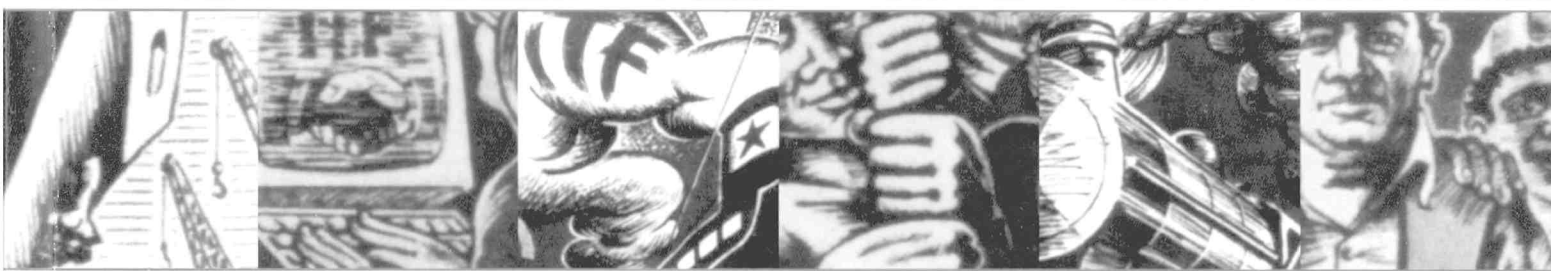


# 1896



ITF CENTENARY 38th CONGRESS LONDON 1996

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# Introduction

This is a record of the Extraordinary Congress of the International Transport Workers' Federation held on 30 June to 2 July 1996 to mark the hundredth birthday of the ITF. Since 1896, the ITF's affiliates have been coming together to improve their members' working conditions and defend their trade union rights by developing common standpoints and providing mutual support.

During these few days in summer 1996, hundreds of members of the ITF family, from veterans of the trade union movement to the newest recruits, gathered to participate in the Federation's 38th Congress; an event which was celebratory and commemorative but which also looked towards the future.

In this report we have summarised the interventions made by distinguished guests from international organisations, ITF office-holders, historians and others. The Congress also looked at lessons from the ITF's history. Under the item "Transport Workers: Beyond 2000", it examined the future of the organisation into the 21st century.

There have been many times over those 100 years when the ITF's continued existence was in doubt. During the 1914-18 war activities virtually stopped, but a small group of people kept the idea alive until the ITF was able to be re-founded in 1919. The rise of fascism and Nazism in the 1930s forced the ITF headquarters to be moved from Amsterdam to London, and all but destroyed many of its largest and most powerful affiliates. During the post-war period the ITF was rebuilt and entered a period of stability. Public ownership of transport spread far and wide in Europe and with it expanding employment.

Today, however, not only the ITF but the entire trade union movement is facing new challenges. The issues haven't changed much - for example, the 1896 Rotterdam dock strike was provoked by employers trying to cut wages through port re-organisation - but the huge demand for international co-ordination is new.

Workers need trade unions and unions need international contacts. The process of world economic integration seems to be accelerating almost out of control. The idea of creating a global free trade area sometime early in the 21st century seems to be almost universally accepted amongst political thinkers. It's the ITF and its affiliates' job to face the challenges of the next 100 years.

**David Cockroft**  
**General Secretary**





**Dutch transport workers take part in an ITF FOC action week.**

This photo, submitted for the "transport workers in struggle" category by Harald Schmeling of the German union ÖTV, showing the port of Rotterdam where the ITF was founded in 1896, was the overall winner of the centenary photo competition.

# Contents

## OPENING SPEECHES

<b>EIKE EULEN</b> President ITF	4
<b>JOHN MONKS</b> General Secretary British Trades Union Congress (TUC)	6
<b>HERIBERT MAIER</b> Deputy Director-General International Labour Office (ILO)	7
<b>HUGUES DE VILLÈLE</b> General Secretary Federation of Transport Workers' Unions in the European Union (FST)	8
<b>MARCELLO MALENTACCHI</b> Chair of the ITS General Conference General Secretary International Metalworkers' Federation (IMF)	9
<b>BILL JORDAN</b> General Secretary International Confederation of Free Trade Unions (ICFTU)	10
<b>BILL MORRIS</b> General Secretary British Transport and General Workers' Union (TGWU)	11
<b>NEIL KINNOCK</b> European Union (EU) Transport Commissioner	12
<b>SECTIONAL AND REGIONAL ADDRESSES</b>	14
<b>LESSONS FROM ITF HISTORY</b>	28
<b>GUEST OF HONOUR</b> Alida de Jager	30
<b>CENTENARY GIFTS</b>	32
<b>HISTORY PANEL</b>	33
<b>"TRANSPORT WORKERS: BEYOND 2000"</b>	36
<b>GOLD BADGES</b>	44
<b>RESOLUTIONS ADOPTED</b>	46
<b>SCRUTINEERS AND CREDENTIALS COMMITTEE</b>	48
<b>DELEGATES</b>	i - x



*Pictured on page xi*

Congress delegates watch the two actors on a darkened stage as they re-enact key episodes from the ITF's first one hundred years.

One of the most charismatic figures of the ITF's early years, Edo Fimmen, the ITF's first General Secretary who took the ITF beyond its European birthplace and made it into a truly international organisation, is remembered during the dramatisation of the ITF's past.

A tribute is paid to Charles Lindley of the Swedish Transport Workers' Union, a founding father of the ITF who later became ITF President, as part of the review of the ITF's 100-year history.

An image from the ITF past - an ITF Italian language poster of the 1920s urging transport workers to support the ITF in fighting the rise of fascism - displayed during the presentation on the ITF's history.

## Opening Speeches



*Eike Eulen*  
PRESIDENT OF THE ITF

**EIKE EULEN**, President of the ITF, said that workers today were faced with levels of unemployment and falling wage rates similar to those of dockers and seafarers a hundred years ago when the Federation was created. Without the ITF, ships would be manned entirely by FOC seafarers on starvation wages and trading between ports with unorganised dock workers with fluctuating pay rates.

This centenary Congress would be debating whether the ITF and its affiliates could meet present and future challenges over the next hundred years. Before that debate, it was time to take a look back at the ITF's history.

The founders of the ITF - the seafarers, dockers and river workers - a century ago had understood the signs of the times: they had joined together in a single trade union organisation. Overcoming narrow sectoral interests they had formed an international federation of maritime workers that was later joined by workers in other transport sectors, laying the foundations of international trade union structures and effective global co-operation.

This first extraordinary ITF Congress, the largest Congress ever, would be reviewing and celebrating the origins of the Federation and its first one hundred years.

He welcomed the delegates, advisers and guests attending the 100th Anniversary Congress, and especially the veterans, with their links to the early days of the ITF, who were present at these centenary celebrations.

A particularly warm welcome went to former ITF Vice President and British transport union leader Jack Jones, who had hosted the veterans meeting and to Alida de Jager, whose father Edo Fimmen had been ITF General Secretary from 1924 to 1942 and was a legendary figure with an enduring influence on the ITF and the international union movement.

He also extended fraternal greetings to former Presidents Fritz Prechtl and Jim Hunter and to retired General Secretary Harold Lewis, whose outstanding contribution to the ITF was recorded in the short ITF history "Solidarity".

Finally, he greeted former Executive Board members Tas Bull, Piet Potums and H Muto as well as former Section Secretaries and members of staff.

The history of the ITF was closely interwoven with that of many other trade union organisations, including the International Trade Secretariats and the International Confederation of Free Trade Unions, and their leaders would be delivering fraternal congratulatory addresses.

Delegates were asked to stand for one minute in memory of all those who had died since Congress last met, especially Knud Mols Sørensen - former Seafarers' Section Chair and Executive Board member - and Ricardo Pérez - former Vice President and Road Transport Workers' Section Chair.

This commemorative Congress would ensure that the names of those who had made ITF history were not forgotten. The towering figure of the 1920s and 30s had been Edo Fimmen, the first ITF General Secretary, with his many fine and outstanding achievements. He would always be remembered for his principled fight against Nazism and support of resistance workers, especially the seafarers in Antwerp, and their leader Hermann Knüfken, a revolutionary seafarer who made contact with Fimmen and helped build up a network of contacts on merchant ships and inland waterway vessels and in German ports. Also part of this resistance network was Hans Jahn, leader of Germany's railway workers, who later served as President of the ITF.

In more recent years, the work of the ITF had been greatly influenced by the increased globalisation of the world economy and its impact on the different transport sectors.

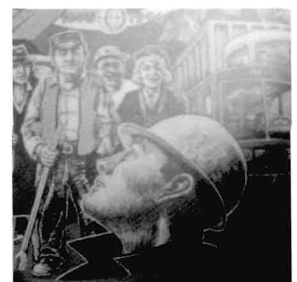
This was a tendency of which the ITF had early experience with the introduction of FOCs and their undermining of social standards. Jobs had been lost in the traditional maritime nations, and new countries were now offering their seafarers to the FOC fleets with their ruinous competition which had been allowed to develop unchecked.

The ITF campaign against FOCs was without parallel: the state of the shipping industry and working and living conditions on board ship would be far worse, were it not for the dock workers and their many displays of practical solidarity.

He formally thanked all those who had taken part in the campaign and helped make the ITF into a bulwark against deregulation and the dismantling of social protection in the other transport sectors.

In 1896, a handful of European countries had created the ITF; by the outbreak of the First World War it had grown to a membership of one million transport workers; at the beginning of the Second World War there were 30 unions from 18 non-European countries; and today over 6 million transport workers in 490 unions from over 120 countries were members of the ITF.

He wished the ITF good fortune as it entered its second century, and hoped delegates would return home with the renewed strength needed for their difficult work and with strengthened confidence in the international work of the ITF.





## *John Monks*

GENERAL SECRETARY OF THE BRITISH  
TRADES UNION CONGRESS (TUC)

**JOHN MONKS**, General Secretary of the British Trades Union Congress (TUC), conveying greetings and congratulations from the oldest national trade union centre in the world, welcomed delegates to London, the home of the ITF for so many years.

The TUC counted the ITF, one of its close neighbours, among its most reliable friends and one which had consistently shown commitment to shared trade union values. He recalled the towering heroes of ITF history - Ben Tillett, Tom Mann and Ernest Bevin, one of the foremost architects of the present system of trade union relations.

The early trade union pioneers had brought a vision from which workers in all industries had benefited and it was a tradition that was still upheld today.

Trade unions sought to achieve practical advances for working people. This was what the ITF had always done, starting with the negotiation through the ILO in the early 1920s of minimum conditions for the world's seafarers.

Fifty years before the term was coined the ITF was already coming to grips with the multinationals. It was also one of the first to realise the consequences of globalisation and put its strategies into action even when hampered by restrictive legislation.

Delegates to the ITF centenary Congress would *not just be spending the next few days celebrating* but would be coming to grips with the challenges of the third millennium. He wished the ITF all good fortune in the next one hundred years.

## Heribert Maier

DEPUTY DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE (ILO)

**HERIBERT MAIER**, Deputy Director-General of the International Labour Office (ILO), brought congratulations from ILO Director-General Michel Hansenne on the occasion of the ITF centenary.

He was privileged to have worked with six ITF General Secretaries - Jacobus Oldenbroek, Pieter de Vries, Hans Imhof, Charles Blyth, Harold Lewis and David Cockroft.

Anniversaries were a time for reflection. But the best tribute that the ITF and its affiliates could pay the past was to ensure that the years ahead were equally successful in meeting the challenges facing transport workers in a changing world.

There had been a close working relationship between the ITF and the ILO ever since the latter was founded in 1919. Both shared the same guiding principles and were dedicated to promoting social justice, building economic security and defending human and trade union rights.

The ITF had always been an active partner in the ILO's work on behalf of transport workers, especially those in the maritime industry, through the *Joint Maritime Commission and Maritime Conferences* and had been instrumental in securing the adoption of many maritime labour instruments, notably ILO Convention No. 147, an important tool in the campaign against sub-standard shipping.

Special thanks were due to David Cockroft and Bill Brett, IPMS General Secretary and chair of the ILO workers' group, for their work in securing funds for the 84th (Maritime) Session of the International Labour Conference later in the year, which would be considering new standards on ship inspection, hours of work at sea and seafarers' pay.

The workers' rights outlined in the ILO's core conventions were indivisible and of universal relevance. They were essential benchmarks for democratic progress and must be respected, regardless of a country's level of economic development.

Meanwhile, structural adjustment and technological innovation was increasingly creating turmoil for many workers.

There was no guarantee that greater social dignity would follow from the liberalisation of world trade. On the contrary, it was expected to impose a *heavy burden of adjustment on countries and social groups* and lead to the marginalisation of entire nations and social exclusion and deprivation.

Therefore the international community must give greater weight to the social dimension of globalisation and find an approach to adjustment and economic transition which combined progress with equity and social protection. No country could be allowed to build competitive advantage on less than fair treatment of its workers.

He was optimistic that progress would be made after the World Trade Organization meeting in December in Singapore on the inclusion of a "social clause" in international trade agreements and on the introduction of supervisory machinery to ensure implementation of the basic workers' rights contained in that clause. These efforts to ensure that global investment and trade showed due respect for the social dimension would require active ITF co-operation if real progress was to be achieved.







*Hugues de Villèle*  
GENERAL SECRETARY OF THE FEDERATION  
OF TRANSPORT WORKERS' UNIONS  
IN THE EUROPEAN UNION (FST)

**HUGUES DE VILLÈLE**, General Secretary of the Federation of Transport Workers' Unions in the European Union (FST), was pleased to have been invited to address the anniversary Congress as the "Brussels Committee" - set up by the ITF in 1958 - had always had close links with the ITF. It shared many of the same members and also had its origins in Europe. He recalled the trade union initiative to ensure that workers' rights were fully represented in Brussels, the seat of European Community institutions, and that the workers' viewpoint was heard when new policies were being evolved.

The two bodies had complementary missions, one dedicated to the cause of internationalism and the other that of European integration. This made strong co-operation between the two organisations vitally important.

With the enlargement of the Community legislation had become more complex and the trend towards liberalisation stronger and a danger to the social fabric in the member states. The FST was also facing new challenges from the spread of globalisation and the growth of multinational employers and the assistance needed by the new independent transport unions prior to the expansion of the European Union into Central and Eastern Europe.

It had become necessary to find new solutions in both London and Brussels. But one of the strengths of the union movement had been its ability to adapt and overcome national differences and the ITF and the Brussels Committee would not fail these expectations.

Both organisations had a shared mission: to ensure the continuity of the supranational nature of the transport sector and to protect against the further dismantling of social conditions.

The Brussels Committee had been instrumental in obtaining the creation within multinational companies of workers' councils through which workers were informed and consulted and given access to information often denied to shareholders. It was possible that similar bodies would be set up in other continents, helping counteract the worst forms of social dumping.

He hoped the ITF would be able to eliminate all forms of social dumping worldwide and would strive for the strict international regulation that was in the interests of its member unions.

## Marcello Malentacchi

CHAIR OF THE ITS GENERAL CONFERENCE AND GENERAL SECRETARY  
OF THE INTERNATIONAL METALWORKERS' FEDERATION (IMF)

**MARCELLO MALENTACCHI**, Chair of the ITS General Conference and General Secretary of the International Metalworkers' Federation (IMF), warned of the major threat to society and the trade union movement of increasing levels of unemployment and underemployment. This lack of opportunity was undermining the foundations of society and leading to the growth of a sub-class of long-term unemployed excluded from many areas of life. It was not a new phenomenon but it was difficult to find solutions at the national level, although protectionism was not the answer as it denied opportunities for economic growth and development.

Workers were accustomed to job losses with downturns in the trade cycle followed by the creation of new jobs with the return of economic growth, whereas today competitive pressure meant there was negative employment growth with longer hours, part-time work and sub-contracting.

The situation was being exacerbated as globalisation took a firmer hold, multinationals exploited information technology to switch jobs to low-cost labour from the developing countries and more work was outsourced or transferred to sub-contractors.

Further problems arose when developing countries seeking to develop their industrial infrastructure created export processing zones (EPZs) which imposed very few restrictions on employers and had some of the very worst conditions.

While one could argue about fair wage levels there was absolutely no justification for the transfer to EPZs of hazardous processes which made generous profits for multinational employers while threatening workers' health and even their lives.

Companies must be prevented from transferring operations to EPZs to evade their responsibilities for protecting the environment through the inclusion in international trading agreements of an "environmental prerogative" - a legal requirement to safeguard the environment.

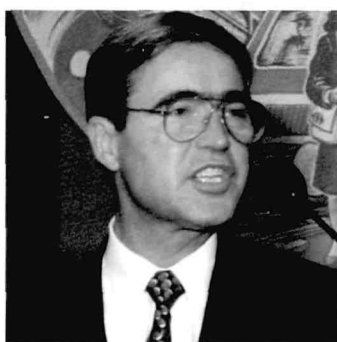
These developments must be challenged by the international trade secretariats co-operating at the global level within the framework of the ICFTU, setting joint strategies and priorities, and agreeing closer links in areas where they had common or overlapping interests. Acting in concert with organisations that shared the same interests would enable the international trade union movement to achieve its goals.

Flags of convenience were one area where co-operation with the ICFTU and backing from the different sections of the trade union movement - such as the publicity and support given by the IMF to the week of action in north west European ports - could bring benefits to the ITF's campaign.

This did not mean that the ITSs and national trade union bodies would have to sacrifice any autonomy; increasingly unions were realising that they could no longer act in isolation if they were to be effective.

He pledged strong IMF support for the ITF's activities and wished the Federation all the best in its one hundredth year.





## *Bill Jordan*

GENERAL SECRETARY OF THE INTERNATIONAL  
CONFEDERATION OF FREE TRADE UNIONS (ICFTU)

**BILL JORDAN**, General Secretary of the International Confederation of Free Trade Unions (ICFTU), conveying fraternal greetings to the centenary Congress of one of the earliest standard bearers of international solidarity, recalled that the first two ICFTU General Secretaries, Jacobus Oldenbroek and Omer Becu, had come from the ITF.

The strong relationship between the two organisations dating from those early days was never more needed than today when the unstoppable forces of change were sweeping unchecked across the world.

Those who drove this revolution, which was leading to growing insecurity, unemployment and poverty worldwide, were without compassion, conscience or accountability. Financial, industrial and commercial transnationals were now setting the global agenda and were finding it easy to sign up governments and institutions.

Job destroying structural adjustment plans and export processing zones bereft of all civilised standards were being introduced in the developing nations, while in the developed world social protection was being dismantled and all-out attacks launched on those who defended the rights of workers.

Faced by this unprecedented global threat, it was time for the workers' movement to assume the offensive, and for the ICFTU and the ITSs to give the lead to national unions. He agreed with "Beyond 2000" that there was a structural crisis in a union movement largely geared to fight national battles which was now engaged in a global war. This was why delegates attending the ICFTU Congress that had just closed in Brussels had backed plans to make the ICFTU the hub of an international union information, education and support network and had given full support to strengthening the partnership with the ITSs.

Deploying their collective strength the ICFTU and the ITSs would be pressing their arguments for jobs on world leaders and demanding the insertion of a "social clause" in international trading agreements. They would be insisting that the International Monetary Fund change its policy of imposing unacceptable conditions on developing countries as the price for loans and that the multinationals promote not destroy jobs and standards.

The international workers' movement was facing its toughest challenge as seemingly invincible opponents deployed their vast resources. But they would not break the spirit of a vital force for social justice and trade union solidarity which would fight until world markets were back where they belonged, as servant not master.

The ITF's own history - in outliving revolutions, tyrants and dictatorships - proved that this was a battle that could be won. The ITF had already changed the course of history and together the ICFTU and the ITSs could do just that once again.

## Bill Morris

GENERAL SECRETARY OF THE BRITISH TRANSPORT  
AND GENERAL WORKERS' UNION (TGWU)



**BILL MORRIS**, General Secretary of the British Transport and General Workers' Union (TGWU), speaking on behalf of the British affiliates, welcomed delegates to the centenary Congress, especially those who were attending such an international gathering for the first time.

This 100th anniversary Congress was a good time to review the ITF's past and lay the foundations for the next century while reaffirming the fundamental principles and purposes of the ITF's international work. The challenges of globalisation and the information technology revolution required the ITF to think again about its work. Today's strategies could not be those of tomorrow.

Those early transport trade unionists would not recognise some of the difficulties facing the ITF, although other threats such as deregulation and privatisation would be very familiar and they would need no lessons on child labour or workers' rights.

Indeed, the ITF had come full circle - the present dispute in the port of Liverpool would have struck a real chord with those nineteenth century pioneers, echoing back across the years to 1896. The founding fathers of the ITF would have applauded today's trade unionists for their international solidarity with the Liverpool dockers.

One of the key tasks of the ITF was to seek minimum and improving standards for transport workers across all sectors of the industry, setting the agenda in the "Beyond 2000" project which gave transport trade unionists the chance to influence ITF policies beyond the millennium.

In 1896, the early ITF had had a clear vision and set definite objectives: to prevent workers from being undercut and to achieve rates of pay and working conditions consistent with human dignity. These were aims which held as true today as they did in the beginning.

## Neil Kinnock

EUROPEAN UNION (EU) TRANSPORT COMMISSIONER



**NEIL KINNOCK**, European Union Transport Commissioner, said it was an honour to speak at the ITF's centenary Congress and to see comrades from around the world, especially former ITF Vice President Jack Jones. The ITF centenary was an occasion for celebration and a time to set the agenda for another century of effort.

By the nature of their jobs, transport workers had always been directly involved in economic and social change, while current attacks on the dignity of labour and basic human rights made strong trade unionism vitally important.

Greatly increased freedom of movement in the industrialised world and intensive use of sophisticated forms of transport was causing rising environmental pollution and growing traffic congestion, while in the developing world, by contrast, there was insufficient access to dependable transport.

To meet the needs of transport users around the world there must be an improved infrastructure and more efficient use of transport systems. Within the European Union, the Commission was developing new transport priorities and encouraging public debate on transport development.

It had introduced new maritime safety laws, opened up civil aviation and was making available additional resources for research and development. Trans-European transport networks were being developed linking EU countries with Eastern Europe and the Mediterranean.

A green paper on public passenger transport set out proposals for safe, comfortable, reliable and affordable collective transport in urban and rural areas and argued the case for disabled access to buses, trams, metros and trains.

Other Commission objectives outlined in the green paper included regular timetables, easy connections and proper levels of staffing to ensure safe passenger travel, with access to passenger information and assistance.

Transport union representatives were actively involved in promoting sustainable public passenger transport and in creating more lasting and worthwhile transport jobs. The EU was grateful for ITF support for its transport pricing proposals that must now win the support of employers' organisations as Europe moved towards a fair and efficient pricing system. It was unacceptable that some transport users should pay too much for the costs they generated, while others paid far too little.

Differential prices would involve charging road-friendly low emission trucks less than older polluting vehicles and making roads cheaper to use at less crowded periods. Environmental, social and economic gains would arise from encouraging the use of vehicles incorporating the latest technology, lessening pressure on the infrastructure and encouraging a shift to rail and waterborne transport and the creation of more jobs in these two environmentally friendly transport modes.

In the maritime industry, the Commission was seeking improved safety standards, taking action against unsafe operators and inadequate registers and fostering quality shipping.

Unsafe ships were not welcome in Community waters; port state control measures would be tightened up to reinforce this message, and the Commission would continue to work with organisations such as the ITF to promote flag state control.

The EU was confronting the threat to seafarers' jobs and skills from FOCs by proposing crew nationality requirements on European vessels.

But raising standards in Europe would not protect seafaring jobs in the developing nations, and a global quality industry with high safety standards and decent working conditions would only be achieved through concerted international action within the ILO and IMO.

Meanwhile, the EU would remain at the forefront of maritime transport liberalisation and would seek appropriate safeguards for competition on fair terms. It would take measures to improve employment and training, raise EU skills levels and make the seafaring profession more attractive.

In all its work, the EU insisted that proper emphasis be given to social considerations. It had developed an extensive network of joint transport committees within which it briefed and consulted with the social partners and was currently seeking a solution through this mechanism on the question of working hours of mobile workers in transport.

The Commission took the view that the social dimension - especially when it was considering the liberalisation of transport - was central to the purpose of the EU. It was in the interests of existing and new members that social dialogue on the closer integration of Europe's transport market should lead to an increasing convergence in employment and social conditions.

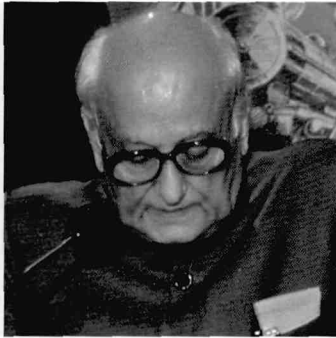
He expressed support for the ITF's campaigning work on issues that transcended political boundaries and ethnic, gender and religious differences such as the "social clause", FOCs and the conditions of women transport workers.

The ITF could take satisfaction that many struggles involving great personal sacrifice had proved successful, that many of its demands were now enshrined in national and international law and that its long-standing campaign for integrated and planned transport systems now had widespread international support.

The ITF and the European Commission were at one on many issues relating to the future direction of European and international transport policy.



## Sectional and Regional Addresses



**UMRAOMAL PUROHIT**, Vice Chair of the ITF Railwaymen's Section and President of the All India Railwaymen's Federation (AIRF), said that the gradual internationalisation of the railway sector - reflected in changes in the structure and ownership of rail companies and the development of rail links and traffic across national borders - was bringing about fundamental changes in the character of rail transport and industry policy.

Railway restructuring was proceeding at an unprecedented rate and rail workers were facing massive organisational changes which were putting strong pressures on pay and working conditions and threatening jobs.

The railways had already been privatised in Canada and Great Britain as well as widely in Latin America and state-owned joint stock companies had been set up in countries such as Germany, Italy and Japan.

Fragmentation and the organic split of infrastructure and operations were severe threats to the industry, while structural adjustment programmes had led to devastating consequences for rail workers in many developing countries.

1996 had also seen the emergence of the first multinational railway company - Wisconsin Central - which now owned four railways on three continents.

These developments demanded an international union response from rail workers, who represented one of the largest sections of the ITF's membership and had been in the forefront of the working class struggle since the very earliest days of the ITF and had always been imbued with a strong spirit of internationalism.

The radical changes affecting the industry meant that real and practical solidarity was now the order of the day.

German rail workers had earned a special place in ITF history by resisting the spread of fascism in the 1930s and setting up an underground network led by Hans Jahn - the union's first post-war president and later ITF President.

There had been other rail union leaders at the head of the ITF - such as Hermann Jochade and Trifón Gómez, who led the Spanish rail workers' union before the civil war and went on to create the ITF's Latin American structure and activities.

As President of one of the largest and oldest unions in the ITF, he paid tribute to past rail leaders and dedicated the AIRF and its members to the ideals of solidarity within the ITF.

He was convinced that with the challenges facing the industry, workers on the railways would need the ITF more than ever in the next one hundred years.



**HANS WAHLSTRÖM**, President of the Nordic Transport Workers' Federation (NTF) and the Swedish Transport Workers' Union (STF), reported that transport workers in the five Nordic countries devoted much of their time to road transport questions and were keenly aware of the need for international co-operation between the Nordic countries and worldwide. As loyal affiliates implementing ITF policy, they had much to contribute to its work.

Passenger and goods transport by road had grown rapidly to become the world's predominant transport system, bringing with it the associated problems of congestion, environmental pollution and traffic accidents.

The proliferation of small undertakings with drivers close to and dependent on their employer or combining the dual role of owner and driver made union organisation difficult in Europe.

The expansion in the international transport of goods in this region and new concepts such as "just in time" production - the consequence of European Union economic integration - had added to driver stress and fatigue and led to an increased accident risk. Many drivers would have been unable to cope with these changed conditions without assistance from national unions and international trade union organisations.

The nature of the sector required new trade union strategies, and the Nordic affiliates would welcome closer ITF scrutiny of small undertakings.

Low levels of trade union organisation were one of the reasons for inadequate road transport regulation and for poor enforcement of the existing regulations, especially those on working time.

The NTF had raised many of these problems in the Nordic Council, with the result that regional politicians were beginning to demand real job security for workers engaged in international transport.

*Such efforts must be reinforced by the ITF on an international scale. For only through co-operation between ITF unions would it be possible to bring about a decent working environment for all road transport workers, including those employed in urban passenger transport.*

The NTF and its member unions had traditionally given strong support to the ITF FOC campaign, and were committed to strengthening their participation.

But there was a very real danger that the convenience phenomenon might spread to other transport sectors in an economic climate where more and more employees were *competing for a limited number of jobs. Indeed, there was evidence of this already in civil aviation.*

He concluded by pledging that the NTF would play its full part in the difficult task that lay ahead.





**FRANCIS MUNGROO**, President of the Trinidad Seamen and Waterfront Workers' Trade Union, conveying warmest fraternal greetings to the centenary Congress on behalf of the ITF's port and dock workers' affiliates, pointed out that workers in the sector had always played an important and central role in their International.

In 1896 Rotterdam dock workers had sought and received solidarity from seafarers of many different nationalities in their struggle for justice during a highly significant strike which had led directly to the founding of the ITF.

During those early years the dockers had formed the largest group in the ITF, although by the turn of the century their predominant position was gradually overtaken with the affiliation of railway and other transport workers' unions.

It had been the dock workers who throughout the ITF's long history had consistently given practical support to workers in the other transport sectors, their strong spirit of international solidarity finding practical expression in hundreds of actions over the years.

Trinidadian dockers had been involved in several major port disputes during which they had been able to call on vital support from other Caribbean transport workers' unions as well as from the international family of ITF member unions.

Throughout the 1990s workers in the sector had come under strong attack from deregulation, privatisation, decasualisation and the growth of contract labour. Employers and governments had joined forces and turned back the clock in the world's ports with the result that now it was the turn of the dockers to seek a return of that solidarity in the interests of the survival of the industry and its workers.

Back in the late 19th century, dock work had been hazardous and poorly paid and casual work was the norm. Dock workers would queue up in front of the foreman waiting to see if they would be chosen for work. Today, workers in the sector were fighting efforts to reintroduce casualisation and to bring back the evils of the past.

Dock workers at the close of the 1990s, faced with these difficulties, had an established need for active solidarity and support from their fellow transport workers.

He was proud of the ITF as an international workers' organisation created out of solidarity and was convinced that the spirit of workers' struggle that had strengthened the International in its first one hundred years would continue to inspire its members.



**SHOSHIRO NAKANISHI**, *Chair of the Asia/Pacific Regional Committee and the Asia/Pacific Seafarers' Regional Committee and President of the All-Japan Seamen's Union (JSU)*, recalled that seafarers were involved in the creation of the ITF when they offered support to striking Rotterdam dock workers in 1896 and refused to handle cargo in the first example of international solidarity.

Whilst never the largest ITF section, seafarers had traditionally been one of its most vocal groups and the most active within the International Labour Organization, as shown by the large number of ILO maritime Conventions adopted in the 1920s and 1930s.

The flag of convenience campaign, now soon fifty years old, was the reason for the ITF's strong public profile. Convenience registries had emerged in the 1940s and owners had constantly exploited the system to substitute cheaper crews for "high cost" seafarers, from the European crews who had replaced the Americans to the Chinese seafarers now taking the place of Asians in an ever downward spiral.

As Japanese seafarers - once a source of low-cost labour - were now among the world's most expensive, the JSU was facing the flagging out of Japanese-owned ships and the loss of jobs.

The plight of the region's seafarers was the result of the workings of the FOC system and proof of why ITF seafarers must co-operate to protect employment and working conditions.

Special thanks were due to former Section Chair Mols Sørensen and Assistant General Secretary Åke Selander for strengthening the FOC campaign and protecting the conditions of the world's seafarers.

*Fishing was a major industry in Asia and the Pacific, with China and Japan leading the world rankings. Reflecting this strong involvement, the JSU had invited fishing workers' representatives to a seminar which had reached common positions on working conditions, health and safety, fisheries management and co-operation.*

*Many vessels from Asia/Pacific fishing nations were manned by foreign crews - from Indonesia and the Philippines - and in Japan labour agreements had been signed with the employers protecting these crews.*

His union strongly supported efforts to create sustainable maritime resources and adhered to the aims of the UN and other international environmental conferences and fisheries protection schemes, as well as being active in the work of the International Whaling Commission (IWC) and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).



**ÇANAN KOÇ**, Railway Workers' Trade Union of Turkey (DEMIRYOL-IS), speaking on the history of women in transport and the ITF, stressed that women had always worked in the industry, as married couples in railway signalling, inland boat owners' wives and cleaners on passenger ships.

In some countries, women had been employed as dockers - there were women dockers in Antwerp at the turn of the century and by the 1930s women were working in Baltic harbours, loading timber manually. In 1945, women dockers in the Finnish port of Kotka, who made up over a third of the labour force, had struck for equal pay.

Women as cabin crew was a more familiar image, starting with Ellen Church, a frustrated pilot who became a US "sky girl". By 1946, the sky girls had formed a union and signed their first contract. The Second World War also gave an impetus to female transport employment, with women taking over traditional male jobs such as maintenance and ticket collection for London Transport.

But transport unions and the ITF remained a male preserve, with the seafarers' section, in 1924, seeking a clause in the ILO draft international seamen's code restricting women to work on passenger vessels.

In the Secretariat, management and policy-making remained men's business, with only administration and translation as female areas. One notable exception was Thérèse Asser, who worked with Edo Fimmen, smuggled anti Nazi literature into Germany and was the first woman to receive the ITF Gold Badge.

Other leading women included Lilly Krier-Becker, who ran the ITF New York Office, Alida de Jager, ITF representative in Mexico, and Maniben Kara, Indian rail union leader and ITF Gold Badge holder.

The first documented reference to women in the ITF dated from the 1963 Congress when Lina Raupp of the German Railway Workers' Union argued for equal pay and opportunities. By 1974 Congress had decided on a Women's Conference, held the following year, which called for a permanent committee. The aim was to integrate women's questions into the mainstream of sectional activities, a view still valid today when consideration of women's issues had become a thread running through the work of the ITF and its affiliates. Unions worldwide were now paying more attention to recruiting and retaining women members as part-time jobs and service occupations were attracting more women.

The ITF should take courage from the first women pioneers and develop new transport industry pioneers.



**BEN ROXY UDOGWU**, African Regional Secretary, addressed congress on the relationship between Africa and the ITF, dating from the years before political independence, which had benefited African transport workers in so many ways.

He recalled his own early involvement with the ITF shortly after Nigerian independence when he had started work in the Lagos office under Emile Laflamme, who came from a Franco-American background fitting him well for his work in French- and English-speaking Africa.

Another figure who had inspired him in those years was Harold Lewis, personal assistant to the then General Secretary who later became ITF General Secretary himself, and was universally recognised as a good friend of Africa.

His own career had taken him as a student to the United States and from there to the ITF's London Secretariat. In 1970 he had become ITF African Regional Representative, the job he still held today.

He recalled that when the first African unions joined the ITF after the end of the Second World War there had only been a handful of unions with a tiny membership, in contrast to today when the ITF grouped over eighty affiliates with hundreds of thousands of members in all transport sectors.

It was largely thanks to the foundations laid by Harold Lewis and strengthened by David Cockroft, who had established for himself a strong reputation as a staunch defender of African transport workers, that the ITF was the best known of the International Trade Secretariats in Africa.

African transport workers had every reason to be grateful to the ITF for the support they had received over the past fifty years in fighting colonialism and apartheid. But the overthrow of these twin evils did not mean that their struggles were at an end; on the contrary, African workers were now embarked on a struggle against injustice, poverty and deprivation, Structural Adjustment Programmes, and the globalisation of the world economy.

Publicly-owned transport services were being privatised and deregulated under pressure from the International Monetary Fund and the World Bank. Once again, unions in the region knew that the ITF would ensure that the rights and interests of African transport workers were not damaged by these changes.

It had been a privilege to serve the ITF for over thirty years. Africa and its transport workers were facing a brighter future and looked forward to a further strengthening of international ties.



**RENE LIOEANJIÉ**, US National Maritime Union (NMU), speaking on behalf of North American affiliates, said that the maritime industry had undergone major changes in his fifty years as a seafarer and union official.

In the late 1940s, American maritime union leaders Joseph Curran (NMU) and Paul Hall (SIU) had warned of the dangers of runaway flags, alerting US unions to the dangers to their national flag and promoting strong relations with the ITF.

The first ITF affiliate outside Europe had come from North America and even before the First World War two US unions - the ILA and the ISU - had joined the ITF, and from the early forties North American unions affiliated in ever increasing numbers.

By 1941, the ITF had an office in New York City and strong links with the rail and road transport workers' unions, while the affiliation in 1948 of the Railway Labor Executives' Association (RLEA), representing most US rail unions, brought three quarters of a million members into the ITF.

The importance of North America in the post-war ITF was reflected in the co-option in the 1950s of Art Lyons (RLEA) as the first non-European member of the ITF Executive Committee.

North American shipping was the first victim of the growth of convenience shipping as national crews were replaced by cheaper European labour and it was this region that gave strongest support to the FOC campaign in the 40s and 50s, especially during the 1958 Panlibhonco boycott when - co-ordinated by the NMU - nearly 300 actions were staged in US and Canadian ports.

US maritime unions met the challenge of the continuing growth in FOCs by forming the International Maritime Workers' Union (IMWU) and targeting the Great White Fleet and an Ingris Line cruise ship.

Crew members were prevented from voting for a union by a hastily obtained court injunction. The IMWU retaliated, bringing out the Italian crew of an Ingris Line cruise ship in the port of New York and a second court injunction was obtained. Even today, those injunctions made it difficult for US unions to take united action against FOC ships.

In the late 1990s the North American labour movement and the ITF could look forward with greater self-confidence to the future than it had in the past. The task now was to confront growing economic integration - such as that posed by the adoption of the North American Free Trade Agreement (NAFTA) - with a coherent international union strategy.



**ALICIA CASTRO**, Argentinian Cabin Crew Association (AAA), said transport workers in Latin America and the Caribbean had a rich history, with early ITF unions in Argentina, Brazil and Mexico and strong support from their International for the Mexican revolution and its trade unions in the 1920s and 1930s.

When Spanish-speaking trade unionists in Europe came under pressure after the defeat of the Republicans in the Spanish civil war, Latin America provided a haven, and the Spanish General Workers' Union (UGT) set up an office in Mexico City.

Legendary ITF General Secretary Edo Fimmen had also stayed in Cuernavaca as a sick man in the early 1940s and Mexican union leaders had acted as pall bearers at his funeral in Mexico City.

Spanish exiles played a key role in the ITF during the post-war years, led by Trifón Gómez, former leader of the Spanish rail workers, whose office in Mexico City became the first ITF regional office, producing an ITF regional press report and convening a Latin American transport workers' conference, in Havana, in 1949. After his death, fellow Spanish exile Fernando Azaña took over, followed by Jack Otero, a Cuban-American.

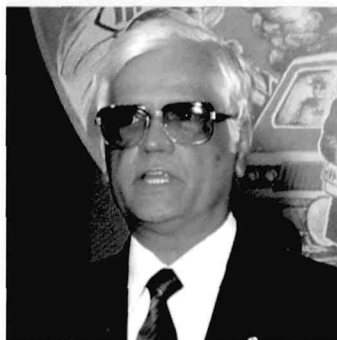
For many years Latin America suffered under dictatorships, the torture and deaths of trade union leaders provoking an international outcry, and many persecuted union leaders leaving Latin America for Europe.

The ITF had taken a strong stand, highlighting repression in Brazil, Chile and Argentina, organising an international boycott of Chilean ships in September 1974, *detaining vessels in Britain, Germany, the Netherlands and the USA and sending an ITF mission to Chile later that year.*

Trade unionists had survived those dark days, although there were still countries in the region where being a union leader meant to risk one's life. After an initial setback following the closure of the Lima office in 1989, the region was now entering on an era of renewal with the opening of the Rio de Janeiro office under Mauricio Sant'Anna and an upsurge in ITF affiliation.

Growing economic integration through regional trading agreements such as NAFTA and Mercosur and the trend towards a more globalised transport industry meant that international co-operation was once more central to the ITF's work in Latin America.

Perhaps the ITF's greatest victory was that the world's unions were gathered together in London bound together in a history of common struggle and in the spirit of international solidarity.



**MO HODA**, former ITF Asia/Pacific Regional Secretary, recalled his own early years as an activist in the All India Railwaymen's Federation.

It was the forward-looking leadership of Edo Fimmen which had made the ITF the most active International in the 1920s when Fimmen had forged contacts with transport unions in Asia and the Pacific.

His actions attracted the attention of the colonial governments which tried to stop him visiting the region, refusing him entry to India and Indonesia.

Fimmen put the ITF in the forefront of the struggle against colonialism; he even forged links with Indian independence fighter Pandit Jawaharlal Nehru when he complained about the restrictions placed on the union movement.

After the eventual liberation of the former colonies governments in most Asia/Pacific countries allowed free trade unionism. But later administrations in many parts of the region often put curbs on trade union rights when seeking loans from the international aid agencies which demanded "trouble free labour" as the price of co-operation.

He recalled the dispute between the Malaysian Airline Employees' Union and MAS which had led to a confrontation between the Malaysian government and the ITF in 1979, culminating in the arrest of 20 airline employees and Regional Representative Donald U'ren, then based in Kuala Lumpur. Sympathetic action by Australian and European unions eventually led to a settlement, but the ITF office had to be closed and Asia/Pacific affairs transferred to ITF headquarters. It was history repeating itself - the first ITF regional office, in Tokyo, had been closed by the generals in 1939.

The Malaysian dispute proved a turning point as most Asia/Pacific unions were unable to take solidarity action. As a result the next Asia/Pacific regional conference adopted a detailed action programme.

National co-ordination committees were set up, regional and industrial committees created and, with the development of a long-term education project, a new spirit of unity was forged and proved a model for other ITF regions.

Working from London had meant living out of a suitcase, a situation his successor Shigi Wada would now be spared with the opening of the Tokyo regional office.

The challenges facing affiliates were changing in Asia and the Pacific which was poised on the brink of an economic breakthrough. The most important task was to build strong and responsible national unions and to give a voice to unorganised workers in the informal sector.



**JACEK CEGIELSKI**, Vice President of the National Maritime Section of the Polish Solidarnosc trade union (NSZZ Solidarnosc), addressing Congress on behalf of Central and Eastern European transport workers, recalled the strong resistance of Polish workers to the Communist dictatorship and his own detention for eight months during the Jaruzelski regime following the crackdown on the unions.

There had been a free trade union movement in most of Central and Eastern Europe before the Second World War, with transport unions playing an active role in the ITF, although with the German and Russian invasions this had been superseded by an “assembly line mentality” which had governed the relationship between Communist governments and the unions for close on fifty years.

Polish unions had a long experience of anti-trade union sentiment; Polish delegates had not been allowed to attend the 1932 Prague Congress and Edo Fimmen had made a special appeal to the Polish government from the floor of Congress.

The Prague Congress marked a watershed for the ITF as the last Congress before the Nazi takeover, and the split in the European trade union movement that would only end with the fall of Communism after 1989 and the forming of the first independent trade unions.

Central and Eastern Europe might have won its freedom, but workers’ rights and reasonably paid jobs still had to be fought for with the change to a free market economy and increased deregulation in the transport sector.

Union activists had to rebuild the trust of transport workers in independent and effective trade unions - a very difficult, sometimes impossible seeming task that demanded much hard work.

In reviewing the ITF’s history unions should take pride in the fact that much of the improvement in seafarers’ earnings over the past one hundred years had come about as the result of the activities of ITF affiliates.

As transport trade unionists blew out the candles on the centenary cake they would be thinking of what needed to be done to ensure that the ITF would survive to celebrate its bicentenary.

He expressed satisfaction at having this chance - for so many years an impossible dream - to address Congress on behalf of the Central and Eastern European transport workers now safely back in the ITF fold. It was a double celebration; 100 years of the ITF and the reuniting of the ITF family in a truly global workers’ organisation.





**KARIN ALLEWELDT**, German Public Service and Transport Workers' Union (ÖTV), stressed that the history of the union movement in Western Europe was more closely linked with that of the ITF than almost any other region.

Three European events - the Hamburg dockers' demands, the Rotterdam dockers' strike and the international meeting during the Socialist International in 1896 - had led to the creation of the ITF and throughout the last century the ITF had played a key role in the work of the region's transport workers.

The ITF had survived two world wars; it had supported transport workers in their resistance to Fascism at a time when most West European affiliates had been disbanded and trade unionism outlawed. With the help of many courageous individuals, it had continued to uphold international links between trade unionists.

By 1944 the ITF was already contemplating the rebuilding of democratic trade unionism and the work of restoring union links began as soon as the war ended.

During the war years the ITF had drawn up plans for an integrated transport sector in Europe, based on the ideas put forward by Edo Fimmen in the 1920s, a policy that was further developed at post-war ITF conferences.

The process of western European economic integration that had begun with the signing of the Treaty of Rome in 1957 had now delivered a single market. ITF affiliates had always welcomed moves towards greater integration and had done everything possible to help shape the social conditions in which it would come about.

ITF demands for a European transport policy geared to the interests of the sector's workers had been laid down at the ITF Florence Congress in 1990, and these ideas had then been adapted to meet the new circumstances brought about by the political upheavals in Central and Eastern Europe.

Western European affiliates attached great importance to the political activities of the European Union, the area of influence of the Brussels Committee created in 1958, which had always been closely linked to the ITF.

The new challenge following the opening up of the borders in Central and Eastern Europe must be to create strong links between unions in the two halves of the continent to their mutual benefit, a process which had already begun and was making real progress. What was needed was a living ITF regional structure covering the whole of Europe in which the unions co-operated on equal terms.



**MIGUEL DE JULIÁN**, International Relations Secretary of the Spanish Federation of Telecommunications and Transport Workers' Unions (FETT-UGT), reported to Congress that his union organised large numbers of workers in the ITF's two smallest sections, fishing and tourism.

The Tourism Services Section - originally the Allied Industries and Services Section - was now devoted to building unity among workers in the tourism industry and, with the low level of union organisation overall in the sector, this was likely to remain a priority.

By contrast, relatively large numbers of organised workers were grouped in the Fishermen's Section in a struggling sector marked by dwindling fish stocks, the result of marine pollution and the growth in convenience fleets. It was a situation that neither Spain, as a country with a strong fishing tradition and the European nation with the most fisheries workers, nor the European Union could tackle alone.

The importance of fishing to national economies had never been reflected in an adequate body of legislation or regulation at either the national or international level. Only the ILO through a series of maritime conventions - adopted over the past seventy years, most of them originally developed for seafarers - had set minimum standards in the sector.

*These conventions which left implementation up to the fishing nations concerned* had failed to extend the rights of a group of workers who carried out their work under extremely difficult conditions.

The future of fishing looked bleak, with increasing levels of unemployment as fleets and crews were cut and joint ventures set up under FOCs. It would remain the ITF's main task to protect the conditions of fisheries workers and to press for a body of fishing conventions matching those for seafarers.

By contrast, the Secretariat would have to look at new ways of encouraging more unions to participate in the work of the Tourism Services Section and thus help strengthen the ITF's smallest industrial section. It was suggested that this could be achieved by implementing the resolutions adopted at the Granada section conference in November 1993 and the 1994 Geneva Congress.

In addition, the section would need to set up organisational and professional structures capable of delivering services to its members and ensuring that they were properly represented within the appropriate international bodies. This would require increased manpower and financial resources and unions would have to increase their participation in planning and carrying out the section's programme of work.



**ALFONS GEERAERTS**, Chair of the Inland Navigation Workers' Section and President of the Belgian Transport Workers' Union (BTB), stressed that inland navigation had been the original means of transport, harnessing the forces of nature to transport people and goods. It was thus to be expected that the sector would have developed over the years into an important link in the transport chain and that representatives of inland transport workers should have been present at the foundation of the ITF.

While inland navigation was restricted to thirty countries within the ITF, there were large numbers of inland navigation workers in each region and the section had always been extremely active. As the sector transcended national borders it leaned itself easily to an international approach.

In common with other ITF industrial sections, inland navigation workers' unions were concerned both with national pay and conditions and the welfare of their members when working abroad.

In 1868, the Treaty of Mannheim enshrining freedom of navigation had been signed by the countries bordering the Rhine; a principle that was later extended to the Danube and the Paraná-Paraguay river system in Latin America.

Taking their cue from this political lead, the trade unions concerned soon began co-operating and later in the struggle against fascism workers on the Rhine formed a strong resistance movement, led by German trade unionists and co-ordinated by the BTB in Antwerp.

Contacts were stepped up with the ending of the war, and the Rhine working group was expanded to include workers on the Rhine-Main-Danube river system, who formed their own grouping, while in Latin America, co-ordination of union activities grew with the internationalisation of the sector.

Today, a significant part of the section's work involved the European Union where employers and workers were represented on a joint committee.

The ITF had been closely involved with the formulation of international treaties and social agreements for inland navigation workers. Indeed, it was no exaggeration to say that, especially in Europe, the situation of the workers had been materially improved by the ITF through its spearheading of international solidarity.

ITF inland navigation unions were proud to be participating in the centenary celebrations; although a small section they were convinced that in a rapidly changing world there would shortly be no room for purely national unions. Inland navigation workers had confidence in their future within the ITF.



**GEORGE RYDE**, Civil Aviation Section Chair and National Secretary for Civil Aviation of the British Transport and General Workers' Union (TGWU), praised the ITF for realising as early as 1948 when the industry was in its infancy that international union co-ordination would play a vital role in civil aviation.

A special ITF report recognised the common interests of aviation unions and called on them to enter into an effective international relationship for the joint defence and improvement of their members' standards. This growing spirit of internationalism among the industry's scattered workforce was reflected in the 1949 founding Section Conference.

From a post-war position in which there were only twenty or so long-haul carriers the industry had expanded enormously, with more than 200 international airlines now carrying around 1.2 billion passengers and nearly 18 million tonnes of freight each year. It was one of the few industries where the lives and safety of those who used the service depended heavily on the 1.5 million people in the air and on the ground who were employed in the sector.

However, even in such a dynamic industry airline employment was insecure, working conditions were under constant attack and union organisation and recognition was threatened.

*A new era of globalisation had been created with an unstoppable trend towards deregulation and liberation coupled with the adoption of "open skies" policies and an increasing number of international airline mergers and alliances.*

*The developing countries might even be pushed out of aviation altogether by the transnational mega-carriers, while the weakening of international regulation could lead to aviation "flags of convenience".*

Airlines were becoming increasingly global as carriers joined forces to offer a seamless service, while seeking to undermine or even get rid of the unions. Airline work was being moved to non-union labour in low-wage countries, local was succeeding national bargaining and temporary and contract work was replacing permanent jobs.

It was possible to board a British Airways flight in BA livery with staff in BA uniforms, where the planes, crew and operational management were all Danish. Swissair accounts were dealt with in India and Cathay Pacific paperwork handled in China.

The globalisation of the industry and its insistence on labour flexibility presented aviation unions with an enormous challenge, bringing new demands on their commitment to internationalism and obliging them to find new ways of communicating, working together and organising.

## *Lessons from ITF history*



**BOB REINALDA**, of the Department of Political Science at the University of Nijmegen in the Netherlands, conveying congratulations on the ITF's 100th anniversary, delivered a lecture on the theme of "lessons from ITF history".

His own book on the "Edo Fimmen era: 1914-1945", the third of the specially commissioned publications marking the ITF centenary, would be available in the autumn.

There were a number of parallels that could be drawn between 1896 when the ITF was founded and today when it had once again to prove that in a globalising economy there was a need for an International Trade Secretariat.

A feeling of hostility towards "foreigners" had played a part in the early debates within the ITF, when - despite the 1902 Congress decision to recruit "coloured" transport workers - many trade unionists had rejected integration on the grounds that "coloured labour" was poaching jobs and pushing down wages and conditions; even Charles Lindley spoke of the "yellow peril" threatening white seafarers' jobs.

The ITF sought to counter this hostility by adopting a 1921 Congress resolution urging workers to ignore barriers of race and creed, although the ITF line was not always followed by seafarers fearful of the consequences of hiring colonial labour.

In 1924 ITF General Secretary Edo Fimmen in his book "Labour's Alternative" urged unions to meet the internationalisation of capital by uniting in International Trade Secretariats and forging close links. He also proposed that the Internationals send representatives to countries outside Europe to arouse interest in international organisation of all workers, regardless of colour or ethnic origin.

By 1928 Fimmen was arguing that the European labour movement should assist workers in the colonial and semi-colonial countries as a matter of solidarity with workers of other races. He also proposed the setting up of continental sub-secretariats to look after the day-to-day interests of the new regional affiliates.

Fimmen began making contacts with the non-European world, raising a special levy to fund these foreign trips, and ensuring representation in 1930 of the first Asian affiliates on the General Council. But the new regional structures were never introduced; attempts to establish a provisional secretariat in Japan failed because of government hostility, plans for an Indian sub-secretariat were thwarted when Fimmen was excluded from the country, while similar proposals for Latin America and for Australasia were frustrated by the outbreak of war.

Following the reconstitution of the ITF in 1919, Fimmen took decisive action against governments posing a threat to international peace - organising a boycott of the Horthy dictatorship in Hungary and resistance to the growth of fascism and nazism in Europe - and helped bring food to the starving populations of Austria and Russia in the immediate post-war years.

He opened an ITF consultation and information office when Mussolini marched on Rome in 1922 and set up fascist unions and continued to produce anti-fascist pamphlets and manifestos after the storming of the office in 1926, smuggling them into Italy and dropping leaflets from a union hired plane.

Following the Nazi seizure of power, ITF officials travelled to Germany where they built up an extensive illegal support and information network and through its anti Nazi and anti fascist publications the ITF became an important source of information about events inside Germany and other countries under fascist rule.

An extensive network of ITF sympathisers on merchant ships and Rhine vessels was set up in Antwerp, while efforts were made in America to convince the unions to fight nazism.

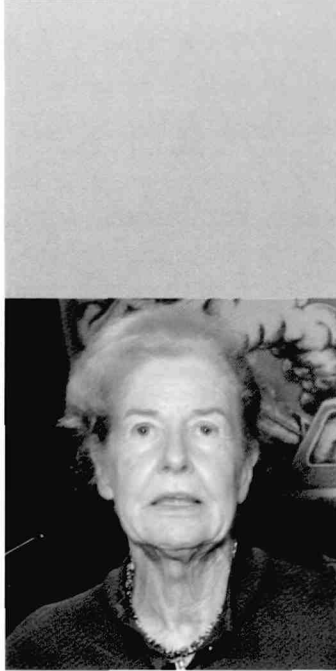
The ITF prepared for war by moving its headquarters to London in August 1939 where exiled seafarers' unions from Belgium, Denmark, France, Poland and the Netherlands formed a joint organisation, under Jaap Oldenbroek as president, while separate unions were established for Swedish, Greek and other seafarers in Britain and special activities were set up for Chinese and Indian seafarers. In the United States an ITF New York office was opened under Omer Becu of the mercantile marine officers' organisation.

While supporting the allied war effort, the ITF retained its independence, helped by a recruitment drive among non-European unions, thus creating a powerful organisation capable of making its voice heard in the post-war world. In all, 32 unions from 15 non-European countries joined the ITF, helping make up the loss of membership from the occupied nations.

In 1943, the ITF began preparing for the post-war period, setting up European transport structures and developing a European transport policy. ILO activities had continued throughout the war, and the ILO Inland Transport Committee was set up, giving the ITF a mechanism for improving the social conditions of workers in the railways, road transport, inland navigation and the docks.

Seriously ill since 1938, Edo Fimmen died in Mexico in 1942. Even though some of his ideas had not been realised, he had made it possible for the ITF to play an active role during the Second World War, contributing to the defeat of fascism and nazism and leaving the Federation well prepared for the post-war years.





## *Guest of Honour*

Guest of Honour **ALIDA DE JAGER**, daughter of the ITF's first General Secretary Edo Fimmen, said she had been deeply moved by the many tributes paid to her father during this centenary Congress and wished he could have been present to hear the debate on the ITF's future. It was important for organisations to use their past experiences to learn from their achievements and their failures.

She read from Fimmen's last words, when looking back over his life, he said: *"I have made many mistakes, given the right lead too feebly, and spoken where I should have shouted."*

In his view, courage alone was the key to achieving one's goals in life. There could be no doubt that the ITF's leaders needed to show courage today just as much as ever.

Her father had never made any distinction between peoples of different nationalities. Seventy years ago, in 1928, he had noted with great regret that there were no non-Europeans at the ITF Congress.

It would have made him very happy indeed that half of those present at this Centenary Congress came from the regions and he would have been overjoyed at the presence of delegates from the new Central and Eastern European transport trade unions.

She was delighted that the next ITF Congress would take place for the first time in a developing country.

The best tribute that the ITF could pay to her late father would be to continue his unconditional and uncompromising fight.



First prize in the "Transport Workers at Work" section of the anniversary photo competition went to Tokuji Yanaka of Japan for this shot of a maintenance worker changing the chains on a coach wheel.



## Centenary Gifts



Many unions brought special centenary gifts which they presented during the anniversary Congress.

Here ITF President Eike Eulen receives a portrait of Edo Fimmen from the Dutch Transport Workers' Union...

...a wall rug made by a member of the Finnish Transport Workers' Union...



...and a model train from the Austrian Railway Workers' Union.

## History Panel

Former ITF General Secretary Harold Lewis, who worked for the ITF for thirty-eight years until his retirement in 1993, leads the panel debate on “Lessons from ITF history”.



The panel members (from left to right):

Retired ITF Asia/Pacific Regional Secretary Mo Hoda

Former ITF Vice President and British Transport and General Workers' Union leader, Jack Jones

Jane Barrett of the ITF Secretariat who was General Secretary of the South African Transport and General Workers' Union in the 1980s

Bob Reinalda, a Dutch university historian who has researched the life of Fimmen and delivered the Fimmen lecture at the Congress

Ben Udogwu, ITF African Regional Secretary for the past twenty-five years.

Individual members of the panel stressed that ITF history showed the importance of international trade union solidarity, of union leaders in countries with a strong tradition of trade unionism extending the hand of comradeship to their fellow union leaders who were struggling to keep trade unionism alive in difficult conditions often fraught with danger. They reminded delegates that it was the rank and file transport trade unionist who had always been and must continue to be placed at the heart of the ITF and pledged to uphold the proud ITF tradition of fighting racism by creating an international organisation in which all transport workers, irrespective of nationality, race or creed, were equally valued members. While transport workers from the developing nations were playing a growing role in ITF activities - a development that would have greatly pleased the ITF's first General Secretary Edo Fimmen - there were still too many developing countries where few workers were organised.

ITF General Secretary **DAVID COCKROFT** sums up the review of the ITF's history at the end of the second day of Congress. *"Perhaps the most important lesson of all is always to expect the unexpected"* he said as he recalled the growth and decline in the ITF's fortunes as a result of war, fascism, nazism, communism and post communism.

*"Those early ITF pioneers could not have begun to imagine the number of countries represented in the ITF today, the technological transformation of the transport industry or the intricate web of economic agreements and structures linking the countries represented in the ITF. In 1996, the ITF faces a more complex, more difficult and more challenging world than that of 1896, though the basic problems - the exploitation by employers of differences between countries to weaken trade union organisation - has not really changed at all."*

Former ITF Asia/Pacific Regional Secretary Mo Hoda (second from left) chats with Railwaymen's Section Vice Chair Umraomal Purohit (left), African Regional Secretary Ben Roxy Udogwu (centre) and former Assistant General Secretary Hans Hauf (right).





This photo of the first female tram driver in the Japanese city of Kagoshima on the island of Kyushu won Mitsuhiro Tokunaga the “women transport workers” prize in the anniversary photo competition.



A china plate symbolising the development of the ITF through the years of struggle into a global organisation with members in eight different transport sectors was presented to each Congress delegate as a memento of the ITF's centenary.

## *“Transport Workers: Beyond 2000”*

ITF General Secretary, **DAVID COCKROFT**, introducing the “Transport Workers: Beyond 2000” document, said that the debate, continuing the discussions begun at the 37th Geneva Congress, would give affiliates a chance to shape the ITF’s future. The ITF was already implementing the Geneva “action programme”, working closely with the ICFTU to strengthen the international co-ordination of practical solidarity. Delegates were invited to make proposals for change in ITF policies, structures and activities so that the Board could prepare a further progress report for New Delhi. They were asked to look at the problems confronting the ITF in the new globalised economy, to evaluate existing services and establish priorities for the ITF’s work in the future. They should also consider how the relationship between the ITF and its affiliates could be deepened and wider coalitions built with organisations which share the ITF’s objectives. Today’s debate could not be exhaustive and so discussions would continue in the sections and regions. The ITF’s hundred year history gave it an enormous body of strength, but this did not mean that it could not also adapt to the needs of tomorrow. For these efforts to succeed, each affiliate must play its part and unions must be more ready to participate in international work and to explain the need for this to their members, who in turn must be given the chance to influence what their union was doing through the ITF on the international scene.

Japanese rail workers’ delegates from the JRU confederation pass on their congratulatory greetings in great style at the ITF reception held in the Commonwealth Institute.



**KALPANA DESAI** (Transport and Dock Workers' Union, Bombay, India) complained of widespread discrimination against women working in transport and even within transport unions. She was grateful to the women's steering committee for raising issues affecting women transport workers. Indian women had played an important role in setting up strong unions - especially Maniben Kara, one of the pioneers of railway trade unionism. Today women were largely excluded from leadership positions, even though their financial and bargaining skills were invaluable at a time of falling membership and economic hardship. ITF unions should educate women members to take up leadership positions.



KALPANA DESAI

**ENVER TOÇOĞLU** (Railway Workers' Trade Union of Turkey - DEMIRYOL-IS) expressed concern at attacks on workers' rights and the social state, urging transport workers to form a strong united front against privatisation, contracting out and the spread of casual and insecure forms of employment. He proposed the re-establishment of the General Council as a larger and more representative body to confront the ideological attack on the labour movement. Turkish unions were grateful to the ITF and its affiliates for supporting their struggle; the visits by Kees Marges and the international trade union missions to investigate union rights violations had strengthened their fight.

**KAUKO LEHIKAINEN** (Finnish Transport Workers' Union - AKT) wanted the ITF to co-operate with the ICFTU, the European Trade Union Confederation and the ITSs in developing practical responses to the global economy and closer European integration that made the most effective use of resources. Basic trade union rights were best protected through joint efforts with the ICFTU, while FOC shipping was a further crucial area for concerted international action. The AKT supported the ITF/Brussels Committee guidelines which showed how wider international co-operation could be combined with European union collaboration.

**JÖRG LAUSCH** (German Public Service and Transport Workers' Union - ÖTV) was critical of the proposals for section mergers. The question of which sections should merge had been left vague or capricious; it was suggested that inland navigation be assigned to one of two new sections and that tourism services merge with civil aviation. The report contained one strong argument in favour of section mergers - the tendency for companies to operate across transport modes - though this hardly constituted "a clear case" for review. Company mixes varied and were subject to radical shifts; sectional tie-ups could not be readjusted to meet the changing face of industry and industry specific problems would remain. The section structure should be retained and co-operation between sections - on the lines of that between the seafarers' and dockers' sections - should be stepped up. *International union networks should also be created for the different multinationals.*



JÖRG LAUSCH

**SHEIKH MOHAMMAD IQBAL** (Pakistan Merchant Navy Officers' Association) called for a review of the FOC campaign in the light of the growth in convenience countries and stressed the role of the port state control authorities in improving ship safety. An ITF advisory board of retired union officials should be set up to guide the ITF on its future activities.

**BALA TAMPOE** (Ceylon Mercantile, Industrial and General Workers' Union - CMU, Sri Lanka) asked the 39th Congress to adopt the slogan "Beyond Capitalism" for its "Beyond 2000" discussions. The ITF must seek to replace the global strategy of the transnationals and agencies of global capitalism with a democratic world order based on production which met human and social needs. It should put in place a social policy committee to act as a steering committee for the next millennium.

**AKWEI ADOTÉ** (National Maritime, Aviation and Transit Workers' Union - STRANAVITTO, Togo) urged the ITF to prevent the recolonisation of Africa and ensure that black Africans were fully integrated into ITF programmes. The creation of trade union co-operatives would help African unions play a more active part in their International.



PETER KÜNG

**PETER KÜNG** (Swiss Transport and Commercial Workers' Union - VHTL) wanted inland navigation to be included in the inter-sectional co-operation proposed for the inland transport sections as a counterweight to the collaboration between unions in the maritime industry. Co-operation between the railway and road transport workers' sections was already well established - joint conferences had already been held - but needed extending to areas such as combined transport.

**DK SARMA** (Visakhapatnam Port Employees' Union, India) was convinced that it was through acts of international solidarity by rank and file union members as shown to Indian unions in 1971 and during the port and dock workers' strikes of 1984 and 1989 that the ITF could best defend the interests of transport workers. The ITF must rethink its strategies to meet the growing threat of globalisation which was undermining human and trade union rights and affiliates must back these new tactics with financial support.



YOUSEF ALLAN

**YOUSEF ALLAN** (Palestine Bus Drivers' General Union), the first Palestinian transport workers' leader to address Congress for fifty years, sought support for union efforts to lift the restrictions on the freedom of movement of its drivers who were held up at the Gaza and West Bank checkpoints and asked the ITF to send a mission to Palestine to investigate conditions.

**ROLF HOFMANN** (German Railway Workers' Union - GdED) thought the ITF should concentrate on the reregulation of the transport market and the safeguarding of labour regulations. He agreed with the General Secretary on the need for an umbrella organisation - this should be the ITF motto. In western Europe, it should focus on co-ordinating the activities of affiliates centred on Brussels.

**MITSU HARU SHIBATA** (Japan Confederation of Railway Workers' Unions - JRU) suggested the incorporation in the report of a section on safety of the railways and an expanded section on peace, disarmament and the elimination of nuclear weapons. As one of the leading unions in the protests against the resumption of French nuclear testing in the Pacific, the JRU wanted the ICFTU to convene a conference on international peace and security. He appealed to affiliates to take part in solidarity action in the spirit of the Japanese motion on International Solidarity for Peace.

**HOLGER NIELSEN** (Danish Transport and General Workers' Union - SiD) was concerned that too many affiliates paid fees at reduced rates and others artificially reduced their membership to ease internal union problems. The ITF should focus on trade union education to help build up strong unions and on the international co-ordination of trade union assistance to the developing world. While opposing suggestions for a common maritime section, as the individual sections had their own specific problems, he welcomed greater collaboration between the maritime sections on issues such as flags of convenience and the marine environment. A maritime conference - prepared by the steering committees of the three maritime sections - should be convened to discuss these and other shared problems.

**JUHANI KOIVUNEN** (Finnish Transport Workers' Union - AKT) supported a newly constituted Executive Board, including deputy members and meeting once a year, to concentrate on policy issues and an expanded Management Committee, meeting separately from the Board, to prepare Board meetings. The General Council should meet once between Congresses and have new responsibilities; it could co-ordinate labour's response to the new regional economic groupings. As most ITF work took place in the sections, all unions must retain the right to a seat on Section Committees.

**JIM KNAPP** (National Union of Rail, Maritime and Transport Workers - RMT, Great Britain) hoped affiliates would discuss the issues and report back their views. The ITF must stabilise its affiliation fee income; it could not survive off the Welfare Fund. It must target its resources on the areas of greatest need, such as its solidarity work, which must be maintained and developed and scrutinise new methods of work such as short-term contracts. Ways would have to be found of influencing the Organization for Economic Co-operation and Development and defending ITF policies on the railways against strong opposition from the World Bank.

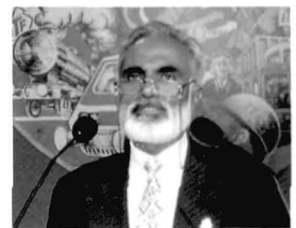
**ADAM PANJRI** (Pakistan Seamen's Union) wanted the ITF to concentrate on international union solidarity and responding to calls for action in defence of union rights. He regretted that a recent request for solidarity had produced only a very limited response and hoped affiliates would react more positively in future. He warned the ITF that recent rises in seafarers' pay were reducing jobs for seafarers from the developing countries.

**CHRISTER LINDVALL** (Swedish Ships' Officers' Association - SFBF) wanted the ITF to focus on maritime safety and ensure that shipowners and operators took their responsibilities seriously and implemented international regulations. The ITF should intervene in international bodies to secure decent conditions for seafarers and promote fair competition in the maritime industry.

**ROY RAMESH CHANDRA** (Bangladesh Truck Chalok Sramik Federation) urged more concentration on the problems of transport workers in the developing world. Road transport unions in Bangladesh needed assistance with organising and collective bargaining.

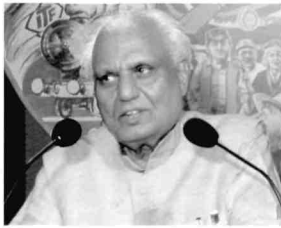
**JORMA LUOMA** (Finnish Seafarers' Union - Merimies) asked the ITF to pay increased attention to health and safety at work and the needs of older employees who were often asked to work at a pace injurious to health. The ITF should conduct a survey of workplace hazards.

ITF Vice President **KANJU SUZUKI** (General Federation of Private Railway and Bus Workers' Unions - SHITETSU-SOREN, Japan), for the Japanese Co-ordinating Committee, suggested that an expanded Management Committee of around fifteen members should take over the current functions of the Executive Board, which was too large for all members to take part in discussions on the ITF's future, while an Executive Board of around forty members should take over the present role of the General Council. He proposed that sectional and regional representatives be included on the enlarged Executive Board, that the Executive Board meet every two years and the larger Management Committee twice a year. He welcomed the expansion of the ITF regional offices as practical considerations such as time differences made it impossible for an international trade union organisation with an expanding regional membership to be managed entirely from London. Congress was urged to support the Japanese motion on International Solidarity for Peace.



ADAM PANJRI





JP CHAUBEY

**JP CHAUBEY** (All India Railwaymen's Federation - AIRF) stressed the dangers of the new feudalism and the importance of global union collaboration to meet the growing threat from the multinationals.

**JOSEPH K KATENDE** (Amalgamated Transport and General Workers' Union - ATGWU, Uganda) congratulated the ITF on its investment in trade union education, especially in Africa. He urged that a higher priority be given to the scourge of AIDS, which was causing so many deaths among African transport workers. The ITF should address the consequences of structural adjustment programmes, which were depressing wages and standards and leading to massive layoffs with no proper compensation, often in defiance of court decisions.

**J PASCAL MOTYNGEA BOTHOLA** (Port Workers' Union, Zaïre) agreed that urgent steps should be taken to reduce the spread of AIDS, especially in Africa with its high infection rates among rail, road and river workers. Discussion of AIDS related issues should be included in workers' education programmes and ITF unions encouraged to negotiate clauses in collective contracts preventing employers from dismissing AIDS sufferers. It was vital to protect AIDS sufferers who wished to work and to end the system of pre-employment HIV tests.



SVEN-ERIK NYLUND

**SVEN-ERIK NYLUND** (Finnish Ships' Officers' Union), attending his last ITF Congress before retiring, endorsed Lindvall's comments on the need for high standards in the maritime industry. He stressed the importance of the ITF's work within the IMO as an essential strand in the FOC campaign and of informing new affiliates about the aims of the campaign. He offered his services as a lecturer at future ITF seminars.

**MARCOS CASTRO** (Argentinian Ship's Captains' Union) said that transport workers' unions through their International should take a lead in tackling the unemployment and discrimination resulting from the new world economic order. The ITF should include in its programme an analysis of global action; solidarity must be converted into defending workers' rights.

**SM SHAFIQUR RAHMAN** (Bangladesh Seamen's Association) thought the ITF should step up collaborative efforts with the ICFTU and the ILO to raise maritime standards and put more resources into trade union education, regional activities and regional solidarity. Transport unions in the developed world should be encouraged to help struggling regional unions build strong and effective organisations. His union needed help in tackling the high levels of unemployment and low pay rates of Bangladeshi seafarers.

**JOHN COOMBS** (Maritime Union of Australia - MUA) welcomed the use of leading questions to stimulate debate on the ITF's finances and industrial structures and bring about difficult but necessary changes. He urged the ITF to save money by being more flexible about the length of meetings and asked it to consider the FOC campaign - the most visible face of the ITF - when considering the autonomy of the seafarers' and dockers' sections. In general, all ITF activity should be geared to stepping up internationalism at work.

**NAZIR TAHIR** (People's Unity of PIA Employees, Pakistan), speaking for the Chair of the National Co-ordinating Committee, wanted information to be disseminated to affiliates in a more integrated fashion to help them bargain more effectively. He called for more regional activities to promote regional unity, organising campaigns among non-unionised workers, and skills building through worker education especially of female trade unionists. The ITF should also work for the eradication of contract labour.

**RANDALL HOWARD** (South African Transport and General Workers' Union - TGWU) agreed that trade union organisations had to take stock from time to time if they were to offer effective services. "Beyond 2000" should make delivering social equity its guiding principle, in contrast to governments and employers which were cutting wages and labour standards and demanding huge sacrifices of workers. The neo-liberal agenda demanded that the industrial sections and regions become more struggle and campaign-oriented. It was vital that there should be no barriers to ITF membership. He urged that more attention be given to free trade zones.

**RUBEN DUARTE** (Chilean Merchant Navy Officers' Union - SIPROMAM) thanked the ITF for the support it had given to Chile's fragmented trade unions after the end of the Pinochet regime. The maritime unions were now far stronger and signing agreements for FOC ships. He asked for more trade union training to help regional unions build strong democratic structures and urged action against governments that were introducing neo-liberal economic policies and causing extreme hardship for ordinary workers.

**SOMSAK KOSAISOOK** (State Railway Thailand of State Enterprise Employees' Association - SRTSEA, Thailand) expressed support for the ITF's work on women transport workers, especially its encouragement of women to take on leadership roles and its campaigning against discrimination, such as the compulsory early retirement of women cabin crew. The Thai co-ordinating committee would like to see more emphasis on improving safety at the workplace. The Thai government was considering draft legislation to legalise public sector unions though it was still refusing to grant the right to strike.

**MOTAHAR HOSSAIN** (Bangladesh Biman Sramik Union - BBSU) urged the ITF to support union efforts to defend airline jobs against the threat from a private handling company and to establish minimum cabin crew complements.



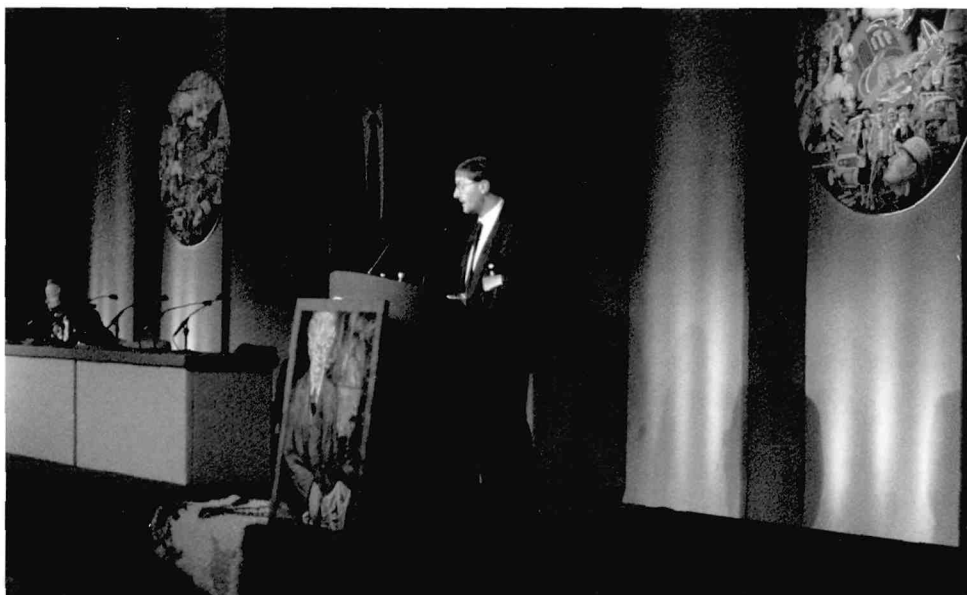
RANDALL HOWARD



RUBEN DUARTE

ITF General Secretary **DAVID COCKROFT**, concluding the “Beyond 2000” debate, stressed that the Congress discussions on the ITF’s future were part of a dynamic process and affiliates were welcome to submit further comments.

He was pleased there had been such a wide range of speakers and promised that their opinions would form part of the debate at the next meeting of the Executive Board. The positive comments made by individual speakers about ITF activities and programmes were especially welcome as the ITF needed regular feedback.



Some speakers had complained that “Beyond 2000” asked too many leading questions, but these were only a device to stimulate debate and no firm decisions had yet been made; the Board was open to suggestions.

Affiliates’ support for changes in membership fees was very gratifying as 40 unions could no longer be asked for 80 per cent of affiliation fee income. The financial burden must be spread more widely, with all affiliates contributing their fair share.

Financial constraints also made it difficult to ensure proper regional representation at ITF meetings and even at this centenary Congress.

The purpose of the current discussions was to help the ITF set priorities, although *cuts in some areas were inevitable if the ITF was to focus on the most important issues identified by affiliates.*

He reassured delegates that women transport workers’ problems were very much on the ITF agenda. Working together to encourage more women to join unions would help the ITF and its affiliates build stronger trade unions.

There was clearly little support for industrial section mergers. The sections were the heart of the ITF, where its real business was conducted and would be retained. In response to an obvious demand there would be more co-ordinated action between sections. Indeed, the sections were already working closely together at Secretariat level to maximise their effectiveness.

Individual speakers had highlighted the importance of the relationship between the ITF and its sister organisations. What was needed was a fighting partnership with the ICFTU and the ITSs, with the ITF taking a central role. The trade union movement could not afford competition.

Campaigning for universal respect of basic trade union rights was one of the central pillars of the work of the ICFTU and the ITF. The speeches on this subject were a moving testimony to the necessity of this focus. It was only too easy for unionists in countries where these freedoms were well established to take them for granted.

He had noted the comments on the status of the regional secretaries. It was encouraging that the regions were growing into equal partners of the industrial sections each with their own place in the ITF's structure.

Considerable interest had been shown in the respective roles of the General Council and the Executive Board and the 39th New Delhi Congress would consider a constitutional amendment outlining the respective roles and functions of the ITF's governing bodies.

The FOC campaign was a unique aspect of the ITF's work, raising its profile as an organisation with industrial muscle. It was a campaign that was likely to extend to other transport modes as the convenience system spread to other sectors of transport such as civil aviation and inland navigation.

Delegates had confirmed that the ITF should stick to its policy priorities on globalisation, deregulation, the international integrators and the "social clause", as well as urging the World Bank to listen to ITF views on the implications of structural adjustment programmes.

He agreed with various speakers on the importance of protecting the safety and health of transport workers and improving maritime and aviation safety and with African affiliates on the need for effective policies on AIDS, the single most important health problem for the continent.

In response to the clear wish of Congress, the ITF would step up its campaigning with affiliates for shorter hours and better working conditions. Campaigning had taught the ITF that it could make a difference if it was united. But he warned unions that nothing would be gained by winning jobs in one country at the expense of workers elsewhere.

In summing up, he thanked Alida de Jager, daughter of the ITF's first General Secretary Edo Fimmen, for her touching address to Congress and former ITF Vice President and veteran British trade union leader Jack Jones for stressing during the panel debate that the ITF must be a fighting organisation.



## Gold Badges

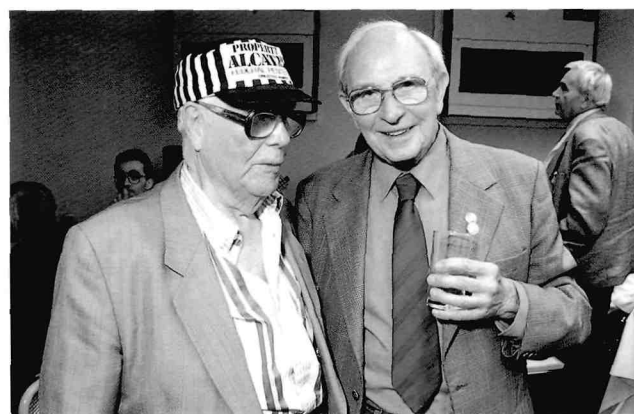


**THE ITF GOLD BADGE AND CERTIFICATE**, awarded for long and distinguished service to the Federation is presented to Finnish Ships' Officers' Union secretary Sven-Erik Nylund, ITF Co-ordinator at the International Maritime Organization. Looking on are the three other Gold Badge recipients former ITF Assistant General Secretary Åke Selander, now executive secretary of the International Committee on Seafarers' Welfare (centre); retiring Executive Board member Victoriano Sánchez, former General Secretary and President of the FETT-UGT Spanish transport workers' union (right); and British TGWU docks secretary John Connolly, retiring chair of the ITF Dockers' Section and Co-Chair of the Fair Practices Committee.



Above: Delegates voting on the ITF Centenary motion inside the Queen Elizabeth II conference centre in London, venue for the Federation's 100th anniversary Congress.

Left: ITF veterans held their own celebrations at ITF House on 29 June. Here we see Fimmen's daughter Alida de Jager with retired Asia/Pacific Secretary Mo Hoda and (below) Per Eriksson of Sweden, at 89 the oldest participant in the Congress, with former ITF Vice President Jack Jones.



## Resolutions Adopted

### ITF CENTENARY

This Centenary Congress, meeting in London from 30 June to 2 July 1996, believes that transport is by definition an international activity, so it has always been most appropriate that transport workers count themselves as probably the most internationally minded group of workers of all.

Congress **NOTES** that one hundred years of honourable endeavour is celebrated this year, as we look forward to the opportunities and challenges which lie ahead in a new century. Our forebears would be proud, but also sad, at the many experiences and changes the 20th century has brought. We owe it to the generations of transport workers and their families which follow us to leave no stone unturned in the defence and protection of the welfare and interests of our members. We must work so that it may be said of us, in 2096, that ours was a formidable generation. There is no shortage of challenge before us.

Congress is **CONCERNED** that deregulation and privatisation remain the watchwords of the multinational corporations which dominate the global economy and the industries which ITF affiliates organise in have suffered from this.

Congress **RECOGNISES** that transport has been traditionally a heavily regulated sector of the economy and has been under great pressure to “liberalise”. The ITF has a duty to play its part in combating the present ideological obsession of governments and international institutions with “liberalisation”.

Congress **ACKNOWLEDGES** that the more practical day to day concerns of our members are well addressed by the various sections of the ITF. The work of the sections remains central to the way in which the ITF is perceived by affiliates and their members.

The development and expression of living solidarity with and between transport workers of different modes and different countries remains our key objective. Developing the ITF's ability to organise international solidarity is fundamental to our project of raising the social status and material rewards for all transport workers.

To this end the Executive Board should consider in depth whether the present organisation and communications frameworks of the organisation can be improved to take account of the continuing internationalisation of labour and of capital.

Specifically, the ITF Executive Board should consider the following:

- (i) The promotion of the concept of good standards of employment on a global basis by means of Workers' Charters for Rights in particular modes and sectors.
- (ii) The co-ordination of joint trade union objectives within specific multinational transport corporations.
- (iii) The development of “good practice” trade union recruitment programmes and the dissemination of information on such approaches to all affiliates, possibly with the development of model programmes in particular countries or regions.

- (iv) The ITF's education programme has taken considerable steps forward over the last three years, but there is still great scope for further improvement. It may be of value to consider to what degree a pooling of resources of the affiliates can benefit all. A meeting of union education officers to consider how the international dimension could be better brought to education programmes of the affiliates might be *worthy of consideration*. Whilst we welcome the new work of the ITF concerning women transport workers, it could receive deeper endorsement from affiliates' members through the development of an appropriate educational module.
- (v) The setting of the interests of affiliates involved in particular regional economic groups into the wider context, by the development of ITF Social Clauses (in conjunction with any regional trade union structures as may already exist) *providing for basic human rights*.
- (vi) The convening of an appropriate forum for discussion of transport policy issues across a wide spectrum of opinion. The ITF should lead an international debate on the adoption of minimum global regulatory standards for transport industries, accepting that democratic planning by society of its transport needs can only but contribute to a process of sustainable development and social cohesion.

#### INTERNATIONAL SOLIDARITY FOR PEACE

The ITF Centenary Congress, held in London, United Kingdom from 30 June to 2 July 1996;

**RECOGNISES** the culmination of the nuclear disarmament movement in 1995 opposing the French and Chinese nuclear testings under the initiative of the ITF Secretariat and its affiliates;

**RECALLS** the discussion of "Transport Workers: Beyond 2000" in the ITF 37th Congress held in Geneva in 1994 where peace and disarmament was highlighted along with other issues such as poverty, trade union and human rights;

**NOTES** that peace and social stability is essential in protecting and improving social and working conditions of transport workers;

**EXPRESSES** its deep concern over the incessant outbreaks of armed conflicts in various parts of the world which is threatening the existence and livelihood of working people;

**URGES** the ITF Secretariat and its affiliates to take a leading role in the international trade union movement for disarmament and peace and the elimination of nuclear weapons, and to make further efforts towards stronger international solidarity for peace.



# Scrutineers and Credentials Committee

## TELLERS AND BALLOT SCRUTINEERS

The following were nominated and elected to serve as Tellers and Ballot Scrutineers:

Africa:	Akwei Adoté (Togo)
Asia/Pacific:	Abdul Laeeq (Pakistan)
Latin America and the Caribbean:	Alfredo Antonio Rodriguez Fritz (Mexico)
North America:	Frank Lonardo (United States)
Europe:	Alex Thompson (Great Britain)

## CREDENTIALS COMMITTEE

The following were nominated and elected to serve on the Credentials Committee:

Africa:	Joseph K Katende (Uganda)
Asia/Pacific:	Greg Oca (Philippines)
	John R McLeod (New Zealand)
Latin America and the Caribbean:	Ruben Duarte (Chile)
North America:	Richard Torres (United States)
	Debbie Tveit (Canada)
Europe:	M David Rix (Great Britain)
	Agis Tselentis (Greece)
	Josy Konz (Luxembourg)
	Sven-Erik Nylund (Finland)

## REPORT OF THE CREDENTIALS COMMITTEE

The Credentials Committee met on 1 July.

It elected **AGIS TSELENTIS** of Greece as its Chair and agreed that the Chair should also act as the Committee's Rapporteur.

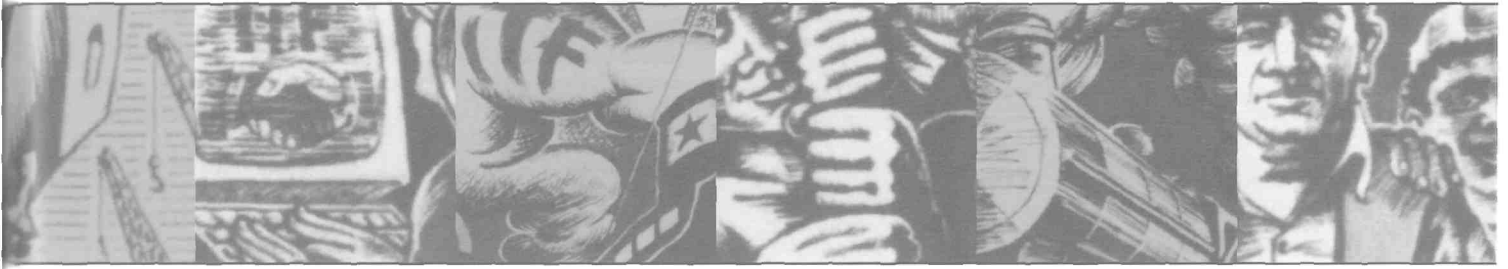
The Committee agreed to recommend to Congress that the credentials of all affiliated unions which had paid fees for 1995 should be approved.

The Committee then examined the credentials of those delegates who had registered by 1 July, and found that the credentials of all but four of the organisations concerned could be approved immediately. The Committee asked the Chair and the Secretariat to investigate these cases further and empowered its Chair to examine and determine the Credentials of any delegations which arrived after 1 July and to act on the Committee's behalf.

A delegate list based on the Committee's recommendations and the Chair's subsequent action is to be distributed. It shows the presence of 531 delegates (one of which is an organisation represented by proxy) and 267 advisers from 251 unions in 87 countries. The total voting strength is 3,775,000.

*Agis Tselentis*  
Chair

1896



**DELEGATES**

#### GUESTS OF HONOUR

- Tas Bull**  
Former ITF Executive Board member
- Hans Hauf**  
Former ITF Assistant General Secretary
- Jim Hunter**  
Former ITF President
- Alida de Jager**  
Daughter of First ITF General Secretary Edo Fimmen
- Jack Jones**  
Former ITF Vice President
- Harold Lewis**  
Former ITF General Secretary
- Anders Lindström**  
Former ITF Seafarers' Section Chair
- H Muto**  
Former ITF Executive Board member
- Piet Potums**  
Former ITF Executive Board member
- Fritz Prechtl**  
Former ITF President
- Åke Selander**  
Former ITF Assistant General Secretary

#### GUESTS

- Bruno de Bonis  
Mike Burns  
Mary Burns  
Dan Duffy  
Peter Ewald  
Bob Fitzgerald  
Margaret Fitzgerald  
Gert van Gothem  
Francis Haxell  
Mo Hoda  
Mike Jones  
Torsten Larsson  
Brian Laughton  
John Prescott  
Bob Reinalda  
John Ross  
Kalevi Sadeluoto  
Frank Sims  
Jurgen M Troost  
Irene Wagner

#### OBSERVERS

- Hugues de Villèle**  
Federation of Transport Workers' Unions in the European Union (FST)
- Brenda O'Brien**  
Federation of Transport Workers' Unions in the European Union (FST)
- Tomoaki Katsuda**  
Embassy of Japan
- Valentin R Kivistik**  
Estonian Seafarers' Union
- Nikolai P Shchekotin**  
Estonian Seafarers' Union
- G Aurbach**  
European Conference of Ministers of Transport (ECMT)
- Robert Taylor**  
Financial Times
- Keith Hindle**  
Freelance journalist
- Rüdiger Sielaff**  
Friedrich Ebert Stiftung (FES)
- A Wittrock**  
German Embassy
- Alvaro Ureña**  
Iberia General Manager
- Chris Pate**  
International Graphical Federation (IGF)
- Roald Kverndal**  
International Association for the Study of Maritime Mission
- Michael Chin**  
International Christian Maritime Association (ICMA)
- Capt. Ted Murphy**  
International Federation of Air Line Pilots' Associations (IFALPA)
- George Bromwell**  
International Federation of Building and Woodworkers (IFBWW)
- Vic Thorpe**  
International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM)
- Peter Brannen**  
International Labour Office (ILO)
- Graciela Carillo**  
International Labour Office (ILO)
- Marion Motts**  
International Labour Office (ILO)
- Jo Espinoza**  
International Maritime Organization (IMO)
- Adam Tarnowski**  
International Road Transport Union (IRU)
- Chris Horrocks**  
International Shipping Federation (ISF)
- Neil Kearney**  
International Textile, Garment and Leather Workers' Federation (ITGLWF)
- Teruhiko Nakanishi**  
KOUN ROKYO
- Arthur Lipow**  
Labour and Society International (LSI)
- Borghthor Kjaernested**  
Nordic Transport Workers' Federation (NTF)
- Hans Engelberts**  
Public Services International (PSI)
- Marcos Garcia**  
Sindicato de Trabajadores de la CA Metro de Caracas

**Luis Camejo**

Sindicato de Trabajadores de la CA Metro de Caracas

**Gustavo Camacho**

Sindicato de Trabajadores de la CA Metro de Caracas

**John Evans**

Trade Union Advisory Committee to the Organization for Economic  
Co-operation and Development (TUAC)

**Richard Storey**

University of Warwick

**INTERPRETERS**

Cheiko Alford

Reiko Blauenstein-Matsuba

Roxana Dazin

Tore Fauske

Janette Hasson

Anne Lamming

Claude Lastique

Eva Leigh

Sarah Senarclens-Goulding

Irene Stanton

Katsue Yoshida-Ingham

**CONGRESS STAFF**

**ITF STAFF**

David Cockroft

General Secretary

**OFFICERS**

Graham Brothers

Mark Dickinson

Sarah Finke

Deirdre Fitzpatrick

Richard Flint

Stuart Howard

Kees Marges

Desmond Reid

Bob Thomas

Shigi Wada

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Stu Johns

Nazi Kaboré

Masahiko Nakamura

John Sansone

Mauricio Sant'Anna

Mahendra Sharma

Ben Udogwu

Makoto Urata

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Geoff Ablett

Marshall Abrahams

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Aileen Collarbone

Michèle Cossa

Stephen Cotton

Bill Curd

Louise Davies

Shane Enright

Dianne Fouche

Linda Frampton

Astrid Gabel

Juan Giner

Bill Goodger

Satu Griffiths

Annette Guerda-Fischer

Joan Hannah

Paula Hassett

Dongli Her

Anna Holmes

Jim Jump

Abdul Karim

Teresa Kennedy

Ingrid Köhler

Hattie Lalor

Dorit Mano

Diane Markwick

Tony McGregor

Tommy Molloy

Susana Moss

Alice Muchanyuka

Jean Neve

Paul Neve

Ayo Ohiwerek

Miren del Olmo

Keith Pope

*Martin Raicheva-Wedge*

Katharine Reedy

Christine Richards

Oleg Romanyuk

Richard Rose

Joyce Savill

Elizabeth Stark

Wulf Steinvorth

Sara Teixeira

Esther Thomas

Asbjørn Wahl

Heather Walsh

Dawn Weeks

Emma Wells

Jon Whitlow

## ANTIGUA

5121 Antigua Workers' Union Baldwin Spencer

## ARGENTINA

- 5001 Sociedad de Personal Ferroviario de Locomotoras 'La Fraternidad' Omar Aristides Maturano  
*Jose Antonio Barrios*
- 5005 Sindicato de Obreros Maritimos Unidos (SOMU) Enrique Roberto Van Vloten  
Antonio Alfredo Cennamo
- 5006 Sindicato Electricistas - Electronicistas Navales (SEEN) Martin del Pozo
- 5007 Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante (CAOMAR) Marcos Castro
- 5008 Asociación de Personal Aeronáutico (APA) Ariel Basteiro
- 5009 Asociación Argentina de Aeronavegantes (AAA) Alicia Castro
- 5012 Unión Personal Aeronavegación de Entes Privados (UPADEP) Jorge A Sansat  
*Hector A Rodriguez  
Horacio A Picca  
Analia Berdini*
- 5013 Centro de Jefes y Oficiales Navales de Radiocomunicaciones de Argentina Norberto Hugo Bermudez
- 5015 Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas Hugo Antonio Moyano  
Jorge Mariano Silva  
Jorge Dopazo  
Abel Beroiz  
Ruben Gutierrez  
Ignacio Mingot  
*Adolfo Velazquez  
Hector Martinez*
- 5016 Unión Tranviarios Automotor (UTA) Juan Palacios  
Victor Mario D'Aprile  
Nestor Canosa  
Edgardo Marin
- 5017 Asociación Profesional de Capitanes y Baqueanos Fluviales de la Marina Mercante Mario Enrique Dreossi
- 5018 Sindicato de Peones de Taxis de Capital Federal Jorge Omar Viviani

## AUSTRALIA

- 8706 Australian Maritime Officers' Union (AMOU) Fred Ross
- 8708 Maritime Union of Australia (MUA) John Coombs  
Anthony Papaconstuntinos  
*Trevor Charles*
- 8709 Australian Institute of Marine and Power Engineers (AIMPE) Andrew Williamson
- 8710 Australian Services Union (ASU) Robin Amos

## AUSTRIA

- 9001 Gewerkschaft der Eisenbahner (GdEÖ) Franz Hums  
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Johann Siebenhandl  
Josef Wettl  
Walter Skopek  
Johann Goger  
Helga Pauer  
Heinz Grubanovits  
Anton Gartlehner  
Adalbert Koranda  
Erich Klarer  
Elisabeth Vondrasek  
Max Hausberger
- 9002 Gewerkschaft Handel, Transport, Verkehr (HTV) Rudolf Tresdner  
Peter Schneider  
Walter Darmstädter
- 9003 Gewerkschaft der Gemeindebediensteten Franz Simanov  
Rudolf Paschinger

## BANGLADESH

- 8020 Bangladesh Naujan Sramik Federation (BNSF) Protapuddin Ahmed
- 8022 Bangladesh Biman Sramik Union (BBSU) Motahar Hossain  
*Saki Rizwana*
- 8025 Bangladesh Biman Flying Services Association of Cabin Crew Mohd Khairul Haq Rummy
- 8026 Bangladesh Seamen's Association SM Shafiqur Rahman
- 8027 Bangladesh Truck Chalok Sramik Federation Roy Ramesh Chandra

## BARBADOS

5161 The Barbados Workers' Union LeRoy Trotman

## BELGIUM

- 9050 Belgische Transportarbeidersbond (BTB) Alfons Geeraerts  
Bob Baete  
Bob Dielis  
Jeannine Hermans
- 9051 Secteur 'TRAM-BUS-METRO' de la Centrale Générale des Services Publics (CGSP) Jean van Mechelen  
Leon Duriau
- 9052 Secteur Cheminots de la Centrale Générale des Services Publics (CGSP) Roger Van Hove  
Willem Bauwens  
JP Pletinck
- 9053 Secteur Telecom/Aviation Civile de la Centrale Générale des Services Publics (CGSP) Freddy Tack  
*John Gilbert  
Dominique Lintermans*
- 9054 Centrale de l'Industrie du Metal de Belgique Karel Gacoms  
*Jacques Fontaine  
Denis De Meulemeester  
Marcel Rogiers  
Robert Geldol*
- 9055 Christelijke Vervoersarbeiders en Diamantbewerkers (CVD) John Janssens  
Christian Transport and Diamond Workers' Union (CVD) Michel Bovy  
Raf Wouters  
Myriam Chaffart  
*Jos Stuer  
Hubert Vermeir*

## BENIN

7006 Syndicat des Travailleurs Air Afrique Benin (SYNTRACAAV) Paulin Amoussou

## BRAZIL

- 5301 Confederação Nacional dos Trabalhadores em Transportes Marítimos, Aereos e Fluviais (CONTTMAF) Mayo Uruguaio Fernandes  
Eduardo Antonio Rech  
Naaman Figueiredo  
*Luis Fernando Collares  
Pedro Azambuja  
Mario Teixeira  
Sales Eurico Melgarejo Fiolás  
Marlene Ferezinha Ruza*
- 5302 Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT) Orlando Coutinho  
Helio Andrade

## BULGARIA

9073 Union of Transport Workers' Syndicates in Bulgaria Atanas Stanev

## BURMA

8030 Seafarers' Union of Burma (SUB) Ko Ko Khaing

## INTERNATIONAL TRANSPORT WORKERS' FEDERATION

## CANADA

- 6901 Airline Division of Canadian Union of Public Employees (CUPE) Denise Hill  
Geoff Brooks
- 6902 Canadian Merchant Service Guild Maury R Sjoquist  
Lawrence Dempsey  
Earle Simpson  
Leo M Gray
- 6907 National Automobile, Aerospace, Transportation and General Workers' Union of Canada (CAW) Jim O'Neil  
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John Moore-Gough  
John Parsons  
Lewis Gottheil  
Abe Rosner  
Gary Fane

## CHILE

- 5439 Sindicato Interempresa de Oficiales Marina Mercante Nacional (SIPROMAM) Ruben Duarte

## COLOMBIA

- 5502 Unión de Trabajadores de la Industria del Transporte Marítimo (UNIMAR) Ciro A Rojas

## CROATIA

- 9091 Samostalni Sindikat Radnika u Pomorskoj i Rijecnoj Privredi Hrvatske (Seafarers' and Dockers' Union of Croatia) (SDUC) Vladimir Svalina  
Predrag Brazzoduro  
Branko Berlan  
Anton Maiger
- 9092 Railwaymen's Trade Union of Croatia Zoran Duric  
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## CYPRUS

- 9101 Federation of Transport, Petroleum and Agricultural Workers (FTPAW) Homer Neocleous
- 9102 Federation of Public Service Employees Cyprus Petros Theophanous
- 9103 Federation of Semi-Government Employees Panayiotis Karavas

## CZECH REPUBLIC

- 9120 Association of Transport Workers' Unions of Czech Republic K Veselka  
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A Peltran  
J Dusek  
Josef Halaj  
I Sebek

## DENMARK

- 9150 Specialarbejderforbundet i Danmark (SiD) Holger Nielsen  
Knud Hansen  
Henrik Berlau  
Leif Rasmussen  
Søren Andersen  
Peter Sand Mortensen  
Claus Lindegaard  
Flemming Smidt
- 9151 Dansk Jernbaneforbund Kurt H Christiansen  
Ulrik Salmønsen  
Ebert Scharling Nielsen  
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- 9155 Dansk Sø-Restaurations Forening Annette Ditlevsen  
Kate Strøm
- 9160 Maskinmestrenes Forening Leif Dolleris  
Jens-Jørgen Absalonsen

- 9162 Dansk Funktionærforbund -Serviceforbundet Toni Vagn Rytikønen  
Leif Helligvist
- 9163 Dansk Navigatørforening Arne Fischer  
Peter Funch  
Anders Gram
- 9164 Handels- og Kontorfunktionærernes Forbund i Danmark HK Service Niels Buch  
Karen Retvig  
Hanne Sørensen  
Carlo Søndergaard
- 9165 Jernbaneforeningen Andreas Hasle  
Gitte Tønderup
- 9166 Dansk Metalarbejderforbund Thorkild E Jensen  
Niels Jørgen Hilstrom  
Dines Schmidt Nielsen  
Bjarne Larsen
- 9168 Restaurations- og Bryggeriarbejder Forbundet Bent Moos  
John Mortensen

## EGYPT

- 7040 General Trade Union of Railway Workers Mostafa Rostom

## ESTONIA

- 9251 Estonian Federation of Water Transport Workers' Unions Ilya Donov

## ETHIOPIA

- 7035 Transport and Communications Workers' Trade Unions Industrial Federation Ali Kemal Beshir

## FAROE ISLANDS

- 9270 Føroya Fiskimannafelag Oli Jacobsen
- 9271 Maskinmeistarafelagid Johanna Hansen

## FIJI

- 8803 Fiji Public Service Association NG Singh

## FINLAND

- 9290 Rautatieläisten Liitto ry (Finska Järnvägsmannaförbundet rf) Pentti Kesseli  
Heikki Hyytiäinen  
Juhani Takalo
- 9291 Suomen Veturimiesten Liitto ry (Finska Lokmannaförbundet) Markku Hannola  
Timo Tanner  
Tiina Holkko
- 9293 Suomen Merimies-Unioni ry (Finlands Sjömannsunion) Tapio Nurminen  
Jorma Luoma  
Anja Tuunen-Annunen  
Carita Ojala  
Per-Erik Nelin  
Jatta Moilanen  
Lauri Heimonen  
Hilkka Kortkamaa
- 9294 Suomen Laivanpäälystöliitto ry (Finlands Skeppsbefälsförbundet) Sven-Erik Nylund
- 9295 Suomen Auto- ja Kuljetusalan Työntekijäliitto ry (AKT) (Bil- och Transportbranschens Arbetareförbund i Finland) Kauko Lehikoinen  
Matti Vehkaoja  
Juhani Koivunen  
Esa Pitkälä  
Timo Wallenius  
Esa Bruce  
Vesa Seppäläinen  
Eljas Piipponen  
Christine Lund-Alderin
- 9299 Ilmailualan Unioni ry (Civil Aviation Workers) Tuomo Oksanen

9300	Teknisten Liitto ry (TL) (Technical Staff)	Erkki Maja Harri Kolula	9445	Transport and General Workers' Union (TGWU)	Bill Morris Diana Holland John Connolly Graham Stevenson George Ryde Danny Bryan Tony Cooper Martin Mayer I Vaid Dan Maher J Smith Joyce Mamode S Welsh David Duffly
9301	Teknisten ja Erikoisammattien Liitto ry (Tourism Services Staff)	Tuula Lehmusto Maarit Ahonen	9446	National Union of Marine, Aviation and Shipping Transport Officers (NUMAST)	Brian Orrell Peter McEwen Kenneth Buckle
9302	Kunta-alan ammattiliitto ry (KTV) (Kommunsektorns Fackförbund rf)	Aulis Laakso Raimo Ropainen	9448	United Road Transport Union (URTU)	Dave Holden Peter Mills
<b>FRANCE</b>					
9340	Fédération "FO" de l'Équipement, des Transports et des Services	Yves Veyrier René Valladon Serge Gentili	9449	Manufacturing Science Finance (MSF)	Paul Talbot J Chapple M Stewart
9342	Fédération Nationale "FO" des Sports	Roger Poletti JP Lecoeuve A Laborde	9450	UNISON	Alex Thompson John Skewes
9343	Fédération Syndicaliste FO des Cheminots	Jean-Paul Bonnefoi Jacques Duron	9453	Institution of Professionals, Managers and Specialists (IPMS)	Bill H Brett Joe Magee Bill Rogers K Macalunan
9344	Fédération Maîtrise et Cadres (FMC)	Jacques Mallet	9454	Amalgamated Engineering and Electrical Union (AEEU)	Roger Butler Alan Rimmer Ian Ross
9345	Syndicat National du Personnel Navigant Commercial (SNPNC)	Jean-Luc Paillet	<b>GREECE</b>		
9350	Fédération Générale des Transports et de l'Équipement (FGTE-CFDT)	Gérard Balbastre Jean-Yves Legouas	9490	Fédération Panhellénique des Cheminots	Leonidas Moschos
<b>GERMANY</b>					
9390	Gewerkschaft Öffentliche Dienste, Transport und Verkehr (ÖTV)	Eike Eulen Klaus Dieter Hellemann Wolfgang Böhm Dieter Benze Rüdiger Hagemann Heinz Kluncker Hans-Werner Kayßer Gerd Hütter Hilmar Schmidt-Kohlhas Manfred Rosenberg Jörg Lausch Wilhelm Zechner Manfred Maertzke Karin Aljewaldt Dagmar Edmard-Marchl Peter Geßmann Doro Zinke Stefhan Meusel Ali Meinn Harald Sauer	9491	Pan-Hellenic Seamen's Federation (PNO)	John Halas Agis G Tselentis George Anastasiou Thanassis Alykatoras
9391	Gewerkschaft der Eisenbahner Deutschlands (GdE)	Siegfried Weiß Rolf Hofmann Reinhard Sauer Norbert Hansen Peter Rothe Matthias Freitag Fritz Ehrecke Horst Hartkorn Hubert Kummer Karin Bahrs	<b>GUYANA</b>		
<b>GREAT BRITAIN</b>					
9440	National Union of Rail, Maritime and Transport Workers (RMT)	James Knapp John Cogger WK Thomas Stewart Hyslop	6031	Guyana Labour Union	Carvil Duncan
9442	Transport Salaried Staffs' Association (TSSA)	Dennis Cameron Brenda Hanks David Horton Keith Davies	<b>HONDURAS</b>		
9443	Union of Shop, Distributive and Allied Workers (USDAW)	John Hannett James Burke	6116	Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)	Marco Hugo Gavarrete
9444	Associated Society of Locomotive Engineers and Firemen (ASLEF)	Lew D Adams M David Rix TCW Jones	<b>HONG KONG</b>		
<b>HUNGARY</b>					
9501	Repulogep-Muszakiak Fuggetlen Szakszervezete (Aircraft Technicians' Independent Trade Union MALEV)		8051	Merchant Navy Officers' Guild	Norman W Y Pang
9502	Vasúti Dolgozók Szabad Szakszervezete (Free Trade Union of Railway Workers)		8052	Amalgamated Union of Seafarers	Lee Kwok Keung
9503	Közúti Közlekedési Szakszervezet		8055	Federation of Hong Kong Transport Workers' Organizations	Kong Tat Chi
			8057	Hong Kong Seamen's Union	Ting Kam Yuen
					István Gaskó (Proxy)
					István Gaskó György Balla Erika Tamás Róbert Enzsöl
					Géza Inokai Pál Gergely Imre Mészáros Béla Kelemen László Kindili Antal Kappelmayr

INTERNATIONAL TRANSPORT WORKERS' FEDERATION

9503 Közúti Közlekedési Szakszervezet  
(continued)  
Zoltán Zsibrita  
Imre Takács  
László Kapcsos  
István Dobi

INDIA

8100 All India Railwaymen's Federation (AIRF) Umraomal Purohit  
JP Chaubey  
8101 The Maritime Union of India (MUI) Charles Delima  
8104 Transport and Dockworkers' Union Manohar Kotwal  
Kalpana Desai  
8109 National Union of Seafarers of India (NUSI) Leo Barnes  
8111 The Visakhapatnam Port Employees' Union DK Sarma  
8120 Maharashtra State Transport Kamgar Sanghatana Philip Tuskan

INDONESIA

8151 Kesatuan Pelaut Indonesia (KPI) Azwar Nadlar  
Hanafi Rustandi  
Retno Sudijono

IRISH REPUBLIC

9200 Services, Industrial, Professional and Technical Union (SIPTU) Kay Garvey  
Danny Hallahan  
Jimmy Somers  
Michael Magee  
Michael O'Doherty

ISRAEL

7820 Israeli Seamen's Union S Avitan  
S Sussan  
7823 Israeli Sea Officers' Union (ISOU) Efraim Marcovitz  
Y Drimer  
M Haver  
S Groman

ITALY

9531 Federazione Italiana Trasporti (FIT/CISL) Giuseppe Surrenti  
Claudio Claudiani  
Silvano Barberini  
Erasmus Pendenza  
Carla Marchini  
Remo di Fiore  
Pierluigi Nanni  
Giorgio Scoppetta  
C Gradassi  
A Benigno  
Claudio Zari  
Mario Iafrate  
Domenico Caia  
9534 UILTRASPORTI Giuseppe Caronia  
A Bertagnolli  
9539 Federazione Italiana Lavoratori Trasporti (FILT-CGIL) Romolo Vivarelli  
Bruno Loi  
Giuliano Maggi  
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IVORY COAST

7154 Syndicat du Personnel de l'ASECNA en Côte d'Ivoire (SYNPACI) Yao Dapre Georges  
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JAPAN

8200 All-Japan Seamen's Union (KAIIN) Shoshiro Nakanishi  
Sakae Idemoto  
Yuji Iijima  
Hiroyuki Kobori  
Nobuaki Matsushita  
Takemi Nakao  
Shoji Yamashita  
Ryutaro Morisaki  
Hideo Ikeda  
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Masahiko Taguchi  
Isamu Hidakata  
8201 All-Japan Municipal Transport Workers' Union (TOSHIKO) Syunichi Suzuki  
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Michinori Yamada  
Takeo Ikai  
8202 Japan Federation of Travel and Air Cargo Agency Workers' Unions (KANKO ROREN) Yasuo Nakanishi  
Hitoshi Takahashi  
Kelly Kazumi  
8203 National Railway Workers' Union (KOKURO) Toshimitsu Nagata  
8205 All-Japan Federation of Transport Workers' Unions (UNYU-ROREN) Takeyuki Ino  
Makoto Murata  
Tohru Iida  
Takeo Yamaguchi  
Katuo Nishi  
Kazumaro Suzuki  
Kazuo Hasegawa  
Shinya Sugano  
Tetsuya Tsuruhira  
8206 Japanese Confederation of Aviation Labour (KOKU DOMEI) Katsumi Utagawa  
Takaaki Kobayashi  
8208 Japan Federation of Transport Workers' Unions (KOTSU ROREN) Shigeo Maki  
Nobuo Yasugahira  
Tadashi Hatanaka  
Kazuo Hirokawa  
Yoshio Yoshida  
Isao Nishi  
Mitsuaki Sagawa  
Hironori Tokunaga  
Hiroshi Takahashi  
Masaru Fukushi  
Kazuhiko Ogasawara  
Junichi Suzuki  
Takeshi Miyaji  
Nobuyuki Miyaguchi  
Masaki Okunishi  
Tetsuo Nishibayashi  
Sanji Yamaguchi  
Shoji Furukawa  
8209 General Federation of Private Railway and Bus Workers' Unions (SHITETSU-SOREN) Kanju Suzuki  
Ryoichi Ikemura  
Kenji Sugawara  
Syuichi Okumura  
Toyotoshi Tamura  
Yoshiro Asuke  
Yasushi Suzuki  
Yoichi Tanaka  
Nobuo Takaba  
Tadao Katake  
Sadaaki Uchida  
Noriyuki Wada  
Yoshiaki Arai  
Takeo Kawaguchi  
Kiyoshi Kanzaki  
Masaru Murahashi  
Y Takahashi  
8211 Japan Confederation of Railway Workers' Unions (JRU) Mitsuharu Shibata  
Fumiyasu Yamane  
Toshio Nakayama  
Kazutaka Kitaoka  
Yukio Izumi  
Takuji Hori  
Hiroyasu Ogata  
Masakazu Takahashi  
Kazuko Sumino



8212	National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN)	Osamu Mimashi
8213	Japan Railway Trade Unions' Confederation (JR-RENGO)	Katsuaki Dei Junji Yoshimura Yasuo Fujitsugi Kietsu Yago Koichi Terao Mitsunori Horiuchi Kazutoshi Kenjo Makoto Suda Hiroaki Ouchi Hidekazu Nakayama Tatsuaki Obuchi Yasuyuki Yamoka Mashiho Iguchi Takayuki Koda Takaaki Iwasaki Yoshiteru Yamamoto Tatsuo Honda Mitsuaki Goto Katsumi Yoshimi Tadashi Deno Katsuhiro Shibata Yoshihisa Arai Kohei Taguchi Takashi Seto Kyozo Takagi Mitsuru Oguri Syuji Noda Hideyuki Moritani Kiyomi Goto

KOREA

8250	Korean Federation of Port and Transport Workers' Unions	Joon Sang Kim M H Oh J H Bae
8251	Korean Railway Workers' Union	Byong Hak Cho
8252	Federation of Korean Seafarers' Unions (FKSU)	E R Kwon T K Park Kwang Jo Ko
8254	Korean Air Labour Union	Eun Hye Kim
8255	Korea Automobile and Transport Workers' Federation	S C Kang Y J Park P K Cho
8256	Federation of Korean Taxi Transport Workers' Unions	Kwang Nam Lee Oh Man Kwon Jin Kook Moon Sang Ki Lee Choong Ho Kang Soo Young Ku

LATVIA

9550	Latvian Water Transport Unions Federation	Alexei Kholodniouk Vladimir Potapov Janis Voitkevics Valejevs Samils
9551	Latvian Seafarers' Union of Merchant Fleet	Igor Pavlov Grigoriy Yegorov Andrey Umbrashko Karlis Svilpis Ariadna Abeltina

LITHUANIA

9560	Independent Dockers' Union	Vladimiras Bendoraitis
9561	Lithuanian Seamen's Union	Petras Bekeza

LUXEMBOURG

9580	Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)	Josy Konz Guy Greivelding
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MALAYSIA

8303	Transport Workers' Union (TWU)	Majid Jantan Nurashikin Mohamed Yusof
8309	Malaysian Airlines System Executive Staff Association (MESA)	Mohd Isa Jani Abdul Rahman Tengku Makhfad
8311	Malaysian Airlines System Employees' Union	HJ Jumatt Yusoff Ismail Sawai

MALI

7310	UNTM Syndicat national des Transports Section syndicale de l'Aéronautique	Aichata Haidara
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MALTA

9600	General Workers' Union (GWU) Port and Transport Section	Tony Zarb Charles Briffa Lino Vella Charles Vella
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MAURITIUS

7321	Transport Corporation Employees' Union	Daneshwar Deonarain
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MEXICO

6190	Asociación Sindical 'Oficiales de Máquinas de la Marina Mercante Nacional'	Fausto Arellano Reyes
6191	Orden de Capitanes y Pilotos Navales de la República Mexicana	Alfredo Antonio Rodriguez Fritz

NAMIBIA

7330	Namibian Transport and Allied Workers' Union (NATAU)	Moses Mbai ABC Cooper
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NETHERLANDS

9620	Vervoersbond FNV	Dilia van der Heem W Waleson Bert Duym Ger Ros Agnes Jongerius A Drenth P Gouw
9621	Federatie van Werknemersorganisaties in de Zeevaart (FWZ)	John Vriesen Ruud Touwen
9624	Vakbond voor Nederlands Cabinepersoneel (VNC)	Hagm Popeliër

NEW ZEALAND

8900	New Zealand Seafarers' Union	Dave Morgan
8902	New Zealand Waterfront Workers' Union (WWU)	Trevor Hanson
8903	New Zealand Merchant Service Guild Industrial Union of Workers Inc	John R McLeod

## NIGER

7340 Syndicat unique de la Météorologie,  
de l'Aviation civile et Assimilés (SUMAC)Sanda Seydou  
Aïcha Doumbia

## NIGERIA

7354 Nigerian Ports Authority Workers' Union

Billy Oro

## NORWAY

9670 Norsk Jernbaneforbund

Ove Dalsheim  
Arthur Skåtøy  
Karl Schönberg  
Ulf Johansen

9671 Norsk Lokomotivmannsforbund

Øystein Aslaksen  
Roald Nyheim

9672 Norsk Sjømannsforbund

Erik Bratvold  
Anne-Beth Skrede  
Tormand Storås  
Johnny Hansen  
Birger Pedersen  
Johan Øyen

9673 Det Norske Maskinistforbund

Frode Gross  
Jan-Henrik Planting

9674 Norsk Sjøoffisersforbund

Arne H Hansen  
Asbjørn Furnes  
Tore Gjestrum

9675 Norsk Transportarbeiderforbund

Per Østvold  
Arne Semmerud  
Kåre Anderssen  
Frank Holm  
Mari Ann Hamletsen

9677 Handel og Kontor i Norge (HK)

Sture Arntzen  
Yngve Halvorsen  
Turid Solberg  
Anne-Kirsten Lundberg9679 Norsk Olje- og Petrokjemisk Fagforbund  
(NOPEF)Lars Myhre  
Ketil Karlsen  
Terjie Johansen

## PAKISTAN

8350 Pakistan Merchant Navy Officers'  
AssociationSheikh Mohammad Iqbal  
Captain Saulat M Khan8351 Flight Engineers National Association  
(FENA)M Tariq Ali  
Mustansir Mahesri  
Shahab Nasir  
Nadeem A Afghan

8358 Pakistan Seamen's Union

Adam Panjri

8359 Pakistan Airline Pilots' Association  
(PALPA)Captain M Karim  
Captain Iqbal Zaidi  
Captain Mohsin

8360 Karachi Port Trust Labour Union (KPTU)

Abdul Razzak

8361 Aircraft Technologists' Association  
of PakistanAbdul Laeeq  
Jamil Ahmed  
S Inam-ul-Haq

8364 People's Unity of PIA Employees

Kamran Choudhry  
Nazir Tahir  
I A Qureshi

## PALESTINE

7890 Palestine Bus Drivers' General Union

Yousef Allan

## PANAMA

6373 Federación Industrial de Trabajadores  
del Transporte Terrestre, Aéreos, Marítimos,  
Portuarios y Similares (FITTTAMPS)Luis Amaya  
Roy Marquez

## PARAGUAY

6424 Unión de Sindicatos de Trabajadores  
del Transporte (USTT)

Roberto Medina Gimenez

## PERU

6520 Federación Nacional de Trabajadores  
Marítimos y Portuarios, Fluviales y  
Lacustres del Perú

Victor Briceño Miranda

6523 Sindicato de Trabajadores Tripulantes  
de Naviera Humboldt SA (SITTRINHSA)

Eber Simeon Miranda

6525 Sindicato Peruano Unico de Marineros  
Mercantes en Naves Extranjeras y  
Similares (SINES-PERU)

Lorenzo Flores Cotrina

## PHILIPPINES

8402 Associated Marine Officers' and Seamen's  
Union of the Philippines (AMOSUP)Greg Oca  
José Lamug8403 Port Workers' Union of the Philippines  
(PWUP)

Conrad Oca

8404 Bagong Kapisanan Ng Mga Manggagawa  
Sa PNR

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8405 Philippine Seafarers' Union PSU (ALU-TUCP)

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9745 Sindicato dos Oficiais e Engenheiros  
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9747 Sindicato da Mestranga e Marinhagem de  
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9748 Sindicato dos Técnicos de Manutenção  
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- 9771 National Union of Transport Workers' Federations and Trade Unions from Romania  
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- 9772 Federatia Nationala a Sindicatelor Portuare  
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- 9773 Uniunea Sindicatelor Libere Metrou (Metro Workers' Free Trade Union Federation)  
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## RUSSIA

- 9779 "New Russia" Marine Workers' Union  
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Nikolai Popov
- 9781 Fishing Industry Workers' Union  
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- 9782 Independent Trade Union of Railwaymen and Transport Construction Workers of Russia  
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- 9783 Seafarers' Union of Russia  
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- 9784 Water Transport Workers' Union of Russia  
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- 7450 Sierra Leone National Seamen's Union  
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- 8452 Singapore Maritime Officers' Union (SMOU)  
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- 8453 Singapore Organisation of Seamen (SOS)  
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- 8455 Port Officers' Union  
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- 9760 Independent Trade Union of Public Road Transport in Slovakia  
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- 9785 Sindikat Strojvodij Slovenije (SSSLO)  
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- 9786 Neodvisni Sindikat Vlakovisnih Odpravnikov Slovenije (Station Masters' Trade Union)  
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- 9787 Seamen's Union of Slovenia  
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- 9788 Sindikat Zeleznicarjev Slovenije  
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- 7501 Trawler and Line Fishermen's Union  
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- 7502 Transport and Allied Workers' Union of South Africa (TAWU)  
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- 7504 Transport and General Workers' Union (TGWU)  
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- 9790 Federación Estatal de Transportes y Telecomunicaciones (FETT) - UGT  
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- 9792 Federación Estatal de Transportes, Comunicaciones y Mar de CC.OO. (FETCOMAR.CC.OO.)  
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- 8501 The Ceylon Mercantile, Industrial and General Workers' Union (CMU)  
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- 9840 SEKO Facket för Service och Kommunikation  
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- 9843 Sveriges Fartygsbefälsförening  
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- 9844 Svenska Transportarbetareförbundet (STF)  
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- 9845 Tjänstemannaförbundet (HTF)  
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- 9846 Ledarna  
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- 9847 Svenska Kommunalarbetareförbundet  
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- 9891 Gewerkschaft Verkauf, Handel, Transport  
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- 8550 National Chinese Seamen's Union (NCSU) Hsieh Cheng Chuan  
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- 8552 Taipei Travel Labour Union Chau Ma

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- 8561 State Railway Thailand of State Enterprise  
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- 7551 Syndicat des Travailleurs des Compagnies  
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- 6661 Seamen and Waterfront Workers' Trade  
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- 9940 Railway Workers' Trade Union of Turkey  
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- 9941 Turkish Civil Aviation Union (Hava-IS) Atilay Ayçin  
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- 9942 Türkiye Denizciler Sendikası  
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- 9943 National Port and Land Stevedores Union  
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- 9945 Birlesik Tasimacilik Çalisanlari Sendikasi  
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- 8955 Tuvalu Overseas Seamen's Union (TOSU) Popu Fakamua

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- 7600 Amalgamated Transport and General  
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- 9950 Marine Transport Workers' Trade  
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- 9951 Ukraine Marine Trade Unions Federation Yevgenij Izotov  
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- 9952 Vil'na Profspilka Mashynistiv Ukrainy  
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- 6950 International Organisation of Masters,  
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- 6951 American Radio Association, ILA AFL-CIO William Steinberg
- 6954 International Association of Machinists  
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- 6957 Seafarers' International Union of  
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- 6959 National Marine Engineers' Beneficial  
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- 6960 Transportation-Communications  
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- 6964 Association of Flight Attendants Patricia A Friend
- 6967 District No.4 - NMU/MEBA Rene Lioeanjie  
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- 6969 International Brotherhood of Teamsters,  
AFL-CIO (IBT) Andy Banks
- 6970 American Maritime Officers (AMO) Michael McKay

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- 8960 Nasonal Union blong ol Leba Ephraim Kalsaku

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- 7620 Fédération Nationale des Travailleurs  
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- 7621 Syndicat des Travailleurs des  
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- 7622 Syndicat National des Agents du  
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- 7651 Zimbabwe Amalgamated Railwaymen's  
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