.

Commenting on the suggestion of **E. Raberg** (Sweden) that the I.T.F., when boycotting a ship, should compel the owning company to enter into an agreement which covered all its other ships as well as the one under boycott action, Bro. **White** said that this was in fact the I.T.F.'s policy but that it was sometimes difficult to obtain information about other vessels owned by a company and on whether their crews were covered by collective agreements. If such information were available, and the crews had no valid agreement, the I.T.F. extended its action to all the company's ships. **N. Wälläri** (Finland) suggested that the I.T.F.'s agreement formula for PANLIBHON vessels should be redrafted so as to cover automatically all of a company's ships. This did not follow under the present wording.

**C. Hadjitheodorou** (Greece) replied to remarks made by Bro. Thore (Sweden) the previous day about shipping which he claimed used the Greek flag as a flag-of-convenience. He said that Greece had a bona-fide national registry which was not, as far as he knew, used by foreign-owned shipping. He and his colleagues in the Panhellenic Seafarers' Federation had made it clear to their Government that they were against this ever being allowed to happen. The Greek shipowners shared their view. The Greek unions had participated in the campaign against flag-of-convenience shipping from the beginning, had boycotted ships and would continue to do so.

Delegates discussed the financial statement for the Seafarers' Welfare Fund and decided to refer it for consideration to the Joint Conference of the Seafarers' and Dockers' Sections.

It was decided to ask the Joint Conference to call an early meeting of the Fair Practices Committee to deal amongst other things with a possible revision of the custodian agreement procedure.

**R. Santley** (Secretariat) dealt with some individual matters arising from the Report on Activities for the *Seafarers' Section*. The Secretariat had approached the St. Lawrence Seaway Authority in an attempt to give effect to the resolution adopted by the 1963 Section Conference (Copenhagen) on hazards encountered by crews during transit of the Seaway. The Canadian Brotherhood of Railway, Transport and General Workers had done its best to further the Section's aims but the Authority had declared itself unable to comply. Affiliates had been asked by circular whether they wanted the matter pursued. If this were the case, however, the Secretariat would need some guidance on how this should be done.

The I.T.F. had pressed for an early meeting of the Joint Maritime Commission. This would not be possible before 1967 however, since a meeting of the Inland Transport Committee was also a matter of urgency and this had in the end taken precedence over the J.M.C.

Referring to the resolution adopted by the Copenhagen Conference on shipboard automation, the **Section Secretary** said that the Secretariat would be approaching the I.L.O. to contact I.M.C.O. with a view to setting up a joint committee on automation.

As the Conference was unable to complete its business in the time allotted, it was decided to hold another meeting during the second week of Congress.

The Conference met again on Monday, 3rd August. Before discussion of the Report on Activities was resumed, delegates heard Mr. Dunand of the International Labour Office give a brief outline of recent progress made by the I.L.O. in various projects concerning maritime workers.

Commenting on the section in the Report on Activities dealing with the Radio Officers' Conference held in July, 1964, **O. Tennfjord** (Norwegian Mates) said his organisation dissociated itself from the resolution on the training of radio officers adopted at that Conference. Navigating officers in his country received training which enabled them not only to operate but also to maintain radio equipment and many ships sailed without radio officers.

**S. B. Larsen** (Danish Radio Officers) said that it had been intended in the resolution in question to say that as far as electronic aids were concerned, their operation should be entrusted to properly trained navigating officers and their servicing and maintenance to properly trained radio officers. He asked that this correction should be noted. He then proposed a resolution expressing the concern of the Section over a tendency apparent in some countries to replace wireless telegraphy by radio telephony on ships and to dispense with specialist radio personnel. The resolution was adopted and appears, together with all others adopted, as a supplement to this report.

Introducing the discussion on point 156 of the Report on Activities (Asian Seamen), **C. Blyth**, I.T.F. Representative in Hong Kong, gave a verbal report on the situation in Hong Kong. The prospects for developing a strong and effective democratic seafarers' organization in the Colony did not look very promising. The Conference decided to recommend to the Secretariat that the affiliation of the Amalgamated Seafarers' Union of Hong Kong should be discontinued. A number of delegates felt there was a need for more militant action to solve the problem of Asian seafarers, and that this should be organized and co-ordinated by the Fair Practices Committee in the same way as action against PANLIBHON shipping. The **General Secretary** (P. de Vries) pointed out that, though the aims of I.T.F. action were the same in both cases, flag-of-convenience shipping and Asian seafarers were two different problems. The Fair Practices Committee was not suitable to deal with both these problems. The Conference decided that the Secretariat should convene a special meeting to plan action to combat the alarming situation in Hong Kong, and that the Fair Practices Committee should continue the campaign against flag-of-convenience shipping.

The **Secretary of the Special Seafarers' Section** (L. White) then asked for the Conference to consider the possibility of concluding an agreement with the World Wide Shipping Company. It was decided, however, that the I.T.F. should not proceed with the matter until there was further information available.

**J. Buquet** (Netherlands) informed the Conference of some new developments in connection with the seafarers' welfare project at Europort, Netherlands. His organization had received an indication from the Foundation concerned with the project that in the second half of October there would be a meeting of organizations concerned with seafarers' welfare which might wish to participate in the Europort project. The I.T.F. was requested to assist by bringing such organizations to the meeting.

The **Section Secretary** (R. Santley) then referred to the prompt steps the Customs Co-operation Council had taken to prepare a convention to relax restrictions on the free international transit of seafarers' welfare material. The Conference decided to record its appreciation of the Customs Co-operation Council's action and of the part played by the I.L.O. in bringing the relevant J.M.C. resolution before the Council and in helping to draw up the instrument.

#### *Proposals submitted*

All resolutions adopted by the Conference appear as a supplement to this report.

### *Election of Chairman and Vice-Chairman*

*D. S. Tennant* (Great Britain) was re-elected Chairman and *J. Curran* (United States) Vice-Chairman of the Seafarers' Section.

### *Election of the Section Committee*

The new Seafarers' Section Committee consists of the following members:

<i>Country</i>	<i>Member</i>
Argentina ... ..	A. Monestina, E. Venturini
Belgium ... ..	R. Dekeyzer, W. Cassiers
British Guiana ... ..	W. Carrington
Colombia ... ..	E. Vanegas
Denmark ... ..	S. From Andersen, E. Berthelsen
Estonia ... ..	N. Metslov, G. Jerem
Finland ... ..	Y. Fyhrqvist, N. Walläri
France ... ..	G. Gendron
Germany ... ..	H. Hildebrand, H. Wiemers
Gt. Britain ... ..	W. Hogarth, D. S. Tennant (Chairman)
Greece ... ..	C. Hadjitheodorou, D. Meletis (sub. P. Kalapothakis)
India ... ..	K. K. Khadilkar, B. Majumder
Israel ... ..	Z. Barash, B. Leviant
Italy ... ..	G. Lagorio, F. Giorgi
Japan ... ..	R. Kamisawa, M. Kaneko
Netherlands ... ..	D. Opmeer, W.Ch. van Zuylen
Norway ... ..	Th. Sønsteby, Ole Tennfjord
Philippines ... ..	R. S. Oca, G. S. Oca
Senegal ... ..	A. M'Baye, S. Saar
Sweden ... ..	W. Hadrup, J. S. Thore
Switzerland ... ..	K. Rebsamen
Trinidad ... ..	G. Munroe
U.S.A. ... ..	J. Curran (sub. S. Wall), P. Hall (sub. C. Tanner)

It was agreed that further nominations might be made in writing.

D. S. TENNANT,  
*Rapporteur.*

### *Resolutions*

#### *1. Wireless telegraphy*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

EXPRESSES its concern at the tendency apparent in certain maritime countries to replace wireless telegraphy by radio telephony and to dispense with specialist radio personnel in ships, thus reducing the standards of safety and service in shipping.

IN PARTICULAR, IT DEPLORES that in some Scandinavian countries in spite of representations from the radio officers' unions concerned, exemptions from the requirement to carry wireless telegraphy in cargo ships over 1,600 tons gross engaged in international trade continue to be granted in cases where this is contrary to the spirit and intent of the Radio Regulations of the International Safety of Life at Sea Convention of 1960.

IT ALSO NOTES with concern that an attempt is being made to dispense with wireless telegraphy and radio officers in ships of up to 3,000 tons gross engaged in the North-East Coal Trade of the

United Kingdom. In view of the density of traffic, the volume of ship-shore communications and the prevalence of fog, storm and other weather hazards in this trade, such a measure would seriously impair the safety of navigation of the ships concerned and further reduce the distress signal network which has already been weakened by the closure of direction-finding stations on the coast of the United Kingdom in recent years.

**THE CONFERENCE ENDORSES** the resolution adopted on the subject of wireless telegraphy and radio telephony by the I.T.F. Radio Officers' Conference of July, 1964, and calls upon affiliated seafarers' unions to insist with their respective governments that they should themselves conform to the Radio Regulations of the 1960 Convention and take up with I.M.C.O. any cases of non-compliance on the part of other governments, in order that I.M.C.O. may institute the appropriate corrective procedure.

**IT FURTHER DECLARES** the willingness of the I.T.F. and its affiliated seafarers' unions to give all possible support to such representations as may be made in pursuance of this resolution.

## 2. *I.L.O. Maritime Conventions*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

**RECALLING** that it has been the I.T.F.'s traditional policy to support the International Labour Organization (I.L.O.) ever since that organization's foundation, and that the world's free seafarers' unions through the I.T.F., have succeeded by their concerted efforts in having the I.L.O. adopt numerous Conventions and Recommendations for the protection of seafarers,

**AFFIRMS** that I.L.O. instruments continue to play a vital role in seafarers' collective endeavours to secure improved working and living conditions and in the promotion of fair competition in international trade; but

**WHILST RECOGNIZING** the concrete improvements which can be won for seafarers on a universal scale by effective utilization of the machinery and resources of the International Labour Organization

**BUT NOTING** also that a more general implementation of the standards of social stabilization and advance drawn up by the international representatives of all three groups within the I.L.O. has to some extent been slowed down by the failure of certain governments to ratify the basic I.L.O. maritime conventions;

This Congress therefore

**CALLS UPON** affiliated seafarers' unions to make every possible effort in approaching the governments and employers concerned, to have I.L.O. decisions enforced in their countries; and at international level,

**REQUESTS** the I.T.F. to approach the I.L.O. Governing Body with a view to making Article 19 of the I.L.O. Constitution, concerning the reporting of member-states to the I.L.O. on the ratification and application of I.L.O. instruments, more effective.

Finally, in the belief that developments in the international shipping industry have made certain I.L.O. instruments out of date, this Congress

**STRONGLY URGES** the I.L.O. (a) to convene a meeting of the Joint Maritime Commission at an early date to consider the need to revise and improve of such instruments, and (b) to recognize the need to shorten the intervals between Maritime Sessions of the International Labour Conference and meetings of the Joint Maritime Commission.

## 3. *Coastal and Short Sea Trades*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,



HAVING NOTED reports that ships engaged in the coastal and short sea trades in North West Europe are often faced with unfair competition arising from a variety of causes and that this, if uncorrected, can adversely affect wages and conditions of employment URGES the I.T.F. Secretariat to:

- (a) review the existing position in the countries concerned and circulate the information;
- (b) arrange a further regional conference to review policy.

#### 4. *Working Hours on Board Ship*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

HAVING HEARD reports from Argentine seafarers' representatives to the effect that, compared with progress achieved in shore industries, little or nothing has been done during the past five years to limit working hours on board Argentine ships;

NOTING in particular that maritime workers are not covered by Argentine legislation providing for a working week of five days of eight hours, and half a day on Saturday, although they are covered by national legislation providing for the eight-hour day;

NOTING further that the seafarers of many maritime countries have a working week at sea of forty-five hours and in some cases even of forty hours, with provision for compensation for the two days or day and a half spent at sea at the weekend;

CONSIDERING that a major maritime country like Argentina might reasonably be expected to adopt equally advanced standards with regard to working hours for seafarers;

URGES Argentine shipowners and authorities to take steps to bring into line with standards existing in comparable maritime countries the provisions of Argentine legislation and collective agreements relating to working hours at sea:

PLEDGES its fullest support to Argentine seafarers' organizations on their efforts to attain this goal.

#### 5. *Security of Employment*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

HAVING HEARD reports from Argentine seafarers' representatives about the lack of provision for security of employment in the maritime industry of their country;

NOTING that schemes providing for security of employment for seafarers in one form or another are a recognized feature in the maritime industries of many countries;

CONSIDERING that a major maritime country like Argentina should also make progress in this direction and have a satisfactory system of continuous employment for seafarers;

URGES Argentine shipowners and authorities to take steps to fill the gap existing in the social provisions of the maritime industry of Argentina;

and

PLEDGES the fullest support to the Argentine seafarers in their efforts to achieve this goal.

#### 6. *Welfare in Port*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

CONCERNED at the restrictions placed on the free movement of seafarers in certain countries which prevent them from enjoying their

free time ashore, and also on occasions prevent them from receiving specialist medical attention, of which they may be in need, when the necessary facilities are not available in the particular port where their ship is lying, and which also impede administrative procedures in connection with their ship,

**CALLS UPON** the I.T.F. and affiliated unions concerned to make approaches to the governments of such countries requesting that all necessary action be taken to safeguard the liberty and free movement of seafarers.

### *7. The Grancolombiana Conflict*

**WHEREAS** for more than three years our affiliates, A.N.E.G.R.A.N. and U.N.I.M.A.R. of Colombia, have been in permanent state of conflict with their employer, the "Grancolombiana Fleet Co.", whose intransigent and anti-union attitude has made it impossible for our affiliates to obtain an adequate consideration of their long-standing grievances; and

**WHEREAS** the Grancolombiana Fleet Co. to date maintains a reactionary labour-management policy, including reprisals against labour leaders and rank-and-file members of our two affiliates, as well as non-compliance with established labour laws in the country and outright violations of the collective contracts legally in force, affecting wages, fringe benefits and working conditions; and

**WHEREAS** in spite of the repeated efforts of our affiliates and those of the I.T.F. Regional Office in Lima towards the achievement of a peaceful satisfactory settlement of the conflict, the Grancolombiana Fleet Co. not only has refused to collaborate in the adequate solution of the grievances, but it has intensified its union-busting campaign by arbitrary reduction of onboard personnel, by more dismissals and by practising intimidation upon those who stand up for their legitimate rights.

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August,

**RESOLVES** to authorize the I.T.F. General Secretary to use all means at his disposal, including the possibility of a boycott of Grancolombiana shipping to pursue this matter to a final and satisfactory solution.

## FISHERMEN'S SECTION CONFERENCE

The Conference of the Fishermen's Section was held on Saturday afternoon, 31st July. Delegates from the following countries were present: Argentina, Belgium, Finland, Germany, Great Britain, Iceland, Japan, Netherlands, Norway and Senegal.

### *Election of Rapporteur*

*E. Haugen* (Norway) (Chairman) was elected Rapporteur.

### *Report on Activities*

The Report on Activities for 1962-64 was adopted after discussion on the following points:

#### *(a) Section Conference*

It was decided to submit a request that the next Fishermen's Section Conference should be held in 1966, and to recommend favourable consideration of an invitation from Bro. Sigurdsson that it should take place in Reykjavik.

#### *(b) I.L.O. Preparatory Technical Conference on Fishermen's Questions*

It was agreed that, since the I.L.O. was organizing a Preparatory Technical Conference on fishermen's questions to be held in Geneva from 18th October, 1965, a preliminary meeting of delegates from I.T.F. affiliates and other friendly unions who would be attending that Conference should be held on 16th October, 1965, in order to try to obtain a united approach to the subjects on the Conference agenda.

#### *(c) Draft Code of Practice on Safety*

The **Section Secretary** promised to try to obtain copies of the Code of Practice on safety in the fishing industry for circulation to interested affiliates.

#### *(d) Fishing Limits*

Bro. **Wälläri**, President of the Finnish Seamen's Union, which has recently taken fishermen into membership, reported on the difficulties in his country on the question of fishing limits.

In reply to an inquiry by H. Wiemers, the **Section Secretary** reported that joint attempts by the I.T.F. and the I.C.F.T.U. to get a proposal for a third U.N. Law of the Sea Conference to discuss this question considered by the U.N. Economic and Social Council had so far proved fruitless and pointed out that only strong pressure from governments could obtain the desired result.

**E. Venturini** (Argentina) said that his union associated itself with the other Latin American unions in supporting the 200-mile fishing limit. It was pointed out that this was contrary to Section policy which was in favour of the six-plus-six-mile formula, and deprecated any unilateral alteration of fishing limits.

### *Election of Section Chairman and Vice-Chairman*

*Einar Haugen* (Norway) was re-elected Chairman and *R. Dekeyzer* (Belgium) was elected Vice-Chairman.

### *Election of Section Committee*

Nominations for membership of the Section Committee were received, and the following were elected:

	<i>Country</i>	<i>Member</i>
Argentina	... ..	Juan Carlos Ruiz
Belgium	... ..	R. Dekeyzer
Denmark	... ..	Børge Jensen
Faroe Islands	... ..	J. Jakupstovu
Finland	... ..	B. Johansson
Germany	... ..	H. Wiemers
Gt. Britain	... ..	P. Henderson
Iceland	... ..	J. Sigurdson
Japan	... ..	G. Nakumo
Netherlands	... ..	J. Buquet
Norway	... ..	Einar Haugen (Chairman)
Senegal	... ..	Amadou M'Baye

It was agreed that further nominations might be made in writing.

### *Any Other Business*

(a) The Conference took note of the following ratifications of I.L.O. Conventions (1959) concerning fishermen:

No. 112, Minimum Age of Fishermen—Albania, Belgium, Bulgaria, China, Costa Rica, Denmark, Germany, Guatemala, Guinea, Israel, Liberia, Mexico, Mauritania, Netherlands, Norway, Peru, Spain, Tunisia, Ukraine, U.S.S.R., Yugoslavia (21).

No. 113, Medical Examination of Fishermen—Belgium, Brazil, Bulgaria, China, Costa Rica, Guatemala, Guinea, Liberia, Peru, Spain, Tunisia, Yugoslavia (12).

No. 114, Fishermen's Articles of Agreement—Belgium, China, Costa Rica, Germany, Guatemala, Guinea, Italy, Liberia, Mauritania, Peru, Spain, Tunisia, Yugoslavia (13).

An appeal was made to members of the Section to press their governments to ratify the Conventions where this had not been done.

(b) A statement was presented to the Conference by the Argentine delegation describing the conditions to which fishermen were subjected in their country. Because they received their payment in the form of a proportion of the catch, they were not regarded as wage-earners and were therefore denied the benefits accorded under Argentine social security legislation to other groups of workers. The owners put up very strong opposition to attempts to organize fishermen into the trade union movement, and this made it very difficult to obtain collective agreements for them or to bring them under the provisions of social security legislation.

The Section Secretary promised to send to the Argentine union copies of the International Fishermen's Programme and of the report outlining the degree to which this Programme had been put into effect in different countries.

EINAR HAUGEN,  
*Rapporteur.*

## RAILWAYMEN'S SECTION CONFERENCE

The Section Conference, which began at 9 a.m. on 30th July, 1965, was attended by 135 delegates and observers. Unions from the following 26 countries were represented at the Conference: Argentina, Austria, Belgium, Denmark, Finland, France, Federal Republic of Germany, Great Britain, Greece, India, Japan, Kenya, Korea, Luxembourg, Malaya, Nigeria, Norway, Sierra Leone, Spain (underground), Sweden, Switzerland, Turkey, U.S.A., Uganda, and Venezuela

Bro. *Robert Degris* (French Railwaymen's Union F.O.), the Section Chairman, was in the Chair. Bros. B. Jonckheere of the Committee of I.T.F. Unions in the European Economic Community and H. J. Kanne (Netherlands), former Member of the I.T.F. Executive Committee, attended as guests. The President of the I.T.F., Bro. H. Düby, and the General Secretary, Bro. P. de Vries, were also present for part of the proceedings.

### *Election of Rapporteur*

After a brief address of welcome by the *Section Chairman* and a number of announcements, the Section Chairman, *R. Degris*, was nominated as Rapporteur by Bro. E. Haudenschild and thereupon elected.

### *Report on Activities*

The activities of the Railwaymen's Section were dealt with in the printed Report on Activities under items 67-92 and 193-205. The Chairman went through the Report item by item, inviting delegates to comment on the individual items.

Under Item 69, the **Chairman** gave a brief account of recent efforts in connection with the introduction of automatic couplings on European railways. He was followed by Bros. **Kieboom** (Netherlands) and **Alvares** (India), the former expressing a desire for closer co-operation with the International Union of Railways (U.I.C.) and the latter referring to the high number of industrial accidents on the Indian railways.

Under Item 90, the **Section Secretary**, H. Imhof, reported on preparatory work carried out by a Working Party set up to enquire into pay structure on the railways. He thanked affiliates for their co-operation and indicated that the Secretariat would shortly be sending out a questionnaire on this subject. Bros. **Gupta** (India) and **Okei-Achamba** (Nigeria) reported on the extremely unsatisfactory situation in their countries. The latter emphasized the urgent need for greater technical and financial support for African unions. Bro. **S. Akova** (Turkey) emphasized the need for co-ordination of transport in order to enable the railways to pay their staff better.

Under Item 193, Bro. **R. Decoudun** (French Railway Executive Staff Union, "Cadres") requested that his union, which was not affiliated to a French national centre, might participate in the work of the Committee of I.T.F. Unions in the E.E.C. In any case, he wished his organization to be kept better informed regarding the work of this Committee, in which the I.T.F. participates. Bro. **Seibert** (German Railwaymen's Union, G.d.E.D.) invited Bro. Decoudun to direct his request to the Committee of I.T.F. Unions in the E.E.C. He also requested the I.T.F. Secretariat to keep European I.T.F. affiliates who did not take part in the work of the Committee of I.T.F. Unions in the E.E.C. better informed on progress achieved by the Committee.

Under Item 205, the **Section Secretary** referred to the forthcoming Congress of the International Railway Congress Association (I.R.C.A.) which is due to be held in 1966. He invited I.T.F. affiliates to urge their respective railway managements to accord them representation in the delegations to this Congress.

Bro. **Vizcaino** (Spain, underground) requested the I.T.F. to continue giving its support to his organization in its attempts to secure a restoration of liberty in Spain. Bro. **Packirisamy** (Malaysia) referred to emergency legislation enacted in his country which placed exceptionally severe restrictions on the freedom and activities of the trade union movement. He requested the I.T.F. to give his organization assistance in overcoming these difficulties. Bro. **Kieboom** expressed appreciation of the detailed Report on Activities and requested the Section Committee and the Secretariat to examine ways for promoting improved co-ordination of activities and fruitful contacts between affiliates.

The Report on Activities was then unanimously approved.

### *Railwaymen's Social Charter*

The **Section Secretary** began by thanking the unions which had co-operated in preparing the Report. However, he pointed out that it was necessary for more unions to give information on developments in their particular countries so that the I.T.F. Secretariat might draw the appropriate conclusions from such reports, presenting the results for affiliates in such a way as to enable comparisons to be made between the various countries.

After the **Chairman** had appealed to affiliates to keep the Secretariat informed at all times on repercussions of rationalization and modernization measures in their countries, the Report submitted was approved.

### *International Manifestation*

The **Section Secretary** began by referring to developments and discussions on this matter as summarized under items 70, 73 and 85 of the Report on Activities. The Working Party, which had been set up by the Section Committee in November, 1964, consisting of Bros. Degris, Greene, Tonneaux, Eichinger and the Section Secretary, had drafted concrete proposals for organizing the "Railwaymen's Year". The Executive Board had approved these proposals at its meeting at the end of May, 1965, but had left the final decision and the organization of the campaign to the Railwaymen's Section. The proposals of the Working Party had been set out in a circular dated 27th May, 1965.

The previous evening, the Section Committee had discussed the possibilities of organizing such a campaign for 1966. The Committee had felt that it was doubtful whether the time still remaining would be sufficient for preparing this campaign. Moreover, it was not yet certain whether every affiliate would be able to participate in the campaign in the manner which it considered most suitable.

The Conference now had to decide whether it wished to carry out the proposed manifestation or not. If so, then the Conference would have to decide in which year the campaign should be organized.

Bros. **Seibert** (Germany), **Ferreya** (La Fraternidad, Argentina), **Greene** (N.U.R., Great Britain), **Kolare** (Sweden), **Ulbrich** (Austria), **Oliver** (R.L.E.A., U.S.A.) and **Hoda** (India) took part in the ensuing discussion.

The **Chairman** summed up the discussion and proposed that:

1. The campaign should be carried out in accordance with the proposals made by the Working Party.
2. 1967 should be envisaged for carrying out such a manifestation.
3. Affiliates should be kept thoroughly informed. They should inform the Secretariat of their views on the campaign itself and also on the way in which they envisaged carrying it out in their respective countries.
4. The next Section Conference should receive a report on the views submitted by affiliates and then decide on the necessary measures.

*This was agreed.*

#### *Date and Place of the Next Section Conference*

The **Chairman** informed the Conference of an invitation which had been received from the Italian organizations (S.A.U.F.I. and S.I.U.F.) to hold the next Section Conference in Rome. Thanking the Italian organizations for this invitation, the Chairman proposed, on behalf of the Section Committee, to put a proposal before the I.T.F. Executive Board that the Railwaymen's Section Conference should be held in Rome in the week beginning 19th June, 1966.

*This was agreed.*

The **Chairman** thanked the Turkish Railwaymen's Federation for an invitation which had been received later to hold a meeting of the Section Committee or a Section Conference in Turkey. It was hoped that it would be possible to take advantage of this invitation on a later occasion.

#### *Election of the Section Chairman*

Bro. **Degrís** announced that he had informed the Section Committee the previous evening of his wish, for personal reasons, to retire as Chairman and Member of the Section Committee. He had therefore proposed that the Section Committee should nominate as Section Chairman the former Vice-Chairman, Bro. Sidney Greene, General Secretary of the British National Union of Railwaymen.

*Bro. Greene was elected unanimously and with applause.*

The **Chairman** also proposed the election of Bro. Emil Haudenschild, Vice-President of the Swiss Railwaymen's Federation, as Vice-Chairman of the Section.

*Bro. Haudenschild was also elected unanimously and with applause.*

#### *Election of the Section Committee*

On the basis of nominations received, it was decided that the Section Committee should be composed as follows. Where only the name of country is mentioned, the name of the member or deputy member proposed by the organization concerned will be announced later.

*Election of Section Committee*

<i>Country</i>	<i>Member</i>	<i>Deputy Member</i>
<i>A. Europe</i>		
Great Britain	S. Greene (N.U.R.) <i>Chairman</i>	J. G. Bothwell (T.S.S.A.)
Switzerland	E. Haudenschild <i>Vice-Chairman</i>	—
Germany	F. Berger	F. Eichinger W. Matthies (O.T.V.)
Austria	E. Ulbrich	—
Benelux	P. Potums (Belgium)	G. J. H. Alink (Netherlands)
Scandinavia	E. Svensson (Sweden)	E. G. Petersen (Denmark)
France	L. Buonaccorsi (F.O.)	G. Thevenet (Cadres)
Italy	B. Costantini (S.A.U.F.I.)	S. Balsamo (S.I.U.F.)
Turkey	Serafettin Akova	Nezihi Timucin
<i>B. North America</i>		
U.S.A.	D. S. Beattie	L. Zosel
Canada	F. H. Hall	—
<i>C. Latin America</i>		
Argentina, Chile, Uruguay	C. R. Ferreyra (Argentina)	(Uruguay)
Bolivia, Peru	(Peru)	(Bolivia)
Colombia, Ecuador, Venezuela	A. Salinas (Venezuela)	(Colombia)
Mexico, Central America	(Mexico)	(Costa Rica)
<i>D. Asia</i>		
Japan	K. Suzuki	S. Soda
India	Priya Gupta	M. S. Hoda
Indonesia	R. A. Santoso	—
Malaysia	S. Packirisamy (R.U.M.)	—
Korea	Lee Chan Hyuk	Suh Jun Kyung
<i>E. Africa</i>		
East Africa	H. Luande (Uganda)	B. B. Thaker (Kenya)
Central Africa	(Rhodesia)	(Malawi)
West Africa	E. C. Okei-Achamba (Nigeria)	Prince Samuel Mammah (Sierra Leone)
North Africa	(Tunisia)	—

*Any Other Business*

Bro. **Degrís**, Chairman, proposed that the Motions 4, 5 and 6 (Document XXVIII C-6) should be approved for reference to the Resolutions Committee. Bro. **Kieboom** (Netherlands) informed the Conference on



behalf of his delegation that he could not support Motion No. 4 on transport policy submitted by the German Railwaymen's Union.

The Conference adopted the proposal of the Chairman and took note of the statement made by the Netherlands delegation.

Bro. **Ulbrich** (Austria) referred to the urgency of finding a proper successor to the Section Secretary in the event of Bro. Imhof giving up this post. He asked for information on whether the necessary steps were being contemplated.

The Chairman replied that this was a matter for the Executive Board but that it could be assumed that affiliates would be contacted in writing.

Bros. **S. Greene** and **E. Haudenschild** thanked the retiring Section Chairman for the excellent work he had done for the Section in this capacity.

The **Chairman**, Bro. **Degrís**, thanked the Conference, the Section Committee and the Section Secretary for the assistance he had had from them at all times. He would continue to follow the work of the Section with great interest.

*The Conference ended at 1.30 p.m.*

**R. DEGRIS,**  
*Rapporteur.*

## **INLAND NAVIGATION SECTION CONFERENCE**

The Inland Navigation Section met on Friday afternoon, 30th July. Some 30 delegates and advisers were present from 12 countries: Argentina, Austria, Belgium, British Guiana, Finland, France, Germany, Great Britain, Netherlands, Nigeria, Switzerland and U.S.A.

### *Section Chairman and Vice-Chairman*

It was agreed that in future the Chairman and Vice-Chairman should be elected at the same time. *H. Hildebrand* (Germany) was re-elected Chairman of the Section and *P. Mol* (Netherlands) Vice-Chairman.

### *Report on Activities*

The Report on Activities for 1962-64 and the first part of 1965 was approved after discussion of the following matters:

#### *1. Section Conferences*

The Section noted that a meeting of the I.L.O. Inland Transport Committee had been fixed provisionally for the second half of 1966. Inland navigation would not be on the agenda, but the I.L.O. intended to make an enquiry into working conditions in the inland navigation industry with special reference to the developing regions.

## 2. *Argentina and Nigeria*

The Conference heard a short account of conditions in the Argentinian inland navigation industry and the Section Secretariat undertook to make inquiries as to why the Argentinian affiliate had failed to receive information in accordance with a promise made at the Helsinki Congress.

The Nigerian delegate outlined the problems of Nigerian inland navigation workers in an industry partly under governmental and partly under private control. Employees of private concerns earned 10% higher wages than the former. The Secretariat would send his union suitable documentation.

## 3. *New manning scales for continuous and semi-continuous navigation on the Rhine*

The Section noted that a further meeting of the Tripartite Conference which is dealing with the above question under the auspices of the I.L.O. and the Central Rhine Commission was to be held in the autumn of 1965.

## 4. *Danubian navigation*

The Austrian delegates reported that their Government would as a result of their representations approach the I.L.O. in connection with the convening of a Conference to deal with the social problems of Danubian navigation, following the publication of a draft international programme of conditions of work for Danube workers on which it was working. A copy would be sent to the I.T.F. Secretariat as soon as ready, probably in the autumn of 1965.

## 5. *Central Rhine Commission—Economic Conference*

The Section noted that joint proposals were being put forward from the Swiss and German unions concerned regarding trade union representation in the national delegations to the Conference.

## 6. *Trade Union Organization of Non-Nationals serving in French inland navigation*

Referring to the general principle, agreed at Strasbourg in December, 1964, that non-nationals in French vessels should be organized by the French union, the Dutch and German delegates said that though they agreed with the principle, it was not always practicable.

## 7. *Draft International Programme for the Inland Navigation Industry*

It was noted that the Committee appointed to draft an international programme of objectives for the inland navigation industry had finished its work. The draft programme, the text of which was before the Conference and had been circulated to affiliated unions, would serve as a model for drawing up programmes suited to the needs of the waterways systems of the various regions. It would be submitted for discussion to the next Conference of the Section.

The Argentinian delegates reported the formation, as a result of pressure by the Argentine Confederation of Transport Workers (C.A.T.T.), of a tri-partite government-employer-worker transport co-ordination body. They further instanced the problems with regard to obtaining standardized conditions of work in inland navigation arising from the use by shipping of other nationalities, particularly Paraguay, of Argentina's 3,500 km. of navigable water.

### Proposals Submitted

The German Public Service and Transport Workers' Union (Oe.T.V.) submitted the following proposals:

1. A proposal calling for the application of the five-day, forty-hour week to workers employed in inland port operations, referred to the Section by the Dockers' Section Conference, was adopted in an amended form (see Annex, Resolution 1).
2. A proposal on *navigation time and working time* was adopted as amended (see Annex, Resolution 2).
3. A proposal on *ships' boys* was adopted as amended (see Annex, Resolution 3).
4. *Sunday rest*: After some discussion on the respective merits of weekend or weekday rest periods, this proposal was adopted, it being agreed that it should be considered in connection with article 16 of the draft programme for the inland navigation industry (see Annex, Resolution 4).

### Organization and Propaganda

In view of the interdependence of international Rhine navigation the Conference agreed that affiliated unions should take co-ordinated action in the fields of organizing and propaganda.

### Section Committee

Nominations were submitted by the countries represented at the Conference. Further nominations should be submitted in writing.

The following were appointed to the *Inland Navigation Section Committee*:

Country	Member
Argentina ... ..	A. Celman Fidel (sub. Liberato Fernandez)
Austria ... ..	A. Peham, J. Mang
Belgium ... ..	L. Eggers
British Guiana ... ..	J. H. Pollydore
Finland ... ..	P. Kinnari
France ... ..	G. Duniaux
Germany ... ..	H. Diers, H. Hildebrand (Chairman)
Netherlands ... ..	P. Mol
Nigeria ... ..	O. Zudonu
Switzerland ... ..	K. Rebsamen
United Kingdom ... ..	T. O'Leary
U.S.A. ... ..	N.M.U. nomination

### Section Secretary

It was decided to request that a Secretary should be appointed for the Inland Navigation Section.

H. HILDEBRAND,  
*Rapporteur.*

### Resolutions

#### 1. Five-day/forty-hour week

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, resolves:  
to call upon I.T.F.-affiliated unions to strive in their collective bargaining for the application of the forty-hour week, spread over five working days, to workers employed in inland port operations.

## 2. *Navigation time and working time*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, resolves:  
that I.T.F.-affiliated inland navigation workers' unions should strive in national negotiations and international discussions, to have all navigation time in day navigation recognized as working time.

## 3. *Ship's boy*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, calls for:

- (1) the establishment within individual regions of a uniform apprenticeship system for the ship's boy in inland navigation;
- (2) the exclusion of the ship's boy from minimum manning scales.

## 4. *Sunday rest*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, resolves:

that I.T.F.-affiliated inland navigation workers' unions should strive in national and international negotiations for the prohibition of navigation on Sundays.

# JOINT CONFERENCE OF THE SEAFARERS' AND DOCKERS' SECTIONS

The joint conference of the Seafarers' and Dockers' Sections took place on Saturday, 31st July, at 9 a.m. There were present at the meeting 34 representatives of dockers' organizations from 28 countries and 73 representatives of seafarers' organizations from 30 countries.

Bro. **D. S. Tennant** was elected Chairman and Rapporteur.

Bro. **White** reported on the discussions which had taken place on the subject of the Special Seafarers' Section at the Dockers' and Seafarers' Section meetings. In the course of his remarks he reported that at both meetings concern was expressed at the somewhat dramatic increase in the tonnage of merchant ships registered in Panama and Liberia and stated that this gave rise to the general understanding in both sections that the I.T.F. Campaign should be stepped up.

He drew attention to the paragraph in the Supplementary Report which dealt with the Dockers' Conference in Bordeaux and recalled that at that conference the dockers had agreed to continue their co-operation and that this was confirmed at the Dockers' sectional meeting.

Bro. **White** recalled that at the Seafarers' sectional meeting the suggestion had been made that when a ship was boycotted it should not be released until the owner had completed agreements for all the ships which he operated and stated that he had been following this procedure for a reasonable number of years. He pointed out that there were difficulties in the way of obtaining the necessary information regarding the total number of ships owned by a company, but in all cases where this was known, the practice was followed.

Bro. **White** then referred to the suggestions made at the Stockholm Fair Practices Committee that there should be a review of the I.T.F. policy and that consideration should be given to the present practice of signing "custodian" agreements. In this latter connection it was pointed out that this would entail jurisdictional allocation. Bro. **White**

suggested that these suggestions would best be referred to a special Fair Practices Committee meeting which would be held as soon as possible after Congress.

After some discussion and clarification this was agreed.

Bro. **T. O'Leary** then made suggestions for improving the Rules of the International Seafarers' Assistance, Welfare and Protection Fund. It was decided by the joint meeting that these should be transmitted to the Executive Board for their immediate approval. This would eliminate the need for further discussion.

Bro. **Tolosa** from Argentina proposed a resolution which called for consideration to be given to the application of a boycott both from seafarers and dockers to all Panlibhon ships from the 1st January, 1966. This was seconded by Bro. **Gleason**. The resolution was referred to the forthcoming Fair Practices Committee meeting, which was to consider policy.

Item No. 4 of the agenda related to the election of the members of the Fair Practices Committee.

Under this item Bro. **White** read the names of the present members, after which the Chairman proceeded to take nominations country by country.

After the **Chairman** had dealt with the countries, as listed in the general I.T.F. Report on Activities, the question was raised regarding the participation of a representative from Latin America and another representative from Asia on this Committee. After some discussion it was agreed to include one representative from Latin America and one representative from Asia.

On this basis the accepted nominations for the members of the Fair Practices Committee were as follows:

*Seafarers:* W. Cassiers, Belgium; P. Hall, U.S.A.; J. Curran, U.S.A.; F. Giorgi, Italy; D. S. Tennant, U.K.; W. Hogarth, U.K.; C. Hadjitheodorou, Greece; W. J. Smith, Canada; Th. Sønsteby, Scandinavia; N. Wälläri, Finland; H. Wiemers, Germany; R. Kamisawa, Japan (Asian member), W. Chr. van Zuylen, Netherlands.

*Dockers:* G. de Crom, Belgium; H. Hildebrand, Germany; W. Hulsker, Netherlands; E. Larsson, Sweden; T. O'Leary, U.K.; T. W. Gleason, U.S.A.; E. Tolosa, Argentina (Latin American member).

Under the item of Any Other Business, Radio Officer **Larsson**, Denmark, informed the meeting of the difficulties his association were having with the Danish shipowners over the conclusion of a new collective agreement, and he distributed a paper containing this information.

Bro. **Packirisamy** of the Railwaymen's Union of Malaya drew attention to a re-classification of the employees of the Port Swettenham Port Authority following the creation by legislation of a Port Authority separate from the Railway Administration. He also stated that the Government had withdrawn their right to take any industrial action. He appealed for the I.T.F. Secretariat to create international support for their efforts to prevent this and asked for I.T.F. pressure to be put on the Malayan Government towards this end.

This ended the business of the joint Seafarers' and Dockers' meeting.

D. S. TENNANT,  
*Rapporteur.*

## RESOLUTIONS ADOPTED

In accordance with the recommendations of the Resolutions Committee (see page 318) the following resolutions were dealt with and adopted by Congress in plenary session. The texts of the resolutions that were first dealt with and adopted by Section Conferences are given after the reports on the Conferences concerned.

### *Amendments to I.T.F. Constitution*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

RESOLVES to make the following amendments to the I.T.F. Constitution:

(i) *Rule VII (General Council)*

New para. 10 to read: "Membership or deputy membership of the General Council shall cease if a member's or deputy member's organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed."

(ii) *Rule VIII (Executive Board)*

New para. 8 to read: "Membership of the Executive Board shall cease if a member's organization (a) indicates in writing that it wishes him to resign; or (b) in accordance with Rule V, withdraws or is suspended or expelled or has its membership declared as lapsed."

Present paragraph 8 to become paragraph 9 and other paragraphs or references to be changed accordingly.

### *Transport Policy*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

RESOLVES that the I.T.F. study, "Transport Policy Problems at National and International Level", should be revised by an experts' committee under the direction of the I.T.F. Secretariat.

### *Safety*

WHEREAS the tremendous tempo of growth of the various means of transport is followed by accidents of growing number and seriousness; and

WHEREAS those public authorities responsible for establishing and improving safety measures generally tend to seek solutions in the form of ever heavier punishments for drivers, guards, signalmen or other transport workers who have been involved directly in accidents, on the grounds that their carelessness or negligence is by far the most significant cause of accidents,

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

TAKES THE VIEW that there are other, more important causes, namely:

- (1) the present tendency towards larger vehicles and vessels, their increased speed, their increase in number and the resultant congestion are factors that have not been dealt with properly or adequately, thus increasing transport hazards, and
- (2) the working conditions of transport workers, who have to carry out their duties in these circumstances and are as a result, over-strained, tired and irritated, have not improved in pace with the developments described above;

URGES governments and other competent authorities, when formulating transport policies, to give first priority to the question of safety and to take the following points particularly into account:

- (1) That transport undertakings should never be allowed to cut costs to an extent that would impair safety measures;
- (2) That minimum standards of safety measures for the various means of transport should be established internationally;
- (3) That before penalties are imposed for accidents, careful account should be taken of the fact that there are human limits to mental concentration, that what might be termed carelessness could often be a result of excessive strain and that punishment is only a negative approach to the problem;
- (4) That in view of the limitations of safety devices as they are known at present, traffic control—including the co-ordination of tracks and routes—can still play an important role in minimizing transport hazards and should also be introduced in water-borne transport; and
- (5) That qualifications or standards required in the licensing of transport workers and the content of vocational or re-training should be reviewed so as to meet adequately the requirements of modern transport and the problems posed by the changes, above all the technical innovations that transport is experiencing; and,

CALLS UPON affiliated organizations to launch, through the I.T.F. Secretariat, an international drive aimed, ultimately, at the adoption by the I.L.O. of a Convention concerning hours of work and rest periods which, unlike the Convention applicable only to road transport, could be applied to various branches of the transport industry.

Furthermore,

NOTING that the present trend towards an accelerated introduction of automated and semi-automated techniques on board ship may lead to reductions in crew complement, which could have serious repercussions on the safe functioning and navigation of merchant vessels; and,

CONSIDERING also the paramount need to ensure that the safety of ships is guaranteed in all foreseeable situations, including crew incapacitation and possibility of mechanical or electronic failures on board,

URGES in the strongest terms that all vessels should carry a sufficient number of crew members to deal with such emergency situations, as well as being supplied with adequate communications, collision-avoidance, and fire-fighting equipment, including fail-safe systems wherever possible.

CONGRESS DRAWS PARTICULAR ATTENTION to the problems which arise when officers and ratings on first watch are frequently exhausted as a result of the increasing amount of work in port and recalls that at the J.M.C. in Geneva, 1961, the seafarers pressed for a resolution which was adopted urging an adequate rest period before taking the first watch.

As the fatigue problems of the first watch are essentially a question not only of the safety of the ship concerned but to all shipping in the vicinity,

CONGRESS URGES both I.L.O. and I.M.C.O. to give the matter prompt attention with a view to establishing internationally agreed requirements to provide those taking the first watch after leaving port with an adequate period of rest.

## *I.L.O.*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

**RECOGNIZES** the International Labour Organization, with its unique tripartite structure and system of Industrial Committees, as being the most acceptable and firmly based organ of international collaboration for dealing with social and industrial problems arising directly or indirectly from employment. The I.L.O. alone in all the international governmental organizations provided for the representation of employers and employees on an equal basis to government. While recognizing that the development of inter-governmental agencies creates a growing need for consultation and co-operation on problems of mutual interest between the I.L.O. and other specialized agencies, this Congress

**INSISTS** that the responsibilities of the I.L.O. shall in no way be minimized, undermined or encroached upon by other organizations, thus depriving employees' representatives of their opportunity of determining international standards.

### *Africa*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

**HAVING NOTED** the colossal industrial development that is proceeding in Africa generally and Nigeria particularly and

**NOTING** further the enormous technical and financial assistance that highly developed countries are giving to African governments and some private organizations, which goes to strengthen management as against labour,

**CALLS UPON** the I.T.F. to step up its training and educational programme, including seminars, so as to produce enough trade union leaders to cope with the increasing number of workers.

### *Africa*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

**HAVING NOTED** the fast-changing events in Africa and the speedy erosion of free and democratic trade union organizations, particularly in East Africa, and

**HAVING NOTED** also the redeeming trends in West Africa, particularly Nigeria,

**IS CONVINCED** that the free trade unions need not and must not capitulate in the face of this disturbing tendency.

The Congress,

**REAFFIRMS** the I.T.F.'s belief in free and democratic trade union organization and its readiness to defend its principles whenever they are threatened, and also

**ACKNOWLEDGES** the necessity of redoubling its efforts through increased assistance—technical, financial or educational—in those areas where conditions are favourable and of using those areas as a spring-board from which to recapture those areas where there have been temporary set-backs.



## *Nigeria*

This 28th Congress of the I.T.F., meeting in Copenhagen from 28th July to 6th August, 1965,

### **CALLS UPON the Federal Government of Nigeria:**

- (a) to lift the ban on public meetings, processions, demonstrations and assemblies imposed intermittently since 1962, a ban which has paralyzed trade union activities and grossly contravenes universal human rights as upheld in the country's Constitution;
- (b) to cease the use of armed police to break legitimate strikes called in due accordance with the provisions for law and order;
- (c) to cease the abusive use of its information media—the Nigerian Broadcasting Service and government-owned *Morning and Sunday Post* newspaper group—so as to disseminate false news among the suffering workers of Nigeria and to denigrate the trade unions and their leaderships, bearing in mind that these media are financed by tax-payers' money;
- (d) to declare its acceptance of democratic principles as a way of life and to ensure that trade unions are accepted in principle and practice by the Government of the Federation.

## LIST OF DELEGATES

N.B. \* denotes proxy delegation

<i>Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
<b>Argentina</b>		
"La Fraternidad"	C. R. Ferreyra J. A. Collevati	
Sindicato de Obreros Marítimos Unidos	A. Monestina A. C. Fidel	
Círculo de Electricistas Navales	E. Venturini	
Sindicato Único Portuarios Argentinos "SUPA"	E. Tolosa	
Sindicato Choferes Camiones y Afines	R. M. Pérez	J. C. Wecurgez
Asociación de Capataces Estibadores Portuarios	J. O. Bordón	
Sindicato de Obreros Carboneros del Puerto de la Capital	*E. Tolosa	
Centro de Patrones de Cabotaje de Ríos y Puerto	*E. Venturini	
Asociación Argentina de Empleados de la Marina Mercante	*E. Tolosa	
Sindicato Encargados Apuntadores Marítimos	*E. Venturini	
<b>Austria</b>		
Gewerkschaft der Eisenbahner Oesterreichs	J. Matejcek E. Ulbrich E. Reisinger H. Egger J. Ferdinand O. Grund F. Dick F. Prechtl	
Gewerkschaft der Bediensteten im Handel, Transport, und Verkehr	A. Wladar J. Mang F. Kaspar L. Brosch	A. Peham
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Secteur Cheminots de la Centrale Générale des Services Publics	R. Tholome P. Tonneaux	
Secteur Aviation de la Centrale Générale des Services Publics	P. Potums J. Vanhaegenborgh	J. Lootens
<b>Brazil</b>		
Confederação Nacional dos Trabalhadores em Transportes Terrestres	M. L. de Oliveira	
<b>British Guiana</b>		
Transport Workers' Union	W. Carrington	J. H. Pollydore
<b>Canada</b>		
Canadian Brotherhood of Railway, Trans- port and General Workers	M. K. Carson D. N. Secord	
Canadian Air Line Flight Attendants' Asso- ciation	R. R. Smeal	
Railway Labor Executives' Association	F. Hall	
<b>Colombia</b>		
Unión de Marineros Mercantes de Colombia	E. Vanegas	
Asociación Colombiana de Mecánicos de Aviación	*H. Guerra	
Asociación Nacional de Empleados de la Flota Mercante Grancolombiana	H. Guerra	

<i>Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
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Dansk Arbejdsmands-og Specialarbejder Forbund	C. Christensen B. Jensen	A. Jørgensen K. Ellegard E. Olsen P. Iversen A. E. Hansen J. Andersen P. Kjaer H. Olesen
Dansk Jernbane Forbund	E. Rasmussen B. Aanaes	H. Hansen V. Johansen H. Christiansen C. H. Koch K. B. Knudsen A. Kjeller
Dansk Lokomotivmands Forening Sømaendenes Forbund i Danmark	E. G. Petersen Sv. F. Andersen B. Petersen	S. Fønsskov J. Heitzmann
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Eesti Meremeeste Union	N. Metslov	A. F. Suurna
<b>Finland</b>		
Finska Järnvägsmannaförbundet	O. Koski U. Kejjonen R. Tuori	T. Grönroos
Finska Lokmannaförbundet	E. Häikiö	
Finlands Maskinbefälsförbund Finlands Sjömans-Union	A. O. Nieminen A. J. Einar Ek. N. Wälläri B. Johansson P. Kinnari	R. Herdin L. Nikula
Finlands Bilbranscharbetareförbund	O. Aarnio L. Halme Y. Fyhrqvist *N. Wälläri E. Koivisto O. Oksa M. Alppinen V. Aalto	J. Hirsimäki
<b>France</b>		
Fédération Nationale des Ports et Docks et Assimilés F.O.	S. Sallé	
Fédération Nationale des Officiers de la Marine Marchande	*S. Sallé	
Fédération Syndicaliste F.O. des Cheminots	F. Laurent R. Degris L. Buonaccorsi R. Lapeyre W. Güler R. Decoudun N. Emond J. Arrondel P. Barbier	G. Le Garlès
Fédération des Travaux Publics et des Transports F.O.		
Fédération Autonome des Cadres		
Syndicat Nationale du Personnel Navigant Commercial		
Syndicat Nationale des Officiers Radio de l'Aviation Civile	A. Sirac	
Syndicat Nationale des Officiers Mecaniciens de l'Aviation Civile	P. Bigonneau	P. Grange

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National Union of Seamen		
Associated Society of Locomotive Engineers and Firemen Transport Salaried Staffs' Association		
Union of Shop, Distributive and Allied Workers		
Transport and General Workers' Union		
Merchant Navy and Airline Officers' Association		
Scottish Commercial Motormen's Union		
United Road Transport Union		
<b>Greece</b>		
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<i>Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
<b>Iceland</b> Sailors' and Fishermen's Union	<i>J. Sigurdsson</i>	
<b>India</b> All India Railwaymen's Federation	<i>P. Alvares</i>	<i>P. Gupta</i> <i>P. D. Vasisht</i> <i>M. S. Hoda</i>
Maritime Union of India Transport and Dock Workers' Union National Union of Seamen of India Calcutta Port Shramik Union Bombay Port Trust Employees' Union National Union of Seafarers of India	<i>*D. S. Tennant</i> <i>*M. Chatterjee</i> <i>B. Majumder</i> <i>M. Chatterjee</i> <i>*M. Chatterjee</i> <i>K. K. Khadilkar</i>	
<b>Irish Republic</b> Irish Transport and General Workers' Union	<i>P. McMahon</i>	
<b>Israel</b> Israel Seamen's Union Railwaymen's Section of Government Employees' Union Israel Union of Land Transport Workers	<i>Z. Barash</i> <i>*Z. Barash</i> <i>S. Perry</i>	
<b>Italy</b> Sindacato Italiano Unitario Ferrovieri Federazione Italiana Lavoratori del Mare  Federazione Italiana Lavoratori dei Porti Federazione Italiana Lavoratori Trasporti e Ausiliari del Traffico Sindacato Nazionale Gente dell' Aria Sindacato Autonomo Unificato Ferrovieri Italiani Unione Italiana Marittimi Unione Italiana Lavoratori Trasporti Ausiliari Traffico e Portuali  Federazione Nazionale dei Liberi Sindacati Lavoratori della Pesca Sindacato Nazionale Assistenti di Volo	<i>S. Balsamo</i> <i>G. Lagorio</i> <i>F. Giorgi</i> <i>B. Leo</i> <i>*B. Costantini</i>  <i>*F. Giorgi</i> <i>*B. Costantini</i>  <i>*M. Liguori</i> <i>M. Liguori</i>  <i>*F. Giorgi</i>  <i>*F. Giorgi</i>	<i>E. Baffico</i> <i>C. Belgiovine</i> <i>G. Boldrini</i>
<b>Japan</b> All Japan Seamen's Union  National Railway Workers' Union National Federation of Municipal Transport Workers' Unions National Railway Motive Power Union All Japan Express Workers' Union	<i>Y. Nabasama</i> <i>R. Kamisawa</i> <i>K. Murakami</i> <i>K. Suzuki</i> <i>S. Hagitwara</i>  <i>M. Soda</i> <i>M. Harino</i> <i>M. Ibe</i>	<i>Y. Takagi</i> <i>(interpreter)</i>  <i>T. Hiramoto</i> <i>K. Muraoka</i>  <i>Miss Kobayashi</i> <i>(interpreter)</i>
<b>Kenya</b> East African Railway Asian Union Kenya Railway African Union	<i>B. B. Thaker</i> <i>W. Ottenyo</i>	
<b>Korea</b> Korean Railway Workers' Union  National Dockers' Union	<i>Lee Chan Hyuk</i> <i>Suh Jun Kyung</i> <i>Choon Hi Lee</i>	
<b>Luxembourg</b> Fédération Nationale des Cheminots et des Travailleurs du Transport	<i>J. Schneider</i> <i>C. J. Leurs</i>	
<b>Malaysia</b> Transport Workers' Union Harbour Trade Union Railwaymen's Union of Malaya	<i>V. David</i> <i>J. Mahalingham</i> <i>Yahaya B. Mohd. Ali</i> <i>S. Packirisamy</i>	

<i>Country and Organization</i>	<i>Delegates</i>	<i>Advisers</i>
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<b>Nigeria</b> Nigerian Dockers' Transport and General Workers' Union Nigerian Railway Permanent Way Workers' Union Railway and Ports Transport Staff Union Marine Floating Staff Union	<i>Miss W. A. C. L. de Ruyter</i>  <i>A. E. Okon</i>  <i>E. C. Okei-Achamba</i>  <i>*O. Zudonu</i> <i>O. Zudonu</i>	
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Norsk Jern- og Metallarbeiderforbund		
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<b>Sweden</b> Svenska Järnvägsmannaförbundet	<i>G. Kolare</i> <i>E. Svensson</i> <i>C. Bladh</i> <i>G. Jarl</i> <i>L. Malmquist</i> <i>E. Gagneby</i> <i>G. Weidenfors</i>	

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Svenska Maskinbefälsförbundet	K. Hadrup	
Svenska Transportarbetareförbundet	H. Pettersson I. Ostling W. Jonsson E. Larsson A. Guilotte H. Ericson	W. Gasslander O. Rytterbrant S. Lundgren
Handelstjänstemannaförbundet	R. Lindfors H. Lindholm	B. Heggstad R. Andersson I. Claesson A. Lorenzen
Sveriges Fartygsbefälsförening	S. W. O. Wiebe	
Svenska Stewardsföreningen	H. S. Karlbjörn	
<b>Switzerland</b>		
Schweizerischer Eisenbahnverband	E. Haudenschild W. Hungerbühler E. Haari W. Wyler J. Clivaz R. Amacher O. Baeriswyl K. Rebsamen	
Verband der Handels- Transport- und Lebensmittelarbeiter der Schweiz		
<b>Trinidad</b>		
Seamen and Waterfront Workers' Trade Union	G. Munroe	
<b>Turkey</b>		
Turkish Railway Workers' Trade Union Federation	S. Akova K. Tokatli N. Timucin	N. Gürin T. Pura (interpreter)
<b>Uganda</b>		
Railway African Union	H. Luande	
<b>U.S.A.</b>		
Railway Labor Executives' Association	C. L. Dennis L. L. Zosel D. S. Beattie E. Oliver Miss J. Bertamini M. Boggs P. Hall C. Tanner T. Meyer R. Faupl D. L. MacMahon J. Curran S. J. Wall M. Barisic R. Miller P. Bocker R. Nesbitt *J. Curran	W. Perry B. Raskin A. Freedman H. Haddock J. P. Curran
Seafarers' International Union of North America		
International Association of Machinists		
Transport Workers' Union of America		
National Maritime Union of America		
International Organization of Masters Mates and Pilots		
Amalgamated Transit Union	J. M. Elliott D. J. McNamara B. L. Smith R. McKay	
American Radio Association		
National Marine Engineers' Beneficial Association		
International Longshoremen's Association	T. A. Gleason	
<b>Venezuela</b>		
Federación de Trabajadores del Transporte de Venezuela	H. Hernández	

## GUESTS

### Official Guests

- K. Christensen*, Head of First District of Danish State Railways.  
*Frank Cousins*, Minister of Technology (Great Britain) and President of the I.T.F.  
*G. Dunand*, I.L.O.  
*Urban Hansen*, Mayor of Copenhagen.  
*A. Johansen*, Director of Traffic, Danish State Railways.  
*K. Kenney*, British Labour Attaché.  
*K. Lindberg*, Minister of Transport (Denmark).  
*E. Weidekamp*, Deputy Mayor of Copenhagen.  
*Jørgen Worm*, Head of Department of Shipping, Ministry of Commerce (Denmark).

### Guests of Honour

- Miss Thérèse Asser*, formerly of the I.T.F. Secretariat.  
*E. Borg*, former President of the Dansk Arbejdsmands-og Specialarbejder-Forbund.  
*H. J. Kanne*, formerly Vice-President of the I.T.F., President of the Nederlandse Bond van Vervoerspersoneel.  
*A. Klatil*, formerly I.T.F. Office Manager.  
*S. Klinga*, formerly President of the Svenska Transportarbetareförbundet.  
*J. Madsen*, formerly President of the Danish Radio Officers' Union.  
*K. Weigl*, formerly President of the Austrian Gewerkschaft der Bediensteten im Handel, Transport und Verkehr.

### Fraternal Delegates and Observers

- A. Cortinez*, Argentinian Transport Workers' Confederation (C.A.T.T.).  
*A. Hagen*, General Secretary, International Federation of Building and Woodworkers.  
*Andreas Hansen*, Chairman of the Danish Arbejdernes Faellesorganisationen.  
*K. Heinemann*, Gewerkschaftliche Unterstuetzungseinrichtungen für Verkehrsberufe.  
*D. Hirshfield*, I.T.F. financial adviser.  
*B. Jonckheere*, Committee of I.T.F. Unions in the European Economic Community.  
*A. Kithima*, Centrale Libre des Syndicats Congolais.  
*H. P. Larsen*, Danish Maskinmestrenes Forening.  
*K. Olsen*, Danish Skibsførerforening.  
*Frans Pedersen*, Vice-President of the Danish Landesorganisationen.  
*H. Petersen*, Dansk Styrmandsforening.  
*A. Sherman*, International Federation of Air Line Pilots' Associations.

### Members of Executive Board (not belonging to national delegations)

- H. Alonso* (Argentina).  
*A. Kummernuss* (Germany).



### Interpreters

*Miss T. Asser.*  
*Mrs. I. Barea.*  
*J. Berg.*  
*Calman de Pandy.*  
*K. Gärtner.*  
*R. Gieser.*  
*G. John.*

*Miss R. Johnson.*  
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*Prof. D. G. Libardi.*  
*R. K. Lochner.*  
*A. Spirig.*  
*Mrs. E. Tschiesche.*

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*John Hoffman (Leader).*  
*Hanne Bacher Faber.*  
*Kirsten Bang.*  
*Dola Bonfils.*  
*Marianne Bonfils.*  
*Ingrid Bonnez.*  
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*Susanne Magleby.*  
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*Gladys Skytte.*  
*Lone Mortensen de Fine Olivarius.*  
*Lars Andersen.*  
*Søren Bindslev.*  
*Ole B. Christiansen.*  
*Torben Hundal.*  
*Bjarne Jensen.*

### I.T.F. Secretariat

*P. de Vries.*

*H. Imhof.*  
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*K. A. Golding.*  
*R. Santley.*  
*Miss M. Anderson.*  
*Miss B. Breil.*  
*Miss M. Coleman.*  
*Miss M. Cartereau.*  
*Miss K. Fuller.*  
*Miss E. Hollowell.*  
*C. Iddon.*  
*Miss A. Jansson.*

*Mrs. L. Kant.*  
*Mrs. J. Kelly.*  
*Mrs. E. Lanyi.*  
*B. Laughton.*  
*H. Lewis.*  
*T. Middleton.*  
*V. G. Nerurker.*  
*Miss B. Porritt.*  
*S. R. Robinson.*  
*A. Selander.*  
*W. Spilsbury.*  
*W. Wünsche.*

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