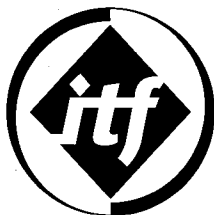


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# 40th ITF Congress Vancouver 2002



ITF House  
49-60 Borough Road  
London SE1 1DR  
Tel: +44 (0)20 403 2733  
Fax: +44 (0)20 357 7871  
Email: [mail@itf.org.uk](mailto:mail@itf.org.uk)  
Website: [www.itf.org.uk](http://www.itf.org.uk)

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International Transport Workers' Federation

# 40th ITF Congress Vancouver 2002

The ITF's 40th Congress held in Vancouver, Canada, in August 2002, was a highly motivating event.

Marked by a unifying resolve to fight back in the face of downwards pressure on the working conditions of transport workers worldwide, Congress heard many inspiring words from delegates.

Transport trade unionists called for 'Globalising Solidarity' – the Congress theme – and to build industrial strength through organising. They reaffirmed the ITF's campaigning agenda to mobilise unions to face the challenges posed by global transport employers, and to globalise that strength, pushing the boundaries

beyond the traditional sphere of transport organising. This meant not just working in areas such as call centres and logistics companies, but also extending alliances with other progressive social movements and organising workers in informal jobs.

Congress's clear commitment to peace came at a time when global security issues were at the top of the agenda. Many speakers in Vancouver strongly recognised that social justice, and an equitable distribution of wealth were key factors in combating violence and terror. Others clearly spoke out for those being marginalised by disproportionate security measures.

Congress was entertained at its opening by traditional performers from the Squamish community from Vancouver Island. This group presented Congress with a wooden 'talking

stick', which symbolically bound delegates to speak honestly and listen willingly to each other's concerns, whilst they 'travelled together'. Readers of this report can be sure that the constructive and practical results of this Congress bear witness to the ITF member unions' ability to travel together – or more precisely, to work together and to build and globalise solidarity together.

The hospitality and hard work of our Canadian affiliates, and the beautiful surroundings and good weather all helped make the 40th Congress of the ITF a major milestone in preparing transport workers to meet the challenges of an increasingly globalised world.

**David Cockroft**  
*ITF General Secretary*



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# 40th ITF Congress Vancouver 2002

## **Congress in brief**

Summary of key debates and decisions taken in the Plenary Sessions	7-9
Summarised record of proceedings in Plenary Sessions	11-30
<i>Address by ITF President, host organisations and distinguished guests</i>	11
<i>Elections of Tellers and Ballot Scrutineers, adoption of Standing Orders, election of Credentials Committee and Resolutions Committee, reports of Credentials Committee and Resolutions Committee</i>	12
<i>Report on activities: report of the ITF Secretariat 1998-2002, Mobilising Solidarity progress report and Globalising Solidarity debate</i>	13-18
<i>Motions</i>	18-24
<i>Amendments to the ITF Constitution</i>	24-25
<i>Reports of section conferences and Women Transport Workers' Conference</i>	25-26
<i>Financial statements and auditors' report (1998-2001)</i>	26
<i>Affiliation fees</i>	27
<i>Elections</i>	27-28
<i>Location of headquarters</i>	28
<i>Gold Badges</i>	28-30
<i>Closing addresses</i>	30

## **Appendices**

Resolutions adopted by the ITF's 40th Congress	31-60
Reports of section conferences and committee meetings	61-92
Key documents of Congress	93-100
<i>Agenda</i>	93
<i>Section work programmes</i>	93-96
<i>Amendments to the Constitution</i>	96-98
<i>Election of Executive Board and Women's Committee</i>	98-100
Attendance at Congress: list of delegates, advisors, guests, observers, secretariat and staff	101-110

**Mobilising Solidarity progress report and Globalising Solidarity theme document**

Six resolutions designed to advance the ITF strategy of Globalising Solidarity were approved.

Congress positively evaluated the major initiatives of the Mobilising Solidarity programme and the ITF's shift in activities towards campaigns, undertaken since the New Delhi Congress in 1998. Congress called upon the Executive Board to continue implementing its principles by building greater solidarity in ITF unions.

In the light of the success of, and growing demand for, effective ITF campaigning, Congress asked the Executive Board, with the sections and the regions, to evaluate the lessons learned from ITF campaigns. It asked the Board to develop an ITF Campaign Strategy.

Congress observed the implications for transport workers of the development of trans-national inter-modal logistics companies, calling for a cross-sectional ITF strategy and strategic coordination with other Global Union Federations such as UNI, promoting solidarity in the transport chain through international trade union coordination, dealing with the concerns of women and men in non-mobile work and including a central role for government regulation and public policy in passenger and freight transport.

Congress stressed the importance of close relations between the 'Global Unions' organisations, recognising the value of joint work between them and calling for strengthened international trade union coordination.

Congress reaffirmed support for the engagement of the international union movement in dialogue with multilateral institutions such as the World Bank and to provide information on WTO issues for affiliates. It called for close work between the ICFTU and the World Social Forum to seek effective social controls over globalisation, and for a strategy of working with NGOs that are supportive of trade union goals.

Rejecting the concept of an 'informal sector,' Congress vowed that any worker engaged in activities in the transport sector should be protected by transport workers' unions and covered by protective laws and collective agreements. It called upon governments to provide basic labour standards and on ITF unions to equip themselves to organise informal workers in their sectors.

**Resolutions**

Congress passed forty-seven resolutions, including those referenced above. A full list of resolutions is available in the appendices.

**Role of Section Chairs**

Congress made a clear commitment to involve, consult and invite Section Chairs to Executive Board meetings dealing with section matters.

**Ethical investment**

Congress requested a review of the ITF's investment policy to ensure that the ITF's funds were placed with investment managers committed to ILO core labour standards.

**Elections**

Congress elected a new ITF Executive Board and Management Committee. Elections also took place for the ITF sections and Women's Committee.

# 40th ITF Congress Vancouver 2002

## *President and Vice-Presidents*

Congress elected Umraomal Purohit of the All-India Railwaymen's Federation to the position of President of the ITF, for a second term. The following were elected as Vice Presidents:

*Africa:* Randall Howard, South African Transport and Allied Workers' Union

*Europe:* Wilhelm Haberzettl, Austrian Railway Workers' Union

*Latin America and the Caribbean:* Juan Manuel Palacios, Argentinian Transport Workers' Union, UTA

*North America:* John Bowers, International Longshoremen's Association, USA

*Women's Vice-President:* Alicia Castro, Argentinian Cabin Crew Association, AAA

## *Election of General Secretary*

David Cockroft was unanimously elected as General Secretary of the ITF.

## *Executive Board*

Congress elected a new ITF Executive Board as follows:

David Cockroft (ITF General Secretary) (ex-officio)

### *Europe/Middle East*

Wilhelm Haberzettl, Austrian Railway Workers' Union, GdEÖ

Jean-Louis Brasseur, Railway Workers' Sector of the Belgian Public Service Workers' Union, CGSP

Vladimir Svalina, Seafarers' Union of Croatia

Orla Petersen, Danish General Workers' Union, SiD

Yves Veyrier FO Transport and Allied Service Workers' Federation, France

Norbert Hansen, German Railway and Transport Workers' Union, Transnet

Jan Kahmann, German Service Union, Ver.di

Bill Morris, Transport and General Workers' Union, Great Britain

Bob Crow, National Union of Rail, Maritime and Transport Workers, RMT, Great Britain

Remo di Fiore, Italian Transport Workers' Federation FIT-CISL

Erika Young, Italian Transport Workers' Federation FILT-CGIL

Paul Voncken, Dutch Services and Transport Workers' Federation, FNV

Per Østvold, Norwegian Transport Workers' Union, NTF

Anatoliy Vassiliev, Trade Union of Railwaymen and Transport Construction Workers of Russia

Jose Javier Cubillo, Spanish Federation of Transport, Communications and Maritime Workers' Unions, FETCM-UGT

Mikhailo Kiryeyev, Marine Transport Workers' Trade Union of Ukraine

### *Africa*

Randall Howard, South African Transport and Allied Workers' Union

Sanda Seydou, Aviation Trade Union, Niger

Onikolease Irabor, Maritime Workers' Union of Nigeria

Halima Ibrahim, Air Transport Services Senior Staff Association, ATSSSAN, Nigeria

### *Asia/Pacific*

Paddy Crumlin, Maritime Union of Australia, MUA

Saki Rezwana, Bangladesh Biman Sramik Union, BBSU

Umraomal Purohit, All-India Railwaymen's Federation, AIRF

Sakae Idemoto, All-Japan Seamen's Union

Shigeo Maki, Japan Federation of Transport Workers' Unions, KOTSU ROREN

Oh Moon Hwan, Korean Federation of Port and Transport Workers' Unions

Ch Mohammad Ashraf Khan, People's Unity of PIA Employees, Pakistan

Gregorio Oca, Associated Marine Officers' and Seamen's Union of the Philippines

### *Latin America & the Caribbean*

Alicia Castro, Argentinian Cabin Crew Association, AAA

Juan Manuel Palacios, Argentinian Transport Workers' Union, UTA  
Omar José Gomes, Brazilian Inland Transport Workers' Federation, CNTTT  
Carvil Duncan, Guyana Labour Union

*North America*

Patricia Friend, Association of Flight Attendants, AFL-CIO, USA  
Jim O'Neil, National Automobile, Aerospace, Transport and General Workers' Union of Canada, CAW  
John Bowers, International Longshoremen's Association, USA  
Robert Scardelletti, Transportation-Communications International Union, TCU, USA  
Robert Roach, International Association of Machinists & Aerospace Workers, IAM, USA

*Management Committee*

The following were elected to the Management Committee:

Umraomal Purohit, All-India Railwaymen's Federation, AIRF  
John Bowers, International Longshoremen's Association, USA  
Wilhelm Habertzettl, Austrian Railway Workers' Union, GdEÖ  
Alicia Castro, Argentinian Cabin Crew Association, AAA  
Juan Manuel Palacios, Argentinian Tramway Workers' Union, UTA  
Randall Howard, South African Transport and Allied Workers' Union  
Paddy Crumlin, Maritime Union of Australia, MUA  
Jan Kahmann, German Public Service and Transport Workers' Union, Ver.di  
Bill Morris, Transport and General Workers' Union, Great Britain  
Bob Crow, National Union of Rail, Maritime and Transport Workers, RMT, Great Britain  
Shigeo Maki, Japan Federation of Transport Workers' Unions, KOTSU ROREN  
Per Østvold, Norwegian Transport Workers' Union, NTF  
Robert Roach, International Association of Machinists & Aerospace Workers, IAM, USA

**Amendments to the Constitution**

A number of constitutional amendments were made which integrated women's activities more closely into ITF structures and work programme, and which modernised the language used.

**Affiliation Fees**

Congress discussed proposals from the Executive Board for the raising of the level of the ITF standard rate of affiliation for the years 2003, 2004, 2005 and 2006. Congress voted unanimously to give the ITF Executive Board the authority, if necessary in the light of a long-term examination of the ITF General Fund, to increase ITF affiliation fees as follows: 2003 – £1.00; 2004 – £1.10; 2005 – £1.20; 2006 – £1.20.

**Report on activities 1998-2001**

Congress unanimously endorsed the report on activities 1998-2001.

**Financial statements and auditors' report 1998-2001**

Congress unanimously endorsed the financial statements and auditors' report 1998-2001.

**Location of ITF Headquarters**

Congress agreed that the ITF's headquarters should continue to be located in London.

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**40th  
ITF Congress  
Vancouver 2002**

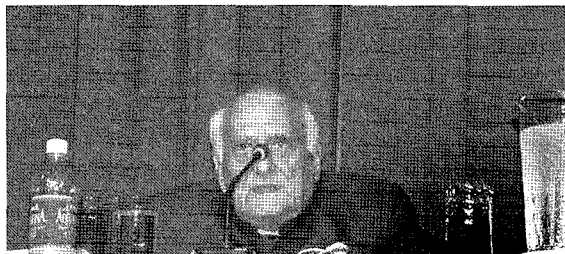
**Addresses by host organisations and distinguished guests**

Welcoming delegates to the 40th Congress of the International Transport Workers' Federation **Buzz Hargrove** (President of the National Automobile, Aerospace Transportation and General Workers' Union of Canada, CAW), congratulated the ITF on having achieved a great participation of women at Congress than ever before, and hoped that this Canadian Congress would match the positive experience of 39th Congress in Delhi. He detailed major challenges since 1998 for transport workers, describing how globalisation had resulted in job losses, attacks on conditions, and longer hours for workers in Canada as in other parts of the world. He recognised ITF campaigning initiatives in resisting these developments and creating solidarity.

Hargrove said that in Canada, labour laws preventing strikes by 'essential service' employees were making the struggle more difficult; however, strong independent unions remained vehicles for working people to fight back. Hargrove called on governments to do more to tackle the worldwide scourge of HIV and AIDS and underlined the importance of world peace at this key time.

The President of the British Columbia Federation of Labour, CLC, **Jim Sinclair**, said that in turning back the potentially divisive tide of privatisation, deregulation, sexism and racism, working people spoke one language – that of solidarity. He paid tribute to the history of ITF campaigning, and in particular to that of the ITF FOC campaign which was aimed at the *original global capitalists – ship owners*. *Longshore unions in British Columbia had built a reputation for solidarity through the actions of ITF representatives such as Tom McGrath, whose door had never been closed to seafarers*, he said. He concluded by recalling the very successful visit of the ITF's campaign ship, 'Global Mariner' to Vancouver.

Concluding the opening session, **Guy Ryder**, General Secretary of the International Confederation of Free Trade Unions (ICFTU) told Congress that global markets needed global rules that protected workers. He said there needed to be binding global frameworks to ensure that neither governments nor companies could obtain competitive advantage from the violation of workers' fundamental human rights; otherwise we would all live in a world of 'flags of convenience employer', regardless of industry. While rules were emerging at international bodies such as the World Trade Organisation that protect companies, workers and their families were getting no protection. The Global Unions group could contribute importantly to mobilising and globalising solidarity, he said, thanking ITF General Secretary David Cockroft for his leadership of that group. He acknowledged however, that uniting industrial power with political force to win those battles would depend not only on a tiny group of international trade union leaders and federations, but on millions of workers and their trade unions.



**Presidential address**

**Umraomal Purohit** (left) (ITF President, All-India Railwaymen's Federation, AIRF) opened Congress. Remarking that the ITF was more international today than ever, with this, its second Congress in the Americas and the first to be opened by an ITF President from Asia, Purohit said that the global economy needed global unions. He put on record solidarity with US unions following the September 11th 2001 terrorist attacks and called for transport to be safe from misuse. Globalisation needed to be under social control, he insisted, adding that where international solidarity had a major impact in solving disputes, it was because the different parts of the international labour movement had been able to work together as part of the same global union family. He recognised the achievements of the ITF over the previous four years in campaigning and education, which had resulted in increased ITF membership as well as better participation and trade union understanding of the strengths of international solidarity. He concluded that union members expected far more than ever before of their unions, and that it was important to meet those expectations.



# 40th ITF Congress Vancouver 2002

The President then paid tribute to, and called for two minutes' silence to remember the late Jimmy Knapp, General Secretary of the National Union of Rail, Maritime and Transport Workers, RMT, Great Britain, ITF Executive Board member and Chair of its Railway Workers' Section, who had died on 13 August 2001.

The President welcomed guests Jim Hunter and Eike Eulen, former ITF Presidents, and longstanding Executive Board member John Coombs. He transmitted messages to Congress from former General Secretary Harold Lewis and former President Fritz Prechtel, who could not attend.

#### **Election of Tellers and Ballot Scrutineers**

*Congress document XXXX C-4*

Scrutineers were unanimously elected.

#### **Adoption of Standing Orders**

*Congress document XXXX C-5*

The standing orders set out in document XXXX C-5 were unanimously adopted.

#### **Election of Credentials Committee and Resolutions Committee**

*Congress document XXXX C-6*

Committee members were unanimously elected.

#### **First report of the Resolutions Committee**

*Congress document XXXX C-6 (Res)/Report 1*

#### **Second report of the Resolutions Committee**

*Congress document XXXX C-6 (Res)/Report 2*

**Dieter Benze** (German Public Service and Transport Workers' Union, Ver.di) introduced the reports. At the first meeting of the committee, with the exception of Motion 8, which had been withdrawn, Motions 1-21 had been referred to the Plenary Session. Motions 34, 35 and 36 had been referred to the Seafarers' Section Conference, the Dockers' Section Conference and the Joint Seafarers' and Dockers' Conference for comments, then to plenary for debate. The remaining motions had been referred to section conferences alone. Motion 33 had been withdrawn, and in addition, the Standing Orders Committee had authorised four emergency motions. All motions to amend the Constitution had been referred to the plenary. At the second meeting of the committee, Motions 9, 34 and 35 and Constitutional Amendment F had been withdrawn. Motions 2, 14 and 15 covered similar issues and would be discussed together under agenda item 8, Globalising Solidarity. Changes were recommended to Motions 10, 11, 14, 19 and Constitutional Amendment B. Motions 12 and 13 had been composited, with the agreement of the movers.

#### **Report of the Credentials Committee**

*Congress document XXXX C-6/Report*

Introducing the report, **Agis Tselentis** (Pan Hellenic Seamen's Federation, PNO, Greece) advised Congress that credentials of all but nine of the organisations concerned could be approved immediately. The Chair advised that 542 delegates and 326 advisers from 292 unions (28 of which are organisations represented by proxy) in 86 countries were present, with a total voting strength of 3,569,000.

**Report on activities**

**Report of the ITF Secretariat 1998-2002**

*Congress document XXXX C-7*

The General Secretary, **David Cockroft**, introduced the report of the ITF Secretariat. He thanked unions for their support following the accident he had suffered in 2000. Welcoming new members of the Secretariat and paying tribute to those who had left during the period, he said that international solidarity had become increasingly central to the daily lives of unions and their members. Over the period, the number of ITF unions had continued to grow. Road transport workers now outstripped railway workers as the biggest sectoral group in the ITF. Regional membership had increased, in particular in North America. Unions remained too fragmented however, and encouraging country unity was a key task for the ITF.

The General Secretary emphasised the ITF's role in the global labour movement, as well as its relations with international governmental organisations, and touched on key developments at the ILO. He reviewed section activities, drawing special attention to the flag of convenience campaign. The ITF was a campaigning organisation, he said, never better demonstrated than by the tour of the campaign ship the Global Mariner, a memorable project designed to mark the 50th anniversary of the ITF flag of convenience campaign. The ITF delivered practical solidarity as well as organising campaigns, and was key in enabling workers to face new, foreign-based employers.

The General Secretary stressed the importance of the internet and email as tools in facing employers and encouraged use of the ITF's communications and information services to overcome the 'digital divide'. He drew Congress's attention to the new education manuals and stressed the vital importance of organising women transport workers for the future of ITF unions. Giving an overview of activities in the regions, he welcomed the advent of a new European organisation – the ETF, saluted the growing strength of unions in Africa and Asia and urged close structural cooperation between countries in the Americas in the run-up to the introduction of the Free Trade Area of the Americas.

The President opened the debate on the report of the ITF Secretariat.

There were 32 speakers in the debate.

**Anatoly Vassiliev** (Trade Union of Railwaymen and Transport Construction Workers of Russia),

**N Sunderesan** (All India Railwaymen's Federation), **Abdulgani Serang** (National Union of Seafarers of India) and **Bonaventure Sanni** (Autonomous Union of Independent Transport Workers, Bénin) welcomed the ITF's campaigning focus. **Semen Karikov** (Ukrainian Free Trade Union of Locomotive Engineers) said that more information on ITF campaigns should be translated into Russian. **Somsak Kosaisook** (State Railway Workers' Union of Thailand) called for worldwide popular campaigning to support democratic change.

**Shoshiro Nakanishi** (All Japan Seamen's Union) said that ITF FOC campaign was the biggest pillar of the ITF, and suggested the ITF should continue to build the ITF FOC inspectorate in the Asian region. He also stressed the importance of regional activities. In Europe, unions had been able to establish the ETF, which reflected this trend, he noted.

**A Bala-Subramaniam** (Union of Employees of Port Ancilliary Services Suppliers Port Klang, Malaysia) called for efforts to strengthen national coordinating committees.

**Adolfo Granadino Farias** (National Port Company Workers' Federation, FENTENAPU, Peru) and **Honest Ndama** (Railway Workers' Union of Zambia) applauded the role of the ITF in providing key information to member unions and **Benito Bahena** (Mexican Tram Workers' Association) stressed the importance of ITF communications and publications in achieving its goals. **Luis Amaya** (Industrial Federation of Inland Transport, Aviation, Maritime and Port Workers, Panama) congratulated the ITF on its education work.

40th  
ITF Congress  
Vancouver 2002

**Saki Rezwana** (Bangladesh Biman Sramik Union) **Kalpana Desai** (Transport and Dockworkers' Union, India), **Sh. Buyanaa** (Federation of Railway Workers' Trade Unions, Mongolia) and **Abdulgani Serang** congratulated the ITF for its work for women transport workers, calling for increased education-based activities. **N Shanthi** (All India Railwaymen's Federation) drew attention to the negative effects for women of globalisation and recognised the important role ITF education initiatives could play. New areas of transport employment, including logistics, were priorities, she believed. Trade union-backed codes of conduct, involving Global Union Federations, could provide useful support for women and men facing these challenges, she added.

**Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union – CMU, Sri Lanka) pointed to the conflict between the interests of working people in developing economies and those of trans-national corporations – this conflict could not be addressed with Corporate Social Responsibility measures, he warned.

**Bonaventure Sanni** (Autonomous Union of Independent Transport Workers, Bénin) stressed the need for specific measures to support informal workers and pointed to the importance of capacity building programmes in Francophone Africa.

**Daniel Ataigba** (National Union of Civil Aviation Workers, Bénin) and **Akwei Adote** (Maritime, Aviation and Transport Company Workers' Union, STRANAVITTO, Togo) criticised the fact that some African delegates had been refused visas and called for solidarity in avoiding the problem in future. Adote expressed concern that too little attention was paid to the issues faced by African transport workers. He felt that Africans could not easily access positions of responsibility in the Secretariat. More resources were needed in the regional office to service the needs of the region. He proposed dedicated leadership training for Africans. He applauded the ITF's fast intervention in the collapse of the regional airline Air Afrique, but requested more follow-up and evaluation.

**Adam Panjri** (Pakistan Seamen's Union) raised concerns about workers' rights violations in Pakistan, referring specifically to the suspension of trade union rights for workers in Pakistan International Airlines. In the environment following the events of September 11th 2001, seafarers from Pakistan had faced severe problems. Many could no longer work due to visa refusal, he explained. Pakistan's delegation at Congress was depleted for the same reason.

**Shoichi Takashima** (National Railway Workers' Union, KOKURO, Japan) and **Benito Bahena** (Mexican Tram Workers' Association) called for ongoing work on human and trade union rights in the context of privatisation and deregulation. Bahena asked for ITF support to ensure that workers' rights were upheld in the new Free Trade Area of the Americas.

**Felix Anthony** (Fiji Sugar and General Workers' Union) stressed the key role that international trade union solidarity had played in supporting democracy in Fiji. He placed on record his thanks to the ICFTU and ITF, as well as the Japanese, Australian and New Zealand trade union movements for their defence of trade union rights during the recent coup in his country.

**Yves Veyrier** ('FO' Transport and Allied Service Workers' Federation, France), **Sakae Idemoto** (All-Japan Seamen's Union) **D K Sarma** (Visakhapatnam Port Employees' Union, India) and **Bruno Dalberto** (Federation of Transport Workers, CFDT, France) stated that affiliates gained strength from international solidarity. Dalberto called for an ITF presence at the World Social Forum.

**John Allan** (Transport Workers' Union of Australia) strongly advocated that organising should be the principle motivator and test of all trade union campaigns including ITF campaigns. Increases in union membership should be evaluated as a measure of success – ITF campaigns did not always deliver this. Unions could not fight global battles without a strong membership base, he stated.

**Patrick Chamaret** (Railway Workers' Federation 'CGT', France) spoke as an observer to the Congress, referring to the historic divisions that had left CGT transport workers outside the ITF since 1948. The union had maintained bilateral relationships with ITF members and had joined the ETF in 1999, but had missed ITF involvement and would be consulting members about affiliation before the end of the year, he announced. Today's trade union organisations needed both to be transparent and to work together, he said – because they shared the values of emancipating women and men, improving working conditions, promoting solidarity at world level and fostering peace.

The General Secretary, **David Cockroft**, responded to the debate. It reflected a positive recognition of the content of the report, he felt. He expressed regret that some participants' visas had been refused, commenting that the host union had worked very hard to avoid such problems. He expressed to the Canadian government the ITF's disappointment that some delegates, particularly from Nigeria and Pakistan, could not attend.

The General Secretary placed on record the ITF's strong support for trade unions rights in Mexico and noted that many delegates had referred to the role of the International Labour Organisation's Committee on Freedom of Association. He appealed to affiliates to contact the ITF when ILO Freedom of Association complaints were planned.

He referred to the creation of the ETF, which now provided a strong and effective structure for European transport unions; thanking Brother Nakanishi for his commitment to the Asia Pacific region's work, he committed to ensuring that the structures in place for other regions were similarly strong and effective.

The General Secretary placed emphasis on the vital importance of organising, and referred delegates to a wider discussion of the issue contained in one of the motions that had been submitted to Congress. He said it was important to recognise the vital work the ITF had done in promoting women – several delegates had made this point.

He noted the issue of language coverage had been raised; agreeing that grass roots involvement could only be achieved by production of materials in workers' own languages, he nonetheless felt that the expense of doing this might need to be shared by affiliated unions.

Finally, the General Secretary welcomed the presence of a representative from the French CGT at this Congress – this was historically significant because it meant that the days of Cold War were over, and the old divisions that had weakened trade unions had faded – to the benefit of a new and stronger movement. He then thanked delegates for their contributions.

The President asked for Congress to approve the report on activities; this was agreed.

**Mobilising Solidarity progress report and Globalising Solidarity debate**  
*Congress document XXXX C-8*

**Stuart Howard**, Assistant General Secretary, introduced the report. He urged delegates to continue with the 1998 Congress theme of Mobilising Solidarity, whilst concentrating on issues of globalisation. The theme of Globalising Solidarity was significant at a time when the phenomenon of globalisation was itself in question; unions had the opportunity to work with others to achieve an alternative, he said.

The Assistant General Secretary explained that the Globalising Solidarity theme document encompassed these ideas via a two-part structure: a review of Mobilising Solidarity; and a series of motions submitted by the Executive Board which dealt with campaigning, with the emerging logistics sector, with organising and with the wider international trade union movement. He went on to outline the impact for ITF unions of the Mobilising Solidarity programme by evaluating education, communications and language initiatives. He emphasised the role of national coordinating committees and of broader solidarity networks. He concluded by giving an overview of ITF campaigning in the inter-Congress period. Inviting

40th  
ITF Congress  
Vancouver 2002

delegates to contribute to the discussion, he said real and positive shift had taken place in ITF activities.

The President thanked the Assistant General Secretary for the comprehensive review, and opened the debate.

There were 31 speakers in the debate.

**Manohar Kotwal** (Transport & Dockworkers' Union, India) objected to the use of the word 'globalising' in the title of the document under debate. What was needed was global action, he said. **Norbert Hansen** (German Railway and Transport Workers' Union, Transnet) supported the concept of the document, and its title, Globalising Solidarity. Increased member awareness of international issues and trans-national mechanisms for industrial action were necessary, he stated. Campaigning must continue, he insisted; industrial and political influence had to be built by targeting wider audiences. **Claude Debons** (Federation of Transport Workers, CFDT, France) also concluded that to oppose globalisation, major popular mobilisations at world level were needed.

**Yuji Oda** (Japan Confederation of Railway Workers' Unions) and **J P Chaubey** (All-India Railwaymen's Federation) drew attention to downwards pressure on working conditions and increasing unemployment.

**Randall Howard** (South African Transport and Allied Workers' Union) observed that while the ITF could not resolve the planet's problems, it should work to tip the balance in favour of the poor. He warned that trade unionists could not run the risk of becoming an elite of employed people. Workers were experiencing an unprecedented, consistent and deliberate attack on human and trade union rights.

It was precisely because organisations like the ITF could not resolve all of these issues that it was important for trade unions to become part of the popular movement to change society.

**Carol Philips** (National Automobile, Aerospace Transportation and General Workers' Union of Canada, CAW), reviewing the difficult employment, environmental and health situations faced by working families worldwide, contrasted this with the profits that corporations continued to make. In order to fight back, unions needed to build strategic alliances with NGOs, she said. She urged participation at the World Social Forum, but said that getting into the World Economic Forum should not be a priority. Unions could cooperate with progressive organisations that understood the needs of working people, and by doing so, build solidarity and renew themselves, she explained.

**Asbjørn Wahl** (Norwegian Union of Municipal Employees) said that labour's historical strength was not only demonstrated by the existence of labour laws and regulations, but also generally by its ability to tame market forces. However, today, formal rules could no longer balance the forces of increased market power. The first priority must therefore be to fight against further liberalisation and deregulation of the world economy, limiting the power of the multinational companies and regaining and strengthening democratic control of financial capital.

**Kemal Ulker** (Turkish Civil Aviation Union, Hava-is) supported the Executive Board's motions, but emphasised that aiming to protect workers' rights was not enough. Cost-cutting technologies had been used to take advantage of cheap labour throughout the world, he said – this was globalisation, and it would never have a human face. Alternatives to globalisation should be developed on the basis of countering the phenomenon, and not by harking back to previous and better eras, he stated. A radical transformation of society to create a world fit for people to live in was a goal worthy for unions and their members, he concluded.

**Adolfo Granadino Farias** (National Port Company Workers' Federation, FENTENAPU, Peru) supported the idea of civil society participation in resolving issues of social justice. His experience of opposing port restructuring together with such groups was a valuable one – 14,000 citizens had signed a petition which led to a draft bill, and which eventually halted a proposed privatisation in Peru.

**Londor A Rankin** (Panama Canal Pilots' Association) and **Bala Tampoe** (Ceylon Mercantile, Industrial and General Workers' Union – CMU, Sri Lanka) supported the document but believed it needed to go one step further.

**Joseph Kiliku** (Dockworkers' Union, Kenya), **N Gunavathi** (All India Railwaymen's Federation), **D K Sarma** (Visakhapatnam Port Employees' Union, India) and **Randall Howard** (South African Transport and Allied Workers' Union) said that global financial institutions remained a target for transformation – these must be more representative, for a start.

**N Sunderesan** (All India Railwaymen's Federation) and **Oh Moon Hwan** (Korean Federation of Port and Transport Workers' Unions) observed that the development of logistics in the ports industry presented potential opportunities to maximise the power of workers. Hwan and **Pil Jae Kim** (Federation of Korean Seafarers' Unions) thanked the ITF for solidarity with the Korean unions in a dispute earlier in the year.

**Abdulgani Serang** (National Union of Seafarers of India), **Manohar Kotwal** (Transport & Dockworkers' Union, India), **Julien Tahou** (Syndicat des Travailleurs de la SOTRA – SYNTRAS, Ivory Coast) and **J P Chaubey** (All-India Railwaymen's Federation) drew attention to the importance of solidarity between the sectors and at national level as well as internationally. **Kalpna Desai** (Transport and Dockworkers' Union, India) said solidarity between the casual, non-union sector and the employed unionised sector was inadequate – she called for this to be made a priority.

**Aung Thu Ya** (Seafarers Union of Burma) explained that the Burmese military government had established a fake union, the Myanmar Seafarers' Association, and warned affiliates that they may approach the ITF. He asked for strong pressure from the international trade union movement to achieve change in Burma.

**Gisèle Vieyra** (Air Afrique Workers' Union, Bénin, SYNTRACAAV) appealed to ITF affiliates to support specific action in the collapse of the regional airline Air Afrique, which had been dissolved leaving more than 4,000 Africans unemployed, most of them women with many dependents.

The Assistant General Secretary, **Stuart Howard**, responded to the debate. He observed that from the contributions, it was clear that privatisation and liberalisation were still being pursued relentlessly around the world and that the international financial institutions were influential in this process. A number of disputes had been mentioned that were directly related to this struggle. But there were also positive examples of solidarity. The Assistant General Secretary stated that a global social crisis had arisen, characterised by economic turmoil and growing inequalities between the world's rich and poor. Capital had its own crisis, he continued; corporate scandals and crisis in the stock markets were witness to this. Today, everything was global, and that included the poverty and misery created by those crises, he added.

The transport industry itself had not stood still, the Assistant General Secretary continued; the development of inter-modal transport though a global door-to-door system had been referred to by several delegates. At the same time, transport unions had experienced a systematic attack on trade union and human rights. Many delegates had called for strategic reactions to this tendency. Most had also agreed that it was not the title of the document that was important, but the ability to act.

The Assistant General Secretary noted that some speakers had called for a clearer focus on the disrupted balance between capital and labour, asserting the need for labour to regain strength. He observed that while the international trade union movement had its dialogue with multinational institutions, it needed to keep in mind its own analysis – and the ITF's analysis was that the international financial institutions were part of the problem.

Several speakers had urged the building of alliances with popular social movement organisations, and had asked the ITF to engage with the World Social Forum, the Assistant General Secretary said. Others had highlighted the importance of organising informal workers in the wake of retrenchments in the public sector, the development of contract labour and of casualisation. Some had urged member unions to provide more effective solidarity, including in basic ways such as writing

# 40th ITF Congress Vancouver 2002

solidarity and protest letters. The Assistant General Secretary noted the comments from Africa, which had demonstrated the lack of resources there; for many in this region, solidarity was a means to basic survival. He observed that some speakers had referred to making members more aware of such debates and asked delegates to note that Congress Daily News was being published on the ITF website.

Finally, the Assistant General Secretary concluded that the debate had demonstrated not just a common purpose, but a common crisis that ITF affiliates needed to address together in their efforts to globalise solidarity.

## **Motions**

*Congress document XXXX C-8*

*Congress document XXXX C-11 & 12*

*Congress document XXXX C-11 & 12/Amendments*

*Congress document XXXX C-6 (Res)/Report 1*

*Congress document XXXX C-6 (Res)/Report 2*

### Motion 1

**Alicia Castro** (Argentinian Cabin Crew Association, AAA) proposed *Motion 1*, Globalising Solidarity, on behalf of the ITF Executive Board.

She noted the progress made since the Congress in Delhi four years earlier, praised the improved effectiveness of the ITF, and the strengthened solidarity that now existed between member unions. She made reference to ITF publications, ITF campaigns, and to the enhanced services which ITF sections and regions had provided.

However, Castro said, during this period, the situation for workers worldwide had dramatically worsened. The results of neoliberal policies were all too clear to see. Argentina – the star pupil of the IMF and World Bank, with a seemingly developed economy and a middle class, had collapsed. In reality, Argentina's resources had been pillaged. The countries' public companies had disappeared, as had the wages and pensions of her people – even their savings had been expropriated. These experiences showed that a free trade area in the Americas could only bring unemployment and misery. In that kind of environment, democracy itself was precarious.

Castro urged transport unions to act to influence the world economy: unions knew the world would be better without flags of convenience, and without Open Skies policies, for example – and so they must organise themselves to state these points at every opportunity. At the same time, new representatives of those who were excluded from society were emerging in the form of non-government organisations; they too could be involved in this political process, she said.

Neoliberalism committed a 'perfect crime' when it privatised profits, socialised losses and weakened states, Castro declared. However, neoliberalism had not defeated international trade unionism. United, ITF unions were in Canada to make a new pledge – that, renewed and stronger still, they would globalise solidarity. She moved the motion on behalf of the Executive Board.

The motion was adopted unanimously.

### Motions 2, 14 and 15

President **Umraomal Purohit** announced that *Motions 2, 14 and 15*, which all dealt with campaigning, would be taken together.

General Secretary **David Cockcroft** introduced Motion 2, Developing an ITF Campaign Strategy. He described the many good examples of different ITF campaigns and Action Days. The ITF's aim was to mobilise members and extend

campaigning expertise within unions, he explained. He warned that there was a danger of campaign fatigue and noted that better cross-sectional campaigning work was one of the aims of the motion. The motion envisaged a global campaign strategy coordinated by a strategy group, which would report to the Executive Board. He moved the motion on behalf of the Executive Board.

**Graham Stevenson** (Transport and General Workers' Union, TGWU, Great Britain) moved Motion 14, Global Action Days. He observed that a cross-sectional approach was the correct response to the intermodal nature of the transport industry. The motion did not seek to prevent section-based Action Days. However a single Global Transport Action Day focusing on decent jobs and on creating an alliance with civil society would be valuable. He moved the motion.

**Mick Rix** (Associated Society of Locomotive Engineers and Firemen, Great Britain) seconded Motion 14, pointing out that it allowed flexibility but also would help to make 'Globalising Solidarity' a reality, by building upon previously successful campaigns.

**Yves Veyrier**, ('FO' Transport and Allied Service Workers' Federation, France) moved Motion 15, International Action Days, supporting the need to ensure workers understand and have ownership over international action proposals as well as to coordinate strategy effectively.

Motions 2, 14 and 15 were unanimously adopted.

#### **Motion 3**

**Jan Kahman** (German Public Service and Transport Workers' Union, Ver.di) introduced *Motion 3*, Responding to the Rise of Logistics in the International Freight Transport Industry. He noted that the transport industry had been turned into a high-tech service industry upon which the globalised economy relied. Workers all over the world were vulnerable to the impact of that change. Huge mega-corporations had emerged that operated worldwide transshipment hubs with a high degree of control. The same trend was emerging in aviation and was spectacular in road transport. Working conditions and social standards must not be allowed to decline at the same rate. He moved the motion on behalf of the Executive Board.

**Akwei Adote** (Maritime, Aviation and Transport Company Workers' Union, STRANAVITTO, Togo) supported the motion but called for a system to monitor safety and working conditions, such as that operated by flag of convenience Inspectors, in sectors other than the maritime sector.

Speaking to the motion, **Paddy Crumlin** (Maritime Union of Australia, MUA) said that organised labour was now the primary target of freemarketeers. Unions needed to deal with the phenomenon of global capital by being strategic, methodical and scientific in building resources and a defence. Globalisation in itself was not wrong – it could still be about increasing standards and ensuring working families could live in dignity. Unions would be effective by identifying their strengths and weaknesses as well as that of their enemies, then by using their own resources and standing together.

Motion 3 was adopted unanimously.

#### **Motion 4**

President **Umraomal Purohit** introduced *Motion 4*, Changes in the International Trade Union Movement: Moving forward with the Wider Trade Union Movement. He believed that ITF affiliates should work together with like-minded trade union organisations, with the aim of building unity. He moved the motion on behalf of the Executive Board.

**David Cockroft** noted that the motion contained a commitment for the ITF to remain a separate organisation within the international trade union movement; following this statement, Motion 4 was adopted unanimously.



# 40th ITF Congress Vancouver 2002

## Motion 5

**Wilhelm Haberzettl** (Austrian Railway Workers' Union, GdEÖ) introduced *Motion 5*, The Popular Movement to Reform the Globalisation Process. Today, workers' human rights were sacrificed for profits, there was a loss of democratic control by states and a widening gap between rich and poor, he observed. While the international trade union movement had been working for the recognition of core labour standards by the World Trade Organisation, a mass popular protest movement had developed to counter globalisation. The World Social Forum had discussed alternatives to globalisation and there had been a greater move for cooperation between trade unions and popular protest organisations at national level. The ITF had positive experiences of conducting its own campaigns together with sympathetic NGOs, and so he hoped that as a result of this motion, which called for increased cooperation, unions would initiate contacts in their own countries with organisations involved in countering globalisation. He moved the motion on behalf of the Executive Board. Cockcroft noted that *Motions 8 and 9* had been withdrawn in favour of Motion 5.

**Jean-Louis Brasseur** (Railway Sector of the General Public Service Union, CGSP, Belgium) supported the motion but expressed regret that some elements in Motion 8 covering involvement with the popular social movement had been omitted.

**Asbjørn Wahl** (Norwegian Union of Municipal Employees), while expressing a preference for some of the original content in Motion 8, spoke in support of Motion No. 5. He said that the new social movement, which had grown up in opposition to corporate globalisation, was often ahead of the trade union movement, and it had an impressive ability to mobilise people. Relating the experiences of different social movement networks, he said that there were two important reasons why trade unions should join them, Firstly, trade unions' strategic position in society – which could never be substituted – was needed to make the resistance movement a success. Secondly, the trade union movement needed the social and political pressure of the popular movement to help it achieve its own goals. He believed that if developed correctly, the two movements could reinforce each other.

Cockcroft committed to continuing to work on these issues, pointing out that the motion had been carefully drafted.

Motion 5 was adopted unanimously.

## Motion 6

**Bill Morris** (Transport and General Workers' Union, TGWU, Great Britain) introduced *Motion 6*, Organising Workers in Informal and Unprotected Work. These were workers without rights, without collective agreements, without sick pay, pensions or security, he stated. Millions on every continent were affected. Large numbers of self-employed drivers had always existed in road transport – but now, municipal transport was increasingly provided by small privately owned vehicles. Some of the international financial institutions had promoted the idea that informal work is a new growth area – but in fact it represented exploitation of workers and an attack on public services. The ITF should ensure informal workers did not become workers of convenience, he stated; this was the organising challenge of our time. This was part of the renewed union effort to fight back, he concluded. Morris moved the motion on behalf of the Executive Board.

Motion 6 was adopted unanimously.

## Motion 7

**Erika Young** (Italian Transport Workers' Federation, FILT-CGIL) introduced *Motion 7*, Globalisation and Transport Workers. She said that while unions could not stop globalisation, they could be a leading force in strengthening workers' rights. To do this, unions needed to root their policies in issues members cared about – as they had done in the past. Improving workers' lives should be the key priority, and this meant winning workplace battles, she concluded, moving the motion.

**Patricia Friend** (Association of Flight Attendants – CWA, AFL-CIO, United States) seconded Motion 7, which was adopted unanimously.

**Motion 10**

**Per Winberg** (Swedish Transport Workers' Federation) introduced *Motion 10*, International Solidarity and Transport Workers, as amended by the resolutions committee. He encouraged affiliates to take note of the need to strengthen solidarity at national and international level and to deal with global corporations. Studies to look at employment conditions were essential in order to combat social dumping, he said, moving the motion.

**Akwei Adote** (Maritime, Aviation and Transport Company Workers' Union, STRANAVITTO, Togo) seconded the motion, which was adopted unanimously.

**Motion 11**

**Peter McEwan**, (National Union of Marine, Aviation & Shipping Transport Officers, NUMAST, Great Britain) introduced the amended *Motion 11* on Wage Dumping and the Negative Consequences of Globalisation. He said that those working at sea had always been at the cutting edge of this process. The answer to harnessing the positive potential of globalisation for generating understanding, wealth and better working conditions globally was to prevent discrimination on the basis of nationality. This Congress should propose a campaign to achieve that aim, he concluded, moving the motion.

Seconding Motion 11, **David Porter** (Transport and Salaried Staffs Association, Great Britain) drew Congress' attention to a particular kind of wage dumping – that of telephone call centres in the transport and travel field. Call centres could be located anywhere, and there was a tendency for employers to choose locations which were cheaper for them – and which were non-unionised. These workplaces were the sweatshops of the 21st century, he said, and they could easily be located outside national boundaries. The intention of the motion was not nationalistic, but intended to protect trade union standards, he concluded.

**John McDonnell** (Services, Industrial, Professional and Technical Union, Ireland) supported Motion 11. He made reference to the positive role the United Kingdom and Ireland coordinating committee was now playing. He said that trade union responses to globalisation could not be national – they needed to be internationalised and socially progressive. There was a better way forward than a retreat into protectionism – an international community of nations was needed. Solidarity was paramount over self-interest – and nowhere was this clearer than in debates about wage dumping and immigration. Trade unions needed to fight ignorance and reaffirm core values of inclusiveness, he said. Much of this was dependent on unions' ability to inform and educate members, he concluded, supporting the proposal for a campaign to bring the message to all levels of trade union organisations around the world.

Speaking to Motion 11, **S.G. Mishra**, (All India Railwaymen's Federation) drew Congress's attention to the fact that around a quarter of a million young women and men were employed in call centres in the Indian cities of Delhi, Mumbai and Bangalore. Wages and service conditions in these centres were exploitative, and the workers had little or no trade union consciousness. Innovative approaches were needed because traditional organising strategies would not work. Surveys and research projects were needed to put together organisational plans – the ITF should assist with these, he said.

Motion 11 was adopted unanimously.

**Motions 12 and 13**

**Mick Rix** (Associated Society of Locomotive Engineers & Firemen, Great Britain) explained that *Motions 12 and 13*, both entitled Globalisation had been composited by the resolutions committee; he was speaking to the composite motion. He said that through globalisation of trade union solidarity, affiliates must take a bold step and create a truly global trade union that transcended national boundaries and concentrated on building effective global representation that challenged the might of multinational capital. The motion called on all ITF affiliates to act in a proactive and visionary way, to achieve clear goals. While it was a big task to take on global capital in an organised way, this was achievable, if old-fashioned nationalistic ideas could be overcome and the Globalising Solidarity programme of activity could be actively implemented, he declared.

40th  
ITF Congress  
Vancouver 2002

**John Cogger** (National Union of Rail, Maritime and Transport Workers, Great Britain) seconded the composite motion, which was adopted unanimously.

Supporting the motion, **Paul McGrath** (Transport and Salaried Staffs Association, Great Britain) believed in coordinated action to ensure that fellow workers did not suffer the loss of labour rights. Abuses needed to be highlighted and prevented – this encouraged activism and thus made it easier to improve rights and working conditions, he said.

**Motion 16**

**Gerd Nyberg** (Swedish Municipal Workers' Union) moved *Motion 16*, Organising in Transport. The motion was drafted against the background of the global economy and the need to rally trade union forces to counter the impact of globalisation. She believed that unions would need unprecedented strength to fight back – and strength, together with financial resources could only come from members. New members needed to be attracted and recruitment drives at the workplace properly oriented, she concluded.

Speaking to Motion 16, **Kay Garvey** (Services, Industrial, Professional and Technical Union, Ireland), said that solidarity was directly linked to organising. International solidarity was undermined if individual trade unions divided workers at national level. Unions should demonstrate solidarity by supporting each other in difficult times – not by taking advantage of them by encouraging members to transfer organisations. These situations were diversionary, removing resources from the real battles, she concluded.

Motion 16 was adopted unanimously.

**Motion 17**

**Janaina Fernandes** (Confederação Nacional dos Trabalhadores em Transportes Terrestres, CNTTT, Brazil) introduced and moved *Motion 17*, Women Transport Workers. The motion was adopted unanimously.

**Motion 18**

**Simon Weller** (Associated Society of Locomotive Engineers & Firemen, Great Britain) moved *Motion 18*, Trade Union Rights. He drew attention to the anti-union policies introduced by the British government in the 1970s and 1980s – a situation the unions were working together to reverse. However, the situation was much worse for others, he explained, giving the example of the horrifying violence faced by Colombian trade unionists.

Speaking in support of the motion, **Walter Hosking** (Association of Aeromexico Cabin Crew, Mexico) drew attention to state intervention in trade union affairs in his country.

Motion 18 was adopted unanimously.

**Motion 19**

Moving to the amended *Motion 19* on Peace, **Kazuhiro Nizuma** (Japan Confederation of Railway Workers' Unions) said his union opposed both terrorism and war. The priority was to stop the chain reaction of violence to ensure a peaceful 21st century.

**David Cockroft** seconded Motion 19 on behalf of the Executive Board. He congratulated the Resolutions Committee for doing a very difficult job with this sensitive issue.

Motion 19 was adopted unanimously.

**Motion 20**

**Joseph Kiliku** (Dockworkers' Union, Kenya) proposed the amended *Motion 20* on AIDS. In moving this motion, Kiliku

observed that the HIV/AIDS pandemic had unleashed an alarming loss of lives of transport workers in Africa. The pandemic had created economic decline and hardship for families, he stressed.

**A H Chande** (Tanzania Seamen's Union – Zanzibar) seconded Motion 20 and called for new ITF education initiatives to combat AIDS, with priority being given to the worst affected areas.

**Harriet Yeo** (Transport and Salaried Staffs Association, Great Britain) supported Motion 20, emphasising the need for women's education and economic empowerment. Debt relief was also necessary to allow vulnerable countries to put resource into drugs programmes.

Motion 20 was adopted unanimously.

#### **Motion 21**

**Raimundo Mata Contreras** (Orden de Capitanes y Pilotos Navales de la República Mexicana) introduced *Motion 21*, entitled Future Structure and Activities of the ITF in the Americas. It was important to build strong regional networks, in particular in the Latin American region, given the emergence of the Free Trade Area of the Americas, he said. Real integration was needed, and the ITF needed to organise events to promote this, he said.

Motion 21 was adopted unanimously.

#### **Motion 36**

**David Cockroft** explained that *Motion 36* on the ITF Welfare Fund had been referred to the Plenary but had been discussed at the Seafarers' Section and Dockers' Section Conferences also. He explained that Motions 34 and 35 on the same issue had been withdrawn.

**Thomas Abrahamson** introduced Motion 36, Welfare Fund. He said that the rules governing the ITF Welfare Fund gave the Executive Board flexibility over how the Welfare Fund should be spent. The Fair Practices Committee also had the right to make recommendations about fund expenditure. The motion proposed no change to this situation, but congratulated the Executive Board on its work. The sections involved had supported the motion.

Motion 36 was adopted unanimously.

#### **Emergency Motion on CSL – Australian Seafarers**

President **Umraomal Purohit** introduced the *Emergency Motion on CSL – Australian Seafarers*, asking the Maritime Union of Australia to intervene on this issue.

**Paddy Crumlin** (Maritime Union of Australia, MUA) explained that Canadian politician Paul Martin owned Australian Steamship Lines, a company which had been in dispute with the Maritime Union of Australia over its attempts to introduce flag of convenience vessels that were internationally crewed, under minimum conditions, into the Australian domestic shipping industry. Approaches from the National Automobile, Aerospace, Transport and General Workers' Union of Canada, CA, had resulted in a commitment from Paul Martin to meet with the unions to settle the issue. Crumlin therefore withdrew the motion.

Congress noted Emergency Motion CSL – Australian Seafarers.

#### **Emergency Motion on Solidarity with the International Longshore and Warehouse Union**

**James McAuley** (National Union of Rail, Maritime and Transport Workers, RMT, Great Britain) introduced the *Emergency Motion on Solidarity with the International Longshore and Warehouse Union (ILWU)* in the United States, calling for support for the union in its upcoming conflict with employers and with the Bush regime.

40th  
ITF Congress  
Vancouver 2002

**Paddy Crumlin** (Maritime Union of Australia, MUA) supported the motion, observing that the ILWU had become a target not only because it did a good job for its members but also because of its well known commitment to international solidarity. He urged support for the ILWU, remembering how proud his union had been to receive solidarity from the ILWU during the 1998 Patricks Stevedores dispute.

**Robert McEllrath** (International Longshore and Warehouse Union, United States) thanked Congress for its solidarity. Congress unanimously adopted the Emergency Motion Solidarity with the ILWU, with acclamation.

**Amendments to the ITF Constitution**

*Congress document XXXX C-11 & 12*

*Congress document XXXX C-11 & 12/Amendments*

**Motion A**

The General Secretary, **David Cockroft**, introduced *Motion A* to amend the Constitution, Women Transport Workers, on behalf of the ITF Executive Board. These amendments originated with the women's committee and their purpose was to strengthen the role of women within the ITF structure. He advised that the Norwegian Seafarers' Union had presented a proposal to amend the proposals in the document.

**Ann-Beth Skrede** (Norwegian Seafarers' Union) moved an amendment to remove the word 'disability' in Motion A, paragraph i c). She argued that a constitutional obligation to oppose discrimination based on disability could be unworkable in safety-sensitive jobs that required health licences. The other proposals in Motion A were strongly supported by the union, she explained.

**M P Mohammed Haneef** (Cochin Port Staff Association, India) seconded the Norwegian Seafarers' Union proposal. President **Umraomal Purohit** called for a vote on the Norwegian Seafarers' Union proposal by show of delegates' cards. As a result, the proposal was defeated.

Motion A was adopted, unamended.

**Motion B**

**Regina Rusch-Ziemba** (German Railway and Transport Workers' Union, Transnet) moved *Motion B* to amend the Constitution, Mainstreaming, as amended by the Resolutions Committee. Motion B was adopted unanimously.

**Motion C**

**Regina Rusch-Ziemba** withdrew *Motion C*, Name of the ITF, which dealt with the rendition of the ITF's name in different languages.

**Motion D**

**Ann-Beth Skrede** (Norwegian Seafarers' Union) withdrew *Motion D*, Section Chairs in favour of Motion E, Section Chairs, submitted by the Pan Hellenic Seamen's Federation, PNO, Greece.

**Motion E**

**Agis Tselentis** (Pan Hellenic Seamen's Federation, PNO, Greece) moved *Motion E*, Section Chairs, supported by twenty trade unions in Europe. He emphasised the need for a stronger link between the Executive Board and the industrial sections of the ITF. The motion proposed the attendance at Executive Board meetings of the Chairs of the ITF industrial sections, in an ex-officio capacity, he explained.

**Igor Pavlov** (Seafarers' Union of Russia) noted that constitutionally, the Executive Board must adequately represent the

geographical and industrial structure of the ITF. For sections, he believed this could not be achieved in the same way as the regions – by examining the representativity of each section – and thus he supported the motion.

**Henrik Berlau** (Danish General Workers' Union, SiD) supported the motion, on behalf of the Danish delegation. Implementing Congress decisions would require the close cooperation of the ITF sections, he observed, adding that this structure existed in the European Transport Workers' Federation, where it worked well.

**Abdulgani Serang** (National Union of Seafarers of India) spoke in favour of the motion.

**Jan Kahmann** (German Public Service and Transport Workers' Union, Ver.di) did not support an increased membership of the Executive Board. He believed that the Board would become geographically unbalanced, and that it would weaken the ITF as a whole and the industrial sections themselves, because election to the section position could be sought after for reasons inconsistent with the section's interest.

The General Secretary, **David Cockroft**, outlined the Executive Board recommendation, which was to oppose the motion. Some Section Chairs would already probably be elected members of the Executive Board, and the Board was a reasonable reflection of the industrial structure of the ITF as required by the Constitution. However, there was a clear need to improve cross-sectional cooperation, as had been noted by several speakers. The Executive Board was however in favour of closer cooperation with the sections and wished to put on record its commitment to involve, consult and invite the Section Chairs to any Executive Board meeting directly affecting those section's membership. He asked the movers of the motion to remit it to the Executive Board for further consideration.

The movers accepted this proposal; Motion E was referred to the ITF Executive Board.

#### Motion F

The General Secretary, **David Cockroft**, advised that *Motion F* had been withdrawn.

#### **Reports of section conferences and Women Transport Workers' Conference**

*Congress document XXXX C-16-SSC/Report*

**David Heindel**, Seafarers' International Union of North America, SIU, rapporteur, introduced the Seafarers' Section Conference report, which was adopted.

*Congress document XXXX C-16-RTSC/Report*

**Peter Baranowky**, German Public Service and Transport Workers' Union, Ver.di, rapporteur, introduced the Road Transport Section Conference report, which was adopted.

*Congress document XXXX C-16-DSC/Report*

Rapporteur **Ron Webb**, Transport and General Workers' Union, TGWU, Great Britain, introduced the Dockers' Section Conference report, which was adopted.

*Congress document XXXX C-16-RWSC/Report*

Rapporteur **Norbert Hanson**, German Railway and Transport Workers' Union, Transnet, introduced the Railway Workers' Section Conference report, which was adopted.

*Congress document XXXX C-16-TRSC/Report*

**Richard Rosser**, Transport and Salaried Staffs Association, Great Britain, rapporteur, introduced the Tourism Services Section Conference report, which was adopted.

# 40th ITF Congress Vancouver 2002

*Congress document XXXX C-16-JDSC/Report*

Rapporteur **Brian Orrell**, National Union of Marine, Aviation & Shipping Transport Officers, NUMAST, Great Britain, introduced the Joint Seafarers' and Dockers' Conference report, which was adopted.

*Congress document XXXX C-16-UTC/Report*

**Anders Westin**, Svenska Kommunalarbetareförbundet, Sweden, rapporteur, introduced the Urban Transport Committee report, which was adopted.

*Congress document XXXX C-16-FSC/Report*

Rapporteur **Hanafi Rustandi**, KPI Indonesia, introduced the Fisheries Section Conference report, which was adopted.

*Congress document XXXX C-16-INSC/Report*

Rapporteur **Nick Bramley**, Gewerkschaft Verkauf, Handel, Transport und Lebensmittel, VHTL, Switzerland, introduced the Inland Navigation Section Conference, which was adopted.

*Congress document XXXX C-16-CASC/Report*

**Carla Winkler**, International Association of Machinists and Aerospace Workers, IAM, United States, rapporteur, introduced the Civil Aviation Section Conference report, which was adopted.

**Diana Holland**, Transport and General Workers' Union, TGWU, Great Britain, introduced the conclusions of the ITF Women Transport Workers' Conference, held on 11 and 12 August 2002. The Women's Committee had made a difference in several areas, she explained. It had campaigned for women transport workers, developed committees and networks, collected bargaining information, organised women transport workers, monitored women's involvement in the ITF, focused on women's education and lobbied for women transport workers internationally. She referred to ITF campaigning on March 8th, under the slogan of 'Women Transporting the World', which had mobilised thousands of women transport workers, with the support of their male colleagues, all around the world. The Women's Conference had endorsed this practical and campaigning approach.

Above all, however, the conference had discussed globalisation, examining the effects for women transport workers of privatisation, restructuring, closures, and downsizing. The Women's Conference had agreed to organise a gender analysis of the effects of globalisation on the employment of women in transport; it had also called for increased activities covering logistics, call centres, teleworking and non-mobile transport jobs. She added that the Women's Conference had called for solidarity and support for Air Afrique workers in their fight for jobs, compensation and social justice.

Finally, Holland asked both for Congress to endorse the conclusions, and appealed to delegates to lend practical support by participating in appropriate activities. Transport workers needed to unite to root out discrimination and prejudice everywhere, she urged. The ITF symbolised respect for women, respect for men and respect for transport workers, she concluded. President **Umraomal Purohit** welcomed the report and congratulated the ITF on the work of the committee.

## **Financial statements and auditors' report 1998-2001**

### Report of the lay auditors

*Congress documents XXXX C – 10a and XXXX C – 10b*

The General Secretary, **David Cockroft**, introduced the item. Explaining the differences between the General and Welfare Funds of the ITF, he said careful control had been exerted over General Fund expenditure and that the Welfare Fund remained strong, enabling the ITF to launch a range of important activities. The ITF's affiliation fee income had to remain the basis of the Federation's funding. At the same time, the ITF had an ongoing moral and legal commitment to ensure the Welfare Fund was properly spent.

**David Horton** (*Transport and Salaried Staffs Association, Great Britain*) introduced the report of the lay auditors, on behalf of all three lay auditors. The auditors had found that proper stewardship of the ITF's finances had been exercised. Year-end balances should be maintained at least as 70 per cent of annual affiliation fee income. The Seafarers' Welfare Fund remained healthy despite the recent downturn in investment income as stock markets had slumped. Horton paid tribute to the staff of the ITF Finance Department.

The report was approved.

**Richard Rosser** (*Transport and Salaried Staffs Association, Great Britain*), in response to the report, asked whether the ITF had a clearly defined ethical investment policy for the ITF. He related experiences of using such policies, which would include reference to the ILO core labour standards and reinforce employee rights. He requested an Executive Board commitment to look at this issue, should such a policy not already exist. This proposal was agreed.

### **Affiliation fees**

*Congress document XXXX C-13*

The General Secretary, **David Cockroft**, introducing the document which had been adopted unanimously by the Executive Board, explained that Congress was asked to give the ITF Executive Board the authority, if necessary, in the light of the ITF General Fund's situation, to increase ITF affiliation fees to the following levels: 2003 – £1.00, 2004 – £1.10, 2005 – £1.20, 2006 – £1.20. He explained that this would not mean an automatic increase. The auditors would examine this annually in detail, and report to the Board, which would only authorise increases if they were needed to achieve a General Fund balance of around 70 to 75 per cent of annual affiliation fee income in time for the next Congress. He asked Congress to support the Executive Board's proposal, in order to enable the ITF to carry out its programme of Globalising Solidarity.

**Junichi Ishikawa** (*Japan Federation of Aviation Industry Unions*) spoke on behalf of the ITF Japanese affiliates. He said the ITF was pivotal to the world transport industry, however, the Japanese economic situation was very severe and this had impacted drastically on unions. Income from affiliation fees was also falling. He said the Japanese affiliates would not be in a position to respond to further increases. He expressed opposition to the proposal. He requested that the number of staff in the ITF should be frozen and that the location of regional offices be considered in an effort to ensure that further increases were not needed.

The General Secretary responded by pointing out that it was not possible for the ITF to survive over the coming four years without a fee increase. The first increase to £1.00, agreed four years previously in Delhi, could already have been implemented by the Board but they had felt it better to await a decision by Congress. ITF staffing was affected by the General Fund/Welfare Fund relationship and there might be a need for further staff to maintain tight control over the FOC campaign. However, there had already been a commitment to the Executive Board that there would be no further staff positions funded by the General Fund and the Board would carefully consider all new appointments. He asked again for support for the proposal.

President **Umraomal Purohit** moved the proposal, which was adopted.

### **Election of Governing Bodies, Auditors, General Secretary, President and Vice-Presidents, Women's Committee**

*Election of the Executive Board*

Congress document XXXX C-14/EB/2, nominations for the Executive Board was adopted and the Executive Board was elected.

*Election of the Women's Committee*

Congress document XXXX C-9/2, nominations for the Women's Committee was adopted and the Women's Committee was elected.



# 40th ITF Congress Vancouver 2002

## *Election of the President*

Umraomal Purohit (All India Railwaymen's Federation, AIRF) was unanimously elected as President of the ITF.

## *Election of Vice-Presidents*

The following were unanimously elected as Vice-Presidents of the ITF:

*Africa:* Randall Howard, South African Transport and Allied Workers' Union

*Europe:* Wilhelm Haberzettl, Austrian Railway Workers' Union, GdEÖ

*Latin America and the Caribbean:* Juan Manuel Palacios, Argentinian Tramway Workers' Union, UTA

*North America:* John Bowers, International Longshoremen's Association, USA

*Women's Vice President:* Alicia Castro, Argentinian Cabin Crew Association, AAA.

## *Election of lay auditors*

The following were elected as ITF lay auditors: Tony Woodley (Transport and General Workers' Union, Great Britain), David Porter (Transport and Salaried Staffs Association, Great Britain) and Mick Rix (Associated Society of Locomotive Engineers and Firemen, Great Britain).

## *Election of the General Secretary*

David Cockroft was unanimously elected as General Secretary of the ITF.

## **Location of ITF headquarters**

Congress agreed that the headquarters of the ITF would remain in London.

## **Any other business**

Inviting the ITF to hold its next Congress in his country, **Randall Howard** (South African Transport and Allied Workers' Union) said that solidarity could also be expressed by moving the ITF Congress to different parts of the world – such a decision would give strength to African transport workers in the process of building their organisations. He believed it was time for Africa – a region that had never before hosted an ITF Congress, to do so.

President **Umraomal Purohit** thanked the South African affiliates for their invitation.

## **Gold Badges**

The General Secretary, **David Cockroft**, announced the recipients of the ITF Gold Badge, awarded for long and dedicated service to the Federation. The first was awarded posthumously to **Jim Knapp**, who had been General Secretary of the National Union of Rail, Maritime and Transport Workers (Great Britain) and a long-serving member of the ITF Executive Board. Presenting the award, the General Secretary said that Jim Knapp had been a strong fighter for the ITF, and a great internationalist; it was immensely sad that he was not here today. His wife Eva accepted the badge on his behalf, recognising that Jim had loved the ITF. He had given the Federation not just his spare time, but had dedicated all the time necessary to get this vital job done, she said.

A Gold Badge was presented to **John Coombs**, previously General Secretary of the Maritime Union of Australia. John had worked hard on the ITF Executive Board and as Vice-Chair of the Dockers' Section. He had made great efforts to advance the position of women in the ITF and also promoted the cause of minorities around the world. Accepting the award, Coombs thanked his union and the affiliates in the region for their support, as well as the Secretariat and the staff of the ITF for their cooperation. Finally, he paid tribute to Jim Knapp, remembering that Jim had commanded a great deal of love and affection from ordinary working people.

**John Fay**, Seafarers' International Union of North America, received a Gold Badge. Awarding the badge, the General Secretary said that Fay had been a remarkable Chair of the ITF Seafarers' Section and had contributed a great deal to the maritime work of the ITF. Accepting the award, Fay said that receiving recognition from your peers was the greatest honour.

**Alfons Geeraerts**, of the Belgian Transport Workers' Union, BTB, was the fourth recipient of a Gold Badge. Alfons had chaired the ITF Inland Navigation Section since 1983, said the General Secretary; he had great pleasure in awarding the badge. Accepting the award, Geeraerts said this was the highlight of his career.

**Frode Gross**, of the Norwegian Engineers' Union, had worked extremely hard representing the ITF at the International Maritime Organisation, said the General Secretary, presenting the award to him. Accepting the badge, Gross said he was touched to receive it; he was glad the work he had done had been useful to seafarers.

A Gold Badge was presented to **Shoshiro Nakanishi** of the All Japan Seafarers' Union, who had been Chair of the Asia-Pacific Regional Committee as well as the Seafarers' Regional Committee. He had worked tirelessly on the ITF Executive Board and on the Fair Practices Committee, said the General Secretary. Nakanishi accepted the badge; it was a great honour, he said, reminding delegates of the importance of contributing to ITF solidarity.



*From left, Gold Badge recipients with General Secretary David Cockroft (right): John Coombs, John Fay, Alfons Geeraerts, Frode Gross, Shoshiro Nakanishi, Per-Erik Nelin and George Ryde.*

The fifth recipient of the ITF Gold Badge was **Per-Erik Nelin**, of the Finnish Seafarers' Union. Nelin had been an Executive Board member, a member of the Seafarers' Section Committee and had worked hard to coordinate Nordic input into the ITF, said the General Secretary. Accepting the award, Nelin thanked all the brothers and sisters for the honour.

The final recipient was **George Ryde**, formerly of the Transport and General Workers' Union in Great Britain, who had been the Chair of the Civil Aviation Section and had worked extremely hard in that position, the General Secretary said. Accepting the award, Ryde said he was extremely honoured, and recorded his gratitude to the Transport and General Workers' Union and to the affiliates of the Civil Aviation Section as well as to the ITF Secretariat.

#### **Closing addresses**

The General Secretary, **David Cockcroft**, thanked delegates for their patience and interpreters for their hard work. It had been a remarkable Congress in a beautiful city. There had been 574 delegates and 355 advisors at Congress from 296 unions in 86 countries. He thanked all those who had helped to organise the Congress, in particular the host unions, and local staff. Finally he thanked the ITF staff.

President **Umraomal Purohit** closed Congress, adding his appreciation to the ITF staff for their hard work, and also to delegates for their valuable participation. He looked forward to meeting again in four years' time in Durban, South Africa.

Source: Circular No. 236/A.30/2002, Annex

### Resolution No. 1: Globalising Solidarity

This 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that a substantial part of the Mobilising Solidarity programme approved at the 39th ITF Congress in New Delhi in 1998 has been successfully implemented;
2. NOTES too that the threats posed by the uncontrolled globalisation of the world economy have grown substantially and that effective international trade union action in defence of workers' rights is urgently needed;
3. NOTES too that the implementation of the programme has significantly improved the effectiveness of the ITF and the solidarity relations between ITF affiliates;
4. NOTES that this has included the development of major new initiatives such as the ITF summer schools, new ITF publications, and improvements in the ITF web site;
5. NOTES that this has included significant shifts in ITF activities including greater attention to campaigns;
6. GIVES its strong approval to the achievements of the programme so far as reported;
7. NOTES that there is still much to do to fully meet the objectives of *Mobilising Solidarity not just in transport, but in the world economy as a whole*;
8. REAFFIRMS its commitment to continuing to build greater solidarity within ITF unions and continuing to improve the working methods of affiliates in the direction called for in the *Mobilising Solidarity* programme;
9. CALLS on all ITF affiliates to appoint *Mobilising Solidarity* coordinators who will work to strengthen the implementation of the programme;
10. AUTHORISES the ITF Executive Board, in the light of the debate at this Congress, to authorise the continued implementation of the principles and policies laid out in Delhi as a programme for *Globalising Solidarity* in the period 2002-2006 and to report to the next Congress on progress made.

### Resolution No. 2: Developing an ITF Campaign Strategy

This 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002:

1. RECALLING that the programme adopted by the Delhi Congress Mobilising Solidarity proposed a major shift in ITF activities towards global campaigns,
2. NOTING that this has been successfully implemented, for instance through:
  - the Road Transport Section Action Days on Fatigue Kills
  - the Railway Action Days on Public Service and Safety First
  - the Civil Aviation Section Campaign against Air Rage
  - the Dockers' Section Campaigns against Cargo Handling by Seafarers and against Non Union Ports
  - global action by seafarers' unions to mark World Maritime Day,
  - the Action Day Women Transporting the World,
3. NOTING that the ITF Flag of Convenience Campaign has been further developed to include regional and subregional Weeks of Action, many of them involving unions which had not before been directly engaged in ITF campaign activity,
4. EXPRESSING its congratulations to affiliates who have participated in this campaign work, which has usually involved a wide variety of activities, tailored to national conditions, but under a clear unifying global campaign theme with a strong ITF identity,
5. NOTING that these activities have taken place in all regions and have often helped to provide a higher national profile to ITF affiliated unions,
6. NOTING that some lessons can be learned from the campaigns implemented so far, for example that:
  - ITF campaigns need to be rooted in issues of real concern to trade union members
  - ITF campaigns should mobilise activities and action by affiliates
  - Common campaign themes need to be relevant to unions in both developed and developing countries.
  - Slogans, materials and symbols need to work in a wide range of languages and cultural environments
  - Translating materials into local languages is very important
  - Unions and the ITF need a well developed communications/press strategy for each campaign
  - A wide variety of campaign actions are needed to ensure that all unions are able to participate
  - All activity requires a long period of preparation

# 40th ITF Congress Vancouver 2002

- Regional or subregional seminars or planning meetings can play an important role,
7. NOTING that ITF campaigns can achieve a number of goals, in addition to their explicit policy objectives. For example:
- Creating increased public and media attention for ITF affiliates
  - Raising the profile of ITF unions to governments and employers by demonstrating that they are part of an international movement
  - Demonstrating to union members the relevance and value of being part of the ITF
  - Linking union activists with their colleagues in other countries
  - Strengthening national unions by highlighting their global relationships
  - Building confidence and generating skills in global campaigning,
8. NOTING that the results of an evaluation of Mobilising Solidarity by the ITF Secretariat shows that these campaigns achieved widespread participation and that unions were able to develop a growing range of more imaginative campaign tactics. Through these campaigns both affiliates and the ITF Secretariat developed more experience and skills in global campaigning and built a strong momentum for regular action,
9. NOTING too that the evaluation has shown areas which need to be strengthened, for example:
- Focusing campaigns mainly within individual sections generates greater commitment by the unions but we need to ensure that the experience gained in different campaigns is effectively shared between sections
  - There is a need for some cross sectional campaigns linking issues which are shared by different ITF sections
  - The number of successful major global campaigns which can be organised in a year has to be limited, due to the pressure such campaigns impose on ITF resources for things like translation, printing, design work, media work etc and the workload on ITF affiliates
  - Affiliates can only be expected to participate in a limited number of campaigns each year, particularly those with membership in more than one section. Having too many and often overlapping campaigns risks generating 'campaign fatigue'
  - Having campaigns on the same issue for too long may also risk a campaign running out of steam
  - The issues around which the campaigns are generated are not always equally relevant to all national circumstances. There is a need for campaigns to have more flexibility for unions to adapt themes to their own priorities while retaining an international identity for the campaign,
10. NOTING that in future there is likely to be a growing demand for campaign techniques to be applied to assist strategic disputes, organising drives and corporate campaigns,
11. CALLS ON the ITF Executive Board, in consultation with the sections, regions, and other relevant parts of the organisation, to evaluate the lessons learned from ITF campaigns so far and to develop an ITF Campaign Strategy, which could include:
- Carrying out consultations with affiliates on their experiences
  - Holding Campaign Strategy Workshops involving concerned unions, the ITF Secretariat and, if necessary, outside campaigning experts
  - Establishing a more systematic way of evaluation of the strengths and weaknesses of campaigns and their outcomes
  - Looking at more effective internal coordination
  - Developing more guidance materials and training to assist affiliates participating in campaigns
  - Establishing an overall ITF campaign strategy for the next inter-Congress period.

### Resolution No. 3: Global Action Days

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that the ITF has been at the forefront of campaigning on issues of relevance to all transport workers through the medium of worldwide action campaigns in the various industrial sections including shipping, civil aviation, ports, railways and road transport;
2. NOTES also that these campaigns have greatly assisted transport trade unions worldwide in their national campaigns to highlight issues relevant to their members and to drive home the message that in the transport industry we are all part of a powerful and influential international family of unions;
3. STRESSES that the benefit of these Action Days is beyond question as evidenced by the degree to which more and more affiliates from every corner of the globe are participating with great enthusiasm and imagination that benefits all those who take part;
4. BELIEVES however that it might now also be appropriate to consider –the organisation of a 'Global Transport Action Day'. When such a Global Transport Action Day is organised there may be a need to restrict the use of individual sector based Action Days and other similar activities which as more and more initiatives are launched run the risk of Action Day overload;

5. BELIEVES FURTHER that such an approach would bring transport workers' trade unions together in the spirit of solidarity around a common theme and represent a better use of resources for the affiliates and the ITF;
6. RESOLVES therefore to request the Executive Board to develop a campaign strategy in consultation with the ITF's industrial sections to include global themes and to establish a network of national coordinators specifically for the purpose of coordinating Global Transport Action Days around agreed all embracing themes.

### Resolution No. 4: International Action Days

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that the work programme defined in Delhi at the 39th Congress of the ITF and entitled Mobilising Solidarity has been partially implemented through the successful international days of action which have furthered the development of solidarity and cooperation among ITF affiliates,
2. BELIEVES that we must now organise a second phase to consolidate and strengthen links between affiliates,
3. INVITES affiliates to share the information in their possession, particularly on company relocation and other types of social dumping,
4. REQUESTS the ITF to coordinate this information network and to fight these company strategies,
5. CALLS ON the ITF to carry out a periodic renewal of the programme of international days of action and the use of methods and issues able to mobilise each section, with the objective of achieving our aims.

### Resolution No. 5: Responding to the Rise of Logistics in the International Freight Transport Industry

1. The globalisation of the world economy has depended on the technical and organisational capacity of transport and telecommunications. Without the modern services of rail operators, road transport providers, container shipping lines, airlines and other transport providers, the global economic system could not function. The latest developments in the liberalisation of world trade and globalisation of production have led to a number

of industry changes focused in the global freight transport industry,

2. These latest developments in the process of globalisation have had major effects on the kind of demand being placed on transport services. Nearly every major industry in the world has experienced a rapid process of concentration into fewer bigger global corporations, with a growth in the use of subcontracting of 'independent' operators. Marketing and retailing have also become dominated by global companies. Current demands on transport are largely driven by the freight transport needs of the large global corporations. They include:

- the ability to handle an ever-increasing volume of international trade
- the ability to provide services at ever lower unit costs, putting further pressure on labour
- the capacity to provide flexible, reliable, time-sensitive door-to-door delivery systems (particularly with the financial pressures to reduce inventory levels leading to the increased use of just in time production methods in many industries)
- the ability to provide global/regional distribution networks for passengers and goods
- the capacity to integrate operations with the new high speed technology of e-commerce,

3. The impact of these pressures can be seen in a number of key developments in the transport industries,

4. As a result of intense competition unleashed by liberalisation, deregulation and privatisation transport companies themselves have increasingly concentrated into fewer, larger global operators. Airlines, which are limited by ownership rules in international agreements, have grouped into global alliances which currently control around 55 per cent of passenger flights and the pressure for a change in the rules to make mergers easier in the industry is growing. The shipping companies have seen mergers (many of them transnational) along with the expansion of container conferences. The top 20 container shipping companies now control 76 per cent of the world container fleet. Global terminal operators are starting to dominate the port industry, which is going through an intensive period of restructuring. Rail companies are only at the start of the process of privatisation and deregulation but major steps are taking place in the liberalisation of rail freight in Europe, while in North America two railroads look set to dominate the industry,

5. Mergers and alliances, however, increasingly tend to be between the 'core business' parts of the transport industry and are aimed at delivering seamless global distribution, marketing or

# 40th ITF Congress Vancouver 2002

route networks. Even in parts of transport such as road haulage where small operators will continue to make up the majority of the industry, these operators will increasingly have to work as feeders to, or under the franchises of, these global brands. Other parts of the industry are being outsourced and are themselves coming under the control of global companies specialising in ancillary transport activities,

## *Logistics: the Seamless Freight Transport System*

6. The logistics industry has emerged from the new transport demands created by the huge corporations that have emerged in the world economy. Many of these corporations can no longer cope with the enormously complex process of moving all their components, supplies and finished products at the right time and cost effectively between all their different suppliers, assembly plants, distribution centres and final customers. As a result companies are increasingly outsourcing what they call their supply chain or logistics operations,

7. Meeting this demand is creating a new generation of intermodal freight transportation and logistics companies. These are mainly being formed by existing transport companies buying into other sectors of transport. In particular, shipping lines have realised that corporate consumers of transport are not interested in port to port transport, but in door to door delivery. They have bought up or developed major internet facilities for customers to access their freight services electronically and for tracking all goods in transit,

8. Other companies already involved in logistics are the big freight forwarding or 'integrator' companies such as UPS and Federal Express. These are getting bigger, swallowing up smaller rivals to become truly global fast freight and supply chain companies. Both UPS and Fed Ex maintain air fleets bigger than those of many national airlines,

9. The liberalisation of postal services with their vast distribution networks has become the most dramatic factor in the development of logistics companies. The French post office La Poste has bought up DPD, the leading private parcel organisation in Europe, as well as Britain's Parceline. The Dutch postal service bought TNT Worldwide Express in 1996. Deutsche Post has bought 30 companies since 1997, including Danzas, the giant logistics and freight forwarding company, and DHL, the largest cross border air freight carrier. In 2000 Deutsche Post signed a cargo alliance with Lufthansa. Deutsche Post World Express is now one of the world's largest logistics companies,

## *The Transport Chain*

10. The emergence of the inter-modal logistics companies does not

just involve a restructuring of transport operators. It is dictating massive transport infrastructure investment decisions. An increasing proportion of this investment is private. It is increasingly being oriented away from the needs of national economies or local communities and towards the supply chain needs of international corporations. Major investment of infrastructure and new technology is being focused on global transport hubs. Logistics is increasing the transport and communications technology gap between the industrialised countries and the developing world,

11. Shipping lines: The 'door to door' philosophy has transformed many shipping lines into multi-modal logistics organisations. Shipping companies are investing in dedicated port facilities, rail facilities and trucking fleets. They are buying up major internet companies to market their services and to provide tracking facilities that enable customers to know the exact location of goods in transit,

12. Ports: Ports that aim to become container hubs are investing new deep water berths for a new generation of super container ships, vast container stacking areas, and the construction of distribution and logistics centres at or near to the port. Port operators are even developing inland terminals and distribution centres for containers and automated centres for bulk cargo are similarly being developed. Improvements in onward transport links mean that the exact geographic position of a port is increasingly less important,

13. Civil aviation: What's happening in the ports is also happening in the airports, which have started to offer similar logistics facilities and distribution centres on site. Airline ownership laws are under pressure to allow not only transnational but intermodal company ownership. Most airlines are separating their air freight business into independent cargo subsidiaries and are developing separate global air cargo alliances. Furthermore there is a pressure being led by companies like UPS and Federal Express, to place air cargo transport into a completely separate regulatory regime from passenger air transport, placed under GATS rather than ICAO. In an industry where safety and security is vital this threatens to create a two tier set of rules and standards. This may ultimately undermine standards throughout the industry,

14. Railways: The new demands of logistics, including the development of regional port/airport hubs, requires railways to adapt to new market conditions. Previously the role of the state-owned railways was purely that of a transport carrier. Today, within a complex logistics chain, they have to take on new functions for which insufficient investment is provided by the public purse. North American railways have reoriented their operations, through

various mergers, to reflect the continent-wide market created by NAFTA. In December 1999, European Union transport ministers agreed to liberalise the railways to allow the setting up of a Trans European Railway Freight Network, opening up rail freight to new 'authorised' companies. As yet these trends mainly affect the industrialised countries, which are involved in forging regional economic blocs. However, similar developments are taking place in the transition countries (e.g. CEE countries) where due to external pressures, very one-sided liberal policies are being pursued,

15. Road transport: Road will continue to be the dominant form of inland freight transport but also the mode which has the lowest level of trade union organisation and the most insecure jobs and working conditions. Speed and reliable delivery times are vital requirements. Delivery networks need to include seamless connections to rail and sea and air transport. As the complexity and demands of just in time delivery increase there is a growing trend of companies contracting out deliveries, which used to be done by an in-house delivery fleet. When they do so they frequently actively favour owner-operator arrangements, although the contractors continue to be dependent on the company's business. Some international agencies such as the World Bank are encouraging this trend,

16. Inland waterways: In Europe inland waterways are seeing new traffic as a number of logistics centres become located inland from ports utilising links not only by rail and road but by waterways. In regions where infrastructure capacity in other overland transport modes has reached its limits there may be attempts to put more investment into inland waterways, which has environmental advantages but which suffers from the increasing use of flags and crews of convenience,

17. Workers in the transport chain: Privatisation and deregulation have placed the transport industries in a new environment of ferocious global competition. This has placed enormous downward pressure on labour costs,

18. The transport chain is adding new pressures on labour. The increasing involvement of shipping companies in landward side activities to a large extent reflects the fact that costs in the seaward side of the transportation have gone as low as they can. The shipping companies who are selling door to door delivery services do not want to lose these savings on the inland side of the transport journey. Their investments in intermodal transport aim at bringing these landward side costs down,

19. The development of an intermodal logistics approach to transport has gone hand in hand with intensified pressures on

working conditions, work practices and employee rights. Workers in all the transport modes have experienced:

- increasing levels of automation particularly aimed at speeding up turnaround times
- removal of longstanding protections against casual labour (especially in the ports)
- increased labour flexibility
- pressure on working hours and shift systems
- massive reductions in manning levels
- massive increases in work intensity
- increased attacks on union organisation
- pressures to reduce wage costs
- pressures to ignore or break national regulations and laws

20. The restructuring of transport management and the critically important use of new technology for the marketing, warehousing, and tracking of freight has made areas of non-mobile work of increased significance in freight transport. Distribution centres have become a strategic element in the logistics chain. This office work is often done in call centres and is frequently mainly performed by women. These are groups of workers who have often not been targeted for organisation by transport unions,

21. The impact of the rise of logistics in the freight transport is uneven. In developing countries there has been little apparent impact as yet. However, transnational, intermodal logistics companies are fast becoming the dominant force in global transport and this will inevitably affect jobs and working conditions in all regions. They are driving forward the process of liberalisation and deregulation. They are blurring the lines between the different modes of transport. However, this new development in the industry is relatively little known to, or understood by trade unions and their members. There is a strong need for more information about the emergence of logistics,

This 40th Congress therefore RESOLVES that the ITF should:

- Continue to oppose privatisation and deregulation whenever it has a negative impact on transport services or the conditions of transport workers
- Maintain its demand for a central role for government regulation and public policy in passenger and freight transport
- Develop a strategy to deal effectively with intermodal transport companies, including a cross sectional approach within the ITF.
- Promote information and education about logistics among affiliates
- Defend workers, passengers and the general public against the erosion of safety standards in the process of industry restructuring



# 40th ITF Congress Vancouver 2002

- Promote international trade union coordination within logistics companies, including working together with other global union federations concerned with logistics, such as UNI
- Promote union organisation in transport related sectors of work created by the emergence of logistics companies, including sectors of non-mobile work, which frequently have a predominantly female workforce.
- Promote solidarity among workers in the transport chain and to guard against company strategies to pit different groups of workers against each other
- Promote core labour standards for all workers in the transport chain
- Challenge the strategy of companies and international institutions to expand the self-employed/owner-operator, small business or 'informal' work as a means of undermining trade unions.

## Resolution No. 6: Changes in the International Trade Union

### Movement: Moving forward with the Wider Trade Union

#### Movement

1. This 40th Congress of the ITF RECOGNISES the major changes which are taking place in the global economy and which provide both challenges and opportunities for the trade union movement,
2. The Congress APPRECIATES the growing movement for greater corporate responsibility including respect by global capital for international standards of behaviour on both social and environmental questions which has been reflected in, amongst others, the ILO Declaration on Fundamental Rights adopted in 1998, in the Global Compact launched by the United Nations in 1999, the Global Reporting Initiative and the recent revision of the OECD Guidelines on Multinational Enterprises. All of these make reference to ILO Core Labour Standards including those covering freedom of association, child labour, discrimination, and forced labour,
3. RECOGNISES too the growing pressure from the international trade union movement, led by the ICFTU and the global union federations, for much closer links between the moves to liberalise international trade in both goods and services through the World Trade Organisation and respect for the ILO's core labour standards and the failure of the 2001 WTO Doha conference to achieve any significant linkage between trade liberalisation and social questions, which increases the concern of trade unions and civil society in general about the consequences of globalisation,
4. WELCOMES the use of the term 'global unions' to describe all

the organisations which together make up the free independent and democratic international trade union movement,

5. WELCOMES too the launch by the ICFTU Congress in 2000 of the Millennium Debate on the future of trade unionism which was designed to improve the effectiveness of international trade union structures and activities a decade after the end of the Cold War, and which includes examination of:

- trade union organising and strengthening national structures
- tackling the multinational companies
- transformation of the global economy and the institutions which can affect decisions
- constitutional and regional issues
- campaigning and communications

6. BELIEVES that historical divisions between international bodies which organise democratic trade unions are looking increasingly out of date,

7. NOTING the rapid spread of international ownership, privatisation and deregulation of transport undertakings, the rise of logistics which links together transport modes, the development of multinational companies which cover many different industries, and the increasing subcontracting out of services traditionally done by employees of transport bodies to companies which may have their principal interests in other industries such as security or catering

8. NOTING too the urgent need for trade unions to organise and defend the rights of unprotected/informal workers which can make up a majority of the workforce in many countries, and which represent a high proportion of workers in road transport and fisheries,

9. STRESSING that the organisation of workers into trade unions, the use of more sophisticated tools to influence corporate behaviour, and the forging of more effective international solidarity action — all part of the Mobilising Solidarity programme — can only work if trade unions in every sector of the economy, and their respective international organisations, work in close partnership and cooperation,

10. SUPPORTS the work of the Global Unions Working Group on Workers' Capital and calls on affiliates to consider ways in which guidelines and codes of practice on investment policy can be used to exert pressure on private employers in the context of international campaigns,

11. RECALLS that many of the recent examples of effective

international solidarity have been most effective when there was close communication and mutual support between ITF affiliates, the national trade union centre, the ITF, the ICFTU and other global union federations,

12. NOTES the continuing discussions which have taken place between global union federations leading to mergers and closer working relations,

13. NOTES also important developments at national level as unions in different industries, sometimes including those organising transport workers, have adopted new structures to meet the needs of the modern economy,

14. EMPHASISES too the need for closer working relations between ITF sections in dealing with transport and logistics companies,

15. STRESSES the need for the ITF to continue to strengthen working relations with the ICFTU, and with the other international trade secretariats,

16. EMPHASISES the importance of adopting more formal structures and policies to deal with the major corporations which are active in transport based on experiences of other secretariats in working on framework agreements, company councils or working groups and on securing declarations from major employers of support for the UN Global Compact, the ILO Fundamental Declaration, the OECD Guidelines and other relevant international instruments,

17. BELIEVES that the development of regional social dialogue systems such as the European Works Councils which are being created under EU law should be encouraged but should be clearly identified as building blocks in the process of creating global worker solidarity within individual companies and not an alternative to it,

18. STRESSES the importance of close relations with the global union federations which organise the customers and suppliers of transport companies as well as those which are working to establish links with corporations where transport is one of a number of activities and notes some examples of these initiatives in the past period, such as:

- Joint work with the Public Services International (PSI) in relation to World Bank programmes on privatisation and enterprise reform, within the ILO on the privatisation of municipal services, and on analysing developments in urban transport

- Cooperation with the International Union of Food and Allied Workers (IUF) and Union Network International dealing with issues such as the growth of catering and security companies as contractors to aviation and other transport operators
- Joint work with the International Union of Food and Allied Workers and Union Network International in relation to the tourism industry
- Work together with the International Chemical Energy and Mineworkers Federation (ICEM) on putting influence on companies active in the offshore oil industry to recognise seafarers' unions organising companies which operate supply boats and ITF assistance in terms of solidarity action during disputes by ICEM affiliates
- Work with the International Metalworkers Federation on ship scrapping and shipbuilding
- Increasing work with the construction and woodworkers' international IFBWW both on the maritime transport of logs for the paper industry and in relation to transport as a key factor in framework agreements with major furniture companies,

#### The Congress:

- REAFFIRMS support for the Millennium Review process which should include proposals for a coordinating structure for international trade union cooperation, which provides a better balance between the national centre-based and the industry-based wings of the movement than the current structures, and which seeks an end to the ideological splits in international trade union structure;
- STATES its strong commitment to the development of regional activity in coordination with national centres and other industrial trade unions through a close working relationship between the ICFTU and ITF, on the basis of equality within all regions, including Europe, where the ETUC should establish closer working links with the global level;
- BELIEVES that the fundamental principle for effective trade union structures should be the ability to deliver effective services to national member organisations, and underlines that the ITF, representing the special interests of workers in different branches of transport, is an effective provider of such services. It therefore strongly supports the continued existence of the ITF as a separate organisation while developing ever closer links with other national and international trade union bodies;
- CALLS ON the ITF to work to conclude framework agreements or other instruments with key transport undertakings which commit them to observance of fundamental trade union and human rights including, as a minimum, those established as core labour standards in the ILO Declaration on Fundamental Rights; and supports the establishment of global structures for establishing dialogue with key transnational transport

# 40th ITF Congress Vancouver 2002

companies in cooperation with other global union federations where transport is only one part of a company's operations;

- CALLS ON the ITF Secretariat to develop model clauses on the socially and environmentally sustainable transport of goods that can be used by other trade union organisations engaged in the negotiation of framework agreements and related instruments;
- ASKS all affiliates to explore, via their national ITF Coordinating Committee and/or their national trade union centre, as appropriate, the establishment of close working relations in organising new categories of worker, including informal workers, the establishment of decent conditions for the transport of goods and passengers, and the retention and expansion of trade union membership and trade union conditions for workers when services are contracted out;
- CALLS ON all affiliates to organise, in cooperation with the ITF, education programmes about the potential instruments and tools which the global economy offers to exert influence on the behaviour of international companies and national governments.

## Resolution No. 7: The Popular Movement to Reform the Globalisation Process

1. NOTES that the process of economic globalisation is having a major impact on workers, communities and populations all around the world. It has led to an acceleration in economic inequalities between rich and poor, within and between countries, a reduction in the influence of governments compared to that of corporations and a cut in the importance of public services,
2. NOTES that international financial institutions such as the World Bank and the International Monetary Fund have actively promoted privatisation and economic liberalisation through structural adjustment programmes which have concentrated on the privatisation of services and the introduction of competition irrespective of national circumstances or the wishes of democratic governments,
3. NOTES the emergence of a consensus in favour of liberalised trade relations led by bodies such as the World Trade Organisation and supported by other inter-governmental agreements and bodies such as the OECD, the European Union, the Free Trade Area of the Americas and Asia Pacific Economic Cooperation (APEC),
4. NOTES that these developments have undermined national and local democratic processes which has led to widespread public concern and generated an active and broad based international movement protesting against this process. This movement includes trade unions, environmental and other groups and has targeted the institutions promoting globalisation, leading to mass protests in Seattle, Prague, Davos, Quebec and elsewhere,
5. NOTES that globalisation and liberalisation have resulted in a loss in decent jobs and have led to a growth of insecure and unprotected forms of employment outside union protection, particularly in forms of work classified as informal,
6. NOTES in particular the encouragement of 'informal work' in the transport sector through developments such as self employment and contract work, which often replaces direct employment and which is frequently used as a means to take workers out of social protection and union organisation,
7. NOTES the involvement of the work of the Global Unions group including the ICFTU, the ITF and other global union federations to ensure that core labour standards are fully respected when international trade liberalisation is negotiated and to exclude key public services from the process of privatisation and liberalisation,
8. NOTES AND ENDORSES the work of the ITF in putting pressure on institutions such as the World Bank to take full account of the views of trade unions,
9. NOTES the developments in the programme and activities of the WTO and ENDORSES the work of the ITF in monitoring these activities and pressuring for more transparency,
10. NOTES the work of the ICFTU in promoting policies in favour of sustainable development in its dialogues with such bodies,
11. NOTES that the ITF has worked with the ICFTU in forums like the UN Commission on Sustainable Development to promote the concept of a sustainable transport industry serving the development needs of countries and communities, operating to high safety standards, minimising environmental damage, and providing decent working conditions and employee rights,
12. NOTES the engagement of the international union movement in initiatives in favour of decent work and core labour standards such as the UN Global Compact, Global Reporting Initiative, OECD Guidelines for Multinational Enterprises and the negotiation of framework agreements with multinational companies,
13. RECOGNISES that the protest movement against economic globalisation has mainly focused on:
  - Loss of democratic control over major economic decisions
  - Loss of public services and the changing role of the state

- Growth of economic disparities between rich and poor
  - Growth of insecure forms of employment
  - Massive debt and impoverishment of developing countries
  - Environmental degradation,
14. NOTES that these protest actions have involved a wide variety of organisations such as environmental groups, consumer organisations, anti-poverty groups, human rights groups, Third World development organisations and a host of single issue bodies and that this movement has intensified in the light of the failure of the WTO's Doha conference to establish clear links between trade and labour standards,
15. RECOGNISES that on the contrary, deadlines and detailed negotiation procedures for the GATS agreement were fixed,
16. NOTES that, while trade unions share many of the same concerns as these organisations and protestors, they have often had cause to be cautious of them. Unlike unions whose mandate comes from their members, these organisations sometimes lack a clear mandate and often represent trade unions as only being concerned with narrow sectional interests,
17. RECOGNISES, nevertheless, that trade unions and many other organisations in the socially progressive anti-globalisation movement share many common criticisms of the process of economic globalisation, and welcomes initiatives such as the World Social Forum which bring together a wide range of organisations in a common movement,
18. RECOGNISES that many of the solutions to the prime concerns of trade unions can only be addressed by changes in the overall political environment which can only be achieved by widely based popular pressure,
19. RECOGNISES that trade unions also need to pay attention to the needs of all workers who suffer from the effects of economic liberalism,
20. NOTES that many affiliates work closely with various NGOs and pressure groups at the national level in their own countries,
21. NOTES that the ITF in many of its own campaigns has managed to develop positive alliances with non trade union bodies such as environmental organisations, transport safety organisations, and human rights organisations.

This Congress therefore:

- REAFFIRMS its support for the engagement of the

international union movement in dialogue with multilateral institutions such as the World Bank, WTO and OECD, aimed at putting forward trade union views concerning the impact of the activities and programmes of these bodies,

- REAFFIRMS that it is necessary for the ITF and its affiliated unions to intensify efforts (education, seminars, etc) to provide information on WTO issues to enable affiliates to properly understand the effects of WTO policies and to participate more effectively in the discussions in their respective countries,
- CALLS UPON Governments and international bodies to develop structures and mechanisms to ensure more effective social controls over the process of globalisation,
- SUPPORTS a strategy, wherever appropriate, of working with NGOs which are supportive of trade union goals, and to develop broad alliances to join active mass campaigns aimed at fighting the poverty and disempowerment caused by economic globalisation,
- REAFFIRMS its support for the concept of sustainable development, including a sustainable transport industry, which insists upon democratic accountability in economic decision making, consultation with trade unions, and recognition of the need for decent and secure employment and trade union rights,
- STRONGLY SUPPORTS ITF involvement in the movement to control globalisation, for example through the World Social Forum in Porto Alegre, and its activities, while supporting too the global unions efforts to secure greater respect for trade union concerns in the work of the World Economic Forum,
- SUPPORTS the development of an action programme during the next inter-Congress period 2002-2006 building active links, where appropriate, with passenger, community, environmental, human rights, women's and other organisations in order to develop a broad based political campaign capable of challenging many of the assumptions behind structural adjustment and corporate led economic globalisation put by governments and international institutions.

### Resolution No. 8: Organising Workers in Informal and Unprotected Work

1. Millions of people in the world work with a minimum of security and no guarantee that they will bring in sufficient money to live on, in what is called precarious, unprotected or 'informal' work. In conjunction with the process of globalisation, recent years have seen a phenomenal growth in the number of informal workers. According to the ILO, as many as 50 per cent of all jobs in urban areas in most developing countries, and almost as many in some of the countries of Central and Eastern Europe, are in informal work. In the industrialised countries, while the informal economy

# 40th ITF Congress Vancouver 2002

is on a smaller scale, the indications are that it is growing,

2. There is no widely agreed definition of informal work, which easily leads to confusion about which types of workers are being referred to. What we need to understand is that informal work is a survival strategy for workers when secure wage jobs are not available, not a choice made by the workers themselves,

3. The term 'informal sector' is misleading and dangerous. It leads some governments to treat this 'sector' as a separate industry which needs encouragement and support because it has produced jobs. The term can also be used as a means of undermining trade union organisation and collective bargaining,

4. Informal work is usually unrecorded and often illegal work, outside social security regulations, and is not covered by protective legislation. Sometimes this work involves genuine self employment or working for a small family business but in transport it often consists of insecure or casual work substituting for direct employment by a larger business,

5. The ITF believes that any worker engaged in activities in the transport sector is a transport worker, should be protected by transport workers' unions and covered by protective laws and collective agreements,

6. Unions, whose principal activity is collective bargaining, need to consider in which ways they can provide support to many thousands of transport workers in situations notable for the absence of collective bargaining,

This ITF Congress, therefore:

- NOTES the rapid expansion in numbers of workers in informal/unprotected work in most regions of the world accompanied by a reduction in the number of jobs covered by labour legislation, collective bargaining and trade union membership,
- NOTES that this problem is at its most acute in sectors such as agriculture, textiles and clothing, catering and commerce, where homework and streetwork have become widespread, that it has been encouraged by the privatisation of public services and deregulation and that it is growing in importance in parts of the transport industry,
- NOTES that there is widespread confusion about the definition of informal work and that in reality it covers a wide range of different forms of employment, each of which properly relates to the economic sector concerned,
- REJECTS the use of the term 'informal sector' and declares that all workers in transport, whatever their legal status, are

transport workers,

- NOTES that many employers, governments and international financial institutions see the creation of informal work as a means of undermining social protection, weakening trade unions and increasing 'labour flexibility',
- NOTES that structural change, deregulation and privatisation, together with the increasing use of subcontractors, has resulted in thousands of transport jobs in developed and developing countries being 'informalised' by the increased use of casual and 'temporary' work by people who are often legally classed as self employed,
- SUPPORTS the struggles of all transport unions to defend jobs and working conditions, to bring all workers under effective legal, trade union and collective bargaining protection, and to end the division of the workforce,
- SUPPORTS attempts to bring all workers in the transport industries, whatever their legal status, under the protection of trade union organisations and the efforts of trade unions to limit the use of informal employment,
- NOTES the efforts of NGOs and other community organisations to assist the organisation of informal workers and supports any such efforts which are carried out in full cooperation with the trade union movement,
- CALLS ON governments to ensure that laws providing basic labour standards and protections are applied to all workers in all forms of employment,
- CALLS ON all ITF affiliates to carefully examine their own structures, strategies and working methods to ensure that they assess the importance of informal work within their own branch of transport and take the necessary steps to help ensure that informal workers are effectively covered by legal and trade union protection,
- CALLS ON the ITF to look at successful strategies and methods that have been used by trade unions and others for pursuing these goals, and to develop education materials and programmes to assist affiliates.

## **Resolution No. 9: Globalisation and Transport Workers**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002, NOTES:

That the characterising trait of the deep-rooted changes that have affected both the economy in general and social models in particular lies in the sheer scale and extent of the effects they produce at worldwide level;

That globalisation is in itself an ambivalent process: on the one

hand it can generate new opportunities for social equality and the economic improvement of millions of people, while on the other hand, it can induce further and more brutal forms of exploitation, of dependency between North and South, between geographic regions or, within those regions, between different countries or social groups;

That the current globalisation phase is marked by liberalist policies and economic strategies: traditions, cultures and ways of life have had to rapidly come to terms and deal with the logic of regulation-free competition. This increased imbalance between countries, regions and persons has encouraged the wild and exploitive use of resources, especially natural and environmental. This globalisation reflects and strengthens a socially unsustainable and environmentally incompatible model of development and translates into an absence of common strategies, rules, regulations and basic democratic rights. It obstructs the growth of sustainable development and the fair and equal distribution of benefits and opportunities, it may provoke forms of recession and dramatic tension between countries all the while giving rise to new forms of protectionism, new conflicts and irreversible damage to the natural environment. In order to contrast the detrimental effects on workers, in particular transport workers, we must put forward and promote positive values and concrete objectives;

That the above-mentioned ambivalence of globalisation is particularly evident in the effects it has on the lives of women. Both the Northern and Southern hemispheres, global economy might have caused an apparent increase in female employment, but it has also increased gender inequality especially in the areas of part-time, seasonal, contractual and atypical work and casual labour. However, an active role of women in the world of work and the trade union movement positively affects and influences the material and psychological well-being of the entire family as well as helping to fight infant mortality;

1. That trade unions, the world over, aim at defending the interest of workers based on values such as solidarity and equality. For this reason they must promote development that increases personal freedom, the ability and possibility to choose one's own future and the right to enjoy education and lifelong learning. In order to contrast globalisation based exclusively on economic and financial issues the international trade union movement must aim at globalising the union of rights;

2. Therefore, in the hope that one day effective international regulations on social, human and trade union rights will be enforced at regional and international level in the wake of a

renewed campaign by national unions and international federations, the ITF CALLS ON its affiliates to promote and adopt as a matter of priority at all levels of its organisation, in all national and international organisms and institutions as well as at all industrial levels, the following guidelines aimed at directly influencing working conditions in transportation and creating harmonised issues capable of reducing the 'social dumping' generated by competition:

- a. To consider personal rights, the rights of citizens, the rights of transport workers and the rights stemming from work as basic unalienable rights;
- b. To secure respect for the professional and social status of workers enacting all necessary measures so as to ensure that this recognition, be it professional certification or licence, becomes part of the worker's cultural patrimony and a tool towards providing job opportunities;
- c. To ensure the prevention of risks, to protect the health of workers from harmful agents and stress, to certify the safety of workers in the workplace by guaranteeing levels of excellence with regard to industrial environmental structures and the adoption of the mechanisms necessary to protect the lives of transport workers who in the course of there are particularly vulnerable and exposed to acts of terrorism;
- d. To invest in women by promoting equal opportunities, facilitating active participation in activities such as politics and trade unionism and involvement in all social and economical aspects of everyday life as a means to affirm the concept that 'growth is freedom' as well as the value of democracy;
- e. To promote the right to lifelong learning as a means to achieve personal growth, to become a driving force in the world of work, to fight unemployment and expulsion from the production cycle, as well as contributing to the dignity and self-esteem of workers themselves.

### **Resolution No. 10: International Solidarity and Transport Workers**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING the aspiration of companies to become increasingly international,
2. NOTING that by globalising their activities, companies often escape national limitations imposed through collective agreements and labour legislation,
3. NOTING ALSO that there are many examples all over the world of national trade unions being confronted with the fact that they

# 40th ITF Congress Vancouver 2002

are subjected to competition for jobs with trade unions in other countries,

4. OBSERVING that international capital is not slow in using this wage competition,
5. OBSERVING FURTHER that instead of creating trade union alliances against social dumping, workers compete for jobs using their pay and employment conditions,
6. CONSIDERS that the ITF has a key role in bringing together trade unions from all over the world to study and create networks aimed at confronting the imbalance between capital and labour,
7. CONSIDERS ALSO that the ITF has a key role in influencing politicians around the world to strengthen and increase wage earners' capacity to combat social dumping,
8. BELIEVING that there is a clear need to undertake comparative studies of differences in pay and employment conditions of transport workers all around the world,
9. BELIEVING FURTHER that through such surveys, ITF affiliates will be better prepared to confront globalisation and its negative effects on employment conditions and jobs,
10. BELIEVING ALSO that it is equally important through this type of survey to ascertain what means are available to support trade unions that are threatened by social dumping – if necessary through international trade union solidarity action,
11. MAINTAINING that the entire trade union movement the world over has made a mutual trade union pledge never, under any conditions, to sell itself at a price other than that which we have agreed on, and that by keeping this pledge, we can jointly maintain a decent life for all members,

This Congress therefore RESOLVES:

- a. To urge ITF sections to conduct international surveys of the pay and conditions of workers in their section,
- b. To ask the Executive Board to examine campaign methods including the use of the ITF International Solidarity Fund and other solidarity funds which could be used against employers which make use of social dumping as a means of competition,
- c. To request the ITF to report back on its actions to affiliates by 31 December 2003.

## Resolution No. 11: Wage Dumping and the Negative Consequences of Globalisation

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that competition on the basis of labour and social standards (i.e. wage dumping) continues to be an issue that confronts many transport workers' trade unions, particularly in shipping, but increasingly in other industries such as civil aviation, road transport and the railways;
2. NOTES also that wage dumping is not just an issue between transport workers from developed and less-developed countries as is commonly assumed but between high wage cost and low wage cost countries irrespective of the level of economic development and of particular significance in respect to the European Union and other economic and political blocs;
3. BELIEVES that there is a great deal of misunderstanding prevalent even on the trade union side about what wage dumping represents and consequently what the concerns of the trade unions are to the extent that social dumping is being misrepresented as a xenophobic attitude towards foreign or guest workers being employed or having access to jobs;
4. RECALLS that Resolution No. 1, on Transport Workers and the Global Economy adopted by the ITF 39th Congress in New Delhi correctly highlights the relevant issues of concern to transport workers trade unions facing the rapidly globalising economy and the effects of competition from lower cost workers;
5. RESOLVES THEREFORE that an ITF campaign should be launched aimed at educating and influencing those who do not understand the issues and securing support for policies designed to ensure that workers are not discriminated against on the basis of nationality and receive terms and conditions that are no less favourable and do not undermine those prevailing for workers who are nationals of the country where the work is being carried out.

## Resolution No. 12: Globalisation

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. EXPRESSES its deep concern regarding the ever-increasing moves towards the globalisation of trade in goods and services and the growth of transnational/multinationals, which has

ultimately led to the exploitation of workers;

2. NOTES that the transnational/multinationals continue to promote measures, which are designed solely to maximise profits thereby highlighting the need to establish enforceable minimum standards, wherever these multinationals operate;

3. CALLS UPON THE ITF TO:

- a. Encourage the negotiation of framework agreements with employers that ensure some form of commonality of conditions with an emphasis on decent work and good employment rights;
- b. Extend ITF campaign actions to include a wide range of tactics, including, where appropriate, the naming and shaming of companies/employers that flagrantly abuse minimum standards and fail to apply employment standards based on ILO core conventions and the ILO's Decent Work Programme;
- c. Work with the ICFTU and unions in other Global Union Federations (GUFs) to organise and promote an international 'Globalisation Day' which would highlight the problems facing our members who struggle daily with harsh effects of globalisation in which all sections of the ITF and its affiliates can participate, and;
- d. Ensure that human rights abuses by companies/governments against trade unionists for carrying out their duties are highlighted, and representations made to the appropriate bodies to ensure that any such abuses do not occur in the future;
- e. Consider working with NGOs (non government organisations) friendly to the trade union movement in furtherance of these objectives.

4. CONSIDERS that the rallying of trade union capacity necessary to meet the globalisation of the labour market and the need for international regulation of working conditions will not succeed, unless we manage to turn round the downward trend of trade union membership figures,

5. MAINTAINS as a result that it is essential to explain the connection between the need for an international trade union rallying of capacity and national trade union work in order to be convincing about the importance of trade union activities and trade union membership, thereby attracting potential members,

6. MAINTAINS ALSO the need for local trade union activities, i.e. the work done in the workplace, to reflect members' interests and to be involved in national and international trade union activities,

7. MAINTAINS FURTHER that efforts are needed to open up opportunities for involvement in trade union activities for young people, migrant labour and women. The most obvious are equal opportunities and dealing with matters of importance to them,

8. RESOLVES

- a. That the ITF should urge its affiliated unions to organise their trade union activities in conjunction with their international activities,
- b. That the ITF should urge its affiliated unions to intensify their recruitment of new members in general, with specific reference to young people, migrant labour and women,
- c. That the ITF should design its activities so as to facilitate its affiliates' recruitment of new members.

### Resolution No. 13: Organising in Transport

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that globalising of the labour market has resulted in an increased need for employment protection for those who work in the transport industry, particularly because of the increasingly dominating position of large transnational companies,
2. CONSIDERS that the action needed to produce this protection demands a rallying of international trade union capacity of a kind never previously experienced,
3. NOTES at the same time that the number of trade union members in the so called industrialised part of the world is falling, and that it is clear that groups such as young people and migrant labour join unions to a lesser extent,

### Resolution No. 14: Women Transport Workers

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING that
  - a. There are more women working in the transport sector than ever,
  - b. That more women than men are employed in informal work, that more women are working throughout their reproductive years and that women, especially younger women, are more likely to be unemployed,
  - c. That women transport workers are at the lower end of a segregated labour market and continue to be concentrated in a few occupations, to hold positions of little or no authority and to receive less pay than men,



# 40th ITF Congress Vancouver 2002

## 2. NOTING FURTHER that

- a. More women are being organised into transport trade unions – making up at least 12 per cent of transport sector membership – and that the transport workforce is becoming more diverse and complex,
- b. That despite this, gender perspectives are rarely prioritised, and that in collective bargaining, the concerns of women are often relegated to a secondary status,

## 3. CONSIDERING that

- a. The sale of publicly-owned and run services have led to a deterioration in working conditions which have impacted seriously on women transport workers – who in many sectors are becoming marginalised in casual and informal employment,
- b. Legislation does exist in many countries to protect family rights – including reproductive rights and breast-feeding breaks – but that in reality these rights are either not delivered for women transport workers in accordance with ILO Conventions, or are undermined,

## 4. BELIEVES that

- a. The maintenance of comprehensive trade union rights, in accordance with ILO Conventions, is essential to protect the livelihoods of women workers,
- b. Efforts to improve conditions for women workers tend to have positive results for male colleagues,

## 5. Congress RESOLVES:

- a. To ensure that trade unions continue to evolve into organisations that can respond to the demands of a changing workforce, by paying particular attention to the trade union training of young people and women leaders as well as to strategic planning for those already holding leadership positions,
- b. To support the ITF's continuing education activities and reinforce the ITF's network of women workers, providing network members with tools and materials to ensure a constant flow of information between women trade unionists,
- c. To call for a gender analysis of the effects of regional economic integration on the employment of transport workers, to be used as a basis for future campaigning positions with respect to women's basic rights,
- d. To collect data on transport companies that use blatantly discriminatory practices and to mount publicity campaigns to expose these companies,
- e. To support March 8th as a Global Unions campaign day and to use ITF campaigning opportunities to activate, recruit and organise women transport workers,

- f. To organise future events in the region to examine gender and youth issues, which involve both men and women.

### Resolution No. 15: Trade Union Rights

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that it is a basic human right that 'Everyone has the right of freedom of peaceful assembly and association' (Article 20 of the United Nations Universal Declaration of Human Rights of 1948) and that 'Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.' (Article 1 of the International Labour Organisation Right to Organise and Collective Bargaining Convention of 1949),

2. NOTES FURTHERMORE that Article 8 of the United Nations International Covenant on Economic, Social and Cultural Rights states:

1. The States Parties to the present Covenant undertake to ensure:
  - a. The right of everyone to form trade unions and join the trade union of his choice, subject only to the rules of the organisation concerned, for the promotion and protection of his economic and social interests. No restrictions may be placed on the exercise of this right other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;
  - b. The right of trade unions to establish national federations or confederations and the right of the latter to form or join international trade union organisations;
  - c. The right of trade unions to function freely subject to no limitations right other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;
  - d. The right to strike, provided it is exercised in conformity with the laws of the particular country,
2. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces or of the police or of the administration of the State,
3. Nothing in this Article shall authorise State Parties to the International Labour Organisation Convention of 1948 concerning Freedom of Association and Protection of the Right to Organise to take legislative measure which would prejudice, or apply the law in such a manner as would prejudice, the

guarantees provided for in that Convention,

3. BELIEVES that the continued existence of free trade unions, in every country in the world, is of fundamental importance. It is through membership of free trade unions that workers can establish decent working conditions, and maintain and seek to improve on them,
4. CONDEMNS any actions by Governments that would tend to reduce or remove the effectiveness of unions, particularly restrictions on the basic right of all workers – to withhold their labour in times of dispute. Such restrictions strike at the very heart of our movement and are totally unacceptable,
5. ALSO CONDEMNS those Governments that condone, or collude with, physical attacks on fellow trade unionists, by those such as criminal, paramilitary or security/intelligence forces. Such attacks range from intimidation and assaults, to the ultimate obscenity of murder,
6. CALLS ON all affiliates to campaign in their countries to persuade their own Governments to take sanctions against the Governments of countries that permit such attacks on human rights,

### Resolution No. 16: Peace

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONDEMNING the terrorist attacks in New York and Washington on 11 September 2001 which used civil aircraft as weapons, and expressing deepest sympathy to the workers and the people in general who were made victims of this atrocity,
2. EXTENDING condolences to the innocent citizens who lost their lives in military operations,
3. CONDEMNING state violence and repression against the Palestinian people,
4. CONDEMNING terrorist activity against Israeli citizens, including suicide bombings,
5. CALLS ON all parties to urgently put in place a process that ensures the peaceful coexistence of both a Palestinian and an Israeli state,

6. RECALLING the importance of nuclear disarmament and world peace reaffirmed in the 39th ITF Congress resolution on nuclear arms and peace,

7. BELIEVES the cycle of violence and counter violence must be broken and that the ITF and the trade union movement should be committed to an active role in promoting peace,

8. RESOLVES to protest any act of terror and war which threaten the lives of workers and civil society, to aim at resolving conflicts by non-violent means, and to take actions for creating a peaceful society in every country.

### Resolution No. 17: AIDS

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. ACKNOWLEDGING the significant role the ITF is playing in combating the HIV/AIDS scourge,
2. AWARE that the HIV/AIDS pandemic affects our workplaces within the transport sector in many ways,
3. REALISING that transport workers, especially the mobile workers, are particularly vulnerable to the HIV/AIDS scourge due to nature and conditions of their work,
4. NOTING that women are particularly vulnerable to HIV/AIDS infection due to economic and social inequalities, the accepted traditional gender roles and their inherent subordinate position to men in the world of work,
5. NOTING that the workers spend more time at their workplaces than in their homes/houses,
6. NOTING the poor state of the health facilities available to transport workers, especially the mobile groups, while at work,
7. REALISING that the rapid spread of HIV/AIDS in the transport industry can be slowed down by sustained sensitisation programmes involving information and education coupled with advocacy for the elimination of the social economic conditions that put the working population at risk of HIV infection,
8. AWARE that proper use of antiretroviral drugs can and indeed has helped to prolong lives of people living with HIV/AIDS.

# 40th ITF Congress Vancouver 2002

9. NOTING however that in the developing world, the cost of the antiretroviral drugs is still prohibitive and access to the drugs is difficult,

10. CONCERNED about the non-existence of effective policies on HIV/AIDS in most work places,

11. RESOLVES that:

- a. All ITF affiliates, especially their leaderships, demonstrate their resolve to fight HIV/ AIDS through supporting education and research programmes and availing themselves of all information that may assist ITF in its endeavours to fight the pandemic,
- b. All ITF affiliates work hand in hand with employers and governments to put in place appropriate policies on HIV/AIDS at the workplace so as to prevent the spread of the infection and protect infected workers or those who are perceived to be living with HIV/AIDS from discrimination,
- c. The ITF should urge and assist all its affiliates to intensify information, education and communication on HIV/AIDS preventive measures,
- d. The ITF should spearhead the formulation of, and encourage its affiliated unions to negotiate, effective workplace policies based on the ILO Code of Practice on HIV/AIDS and the World of Work, aimed at prevention, care and support and a healthy work environment. Confidentiality, non-discrimination and the principle of no screening for employment purposes need to be included in these workplace policies,
- e. The ITF should encourage employers to strengthen and maintain health facilities in their organisations by putting more resources into them and putting up clinics/hospitals where none exist,
- f. The ITF should call upon all manufacturers and governments worldwide to avail and make antiretroviral drugs more affordable,
- g. The ITF should call upon governments and employers to accept the underlying work related causes – such as sustained periods away from home – that render transport workers more vulnerable to HIV infection, and address these issues,
- h. The ITF should call upon governments to educate people so that they are aware of how to protect themselves and others from HIV infection, particularly being mindful of the fact that it is easier for a man to pass the infection to a woman than a woman to a man,
- i. The ITF should make the strongest representations to governments to:
  - (1) Make sure that women are educated to a standard that enables them to secure well-paid jobs so that they do not have to rely on an infected male partner for their livelihood,

(2) Make sure that the access to these jobs is not barred by patriarchal male attitudes.

## Resolution No. 18: Future structure and activities of the ITF in the Americas

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING that the decision of the first ITF Interamerican Conference held in Miami from 14-16 July 1998 to establish an ITF Interamerican structure has not yet been implemented as a result of concerns expressed by some North American affiliates,
2. WELCOMES the work which has been done by the ITF Interamerican office in Rio de Janeiro to provide services for all ITF affiliates in the Americas and calls on the office to continue to work to promote bilateral contacts between affiliates throughout the region,
3. BELIEVES that the objective of establishing an integrated Interamerican structure is still valid in view of the increasing pressure by governments in the region for closer economic integration in particular through the Free Trade Area of the Americas,
4. CALLS on the ITF to promote closer relations between unions in the United States and Canada and unions in Latin America and the Caribbean,
5. EXPRESSES THE HOPE that ITF affiliates in the USA and Canada will participate, if they wish, in future Latin American and Caribbean activities, including the work of the sections and in meetings of the Latin American and Caribbean Regional Committee with a view to the eventual creation of an Interamerican Regional Structure.

## Resolution No. 19: Welfare Fund

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that the ITF Seafarers' International Assistance, Welfare and Protection Fund (ITF Welfare Fund) was established by the ITF in accordance with Rule XIII paragraph 1 of the ITF Constitution which states as follows:

2. 'There shall be industrial sections, as defined in the Preamble of this Constitution, to deal with matters concerning individual branches of transport and allied activities. The Executive Board shall have authority to set up such further sections or special departments as deemed necessary to improve the services of the ITF to its affiliates or to deal efficiently with particular activities or problems, and may create or provide for special funds in connection with such sections or departments. The Executive Board shall determine their terms of reference and generally be authorised to guide their activities.'

3. NOTES ALSO that the ITF Executive Board established rules in July 1980 regarding the operation of the ITF Welfare Fund which state that the Fund shall be used for the:

- a. Financing of any such work as sanctioned by the Executive Board for the purpose of promoting, advancing and protecting by any such means as the Executive Board in their absolute discretion may decide, the interests of seafarers generally or groups of seafarers, or of assisting individual seafarers, or otherwise of protecting or promoting seafarers' interests in the economic, social, occupational, educational or cultural fields;
- b. Payment of money to the ITF Special Seafarers' Department to finance that Department's activities;
- c. Making of donations to any seafarers' charity which has been established and is controlled by the Executive Board;

4. FURTHER NOTES that the rules of the ITF Welfare Fund also state that the Fair Practices Committee (FPC), comprising representatives of ITF Seafarers and Dockworkers unions, shall have the right to offer advice or recommendations to the Executive Board in respect of the exercise of the Executive Board's powers under the rules and save for the cost of administering the Welfare Fund, no money or assets belonging to the Welfare Fund, shall be spent otherwise than for the objects of the Fund as defined by the rules;

5. CONGRATULATES the ITF for its supervision of the Welfare Fund to such an extent that the Seafarers now have a substantial resource that inter alia provides the wherewithal for a unique global solidarity network and support mechanism for the most vulnerable of all transport workers;

6. SUPPORTS the Executive Boards decisions to extend some limited and defined support from the Welfare Fund to other maritime workers such as those in the Dockers, Inland Navigation and Fisheries Sections, and;

7. REAFFIRMS the rules adopted by the Executive Board and the maintenance of a separate Welfare Fund in the interests of seafarers, and;

8. URGES the continuance of consultations with the FPC on all matters relating to the Welfare Fund's operation and expenditure.

### Resolution No. 20: Shipping

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISES the continued importance of the maritime transport sector in the growth of world trade: over 90 per cent of goods (by tonnage) are still carried by sea, and that this is unlikely to change significantly in the foreseeable future,

2. BELIEVES that there are more opportunities for many countries to encourage more of their internal trade to be carried by shipping – thus reducing road congestion, pollution and other environmental damage – whether this be by coastal, river or canal traffic. Such an increase in shipping would be a welcome enhancement to the employment prospects for workers in our industry,

3. CONCERNED, however, that too many shipping companies are permitted to operate discriminatory practices in their employment policies. They do not pay wages to seafarers on their ships that are comparable with those of other groups of transport workers in their own countries. They pay lower rates to seafarers from other, poorer countries, thus exploiting the economic needs of these seafarers,

4. DEPLORES such practices and calls on all affiliates to campaign for minimum standards that will improve pay and conditions, and end the advantage to be gained by employers by adopting these unfair and exploitative tactics.

### Resolution No. 21: ITF Standard Collective Agreement

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. MINDFUL that since the inception of the ITF Campaign against flag of convenience vessels launched by the ITF Congress held in Oslo in 1948, the ITF Standard Agreement has been instrumental in fighting FOC vessels by increasing crew costs and as a result a large number of vessels concerned were driven back to the registers of beneficial ownership countries,

2. NOTING that the number of live ITF Standard Agreements has dropped dramatically and such a number does not currently

# 40th ITF Congress Vancouver 2002

exceed 92 Agreements out of a total of around 5,000,

3. RECALLING previous discussions which have taken place at the Fair Practices Committee and its subsidiary bodies regarding the signing of agreements by ITF affiliates and ITF Inspectors when industrial action is taken or threatened,

4. RECALLING FURTHER that the ITF Fair Practices Committee at its meeting on 3-5 July 1996 endorsed the position of the ITF FPC subsidiary bodies that in cases where industrial action is taken or threatened, the ITF Standard Agreement shall apply as a rule and only in cases where an ITF Standard Agreement cannot be obtained, the Inspector or union(s) concerned in consultation with the ITF Secretariat, may sign an Acceptable Agreement other than the ITF Standard,

5. BEING AWARE that in accordance to Oslo to Delhi FOC Policy and in particular the section dealing with ITF Consultation Procedures for the signing of Agreements covering FOC vessels in instances such as the above-mentioned, normally only an ITF Standard Agreement should be signed,

6. NOTING WITH DEEP CONCERN that the signing of ITF Standard Agreements has become the exception whilst the rule is the signing of Total Crew Cost Agreements which are far below the ITF Standard and as a result ship owners are encouraged to flag-out thus adversely affecting the employment opportunities for traditional maritime countries' seafarers,

7. REAFFIRMS existing ITF policy as established by the relevant section of the Delhi Policy and strongly believes that the ITF Standard Agreement, which in the past has been instrumental in fighting FOC vessels, should be revived and be applied in cases where an ITF agreement is obtained as a result of industrial action — boycott or threat of such an action.

## **Resolution No. 22: Crewing Agents in Shipping**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

CONSIDERING:

1. That the internationalisation of labour in the maritime sector is now a consolidated and structural phenomenon in many countries;

2. That the main international tool managing and controlling the

labour market are the Manning Agents for maritime workers;

3. That these Agencies especially in the labour supplying countries are, in many cases, run by unscrupulous adventurers who exact from the workers the payment of onerous sums of money to guarantee their enlistment;

4. That this exploitation is very often carried out by taking advantage of exchange rates or through shady, non ITF approved insurance premium schemes or training programmes;

5. That in most cases these Manning Agents appear and disappear in a short space of time, stopping workers from enforcing the principle of employer's responsibility;

6. That in many cases, National Governments cover up the dirty affairs of the Manning Agents benefiting from this complicity in various ways;

7. Propose in the appropriate international instances and organisations a ban on all forms of exploitation, illicit profit making and gain from the recruitment of maritime workers;

8. Call for its affiliated unions to campaign for this kind of oppression of workers to be treated as a criminal offence under national legal systems;

CALLS UPON the ITF to:

9. Give full support to trade unions around the world that are taking action to improve pay and conditions to the top of the world and fighting against the slave labour which undermines workers pay and conditions worldwide;

10. Propose in the appropriate international instances and organisations the definition of a specific International Convention regulating the work of Manning Agents, identifying legal and illegal practices, minimum standards of respectability and professionalism as well as the principle of joint responsibility with shipowners in matters concerning the conditions of employment of maritime workers.

## **Resolution No. 23: Health and Safety on Board Ship**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. ACKNOWLEDGES the great efforts that the ITF Seafarers' Section

Maritime Safety Committee have already made, since we all agree on the necessity of our international organisation securing optimum demands to all ships and consistent rules for safety of the seafarers. Also, we point out the necessity of the efforts regarding the working environment on board each ship having a certain standard according to the international demands for work ashore,

2. ACKNOWLEDGES that sea-going ships are an extreme working environmental risk for the seafarers and an environmental risk for the surroundings, and that it is therefore necessary that we work intensively to improve the safety at sea as well as the preventive working environment on board all ships,
3. NOTES THAT negative influences and unjustifiable conditions must be prevented, so that everyone on board can remain in a good state of health. The effects of dangerous chemicals, noise, lifting heavy loads and working under extreme temperature conditions must be limited as far as possible and the risk of accidents must be reduced to an absolute minimum,
4. RESOLVES that crew on board all ships must obtain a minimum of preventive working environmental training,
5. FURTHER RESOLVES:
  - a. To work towards all ships establishing a working environmental/safety organisation with the purpose to agree on rules to prevent industrial injuries and a bad working environment,
  - b. To encourage the preventive efforts it is being stressed that the organisation of the ship should be built up in a way so that the daily management will also be responsible for the working environment and safety work. A safety representative should be elected among the common seafarers and in cooperation with the management of the ship he will form the working environmental committee on board,
  - c. To request the ITF's governing bodies to prioritise this effort in all organisational matters in the upcoming inter-Congress period.

### Resolution No. 24: Persons in Distress at Sea

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that it has long been a practice that seafarers go to the assistance of persons in distress on the seas and that this became a tenet of customary international law and has been expressly

addressed in the United Nations Convention on the Law of the Sea (UNCLOS) and the International Maritime Organisation's (IMO) Convention on the Safety of Life at Sea (SOLAS);

2. NOTES ALSO that the International Conventions place an express obligation on ship's Masters to render assistance to persons in distress;
3. NOTES FURTHER that the IMO has promulgated the International Convention on Maritime Search and Rescue, 1979 (SAR);
4. CONSIDERS that a search and rescue incident only ends when the person/s in distress are safely landed ashore and that the applicable International Conventions place a duty on States to allow such persons to be landed at the most appropriate port, having due regard to the specific circumstances of each case;
5. CONSIDERS ALSO that the status of persons in distress can only be determined after the event and, then, only by the competent authorities rather than by seafarers;
6. DEPLORES the fact that the long established tradition of assisting persons in distress, which has been expressly provided for in international law, has been challenged by the machinations of the Australian Government in the case of the MV TAMPA where short term electoral considerations were allowed to negate the provisions of applicable international law;
7. DEPLORES ALSO the fact that the actions of the Government of Australia will place lives at risk;
8. DEPLORES FURTHER the reports that the Australian authorities monitored communications between the crew of the TAMPA, the MUA and the ITF;
9. IS OF THE VIEW that there are 3 distinct issues raised by the TAMPA case which should be addressed separately:
  - a. The smuggling of migrants by sea;
  - b. Persons in distress; and
  - c. The processing of rescued persons;
10. BELIEVES that the smuggling of migrants by sea has been addressed in the recently adopted United Nations Convention Against Transnational Organised Crime and its related Protocol Against the Smuggling of Migrants by Land, Sea and Air;
11. BELIEVES ALSO that the International Convention on Maritime Search and Rescue addresses the issue of persons in distress and

# 40th ITF Congress Vancouver 2002

that search and rescue incidents begin from the moment a distress call is made and only end when those at peril have been landed ashore. Moreover, seafarers should not be required to make any determination of the status of the people they rescue;

12. BELIEVES FURTHER that it is essential that the Master's discretion is safeguarded as to which may be the most appropriate port, given the many factors which need to be taken into account, as the people on the scene are best placed to make such a determination;

13. BELIEVES that the processing of rescued persons in situations involving large numbers of potential asylum seekers (who may be fleeing persecution or torture and, as such, be entitled to political asylum under applicable international instruments) could best be addressed through the establishment of a United Nations inter-agency coordinating panel, which would also include and provide a central role for the UNHCR;

14. CONDEMNS STRONGLY the actions of the Government of Australia in the case of the MV TAMPA and some of their more recent proposals which may further prejudice the implementation of the international legal requirement that ships go to the assistance of persons in distress at sea;

15. CALLS on the ITF, using its good relationship with the various international agencies to ensure the full implementation of applicable International Conventions and that port and coastal States discharge their obligations to permit the landing of persons rescued from the sea. This may require a clarification of the interpretation of the IMO SAR Convention, to ensure that all are aware when a search and rescue operation begins and when it ends. In doing so, the fundamental nature of the Master's discretion, albeit, in consultation with the SAR Centre, should be preserved.

### Resolution No. 25: Piracy and Armed Attacks on Merchant Ships

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES with concern the continuing high rate of piracy and armed attacks on merchant ships around the world and the latest statistics which show an increase in ship hijackings and a marked increase in the use of violence against seafarers;

2. BELIEVES that these statistics demonstrate a serious threat to safety, security and the marine environment and present grave

strategic, political and economic consequences;

3. CONDEMNS the failure of certain coastal states to provide effective protection for ships using their ports and waters and the failure of shipowners to provide effective protection for seafarers on their vessels;

4. BELIEVES that the costs involved in additional security measures should be viewed as an investment rather than a burden;

5. URGES ship owners to take all appropriate measures in accordance with the ITF policy on piracy and armed robbery against ships; in particular to ensure that additional security measures are taken so as to deter illicit boarding, to ensure that their vessels are adequately manned in high-risk areas and to ensure that the crew are capable of fulfilling all their routine responsibilities and additional lookout, patrol and security duties;

6. CALLS on all coastal states to take all appropriate measures to ensure safe transport in the waters under their jurisdiction;

7. CALLS on developed nations to increase support and assistance to developing countries and to take all other appropriate measures in accordance with the ITF policy on piracy and armed robbery against ships to end the scourge of today's shipping industry.

### Resolution No. 26: ILO High-Level Tripartite Group on Maritime Labour Standards

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECALLING that following the 'Geneva Accord' achieved at the 29th Session of the ILO Joint Maritime Commission (22-26/1/2001), a new standard setting process has been initiated at the International Labour Organisation (ILO) aiming at adopting a Framework Convention incorporating existing ILO maritime labour standards,

2. RECALLING FURTHER that in the context of the above process a High Level Tripartite Working Group has been established with the participation of twelve seafarer members,

3. CONSCIOUS that the work of the above-mentioned Working Group will be finalised in the year 2003 and as a result a lot of hard work will be required particularly with regard to the seafarer

representatives on the above Group,

4. MINDFUL that the success of this new approach with a view to formulating a single comprehensive new instrument on maritime labour standards would much depend not only on the seafarer members of the Group but also on all ITF seafarer affiliates,
5. WELCOMES the establishment of the ILO High-level Tripartite Working Group on Maritime Labour Standards,
6. CALLS ON all ITF seafarer affiliates to:
  - a. Give their maximum assistance and support to the seafarer members of the above group, and
  - b. Provide throughout this process substantial input with a view to obtaining the best results for the benefit of seafarers worldwide.

### Resolution No. 27: Education and Training for Maritime Officers and Ratings

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONSIDERS training and education as an important factor for maritime safety and the harmonious development of the maritime industry, including its employment dimension,
2. CONSIDERS ALSO that the industry should be able to attract and retain suitably qualified new entrants and that it is essential that the maritime skills base in traditional maritime countries be retained,
3. NOTING that maritime transport remains of the utmost importance in the global economy and is an environment friendly mode of transport, its image has been consistently questioned during the last decades, in particular when involved in maritime accident by the constantly increasing employment of improperly qualified seafarers of all ranks,
4. NOTING ALSO that the maritime industry is one of the most dangerous professions, and work accident prone activities in the world, the danger presented by low, poor or non education, is rendered even greater by the increase in maritime traffic, in the technological complexity of ships, as well as by the increasing pressure on vessels and their crews, at sea or in port,
5. FURTHER NOTING that the STCW Convention primarily addresses the training and certification requirements for deck and

engineering officers and there are few requirements for other officers and ratings which has resulted in widely divergent training requirements for other officers and ratings. The revision of some ILO maritime instruments will take place against a background where there may be some attempts to streamline the regulatory framework between the IMO and the ILO. It is therefore recommended that the ILO training requirements be transferred to and upgraded within the STCW Convention. This would facilitate the consideration of the human dimension on board ships and enable improvements in the overall quality regime,

6. REQUESTS the ITF Secretariat to put pressure on the appropriate international and regional organisations to elaborate and implement all necessary regulations to ensure that only seafarers trained in accordance with the evolution of the industry and fully responding to the safety, environmental and technology requirements of today's shipping are employed in the industry,

7. REQUESTS ALSO the ITF Secretariat to take into account the need to make the industry more attractive so that it is able to attract suitably qualified new entrants,

8. FURTHER REQUESTS the Seafarers' Section Committee to consider what measures can be taken to ensure the retention of a maritime skill base in traditional maritime countries.

### Resolution No. 28: Civil Mobilisation of Greek Seafarers

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING WITH DEEP CONCERN that the Greek Government has broken a 100 per cent successful and legally organised four days strike action of Greek seafarers which began on 18 June 2002 by issuing on 21 June a civil mobilisation order, which effectively meant that the seafarers concerned faced imprisonment and/or financial penalties if they did not return to work,
2. BEING AWARE that the Greek Government had already acknowledged that the PNO demands – increase of pension levels to 80 per cent, to include all allowances and benefits for which deductions for the pension scheme are made, increase in the auxiliary pension by 1,5 per cent per year, the doubling of benefits of the Provident Funds for officers and ratings and the creation of an independent Unemployment Fund – were fair and just, but that a deal to boost pensions from 60 per cent to 70 per cent of the basic working wage, including the Sunday allowance (effective from 1 January 2003) fell through, thus leading to the decision by



# 40th ITF Congress Vancouver 2002

the PNO to the strike action,

3. DENOUNCES the Greek Government's unprecedented action to issue a civil mobilisation order for Greek seafarers which, amongst others, is a clear breach of the ILO Convention No 87 (Freedom of Association and Protection of the Right to Organise, 1948), which has been ratified by Greece, as well as the ILO Declaration of Fundamental Principles and Rights at Work,

4. EXTENDS its support for and solidarity with the PNO and the Greek seafarers in their legitimate struggle for respect of fundamental trade union rights and states that the PNO can rely on the support and solidarity of the global trade union movement,

5. CALLS UPON the Greek Government to repeal the civil mobilisation order of Greek seafarers with immediate effect and begin serious negotiations in good faith with PNO to address the PNO's demands with regard to improve social and pension standards for Greek seafarers.

## Resolution No. 29: CSL – Australian Seafarers

1. This 40th ITF Congress, meeting in Vancouver on 14-21 August 2002:

2. NOTES with deep concern the ongoing campaign by Canadian multinational shipping company CSL to introduce flag of convenience, internationally-crewed, vessels with minimum conditions into the Australian domestic shipping industry. This campaign was established following the refusal of the Australian crew to leave the vessel CSL River Yarra, when the company determined to flag the vessel under an FOC, and to introduce a foreign crew, in an Australian port,

3. FURTHER NOTES that this campaign is actively assisted by the Australian Government which is seeking to undermine the cabotage legislation that has been in place in Australia since 1912, protecting Australian seafarers in coastal trades from unfair competition from international crews that pay no tax, and are vastly exploited by their employers,

4. NOTES that this is an ongoing campaign, part of the political offensive by the Australian Government against Australian maritime unions and particularly the MUA, which already brought about the Patrick dispute in 1998, that was proven to be a conspiracy of state commercial and political organisations and individuals against the MUA,

5. FURTHER NOTES that the previous Canadian Government Finance Minister, Paul Martin, holds 100 per cent of the shares in CSL, and that CSL has greatly benefited from cabotage legislation in Canada,

6. DENOUNCES CSL's action as designed to unfairly exploit the use of FOC labour on conditions greatly inferior to Australian labour standards in the Australian domestic transport industry,

7. FURTHER DENOUNCES the continuing issue of permits to CSL and other international shipping companies together with the actions of CSL to re-flag the CSL River Yarra and sell it to another CSL subsidiary, thus avoiding Australian jurisdiction. On the other hand the company used Australian law to sue the Australian crew who had refused to leave the vessel with a view to recovering damages from those individual workers. The company has subsequently reintroduced this vessel to Australian domestic trade together with another CSL vessel, the CSL Pacific.

## Resolution No. 30: Maritime Security and the Rights of Seafarers

The 40th ITF Congress, meeting in Vancouver from 14 – 21 August 2002,

1. NOTES that the terrorist attack against the United States on the 11 September 2001 have led to many governments to take the view that the maritime transport system does not guarantee adequate levels of security,

2. NOTES ALSO that improvements to the maritime security regime are being discussed, within many international organisations, including the IMO, ILO and OECD,

3. NOTES FURTHER that many of the proposals being discussed, both at the international and national levels, have the potential to adversely affect seafarers,

4. CONSIDERS that the international and national initiatives to improve maritime security should not impinge on the human and trade union rights of seafarers, including their right to Decent Work, as defined by the ILO,

5. CONSIDERS ALSO that shore leave is fundamental to Decent Work at Sea and to securing safer seas and cleaner oceans,

6. BEING AWARE that the amendments to the visa requirements for seafarers within the United States could adversely impact on the employment of some seafarers, based on their nationality, and

reduce seafarers opportunities for shore leave,

7. CALLS on the ITF Secretariat, in consultation and in cooperation with the ITF's United States seafarers' trade unions, to monitor the developments and seek to ensure that they are proportionate to the security risk and are appropriate to achieving the stated purpose and that they do not impinge on the human and trade union rights of seafarers, as set out in applicable international human rights instruments,

8. CALLS ALSO on the ITF Secretariat and the United States seafarers' trade unions to make appropriate representations to the relevant United States Agencies and Governmental Organisations if the proposed measures could unreasonably impact on seafarers' human rights and their ability to secure and enjoy Decent Work at Sea.

### Resolution No. 31: Cargo Handling by Seafarers

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. OBSERVING that shipping lines continue their policy of moving certain cargo handling activities from port workers to seafarers in order to reduce labour costs of terminal operators and, via reducing labour costs, reducing tariffs for cargo handling;
2. NOTING the threat to the employment of port workers as a result of attempts by shipping lines to have cargo handling activities carried out by seafarers;
3. NOTING ALSO the threat to safety if cargo handling activities are carried out by seafarers not trained to do this work and who do not have the time to carry out port workers' work;
4. RE-AFFIRMS ITF's longstanding policy aimed at stopping shipping lines instructing seafarers to carry out cargo handling or other work, traditionally and historically carried out by port workers;
5. CALLS ON all seafarers, not to carry out port workers' work, unless the port workers' unions concerned agree;
6. CALLS ON seafarer unions to continue their efforts to include a cargo handling clause similar to the cargo handling clause in ITF (approved) agreements for ships sailing an FOC, in their own national agreements;

7. URGES shipping lines, including ferry operators, not to instruct seafarers to carry out cargo handling work traditionally and historically carried out by port workers;

8. REITERATES its support for port workers' unions to defend the employment of port workers.

### Resolution No. 32: Access to the Market for Port Services in the European Union

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING that the European port workers' unions have already declared at various forums (European Commission and Parliament) their deep concern about the effects that the Community Directive on Market Access to Port Services will have on European ports,
2. RECALLING and CONFIRMING the attached resolution on the EC proposals for a Directive on Market Access to Port Services, as unanimously adopted at the ITF Dockers' Section Meeting in London on 16 and 17 July 2001,
3. NOTING that the Directive imposes an extremely bureaucratic system on all ports, violates principles of proportionality between ports and infringes recognised trade union rights as provided in ILO Conventions 137,
4. DECLARES that it is not against encouraging maritime traffic and is in favour of fair competition and the creation of a level playing field. However, continues to stress that it is not appropriate to introduce a Directive that would entail the deregulation and consequent casualisation of employment in the ports, a fall in wages, the gradual deregulation of collective bargaining and the loss of our social conquests, allegedly to promote competition,
5. NOTING FURTHER that a framework for free competition already exists in all European ports and that port workers are highly qualified and IS OF THE OPINION that the introduction of mechanisms to increase competition and productivity should focus on improving port infrastructure, improving professional training to increase the efficient transport of goods, and promoting good industrial relations, which this Directive does not help at all,
6. HAVING ANALYSED the Directive in detail, this Congress CONCLUDES that the Directive, if introduced with the draft text as adopted by the Council of Transport Ministers or the European Parliament will establish a situation in which all service providers

# 40th ITF Congress Vancouver 2002

have the right to employ whoever they like to load and unload cargo on the docks, without reference to other requirements that may be in place and that this will constitute a violation of ILO Convention 137,

7. CONSIDERS that ILO Convention 137 and Recommendation 145 establish the legal framework within which governments should regulate dock work. Companies and worker organisations should operate in accordance with the legislation in operation in each member country that has signed the Convention and that many European Union countries have ratified ILO Convention 137:

SPAIN	RATIFIED	22 March 1977
SWEDEN	RATIFIED	24 July 1974
PORTUGAL	RATIFIED	9 January 1981
NORWAY	RATIFIED	21 October 1974
NETHERLANDS	RATIFIED	14 September 1976
ITALY	RATIFIED	23 June 1981
FRANCE	RATIFIED	15 February 1977
FINLAND	RATIFIED	13 February 1976

8. CONSIDERS FURTHER that each country already can introduce their own measures to regulate dock work in their ports and that in the course of social dialogue, many European Union countries have reached agreements on employment, training and the regulation of dock work. Some have established registers of accredited workers in each professional category and introduced measures to promote the health and safety of workers and the use of qualified, trained labour in the ports,

9. IS OF THE OPINION that all countries should ratify ILO Convention 137, regardless of whether they have already introduced legislation covering the contents of ILO Convention 137 and Recommendation 145 and that no country should denounce ILO Convention 137 in case the opportunity would occur,

10. CONCLUDES FURTHER that Article 11 of the current draft text for the EU Directive foresees in a situation in which shipowners and ships crews may permanently use their own equipment and personnel to load and unload cargo on arrival at a port,

11. CONSIDERS that the nature of cargo handling means that it should be carried out and managed directly by dockers with adequate, continuous and practical professional training, ensuring a professional standard of work in the ports, in line with the guarantees of protection for dock workers set out in ILO Convention 137,

12. THEREFORE, CONTINUES TO BE OF THE OPINION that ships'

crews should not carry out cargo handling nor any other loading or unloading task traditionally or historically performed by dockers,

13. REMAINS OF THE OPINION that a Social Dialogue in the EU port industry urgently needs to be introduced,

14. CALLS ON all ITF port workers' unions within the European Union to prepare for a long period of lightning and surprise actions in the coming months, within the legal constraints of the member states,

15. CALLS ON the ITF and ETF Secretariats to:

- Prepare and coordinate actions in relation to the agenda of the European Parliament;
- Initiate the serious reconsideration of the current text of the Directive; and
- Initiate a social dialogue that this time includes the ETF.

### Resolution No. 33: International Dock Workers' Council (IDC)

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

- AWARE of the urgency of building international solidarity between port workers' unions in the face of an international offensive against organised labour in the ports,
- NOTING that the ITF is the only effective organisation capable of sustaining and developing the rights and interests of all transport workers,
- FURTHER NOTING that the interests of port workers can be seriously weakened by division, and that any weakness will be exploited by employers,
- NOTING WITH CONCERN that the IDC, a body created recently by a small number of dockworker organisations has had the effect of weakening international solidarity between port workers and with other transport workers,
- DECLARES that any division between trade union organisations of port workers both nationally and internationally can only weaken unions at a time when jobs and working conditions are threatened by casualisation, deregulation and privatisation,
- CALLS ON all affiliates to do everything possible to avoid continuing divisions in the international organisation of port workers,

7. CALLS ON the Secretariat to widely distribute information on the work of its Dockers' Section to dockers' unions worldwide.

### Resolution No. 34: Solidarity with the ILWU

This 40th Congress of the ITF, meeting in Vancouver from 14 – 21 August 2002,

1. CONSIDERING the ILWU's traditional support for other ITF affiliates and its contributions to international solidarity and the ITF Flag of Convenience Campaign,
2. NOTING WITH GREAT CONCERN the current attempts by the Pacific Maritime Association (PMA) to break the power and strength of the ILWU, which already has been criticised by the ITF as a serious case of union busting,
3. NOTING WITH GREAT CONCERN reports of the USA Government to consider the introduction of new legislation aimed at restricting and even eliminating ILWU's legal rights to collective bargaining and to strike,
4. DEPLORING reports of plans by the US Administration to use troops to operate the ports in case of a strike, which would be a most serious violation of ILO standards,
5. RECALLING the ITF's International Solidarity Contract by which affiliated port workers' unions pledged support and solidarity for disputes arising from union busting,
6. REAFFIRMING the Resolution in support of the ILWU adopted by the ITF Dockers' Section Meeting and the Fair Practices Committee in June 2002,
7. RESOLVES to give maximum support and solidarity to the ILWU in its present struggle, and to other unions affected by union busting policies by employers and governments and to take whatever action they can within their national laws until the ILWU achieves a fair settlement.

### Resolution No. 35: Training and Competence of Engineers on Small Vessels

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISING that on the occasion of reported mishaps and sea

damage to ocean going vessels with a main engine of under 750 KW, such mishaps are traceable to the machinery itself,

2. NOTING that no conditions are made in the STCW-F Agreement on the education or competence of those employed in the maintenance and supervision of technical machinery on ocean going vessels,
3. RESOLVES that the ITF should campaign within the IMO for the ratification and entry into force of the STCW-F Convention and thereafter campaign for the setting of special regulations in the STCW-F Agreement which advance the rights of engineers of ocean going vessels under 750 KW,
4. RESOLVES FURTHER that governments should not use the STCW-F Convention to reduce the existing higher standards.

### Resolution No. 36: Flags of Convenience in the Fishing Industry

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONSIDERING that recent years have seen a continuous deterioration of the working and social conditions of fishing industry workers,
2. CONSIDERING that the proliferation of flags of convenience in the fishing industry is one of the main causes of this deterioration in health and safety and working conditions in general,
3. CONSIDERING the increase in the number of vessels that use ports in countries other than where they are registered,
4. CONSIDERING that it is necessary to organise a system that permits full inspection of these vessels in order to ensure there is a minimum number of crew members and that health and safety conditions are in place to safeguard the crew,
5. CONSIDERING that it is necessary to organise an international instrument that ensures compliance with such conditions through a system that provides for the inspection of vessels on arrival in ports, and establishes standards similar to those contained in the Paris Memorandum of Understanding on Port State Control on merchant shipping, signed in Paris on 26 January 1982,
6. CONSIDERING that it is necessary to ensure the application of the provisions contained in ILO Convention 178 to all fishing vessels,

# 40th ITF Congress Vancouver 2002

7. RESOLVES that the ITF should urge the competent international organisations to attain the said objectives and urge all affiliated trade unions to demand to do the same in their own countries.

## Resolution No. 37: ITF Collective Agreement for FOC Fishing Vessels

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISES the aim to secure fishers employment rights and working and living conditions by collective agreements;
2. NOTES that no FOC fishing vessels are covered by the ITF Fisheries Standard Collective Agreement for FOC Fishing Vessels;
3. FURTHER NOTES with concern the fact that few fishers serving on FOC fishing vessels are organised or covered by collective agreements;
4. CALLS on the ITF Fisheries Section Committee to review the ITF Fisheries Standard Collective Agreement for FOC Fishing Vessels, including whether it is appropriate to have such an instrument.

## Resolution No. 38: Wages in the Fishing Industry

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONSIDERING that the piecework system of payment, in which workers take economic risks that are inappropriate given the level of income generated by the work and take responsibility for part of employers' overhead costs, belongs to a bygone age,
2. CONSIDERING that the piecework system of payment causes insecurity among workers because they cannot know how much they will earn prior to embarkation, prejudicing their social and family situation,
3. CONSIDERING that the piecework system of payment encourages excessively long working hours, longer than those that are legally permitted, and unsafe working conditions,
4. CONSIDERING that the piecework system of payment encourages predatory and irresponsible fishing practices by making workers' income exclusively dependent on the income obtained from the fish caught,

5. RESOLVES that the ITF should promote, through its affiliated unions, negotiations and collective agreements, the replacement of the piecework system of payment by one that guarantees a basic wage and the payment of a productivity bonus dependent on the size of the catch.

## Resolution No. 39: STCW-F Convention

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISES that under the STCW-F Agreement on the education training, certification and watch keeping of the crew of fishing vessels, fewer demands are made on fishermen than are made on seafarers in accordance with STCW,
2. RESOLVES that with regard to the various technological equipment and multifarious tasks which must be performed on fishing vessels, no fewer demands shall be made in the STCW-F Agreement for fishermen than are made for seafarers in STCW,
3. RESOLVES also to promote the ratification and entry into force of the STCW-F Convention and thereafter to seek its revision and upgrading in line, as far as is relevant, with the 1995 STCW Convention.

## Resolution No. 40: Health and Safety of Engineers in Vessels

The 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISING that it has been evident in scientific research, that engineers and others working in the engine room of ocean-going vessels and are vulnerable to specific health risks due to noise pollution and pollution, such as that caused by carbon monoxide, cancer causing toxins, fuel oil, lubricants and soluble substances etc,
2. RESOLVES that the ITF campaign within the IMO so that it sets down regulations on the design and operation of vessels to prohibit health risks of those working in the engine room of ocean going vessels.

### Motion No. 41: World Fish Resources

The 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES with deep concern the depletion and over exploitation of fish stocks on a global basis;
2. CONSIDERS that although there is an over capacity in the world fishing fleet, the most significant reasons for the present situation are illegal, unregulated and unreported fisheries operations, especially those involving flag of convenience vessels, the lack of proper control and the changes in the ecosystem due to pollution;
3. CONSIDERS ALSO that the existing fish resources are the property of the population of the coastal State, that they should be exploited in a sustainable manner and for the benefit of the population of the region to which fish stocks belong, with special consideration being given to communities dependent on fishing;
4. URGES all fishing nations to:
  - a. Refrain from introducing individual transferable quota systems (ITQ's), which leads to the capitalisation of national resources, and to abolish ITQ systems where they have been introduced;
  - b. Ratify and implement all relevant international instruments regarding fisheries management, including but not limited to the FAO's Code of Conduct for Responsible Fisheries and the FAO Action plan on Illegal, Unregulated and Unreported Fisheries;
  - c. Expand the level of port State control on fishing vessels in all ports, including free ports and to those operating within their EEZ with special emphasis being given to the operation of fishing vessels flying flags of convenience; and
  - d. Exercise control over vessels fishing on the high seas, in accordance with the United Nations Convention of the Law of the Sea and the United Nations Agreement on Straddling Fish Stocks and Highly Migratory Species;
5. Resolves that the ITF Fisheries Section and the ITF Secretariat should:
  - e. Initiate a global campaign in cooperation with the national unions to organise fishers, including small scale fishers and secure their membership within the ITF;
  - f. Generally improve the level of cooperation with existing small scale fishers' organisations;
  - g. Organise a series of seminars for fishers and fishers' organisations in all ITF regions;
  - h. Prioritise the proper establishment and work of regional ITF

Fisheries Sections; and

- i. Continue to seek to influence the fisheries related work of the IMO, ILO, FAO and OECD in order to promote the views of the ITF Fisheries Section.

### Resolution No. 42: Measures to Reduce Driving Fatalities

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONSIDERING the high percentage of fatal accidents in which professional drivers are involved throughout the world,
2. CONSIDERING that recent years have seen a tendency for this percentage to increase in many countries,
3. CONSIDERING that this is, therefore, a high-risk industry, both for its workers and for other road users,
4. CONSIDERING that driving has a very high death rate, in both relative and absolute terms, even in comparison with industries generally considered as dangerous (mining, construction, fishing),
5. CONSIDERING that scientific studies have shown that self-employed workers, in general, exploit themselves more than most companies exploit their employees,
6. TAKING INTO ACCOUNT that there is a concrete risk that the European Union Working Time Directive consolidates social dumping between employed and self-employed workers, with destructive effects for both groups of workers,
7. APPROVES the establishment of a trade union strategy that specifically promotes a drastic reduction in the accident rate among professional drivers, and that the following should be among the initiatives taken:
  - a. Conduct research into the accident and death rates of professional drivers;
  - b. Fight for legislation that establishes simple, practical and easily verifiable standards for employees and the self-employed and that reconciles the inherent need for flexibility with the requirements of labour and roads legislation in this high-risk industry;
  - c. Step up our driving hours campaign to set acceptable maximum limits on total working time and maximum driving spells and ensure adequate rest periods and breaks to eliminate driver fatigue. Forty hours a week are enough! This fight should involve international mobilisation to exercise pressure and bring

# 40th ITF Congress Vancouver 2002

- our proposals to the attention of the general public;
- d. Campaign for tougher enforcement measures on driving hours legislation, vehicle maintenance standards and safety, achievable schedules and running times etc, with meaningful penalties on employers who fail to comply with these responsibilities;
  - e. Publish press releases relating to events such as the World Day of Health and Safety as part of the campaign 'Fatigue Kills – Reduce Working Hours Now!' in order to highlight the connection between working conditions of professional drivers and the death and accident rate in the industry as well as of other road users. Support affiliated unions who implement measures relating to such events;
  - f. Present proposals to adjust the pendulum of Legal Responsibility LOADER/CONTRACTOR/DRIVER, and promote changes to the law in each country to make the whole supply chain legally responsible rather than only the driver;
  - g. Promote adequate wages that allow drivers to avoid working excessively long hours;
  - h. Promote training in the industry, including health education;
  - i. Promote the establishment of mechanisms that allow professional drivers to take early retirement at the age of 55.

## **Resolution No. 43: Goods Transport by Road**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002, NOTES THAT

1. Each country has different rules governing working time, working conditions and pay road haulage,
2. New legislation in certain geographical areas has tended to harmonise certain conditions downwards,
3. In the knowledge that the ITF is sensitive to environmental problems and is concerned for the safety of professional drivers and for all road users, and does everything it can to improve working conditions, THIS CONGRESS REQUESTS the ITF to take all the measures necessary to change national and international law in order to achieve our main objectives.

## **Resolution No. 44: Buses**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISES the primary cause of transport problems,

excessive use of the private car. The routine use of cars, even for very short journeys, is commonplace, particularly in the Western world: this has led to a doubling of car journeys in the UK over the past decade. Traffic congestion is commonplace, in certain places and at certain times it has reached gridlock, and driving speeds are, in many cases, lower than 20 years ago,

2. BELIEVES that reducing congestion will meet the needs of motorists, residents and commercial interests. The cost to health, in increased stress levels and rising numbers of respiratory diseases, is incalculable,

3. ADVOCATES an integrated transport policy that promotes the use of high quality efficient and accessible public transport services, in which buses must play a crucial role, by offering a viable and attractive alternative to the private car,

4. RECOMMENDS sensible urban transport management policies which regulate or restrict car use and car parking in central congested urban areas, and give priority to uses over other traffic by means such as bus lanes, bus 'gates' and other traffic exemptions for buses, the use of modern technology to provide traffic light priority for buses etc,

5. SEES one of the main beneficiaries of such a policy to be increased use of buses. Buses have many advantages, including:
  - a. Flexibility – routes can be easily and rapidly changed to adapt to changing patterns of passenger use and demand;
  - b. Cheapness – relatively inexpensive in capital investment terms;
  - c. Accessibility – providing truly local public transport access to almost all areas served by the road network, and providing an essential transport service to the poor, elderly, infirm and disabled as well as to the socially excluded groups in society,

6. BELIEVES that there must be fair regulation embracing social standards as well as the right of the relevant authorities to provide urban transport services themselves or through companies owned and controlled by them without having to compete for contracts and that there must not be a free-for-all that has taken place in the UK in the past, where operators vie for the most profitable routes at the expense of the ones which are socially desirable. Local bus services should be regarded as an essential public service, accountable to the local community through their elected representatives, and not run merely for profit,

7. CALLS FOR the highest standards of pay and working conditions for staff, on buses, and proper regulation of working times to ensure good health and safety levels.

### Motion No. 45: Multinational Bus Companies

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. WELCOMES the formation of an ITF World Council for the Unions in North America and the United Kingdom representing workers employed by FirstGroup, the UK-based Transnational Transport Operator,
2. REQUESTS that a Working party be set up under the auspices of the ITF to investigate and study the working conditions of school bus drivers, following considerable cooperation and solidarity action between the ITF, the IBT in the United States and the TGWU following industrial disputes by staff of FirstGroup,
3. NOTES that United Kingdom-based transnational Transport Operators are currently the second and third largest operators of school bus operations in North America and these companies are typically unwilling to grant the same facilities to unions and their members in North America currently enjoyed by their United Kingdom counterparts,
4. NOTES that the school bus sector of passenger transport in North America currently employs some 440,000 school bus drivers, added to 155,000 bus staff in the United Kingdom, where FirstGroup are about to trial one hundred US Yellow School buses in an experiment designed to replicate the North American system of scholars transportation,
5. NOTES that North American school bus drivers endure many struggles in their pursuit of workplace justice but that transnational companies, such as FirstGroup attempt to thwart union organising drives. Once represented, the workers must overcome companies' low wage scales, an unwillingness to provide health insurance, and a persistent view of the job as 'part-time',
6. BELIEVES that the formation of an ITF World Council would lead to a positive conclusion in both understanding and representing the thousands of working women and men in this transport sector.

### Resolution No. 46: Multinational Companies in Urban Transport

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING that industrial concentration and mergers to form big

companies are an important economic and financial feature of the urban passenger transport sector today,

2. NOTING ALSO that if those strategies had not caused increased pressure on the working conditions and wages of the employees of the passenger transport companies as a result of the increase in competition and the systematic opening of markets, the ITF would not have to step up the systematic monitoring it has already implemented through the multinationals network,
3. Therefore requests the ITF to:
  - a. Conduct or commission more detailed studies on major companies to enable us to anticipate and react to company initiatives that harm workers' interests;
  - b. Set up working groups within the relevant ITF structures to deal with specific passenger transport problems (with clearly defined objectives);
  - c. Explore the possibilities of establishing World Councils of transport transnational corporations, either jointly with the companies or as an adjunct of ITF section and cross-section work. Such councils should focus on the development of minimum standard policies and good practice codes for companies that operate in more than one country.

### Resolution no 47: Railway Safety

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. RECOGNISING that safe and environmentally friendly railway transportation is universally important in the 21 century,
2. RECALLING the Resolution No. 10 (on Railway Day of Action) adopted at the ITF 39th Congress which was held in New Delhi in 1998 and the ITF International Railway Workers' Action Day which has a common theme of railway safety,
3. RECOGNISING that railways should be operated based on the basic principle of 'safety first, not profit', and that investigating the cause of an accident and taking safety measures from a scientific perspective are important to promote safety,
4. RECOGNISING that there is an inherent danger in fragmenting and privatising a previously unified railway system,
5. OPPOSING management policy of shifting the sole responsibility of accidents to the railway workers concerned,



# 40th ITF Congress Vancouver 2002

6. BELIEVING that establishment of independent machineries for the investigation of accidents can contribute to the improvement of railway safety,

RESOLVES to strengthen joint international efforts with the slogan of Globalising Solidarity in order to promote a safety philosophy of not blaming workers but investigating the cause of accidents, finding solutions and restoring the strength of railways which are safe as well as friendly to the environment.

*Source: XXXX C-6/Report  
XXXX C-6/Report*

**REPORT OF THE CREDENTIALS COMMITTEE**

1. The Credentials Committee met on 14 August. Members are: Akwei Adote (Togo); Myriam Chaffart (Belgium); Rick Johnston (Canada); Mary Liew (Singapore); Bengt Olsson (Sweden); Gerry Owens (USA); Mick Rix (Great Britain); Marlene Ruza (Brazil); N Sunderesan (India); and Agis Tselentis (Greece).
2. The committee elected Agis Tselentis of Greece as its Chairman and agreed that the Chairman should also act as the Committee's Rapporteur.
3. The committee then examined the credentials of those delegates who had registered by noon on 14 August, and found that the credentials of all but nine of the organisations concerned could be approved immediately. It was noted that in all nine cases credentials had been withheld as the organisations concerned were not up-to-date with affiliation fee payments, and that the representatives of these nine organisations had been registered as Congress Observers (with no voting or speaking rights). The committee empowered the Chairman and the Secretariat to alter the status of any of these organisations which completed fee payments during the Congress. The committee further empowered the Chairman and the General Secretary to examine and determine the credentials of any delegations which arrived after 14 August and to act on the committee's behalf.
4. A delegate list based on the committee's recommendations and the Chairman's subsequent action is to be distributed. It shows the presence of 542 delegates and 326 advisers from 292 unions (28 of which are organisations represented by proxy) in 86 countries. The total voting strength is 3,569,000.
5. The following 28 organisations are represented at Congress by proxy:
  - Centro de Jefes y Oficiales Maquinistas Navales, Argentina (proxy held by Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante, Argentina)
  - Centro de Jefes y Oficiales Navales de Radiocomunicaciones, Argentina (proxy held by Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante, Argentina)
  - Sindicato Encargadores Apuntadores Marítimos y Afines de la Republica Argentina, Argentina (proxy held by Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante, Argentina)
  - Federação Nacional dos Trabalhadores em Transportes Aquaviarios e Afines, Brazil (proxy held by Confederação Nacional dos Trabalhadores em Transportes Aquaviarios e Aereos, na Pesca e nos Portos, Brazil)
  - Sindicato de Conferentes de Carga e Descarga nos Portos Estado do Rio de Janeiro, Brazil (proxy held by Confederação Nacional dos Trabalhadores em Transportes Aquaviarios e Aereos, na Pesca e nos Portos, Brazil)
  - Federación Nacional de Trabajadores Portuarios de Chile, Chile (proxy held by Sindicato de Oficiales de Marina Mercante Southship, Chile)
  - Sindicato Nacional Interempresa de Oficiales de Naves Especiales, Chile (proxy held by Sindicato de Oficiales de Marina Mercante Southship, Chile)
  - Czech Trade Union of Seafarers, Czech Republic (proxy held by Odborové Sdružení Železničáru, Czech Republic)
  - Maskinmestrenes Forening (proxy held by Dansk Metalarbejderforbund)
  - Estonian Federation of Water Transport Workers' Unions, Estonia (proxy held by Estonian Seafarers' Union, Estonia)
  - Union of Shop, Distributive and Allied Workers, Great Britain (proxy held by National Union of Marine, Aviation & Shipping Transport Officers, NUMAST, Great Britain)
  - Sindicato Nacional de Motoristas de Equipo Pesado de Honduras, Honduras (proxy held by Sindicato Reformado de Marineros de Honduras, Honduras)
  - Chidambaranar District Water Transport & General Workers' Union, India (proxy held by Tuticorin Port Mariners' and General Staff Union, India)
  - Latvian Railroad Trade Union, Latvia (proxy Latvian Seafarers' Union of Merchant Fleet, Latvia)

# 40th ITF Congress Vancouver 2002

- Independent Dockers' Union, Lithuania (proxy held by Udens Transporta Arodbiedrību Federācija, Latvia)
- Asociación Sindical 'Oficiales de Máquinas de la Marina Mercante Nacional', Mexico (proxy held by Alianza de Tranviarios de México, Mexico)
- Asociación Sindical de Pilotos Aviadores, Mexico (proxy held by Alianza de Tranviarios de México, Mexico)
- Sindicato Nacional de Controladores de Tránsito Aero, Mexico (proxy held by Alianza de Tranviarios de México, Mexico)
- New Zealand Engineering Printing & Manufacturing Union Inc., New Zealand (proxy held by New Zealand Seafarers' Union)
- All Pakistan Seamen's Workers' Union, Pakistan (proxy held by Bangladesh Seamen's Association)
- Friends' Tally Workers' Union (Karachi Port), Pakistan (proxy held by National Union of Seafarers of India)
- JSL Heavy Vehicle Workers' Union, Pakistan (proxy held by Bangladesh Seamen's Association)
- Karachi Dock Labour Board Staff Union, Pakistan (proxy held by Bangladesh Seamen's Association)
- Karachi Port Trust Labour Union, Pakistan (proxy held by Pakistan Seamen's Union)
- Organisation of Karachi Port Trust Workers (proxy held by People's Unity of PIA Employees, Pakistan)
- Pakistan Airline Pilots' Association, Pakistan (proxy held by People's Unity of PIA Employees, Pakistan)
- Pakistan Merchant Navy Officers' Association (proxy held by National Union of Seafarers of India)
- Communications Workers of America (proxy held by International Brotherhood of Teamsters)

**Agis Tselentis**  
*Chairman*

*Source: XXXX C-6 (Res) Report 1*  
*XXXX C-6 (Res) Report 1*

## **FIRST REPORT OF THE RESOLUTIONS COMMITTEE**

The Resolutions Committee held a meeting on 14 August at 12:30hrs. The following members were present: I. Oboh (Ghana), P. Crumlin (Australia), Y. Ijima (Japan), A. Khan (Pakistan), P. Bascañan (Chile), P. Friend (USA), A. Davidson (Canada), H. Voithl (Austria), P. McEwan (Great Britain), T. Abrahamson (Sweden), E. Young (Italy), J.L. Brasseur (Belgium), D. Benze (Germany).

D. Benze (Germany) was elected chairperson of the committee. S. Finke (ITF Secretariat) acted as Secretary. D. Cockcroft (General Secretary) and S. Howard (Assistant General Secretary) were also in attendance.

### **A. Motions submitted within the time limit laid down in Rule IV, paragraph 14 of the ITF Constitution**

<i>Motion</i>	<i>Subject</i>	<i>To be referred to</i>
Motion 1	Globalising Solidarity	Plenary
Motion 2	Developing an ITF Campaign Strategy	Plenary
Motion 14	Global Action Days	Plenary: should be debated with Motion 2
Motion 15	International Action Days	Plenary: should be debated with Motion 2
Motion 3	Responding to the Rise of Logistics in the International Freight Transport Industry	Plenary
Motion 4	Changes in the International Trade Union Movement: Moving Forward with the Wider Trade Union Movement	Plenary
Motion 5	The Popular Movement to Reform the Globalisation Process	Plenary
Motion 9	International Trade Unionism and Social Justice	Plenary, should be debated with Motion 5
Motion 6	Organising Workers in Informal and Unprotected Work	Plenary
Motion 7	Globalisation and Transport Workers	Plenary
Motion 8	Developing New Trade Union Strategies to Deal with Liberalisation, the WTO and	

	GATS, Following the Doha Conference	WITHDRAWN
Motion 10	International Solidarity and Transport Workers	Plenary
Motion 11	Wage Dumping and the Negative Consequences of Globalisation	Plenary
Motion 12	Globalisation	Plenary
Motion 13	Globalisation	Plenary
Motion 16	Organising in Transport	Plenary
Motion 17	Women Transport Workers	Plenary
Motion 18	Trade Union Rights	Plenary
Motion 19	Peace	Plenary
Motion 20	AIDS	Plenary
Motion 21	Future Structure and Activities of the ITF in the Americas	Plenary
Motion 34	Welfare Fund	Seafarers, Dockers, Joint Seafarers and Dockers for comments, then to Plenary for debate
Motion 35	Affiliation Fees and Financial Planning	Seafarers, Dockers, Joint Seafarers and Dockers for comments, then to Plenary for debate
Motion 36	Welfare Fund	Seafarers, Dockers, Joint Seafarers and Dockers for comments, then to Plenary for debate
Motion 22	Shipping	Seafarers
Motion 23	Athens Policy	Seafarers, Dockers, Joint Seafarers and Dockers
Motion 24	ITF Standard Collective Agreement	Joint Seafarers and Dockers
Motion 25	Crewing Agents in Shipping	Seafarers
Motion 26	Health and Safety on Board Ship	Seafarers
Motion 27	Persons in Distress at Sea	Seafarers
Motion 28	Piracy and Armed Attacks on Merchant Ships	Seafarers
Motion 29	Employment of African Seafarers	Seafarers
Motion 30	ILO High-Level Tripartite Group on Maritime Labour Standards	Seafarers
Motion 31	Education and Training for Maritime Officers and Ratings	Seafarers
Motion 32	Training and Competence of Engineers on Small Vessels	Fisheries
Motion 33	Canary Islands Shipping Register	WITHDRAWN
Motion 37	Cargo Handling by Seafarers	Seafarers, Dockers, Joint Seafarers and Dockers
Motion 38	Access to the Market for Port Services in the European Union	Dockers
Motion 39	International Dock Workers' Council (IDC)	Dockers
Motion 40	Flags of Convenience in the Fishing Industry	Fisheries
Motion 41	ITF Collective Agreement for FOC Fishing Vessels	Fisheries
Motion 42	Wages in the Fishing Industry	Fisheries
Motion 43	STCW-F Convention	Fisheries
Motion 44	Health and Safety of Engineers in Fishing Vessels	Fisheries
Motion 45	World Fish Resources	Fisheries
Motion 46	Measures to Reduce Driving Fatalities	Road Transport
Motion 47	Goods Transport by Road	Road Transport
Motion 48	Buses	Road Transport, Urban

# 40th ITF Congress Vancouver 2002

Motion 49	Multinational Bus Companies	Transport Committee to discuss Road Transport, Urban Transport Committee to discuss
Motion 50	Multinational Companies in Urban Transport	Road Transport, Railways, Urban Transport Committee to discuss
Motion 51	Railway Safety	Railways

## B. Emergency motions approved by the Standing Orders Committee

Motion	Subject	To be referred to
Emergency Motion 1	Civil Mobilisation of Greek Seafarers	Seafarers' Section
Emergency Motion 2	Solidarity with ILWU	Dockers' Section
Emergency Motion 3	CISL and Australian Seafarers	Plenary
Emergency Motion 4	Security and Seafarers	Seafarers' Section

## C. Motions to Amend the Constitution: These are all referred to the plenary

The committee agreed to meet again should any further matters arise.

Source: XXXX C-6 (Res) Report 2

XXXX C-6 (Res) Report 2

## SECOND REPORT OF THE RESOLUTIONS COMMITTEE

1. The Resolutions Committee held its second meeting on 14 August at 17:00hrs. The following members were present: I. Oboh (Ghana), P. Crumlin (Australia), Y. Ijima (Japan), A. Khan (Pakistan), P. Bascuñan (Chile), P. Friend (USA), A. Davidson (Canada), H. Voitl (Austria), P. McEwan (Great Britain), T. Abrahamson (Sweden), E. Young (Italy), J.L. Brasseur (Belgium), D. Benze (Germany).

2. The committee received the report of its first meeting, [XXXX C-6 (Res) Report 1, produced in English only] which had been held at 12:30hrs, and which dealt with the referral of motions. The committee then dealt with the following motions:

### A. Motions withdrawn

3. Motions 8, 9, 34 and 35 had been withdrawn. Constitutional Amendment F had been withdrawn.

### B. Order of motions

4. The committee agreed that Motions 2, 14 and 15 covered similar issues and should be discussed together under agenda item 8, Globalising Solidarity.

### C. Amendments to motions recommended by the Resolutions Committee

5. The committee agreed to recommend the following changes to motions:

#### Motion 10: International Solidarity and Transport Workers

Para 9.	Delete 'this type of survey'.	Insert 'such surveys'.
Para 12 a.	Delete 'To undertake an international survey of the pay and conditions of transport workers'.	Insert 'To urge ITF sections to conduct international surveys of the pay and conditions of workers in their section.'

Para 12 b. Delete 'To undertake a study of how the ITF within its Constitution could initiate a trade union solidarity conflict fund to be used against companies which only pursue social dumping and worse employment conditions as a means of competition.'

Insert 'To ask the Executive Board to examine Campaign methods including the use of the ITF International Solidarity Fund and other funds which could be used against employers which make use of social dumping as a means of competition.'

These amendments are accepted by the movers of the motion. The full amended text of Motion 10 is found in Annex 1 of this report.

**Motion No. 11: Wage Dumping and the Negative Consequences of Globalisation**

Para 5 Delete 'in line with'

Insert 'that are no less favourable and do not undermine'.

These amendments are accepted by the movers of the motion. The full amended text of Motion 11 is in annex 1 of this report.

**Motion 14: Global Action Days**

Para 4 Delete 'BELIEVES however that now might be the moment to consider a new strategy – a change of direction – towards a 'Global Transport Action Day' rather than the continued use of

Insert 'BELIEVES, however, that it might now also be appropriate to consider the organisation of 'a Global Transport Action Day'. When such a Global Transport Action Day is organised there may be a need to restrict the use of'

Para 6 Delete the whole paragraph: 'Resolves therefore to request the Executive Board to develop in consultation with the ITF's industrial sections a global theme for 2003 and subsequent years and establish a network of national coordinators specifically for the purpose of coordinating a Global Transport Action Day each year around the agreed all embracing theme'.

Insert new paragraph: 'Resolves therefore to request the Executive Board to develop a campaign strategy in consultation with the ITF's industrial sections to include global themes and to establish a network of national coordinators

# 40th ITF Congress Vancouver 2002

specifically for the purpose of coordinating Global Transport Action Days around agreed all embracing themes'.

The committee believes the Congress should not be asked to call for such Action Days each year, as this has major budgetary and human resource implications for the Secretariat.

The amendments have been accepted by the movers of the motion. The full amended text of Motion 14 is in Annex 1.

### Motion 19: Peace

The movers of the motion, the Japan Confederation of Railway Workers' Unions, accepted an amendment from the National Union of Rail Maritime and Transport Workers (RMT) of Great Britain. The Resolutions Committee also proposed some amendments to the wording. These amendments were accepted by both affiliates.

The full amended text of Motion 19 is in Annex 1.

### Motion B to amend Constitution: Gender Mainstreaming

The Resolutions Committee proposed replacing the existing motion with the following: At the end of Rule 1, Paragraph 2, c, to add: 'including equal opportunities for all, and gender mainstreaming in all ITF activities'

This amendment has been accepted by the movers of the motion

### **D. Motions composited by the Executive Board**

6. The committee believes that Motions 12 and 13 are very similar and should be composited. The committee also recommended that in para 3c there should be reference to the ICFTU. The proposers of both motions have agreed to the committee's composited motion.

The full text of the composited motion is in Annex 2 of this report.

### **E. Amendments to motions referred to section conferences and meetings**

7. Amendments to motions referred to section conferences will be discussed in the section conferences. All amendments to motions submitted in document XXXX C-11 & 12/Amendments, have been accepted by the movers of the motions.

### **Annex 1: Amended motions**

#### Motion 10: International Solidarity and Transport Workers

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTING the aspiration of companies to become increasingly international,
2. NOTING that by globalising their activities, companies often escape national limitations imposed through collective agreements and labour legislation,
3. NOTING ALSO that there are many examples all over the world of national trade unions being confronted with the fact that they are subjected to competition for jobs with trade unions in other countries,
4. OBSERVING that international capital is not slow in using this wage competition,
5. OBSERVING FURTHER that instead of creating trade union alliances against social dumping, workers compete for jobs using their pay and employment conditions,
6. CONSIDERS that the ITF has a key role in bringing together trade unions from all over the world to study and create networks aimed at confronting the imbalance between capital and labour,
7. CONSIDERS ALSO that the ITF has a key role in influencing politicians around the world to strengthen and increase wage earners' capacity to combat social dumping,
8. BELIEVING that there is a clear need to undertake comparative studies of differences in pay and employment conditions of transport workers all around the world,
9. BELIEVING FURTHER that through such surveys, ITF affiliates will be better prepared to confront globalisation and its negative effects on employment conditions and jobs,
10. BELIEVING ALSO that it is equally important through this survey to ascertain what means are available to support

trade unions that are threatened by social dumping – if necessary through international trade union solidarity action,  
11. MAINTAINING that the entire trade union movement the world over has made a mutual trade union pledge never, under any conditions, to sell itself at a price other than that which we have agreed on, and that by keeping this pledge, we can jointly maintain a decent life for all members,

12. This Congress therefore RESOLVES:

- a. To urge ITF sections to conduct international surveys of the pay and employment conditions of workers in their section,
- b. To ask the Executive Board to examine campaign methods including the use of the ITF International Solidarity Fund and other funds which could be used against employers which make use of social dumping as a means of competition,
- c. To request the ITF to report back on its actions to affiliates by 31 December 2003.

*Submitted by Svenska Transportarbetareförbundet, Sweden*

**Motion 11: Wage dumping and the Negative Consequences of Globalisation**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that competition on the basis of labour and social standards (i.e. wage dumping) continues to be an issue that confronts many transport workers trade unions, particularly in shipping, but increasingly in other industries such as civil aviation, road transport and the railways;
2. NOTES also that wage dumping is not just an issue between transport workers from developed and less-developed countries as is commonly assumed but between high wage cost and low wage cost countries irrespective of the level of economic development and of particular significance in respect to the European Union and other economic and political blocs;
3. BELIEVES that there is a great deal of misunderstanding prevalent even on the trade union side about what wage dumping represents and consequently what the concerns of the trade unions are to the extent that social dumping is being misrepresented as a xenophobic attitude towards foreign or guest workers being employed or having access to jobs;
4. RECALLS that Resolution No. 1, on Transport Workers and the Global Economy adopted by the ITF 39th Congress in New Delhi correctly highlights the relevant issues of concern to transport workers trade unions facing the rapidly globalising economy and the effects of competition from lower cost workers;
5. RESOLVES THEREFORE that an ITF campaign should be launched aimed at educating and influencing those who do not understand the issues and to secure support for policies designed to ensure that workers are not discriminated against on the basis of nationality and receive terms and conditions that are no less favourable and do not undermine those prevailing for workers who are nationals of the country where the work is being carried out.

*Submitted by the UK and Ireland ITF Affiliates Coordinating Committee for and on behalf of: AMICUS; Associated Society of Locomotive Engineers & Firemen (ASLEF); National Union of Marine, Aviation & Shipping Transport Officers (NUMAST); National Union of Rail, Maritime & Transport (RMT); PROSPECT; Services, Industrial, Professional & Technical Union of Ireland (SIPTU); Transport & General Workers Union (TGWU); Transport Salaried Staffs' Association (TSSA); Union of Shop, Distributive & Allied Workers (USDAW); UNISON*

**Motion 14: Global Action Days**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. NOTES that the ITF has been at the forefront of campaigning on issues of relevance to all transport workers through the medium of worldwide action campaigns in the various industrial sections including shipping, civil aviation, ports, railways and road transport;
2. NOTES also that these campaigns have greatly assisted transport trade unions worldwide in their national campaigns to highlight issues relevant to their members and to drive home the message that in the transport industry we are all part of a powerful and influential international family of unions;
3. STRESSES that the benefit of these Action Days is beyond question as evidenced by the degree to which more and more affiliates from every corner of the globe are participating with great enthusiasm and imagination that benefits all those who take part;



# 40th ITF Congress Vancouver 2002

4. BELIEVES however that it might now also be appropriate to consider – the organisation of a ‘Global Transport Action Day’ . When such a Global Transport Action Day is organised there may be a need to restrict the use of individual sector based Action Days and other similar activities which as more and more initiatives are launched run the risk of Action Day overload;
  5. BELIEVES FURTHER that such an approach would bring transport workers’ trade unions together in the spirit of solidarity around a common theme and represent a better use of resources for the affiliates and the ITF;
  6. RESOLVES therefore to request the Executive Board to develop a campaign strategy in consultation with the ITF’s industrial sections to include global themes and to establish a network of national coordinators specifically for the purpose of coordinating Global Transport Action Days around agreed all embracing themes.
- Submitted by the UK and Ireland ITF Affiliates Coordinating Committee for and on behalf of: AMICUS; Associated Society of Locomotive Engineers & Firemen (ASLEF); National Union of Marine, Aviation, Shipping Transport Officers (NUMAST); National Union of Rail, Maritime & Transport (RMT); PROSPECT; Services, Industrial, Professional & Technical Union of Ireland (SIPTU); Transport & General Workers Union (TGWU); Transport Salaried Staffs’ Association (TSSA); Union of Shop, Distributive & Allied Workers (USDAW); UNISON*

### **Motion 19: Peace**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. CONDEMNING the terrorist attacks in New York and Washington on 11 September 2001 which used civil aircraft as weapons, and expressing deepest sympathy to the workers and the people in general who were made victims of this atrocity,
2. EXTENDING condolences to the innocent citizens who lost their lives in military operations,
3. CONDEMNING state violence and repression against the Palestinian people,
4. CONDEMNING terrorist activity against Israeli citizens, including suicide bombings,
5. CALLS ON all parties to urgently put in place a process that ensures the peaceful coexistence of both a Palestinian and an Israeli state,
6. RECALLING the importance of nuclear disarmament and world peace reaffirmed in the 39th ITF Congress resolution on nuclear arms and peace,
7. BELIEVES the cycle of violence and counter violence must be broken and that the ITF and the trade union movement should be committed to an active role in promoting peace,
8. RESOLVES to protest any act of terror and war which threaten the lives of workers and civil society, to aim at resolving conflicts by non-violent means, and to take actions for creating a peaceful society in every country.

*Submitted by Japan Railway Union (JRU)*

### **Annex 2: Motions composited by the Executive Board**

#### **Composited Motions 12 and 13: Globalisation**

The 40th ITF Congress, meeting in Vancouver from 14 to 21 August 2002:

1. EXPRESSES its deep concern regarding the ever-increasing moves towards the globalisation of trade in goods and services and the growth of transnational/multinationals, which has ultimately led to the exploitation of workers;
2. NOTES that the transnational/multinationals continue to promote measures, which are designed solely to maximise profits thereby highlighting the need to establish enforceable minimum standards, wherever these multinationals operate;
3. CALLS UPON THE ITF TO:
  - a. Encourage the negotiation of framework agreements with employers that ensure some form of commonality of conditions with an emphasis on decent work and good employment rights;
  - b. Extend ITF campaign actions to include a wide range of tactics, including, where appropriate, the naming and shaming of companies/employers that flagrantly abuse minimum standards and fail to apply employment standards based on ILO core conventions and the ILO’s Decent Work Programme;
  - c. Work with the ICFTU and unions in other Global Union Federations (GUFs) to organise and promote an international ‘Globalisation Day’ which would highlight the problems facing our members who struggle daily with harsh effects of globalisation in which all sections of the ITF and its affiliates can participate; and

d. Ensure that human rights abuses by companies/governments against trade unionists for carrying out their duties are highlighted, and representations made to the appropriate bodies to ensure that any such abuses do not occur in the future.

e. Consider working with NGOs (non government organisations) friendly to the trade union movement in furtherance of these objectives.

*Submitted by the UK and Ireland ITF Affiliates Coordinating Committee for and on behalf of: AMICUS; Associated Society of Locomotive Engineers & Firemen (ASLEF); National Union of Marine, Aviation, Shipping Transport Officers (NUMAST); National Union of Rail, Maritime & Transport (RMT); PROSPECT; Services, Industrial, Professional & Technical Union of Ireland (SIPTU); Transport & General Workers Union (TGWU); Transport Salaried Staffs' Association (TSSA); Union of Shop, Distributive & Allied Workers (USDAW); UNISON*

*Source: XXXXC-16-UTC/Report*

*XXXXC-16-UTC/Report*

#### **ITF URBAN TRANSPORT COMMITTEE MEETING**

The committee meeting was held on 17 August 2002.

1. Anders Westin, Chair of the committee, was appointed Rapporteur.

#### *2. Report on activities*

The committee approved the report.

#### *3. Globalising Solidarity*

Three delegates took part in the discussion. Issues raised included:

- Liberalisation of public services, the activities of the WTO and the need to develop trade union strategies;
- Violence at work and the possibility of organising an international campaign on the issue.

The committee meeting agreed to collect statistics on violence at work, information on preventative measures and best practices.

#### *4. Motions*

Three motions were referred to the committee meeting:

a) Motion No. 48 – Buses: The committee meeting endorsed the motion as amended and adopted unanimously by the Road Transport Workers' Section Conference.

b) Motion No. 49 – Multinational bus companies: The committee meeting endorsed the motion as adopted unanimously by the Road Transport Workers' Section Conference.

c) Motion No. 50 – Multinational companies in urban transport: The committee meeting endorsed the motion as amended and adopted unanimously by the Road Transport Workers' Section Conference and the Railway Workers' Section Conference respectively.

#### *5. Work Programme 2002-2006*

The delegates agreed that the work programmes adopted by the Road Transport Workers' and Railway Workers' Section Conferences respectively will form the basis of the Committee Work Programme.

Priorities pointed out by the delegates include:

- Investigations into violence at work and possible coordination of an ITF campaign.
- Studying and documenting the structural changes in the public transport system created by privatisation and deregulation.
- Development of cooperation between the railway and road transport workers' unions in the ITF Network on Urban Transport Multinationals.

# 40th ITF Congress Vancouver 2002

## 6. Elections

a) Chair of Committee: Guy Greivelding, FNCTTFEL, Luxembourg, was elected unanimously.

b) Vice-Chairs of Committee: Martin Mayer, Transport and General Workers' Union, Great Britain, and Frank Holm, Norsk Transportarbeiderforbund, Norway, were elected unanimously.

It was also agreed unanimously that the committee will set-up a Working Group which will consist of the Chair, the Vice-Chairs, representatives from the regions (to be nominated by the Road Transport Workers' and the Railway Workers' Sections) and women's representative (to be nominated by the ITF's Women's Committee).

## 7. Any other business

The committee meeting unanimously endorsed a statement submitted by the International Brotherhood of Teamsters, United States of America, calling upon the ITF 40th Congress to support the union in their struggles with the multinational company National Express and its subsidiaries in the United States.

G. Greivelding thanked A. Westin (Svenska Kommunalarbetareförbundet, Sweden) who was retiring from the committee chairmanship after 4 years' service and wished him a very happy retirement.

### Anders Westin

*Rapporteur*

*Source: XXXXC-16-RWSC/Report or Annex 2 to 2004/RW/2/Agenda*

*XXXXC-16-RWSC/Report*

### **RAILWAY WORKERS' SECTION CONFERENCE**

The conference was held on 16 August 2002.

The conference stood in memory of departed colleagues, remembering in particular Jimmy Knapp, former Section Chair from 1990 to 2001 as well as T. L. Shana and Khangelani Mashalaba.

It was agreed to hold the elections before 'Motions' and that the new Chair would chair the rest of the meeting.

1. It was agreed that the Section Chair should act as Rapporteur.

#### 2. Report on activities

Eleven delegates participated in the discussion of the report. Issues raised included:

- Railway workers' unions have continued to mobilise solidarity under the banner of the ITF during the difficult period of railway privatisation and restructuring.
- Liberalisation of the railways including reduction in safety standards requires unions to increase cross-border communication and exchanges.
- The desire for excessive profits by companies was threatening safety standards in the railway industry.
- International financial organisations such as the World Bank and the IMF play a negative role in the process of privatisation and restructuring and trade unions need to influence their policies.
- The policy of internalisation of external costs must be further promoted as investment in the railways is often inadequate.
- The need to exchange information and develop solidarity and new campaigns to protect the rights of railway workers and to fight for the preservation of the railway industry.
- The status and role of women workers in the railway industry and trade unions must be further enhanced.

The report was approved.

#### 3. Globalising Solidarity

Five delegates participated in the discussion. Particular reference was made to the success of the International Railway Workers' Action Day Campaign which had mobilised 80 per cent of the section affiliates. The meeting agreed to adopt a

four-year programme to develop a longer-term strategy. Delegates pointed out that:-

- International solidarity support is vital during disputes.
- Railway workers and their unions must be fully involved in and represented on the bodies that determine railway policy.
- There is a need to develop national and international standards in the industry.
- The ITF railway campaign should be further developed with greater participation of rank and file members.
- The viewpoint of women workers and young workers should be incorporated and integrated into the Railway Workers' Section Work Programme.
- There is a need for affiliates to understand and meet the demands of international solidarity action.

#### 4. Elections

- a) Section Chair: Norbert Hansen, TRANSNET Gewerkschaft Germany, was elected unanimously.
- b) Section Vice-Chairs: Michael D. Rix, ASLEF Great Britain and Julio Sosa, La Fraternidad Argentina, were elected unanimously.
- c) Women's Representative: Sh Buyanaa, Mongolian Railway Workers' Union, was elected unanimously.

#### 5. Motions

Two motions had been referred to the section.

- a) Motion No. 50 on 'Multinational Companies in Urban Transport' was adopted unanimously. It had also been adopted unanimously on the previous day at the Road Transport Workers' Section Conference.
- b) Motion No. 51 on 'Railway Safety' was adopted unanimously with amendments and additions. The revised text is attached.

#### 6. Work Programme 2002-2006

The conference adopted the work programme with the following amendments and additions:

- Amend point 7 to read: 'Promoting the upward harmonisation of working conditions and safety regulations at national, regional and international levels'.
- Add point 11 to read: 'Further development of ITF educational activities for rank and file members on international trade union movement railway issues'.
- Add point 12 to read: 'Further promote women's activities in the section and consider creation of a women's network in consultation with the ITF Women's Committee'.

#### 7. Any other business

Norbert Hansen and David Cockroft thanked the retiring Chair, Alois Weis (TRANSNET Gewerkschaft Germany) who had become Section Chair on the death of Jimmy Knapp.

The conference pledged to express its solidarity to the Turkish United Trade Union of Transport Employees (BTS) in their mass march to campaign for the right to strike, collective bargain and for a living wage.

The Secretariat thanked the delegates for their contributions to the Jimmy Knapp Cancer Fund.

**Norbert Hansen**

*Rapporteur*

*Source: XXXX C-16-RTSC/Report or Annex 2 to 2003/RT/1/Agenda*

*XXXX C-16-RTSC/Report*

#### **ROAD TRANSPORT WORKERS' SECTION CONFERENCE**

The Road Transport Workers' Section Conference was held on 15 August 2002. The conference stood in memory of departed colleagues.

# 40th ITF Congress Vancouver 2002

1. Peter Baranowski, Section Chair, was appointed Rapporteur.

## 2. *Report on activities*

Four delegates participated in the discussion of the report. Issues raised included:

- Successful events organised for the ITF Action Day Campaign in Japan,
- Timely support by the ITF to a recent dispute in Cote d'Ivoire and the effective use of internet for communication,
- Introduction of bus deregulation in Japan and trade union response to defend the existing working conditions,
- Privatisation of public transport systems and its effect on employment in Georgia,
- Promotion of public transport systems as an environmentally-friendly mode of transport and fair access for handicapped passengers.

The report was approved.

## 3. *Globalising Solidarity*

Nine delegates participated in the discussion of the agenda item. On the 'Fatigue Kills' Action Day Campaign the meeting agreed to adopt a four-year programme to develop a longer-term strategy. Issues related to transport logistics and non-mobile workers were discussed in depth. Delegates pointed out that:

- A successful Action Day depends on well-planned preparation, including regional meetings and seminars on the subject.
- The Action Day Campaign sends a strong message to the union members, politicians, employers, users and media. Without this campaign, the EU Working Time Directive would not have been adopted.
- The Campaign should continue to be innovative and should now develop an alliance with logistics workers in different transport sectors.
- The Road Transport Workers' Section had changed dramatically through this Campaign. Unions must fight against globalisation and keep this Campaign a part and parcel of their daily activities.
- Cross-border activities on Action Days sent an important signal to employers that unions can take powerful joint actions internationally.
- Many non-mobile workers are women and the section must cooperate with the ITF Women's Committee.
- Development of transport logistics can create more outsourcing of jobs which will create insecurity in employment although these jobs require skilled workers.
- Unions must globalise their solidarity to fight against promotion of unfair competition and social dumping.
- The Action Days should be used to assist negotiations on wages and conditions.

## 4. *Motions*

Five motions had been referred to the section.

- a) Motion No. 46 on 'Measures to Reduce Driving Fatalities' was adopted unanimously with amendments and additions. The revised text is attached.
- b) Motion No. 47 on 'Goods Transport by Road' was adopted unanimously.
- c) Motion No. 48 on 'Buses' was adopted unanimously with amendments and additions. The revised text is attached.
- d) Motion No. 49 on 'Multinational Bus Companies' was adopted unanimously.
- e) Motion No. 50 on 'Multinational Companies in Urban Transport' was adopted unanimously with amendment. The revised text is attached.

## 5. *Work Programme 2002-2006*

The conference adopted the work programme with the following amendments and additions:

- Amend point 2 to read: 'Maintaining the ITF International Action Day Campaign against excessive working hours and conditions and coordinate activities with logistic workers in other sectors where possible and appropriate,
- Amend point 3 to read: 'Promoting public transport and measures to maintain and improve working conditions as well as favourable treatment, as a matter of principle for public sector companies in the road transport industry',
- Amend point 4 to read: 'Developing further network activities on multinational companies and to strive to establish World Councils in these firms',

- Amend point 6 to read: 'Developing Section Working Group activities for non-mobile and logistics workers as well as taxi, school bus and other categories,
- Add new point 12: Conducting surveys on wages and conditions of road transport workers,
- Add new point 13: Highlight cases of economic abuses conducted by road transport firms.

#### 6. Elections

- a) Section Chair: Peter Baranowski, ver.di, Germany was re-elected unanimously.
- b) Section Vice Chair (goods): Hugo A Moyano, Federación de Camioneros, Argentina was re-elected unanimously.
- c) Section Vice Chair (passenger): Asbjorn Wahl, Norsk Kommuneforbund was re-elected unanimously.
- d) Women's Representative: Kathy Landy, Bermuda Industrial Union was elected unanimously.

The section expressed its appreciation for her service to Janaina Fernandes, CNTTT, Brazil who was retiring as Women's Representative.

#### 7. Any other business

There was no other business.

**Peter Baranowski**

*Rapporteur*

*Source: Circular No. 184/D.36/2002, Annex 1*

*XXXX C-16-DSC/Report*

### **DOCKERS' SECTION CONFERENCE**

The Conference of the Dockers' Section took place on 16 August 2002.

#### 1. Opening and announcements

Chair J Bowers (USA) opened the meeting and the conference observed a minute's silence in memory of those colleagues who had passed away.

#### 2. Adoption of the agenda

The agenda was adopted.

#### 3. Election of Rapporteur

Ron Webb (UK) was elected Rapporteur.

#### 4. Report on activities

K Marges introduced the report. Discussions took place on several issues, including port safety, globalisation and its impact on the port industry, the consequences for dock workers of tightening security in port areas and the importance of the campaign against union-busting. A decision was taken to reject and oppose Vertical Tandem Lifting of containers.

The report of the Secretariat was then adopted.

#### 5. Globalising Solidarity

D Cockroft introduced Globalising Solidarity.

Several delegates commended the document and highlighted the importance of continuing and building on the achievements of the Mobilising Solidarity programme. In particular, delegates emphasised the importance of efforts to organise non-union workers, to develop structures to strengthen unions' position in relation to multinational employers and to combat anti-union strategies.

The conference unanimously endorsed the document.

# 40th ITF Congress Vancouver 2002

## 6. *Motions*

K Marges informed the conference that motions 34 and 35 had been withdrawn.

- Motion 36 on the Welfare Fund was unanimously adopted.
- In relation to Motion 37 on 'Cargo Handling by Seafarers', several delegates requested that the text be amended to incorporate other work carried out by dockers' that is not encompassed in the term 'cargo handling'. The motion was adopted with the following amendment: the words 'or other' added after the words 'cargo handling' in clause 4.
- Given the practical implications for some unions of parts of Motion 38 on the 'Access to the Market for Port Services in the European Union', the motion was redrafted by the Secretariat in consultation with the European affiliates and unanimously adopted in its revised format. The adopted text is attached as Annex 1 to this report.
- There was extensive discussion on Motion 39 on the 'International Dock Workers' Council (IDC)'. This motion was redrafted and adopted by the conference in its revised format. The adopted text is attached as Annex 2 to this report.
- Emergency Motion 2 on 'Solidarity with ILWU' was unanimously adopted.

## 7. *Work Programme 2002-2006*

With the addition of the development of activities to combat the negative effects of globalisation and liberalisation, the work programme was unanimously endorsed and adopted.

## 8. *Elections*

The following were elected by acclamation:

- Chair: J Bowers (USA)
- 1st Vice Chair: B Baete (Belgium)
- 2nd Vice Chair: P Crumlin (Australia)
- Women's Representative: M Chaffart (Belgium)

The following delegates were unanimously elected on to the Section Committee:

- G Owens (USA), T Dufresne (Canada), R Webb (UK), M Rosenberg (Germany), N Stam (Netherlands), E Carrera (Spain), A Holodnuks (Latvia), Y Quindia (Ivory Coast)xxx, C Wanakenya (Kenya), O Irabor (Nigeria), A Sinclair (Jamaica), J Cocchia (Argentina), M Masui (Japan), Lee Mun Hou (Singapore), T Ryan (New Zealand), P M M Haneef (India).

## 9. *Any other business*

There was no other business.

## **R Webb**

*Rapporteur*

*Source: Annex 1 to Circular No. 192/S.51/2002 of 19 September 2002*

*XXXX C-16-SSC/Report*

## **SEAFARERS' SECTION CONFERENCE**

The Conference of the Seafarers' Section took place on 15 August 2002.

Chair: B Orrell (Great Britain)

First Vice Chair: T Tay (Singapore)

Second Vice Chair: D Heindel (USA)

Secretary: J Whitlow

Assistant Secretary: J Bainbridge

### 1. *Election of Rapporteur*

D Heindel (USA) was elected Rapporteur.

*2. Report on activities*

The Section Secretary introduced the report. Referring to paragraph 337 A Panjri (Pakistan) requested that Pakistan be considered for future ISUDP activities. H Berlau (Denmark) and P Crumlin (Australia) commented on the importance of continuing to implement the recommendations of the Ratings Task Force. They highlighted the importance of developing an ITF strategy in relation to the growing supply of Chinese seafarers, which was reiterated by S Idemoto (Japan). T Santamera (UK) went on to press for an early meeting of the Ratings Task Force. D Morgan (New Zealand) highlighted the commitment to funding the future activities of the Task Force.

The Chair drew attention to the importance of affiliates' active participation in World Maritime Day and stressed the importance of the chosen slogan 'give seafarers the freedom to be safe.'

T Abrahamsson (Sweden) and A Tselentis (Greece) emphasised the progress made at the OECD Maritime Transport Committee.

The Chair complimented the Secretariat on the hard work which was involved in undertaking the considerable activities reported and the fact that the section had at times been understaffed due to changes in personnel.

The report of the Secretariat was then adopted.

*3. Globalising Solidarity*

The Section Secretary introduced Globalising Solidarity which was supplemented by the General Secretary.

M Dickinson (UK) and H Berlau (Denmark) expressed their disappointment that unions involved with Maersk Sealand had not maximised the opportunity to participate in discussions with the company. S Idemoto (Japan) highlighted the need to organise non-union seafarers. P Crumlin (Australia) emphasised the need to explore every opportunity within regard to the industrial campaign and to involve all parts of the transport chain.

The conference unanimously endorsed the document.

*4a. Adoption of the Policy on Piracy and Armed Robbery*

Following a discussion in which D Morgan (New Zealand) proposed an amendment to paragraph 11 by including 'piracy and armed robbery' in the pre-amble and B Tampoe (Sri Lanka), S Almeida (Brazil), G Oca (Philippines), A Serang (India) and H Ikeda (Japan) participated, the conference unanimously endorsed and adopted the policy with the amendment to paragraph 11 (see Annex 1).

*4b. Revision of ILO maritime instruments*

A detailed discussion took place during which a considerable number of interventions were made and the need to ensure that the interests of seafarers were taken into account during the revision of ILO Convention 108 was stressed. The conference expressed general satisfaction with the progress to date in the revision of the ILO Maritime instruments and the form the new instrument was likely to take.

The conference unanimously endorsed and adopted the document.

*4c. Maritime security*

Among concerns expressed were the potential restrictions on inspectors' and unions' officials access to vessels. The conference adopted the document.

*4d. Composition of the Section Committee*

The conference approved the amendments to the Terms of Reference of the Seafarers' Section Committee.

The conference invited the North American Region to nominate two or three representatives as members of the Section Committee. The North American delegates agreed to submit their nominations later.

*5. Motions*

- Motion 22 on Shipping was unanimously adopted.
- After concerns were raised regarding Motion 23 on the Athens Policy the motion was remitted to the Seafarers' Section Committee for further consideration.
- It was agreed that Motion 25 on crewing agents in shipping would be redrafted and referred to the Joint Seafarers' and



# 40th ITF Congress Vancouver 2002

Dockers' Conference for consideration (see Annex 2).

- Motion 26 on health and safety on board ship was adopted.
- Motion 27 on persons in distress at sea was unanimously adopted.
- Motion 28 on piracy and armed attacks on merchant ships was unanimously adopted.
- Motion 29 on the employment of African seafarers was remitted to the Seafarers' Section Committee for further consideration.
- Motion 30 on ILO high level tripartite group on maritime labour standards was unanimously adopted.
- Motion 31 on the education of maritime officers and ratings was unanimously adopted.
- Motion 34 on the Welfare Fund and Motion 35 on affiliation fees and financial planning were withdrawn.
- Motion 36 on the Welfare Fund was adopted.
- Motion 37 on cargo handling by seafarers was unanimously adopted.
- Emergency Motion 1 on civil mobilisation of Greek seafarers was unanimously adopted (attached as Resolution 52, see Annex 3).
- Emergency Motion 4 on maritime security and the rights of seafarers was unanimously adopted (attached as Resolution 54, see Annex 4).

## 6. *Work Programme 2002-2006*

With the inclusion of the examining the implications of developments in the Chinese maritime sector and its implications for the global industry, which would involve establishing a Section Task Force, the conference adopted the work programme.

## 7. *Elections*

The following were elected by acclamation:

Chair: B Orrell (UK)

1st Vice Chair: T Tay (Singapore)

2nd Vice Chair: D Heindel (USA)

Women's Representative: J Smith (Norway)

## 8. *Any other business*

Motion 24 on the ITF Standard Collective Agreement was discussed and A Tselentis (Greece) reiterated the importance of imposing the ITF Standard Agreement in situations of boycott action, he also agreed that the operative paragraph should be harmonised with the Statement which had been referred to the Joint Seafarers' and Dockers' Conference.

I Pavlov (Russia) spoke extensively of the need to review the ITF's procedures in relation to the consideration of applications for affiliation and highlighted the need to focus on affiliating strong unions rather than large numbers of unions. The General Secretary pointed out that the procedures for affiliation and suspension are clearly outlined in the ITF's Constitution.

*JPW/jb/al/967*

*Source: Annex 3 to Circular No. 192/S.51/2002 of 19 September 2002*

### **Seafarers' Section Committee**

*Section officers*

Chair: Brian Orrell, NUMAST, UK

1st Vice Chair: Thomas Tay, SMOU, Singapore

2nd Vice Chair: Dave Heindel, SIU, USA

### *ASRC*

Chair: Abdulrahman Chande, TSU, Tanzania

Vice Chair: Mel Joachim Djedje-Li, Syndicat des Marins Ivoiriens au Commerce (SYMICOM), Ivory Coast

Vice Chair: Lovelace V Mensah, National Union of Seamen of TUC, Ghana

*APSRC*

Chair: Sakae Idemoto, JSU, Japan  
Vice Chair: Dave Morgan, NZSU, New Zealand  
Vice Chair: Gregorio Oca, AMOSUP, Philippines

*ETF MTS*

Chair: Agis Tselentis, PNO, Greece  
Vice Chair: Dieter Benze, Ver.di, Germany  
Vice Chair: Jacek Cegielski, National Maritime Section Solidarnosc, Poland

*LACSRC*

Chair: Severino Almeida, CONTTMAF, Brazil  
Vice Chair: Marcos Castro, CCUOMM, Argentina  
Vice Chair: Michael Annisette, SWWTU, Trinidad & Tobago  
Vice Chair: Francisco Montes Granillo, UNM, Mexico

*North America*

Chair: Michel Desjardins, SIU, Canada  
Bud Jacque, MEBA, USA  
René Lioeanjie, SIU, USA  
Women's Liaison Representative: Jacqueline Smith, Norwegian Seamen's Union

*ETF Advisors*

Remo Di Fiore, FIT-CISL, Italy  
Tomas Abrahamsson, SEKO Sjöfolk, Sweden

*Annex 1 to XXXX C-16-SSC/Report*

**ITF Policy on Piracy and Armed Robbery against Ships**

*Introduction*

1. Piracy and armed robbery attacks against vessels and seafarers have, for a number of years, been on the increase and are becoming more violent and audacious. Due to the unstable nature of many countries, it is unlikely to be totally eradicated but measures can be taken to minimise the problem by effective policing and the efficient use of disincentives. *Issues of jurisdiction and the subsequent prosecution of pirates have always been an obstacle. The failure of many countries to ratify the International Maritime Organisation's 1988 Convention for Suppression of Unlawful Acts Against the Safety of Navigation (SUA) often prevents the criminals from being brought to justice. Piracy and armed robbery against ships has been an ongoing issue of concern in the ITF and is universally condemned by the seafarers' trade unions.*
2. Shipping is the motor of the globalised economy and therefore every incident of piracy or armed robbery against a vessel can undermine international peace and security.

*The problem for the seafarer*

3. Seafarers are civilian personnel trying to safely navigate their ships through confined and congested waters. They have a legal entitlement that their place of work and living should be safe and free from violence. However, they are increasingly under threat of violent attack. At the same time ship operators have an ongoing policy to reduce manning to a minimum and criminals progressively view ships as easy targets.
4. Shipowners have been reluctant to install new technology such as CCTV and sensor alarms or to provide additional reliable security staff in areas that are at risk.
5. The guidelines of the IMO and the International Shipping Federation (ISF) require 'strengthened night watches' and 24-hour visual and security watches, but on today's busy ship limited staff are available for these duties. Where local security guards are provided in port or at anchor, they may be unreliable or even in league with the criminals.

# 40th ITF Congress Vancouver 2002

6. In recent instances where the crew of hijacked vessels have been robbed, mistreated or abandoned and the pirates subsequently caught, there has been no suitable national legislation to prosecute the offenders and therefore no disincentive for similar acts in the future. A further development of concern is the kidnapping of crew for ransom.

## *Definitions*

7. The definition of piracy under article 101 of the United Nations Convention on the Law of the Sea (UNCLOS) limits it to illegal acts: 'in a place outside the jurisdiction of any State'.

8. The IMO defines armed robbery against ships as: 'any unlawful act of violence or detention or act of depredation, or threat thereof, other than an act of 'piracy', directed against a ship or against persons or property on board such a ship, within a State's jurisdiction over such offences'.

9. The ITF subscribes to these definitions and believes that seafarers should be protected from piracy and armed robbery attacks, irrespective of where the vessel is. It makes no difference to seafarers if they are on the high seas, in territorial waters, at anchorage or in a port. Whilst seafarers live and work onboard ship they are entitled to a safe and decent working environment and living conditions.

10. The ITF is active in many international forums and:

1. recognises and actively promotes the guidelines and conventions adopted by the United Nations General Assembly and the International Maritime Organisation;
2. regrets the failure of some nations to respond to the IMO and UN calls for regional cooperation in joint measures to eradicate piracy and armed robbery on vessels;
3. believes all seafarers are entitled to a safe living and working environment; and
4. condemns the failure of flag and coastal states to recognise their responsibilities under the United Nations Convention on the Law of the Sea (UNCLOS).

11. The ITF demands an end to piracy and armed robbery, the scourge of today's shipping industry and will aggressively:

1. support enforceable instruments for the prosecution of acts of piracy and armed robbery;
2. actively involve the ITF in all forums that generate a greater political will to suppress and combat piracy and armed robbery;
3. further increase carefully coordinated, international and regional action to police international and national waters;
4. given the importance of merchant shipping to the global economy, seek the intervention of all relevant United Nations bodies, including the UN General Assembly and UN Security Council;
5. where possible promote greater use of non-violent security measures on vessels and investigate all technological advancements in security equipment for vessels;
6. insist that there be higher manning on vessels operating in areas identified as susceptible to piracy and armed robbery in order to facilitate the shipowners' recommended guidelines for increased vigilance and surveillance duties;
7. promote all appropriate countermeasures to prevent seafarers becoming victims of piracy and armed robbery;
8. support the use of special private ship security guards where they are both adequately trained and reliable. In high risk areas where crew numbers are minimal, these guards should be retained for the vessel's passage;
9. liaise with affiliates concerned to identify problem ports and, where circumstances warrant it, formulate suitable remedial action.
10. after consultation with the ITF dockers' affiliates and in conjunction with the shipowners, where ports or the immediate area of anchorage are identified as being an unacceptable risk to the seafarer, take all measures possible to ensure the seafarers' protection; and
11. in conjunction with the shipowner, insist on the highest level of port or private terminal security.

*Source: Annex 1 to ITF Circular No. 17/S.7/D.6/2003*

*XXXX C-16-JDSC/Report*

**JOINT SEAFARERS' AND DOCKERS' SECTION CONFERENCE**

The Joint Seafarers' and Dockers' Conference took place on 17 August 2002.

*1. Election of Rapporteur*

B Orrell (UK) was elected Rapporteur.

*2. Report on activities*

The report of the Secretariat was unanimously adopted.

*3. Globalising Solidarity*

The conference unanimously endorsed the document.

*4. The Delhi Policy*

B Orrell introduced the document.

- Seafarers' Charter: The Code of Good Practice and the Statement on the Code of Good Practice were endorsed and adopted.
- Bareboat Charter Policy: The procedures for considering bareboat chartering applications were endorsed and adopted.
- Statement on FOCs: Some discussion took place on this item. Several delegates expressed a desire for stronger wording in the statement, however it was agreed that given the varying circumstances in different countries, the existing text was a satisfactory compromise. The statement was unanimously endorsed and adopted.

*5. Motions*

B Orrell informed the conference that Motion 23 on 'The Athens Policy' had been remitted to the Seafarers' Section Committee by the Seafarers' Section Conference.

Motion 24 on 'The ITF Standard Collective Agreement' was discussed at length and was unanimously endorsed and adopted.

Motion 25 on 'Crewing Agents in Shipping' was agreed in principle. The conference agreed that the Secretariat should re-word the text in consultation with both Section Chairs and the movers, taking account the concerns raised. (See attached)

B Orrell informed the conference that motions 34 and 35 had been withdrawn.

Motion 36 on 'Welfare Fund' was adopted.

In relation to Motion 37 on 'Cargo Handling by Seafarers', the conference was informed that the motion had been adopted by the Dockers' Section Conference with the following amendment; the words 'or other' added after the words 'cargo handling' in clause 4. The conference adopted the motion in its revised form and noted that all motions and policies should be revised where necessary in line with this decision.

*6. Work Programme 2002-2006*

The conference endorsed the work programmes agreed by the Seafarers' Section Conference and Dockers' Section Conference.

The Joint Seafarers', Dockers' and SSD work programmes were endorsed and adopted with the addition of the following items:

- i. Monitoring standard agreement and the implementation of Motion 24.
- ii. Cargo handling issues relating to Ro-Ro ferries on fixed trades, in particular ensuring a uniform policy on cargo handling by seafarers.
- iii. Development of activities to combat the negative effects of globalisation and liberalisation.

# 40th ITF Congress Vancouver 2002

## 7. Elections

### Fair Practice Committee (FPC)

It was agreed that nominations for the FPC would, on the basis of the document being approved by the conference, be handled by the national unions concerned in consultation with the Secretariat.

### FPC Steering Group

The following were unanimously elected to the FPC Steering Group:

- B Orrell (UK) – Seafarers’ Section Chair
- J Bowers (USA) – Dockers’ Section Chair
- T Tay (Singapore) – Seafarers’ Section 1st Vice Chair
- B Baete (Belgium) – Dockers’ Section 1st Vice Chair
- D Heindel (USA) – Seafarers’ Section 2nd Vice Chair
- P Crumlin (Australia) – Dockers’ Section 2nd Vice Chair
- A Chande (Tanzania) – Seafarers’ Section African Regional Chair
- K Afriyie (Ghana) – Dockers’ Section African Regional Chair
- S Idemoto (Japan) – Seafarers’ Section Asia/Pacific Regional Chair
- M Kotwal (India) – Dockers’ Section Asia/Pacific Regional Chair
- S Almeida (Brazil) – Seafarers’ Section Latin American/Caribbean Regional Chair
- M Uruguaio (Brazil) – Dockers’ Section Latin American/Caribbean Regional Chair
- M Desjardins (Canada) – Seafarers’ Section North American Regional Chair
- J Spinosa (USA) – Dockers’ Section North American Regional Chair
- A Tselentis (Greece) – Seafarers’ Section European Regional Chair
- K Hansen (Denmark) – Dockers’ Section European Regional Chair

### Seafarers’ Representatives

- M Castro (Argentina), T Brown (USA), R Di Fiore (Italy), T Abrahamsson (Sweden), I Pavlov (Russia), G Oca (Philippines), A Serang (India), Ting Kam Yeung (Hong Kong)

### Dockers’ Representatives:

- R Howard (South Africa), N Stam (Netherlands), M Rosenberg (Germany), A Holodnuks (Latvia), Oh Moon Hwan (Taiwan)

## 8. Any other business

P-E Nelin announced that this would be his last Joint Seafarers’ and Dockers’ Conference, as he would be retiring.

### B Orrell

*Rapporteur*

### Annex 3 to ITF Circular No. 17/S.7/D.6/2003

#### Fair Practices Committee membership 2002-2006

Country	Union	Seafarer	Docker
ARGENTINA	SEAMARA CCUOMM	Jorge Daniel Cocchia	Marcos Ricardo Castro
AUSTRALIA	AIMPE MUA	Paddy Crumlin (ex officio) Terry Snee Vacant* <sup>1</sup>	
BANGLADESH	Bangladesh Seamen’s Association	S. M. Shafiqur Rahman	
BELGIUM	BTB	Bob Baete (ex officio) Ivan Victor	
BRAZIL	CSC Transcom CONTTMAF	Myriam Chaffart Severino Almeida Filho	Mayo Uruguaio

CANADA	SIU	Michel Desjardins	
	ILWU		Tom Dufresne
CHILE	Sindicato de Oficiales de Marina Mercante		
	Southship	Pedro Bascunan	
	COMACH	Luis Mendez Tolosa	
CROATIA	SUC	Branko Berlan	
	Dockers' Union of Croatia		Dejan Abram
CYPRUS	FTPAAW	Pantelis Stavrou	
DENMARK	Dansk Navigatørforening	Jens Fage-Pedersen	
	SiD		Knud Hansen
ESTONIA	Estonia Federation of Water Transport Workers' Unions	Ilja Donovan	
FINLAND	Auto-ja Kuljetusalan Työntekijäliitto-AKT r.y.		Timo Raty
	Finlands Sjomannunion	Simo Zitting	
FRANCE	CFDT	Didier Capelle	
	FO	Lilian Torres	
GERMANY	Ver.di	Dieter Benze	Manfred Rosenberg
GHANA	Maritime & Dockworkers' Union of TUC		K Oswusu Afriye
	National Union of Seamen of TUC	L.V. Mensah	
GREAT BRITAIN		Brian Orrell (ex officio)	
	TGWU		Danny Maher
	NUMAST	Mark Dickinson	
GREECE	PNO	John Halas	
	Greek Federation of Loaders & Unloaders		Symeon Lefteriotis
GUYANA	Guyana Labour Union	Carvil Duncan	
HONG KONG	HKSU	Kam Yuen, Ting	
ICELAND	Sjomannafelag Reykjavíkur	Jonas Gardarsson	
INDIA	NUSI	Abdulgani Serang	
	Transport and Dockworkers' Union		Manohar Kotwal
INDONESIA	KPI	Hanafi Rustandi	Vacant*1
IRELAND	SIPTU	Paul Smith	
ISRAEL	ISOU	Avi Levy	
	Transport Workers' Division of Histadrut	Yigal Cohen	
ITALY	FILT-CGIL	Leo Gaggiano	
	FIT-CISL	Remo di Fiore	
JAMAICA	Bustamante Industrial Trade Union	Alvin Sinclair	
JAPAN	AJSU	Sakae Idemoto	
	National Council of Dockworkers' Union of Japan (Zenkoku Kowan)		Masaya Tamada
KENYA	Dockworkers' Union	Joseph K. Kiliku	
KOREA	FKSU	Pil Jae Kim	
	KFPTWU	Moon Hwan, Oh	
LATVIA	Udens Transporta Arodbiedrība Federācija	Aleksejs Holodnyuks	
	Latvian Seafarers' Union of Merchant Fleet	Igor Pavlov	
LITHUANIA	Independent Dockers' Union		Vladimiras Bendoraitis
MALAYSIA	UNEPASS	A. Balasubramaniam	
MALTA	GWU	Emmanuel Zammit	
MEXICO	Orden de Capitanes y Pilotes Navales de la República Mexicana	Raymundo Mata Contreras	

# 40th ITF Congress Vancouver 2002

MONTENEGRO	Independent Union of Workers in Maritime Shipping Trade & Transport of Montenegro	Sasa Milosevic	
NETHERLANDS	FWZ	Ed Sarton	
	FNV BONDGENOTEN	Niek Stam	
NEW ZEALAND	New Zealand Seafarers' Union	Dave Morgan*2	
	Waterfront Workers' Union		Terry Ryan
NIGERIA	Maritime Workers' Union of Nigeria	J. K. Ozoroko	Anthony Emmanuel Nted
NORWAY	Det Norsk Maskinistforbund	Bjorn Degerud	
	Norsk Transportarbeiderforbund	Per Østvold	
		Vacant*1	Vacant*1
PAKISTAN			
PANAMA	FITTAMPS	Luis Amaya	
PHILIPPINES	AMOSUP	Captain Gregorio Oca	
	PWUP	Roberto Oca Jnr	
POLAND	National Maritime Section NSZZ 'Solidarnosc'	Jacek Cegielski	
	National Section of Port Workers NSZZ 'Solidarnosc'		Kristov Szymichowski
PORTUGAL	SITEMAQ	Antonio Alexandre Picareta	
		Delgado	Vacant*1
ROMANIA	RSU	Aurel Stoica	
	FNSP		Petre Costel
RUSSIA	Dockers' Union of Russia		Alexandre Shepel
	SUR	Igor Pavlov	
SINGAPORE	SOS	Leow Ching Chuan	
	Port Officers' Union		Tan Hoon Kiang
		Thomas Tay (ex officio)	
SLOVENIA	Seamen's Union of Slovenia	Karl Filipcic	
SOUTH AFRICA	SATAWU	Thulani Dlamini	Veronica Mesatywa
SOUTH PACIFIC	KIOSU	Tatoa Kaiteie*3	
	Papua New Guinea Maritime Workers' Industrial Union		John Mahuk
	TOSU	Tommy Alefaio*3	
		Manuel D Segade	
SPAIN	UGT	Jose Perez	
	FETCOMAR-CCOO	Bala Tampoe	
SRI LANKA	CMU	Per Winberg	
SWEDEN	Svenska Transportarbetareforbundet	Tomas Abrahamsson	
	SEKO	Nick Bramley	
SWITZERLAND	VHTL	Fang Fu Liang	
TAIWAN	NCSU		
	Taiwan Dock Workers' Federation		Yao-Chang, Yang
TANZANIA	Tanzania Seamen's Union	A.H. Chande	
TRINIDAD & TOBAGO	SWWTU	Michael Annisette	
TURKEY	Turkey Seafarers' Union	Turhan Uzan	
	LIMAN-IS		Raif Kilic
UKRAINE	Marine Transport Workers' Trade Union of Ukraine	Mikhailo Kiryeyev	Oleg Cherkashyn
UNITED STATES		Dave Heindel (ex officio)	John Bowers (ex officio)
	ILWU		James Spinosa
	AMO	Michael McKay	

\*1 to be filled following consultations with the unions concerned

\*2 until 2003, 2004 – 2006, Helen McAra

\*3 Alternating

*Source: Annex 1 to Circular No. 191/F.5/2002 of 19 September 2002*

*XXXX C-16-FSC/Report*

**FISHERIES SECTION CONFERENCE**

The Conference of the Fisheries Section took place on 16 August 2002.

Chair: O Jacobsen (Faroe Islands)

Secretary: J Whitlow

Assistant Secretary: J Bainbridge

*1. Election of Rapporteur*

H Rustandi (Indonesia) was elected Rapporteur.

*2. Report on activities*

The Chair introduced the Report. Referring to paragraphs 247-249 H Kobori (Japan) stated that insufficient progress had been made in this matter and urged the Secretariat to take more positive action in pursuing the industrial aspects of the fisheries FOC campaign. The Section Secretary advised that more information was required from affiliates on FOC fishing operations. Y Shaloin (Russia) requested more feedback from ITF Inspectors on cases involving Russian fishing vessels. H Rustandi (Indonesia) identified the need for the ILO fishing conventions to provide a better standard for the living and working conditions of fishers. It was generally accepted that there was a need to allocate more resources in the sector.

The Chair spoke extensively of his work as chair of the section over the past 22 years and noted that although the number affiliated to the section had doubled there were a huge number of unorganised fishers, many in small scale operations. He advised that he had felt let down by the leadership of the ITF in recent years and would be stepping down as Section Chair.

The report on activities was adopted

*3. Globalising Solidarity*

The Section Secretary introduced the report Globalising Solidarity. The conference unanimously endorsed the document.

*4. Adoption of the revised Section Policy*

Following a discussion in which H Rustandi (Indonesia) participated requesting the ITF to put greater pressure on governments to ratify the STCW-F Convention. The Section Secretary advised that the last IMO Assembly had passed a Resolution calling for governments to ratify the Torremolinos and STCW-F Conventions. P Mortensen (Denmark) informed the meeting that the European Union institutions had strongly urged European Governments to ratify the STCW-F Convention over the course of the next year. Mortensen proposed a new paragraph under the conditions of work section, which would address manning levels and it was agreed that the Section Committee should be empowered to examine the issue and make appropriate amendments to the Section Policy in this regard. In clause 28, after 'interested parties in the fishing industry', J. Smith (USA) requested the addition of the following words, 'including fishermen and their representative organisations', which was agreed. Following a discussion on paragraph 30, Mortensen proposed that the text should be replaced by the following text: 'Systems other than quota systems; such as days at sea, limitation of fishing gear designed to limit fishing activities have been used as fisheries management systems. However experience has shown that such systems can lead to excessive working hours, accidents and fatalities and a lack of protection of social conditions of crews. The ITF is therefore opposed to the use of such systems.'

It was so agreed. After a discussion it was agreed that the Secretariat be asked to expand the paragraph on flags of convenience.

The policy, with the agreed amendments, was adopted.



# 40th ITF Congress Vancouver 2002

## 5. *Motions*

Motion 32 on Training and Competence of Engineers on Small Vessels was adopted (see Annex 1) with the following additional words in clause 3 after 'within the IMO', 'for the ratification and entry into force of the STCW-F Convention and thereafter campaign for...' and an additional paragraph 4: 'Resolves further that governments should not use the STCW-F Convention to reduce the existing higher standards.'

Motion 40 on Flags of Convenience in the Fishing Industry was adopted with the additional words in paragraph 6 after '...ensure the application of', 'the provisions contained in' (see Annex 2).

Motion 41 on ITF Collective Agreement for FOC Fishing Vessels was amended by deleting all the text after the words 'FOC fishing vessels' in paragraph 4 and the addition of, 'including whether it is appropriate to have such an instrument'. The motion was then adopted (see Annex 3).

Motion 42 on Wages in the Fishing Industry was adopted.

Motion 43 on STCW-F Convention was adopted (see Annex 4) after the following paragraph 3 was added: 'Resolves also to promote the ratification and entry into force of the SCTW-F Convention and thereafter to seek its revision and upgrading in line, as far as is relevant, with the 1995 STCW Convention.'

Motion 44 Health and Safety of Engineers in Fishing Vessels was adopted with the deletion of the word 'fishing' from the title (see Annex 5).

Motion 45 World Fish Resources motion was adopted following the deletion of the words 'self-employed' from clause 5a (see Annex 6).

## 6. *Work Programme 2002-2006*

The conference adopted the work programme with the addition of the following to bullet point one, 'using education as a tool to organise the unorganised' and a new bullet point, 'examining the differences between FOCs in the fisheries sector and in the Seafarers' Section.'

## 7. *Elections*

The following were elected/confirmed:

Section Chair:

P Mortensen (Denmark)

Asia/Pacific:

H Kobori (Japan) – Vice Chair

P M Mohammed Haneef (India)

Pil Jae Kim (Korea)

H Rustandi (Indonesia)

Europe:

P Mortensen (Denmark) – Section Chair

Yuri Shalonin (Russia)

Manuel D Segade (Spain)

Ivan Victor (Belgium)

Johnny Hansen (Norway)

Helgi Laxdal (Iceland)

Africa:

Mohammed Sardy (Morocco) – Vice Chair

Henry Oppong (Ghana)

Latin America/Caribbean:

Horacio Angriman (Argentina) – Vice Chair

Luis Penteado (Brazil)

Luis Almonacid A (Chile)

N. America:

Vacant

Women' Representative:  
Elena Rodríguez (Spain)

Mortensen thanked the section for electing him as Chair and commended Oli Jacobsen for all the work he had done as Section Chair which had laid a firm foundation for the future.

*8. Any other business*

H Kobori (Japan) briefed the meeting of recent developments at the International Whaling Conference and about the establishment of a committee set up to monitor the management of tuna fishing.

*Source: XXXX C-16-INSC/Report  
XXXX C-16-INSC/Report*

**INLAND NAVIGATION SECTION CONFERENCE**

The Conference of the Inland Navigation Section took place on 17 August 2002.

Chair: A Geeraerts (Belgium)

Secretary: J Whitlow

*1. Election of Rapporteur*

N Bramley (Switzerland) was elected Rapporteur.

*2. Report on activities*

D Benze (Germany) referred to paragraph 280 and advised that it was not just the Luxembourg flag which was causing problems but the fact that manning agencies based in that country were supplying cheap crews for service on German flagged vessels. With regard to paragraph 287, he also advised that despite trade union objections the Rhine Commission (ZKR) had pushed through the new regulations to the detriment of the workers. Benze appealed for the Inland Navigation Section to intensify its activities as the sector had the potential to be an alternative to the growing road congestion. R Ponzi (Brazil) concurred and advised that in addition to being an alternative mode of transport inland navigation offered important development possibilities, which could improve the economic situation in many countries. B Paas advised of the conclusions of a recent European Ministerial Conference and that China was buying inland navigation companies on a global basis. The need for an African inland navigation seminar was stressed by F Makanda (Zimbabwe) and the African Regional Secretary. M. Haneef (India), S Mahmud (Bangladesh) and R Ponzi provided information on regional developments

The report on activities was adopted by acclamation.

*3. Globalising Solidarity*

The Section Secretary introduced Globalising Solidarity.

The conference endorsed the document and considered that there was a great deal in it which was of direct relevance to the section.

*4. Motions*

No motions had been referred to the section. However, D Benze (Germany), Chair of the Resolutions Committee, noted that Motion 22 (adopted by the Seafarers' Section) referred to river or canal traffic and suggested that this aspect should be considered by the Inland Navigation Section. The consensus was to support the principles contained in the motion as they were just as relevant to inland navigation workers as they are to seafarers.

*5. Work Programme 2002-2006*

With the inclusion of the following items, the conference adopted the work programme:

- Undertaking a survey, possibly supported by external research, into the global situation in inland navigation;

# 40th ITF Congress Vancouver 2002

- Strengthening the section and working towards the establishment of a Section Committee;
- Addressing the growing river cruise sector, drawing on the expertise of the cruise ship committee;
- Examining the safety aspects which arise from the sale of redundant vessels for use in other regions.

## 6. Elections

The following were elected by acclamation:

Chair:

N Bramley (Switzerland)

Vice Chairs:

J C Pucci (Argentina)

S Mahmud (Bangladesh)

R Opdelocht (Belgium)

Women's Representative:

B Paas (Netherlands)

## 7. Any other business

D Benze (Germany) advised of the grave impact of the flooding in Germany and their implications for inland navigational workers, both in the short and longer term. He suggested that the problem was partly related to global warming and emissions from motor vehicles.

The Section Secretary and the General Secretary noted that the Chair was retiring and, on behalf of the meeting, extended the section's appreciation for the work and contribution he had made over the 19 years he had been Chair of the section.

Source: XXXX C-16-CASC/Report

XXXX C-16-CASC/Report

## **CIVIL AVIATION SECTION CONFERENCE**

### 1. Opening remarks

The Section Chair, Carla Winkler (IAMAW, USA) opened the meeting with a moment of silence in respect for those who lost their lives in the events of 11 September. In her opening address, she emphasised the need for strengthened solidarity to meet the challenges of globalisation, liberalisation, deregulation and privatisation that were intensifying in the sector and highlighted the need to respond to the economic downturn which had cost many thousands of jobs.

### 2. Election of Rapporteur

The Section Chair was unanimously elected Rapporteur for the conference.

### 3. Report of the Secretariat

The Section Secretary, Shane Enright, presented the Report. In his remarks he highlighted the changes of personnel that had occurred in the section. Stuart Howard, former Section Secretary, was thanked for his work, and Ingo Marowsky, Assistant Secretary and Sarah Roberts, Section Administrative Assistant were welcomed. The Section Secretary highlighted the big increases in ground staff activities, education work, aviation security initiatives and the new air traffic services programme. These had been achieved despite no increase in section resources. There had been a corresponding increase in international conferences, including an ILO tripartite aviation meeting which had produced very useful and comprehensive conclusions. The section was facing challenges through globalisation, though the cyclical downturn in the industry and as a consequence of the events of 11 September. These were leading to a major growth in disputes requiring international solidarity, including serious disputes in Mexico and Pakistan, which were reported to the meeting.

Delegates from Togo, United States of America, Denmark, France, Argentina, Norway, Australia, Bénin, Pakistan, Mexico, Japan, Germany, Brazil, United Kingdom, Turkey, and Canada contributed to the debate. The Report was adopted following clarification of a number of points.

*4. Economic strategy*

Delegates considered and approved a paper relating to arrangements for the forthcoming International Civil Aviation Organisation Air Transport Conference, taking place in Montreal in March 2003. It was agreed that the Section Committee would advise on objectives and strategy in relation to this event, and affiliates were encouraged to be part of the ITF delegation to this event.

*5. Cabin crew licensing*

Delegates approved proposals for a global campaign in support of cabin crew licensing, and authorised the Secretariat, in consultation with the Chair of the Cabin Crew Committee to establish a campaign Task Group. Delegates from the United States, Argentina, Italy, Australia, Denmark, Bangladesh, and Brazil supported the proposal.

Delegates noted that the Cabin Crew Committee Chair, Betty Lecouturier (SNPNC, France) was unable to attend due to illness and resolved to send its very best wishes to her for a speedy recovery.

*6. Air traffic services*

The conference approved proposals to establish an ITF Air Traffic Services Committee, with a place for its elected Chair on the Section Committee. In the debate representatives from the USA, Italy, Bénin and the United Kingdom welcomed the section's achievements in the field of air traffic services and supported the approach being taken to this new area of work.

*7. Security principles*

Delegates from Australia, the United Kingdom, Japan, Denmark, France, Togo, the United States of America, and Korea commented on a draft ITF Aviation Security Principles document. A number of possible improvements to the document were suggested, and the conference agreed to adopt the Document and to refer it to the Section Committee for final approval with the understanding that it be issued rapidly as a basis for action by affiliates.

*8. Motions*

The meeting considered and endorsed Resolution No 4: Women and Globalisation – Air Afrique, which had been adopted by the ITF Women Transport Workers' Conference which took place in Vancouver on 11-12 August 2002.

*9. Work Programme 2002-2006*

The meeting considered and approved the work programme contained in paragraph 455 of the report of the Secretariat, whilst noting that the Occupational Health and Safety Working group had been active throughout the previous four-year period.

In the debate many speakers highlighted the importance and urgency they attached to activity by the ITF in response to the development of low cost carriers. The Section Secretary advised the meeting that the survey of low cost carriers would shortly be published, and that a two-day event to consider strategies was being organised as a priority.

*10. Elections*

The Section Chair Carla Winkler, (IAMAW, USA) and Section Vice Chair Tim Lyle (TGWU, UK) were elected unopposed. There were contested elections, carried out by membership vote, for the position of Women's Liaison Representative, and for the six section conference representatives. Ellie Larson (AFA, USA) and Iqbal Vaid (TGWU, UK) were elected Scrutineers for the election count. The result of the elections was as follows:

Section Chair:

Carla Winkler, IAMAW (USA)

Section Vice Chair:

Tim Lyle, TGWU (Great Britain)

Women's Liaison Representative:

Victoria Gray, IBT (USA)

General Members (in alphabetical order):

Steffen Kuehhirt, VERDI (Germany); Lars Erik Lilleodegard, Fellesforbundet (Norway); Guy Maclean, FAAA (Australia); Anupama Malik, AIFFAEU (India); Henri Popelier, VNC (Netherlands); Marlene Ruza, FNAA (Brazil).

40th  
ITF Congress  
Vancouver 2002

The conference further unanimously approved the membership in the committee of one representative per region and one representative per industrial subsection, as elected by the relevant regional or industrial bodies of the Civil Aviation Section.

*11. Any other business*

The meeting approved a statement on Air France privatisation, attached as Annex 1.

The meeting referred a request by the IBT, USA, that the Flight Deck Committee be reactivated in order to deal with problems of security, mergers and multinational alliances to the Section Committee for their consideration and decision.

*Source: XXXX C-16-CASC/Report /Annex 1*

**Statement on Air France**

The meeting of the Civil Aviation Section Conference, taking place in Vancouver on 15th August 2002:

- 1) NOTES the current political situation in France and the proposed privatisation of its national airline, Air France,
- 2) RECOGNISES the opposition, by the majority of Unions who organise Air France employees, to these proposals,
- 3) NOTES that the effects of neo-liberal policies within the airline sector are particularly harmful for workers, especially in the case of mergers but also for passengers in the long run due to the cancellation of routes and increase in fares,
- 4) CONSIDERS that the privatisation of other airlines, especially since the events of 11th September, demonstrates the limitations of short-term, economically motivated political decisions which are detrimental in relation to social benefits,
- 5) The Civil Aviation Section Conference WARNS the public authorities against the pursuit of initiatives such as these which are a response to ideological and partisan considerations,
- 6) RECOGNISES the need for cooperation instead of the profit motive.

*Source: XXXX C-16-TRSC/Report*

*XXXX C-16-TRSC/Report*

**TOURISM SERVICES SECTION CONFERENCE**

*1. Opening remarks*

The Tourism Services Section Chair Richard Rosser (TSSA, United Kingdom) opened the meeting with thanks for services to the section by the Section Vice-Chair, Yukata Kasahara (Service Roren, Japan) who would not restand for the Section Committee as he now had responsibilities outside of tourism within his union. The Section Chair also thanked Stuart Howard, Section Secretary until 2000, for his work on behalf of the tourism membership, and welcomed Shane Enright, Section Secretary, Ingo Marowsky, Assistant Secretary and Sarah Roberts, Section Administrative Assistant.

Conference participants stood for a minute's silence as a mark of respect to those tourism workers who had been killed in the events of 11 September.

*2. Election of Rapporteur*

The Section Chair was elected Rapporteur for the conference.

*3. Report of the Secretariat*

The Section Secretary introduced the report, emphasising that the ITF represented only a small minority of global tourism workers, and that the membership was concentrated in the European and the Asia/Pacific Regions. As a consequence, collaboration with the other principal tourism Global Union Federations, UNI and IUF, was essential to advancing the interests of our membership.

Doro Zinke, General Secretary of the European Transport Workers' Federation, highlighted the need for inter-sectional cooperation and coordination, as many transport workers, such as coach drivers, cruise ship employees and charter airline workers were part of the tourism chain. She also outlined developments in the European Union.

Hideaki Miyasaka (Service-Rengo, Japan) reported on developments within the Asia/Pacific Region. The regional tourism conference in Bangkok in September 2001 had concentrated on the consequences of the 11 September events,

and had additionally called for education activities, a better use of email and websites for communication, assistance with recruitment and enhanced cooperation with UNI and IUF.

There were contributions from Finland, India, Germany, Japan, Argentina and the United Kingdom on the report on activities. These highlighted the importance of education work, the section's campaign against Child Sex Tourism, the value of European Works Councils and the outcome of the ILO tri-partite 'Think Tank' on tourism, which took place in the aftermath of 11 September. Delegates also highlighted the importance of active recruitment and organising strategies.

The Section Chair reported on developments within the European Tourism Liaison Committee, the cooperative structure that brings together the ITF, IUF and UNI and their European regional organisation to promote the interests of tourism workers within the European Union. The Section Chair was currently Chairperson of the ETLC. The meeting expressed its thanks to Kersten Howald, Secretary of the ETLC, for her work on behalf of the organisation.

A number of delegates reported on the adverse effects of the 11 September 2001 events on the tourism industry, which had resulted in significant job losses as well as wage freezes or cuts in salaries and conditions of employment. Travel agencies were badly affected by cuts in airline ticket sales. The drastic reduction in air travel after 11 September had hit these companies very badly. The Section Chair described the eventually successful campaign to recoup with compensation the money that Thomas Cook staff had lost in wage cuts.

#### *4. Globalising Solidarity*

Delegates emphasised the importance of inter-sectional cooperation and collaboration between the Global Union Federations.

#### *5. Work Programme 2002-2006*

Delegates adopted the work programme contained in Paragraph 475 of the report of the Secretariat. The meeting also approved additional items for the 2002-2006 period:

- Information Networks on Tourism Multinational enterprises.
- Trade union education activities for tourism workers and affiliates.
- A Tourism Day of Action to be developed by the Section Committee.
- A possible joint ITF/UNI/IUF event on Tourism for the Asia/Pacific Region, subject to consultation in that region.

#### *6. Elections*

Section Chair: (elected unopposed)

Richard Rosser, TSSA (Great Britain)

Section Vice-Chair: (elected unopposed)

Hideaki Miyasaka, Service-Rengo (Japan)

Section Women's Liaison Representative:

Katri Höök, AKT (Finland)

Section General Members:

Harriet Yeo, TSSA (Great Britain)

Gerd Hütter, ver.di (Germany)

Hugo Perosa(\*), APA (Argentina)

(\*subject to the declaration of Tourism Services membership)

Erika Young (FILT-CGIL, Italy) and Joel David Strebel (KAPERS, Switzerland) acted as Scrutineers.

#### *7. Any other business*

Diana Holland (TGWU, United Kingdom), Chair of the ITF Women's Committee, introduced a Statement that she wished the meeting to adopt on the distribution of inappropriate materials to delegates. She was supported by Shigeru Wada, Regional Secretary for the Asia/Pacific Region, Shane Enright, Section Secretary and Richard Rosser (TSSA, United Kingdom), Section Chair. In these contributions, the importance of the ITF's commitment to equality and to its Mutual Respect Policy was emphasised. The Statement (annex 1) was adopted unanimously.

# 40th ITF Congress Vancouver 2002

Richard Rosser  
*Rapporteur*

## **Statement by the Tourism Services Section Conference**

1. The ITF Tourism Services Section, meeting in Vancouver on 17 August, during the ITF's 40th Congress:
2. EXPRESSES total condemnation at the distribution, during a reception hosted by an ITF affiliate, of gifts comprised of 2003 calendars using sexually explicit and degrading images of women,
3. FURTHER NOTES that the circulation of these calendars has caused serious offence both to women and to men who have seen them,
4. BELIEVES that these calendars, which bear the ITF logo, bring the whole organisation into disrepute,
5. STRESSES that this action by an ITF affiliate is contrary to the values of equality enshrined in the ITF Constitution, and is a clear breach of the ITF's Mutual Respect Policy, adopted by the Executive Board and received by all delegates in their Congress packs,
6. In view of the nature of the material and in view of the use of the ITF logo, CALLS UPON the Executive Board to ensure that:
  - a. The union concerned undertakes to destroy all the remaining calendars printed
  - b. An apology is given by a responsible officer of the union concerned, on the floor of the plenary
  - c. That in the event that the affiliate concerned fails to take this action, that the Executive Board consider its immediate suspension,
7. The meeting further asks the Executive Board to reaffirm the ITF's Mutual Respect Policy together with its total commitment to equality between men and women.

*Source: circ. 236/A.30/2002 Annex*

## **WOMEN TRANSPORT WORKERS' CONFERENCE: CONCLUSIONS**

The meeting of the ITF's Women Transport Workers' Conference, taking place in Vancouver on 11 and 12 August 2002:

1. Endorses the practical and campaigning approach adopted by the ITF Women's Committee in carrying out its work programme over the last four years,
2. Recognises the role of the ITF's education programmes in supporting and promoting women to participate and play a leadership role in unions, both locally and globally,
3. Recalls that the underlying aim of the ITF's work for women is to bring about concrete improvements in the lives of women transport workers worldwide,
4. Considers that the issues outlined in the conference document 'Women and trade unions in the globalised transport industry' must be given priority in the fight to achieve this aim, and notes in particular that:
  - Globalisation affects women transport workers in ways that differ from their male colleagues because many of the 'new' areas of work are areas where women are recruited – but which offer jobs that are often low quality – i.e. they are low paid, can be part-time or temporary, are insecure, and non-union organised.
  - At the same time, downsizing and restructuring in response to aggressive and completely unfettered competition, alongside privatisation and reductions in social benefits in the wake of government restructuring, create fear and lowered expectations in the workforce,
  - These tendencies pit worker against worker, and women against men, creating a working environment of intimidation and fear, in which workers often feel powerless to act. Strong trade union organisation, with its resultant ability to fight back, is key. In the globalised economy, strong international trade union organisation is more important than ever for women transport workers,
5. Resolves to improve the lives of women transport workers by delivering freedom from fear, through trade union strength and solidarity, and in particular, calls on the ITF:
  - i. To continue to support measures to strengthen ITF trade unions by improving women's involvement in unions and the workforce through the use of structural and constitutional measures, as well as education and training (including leadership training)

- ii. To seek strong support from male colleagues in these aims, building alliances with them, and where appropriate, equipping both male and female colleagues through gender sensitisation programmes
  - iii. To support further surveys of ITF unions with the aim of identifying areas where women transport workers involvement needs to be improve
  - iv. To continue to support March 8th International Women's Day as a campaign day, for Women Transporting the World, part of the Global Unions campaign day, asking ITF unions to sign up for the day over the next four years, and to use ITF campaigning opportunities to activate, recruit and in particular, organise unorganised women transport workers, in particular developing innovative ways of organising cross-border workforces
  - v. To develop a gender analysis of the effects of globalisation on the employment of transport workers, to be used as a basis for future campaigning positions around women transport workers' basic rights
  - vi. To push for gender equality to go to the top of the international trade union agenda in discussions about core labour standards
  - vii. To work to combat intimidation and violence
  - viii. To collect data on transport companies which use blatantly discriminatory practices and to mount publicity campaigns to expose those companies
  - ix. To work in multinational companies and trans-national alliances to develop gender codes of conduct, to include positive action programmes aimed at combating occupational segregation
  - x. To work with other global union federations to identify one or more multinational company/ies to run education and organising projects focused on women in the supply and transport chain
  - xi. To work with other global union federations to set up a logistics group or conference which would prioritise gender issues
  - xii. To join or set up a call-centre group, focused on extending best practice organising and code-of-conduct policies
  - xiii. To research teleworking in transport urgently, with the aim of identifying any moves by companies towards this practice as well as pointing out the dangers for service to consumers of this kind of fragmentation
  - xiv. To support an inter-sectional initiative to organise non-mobile workers and to extend these initiatives to other ITF sections
  - xv. To promote work with the aviation and maritime sections to ensure that social benefits such as maternity provisions are not lost as a result of cross-border recruitment, strengthening existing work with the ILO and other appropriate bodies to create international rules on this issue
  - xvi. To carry out a survey of all affiliates with the aim of identifying the extent and nature of informal work in the transport industry,
    1. Agrees resolutions on:
      - Violence against women – a social problem
      - Immigrant women workers in transport
      - Women Workers' Rights
      - Women and Globalisation – Air Afrique,
6. Agrees to extend support to Workers Out – 2nd World Conference of Lesbian and Gay Trade Unionists in Sydney, Australia from October 31-November 2, 2002.



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40th  
ITF Congress  
Vancouver 2002

Source: XXXX C-Agenda

### AGENDA

1. Opening Ceremony
2. Address by Host Organisations and Distinguished Guests
3. Presidential Address
4. Election of Tellers and Ballot Scrutineers
5. Adoption of Standing Orders
6. Election of:
  - (a) Credentials Committee
  - (b) Resolutions Committee
7. Report on activities
  - Secretariat Report 1998 to 2001
  - Mobilising Solidarity: Progress Report
8. Globalising Solidarity
9. Women Transport Workers
10. Financial statements and auditors' reports (1998 to 2001)
11. Motions
12. Amendments to ITF Constitution
13. Affiliation Fees
14. Election of Governing Bodies, Auditors, General Secretary, President and Vice-Presidents
15. Location of Headquarters
16. Reports of section conferences

### SECTION WORK PROGRAMMES (ADOPTED BY SECTION CONFERENCES)

Source: XXXX C-16/UTC/Report

#### Urban Transport Committee Work Programme 2002-2006

The delegates agreed that the work programmes adopted by the Road Transport Workers' and Railway Workers' Section Conferences respectively will form the basis of the Committee Work Programme.

Priorities pointed out by the delegates include:

- Investigations into violence at work and possible coordination of an ITF campaign.
- Studying and documenting the structural changes in the public transport system created by privatisation and deregulation.
- Development of cooperation between the railway and road transport workers' unions in the ITF Network on Urban Transport Multinationals.

Source: Circular No.168/Rw.21/2002

#### Railway Workers' Section Work Programme 2002-2006

1. Defending railway workers' human and trade union rights.
2. Organising the ITF International Railway Workers' Action Day to promote railways and a safety culture.
3. Fighting against the negative effects of privatisation, deregulation and liberalisation of the railways.
4. Establishing ITF networks on international and multinational railway operators, including urban and short-distance urban transport companies.
5. Developing industrial policies on issues such as railway safety, internalisation of external costs and promotion of sustainable mobility.
6. Producing information related to railway restructuring, including research on the consequences to the health and safety of railway workers.
7. Promoting the upward harmonisation of working conditions and safety regulations at national, regional and international levels.
8. Participating in regional economic groupings as well as international institutions.
9. Developing activities on specific categories of railway worker such as drivers and track maintenance workers.
10. Cooperating with the Road Transport Workers' Section in the activities of the ITF Urban Transport Committee and with all other sections on transport logistics.
11. Further development of ITF educational activities for rank and file members on international trade union movement railway issues.
12. Further promote women's activities in the section and consider creation of a women's network in consultation with the ITF Women's Committee.

Source: Circular No.169/Rt.20/2002

#### Road Transport Workers' Section Work Programme 2002-2006

1. Securing trade union rights for road transport workers in compliance with the ILO standards.
2. Maintaining the ITF International Action Day Campaign against excessive working hours and conditions and coordinate activities with logistic workers in other sections where possible and appropriate.
3. Promoting public transport and measures to maintain and improve working conditions as well as favourable treatment, as a matter of principle for public sector companies in the road transport industry.
4. Developing further network activities on multinational companies and to strive to establish World Councils in these firms.
5. Undertaking practical training and education to organise unorganised workers.

# 40th ITF Congress Vancouver 2002

6. Developing Section Working Group activities for non-mobile and logistics workers as well as taxi, school bus and other categories.
7. Supporting trade union activities against violence at work.
8. Producing health and safety information, including on HIV/AIDS.
9. Participating in cross-sectional initiatives on transport logistics.
10. Looking at the situation of self-employed drivers.
11. Promoting trade union participation to the regional economic groupings.
12. Conducting surveys on wages and conditions of road transport workers.
13. Highlight cases of economic abuses conducted by road transport firms.

Source: paragraph 321 of the report of the Secretariat

## **Dockers' Section Work Programme 2002-2006**

The following key areas will provide the focus of the activities of the section over the next four years:

- Supporting affiliates facing port reforms.
- Intensifying the 'stamp out union-busting' campaign.
- Further developing the cargo handling campaign.
- Raising awareness on the need to improve human resource management in the port industry, by:
  - Keeping affiliates informed about developments related to the introduction of new technologies,
  - Developing information and solidarity networks between affiliates in the same region,
  - Developing information and solidarity networks between affiliates in major global operators in the ports industry,
  - Further developing policies and awareness on Health & Safety,
  - Providing more information on working conditions and employment trends,
  - Continuing support for the FOC Campaign.
- plus: (source: XXXX C-16-DSC/Report, para 7) Development of activities to combat the negative effects of globalisation and liberalisation.

Source: Annex 2 to Circular No. 192/S.51/2002 of 19 September 2002

## **Seafarers' Section Work Programme 2002-2006**

The revision of the ILO maritime instruments and the adoption of a comprehensive seafarers 'bill of rights' will be central to the work of the section. The same applies to the political dimensions of the FOC campaign. Here it will be necessary to build on recent favourable developments and to secure the imposition of punitive measures against sub-standard flag States. The section will need to consolidate its relations with the OECD MTC and to use this body to try to monitor and influence developments at the World Trade Organisation (WTO) on the extension of the General

Agreement in Trade in Services (GATS) to maritime services. The section will also need to continue to monitor developments at the IMO and to endeavour to secure the adoption of additional regulations, especially with regard to the enhancement of the safety of bulk carriers.

Key issues for the section in the next inter-Congress period include:

1. continuing the political campaign for an end to the flag of convenience system and the establishment of a 'genuine link' between the shipowner/company and the flag;
2. continuing the political campaign against sub-standard shipping;
3. expanding the influence of the ITF and its affiliates in the shipping industry, including through maintaining the representational role of the ITF and its affiliates within relevant intergovernmental agencies;
4. monitoring the impact and promoting strict enforcement of the ISM Code, the STCW Convention, the United Nations Convention on the Law of the Sea (UNCLOS) and ILO Convention 147;
5. combating excessive working hours and the consequent problems of fatigue and stress;
6. keeping the pressure on all flag states to ensure enforcement of international standards, including through the adoption of novel enforcement systems by international agencies;
7. seeking to ensure that the shipping industry is run on a rational and sustainable basis which will include promoting measures to arrest the growing age of the world fleet, eliminate unfair competition and ensure greater transparency;
8. seeking to ensure that there is an adequate supply of suitably trained seafarers, that all maritime countries retain a national maritime skills base and promote the profession of seafarer;
9. continuing to support studies and research in areas affecting the working lives of seafarers including the consequences of the modern day structure of the shipping industry, safety of life at sea and occupational health;
10. supporting national affiliates in enhancing working and living conditions for all seafarers;
11. supporting affiliates in achieving national conditions on nationally flagged vessels for all seafarers, regardless of the individual seafarer's nationality, at least on the ITF interpretation of the ILO minimum standards;
12. promoting seafarers' welfare;
13. promoting seafarers' maternity rights before and after childbirth and paternity rights, with a view to establishing international standards;
14. strengthening the regional section structure so as to ensure that the views of all affiliates are given equal voice;
15. expanding and enhancing the publications, studies and surveys carried out by the Secretariat, including information on wages and working conditions;

16. developing maritime economic policy and regional policies to take account of specific national and regional problems;
17. making maximum use of its resources for the section with a view to enhancing further the high quality work done and at the same time enhancing the section autonomy; and
18. examining the implications of developments in the Chinese maritime sector and its implications for the global industry, which would involve establishing a Section Task Force.

*Source: Annex 2 to ITF Circular No. 17/S.7/D.6/2003*

**Work Programme of the Dockers' Section, Seafarers' Section and the Special Seafarers' Department of the period 2002-2006**

Key issues for the Special Seafarers' Department (SSD) in the next inter-congress period include:

- Continuing both the industrial campaign against flags of convenience and sub-standard shipping;
- Continuing to develop the FOC campaign within the regions by campaigning and focused action activities;
- Continuing to assess ITF Inspectors performance against the guidelines provided;
- Establishing a more structured training programme to enhance the skills of ITF Inspectors;
- Identifying new geographical areas to strengthen the industrial activities of the ITF Inspectorate;
- Expanding the influence of the ITF and its affiliates in the shipping industry, continuing to develop the objective of engaging the industry through the process of increased dialogue;
- Expanding the activities within the cruise sector, to meet the continued growth in this sector;
- Enhancing the activities within the offshore sector to provide more social protection on a global basis for workers;
- Continuing to pursue the policies contained within the 'Delhi Policy';
- Monitoring standard agreement and the implementation of Motion 24;
- Cargo handling issues relating to ro-ro ferries on fixed trades, in particular ensuring a uniform policy on cargo handling by seafarers;
- Development of activities to combat the negative effects of globalisation and liberalisation.

*Source: Annex 2 to Circular No. 191/F.5/2002 of 19 September 2002*

**Fisheries Section Work Programme 2002-2006**

It is clear that the state of the world's fish stocks and the activities of international organisations will have a substantial impact on the work of the section and on its priorities. However, the possibilities for setting a comprehensive body of fisheries specific labour

standards within the ILO, which has long been an objective of the section, will be a major work item.

Other issues, many of which were included in the Section Work Programme for 1998-2002 and which are either ongoing or still to be addressed, will also feature on the Section Work Programme. They include:

1. increasing the membership of the section and promoting organising drives among the unorganised using education as a tool to organise the unorganised;
2. enhancing and strengthening the capacity of ITF affiliates to meet the needs of their members, including promoting the adoption of more sustainable trade union structures;
3. the Fisheries Section FOC Campaign;
4. the development of a policy on non-domiciled fishermen which should take the form of a 'fishermen's charter' and launching a campaign to combat the gross exploitation and abuse some of these fishermen endure;
5. the development of a policy on catching methods and equipment (including drift nets);
6. the development of a policy on industrial fishing;
7. promotion of the FAO Code of Conduct for Responsible Fisheries and the Compliance Agreement;
8. the continuation of the existing work in relation to the *International Whaling Commission* with a view to securing the implementation of the revised whaling policy;
9. relations with international organisations, including FAO, ILO, IMO, OECD, UNCSO and CONSSO;
10. building solidarity and the development of alliances;
11. the promotion of dialogue with other relevant organisations;
12. promotion of the ratification of the IMO STCW-F and Torremolinos Protocol; and
13. eco-labelling;
14. examining the differences between FOCs in the fisheries sector and in the Seafarers' Section.

The section will continue to hold regular meetings of the ITF Section Committee and to support and, where appropriate, seek to extend, ITF regional activities. The section may need to establish limited duration task forces to address specific issues that require detailed consideration, for example the ILO activities.

*Source: Annex 2 to Circular No. 190/In.2/2002 of 19 September 2002*

**Inland Navigation Section Work Programme 2002-2006**

The work of the section will continue to be primarily regionally based.

Other key issues for the section in the next inter-Congress period include:

1. developing policies and activities to combat the use of flags of convenience in inland navigation, including the specific problems

# 40th ITF Congress Vancouver 2002

- of FOCs in South America and low cost crews in Europe;
2. developing trade union codes of conduct based upon best practice within the industry;
3. investigating the possibilities of alliances with other bodies interested in the promotion of inland navigation as a sustainable form of transport on a national or regional level;
4. gathering information from regional seminars and other activities and disseminating to all affiliates;
5. working on the inclusion of a social clause within the agreements of regional inland navigation bodies;
6. continuing efforts to restore free passage on the Danube at Novi Sad;
7. increasing the membership of the section and promoting organising drives among the unorganised;
8. investigating effective enforcement mechanisms to maintain existing standards based on an improved regulatory regime;
9. safeguarding the jobs of members in the face of ownership changes designed to cut labour costs; the increasing use, sometimes illegally, of non-domiciled workers and increased automation;
10. establishing a network of contacts for the section;
11. undertaking a survey, possibly supported by external research, into the global situation in inland navigation;
12. strengthening the section and working towards the establishment of a Section Committee;
13. addressing the growing river cruise sector, drawing on the expertise of the cruise ship committee; and
14. examining the safety aspects which arise from the sale of redundant vessels for use in other regions.

The section will also seek to promote the development of inland navigation as part of an overall strategy that promotes a sustainable and integrated transport policy. There will also need to be considerable regional effort to ensure that the social aspects are addressed and that liberalisation and deregulation to reduce transport costs do not dominate the developments in the sector. To this end work should be undertaken to secure the inclusion of social clauses within regional inland navigations bodies' agreements. Decent work, secure employment and safe working practices must be made central to developments in the sector. Such considerations are essential if the regional skills base is to be retained and the industry able to recruit and retain suitably qualified new entrants.

*Source: paragraph 455 of the report of the Secretariat*  
**Civil Aviation Section Work Programme 2002-2006**

The work programme will reflect the future activities noted in the report above. This will in particular include the priorities of:

- International trade union coordination in international airline alliances.
- International trade union coordination in transnational ground service operations.
- Economic regulation (especially the ICAO World Wide Air Transport Conference).
- Defending jobs (especially working with the ILO).
- Transatlantic Common Aviation Area.
- Personnel licensing.
- Setting up an Air Traffic Services Committee.
- Reactivating the Occupational Health and Safety Working Group.
- The section plans to organise conferences or workshops on:
  - Aircraft maintenance
  - Aviation security workers
  - Air cargo
  - The charter industry
  - Trade unions and airline mergers
  - Union organising and low cost carriers.

*Source: paragraph 475 of the report of the Secretariat*  
**Tourism Services Section Work Programme 2002-2006**

Priorities for the coming years include

- Maintain participation in the ETLC.
- Regional activities in Asia Pacific.
- Joint ITF IUF UNI International Trade Union Conference on Tourism.
- Increase links to tourism activities in other sections plus: (*source: XXXX-C-16-TRSC/Report, para 5*)
  - Information Networks on Tourism Multinational enterprises.
  - Trade union education activities for tourism workers and affiliates.
  - A Tourism Day of Action to be developed by the Section Committee.
  - A possible joint ITF/UNI/IUF event on Tourism for the Asia/Pacific Region, subject to consultation in that region.

*Source: Circular No. 236/A.30/2002, Annex (Part II)*

## **AMENDMENTS TO THE CONSTITUTION**

### **Resolution A to Amend the Constitution: Women Transport Workers**

The 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002, RESOLVES to amend the Constitution as follows:

#### i. PREAMBLE

- a. Amend paragraph (2) as follows:
- b. Delete: 'colour, nationality, sex, race or creed.'
- c. Replace with: 'gender, nationality, race or colour, age, sexual orientation, disability or beliefs'
- d. This proposal is intended to modernise the language of the Constitution and better reflect the concerns of younger

members.

ii. RULE I: AIMS AND METHODS

- a. Amend paragraph (2) (a) to add a reference to core labour standards, as follows:
- b. 'To promote universal recognition of Conventions Nos. 87 and 98 of the International Labour Organisation, concerning respectively Freedom of Association and Protection of the Right to Organise and to Bargain Collectively, and other fundamental labour standards and relevant instruments of that Organisation;
- c. This proposal is intended to reflect the international trade union movement's commitment to the Fundamental Conventions of the International Labour Organisation, concerning respectively the areas of freedom of association, the abolition of forced labour, discrimination and the elimination of child labour.

iii. RULE IV: CONGRESS

- a. Add the following after paragraph (5):
- b. 'Organisations shall aim to ensure that the number of women delegates shall be at least proportional to their share of the union's membership. Nevertheless, each delegation consisting of more than three persons shall aim to include at least one woman delegate'
- c. This proposal is intended to encourage unions to increase women's participation in the ITF's most important decision-making body. The proposal does not require unions to include women in their delegations but is made with the understanding that it is part of a gradual approach to achieve better representation of women at Congress.

iv. RULE VII: PRESIDENT AND VICE-PRESIDENTS

- a. Delete: 'The President and four of the Vice-Presidents shall each come from a different electoral group and one shall be a woman'
- b. Replace with: 'Of the six positions, at least one shall be a woman and five shall come from different electoral groups'.
- c. The Women's Committee proposes the re-wording as the current paragraph's wording may not be clear and could be taken to mean that the President could never be a woman or that more than one woman could not be elected to these positions.

v. RULE XII: WOMEN TRANSPORT WORKERS' CONFERENCE AND COMMITTEE

- a. Amend paragraph (1) to read:
- b. A Women Transport Workers' Conference shall be held prior to as part of each Ordinary Congress.
- c. This amendment would treat the ITF women's structures in the same way as the ITF section structures. It would give the decisions taken by the Women's Conference and the election of the Women's Committee status equivalent to that of Section Committee elections held during Congress i.e. subject to final

ratification by the Plenary Session.

vi. RULE XII: WOMEN TRANSPORT WORKERS' CONFERENCE AND COMMITTEE

- a. Amend paragraph (3) as follows:
- b. Delete: 'The Women Transport Workers' Committee shall be elected by Congress'.
- c. Replace with: 'The Women Transport Workers' Conference shall elect a Committee'
- d. This amendment has the same intention as the one above, at (v).

vii. RULE XII: WOMEN TRANSPORT WORKERS' CONFERENCE AND COMMITTEE

- a. Also amend paragraph (3) as follows:
- b. After the sentence which ends '... and inform interested affiliates thereof', insert:
- c. 'To this end the committee may propose to the General Secretary that meetings and/or conferences be convened. The General Secretary shall submit to the Management Committee at each meeting a schedule of such meetings proposed for approval. In urgent cases the General Secretary shall be authorised to call meetings after consultation with the President of the ITF.'
- d. This amendment is also intended to bring the women's structures into line with those laid out for the sections (current Rule XIII). Meetings and conferences during the inter-Congress period would be dealt with in the same way as those of the section.

**Resolution B to Amend the Constitution: Gender Mainstreaming**

The 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002,

1. RESOLVES to amend the Constitution as follows:
2. At the end of Rule I, Paragraph 2, c, to add: 'including equal opportunities for all, and gender mainstreaming in all ITF activities'
3. This amendment is intended to resolve the fact that equal opportunities policies cannot be 'neutral', they respect differences between men and women and can only be successful if they are an integral and explicit part of trade union policy which those involved on all levels of trade union activity feel committed to. As early as 1995 a resolution was adopted by the 4th Worldwide Women's Conference in Beijing calling upon the nations of the world to implement the principle of gender mainstreaming. By now, many countries, among them the member states of the European Union, have committed themselves to this principle. Not just the national governments but also the trade unions worldwide are called upon to contribute, within the limits of their possibilities, to making this political approach a reality.

# 40th ITF Congress Vancouver 2002

Source: XXXX C-14/EB/1

XXXX C-14/EB/1

## ELECTION OF THE EXECUTIVE BOARD

1. The election of the Executive Board is governed by Rule V of the ITF Constitution, the main provisions being:

(a) The Board consists of members elected by Congress, and the General Secretary.

(b) The membership of the Board is to be a reasonable reflection of the ITF's membership geographically and industrially. No affiliated organisation may have more than one member.

(c) The Board is elected from nominations made by regional electoral groups. Every delegation to Congress has the right to submit candidates for nomination within its group.

(d) The composition of the regional electoral groups and the number of nominations which each group can make are decided by Congress on the recommendation of the Executive Board.

(e) If there has to be a vote within a regional electoral group, i.e. if the number of candidates exceeds the permissible number of nominations, the vote will be conducted in accordance with Rule IV, paragraphs (9) and (10) – these paragraphs are reproduced in the Congress Standing Orders.

2. In accordance with Rule V paragraph (5) of the Constitution, the Executive Board recommends that, in the election of the Executive Board, the regional electoral groups and the number of nominations which each group may make should be as follows, on the understanding that, for each Regional Electoral Group, at least one of the persons so nominated must be a woman:

Region	Sub-Regional Group	EB Seats	
EUROPE	Austria, Germany, Switzerland	3	
	Albania, Armenia, Azerbaijan, Bosnia, Bulgaria, Croatia, Czech Republic, Estonia, Georgia, Hungary, Latvia, Lithuania, Montenegro, Poland, Romania, Russia, Slovenia, Ukraine	3	
	Denmark, Faroe Islands, Finland, Iceland, Norway, Sweden	2	
	Great Britain and Ireland	2	
	Cyprus, Greece, Israel, Italy, Jordan, Malta, Palestine, Portugal, Spain, Turkey	2	
	France, Belgium, Luxembourg, Netherlands	3	
	Women's seat (elected by the region as a whole)	1	
	AFRICA	Angola, Bénin, Botswana, Burkina Faso, Cameroon, Cape Verde, Chad, Congo, Democratic Republic of Congo, Djibouti, Egypt, Eritrea, Ethiopia, Gambia, Ghana,	

Guinea-Bissau, Guinea-Conakry, Ivory Coast, Kenya, Liberia, Malawi, Mali, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, Swaziland, Tanzania, Togo, Uganda, Zambia, Zimbabwe	3
Women's seat (elected by the region as a whole)	1
ASIA/PACIFIC	
Japan	2
Bangladesh, India, Nepal, Pakistan, Sri Lanka	2
Korea, Kazakhstan, Uzbekistan, Mongolia, Hong Kong, Taiwan	1
Burma, Cambodia, Indonesia, Malaysia, Philippines, Singapore, Thailand	1
Australia, Fiji, Kiribati, New Zealand, Papua New Guinea, Solomon Islands, Tuvalu, Vanuatu	1
Women's seat (elected by region as a whole)	1

## LATIN AMERICA AND

THE CARIBBEAN	EB Seats
Antigua, Argentina, Barbados, Bermuda, Brazil, Chile, Colombia, Costa Rica, Curaçao, Dominica, Dominican Republic, Ecuador, Grenada, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, El Salvador, St Lucia, Trinidad, Uruguay, Venezuela	3
Women's seat (elected by the region as a whole)	1
NORTH AMERICA	
United States	3
Canada	1
Women's Seat (elected by the region as a whole)	1

3. The Executive Board further recommends that, with the exception of the North American group (which includes two countries) no country with a paid up membership of less than 300,000 should have more than one nominee and no country more than two, except where one of the members is a woman.

4. For those regions with more than one sub-region, elections will take place by secret ballot within each sub-region on the basis of nominations made by the relevant unions. A separate ballot of all unions in the region will take place to elect a further women member.

Source: WTWC-Aug 2002-6a

DRAFT XXXX C-9

### ELECTION AND COMPOSITION OF ITF WOMEN'S COMMITTEE

1. The election of the Women's Committee is governed by Rule XII of the ITF Constitution. The main provisions are:
  - i) The Women's Committee consists of regional members, section representatives, women members of the Executive Board and the ITF Women's Officer.
  - ii) The membership of the committee is to be a reasonable reflection of the ITF's membership, geographically and industrially. No affiliated organisation may have more than one member. Advisers and observers may be invited.
  - iii) The committee shall be composed of members elected by Congress from nominations made by regional electoral groups together with section representatives elected by the section conferences at Congress. Any union has the right to submit candidates for nomination within its regional group.
  - iv) Any vote within an electoral group will be conducted in accordance with Rule IV, paragraphs (9) and (10) of the ITF Constitution.
2. The Executive Board recommends that, in the election of the Women's Committee, the regional electoral groups and the number of nominations that each group may make should be as follows:
  - i. Regional Representatives:
    - Europe and the Middle East 6
    - North America 3
    - Africa 3
    - Asia/Pacific 4
    - Latin America and the Caribbean 3
  - ii. Section Representatives:
 

One Women's representative, who shall be a member of the Women's Committee, shall be elected by each ITF section meeting during Congress. The Women's representative shall be a member of the Section Committee and shall be responsible for representing the industrial interests of the section within the ITF Women's Committee, and for reporting on ITF Women's activities to the section.
3. The Executive Board has agreed that additional principles should be laid down, as follows:
  - i. Proposals for the women's seats on the Executive Board from each region should be made by the Women's Conference, following recommendations from women in the region, and should then be submitted to the regional electoral groups.
  - ii. Women elected to the five reserved seats, including the Vice-President (or President) from that group, should take as a major responsibility the representation of women transport workers.
  - iii. The replacement of women members and the committee's

terms of reference should include the following principles:

- a. That if one of the five 'reserved' women representatives on the Executive Board ceases to hold office, she shall be replaced in accordance with Rule V (7) and that the Board should consult existing members of the Women's Committee from that region;
- b. That if any other member of the Women's Committee likewise ceases to hold office, the General Secretary shall consult with the Women's Committee and the region or section concerned to designate a successor in accordance with Rule XII (3).

Source: XXXX-9/2(?)

XXXX C-9

### Agenda item 9: Election of the Women's Committee

In the Congress proceedings from Delhi the introduction actually says: 'the following members were elected'.

During the meeting of the ITF Women's Transport Workers' Conference held on 11 and 12 August 2002, discussions took place in regional caucuses with the aim of establishing whether consensus candidates existed for the Women Transport Workers' Committee. The following is a list of consensus candidates prepared by the conference.

Africa:

Executive Board – Halima Abdullahi, Nigeria  
Gertrude Chulu Bwalya, Zambia  
Deborah Kokunda, Uganda  
Gisele Vieyra, Bénin

Asia/Pacific:

Executive Board – To be confirmed  
N Shanthi, India  
Sue Virago, Australia  
Noppowan Ariyadej, Thailand  
Lao Jui Man, Taiwan

Europe:

Executive Board – Erika Young, Italy  
Diana Holland, Great Britain  
Maria Antonia Martinez Gonzalez, Spain  
Barbara Ruthmann, Germany  
Lena Moberg-Lindvall, Sweden  
Iordanka Radeva, Bulgaria  
Liliane Debeche, France

Latin America and the Caribbean:

Executive Board – Alicia Castro, Argentina  
Janaina Fernandes, Brazil  
Anne Anderson, Guyana  
Wendy Perea, Mexico

North America:

Executive Board – To be confirmed





40th  
ITF Congress  
Vancouver 2002

Carla Winkler, United States

Anne Davidson, Canada

Terri Mast, United States

Delegates and advisors**Country***Affiliate***Delegate****Proxy\****Advisor***Antigua & Barbuda***Antigua & Barbuda Workers' Union***Cindy Peters-Blanchard****Argentina***Asociación Argentina de Aeronavegantes***Alicia Castro**

Lily Carrasco

*Asociación de Personal Aeronáutico***Ariel Basteiro***Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante***Marcos Ricardo Castro**

Horacio Angriman

*Centro de Jefes y Oficiales Maquinistas Navales***Marcos Ricardo Castro\****Centro de Jefes y Oficiales Navales de Radiocomunicaciones***Marcos Ricardo Castro\****Sindicato Encargados Apuntadores Marítimos y Afines de la República Argentina***Marcos Ricardo Castro\****'La Fraternidad' Sociedad de Personal Ferroviario de Locomotoras***Julio Adolfo Sosa***Unión de Personal Marítimo, Fluvial, Puerto y Pesca***Juan Carlos Pucci***Unión Ferroviaria***Florentino Casimiro Cortez****Australia***Australian Institute of Marine & Power Engineers***Terry Snee**

Andrew Williamson

*Australian Licensed Aircraft Engineers' Association***Chris Ryan***Australian Maritime Officers' Union***Fred Ross***Australian Rail, Tram & Bus Industry Union***Roger Jowett***Flight Attendants' Association of Australia***Johanna Brem**

Guy Maclean

*Maritime Union of Australia***Paddy Crumlin****Jim Tannock****Rick Newlyn**

Sue Virago

*Transport Workers' Union of Australia***John Allan****Jim McGiveron****Austria***Gewerkschaft der Eisenbahner***Wilhelm Haberzettl****Franz Altenburger****Norbert Bacher****Erwin Langsenlehner****Helga Ahrer****Elisabeth Vondrasek****Hans Goger****Harald Voitl***Gewerkschaft der Gemeindebediensteten***Rudolf Paschinger****Franz Simanov**

Johann Thier

Karl Kaiser

Otto Sandler

*Gewerkschaft Handel, Transport, Verkehr***Georg Ebert****Karl Lewisch****Bangladesh***Bangladesh Biman Employees' Union***Mohd. Mostafizur Rahman Bhuiyan**

Golam Kibria Abedin

Momena Begum

Mosharaf Hossain

Mohd. Rafiqul Islam

SM Belal Hossain

*Bangladesh Biman Flying Services Association of Cabin Crew***Mabubar Rahman***Bangladesh Biman Sramik Union***Saki Rezwana**

Jahanara Khan

Mizanur Rahman

Mohd. Faizul Karim

Mohd. Solaiman

Tahmina Khatun

*Bangladesh Inland Water Transport Corporation Workers' Union***Sukkur Mahmud**

Helena Karim

*Bangladesh Railway Employees' League***Mohd. Enayet Hossain Akand***Bangladesh Seamen's Association***SM Shafiqur Rahman***Society of Aircraft Engineers of Bangladesh***Mohd. Fakhru Alam Bhuiyan**

Mohd. Badruzzaman Miah

**Barbados***Barbados Workers' Union***Wilma Clement****Belgium***Belgische Transportarbeidersbond***Ivan Victor****Alfons Geeraerts****Bob Baete****Frank van Thillo***CSC Transport et Communications***Myriam Chaffart***Centrale de l'Industrie du Métal de Belgique***Karel Gacomis**

Denis de Meulemeester

Marcel Rogiers

*Secteur Cheminots de la Centrale Générale des Services Publics***Jean-Louis Brasseur****Raymond van den Audenaerde****Roger van Hove****Bénin***Syndicat Autonome des Jeunes Transitaires Indépendants du Bénin***Bonaventure Sanni***Syndicat des Travailleurs Air Afrique Bénin***Gisèle Vieyra***Syndicat National des Travailleurs de la Météorologie et d'Aviation Civile***Daniel Ataïgba****Bermuda***Bermuda Industrial Union***Kathy Landy****Brazil***Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos***Severino Almeida****R Leite Goulart Ponzi****Luís Penteado****Odilon dos Santos Braga**

Mayo Uruguáio

Mario Teixeira

*Confederação Nacional dos Trabalhadores em Transportes Terrestres***Omar José Gomes****Janaina Fernandes****José Theodoro G Da Silva****Helio Andrade**

Donatila Brasil Rocha

Maria Da Conceicao

Maciel Da Silva Gomes

Maria Marli Lucas Da Silva

Renato Monteiro De Andrade

*Federação Nacional des Aeronautas e Aeroaviários***Pedro Gilson Azambuja****Martlene Terezinha Ruza***Federação Nacional dos Trabalhadores em Transportes Aquaviários e Afines***R Leite Goulart Ponzi\****Sindicato de Conferentes de Carga e Descarçu nos Portos Estado do Rio de Janeiro***R Leite Goulart Ponzi\****Sindicato dos Estivadores de Santos, São Vicente, Guarujá e Cubatão***José Petrônio De Oliveira**

# 40th ITF Congress Vancouver 2002

## Bulgaria

*Union of Transport Workers' Syndicates in Bulgaria*

**Iordanka Milanova Radeva**

## Burkina Faso

*Syndicat Unique de la Météorologie de l'Aviation Civile et Assimilés*

**Emmanuel Gustave Compaore**

## Burma

*Seafarers' Union of Burma*

**Aung Thu Ya**

## Cambodia

*Trade Unions of Sihanouk Ville Port*

**Chhun Hong**

## Canada

*Airline Division of CUPE*

**Rob Limongelli**

Richard Balnis

*Canadian Merchant Service Guild*

**Lawrence Dempsey**

Arnold Vingsnes

*International Longshore & Warehouse Union*

**Tom Dufresne**

Al Le Monnier

Barry Blyth

Barry Washburn

Beth McKee

Bill Carrigan

Bill Fraser

Bob Ashton

Chad O'Neill

Dave Ponsart

Frank Morena

Frank Scigliano

George Bartlett

Glen Bolkowy

Linda Lee

Pete Lahay

Steve Bushell

Tim Footman

Wally Oyama

*National Automobile, Aerospace*

*Transportation & General Workers' Union of Canada*

**Buzz Hargrove**

**Jim O'Neil**

**Anne Davidson**

**Dave Tilley**

**Len Poirier**

**Rick Johnston**

Abe Rosner

Annie Labaj

Arlen Cook

Bill Fyfe

Bill Gauthier

Brian McDonagh

Brian Stephens

Byron DeBaets

Carol Phillips

Edward Cox

Gary Fane

Gayle Hozack

Harry Moon

John Parsons

Julie White

Len Ruel

Leslie Dias

Les Pryce

Marcel Lefebvre

Margaret Temple

Murray Gore

Owen Lindo

Paul Livgard

Peggy Nash

Ralph Erdman

Rob Hurren

Russ Lucking

Sal Ruffalo

Todd Romanow

Tom Murphy

Wayne Bates

*Seafarers' International Union of Canada*

**Michel Desjardins**

**Roman Gralewicz**

*Teamsters Canada*

**François Laporte**

**Richard Charruau**

**Roy Finley**

Al Porter

## Chile

*Federación Nacional de Trabajadores*

*Portuarios de Chile*

**Pedro Bascuñan\***

*Sindicato Nacional Interempresa de Oficiales*

*de Naves Especiales*

**Pedro Bascuñan\***

*Sindicato de Oficiales de Marina Mercante*

*Southship*

**Pedro Bascuñan**

*Sindicato de Trabajadores Interempresas de*

*Compañías Navieras*

**Juan Galleguillos Zuleta**

## Costa Rica

*Sindicato de Trabajadores de JAPDEVA*

**Danilo Powell**

*Unión Nacional de Trabajadores de Obras*

*Públicas y Transportes*

**Julia Chavarria**

## Croatia

*Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)*

**Vladimir Svalina**

**Branko Berlan**

Predrag Brazzoduro

Vlahinic Dubravko

*Sindikat Strognog Osoblja Hrvatske – Railroad Engineer Trade Union of Croatia*

**Nenad Mrgan**

Nediljko Jakelici

## Cyprus

*Federation of Transport, Petroleum &*

*Agricultural Workers*

**Pantelis Stavrou**

**Ioannis Leontiou**

## Czech Republic

*Czech Trade Union of Seafarers*

**Jaromír Dusek\***

*Odborové Sdružení Železničáru (Railway Workers' Union)*

**Jaromír Dusek**

**Lenka Kosková**

**Vlastimil Chobot**

## Denmark

*Cabin Union Denmark*

**Bent Gehlsen**

*Dansk Funktionærforbund – Serviceforbundet*

**Villy Nielsen**

Per Fallentin

*Dansk Jernbaneforbund*

**Mogens Godsk**

**Torben Hansen**

Knud T Martens

Ulrin Salmonsén

*Dansk Metalarbejderforbund*

**Niels Jørgen Hilstrøm**

**Ole Ibsen**

Bjarne Larsen

Dines Schmidt Nielsen

John Jacobsen

*Dansk Sø-Restauranters Forening*

**A Ole Philipson**

*Handels-og Kontorfunktionærernes Forbund i*

*Danmark HK Service*

**Andy Enborg Dalum**

**Carlo Søndergaard**

**Evy Hansen**

*HK Trafik & Jernbane*

**Andreas Hasle**

Hanne Sorensen

*Maskinmestrenes Forening*

**Niels Jørgen Hilstrøm\***

*Restaurants Branchens Forbund*

**Bent Moos**

John Frederiksen

*Dansk Navigatørforening*

**Jens Fage-Pedersen**

*Specialarbejderforbundet i Danmark (SiD)*

**Orla Petersen**

**Henrik Berlau**

**Claus Lindegaard**

**Knud Hansen**

**Leif Rasmussen**

**Mogens Hansen**

**Peter Sand Mortensen**

Flemming Smidt  
Jan Villadsen  
Jørn Larsen

**Ecuador**

*Sindicato de Choferes Profesionales del Azuay*  
**Miguel Angel Cardenas**

**Egypt**

*General Trade Union of Railway Workers*  
**Farouk Abdelefattah Nassar**  
Refaat Metwally  
Hussein Aly Wahba

**Estonia**

*Estonian Federation of Water Transport Workers' Unions*  
**Valentin R Kivistik\***  
*Estonian Seafarers' Union*  
**Valentin R Kivistik**  
Nikolai P Shchekotin

**Ethiopia**

*Transport & Communications Workers' Trade Unions Industrial Federation*  
**Negede Lemma**

**Faroe Islands**

*Foroya Fiskimannafelag*  
**Oli Jacobsen**  
Kári Jacobsen

**Fiji**

*Fiji Sugar & General Workers' Union*  
**Felix Anthony**

**Finland**

*Auto- ja Kuljetusalan Työntekijäliitto – AKT r.y. (Bil- och Transportbranschens Arbetareförbund i Finland)*

**Timo Rätty**  
**Esa Bruce**  
**Esko Jokikko**  
**Matti Vehkaoja**  
**Pekka Lehtonen**  
**Pekka Rautiainen**  
**Juhani Koivunen**  
Eljas Piipponen  
Hannele Lehto  
Hans Virtanen  
Heli Setälä  
Juhani Salmela  
Katri Höök  
Tuula Lehmusto  
Ulla Mäkipuro

*Erityisalojen Toimihenkilöliitto r.y. (ERTO) (Federation of Special Service & Clerical Employees)*

**Pekka Juvonen**  
Katja Koivukoski  
Rainer Heino

*Ilmailualan Unioni IAU r.y.*

**Tuomo Oksanen**  
*Kommunsektorns Fackförbund KAT r.f.*  
**Timo Puumalainen**  
Eija Puumalainen  
*Palvelualojen Ammattiliitto PAM*

**Juha Ojala**  
*Rautatieläisten Liitto r.y. (Finska Järnvägsmannaförbundet r.f.)*

**Aulis Alanko**  
**Mauri Lunden**  
*Rautatievirkamiesliitto r.y. (Railway Salaried Staffs' Union)*

**Tarja Turtiainen**  
Kari Kallio

*Suomen Konepäällystiliitto (Finlands Maskinbefälsförbund)*

**Reima Angerman**  
*Suomen Laivanpäällystiliitto r.y. (Finlands Skeppsbefälsförbund)*

**Antti Palola**  
*Suomen Merimies-Unioni r.y. (Finlands Sjömannsunion)*

**Simo Zitting**  
**Erkki Ukkonen**  
**Markku Lauriala**  
PE Nelin  
Satu Silta  
Simo Nurmi

*Suomen Veturimiesten Liitto r.y. (Finska Lokmannaförbundet)*

**Timo Tanner**  
Risto Elonen

**France**

*Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services*

**Yves Veyrier**  
**Patrick Hurel**  
**Seige Gentili**  
Bernard Gouvard  
Christelle Martin  
Gilles Denigot

*Fédération Générale des Transports et de l'Équipement – CFDT*

**Claude Debons**  
**Bruno Dalberto**  
**Hervé Alexandre**  
**Jean-Yves Petit**  
**Liliane Debeche**  
Didier Cappelle  
Patrick Vancraeyenest  
*Fédération Nationale 'FO' des Transports*  
**Christophe Beauvalet**  
**Gérard Apruzzese**  
**Jean-Pierre Lecoivre**

**Georgia**

*Republican Committee of Trade Unions of Georgian Automobile Transport & Highways' Workers*  
**Zurab Antadze**

**Germany**

*Gewerkschaft TRANSNET*

**Norbert Hansen**  
**Alois Weis**  
**Christian Bormann**  
**Dieter Harms**  
**Egon Brinkmann**  
**Elmar Liesenfeld**  
**Gunter Kirchheim**  
**Günther Ostermann**  
**Horst Hartkorn**  
**Klaus Keil**  
**Margarete Flach-Helffenstein**  
**Regina Rusch-Ziemba**  
**Reinhard Sauer**  
Claudia Menne

*Vereinte Dienstleistungsgewerkschaft*

**Jan Kahmann**  
**Peter Baranowski**  
**Dieter Benze**  
**Barbara Ruthmann**  
**Bernt Kamin**  
**Gerd Hütter**  
**Ingo Kronsfoth**  
**Michael Kalis**  
**Rudi Eichler**  
**Stefan Heimlich**  
**Steffen Kühnhirt**  
Alfred Heimsch  
Ali Memon  
Axel Discher  
Bernd Losch  
Hannes Driemal  
Hartmut Mekelburg  
Linda Schneider  
Uwe Dorn

**Ghana**

*Maritime & Dockworkers' Union of TUC-Ghana*  
**Kwebena Owusu Afriyie**  
*Railway Enginemen's Union of TUC-Ghana*  
**Isaac A Oboh**

**Great Britain**

*Amalgamated Engineering & Electrical Union (Amicus- AEEU)*  
**Alan Rimmer**  
**Bob Shannon**  
*Associated Society of Locomotive Engineers & Firemen*

**Michael Rix**  
**Russell Bramhall**  
**Simon Weller**  
David Tyson  
Gary Fabian

# 40th ITF Congress Vancouver 2002

## Manufacturing Science Finance (Amicus – MSF)

**John Gardner**  
**Paul Talbot**  
Kevin Egan  
Mickey Stewart

## National Union of Rail, Maritime & Transport Workers

**Robert Crow**  
**John Cogger**  
**James McAuley**  
**Janet Clowes**  
**John Tilley**  
**Stuart Hislop**  
Tony Santamera

## National Union of Marine, Aviation & Shipping Transport Officers

**Brian Orrell**  
**Mark Dickinson**  
**Peter McEwen**  
John Epsom

## Prospect

**Laurence King**  
**Paul Noon**

## Transport & General Workers' Union

**Bill Morris**  
**Anthony Cooper**  
**Danny Bryan**  
**Danny Maher**  
**Diana Holland**  
**Graham Stevenson**  
**Iqbal Vaid**  
**Martin Mayer**  
**Ron Webb**  
**Tim Lyle**  
Peter Landles  
Shirley Welsh

## Transport Salaried Staffs' Association

**Richard Rosser**  
**David Porter**  
**Harriet Yeo**  
**Paul McGrath**

## Union of Shop, Distributive & Allied Workers

**Brian Orrell\***

## UNISON

**Ivy Carlier**  
**Malcolm Cantello**

## Greece

### Fédération Panhellénique des Cheminots

**Babassis Nikos**  
**Liberis Periklis**

### Pan-Hellenic Seamen's Federation (PNO)

**Agis Tselentis**  
**Evangelos Kouzilos**

## Guatemala

### Union Sindical de Trabajadores de Aeronautica Civil

**José Arturo Ruiz Trhamppe**  
Aura Marina Hernandez de Tellez

## Guyana

### Clerical & Commercial Workers' Union

**Ann Anderson**  
*Guyana Labour Union*  
**Carvil Duncan**

## Honduras

### Sindicato Nacional de Motoristas de Equipo Pesado de Honduras

**José Allan Lopez Fernandez\***  
*Sindicato Reformado de Marineros de Honduras*  
**José Allan Lopez Fernandez**

## Hong Kong

### Hong Kong Seamen's Union

**Chi Kwok Poon**  
**Kam Yuen Ting**  
Kam-Wah Kwok  
*Merchant Navy Officers' Guild*  
**Shing-Chieh Tam**  
**Yun Chi Yu**

## Hungary

### Vasuti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)

**Istvan Gaskó**  
**Balázs P Bárány**  
**Erika Tamas**

## Iceland

### Farmanna- og Fiskimannasamband Íslands

**Arni Bjarnason**  
Gudjon Armann Einarsson  
Jonas Haraldsson  
*Sjómannasamband Íslands*

### Sævar Gunnarsson

Ólöf Lilja Stefansdóttir  
*Véltjórufélag Íslands (Icelandic Engineer Officers' Association)*

**Helgi Laxdal**  
Fridrik Á Hermannsson

## India

### Adarsha Auto & Taxi Drivers' Union

**M Manjunatha**  
*Air India Employees' Guild*

**R Muthukumar**  
M Ramaswamy

### Air India Officers' Association

**S Maheshwar Rao**  
RB Chaur

### All India Federation of Foreign Airlines Employees' Union

**Junaid Khan**  
Anupama Malik  
Nicola Dias Peirera  
PV Chandrashekar

### Umraomal Purohit Federation

**Umraomal Purohit**  
**JP Chaubey**  
**JR Bhonsale**  
**N Sunderesan**

N Gunavathi  
N Shanthi  
Shiv Gopal Mishra  
Usha Bala Subramaniam  
*Calcutta Port Shramik Union*

## Parbati Das

### Chidambaranar District Water Transport & General Workers' Union

**DM Stephen Fernando\***  
*Cochin Port Staff Association*

### MP Mohammed Haneef

### Kerala Fishing Board Workers' Congress

**MA Marykutty**  
*National Union of Seafarers of India*

### Abdulgani Serang

### Maruti Rethrekar

### New Mangalore Port Staff Association

### Celine Pinto

### Tamil Nadu Road Transport Workers' HMS Federation

### Arjun R Cheran

### Maritime Union of India

### SS Khan

### Visakhapatnam Port Employees' Union

### DK Sarma

### Transport & Dockworkers' Union

### Kalpna Desai

### MG Kotwal

### Tuticorin Port Mariners' & General Staff Union

### DM Stephen Fernando

## Indonesia

### Kesatuan Pelaut Indonesia

### Hanafi Rustandi

## Ireland

### Services, Industrial, Professional & Technical Union

### Gerry O'Callaghan

### Jerry Stout

### Kay Garvey

### Michael Magee

### John McDonnell

## Israel

### Transport Workers' Division of Histadrut

### Igal Cohen

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*Union of Employees of Port Ancillary Services*

*Suppliers Port Klang*

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*Singapore Maritime Officers' Union*

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Transportarbeiderforbund)  
David Osler (Lloyd's List)

Leo Quigley

**Interpreters**

Maria Blake  
Reiko Blauenstein-Matsuba

Brenda Bullock-Paget  
Belita Childs

Eicke Crowley  
Tore Fauske

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