

# ITF Annual Report 2012



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# INTRODUCTION



The ITF's strategy of Organising Globally, Fighting for Workers' Rights made important new gains in its sixth year in combating the excesses of globalisation and the exploitation of transport workers worldwide.

Global capital depends on global transport. Businesses now increasingly move their operations through key international transport operators, global or regional hubs

and sensitive global supply chains. Transport workers and their unions, working together worldwide, are finding they can use these same industrial focal points to increase their leverage and power.

This logic lies at the heart of the ITF's Organising Globally strategy. It has an obvious resonance in trade union activities relating to global logistics and multinational companies, of which there were many in 2012. But the relevance is far wider than that: any union's smallest local campaign, agreement or dispute may be influenced by, or able to influence, global realities. So Organising Globally touches almost every element of the ITF's work to support unions in the organising, networking and campaigning that they now do in a global context.

Work also continued in 2012 to strengthen the ability of the ITF to serve its affiliates effectively.

This activity affected different programmes and sections of the ITF in various ways. A major restructuring process, designed to increase efficiency, resulted in two developments: the creation of a new department, supply chain and logistics organising projects (SCALOP), and the absorption into the general secretary's department of oversight responsibilities for research, policy, communications and education.

A number of staff departed during the year after applying for a voluntary severance package that accompanied the restructuring. Together with my predecessor David Cockroft, who ably directed the ITF through 2012, his last full year before retirement, I would like to thank these and all staff for their ongoing hard work, loyalty and forbearance during the course of the year.

Yours,

**Steve Cotton**  
Acting general secretary

## Chapter 1

ACROSS  
THE  
SECTORS

1

The basic role of any trade union is to carry out organising work – recruiting members and creating effective channels through which members can build power and influence to protect and enhance their rights. The primary role of the ITF as a global union is to support the organising work of its affiliated unions by co-ordinating the necessary steps and projects needed to increase unionisation and union leverage around the world. What follows is a selection of examples which illustrate the range of this work in 2012.

2

### Building new, independent unions in the Arab world

During this time of political transformation in the Arab world, the ITF's education programme has been helping unions in the region respond not only to political changes but also to industrial restructuring and changing employment relationships. At the same time, it has aimed to support unions in their organising strategies and in their work to strengthen unity and co-ordination at national level.

3

In Iraq, seminars were held to encourage and help equip port-based workers to communicate with other transport workers, and to help them educate their own members about basic trade union rights.

4

In Egypt, the programme continued to support the country's first ever seafarers' union (created with ITF assistance in 2011) as it moved into the next phase of its development. In 2012, representatives from the union attended a workshop to learn more about organising and building union strength. Similarly, the Port Said and Tangiers APM Terminals workers' unions worked with the ITF to build on the gains of their first collective bargaining agreements. ITF project workers in Egypt supported the emergence of some unions and held 'training of union trainers' seminars for aviation and road transport workers in December. A training session for cabin crew held in Beirut resulted in the affiliation to the ITF of a new independent union in Egypt.

5

### Japanese earthquake: one year on

A year after the devastating 2011 earthquake and tsunami off the north-east coast of Japan, which claimed well over 15,000 lives, the ITF's Tokyo office analysed progress reports from many ITF-affiliated Japanese unions. The reports showed how deeply these unions had been involved in the relief and reconstruction effort, both in the immediate aftermath and in the continuing task of helping those affected to rebuild their lives, homes and places of work. Marking the first anniversary on 11 March, the unions reported to the ITF on the effectiveness of international efforts, including a donation from the ITF, to help assuage the effects of the disaster.



6

### Venezuela's new national federation

In 2009, through the efforts of the national co-ordinator and with the support of ITF executive board member Alicia Castro, the region began a process of support for the organisation of transport workers in different sectors. Finally, in November 2012, a momentous meeting of 17 trade unions and additional non-unionised workers' groups voted to create a National Federation of Transport Workers in Venezuela (FBTT). A plan was put into action to create the new federation and have it operational in 2013. It was created with 23 unions, which would be merged into five national industrial unions within 12 months. The meeting, organised by the ITF Americas regional office, with the support of Francisco Torrealba (member of parliament and president of the ITF-affiliated FENTRAFEVE union), was the culmination of years of work to reorganise the transport trade union movement from a low base. The new federation was expected to launch on 1 April 2013.

7

### African unionists get communicating

Two groups of African trade unionists – one Anglophone, the other Francophone – made strides in improving their communication skills at tailor-made training events held in Togo in June. The programmes were designed to help overcome a number of barriers to communication experienced by affiliates in the region, mostly relating to lack of access to communications technology or lack of knowledge of how to use technology. Workshop participants developed tools, such as blogs, YouTube channels and email groups. During interactive sessions, they set up accounts on Facebook and Gmail, and created and manipulated electronic documents. They learned about designing communications and campaigns strategies and how to use communications in organising. These groups would later become the ITF Africa communicators.

8

### Building co-ordinating committees in Lusophone Africa

Union-influenced simplification of labour laws in Mozambique and Angola this year provided a backdrop to the development of national co-ordinating committees (NCCs) in both countries. The ITF assisted by resourcing and co-ordinating training activities. In Mozambique, the NCC was already strong and united, implementing local and international activities. During the year, it co-ordinated the efforts of unions working together to address workers' issues, organise new members and campaign on road safety. It also brought a new fisheries affiliate, SINTMAP, to ITF membership, together with three new Mozambican affiliates. In Angola, where a caretaker committee had been operating in a more challenging union environment, workers' activities went ahead. The committees in both countries helped establish new women and young people's structures among member unions.

9

### ITF youth organising

The ITF produced a special pack in 2012 to encourage unions in their efforts to organise young workers. The youth pack, available in English, Spanish, French, German, Arabic and Japanese, consisted of a leaflet and a book of slides. The leaflet provided advice and guidelines on organising young workers, including case study examples of what other unions had done. It can be used on its own as a resource material, or to stimulate debate during group work and can be found at [www.itfglobal.org/infocentre/pubs.cfm/detail/14780](http://www.itfglobal.org/infocentre/pubs.cfm/detail/14780).

10

### Education for the future

ITF education continued to build capacities and skills for strengthening union development and organising through a wide range of projects and activities in all ITF regions and sections. Training in national and sub-regional seminars focused on equipping activists, organisers and educators with organising and campaign skills. Using the ITF organising manual, organisers and activists developed concrete organising campaigns in target companies.

11

The ITF's Asia/Pacific regional office commissioned a mapping exercise early in the year, to establish existing levels of union organisation among workplaces in Thailand's private sector transport sectors. This laid part of the groundwork for a new joint Thailand organising initiative of the ITF and SASK (Finnish trade union solidarity centre Suomen Ammattiliittojen Solidaarisuuskeskus) to address falling unionisation levels in the country in the wake of increasing casual and contract-based employment. Following the mapping exercise, training was held in June for 12 organisers (11 men and one woman), 10 from state and two from private sector workplaces. The trained organisers then returned to their respective workplaces, building networks, generating organising activities and bringing in over 400 new union members. Many challenges remained, including a climate of management obstruction and intimidation in the private sector, a need to attract more women members and organisers, and a clear need among the new organisers for more training, but with 12 new and active organisers, a new phase had begun.

12

During the year, the ITF implemented 24 education projects financially supported by LO-TCO (Sweden), FES (Germany), SASK (Finland), FNV Mondiaal (Netherlands), ACILS (United States), CAW (Canada) and 3F (Denmark).

13 There were many examples of unions linking HIV/AIDS and organising, supported by ITF education (see page 25 – paras 118-125). The work aimed to help unions build trade union capacity to develop workplace HIV policies, to negotiate collective bargaining agreements (CBAs) with HIV/AIDS clauses and to develop campaigns to tackle stigma and discrimination. Activities also developed new educators, particularly among young union activists.

14 The ITF's education work continued to address the challenge of climate change and built awareness amongst affiliates. This year, for the first time, the ITF ran an online union education course on climate change as part of the IFWEA (International Federation of Workers' Education Associations) online labour academy. Education materials were produced to support the ITF's work on climate change and can be found at **[www.itfglobal.org/policy/trade-union-resources.cfm](http://www.itfglobal.org/policy/trade-union-resources.cfm)**.

15 Education materials were also produced to support the ITF's work on public transport and can be found at **[www.qualitypublictransport.org](http://www.qualitypublictransport.org)**.

16 Due to problems in the host country, the ITF summer school did not take place, but plans are already underway for the 2013 summer school in the United States.

## Chapter 2

# OUR CAMPAIGNS



## GLOBAL LOGISTICS

17

The annual ITF/UNI global delivery network meeting was held in London in May, bringing together 100 trade unionists representing multinational delivery companies. The size of the meeting (the network's largest) reflected the growing importance of this key network of activists, who represent unions affiliated to the ITF and to UNI (the global union for workers in service industries). By connecting activists along company lines, unions representing workers in global delivery multinationals, such as DHL, Fedex, UPS, TNT and Geopost, are working together to fight for rights and standards for all workers, regardless of country or employment status.

18

Global unions are increasingly committed to such methods of working in solidarity across industrial sectors to address common challenges and increase the power of individual unions through their connections in the globalised labour market. In October, ITF and UNI leaders were joined by the leadership of IndustriALL, a new global union for mining, energy and manufacturing workers, in pledging closer working in order to build union power across worldwide supply chains. It was another step forward in a growing web of alliances that already involved the ITF in close co-operation with, for example, the International Union of Foodworkers (IUF).

# SPOTLIGHT

## DH

## DHL

19

It would probably be fair to say that in 2012, one global delivery company took up more ITF time than any other. However, the federation's dealings with the Deutsche Post DHL Group were typical of the many challenges and opportunities ITF unions experience when dealing with multinational companies.



20

### Solidarity with DHL Turkey unionists

The ITF and its affiliates rallied over many months to support the cause of the (at the time) 24 members of the Turkish union Türkiye Motorlu Taşıt İşçileri Sendikası (TÜMTİS), who had been dismissed by DHL Turkey on what the ITF believed to be a series of trumped-up allegations. As TÜMTİS supported its members through the Turkish legal system, the ITF repeatedly pressed the global delivery giant to facilitate talks between its subsidiary DHL Turkey and the union.

21

The strength of international solidarity with the sacked TÜMTİS members was demonstrated by many ITF unionists from all over the world – including some (such as a group of Ukrainian seafarers on a stopover) who found a way to visit the DHL picket line in Istanbul – offering moral support, messages of solidarity and signatures to a petition.

22

In November, the ITF released the findings of an independent investigation into the sackings, which exposed a sophisticated anti-union campaign involving management at the highest levels. The report *Aggressive and unlawful: a report into Deutsche Post DHL operations in Turkey*, which was commissioned by the ITF and UNI Global Union, identified compelling evidence of unfair and illegal sackings, threats and intimidation to create a climate of fear within the company. The report can be found at [www.itfglobal.org/files/seealsodocs/36752/JohnLoganReport.pdf](http://www.itfglobal.org/files/seealsodocs/36752/JohnLoganReport.pdf).

23

Intensive solidarity campaigning continued right to the end of the year, with ITF unions supporting an international day of action on 12 December to back TÜMTİS in its struggle for union recognition, free from interference and intimidation.

24

By the end of December the Labour Court had found DHL Turkey liable for the dismissal of all eight workers whose cases had so far been brought to its attention. As 2013 approached, the struggle showed no sign of abating.

To find out more about the DHL Turkey campaign visit [www.itfglobal.org/campaigns/respectatDHLturkey.cfm](http://www.itfglobal.org/campaigns/respectatDHLturkey.cfm).





### 25 Norwegian activist reinstated after solidarity campaign

Monica Okpe, a prominent Norwegian trade unionist unfairly sacked by DHL, won back her job at DHL's Ulven terminal near Oslo in March, when a 10-month struggle supported by the ITF and its affiliates ended in a resounding court victory. Ms Okpe was defended throughout her ordeal by her union, the Norsk Transportarbeiderforbund (Norwegian Transport Workers' Union), along with other Norwegian unions. An international action day had also been held for her as part of the ITF international road transport action week in 2011.

### 26 DHL: take responsibility!

ITF and UNI representatives attended the annual general meeting of Deutsche Post-DHL in Frankfurt in May to launch a joint report exposing widespread and systematic labour and human rights abuses by the company.

27 Their white paper, *Corporate irresponsibility: Deutsche Post-DHL's global labour practices exposed*, revealed abuse of freedom of association rights and the excessive use of poorly-paid agency workers to do the same work as regular employees. It also outlined how in Colombia, Costa Rica and South Africa, the company had forced workers to submit to lie detector tests, and in countries including the US, it had flouted health and safety regulations.

28 Published to coincide more or less with DHL's own corporate responsibility day on 3 May, the report pointed out that these violations directly contradicted DP-DHL's own corporate responsibility policies and its commitment to the principles of the United Nations Global Compact, which it signed in 2006.

29 Meanwhile, the ITF and UNI continued their efforts to encourage DHL to sign a global framework agreement to ensure that all employees, no matter where they work, are afforded the same core rights.

*Corporate irresponsibility: Deutsche Post-DHL's global labour practices exposed* can be downloaded at [www.respectatdhl.org/corporate-irresponsibility.html](http://www.respectatdhl.org/corporate-irresponsibility.html).

### 30 DHL alliance in India

Another positive development for DHL workers happened in India early in 2012, when DHL union leaders and grassroots activists set up a new All India Employees Coordination Council, designed to bring together DHL workers' representatives across the country.

31 The new alliance united more than 1,000 directly-employed DHL workers in India, as well as subcontracted and agency workers, giving them the opportunity to speak with one voice and offer management a 'one-stop' union contact point.

32 Through seminars and meetings, the ITF assisted council member unions to develop an organising strategy for DHL India. Progress was reviewed at the first council meeting in July, after which ITF and DHL union representatives met with DHL management to brief them about the council's formation. They also discussed key issues of concern for workers – among them the issue of the transfer in 2004 of six DHL employees from their hometown of Kolkata to Delhi (and another transfer from Chennai to Ahmedabad), as a punishment for union involvement.

33 As a result of the meeting, management acted to re-transfer some of the workers home after eight years of separation from their families. Management also agreed to participate at a second council meeting, in Mumbai in December. Key issues discussed there included the need to give a voice to non-unionised as well as unionised workers and their grievances, the need for more national and international level campaigning and networking, and the need for ongoing research, education and training.

## PORTS OF CONVENIENCE AND THE GLOBAL NETWORK TERMINALS

**34** The global supply chains now operated by multinational companies make many ports around the world more vulnerable to the running down of safety and other labour standards. This happens, for example, when global companies attempt to maximise their profits by opting to use ports of convenience (POCs), where labour is cheaper and where they don't have to observe health and safety standards or recognise organised trade unions.

**35** The situation has been radically affected by the rise of global network terminal (GNT) operators, which continue working to increase their share of the global market. The big four GNTs – APM Terminals (APMT), Dubai Ports World (DPW), Hutchison Port Holdings (HPH) and PSA International (PSA) – now control over half the ports and terminals on the planet. But the conditions, protection and comparative rates of pay for their workers vary from country to country. ITF representatives met and corresponded with DPW, APMT and PSA during 2012, pressing the case for the rights of dockers in all ports to organise and enjoy decent working conditions. All three agreed to work with the ITF dockers' section and the University of Cardiff on an ITF-commissioned study into health and safety practices in the GNTs.

**36** The ITF was also heavily involved in assisting dockers' unions that were confronted with privatisation and other problems arising from GNT domination in many ports. Sometimes this meant working to improve health and safety practices, or pressing ports and shipowners to restrict cargo handling to dockers, for reasons of health and safety and also of job security. Many of these activities represented gains for the ITF's ongoing campaign against POCs – in which health, safety or working conditions are considered substandard by the ITF and its affiliated unions. This year, the POC campaign was boosted by a growing network of ITF-affiliated dockers' unions representing workers at ports controlled by GNTs. This GNT network helped dockers' unions campaign together for decent standards, bringing greater solidarity and collective strength.

**37** The ITF was engaged in training activists in the key Indian ports of Cochin, Navi Mumbai and Chennai during the year. Unions achieved significant organising targets in GTI and NSICT terminals (Navi Mumbai) and the CITPL & CCTL terminals in Chennai, as well as gains for logistic workers serving the ICTT terminal in Cochin. A major training programme, including leadership training, was also completed in Hong Kong, where an organisers' manual and other organising tools were developed.

**38** Meanwhile, in the Baltic region, workshops and training took place to bring together the leadership and rank and file in national dockers' unions.

**39** Action at Newcastle Port followed a spate of fatalities on flag of convenience (FOC) ships, among them three crew within a six-week period on board the Panama-flagged Sage Sagittarius, which had been in Australian waters in October.

### Victory for Rotterdam dockers



**40** An ongoing dispute over stalled negotiations between dockers and management at the APMT-operated Port of Rotterdam in the Netherlands came to an end in February after a series of strikes, together with a wave of international solidarity action by ITF unions, helped bring about a new collective bargaining agreement. Members of ITF- and ETF- affiliated union FNV Bondgenoten received messages of support from dockers' unions all over the world. A crucial win for the union was a guarantee of job security in the agreement for workers at the existing port and also at the terminal that APMT was building at Rotterdam's new harbour, Maasvlakte 2.

**41** During the dispute, several ITF member unions made it clear they were ready to take lawful action to delay vessels, which would have been diverted from Rotterdam to other ports. As Niek Stam, national secretary of the dockers' section of FNV Bondgenoten, acknowledged: "This was a great support for us and certainly backed us up at the negotiation table."

### Sokhna workers win concessions from DPW



**42** ITF-affiliated unions around the world supported 1,200 dockers at Sokhna Port in Egypt in February during a successful 10-day strike to settle compensation payments that had been agreed by their employer DPW four months before. The Independent Union of Sokhna Port Workers also secured concessions on workforce involvement and profit-sharing in negotiations following the strike.

## LAN ORGANISING

**43** The ITF and its affiliated unions responded to the creation of a new, merged LATAM Airlines group enterprise this year by reinforcing and expanding their own union network in South America. As a result of the merger, LATAM has become a parent company to LAN and TAM airlines and their subsidiaries, with over 51,000 employees in Chile, Brazil, Argentina, Colombia, Ecuador and Peru.

**44** The ITF's LAN union network was expanded and renamed as the LATAM network to incorporate unions in all companies in the new group. The network grew significantly in 2012 in size and also in its level of co-operation and ability to assist member unions – thanks in large part to a series of ITF seminars sponsored by the Friederic Ebert Foundation (FES), and supported by FNV Mondiaal. Aggressive anti-union behavior in the company had created many challenges and crises for the unions, but the knowledge gained through being part of the network helped greatly. LAN unions in Colombia, for example, learned about the methods being used by the company to fire large number of workers in Peru and Ecuador during periods of organising activity. They were able to apply the learning from these experiences to their own organising activities. The network helped the Colombian cabin crew union to organise LATAM mechanics into a brand new union and to assist them in negotiating a first contract. It also provided support to Colombian pilots who were facing tremendous pressure from the company.

**45** LATAM unions provided immediate international support to the Peruvian mechanics' union to prevent company intervention in the choice of their union leadership. Following up on plans made during the FES seminars, a new federation of aviation unions was formed in Peru. In Argentina, there was an increased level of co-operation between the unions, and, for the first time, the establishment of joint bargaining between all LATAM unions and the company.

A film on this project can be viewed at  
[www.itfglobal.org/civil-aviation/index.cfm](http://www.itfglobal.org/civil-aviation/index.cfm).

## STRENGTHENING THE FOC CAMPAIGN

**46** A review of the role of the ITF inspectorate was carried out and new processes and procedures were drawn up to support this role.

**47 Mexico City policy roll-out**  
 Staff in the ITF secretariat in London attended a series of tailor-made training workshops in order to better understand key decisions emerging from the ITF's previous congress in Mexico City (2010) and the implications of those decisions for the role of inspectors. Further communication tools and training modules about the Mexico City policy on flags of convenience, which now underpins all ITF work on the FOC campaign, were developed to create awareness of the policy and help equip affiliates to implement it. A number of initiatives were also taken to help improve the ways in which the ITF and its affiliates worked together, as illustrated below.

### First maritime roundtable: a milestone for ITF working



**48** A groundbreaking maritime roundtable event took place in September 2012, bringing together 200 activists, leaders and future leaders from both dockers' and seafarers' unions in 51 countries in a dynamic workshop environment. The roundtable was staged in Casablanca, in recognition of the growing significance of the Arab Region for transport trade unionism, as new unions develop in the wake of the Arab Spring. The roundtable came out of a review of democratic structures in the ITF's FOC campaign and set out to widen and improve the engagement and participation of affiliates in decision-making and campaign activities relating both to the FOC and the POC campaigns. The ITF and participating unions made full use of the opportunity afforded by the event to press for the release of Said Elhairech and Mohamed Chamchati, general secretaries respectively of the ITF-affiliated Moroccan seafarers' and dockers' unions, who were imprisoned in the country (see also page 23 – para 109).



## PRECARIOUS TRANSPORT WORKERS

49

The number of casually-employed workers who struggle to make a living in precarious circumstances – in many different industries – continued to rise this year amid the ongoing global financial crisis. These vulnerable workers – who include taxi, jeepney and motorcycle drivers; vendors; porters; outsourced services workers in railways; and small scale fishers – often manage without the protections of trade union agreements or even of social legislation, though some may join co-operatives or other groups. Unions in every transport sector, particularly in poorer countries, were noticing the impact of growing proportions of precarious workers as they organised in the sector. In November 2011, the ITF commissioned the Global Labour Institute (GLI) to undertake a brief study of the nature and extent of precarious employment in the transport industry and the experience of union organising among informal workers.

50

The study also aimed to identify those ITF affiliates who had organised successfully in the informal sector and might be able to act as ‘mentor’ unions, to assist others in organising, particularly among young, women and migrant workers (who are disproportionately found in precarious occupations). Through this research, the ITF hopes to learn more about the laws and regulations covering precarious and informal workers that might undermine workers’ rights. The report will help identify new case studies for ITF training materials and suggest potential beneficiaries for a major programme of training and support.







First maritime roundtable: a milestone for ITF working (see paragraph 48)



# IMPROVING CONDITIONS FOR FISHERS

## 51 Improving conditions for fishers

Fishers are in one of the most precarious occupations on earth, doing highly dangerous, stressful, yet insecure and largely unregulated jobs, in which appalling levels of exploitation and abuse are regularly uncovered. Many other jobs in the fishing industry are also unregulated, insecure and rife with exploitation.

## 52 Towards international protection

A key area of the ITF's work during the year was to lobby for ratification of the ILO Work in Fishing Convention 2007 (ILO 188), which seeks to provide acceptable minimum standards that protect fishers in all aspects of their work. Though the convention had been adopted, it would not have real power until its ratification by at least 10 ILO member states. By the end of 2012, only two ratifications had been achieved.

53

In February, the ITF launched a users' guide to ILO 188, in a bid to help fishers' unions and their members gain a deeper understanding of the convention and lobby more effectively for its ratification. *The ILO Work in Fishing Convention 2007 – a guide for unions* is available for free download in Arabic, English, French, Indonesian, Spanish and Tamil from [www.itfglobal.org/infocentre/pubs.cfm/detail/33050](http://www.itfglobal.org/infocentre/pubs.cfm/detail/33050).

54

In conjunction with lobbying for ILO 188, the ITF also continued to press employers to improve standards in the industry. The ITF's European arm, the ETF, secured an agreement with employers' bodies, which is based on the principles of ILO 188, and would soon make its way into European law. The agreement, signed in Gothenburg, Sweden, demonstrated a shared commitment to enhanced working and living conditions for fishers on board vessels registered in the EU and those calling at European ports, regardless of their flag or crew nationality. It was expected to help tighten the legal framework of those member states with weaker national fisheries legislation.

55

## Catcher to Counter campaign

In 2012, the ITF continued working with the IUF (International Union of Food Workers) on their joint 'Catcher to Counter' campaign to combat illegal, unregulated and unreported

fishing and to increase union power for all workers along the fisheries supply chain, from those at sea to those serving at the fish counter. Central to the campaign, launched in 2011, were the twin goals of increased union representation in the fishing industry and ratification of ILO 188. With projects in development phases around the globe, the primary focus during the year was to increase the level of union participation in countries where there is a significant fishing presence, in terms of employment and also economic reliance on the industry for inward investment and export markets.

Find out more about Catcher to Counter at [www.itfglobal.org/fish/index.cfm](http://www.itfglobal.org/fish/index.cfm).

56

## Working with government

Following years of campaigning for stronger regulation by the ITF-affiliated Maritime Union of New Zealand (MUNZ) and the union's many efforts, with the ITF, to assist abused and exploited foreign crewmembers, the New Zealand government moved in May 2012 to ban foreign-flagged vessels from fishing in its waters. The move, based on the government's concern about the exploitation of crew on those ships – including instances of crew living in conditions of near-slavery – meant that all vessels fishing in its waters would have to fly the New Zealand flag, thus giving crewmembers the protection of the country's own labour standards.

57

## Organising for change

The ITF's goal of increasing union membership and influence in the fishing industry involved extensive research in 2012 about existing levels of organisation and agreements. This included field research and workshops in Chile, Egypt, Norway, Papua New Guinea, Peru, Spain and the Philippines to map the industry and provide skills in organising and negotiating. Seventeen ITF maritime inspectors were also trained in ILO 188 and supply chain organising, to support the initiative.

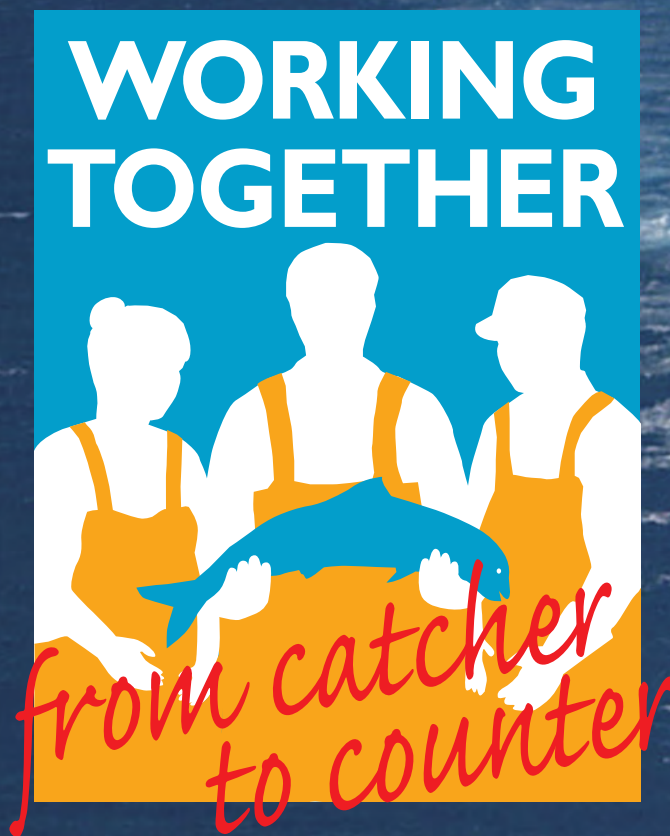
58

In Papua New Guinea, where the campaign was at a more advanced stage, organising efforts reaped thousands of new members for ITF affiliate PNGMYWU, creating great benefits to union influence and progress towards recognition and collective bargaining agreements in five of the eight integrated companies based there.



***“The ILO Work in Fishing Convention 2007 aims to ensure that fishers worldwide have access to minimum decent working and living conditions. We believe it is essential that more countries ratify, and that fishers’ unions have an important role to play in persuading them to do so.”***

Jon Whitlow, ITF fisheries’ section secretary



‘Catcher to Counter’ campaign: a joint campaign with the IUF (see paragraph 55)

59

#### **Support for families of drowned fishers**

In January, the ITF offered its support to the families of five fishers who died after the vessel they were on sank. The men – three Egyptian and two Irish nationals – went missing when the Irish-flagged trawler *Tit Bonhomme* sank off the coast of County Cork, Ireland after a storm. The ITF was able to put the families of the Egyptian fishers in touch with its affiliate the Egyptian General Seafarers’ Union, which provided them with assistance at home.

60

#### **‘Debt bondage’ exposed**

In June, the ITF joined UNI Global Union in supporting a petition demanding that the retail giant Walmart investigate allegations of grave abuses taking place in some of its suppliers’ fish factories in Thailand. The petition was drawn up after a reported revolt in a shrimp-processing factory in the country, where foreign workers alleged that their passports had been seized and their wages slashed, leaving them in debt to the factory and with the status of indentured labourers. Promoted through the networks of both global unions, the petition secured over 100,000 signatures. Workers regained control of their passports and were able to return to their home countries.



# YOUNG TRANSPORT WORKERS



*“Some people assume, because we are young, that we don't have as much to contribute, but many young workers around the world are taking on amazing fights, and winning! More important than the stories they share, however, are the solutions they bring to help their international brothers and sisters. It never fails to inspire me.”*

Travis Harrison, Canadian Auto Workers, co-chair of the ITF young transport workers' conference, September 2012





61

An impressive 120 youth activists from 54 unions in 28 countries drew up plans for action on the economy, the environment, precarious work and union-building during the ITF's first inter-congress youth conference in Montreal, Canada in September. It was the biggest, but not the only, progressive gathering for younger ITF activists in 2012. Other events included two in the Arab region, where young people were keen to be involved in shaping change and tackling problems in the wake of the Arab Spring. An event for Russian railway students underlined the importance of reaching out to young people before, or just as, they began their working lives.

62

In November, 28 participants from countries including Australia, Bangladesh, India, Indonesia, Nepal, the Philippines, Singapore and Taiwan travelled to Bangkok for the first ITF youth and women's seminar in the Asia/Pacific region. Participants discussed the issues they faced and shared their personal experiences and ideas as women and young activists. They learned about different approaches that could be tried to increase the participation of women and young people in their unions through networking and organising. Modules from the ITF organising and campaigns manuals were discussed and ideas generated of how these could be used in transport workplaces to organise and mobilise young workers and women.

63

### ITF young transport workers' conference

The young transport workers' programme began in 2006 and this conference in Montreal, Canada was the third staged by younger ITF unionists – and the first to be staged independently of the ITF's four-yearly congress meetings. The delegates (41 per cent of whom were women) spent three days exploring approaches to building internationalism and mobilising global solidarity in the midst of issues that affect young people disproportionately: the economic crisis, scarcity of decent jobs, and global warming. They discussed specific trade union challenges for younger people, such as the need to raise awareness among young workers regarding what the unions have done for them and getting more young activist representation at meetings and on decision-making bodies.

See also the ITF young workers' blog at [www.itfglobal.org/youngworkersblog](http://www.itfglobal.org/youngworkersblog).

64

### Adapting for change

The young workers' conference in Amman, Jordan in March saw a gathering of 31 young activists from 11 Arab world countries – including Algeria, Bahrain, Egypt, Iraq, Lebanon and Yemen. They agreed on the need for trade unions to focus on engaging younger workers in order to meet regional and global challenges and urged trade unions to give young workers a voice. They described how they had played a pivotal role in their countries' recent political changes and had a vital contribution to make. Unions needed to recognise this and to "adapt to lead change", they announced.

65

### Organising focus at Beirut youth seminar

In October, young unionists in the Arab world came together in an ITF/FES youth seminar in Beirut to think deeply and critically about social change in the Arab world, and the need to build and strengthen unions through increasing young workers' participation. Using the ITF's organising manual, participants focused on the workplace problems of young workers and how employers and governments might respond to their organising campaigns. Determined to build a strong ITF young workers' network in the Arab world, the group agreed to use social media to communicate. They agreed to collaborate over union organising and other challenges, and to provide solidarity where needed.

### Participants of Beirut organising seminar

*"We know that change is coming, like privatisation, and we have to be prepared to organise young workers with insecure jobs in private companies. Young workers have passion, not only fear. They want change and they want their workplace problems solved. Whether they are temporary or permanent, public or private, unions must be there for them."*

66

### Russian railway union focuses on youth

Students from railway universities across Russia gathered in St Petersburg in February for an annual event recruiting and encouraging young trade unionists. 'Student – strong union leader' is run each year by the ITF-affiliated railway union ROSPROFZHEL, offering young people who will become workers on Russia's railway network a chance to share experiences, learn about trade unionism and visit railway companies. ROSPROFZHEL was among the first unions to join the youth steering committee of the ITF. Students from railway universities in Russia made up around seven per cent of its membership.

## WOMEN TRANSPORT WORKERS



***“Leadership isn’t necessarily about being at the top of your union, you can be an effective leader at any level if you have the skills and the motivation. Some of the women here are general secretaries, some are just starting out in the movement, but what they have in common is the desire to develop women and to strengthen their unions.”***

Alison McGarry, ITF women’s transport workers’ co-ordinator, speaking during ITF leadership and development training

67 Targeted initiatives by the ITF and its affiliates in 2012 brought many women into membership and strategic roles in transport unions for the first time. By the end of the year, a special leadership development programme launched by the ITF in 2011 had trained 98 women – including 14 women’s committee members. The Leading Change programme, which was developed with Harvard Labor and Worklife Program, was set to be delivered at regional events for ITF affiliates in 2013. The focus of the training, which includes a mentoring system, is on supporting women trade unionists to identify the skills they have to become stronger and more effective leaders at every level.

68

In April, a strategic planning event in Esher, UK attracted 42 women trade unionists from different countries and transport sectors, to develop their leadership skills and to plan their next moves in the campaign to increase women’s participation in the trade union movement. A women’s leadership film which includes footage taken at the event can be viewed at [www.youtube.com/watch?v=0348lvGxeU](http://www.youtube.com/watch?v=0348lvGxeU). A set of training materials developed in conjunction with the Leading Change programme will be online from December 2013.

69

### Organising milestones

The ITF women’s department led specific women-centred organising campaigns this year, including a global telesales organising project and a pilot campaign to organise call centres in South Africa. At the same time it worked to ensure that women transport workers were involved in and targeted by general ITF organising activities in every transport sector.

70

In July, for example, the ITF’s civil aviation section adopted a new plan to train a cadre of activists for the Asia/Pacific region, who would eventually be developed into organisers. In doing so, it asked unions to nominate women and young people as part of this group of activists. As part of the same regional strategy, the section was developing a targeted education/organising campaign, with gender issues as a key element.

71

### No violence against women

Countering violence against women remained a key priority for the ITF women’s programme, which worked to produce a new guide, *No violence against women*. The guide, which highlights work being done by unions to counter the increasing number of attacks made on women transport workers both at work and in the home as austerity measures bite, sets out to influence anti-violence strategies adopted by ITF unions. It was due to be published in July 2013.

72

ITF affiliates continued to campaign globally on the UN Day for the Elimination of Violence Against Women and the ITF reported increased support for the White Ribbon campaign, which brings together men worldwide to end men’s violence against women. Resolutions at the ITF executive board, the maritime conferences and the Asia/Pacific regional conference reconfirmed the priority of the ITF’s anti-violence campaign.

73

ITF women committee members at the UN Commission on the Status of Women campaigned with the ITUC (International Trade Union Confederation) to get the UN to adopt stronger standards on violence against women.

74

ITF affiliates celebrated International Women’s Day 2013 with local and regional campaigns. The ITF provided posters and stickers to over 80 affiliates.

### 75 Raising women's voices at sea

The challenges facing women seafarers came under the spotlight at the ITF's Asia/Pacific seafarers and fisheries committee meeting in Jakarta, Indonesia in June 2012, which recognised the urgent need to increase women's representation in maritime jobs, in order to increase their influence. Although the number of women employees, especially on cruise ships, is growing, and more women are coming through the maritime academies, women still represent less than one per cent of the approximately 1.25 million seafarers in the region.

76 However, experience shows that where even a small number of women step forward, others begin to follow. This was the hope of five women (out of 22 participants) who attended a workshop for seafarer trade unionists in Alexandria, Egypt in September. Along with the men, they learned and practised new skills that would help them become effective collective bargaining negotiators.

77 A *Maritime women's best practice guide* was produced in English during the year and was being translated into other languages. It is now available in three languages at [www.itfglobal.org/infocentre/pubs.cfm/detail/39317](http://www.itfglobal.org/infocentre/pubs.cfm/detail/39317).

78 An important milestone was the creation of the Egypt transport women's network, which was to be launched in 2013.

79 Another significant milestone was reached in October when the first all-female ITF-sponsored intake of students enrolled in the World Maritime University (see below).

### New term at World Maritime University



**Left to right:** Franka Foncham, Rezky Hamza, Alina Prylipko, Magdalene Ofori Addai and Katak Ofa Qarase

80 Five women, the first all-female line up of students funded by the ITF's Seafarers' Trust, enrolled onto courses at the IMO-funded World Maritime University (WMU) in October. The Trust had been sponsoring students at the WMU in Malmo, Sweden, since 1987.

### 81 continued...

Among the new students was Katak Ofa Qarase from Fiji National University's marine and ports training department in Suva. A shipmaster and lecturer in nautical science, Qarase was studying maritime safety and environmental administration. The other new students were Franka Foncham from the ministry of transport in Cameroon, who was studying shipping and port management; Rezky Hamza from the Indonesian National Shipping Agency, who was on a shipping and port management course; Alina Prylipko of the Ukrainian Inspectorate for Training and Certification of Seafarers, who had enrolled onto maritime education and training studies; and Magdalene Ofori Addai from the Ghana Maritime Authority, who was studying maritime law and policy.

### 82 Mumbai Port workshop for women



83 In July, some 120 women port workers attended a workshop in Mumbai, India, to tackle ongoing workplace issues such as restroom provision and the need for flexible working arrangements to allow for childcare responsibilities. The workshop was organised by the ITF-affiliated Transport & Dock Workers Union.

84 Union secretary and programme coordinator Kalpana Desai, who is also ITF ports of convenience co-ordinator for India, said: "There's been a commitment from our union to make these issues priority in Mumbai and beyond and that's a very good thing for women workers."



## FIGHTING FOR SUSTAINABLE TRANSPORT

### 85 Climate justice

The ITF and its affiliated unions have been proactive in recognising their role in securing a just transition to a sustainable transport system. They see such a system as one working intentionally towards rigorous environmental standards, while based on secure jobs, good wages and decent working conditions.

86

At its 2010 congress, the ITF and its affiliates resolved to commit themselves to defining and contributing to the major transformations which are required in transport and across society as a whole to make the shift to a low-carbon sustainable economy. Some of the work undertaken to progress these goals is illustrated below.

### Rio+20 and the Trade Union Assembly on Labour and Environment



87

Just prior to the United Nations Conference on Sustainable Development (Rio+20) held in Rio de Janeiro, Brazil, in June 2012, ITF delegates from Latin America, Europe and Africa travelled to Rio to attend a special Trade Union Assembly on Labour and Environment.

88

Trade unions adopted an ambitious statement at the assembly, calling on government and business interests to take tough decisions, while also acknowledging their own responsibilities. In order to play its part, they agreed, the trade union movement must take “a decisive role in fighting for an alternative development model for our societies, grounded on people’s needs, on solidarity, on economic democracy and on a fair distribution of wealth.”

89

In this struggle, they said, the trade union movement must “make use of our organisational capacity and our experience of past struggles to form a strong, organised global movement in a bid to spur governments and corporations, who are reluctant to act, into taking appropriate measures to tackle and stop climate change.”

90

They demanded more taxes from rich polluters, and asked that more governments adopt the Financial Transactions Tax (FTT, also known as the Robin Hood Tax), thereby raising funds from deals made in the financial sector to enact sustainable development projects. They also agreed on the need for stronger recognition of the link between public policies and their climate change impacts, and on the need for more trade union and societal participation throughout decision-making processes.

91

The statement was forwarded to the official Rio+20 conference and can be read in full at [www.ituc-csi.org/IMG/pdf/assemblyresolution\\_eng\\_tc\\_rev.pdf](http://www.ituc-csi.org/IMG/pdf/assemblyresolution_eng_tc_rev.pdf).



**92 Caribbean climate change network**

ITF unions in the Caribbean formed a climate change network during an ITF seminar on the issue in Barbados in October, which was attended by 30 unionists from the region. The aim of the network was to help them exchange information, access education and training resources and build campaigns around the challenges created by climate change.

**93**

During the event, participants shared their experiences of changing weather patterns, and the adverse impacts these had had on health, agriculture, fishing and other areas. The potential for 'climate jobs' in public transport and improved vehicle efficiency were also key topics.

**94**

During the seminar, Delia Cuffy-Weekes from the Dominica Public Service Union interviewed participants for a radio programme. Listen to the programme at [www.itfglobal.org/policy/policy-3591.cfm](http://www.itfglobal.org/policy/policy-3591.cfm).

**95 Government pledge at Pacific workshop**

The ITF's first workshop on climate change in the Pacific region, which was held in Kiribati in September, secured a pledge from the national government to work with seafarers' unions to tackle the effects of global warming. The seminar was attended by seafarers from the ITF-affiliated Kiribati Islands Overseas Seafarers' Union (KIOSU), the Fiji Maritime Workers' Association and the Tuvalu Overseas Seafarers' Union, as well as Kiribati government representatives and delegates from an environmental campaigning group.

**96**

An island nation consisting of 33 low-lying atolls, Kiribati is particularly vulnerable to rising sea levels, while seafarers make a key contribution towards the economy of the state. During the event, the government representatives said they would work more collaboratively with KIOSU members and consult with them over adaptation initiatives.

For more information, visit [www.itfglobal.org/climate\\_change\\_blog/?p=245](http://www.itfglobal.org/climate_change_blog/?p=245).

**97 Sustainable ports**

As part of its commitment to addressing the challenges of climate change, the ITF prepared a briefing paper on environmental issues for consideration by its maritime sector affiliates, and commissioned a review of environmental and sustainability issues in ports. The briefing had its first outing at the ITF Africa maritime conference in Madagascar in October, where ITF dockers' unions came together to discuss climate change and other environmental issues in the ports. Further port sustainability discussion groups were to take place in other ITF regions in the months that followed, with the ideas and experiences shared by affiliates forming the basis of future policies and strategies for action.

**98**

Delegates at the Madagascar meeting identified a number of common environmental issues in African ports, in particular poor air quality, emissions from ships and dust from cargo. In many cases, workers were not supplied with protective safety equipment or were forced to buy their own.

**99**

Other ITF activities on climate change during the year included research and policy development, and education programmes. A network of affiliates began actively discussing climate change and campaigning in this area. More details can be found at [www.itfglobal.org/policy/climatejustice.cfm](http://www.itfglobal.org/policy/climatejustice.cfm).

**100****Quality public services!**

The ITF is participating in a joint global union initiative to promote Quality Public Services (QPS) with the main purpose of building stronger unity within the trade union movement on promoting, improving and extending access to public services. This joint initiative was launched in October 2010. More information about the campaign is available at [www.qpsactionnow.org](http://www.qpsactionnow.org).

**101**

In 2012, support for a global financial transactions tax (FTT or 'Robin Hood' tax) was set as the focal point for wider inter-GUF collaboration to promote QPS. The ITF has participated in joint campaign actions set around the FTT during the period under review, including in Chicago (G8 summit, May 2012), Rio (Rio +20 UN Conference on Sustainable Development, June 2012) and Washington DC (international AIDS conference, July 2012).

**102**

ITF unions representing passenger transport workers took part in World Public Services Day on 23 June 2012, drawing attention to the QPS campaign. In July the ITF funded a workshop in Thailand on strategic planning for QPS campaigning, which brought together union leaders and activists representing the ITF and several other global unions – UNI, IUF, Public Services International, IndustriALL, Education International (EI) and Building and Wood Workers' International – and a labour alliance group.

**103**

A partnership research project on quality urban transport between the ITF and sustainable development support agency Public World, with the support of FES, led to the launch in August 2012 of a dedicated website: [www.qualitypublictransport.org](http://www.qualitypublictransport.org).

## Chapter 3

# ADVANCING FUNDAMENTAL RIGHTS AND STANDARDS



## SUPPORTING STRUGGLES

104

Many of the stories already mentioned in this report illustrate at what a basic level the struggle for union rights can sometimes be played out – with vulnerable workers cruelly exploited, abused and underpaid and many union members in every transport sector still intimidated or sacked for daring to be a part of the union movement. The stories that follow illustrate further some of the work done by the ITF and its affiliated unions in 2012 to advance fundamental labour rights and standards among transport workers worldwide.

### Tackling oppression in Swaziland



105

While the Swazi authorities and monarchy had long been known to have committed serious breaches of workers' basic rights to freedom of association, trade unions in the country described worsening human and labour rights in 2012: the national trade union centre was banned and de-registered, trade union protests were violently quashed, and leaders of the ITF-affiliated Swaziland Transport and Allied Workers' Union (STAWU) were arrested in July.

106

In response, the ITF African road transport conference held in Durban a few days later adopted an emergency resolution in support of Swaziland workers. At the request of the ITF and sister global unions ITUC, PSI and EI (which are supporting their own Swazi affiliates), LabourStart launched an online campaign on 7 August. Within six weeks, over 5,600 protest messages from around the world had been received.

107

However, the Swazi government showed intransigence in the face of these protests. Joseph Katende, ITF Africa regional secretary, commented: "There is an increase in the number of outright hard core dictators in Africa, who have long lost all sense of shame and do not seem to be moved by name and shame campaigns. That's why tougher strategic action targeting supply chains to this landlocked country must be employed and escalated."

For more information visit:

[www.itfglobal.org/solidarity/Swaziland.cfm](http://www.itfglobal.org/solidarity/Swaziland.cfm).

108

### Complex union challenges in Morocco

An ITF campaign for the repatriation and payment of abandoned seafarers began early in the year after workers from the ITF-affiliated Moroccan Workers' Union (UMT) were stranded in Moroccan, Spanish and French ports by their employer, ferry owner Comarit-Comanav, which had run into financial difficulties. The campaign ended in the repatriation of all the stranded seafarers after seven months of hardship (while efforts continued to secure all wages owed to them).

109

However, the case gave rise to other, equally serious challenges for the ITF and its affiliate, after two union leaders involved in work to support the abandoned crews were arrested and imprisoned. It appeared that both union leaders were being held on mistaken charges linked to the solidarity campaign, which included solidarity strikes by dockers in Moroccan ports and a mass rally by maritime workers in Spain. The ITF and UMT responded by publicising the case and applying pressure on the authorities to release the two men, Said Elhairech and Mohamed Chamchati. During an ITF maritime roundtable (see also page 11, paragraph 48) event held in Casablanca in September, a message from Mr Elhairech was broadcast to delegates directly from his prison cell. He was released days later, with charges against him dropped. Mohamed Chamchati's release followed in November.

*ITF staff and affiliated union members were shocked and saddened to learn of fresh jail terms of 12 and 30 months meted out to Said Elhairech and Mohamed Chamchati respectively in February 2013.*

110

### Campaign for justice for Iranian unionists grows

Continuing a long-term campaign for justice for Iranian workers in 2012, the ITF stepped up its lobbying for the release of Reza Shahabi, treasurer of the ITF-affiliated Syndicate of Workers of Tehran and Suburbs Bus Company. Amnesty International also launched an urgent action to defend the ailing Shahabi, who had been detained in Evin Prison in Tehran since June 2010 and was sentenced to six years imprisonment in April 2012, as well as moving to condemn the arrest of another prominent Iranian unionist, Zabiholla Bagheri. In April 2012, the ITF learnt that Ebrahim Madadi, vice president of the Syndicate of Workers of Tehran and Suburbs Bus Company, had been released from imprisonment. First arrested in August 2007 and released in December 2007, Madadi was again detained in December 2008. Set free in December 2011, he was rearrested a short while later.

111

In June, after receiving reports that 60 workers had been beaten and detained following a raid on a meeting to discuss trade unionism in the city of Karaj, ITF inland transport section secretary Mac Urata said: "The union movement and human rights organisations will not rest until all prisoners of conscience are released and workers in Iran have the right to free speech and to organise democratic and independent workers' organisations."

112

### Exiled union leader returns to Myanmar

With political changes signalling the beginning of a more tolerant and open Myanmar, the ITF worked actively in 2012 for the return of the Seafarers Union of Burma (SUB). The union, which had been functioning in exile since 1991, had indicated its desire to return to its native country and participate in democratic nation building through organising seafarers and establishing a genuine democratic union representing and safeguarding their interests.

113

Welcoming the return to Myanmar in September of Maung Maung, the veteran trade union leader and general secretary of the Federation of Trade Unions Burma, who lived as an exile in Bangkok for 30 years, ITF general secretary David Cockroft said:



***"The ITF will help support the establishment of trade unions, especially for seafarers, ports, road transport, railways, tourism, fisheries and logistics sector workers in Myanmar."***



# TACKLING HIV/AIDS



**Positive workers' network:** In Mombasa, Kenya, the first network in Africa of HIV positive transport workers was set up this year (*paragraph 125*)

114

## Groundbreaking programme

Supported by Dutch trade union development agency FNV Mondiaal, the ITF has been working to respond to the challenges of HIV/AIDS in the transport sector for over 12 years. In 2012 the ITF arranged for an external evaluation of its HIV/AIDS work, in order to identify good practice and lessons learned, with a view to guiding future planning.

115

The evaluators found that the ITF's programme had been ground-breaking and effective, fulfilling five key tasks: leading, communicating, educating, representing, and taking action. They particularly commended the way that HIV/AIDS work had become an integrated part of affiliated unions' structures and activities, including the core union functions of collective bargaining and organising. The evaluation report noted that taking on HIV/AIDS had re-motivated and strengthened a number of unions, even increasing their membership.

116

The evaluators pointed out many lessons to be applied to future working – and recommended that the ITF maintain its HIV/AIDS programme as long as the need exists. The ITF willingly endorsed this recommendation, making permanent the post of HIV/AIDS co-ordinator and, despite diminishing funds, industrial sections continued to work with affiliates to make sure HIV/AIDS projects were funded.

## Sea cadets in Mexico get the message on HIV



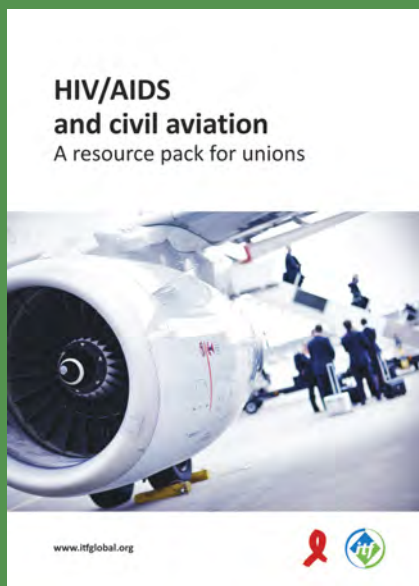
117

The ITF Seafarers' Trust funded a special conference on HIV/AIDS for cadets graduating from a nautical college in the Mexican port of Veracruz in June, as part of a wider HIV prevention pilot initiative. Two ITF-affiliated seafarers' unions, the Orden de Capitanes y Pilotos Navales de la Republica Mexicana and the Asociación Sindical de Oficiales de Maquinas de la Marina Mercante Nacional teamed up with the Veracruz Seafarers' Centre and Veracruz Port Authority's international health department to deliver the conference. Some 200 students of the Fernando Siliceo y Torres nautical college attended the event, which focused on the facts about HIV and AIDS. Staff from the seafarers' centre were on hand to distribute leaflets and condoms.

The full report can be downloaded at  
[www.itfglobal.org/HIV-Aids/evaluation-report.cfm](http://www.itfglobal.org/HIV-Aids/evaluation-report.cfm).



## Two new resource packs



*"ITF assistance has been vital. The information we receive is so useful and so interesting to our members that we share even with the grassroots by translating materials into Amharic."*

Zerihun Mengesha, president, TCWIFE, Ethiopia

118

Two new tailor-made resources were added in 2012 to the ITF's stable of manuals and resources helping to equip ITF-affiliated unions in their work on HIV/AIDS. One focuses on civil aviation, the other is a non-sector specific manual.

119

*HIV/AIDS and civil aviation, a resource pack for unions* was published in response to the findings of an ITF civil aviation survey conducted in 2010, which signalled the need for new research, policies and materials. It examines the extent of HIV/AIDS in civil aviation and provides factsheets on everything from prevention and tackling stigma and discrimination to building workplace policies, programmes and structures. It is downloadable at [www.itfglobal.org/infocentre/pubs.cfm/detail/36164](http://www.itfglobal.org/infocentre/pubs.cfm/detail/36164).

120

The HIV/AIDS manual for affiliates in Latin America, launched in April and available in Spanish for the first time, aimed to build unions' capacity to develop workplace policies on HIV and negotiate collective bargaining agreements containing HIV clauses. It provides case study examples of unions making headway in the region, such as the success of the Sindicato de Empleados de Líneas Aéreas de Panamá (SIELAS) in negotiating clauses on HIV/AIDS with three airlines. The union also carried out an awareness-raising campaign and distributed condoms, in alliance with an organisation working on HIV prevention.

ITF manuals and other resources on HIV/AIDS can be found at [www.itfglobal.org/HIV-Aids/index.cfm](http://www.itfglobal.org/HIV-Aids/index.cfm)

## HIV/AIDS and organising: progress in East Africa

121

In 2012, work began to evaluate and follow up on the progress made in a project combining HIV/AIDS work with organising in East Africa. The project, co-ordinated by the ITF in conjunction with FNV Mondiaal, began as an initiative to support the work of unions in addressing the HIV vulnerability of workers along the strategic East African transport corridors. Of course, many unions were already including HIV/AIDS in their organising work, but all welcomed the addition of the organising component into the ITF/FNV project.

122

The evaluation showed that workers were being brought into union membership through engaging with the HIV/AIDS support and services on offer. By April, co-ordinators' reports indicated that 4,387 new workers had joined their unions and organisers were finding they could gain entry to workplaces through HIV/AIDS activities, and then use the opportunity to explain the role and activities of the union.

123

The joint project led to 11 new collective bargaining agreements being signed and three memorandums of understanding, all with HIV clauses.

124

Unions participating in the East Africa project used innovative organising strategies by approaching Wellness centres along the corridors to organise international drivers. Following the successful example of the ITF/SASK West Africa road transport project, international drivers' cards were introduced and distributed to union members to assist drivers while working abroad and to use them as an organising and solidarity tool.

125

## Creation of positive workers' network

In Mombasa, Kenya, the first network in Africa of HIV positive transport workers was set up this year. The USAFIRI Mombasa chapter aims to help unions better tackle stigma and discrimination and to build the capacity to develop workplace HIV policies and negotiate collective bargaining agreements (CBAs) with HIV/AIDS clauses.

## ALLIANCES IN THE INTERNATIONAL MOVEMENT

126

The vital importance of forging, strengthening and working through alliances of all kinds – whether formal and lasting or informal and pragmatic – gets ever clearer to the ITF and its affiliated unions. The ITF is now involved in more cross-sector, collaborative working with other global unions than ever before and has increased its engagement with employer groups and governments in the globalised economy. The stories that follow illustrate the great range of alliance and relationship-building work undertaken by the ITF – with global unions, employers' organisations and governments – in the interests of transport workers worldwide.

### Unions push for safe and decent work at air crisis forum



***"The aim of the Global Dialogue Forum is not just to examine how the crisis is affecting civil aviation and the effects of the low cost carrier model, but also to agree on how to build a more sustainable industry. We, as unions, are deeply committed to doing this."***

ITF civil aviation section secretary Gabriel Mocho

127

The ITF and its civil aviation affiliates prepared at the end of the year to attend a crucial ILO meeting to be held in Geneva in February 2013. The three-day event – the Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry – would bring together trade unions, employers and governments for the first time in 10 years to discuss critical issues for the industry. ITF member unions from over 25 countries were expected to attend the forum, which would address topics including legacy airlines, low-cost carriers, air traffic control, airports, auxiliary services, and airplane manufacturing, maintenance and revision. In the run-up to the event the ITF liaised with member unions, other global union federations and professional associations.

### Global union federations challenge Turkish government

128

The ITF committed substantial resources to the fight for basic union rights in Turkey this year, successfully tackling anti-union government legislation, and continuing specific campaigns for workers' rights at DHL (see page 8 – paras 20-24) and at Turkish Airlines, which saw unprecedented levels of involvement from other global unions.

129

In June, a delegation of global union federations (ITF, IUF, UNI PSI, ICEM) led by the ITF attended talks with the Turkish labour minister to raise a number of serious concerns: a new ban on strike action in civil aviation, the sacking of 305 Turkish Airline workers for participating in industrial action, imprisoned trade unionists, and alarming levels of occupational accidents and deaths.

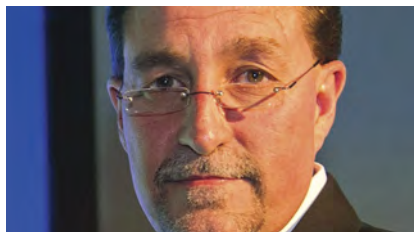
130

In October trade unions celebrated the lifting of the strike ban but expressed disappointment that proper trade union rights had still not been established by amended legislation, and the 305 sacked workers had not been reinstated.

131

An intensive global campaign was continuing at the time of writing in support of the fundamental rights of workers in Turkey, backed by global unions in many sectors and the ITUC. Picket lines were regularly receiving solidarity visits from ITF representatives and affiliated union members – and the global union movement continued applying pressure to government and employers to find a way out of the crisis.

### Seafarers' bill of rights to come into force



***"At last, we will have a 'one stop shop' for labour standards, which we are confident will be genuinely implemented and enforced on a global basis."***

Dave Heindel, chair of the ITF seafarers' section

132

Both the ITF and the International Shipping Federation (ISF) heralded the progress of the key ILO Maritime Labour Convention 2006 (MLC 2006) in August, when it reached the required figure of 30 ratifications from ILO member states. This meant the convention would finally come into force in 2013.

133

MLC 2006 has been dubbed the 'fourth pillar' of shipping regulation – alongside the IMO conventions on Safety of Life at Sea, Prevention of Pollution From Ships, and Standards of Training, Certification and Watchkeeping. Widely seen as a key bill of rights, and likely to be strictly enforced by flag states and port state control, it gives seafarers the right to an employment agreement guaranteeing decent on-board working and living conditions. It also stipulates the provision of monthly pay, medical care as needed and repatriation in the event of a seafarer being stranded by ill-health, insolvency of a shipping company or any other cause.

134

Under the tripartite ILO process, the ITF and the ISF were responsible for negotiating the text of the convention with governments, on behalf of maritime employers and seafarers' unions, prior to its adoption in 2006.

### Ukrainian crewing agents get on board with MLC 2006



135

Crewing agents in Ukraine registered their backing for MLC 2006 at the seminar in August held in the Ukrainian seaport of Odessa, which was organised by a collaboration of unions, employers and governments, including the ITF and ITF-affiliated Maritime Transport Workers' Trade Union of Ukraine (MTWTU).

136

Over 50 local crewing agent participants signed up to the Odessa Accord, pledging their support for MLC 2006 at the event on 24 July, which focused on the convention's requirements on recruitment and placement.

137

### Container cargo safety

Since 2007, the ITF road transport workers' section has been working together with the ITF dockers' and seafarers' sections on container cargo safety. In February 2011, as a result of successful lobbying by the ITF, the ILO held a Global Dialogue Forum on Safety in the Supply Chain in relation to Containers. Among the points of consensus reached between the employers, workers and governments, was that an ILO-IMO-UNECE code of practice on the packing of cargo transport units (to be developed from the revision of existing guidelines) was necessary. The ITF has been participating in the follow-up activities to update the code of practice, which will set out practical guidelines on the issue, and a number of tripartite 'group of experts' meetings were held in 2012 to this end.

## Chapter 4

## ITF SECTIONS IN ACTION



## AVIATION

138

Highly targeted organising campaigns on four priority areas were a major focus of work for the ITF's aviation section during the year: precarious workers, cross-border organising, multilateral alliances and merged operators, and transport hubs and corridors. Most unions involved in these campaigns reported a growth in membership, especially among young workers. Organising campaigns also gave rise to new applications for ITF affiliation – as in the case of DGAC Chile and ATC Colombia, following ITF work in the LATAM project.

139

Unions in the LATAM project grew in strength and co-ordination during the year. For example, LATAM cabin crew unions began developing a working conditions benchmark to support their negotiations; and the mechanics of LAN Peru were able to rebuild their long-inactive union by bringing in new members and electing new leaders. (See page 11 – paras 43-45 for more details on the LATAM network.)



**140** ITF affiliates in Asia/Pacific agreed an education strategy to support organising efforts in several unorganised areas of the region. And Arab World unions agreed structured relationships to help carry forward their action plan and developed an active cabin crew union network.

**141** While advancing the section's focus on practical organising initiatives in this way, other areas continued to be as pressing as ever – such as solidarity campaigning, regulatory work and health and safety.

**142** The section launched solidarity campaigns to support workers struggling for trade union rights in Qantas and its subsidiaries, British Airways, Cargolux and Turkish Airlines.

**143** The section was influential in prompting the ILO to host the ILO Global Dialogue Forum on the Effects of the Global Economic Crisis on the Civil Aviation Industry in 2013 (see page 26 – para 127). Much time was spent on preparing for the highly important forum, where among the topics to be discussed would be the results of research commissioned by the section and carried out by the universities of Swansea and Cardiff, on the impact of low-cost carriers on workers – another key priority issue for the section.

**144** The section launched new a website dealing with the health and safety issue of cabin air quality ([www.cabinairquality.org](http://www.cabinairquality.org)). The website allows trade unions to access information and advice and download publicity materials. A new 70-page resource pack for tackling HIV/AIDS in the industry was also produced and a strategy to promote its use was agreed.

**145** The section embarked on a new mapping exercise to help give a picture of where attempts were being made to smuggle 'flags of convenience' into the aviation industry.

#### **146 ITF conference for Russian aviation unions**

The ITF's Central European region held a conference for aviation unions in Moscow in July 2012, with the objective of fostering unity among them. The conference was attended by ITF affiliate the All-Russia Civil Aviation Workers' Union (OPAR), which represents workers from most civil aviation sectors, as well as by unions representing various specific civil aviation sectors.

**147** It provided delegates with a forum to discuss their often very different perspectives on key union challenges – such as the need for unified agreements covering all categories of aviation worker, as favoured by OPAR or for sector-specific agreements. It also provided a means for delegates to face together issues of common concern – such as the emergence of private anti-union companies, yellow unions, and pilot

shortages creating over-working and stress among the pilot workforce. The recognition of common challenges and the importance of strength, resources and information with which to tackle them created interest in collaboration with the ITF among non-ITF unions.

#### **148 Responding to airline alliances**

Over recent years, airlines have begun working more closely together through strategic groupings known as alliances. The major three airline alliances in 2012 were Star Alliance, SkyTeam and oneworld, involving 55 airlines, which together accounted for two-thirds of global airline capacity.

**149** Work continued in 2012 to strengthen the ITF Oneworld of Labour Council (OWOLC) – a coalition of unions representing workers from oneworld alliance airlines. Its second annual meeting was hosted in June in Buenos Aires by ITF-affiliated unions in Argentina, representing workers in LAN and other companies. Union members shared intelligence and planned joint actions in response to a number of major developments, including the merger in the same month between LAN and TAM Airlines (see page 11 – paras 43-45) and the cases of 80 workers from LAN-Ecuador who had been dismissed en-masse in January.

**150** A new web page ([www.itfglobal.org/civil-aviation/owolc](http://www.itfglobal.org/civil-aviation/owolc)) made it easier for member unions to get involved in information sharing and supporting one another's campaigns and activities. Member unions also made progress in sharing strategic research and updates on ongoing negotiations and merger processes.

## **DOCKERS**

**151** Solidarity campaigning and support activities were priorities for the dockers' section in 2012. One particularly high-profile campaign, in support of ITF affiliate MUNZ (Maritime Union of New Zealand) in its dispute with Ports of Auckland Limited, involved sending 6,000 letters to the mayor of Auckland. Another, which garnered interest and solidarity well outside of the transport union sphere, pressed for the dropping of unfounded charges and the release from prison of Said Elhairech, general secretary of the Union des Syndicats UMT des Transports, member of the ITF dockers' section committee and chair of the ITF Arab World committee.

## DOCKERS CONTINUED

152

Co-ordinated work was undertaken in collaboration with the ETF dockers' section to respond to the threat of a Ports Package 3 across the European Union. Initial work to develop a dockers' women's network moved forward so that by the end of 2012, it had grown to 25 participants. Work was undertaken to develop a *Winning for women – maritime women's best practice guide* in collaboration with other maritime sections and the ITF women's department. In October, Judith Abuka from the Dockers Union of Kenya (DUK) was elected as the ITF Africa dockers' chair.

153

Substantial work was undertaken to support dockers' unions as they addressed challenges arising from automation and new technologies in the ports, and an ITF dockers' section automation conference was planned for 2013.

154

Organising successes were achieved in a number of ITF-supported projects. In the Baltic, membership doubled in all target companies and a successful dispute in Estonia resulted in meetings with companies for the first time. In India, 100 per cent unionisation was achieved amongst directly-employed workers at DPW's operations in Chennai.

155

Following co-operation from GNT operators, including PSA, DP World and APM Terminals, and substantial involvement from ITF dockers' affiliates representing workers in GNTs, the preliminary study into health and safety practices in GNTs was completed on schedule. A successful application for funding to the Institute of Occupational Health and Safety meant that joint work with the University of Cardiff would continue on a more detailed study.

156

In October, delegates to the Africa dockers' conference explored health, safety and sustainability issues in ports across the continent, new port developments and developing a regional GNT network and organising activities.

157

GNT-related work continued throughout the year. Dockers' unions from the Arab World held a network meeting in Aqaba, Jordan in March and participated in Dockers Ports Intelligence database training in September. The annual global GNT meeting in March took place in the Arab World region for the first time. In November, unions representing workers in APM Terminals came together to discuss and plan activities to strengthen union power across its global operations.

158

GNT research and communications work included the distribution of a monthly GNT bulletin. The section worked effectively with ITF's research team to deepen its understanding of key employers and issues.

159

Following Frank Ley's secondment to the ILO, Sharon James was appointed as dockers' section secretary in 2012; the first woman to head an ITF industrial section.



### New agreement for dockers in Jordan



160

More than 100 cargo handlers in the Jordanian port of Aqaba received a substantial pay boost and health benefits, thanks to a new collective bargaining agreement brokered in April 2012. The union representing the workers, the ITF-affiliated General Union Of Port Workers, together with subcontractor Garandal Manpower Services, forged the deal in the offices of the ITF Arab World. Both parties have demonstrated their commitment to the agreement, which supports the workers' right to a fair deal.

**"A few years ago it was impossible to organise the port workers themselves in Jordan. Now, not only do they organise port workers but they also organise contract workers. This demonstrates the power that the union now enjoys in Aqaba."**

ITF Arab World representative Bilal Malkawi

## INLAND TRANSPORT

**161** Issues that the ITF inland transport sections (road transport workers and railway workers) worked on in 2012 included: privatisation, deregulation and standards in passenger and freight transport systems in road and rail; multinational companies; health and safety; organising strategies including women, international drivers, taxi workers; solidarity support for affiliates; railway safety; and the relationship with public transport employers' organisation UITP (International Association of Public Transport).

**162** In November 2012, activists from road and rail workers' unions participated in the section conferences held in Toronto and hosted by the Canadian Auto Workers. Delegates looked at how unions had developed practical actions to meet the challenges of globalisation, restructuring and logistics supply chains and heard how unions were transforming the lives of those in informal and precarious jobs through organising strategies targeting specific groups, such as taxi drivers. They also discussed regional networks across West and East Africa, cross-border co-operation and organising international drivers. The role of women and HIV/AIDS were among the other issues tackled. Participants reaffirmed their solidarity with workers in Iran, Swaziland and Turkey, where workers' rights were under attack. Railway unions discussed the challenges across the industry, trade union campaigns against privatisation and new forms of organising to meet the demands of new ways of working.

**163** **Road transport**  
The ITF road transport section continued its campaign of solidarity with workers in Iran – lobbying for the release of Reza Shahabi, who was imprisoned in 2010 as a direct result of his union activities, and offering support in the cases of other trade unionists incarcerated in the country (see page 23 – para 110).

**164** The section played its part in protesting against continued trade union rights abuses in Turkey, particularly in support of members of the TÜMTİS union who were dismissed by DHL. It was instrumental in initiating a global day of action in solidarity with TÜMTİS on 12 December.

**165** Other protest actions by the section included: support of oppressed workers and trade unions in Swaziland (see pages 22 and 23 – paras 105-107); condemnation of the murder of Ponciano Infante, president of an independent union of jeepney drivers in the Philippines; letters to government supporting the Lithuanian Transport Workers' Federation (LTDF) in their fight to gain redress for the late payment of wages; a representation to the president of Tunisia condemning violent attacks; support for Unite action for oil tanker drivers over industry-wide minimum conditions and London bus workers over negotiations regarding an Olympic payment; and a letter to the managing director of Toll Group in Australia, in support of port truck drivers employed by the company in the United States, who are struggling against intimidation and substandard working conditions.

**166** Early in 2012, the ITF wrote to support 350 Polish drivers employed by trucking firm Norbert Dentressangle in the newly-created NSZZ Solidarnosc Union and sent protest letters to the company and its customers. The ETF organised a solidarity mission to visit the striking drivers in Poland. The workers were on strike in protest over the company's refusal to start negotiations with the union on a collective bargaining agreement and wage increase. An agreement was reached on 28 February and some dismissed drivers were reinstated. NSZZ has now successfully joined the ITF and ETF as a full member.

**167** The ITF road transport action week in October took the slogan 'Transport Workers Fighting Back! Organising Globally!' Thousands of activists around the world from freight and passenger sectors in road transport and, for the first time, railway affiliates participated. Unionists in Nepal and India marched several kilometres to a rally at the Indo-Nepali border to stand up for the rights of road transport workers. In West Africa, a wide range of events took place – from a rally in the Burkina Faso-Ghana-Togo border town of Bittou to a noisy convoy procession. Meanwhile in Russia, regional branch members met to discuss the importance of a qualified labour force in railways, modern vocational training for the industry and organising youth action in Krasnoyarsk with a drive to attract more young workers into the trade union movement. Finnish activists reported the successful recruitment of 600 members to the union.

**168** Elsewhere, activists in Panama stood in front of Tocumen Airport in Panama City to raise awareness of the importance of joining a union to win better working conditions. Railway workers in Malaysia went on strike in Kuala Lumpur at the headquarters of Malayan Railways to challenge a proposed takeover of the company. In Great Britain, rail unions leafleted passengers at railway stations as part of the joint 'Action for Rail' campaign, calling for decent services for passengers and well-paid jobs for rail workers. In Europe, almost 1,000 unionists, joined by a convoy of trucks, participated in a demonstration in Brussels on 9 October organised by the ETF, the ITF's European arm, to protest against degrading jobs and working conditions across the road transport industry. Unions from countries such as Belgium, France and the Netherlands took part. An ETF delegation also met with members of the European Parliament.

## INLAND TRANSPORT CONTINUED

169

2012 was a 'bridge' year for the ITF West Africa road transport project (in conjunction with the Finnish trade union solidarity and development centre SASK) to develop capacity to strengthen unions and strategies to support recruitment of road transport workers along the transport corridors of West Africa. Poor working conditions (including harassment, bribes, delays, checkpoints, lack of facilities, overloading, fatigue, HIV/AIDS) remain serious issues for road transport workers in goods and passenger transport along the corridors.



170

During the year, an in-depth evaluation was held of the previous phase of the project (2009-2011) as well as a planning seminar to establish the next phase (2013-2015), which coincided with activity at the Burkina Faso-Ghana-Togo border to mark ITF road transport action week.

171

The evaluation confirmed that the project had brought increased membership to many participating unions as well as the development and signing of national collective bargaining agreements in some countries, increased trade union unity and cooperation at national and sub-regional levels and contributed to a much stronger relationship with governments and employers – with unions in some countries now being included in tripartite discussions.

172

At the planning seminar for the new phase of the project in Ougadougou, Burkina Faso in October, trade union representatives identified new organising targets as well as the need for further work on the development, signing and implementation of national CBAs, and the need to progress the sub-regional agreement for minimum standards for road transport workers through engagement with regional bodies ECOWAS and WAEMU. Key tasks identified were further promotion of the international drivers' card and building the capacity of trade union representatives at the borders and at truck, bus and taxi parks.

173

2012 was also a bridge year for the ITF East Africa corridors project sponsored by FNV Mondiaal and involving unions from Tanzania, Kenya, Rwanda, Burundi and Uganda (see page 25 – paras 121-124). The planning seminar in September decided that the new phase of the project should remain cross-sectoral and keep HIV/AIDS activities. The seminar also agreed that the project should focus on development and signing of CBAs on different levels, organising activities along the corridors, improving working conditions of international drivers in the five countries and empowering of national trade unions to co-operate with East African authorities, supported by national co-ordinators in participating countries.

174

The inland transport sections initiated a re-establishment of co-operation between unions and researchers on health and safety. The network, which represented 32 nominated contact people from affiliates, was established to share information on the issues and to develop strategies. Following an ITF health and safety conference in 2011 for trade unionists and researchers, the ITF health and safety network steering group was formalised in 2012. Its aim was to select, interpret and share available research data on occupational health and safety issues and provide affiliates with strong arguments to improve working conditions through clauses in CBAs and as a basis for campaigns and lobbying work.

175

The section worked with the ITF dockers' and seafarers' sections to progress the development (from the revision of existing guidelines) of the ILO-IMO-UNECE code of practice on the packing of cargo transport units (see page 27 – para 137) and to undertake initial research to identify issues for warehouse workers.

### 176 Railways

The ITF railway workers' section lobbied the Thai government and state railways board to reinstate dismissed activists from the State Railway Workers' Union of Thailand and to drop a 15 million baht fine against the organisation, which had been campaigning for labour rights and better safety standards in the railways.

177

In its May 2012 issue of the *Rail union report*, the section publicised the dispute involving Bulgarian railway workers and its outcomes. In November 2011 Bulgarian railway workers at three rail companies had walked out on strike for an unprecedented 24 days over planned job cuts, the companies' 'procrastination' over collective bargaining negotiations and alleged anti-union actions, such as dismissing union members and flouting strike agreements. Settlements were reached in two of the three companies when in December 2011, new collective agreements were signed between ITF-affiliated unions and two national railway subsidiaries – the BDZ freight company and the BDZ passenger company.



178

As part of its ongoing work to address railway safety issues, the section prepared and circulated to affiliates in July a questionnaire on railway safety to look at company safety policies, industry safety standards, ways of reporting accidents and union participation in solving safety issues. The intermediate findings were circulated in December (ITF Circular No.202/E.195/Rw.20/2012). The work in this area continued, extending to the issue of driverless trains, single driver/conductor operations and the influence of outsourcing on safety.

179

Section research and analysis on railway development issues linked to privatisation, deregulation and liberalisation as well as cases of trade unions fighting back were presented at the section conference in Toronto in November.

180

On 23 April, railway workers and their unions participated in the ITF international railway workers' action day to promote rail as a vital, safe and sustainable means of transport. More than 100 railway workers from 13 European countries, staged a rally in Schengen to demand quality public services, integrated railway companies, better safety and fair jobs, and working conditions for railway workers.

181

Unions in India arranged a range of activities such as mass meetings, seminars and dharnas (peaceful protests) on issues such as the destructive policies of liberalisation, privatisation and globalisation, increasing levels of outsourcing and the need to unite in the face of these challenges. A union in New Zealand hosted a meeting of rail union representatives from Thailand, the Philippines, Korea, Taiwan, and Japan, where they exchanged experiences and discussed rail safety. In Zimbabwe, unionists organised meetings with management on health and safety and with workers who had failed to receive protective clothing. Union officials also held "walk arounds" in commuter trains, discussing safety with passengers.

For more information visit:

[www.itfglobal.org/campaigns/RWActionDay2012.cfm](http://www.itfglobal.org/campaigns/RWActionDay2012.cfm).

182

### Urban transport

The ITF urban transport committee is a cross-sectoral committee of the ITF road transport workers' and railway workers' sections to deal with issues relating to urban transport. Several meetings between the International Association of Public Transport (UITP) and the ITF took place in 2012 in order to discuss matters of mutual interest as part of establishing a working relationship. Based on the work programme that the committee established in conjunction with the ITF congress in 2010, the two parties discussed potential areas of co-operation with a view to drafting a memorandum of understanding.

183

### Passenger transport multinationals

In 2012 more than 230 activists from 106 unions in 55 countries were members of the ITF's network on urban transport multinationals. The network continued this year to monitor the activities of multinational passenger transport companies such as National Express, Stagecoach, Veolia and FirstGroup and to mobilise global solidarity when disputes with these companies arose.

184

In May, an international union delegation made up of representatives from ITF-affiliated unions, the Teamsters (US), Unite (Great Britain), TWU (US) and the ITF secretariat, attended the annual general meeting of the National Express Group in London. Drawing on research commissioned jointly by the Teamsters and Unite, the group protested about the company's poor labour rights record in North America. On the same day, the urban public transport committee of the ITF's European arm, the ETF, adopted a statement in support of the Teamsters/Unite campaign to win union recognition and respect for all National Express workers.

185

A special National Express strategy meeting was also held in London to discuss union responses to labour rights at the company and its expansion plans in Europe. The secretariat also participated at the Teamsters' school bus workers' congress in Chicago.

186

A meeting for drivers working for Veolia Transdev was held in Brussels in January.

## SEAFARERS, FISHERIES AND INLAND NAVIGATION

187

### Seafarers

The seafarers' section continued to implement the four-year plan agreed at congress 2010 and progressed a number of projects during the course of the year. It was particularly successful at lobbying international regulatory organisations and assisting with projects to build capacity for those affiliates who submitted medium to long-term plans for development.

188

It also played a leading role in the industry campaign against piracy, contributing to government, military and industry meetings to develop anti-piracy strategies. The objective of these meetings was to eradicate the problem and identify best practice for safeguarding seafarers. As a result, cases of Somali piracy had gone down considerably by the end of 2012. However, the wider battle against piracy continued as there were still attacks elsewhere and the situation in West Africa remained of grave concern.

## SEAFARERS, FISHERIES AND INLAND NAVIGATION CONT.

**189** In August the lobbying and promotional campaigns to ratify the Maritime Labour Convention (MLC) 2006 achieved their goal (see page 27 – paras 132-134). The section produced an ILO-validated resource pack on MLC 2006 for affiliates and wrote a guide to the revised IMO Convention on Standards of Training, Certification and Watchkeeping (SCTW), following the Manila Amendments.

**190** In co-operation with the maritime education and development unit, the section supported projects to build capacity for affiliates in Egypt and Madagascar.

**191** The section's work with the IMO continued to address safety and other major issues, such as piracy and climate change. It provided affiliates with a voice and a position at various meetings, especially following the Costa Concordia disaster, which prompted a rigorous review of safety standards on cruise vessels. The ITF's recognised expertise in people and safety matters secured its place as a contributor to discussions on cruise safety procedures and training.

**192** In 2012 the section formally established a joint forum with the International Chamber of Shipping/International Shipping Federation secretariat to discuss issues of common interest.

### On course for self-sufficiency

*"The FISUI is pleased that it is affiliated to the ITF at this challenging time in Tonga, not only because of the need for its technical and expert resources and assistance to strengthen the FISUI as an organisation, but also to help it to make the maritime sector in Tonga more sustainable."*

FISUI general secretary Robert Tofa

**193** In December 2012 the ITF signed an agreement with a seafarers' union in Tonga – the only private sector trade union on the island. The one-year agreement's main goal was the union's financial self-sufficiency, through the organising of 900 dues-paying members.

### Fisheries

**194** The fisheries' section conference was held at the beginning of 2012. A key agenda item was the direction of the IUF/ITF programme and the endorsement of a detailed action plan. With support from the section, the programme leader was able to achieve extraordinary results in Papua New Guinea: the local affiliates secured agreement with fishing operators and organised themselves to deliver representation and services to the membership. An evaluation of the programme showed that membership had increased from a few hundred to nearly 5,000 by the end of the year.

**195** The section produced a resource pack for affiliates on the ILO Work in Fishing Convention 188 (see page 14 – paras 52-54). Its lobbying at industry international forums also helped achieve the adoption of the Agreement on the IMO Torremolinos Protocol, with the very real possibility that international minimum standards would be established for the fishing industry.

**196** Following the section's participation in other campaigns and lobbying, the IMO International Convention on Standards of Training, Certification and Watchkeeping for Fishing Vessel Personnel, 1995 (STCW-F 1995P) was ratified and entered into force in September.

### Inland Navigation

**197** A key outcome of the section's conference in 2012 was the establishment of SOMU Paraguay (SOMUPA) as an independent union to represent inland workers. The section, working alongside the Latin American office and affiliates from Argentina, provided the support for SOMUPA to begin the process for government recognition and to establish industrial relations with the inland waterways operators in the Paraná Basin.

**198** The section continued to support the European River Cruise campaign, which saw encouraging results when the negotiating group succeeded in engaging the European River Cruise Association in discussions to secure a regional framework agreement on minimum standards for all workers employed on Europe's waterways systems.

### Cruise ships

**199** The ITF completed work to finalise a model agreement for cruise ships. This was the culmination of a year in which the federation, in partnership with NSU, FIT-CISL and other local affiliated unions, provided educational seminars to seafarers working on cruise vessels, about trade union rights and benefits, and the right to safe and decent working conditions.

## SPECIAL SEAFARERS' DEPARTMENT

**200** In 2012, the ITF special seafarers' department (SSD) recorded a significant increase in the number of agreements it had signed with ship owners, meaning that well over a quarter of a million crew members were protected by an agreement.

**201** Over the course of the year, the SSD's 133-strong team of ITF inspectors checked more than 8,000 vessels and recovered USD36 million (GBP23 million) in back pay for crews.

**202** The department's support to the dockers' section for the STZ/EGT Longview campaign was rewarded in February when ILWU dockers secured a new contract and bargaining agreement to work at operator EGT's Longview grain terminal.

**203** By the end of 2012, the vast majority of ITF inspectors and contacts active in ship inspections had been trained and certified, including on the future requirements of MLC 2006 (see pages 26 and 27 – paras 132-134).

**204** Following training at the ILO training centre in Turin, the SSD worked to develop materials to assist the inspectorate to strengthen their relationships with Port State Control officers in relation to MLC 2006. The department also worked to collect and collate reports of crewing agents' malpractice, as part of its preparation to be ready to monitor MLC 2006 compliance.

**205** The ITF and All Japan Seafarers' Union (JSU) won a district court case against the Dowa Line this year. However, following an appeal by the company, on 17 December the Tokyo High Court agreed with the claim of defamation and handed down a sentence ordering the JSU and the ITF to pay a fine to the company and three-fifths of the court costs.

### The Black Sea campaign



**206** An agreement and wage-scale for 2013-14 was developed for vessels operating on the Black Sea. Based on the national flag rate for non-domiciled seafarers on national flagged vessels, the agreement was enhanced by referring to a 44-hour week rather than a 48-hour week as standard. (In the event of a vessel leaving the Black Sea area, ITF uniform Total Crew Cost – or TCC – terms and conditions would apply.) In addition, due to problems with inadequate insurance in the region, an enhanced insurance clause was added, obliging companies to take out appropriate insurance to cover themselves against all reasonable contingencies.

**207** The importance to SSD of the campaign for improved standards in the Black Sea area was further reflected by the preparation for 2013 of a special one-off version of the *Seafarers' Bulletin* for the Black Sea, focusing on regional issues, the campaign and the imminent entry into force of MLC 2006. This special edition is available at [www.itfglobal.org/seafarers/pubs.cfm/detail/39493](http://www.itfglobal.org/seafarers/pubs.cfm/detail/39493).

### Weeks of action still protecting crews

**208** The ITF's maritime weeks of action to protect seafarers on FOC vessels offered a vital service to vulnerable workers once again this year.

**209** Teams of ITF dockers, seafarers and inspectors were out in force in a number of ports, checking conditions and pay on visiting ships, taking time out to show seafarers on board the benefits of belonging to a trade union, and recovering back pay for many exploited seafarers. In Norway a 24-hour boycott of a vessel led to the owners signing an ITF agreement to abide by decent pay and working hours regulations. In Korea the teams negotiated successfully to sign agreements on four vessels and in India to sign a fleet agreement covering five vessels.

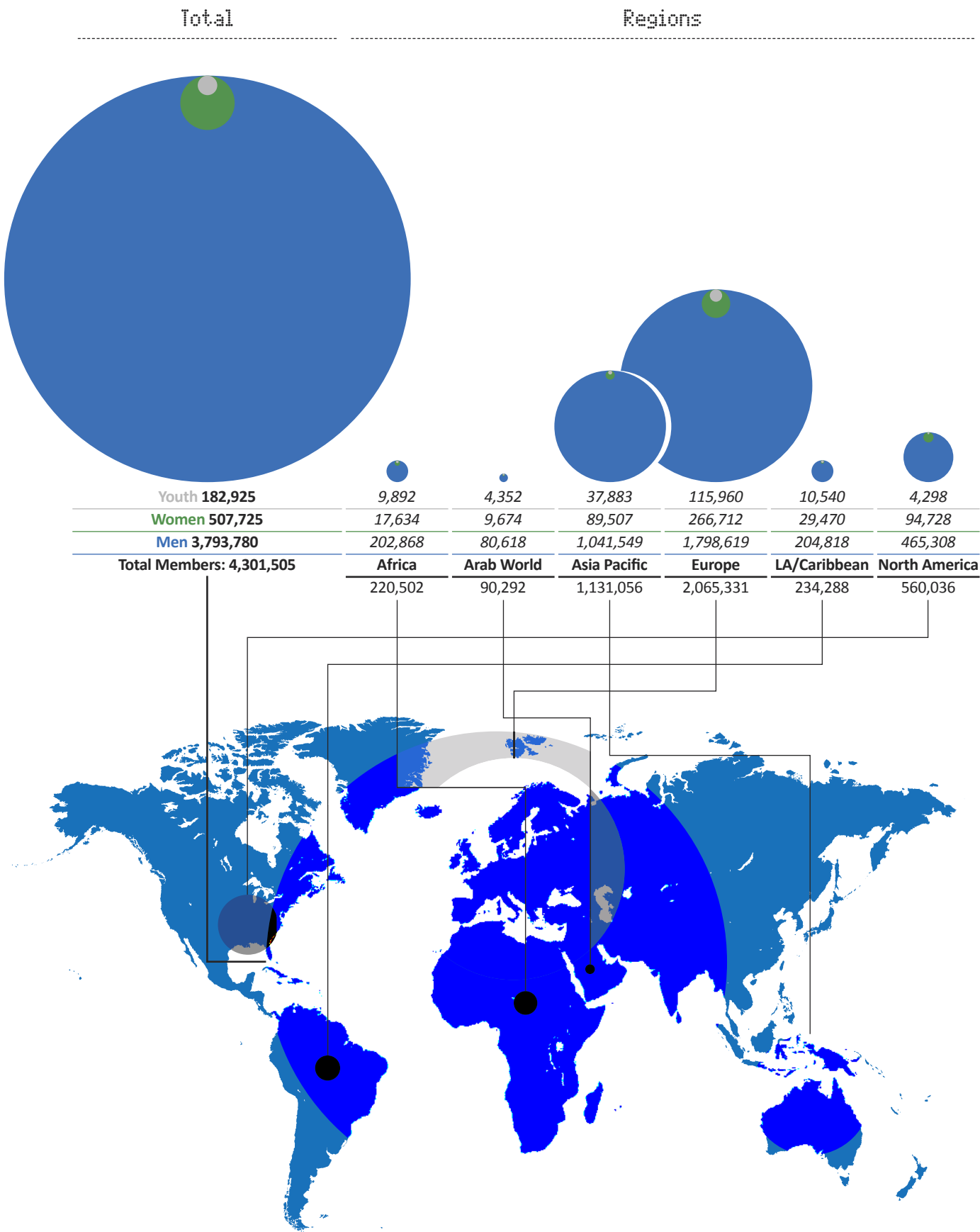
**210** During an action week in October, unionists took the opportunity to express their solidarity with port workers represented by the Maldives Port Workers' Union (MPWU), who reported that their employer had been carrying out union-busting activities, including dismissing several workers and union leaders. Activists in Colombo made noisy protests on board Maldives-flagged vessels and handed over a letter addressed to the president of the Maldives.

*"Ships that trade FOC rather than national flags are 'ships of shame' – they refuse to be bound by national laws regarding minimum safety standards, working conditions and the right to be paid. "Since January, in Australia we have helped international seafarers claim AUS\$1.5 million (USD1.54 million) in back pay from shipping companies that exploit the opportunities presented under the FOC."*

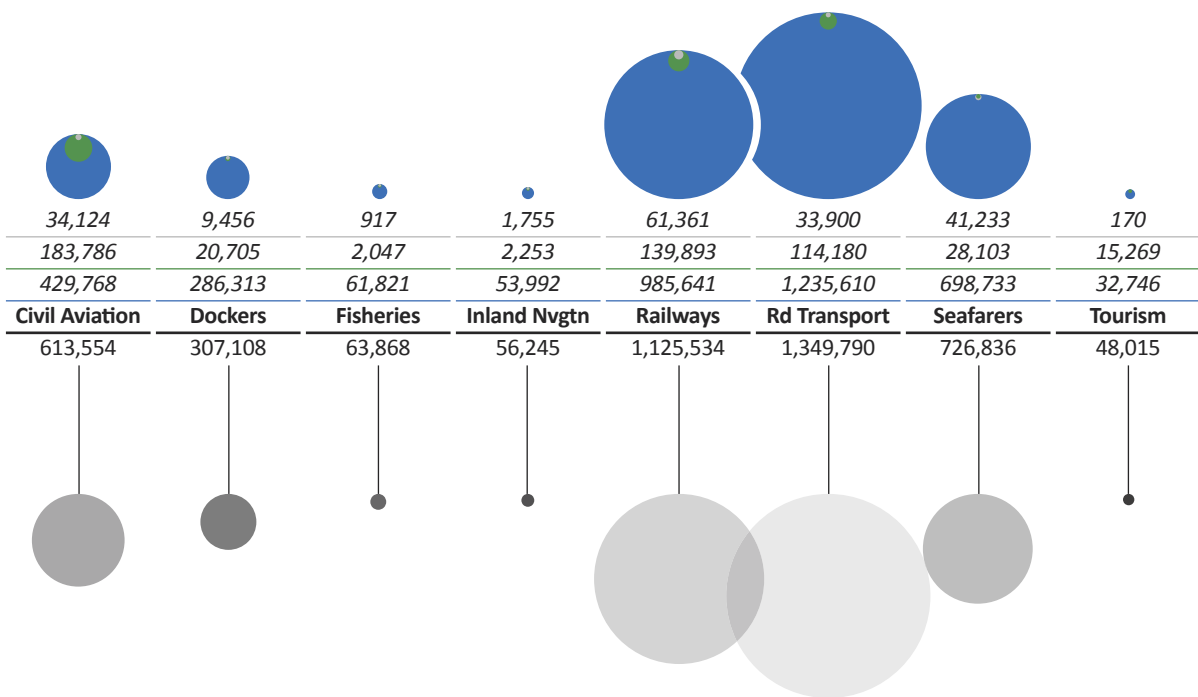
ITF national co-ordinator Dean Summers, speaking from Newcastle Port, Australia during a week of action in November



Chapter 5: MEMBERSHIP STATISTICS



Sectors



***The basic role of any trade union is to carry out organising work – recruiting members and creating effective channels through which members can build power and influence to protect and enhance their rights.***

## Chapter 6: ITF IN THE REGIONS

### AFRICA

**211** Vice chairs for the different ITF Africa structures were elected for the first time and joined the regional committee meeting in May, along with youth delegates who were also attending for the first time.

**212** More than 40 delegates representing unions in 11 ASECNA (Agency for Aerial Navigation Safety in Africa and Madagascar) countries attended the third ordinary congress of the FESTA (federation of workers' unions of the ASECNA) in Cotonou, Benin in March and took steps to strengthen the organisation's future.

**213** A high-level ITF/Ecowas (Economic Community of West African States) meeting in September discussed concrete proposals for joint action, including the development of a clear dialogue structure for the two organisations; a workshop to draw up a memorandum of understanding; and the introduction of a formal annual meeting between the two parties.

**214** The ITF this year lifted the suspension (in place since 2009) of the Seafarers Union of Kenya, after leadership and other difficulties in the union were resolved, supported by the Africa regional office. The union gained a strong, new executive board and membership looked set to increase.

**215** A joint ITUC, ITF, ACILS (American Center for International Labor Solidarity) and EATUC (East African Trade Union Confederation) mission to Somalia in November met with government representatives to discuss protection for labour and the unions in the midst of national reconstruction.

**216** Successful organising work was done along the northern East Africa corridor (connecting Kenya, Uganda, Tanzania, Rwanda and Burundi) in 2012. Five national unions worked together using the ITF Africa 'joint organising' model, through which HIV/AIDS has been effectively used as an organising tool. The distribution of international drivers' cards and other propaganda materials greatly boosted organising efforts in the corridor – with more than 4,000 workers recruited.

**217** Strengthened national co-ordinating committees (NCCs) helped deliver a number of successful conferences in the region, including the ITF Africa regional civil aviation conference (Nigeria) and the Africa combined maritime conference (Madagascar). In particular, a strengthened NCC in Nigeria was influential in bringing the National Union of Road Transport Workers (NURTW) back into the ITF family. Despite these successes, more work remained to be done in strengthening NCCs and encouraging the timely payment of dues by affiliated unions.

**218** In campaigning work, the ITF lobbied for the release of imprisoned Swaziland Transport and Allied Workers Union leader Basil Thwala. African affiliates received a number of solidarity calls to support Swazi affiliates who were facing increased oppression by the government. (See pages 22 and 23 – paras 105-107.)

**219** The Kenyan Dock Workers' Union demonstrated its strength this year, standing firm against government efforts to privatise the port of Mombasa. Also in Mombasa, a network of workers living positively with HIV/AIDS was formed successfully and will inform similar ITF projects elsewhere.

**220** ITF Africa noted numerous other positive developments in 2012, including increased active engagement by women unionists in a number of countries; the contribution of ITF-trained regional affiliates to social media and website news stories; and more young people taking up leadership.

### ARAB WORLD

**221** In May 2012 the leaders of the Gaza Bus Drivers Union and leaders of the PGTWU, and the ITF Arab World regional representative and the ITF assistant general secretary met together in Cairo. The leaders of the Gaza union reported that they believed there was now the political space in Gaza for the union to begin operating again. Economic shortages are biting hard and Hamas attempts to run their own unions have failed. Hamas appears to be increasingly sensitive to international opinion. They also reported some specific needs: financial and other assistance to assist them to rebuild their membership; the continuing practical assistance of the PGTWU; and a public expression of international union support through an ITF mission.

**222** In November 2012 the ITF Arab World regional representative Bilal Malkawi helped organise an ITUC mission to Gaza. The ITF used this mission to provide £8,000 to support the Gaza union. In April 2012 the ITF executive board agreed to support an ITF mission to Gaza. This mission is currently being scheduled for the fourth quarter of 2013 and will be led by the ITF president, Paddy Crumlin. The ITF mission will formally open a Gaza transport union office in Gaza.



223

The ITF Arab World region held its first ever youth conference, attended by 30 young participants from transport unions in Morocco, Algeria, Tunisia, Egypt, Palestine, Jordan, Lebanon, Iraq, Kuwait, Bahrain and Yemen. The meeting elected a regional youth committee to carry out future work with young workers in the region. Two more capacity building and training seminars were held for young workers following the conference.

224

The first regional civil aviation committee was elected during the ITF Arab World/ETF permanent forum for civil aviation unions from the Arab World and Europe. The committee's role will be to ensure the implementation of action points related to the region concerned.



225

National training seminars were held, which helped a number of unions to make progress in their organising efforts. For example, in Palestine, women's membership of the General Union of Transport Workers increased by 20 per cent, while women's participation in training, campaigns and protests rose by 30 per cent. As a result of these increases, women made up most of the membership of the union's new youth department.

226

In Iraq, two unions – the Workers Union & Affiliation of Iraqi Ports Company and the General Union of Port Workers Employees – organised new members, as did the General Union of Port Workers in Jordan (GUP). (The GUP's union committee was established in 2007 following ITF seminars and had become one of the strongest, most active in the region. It had recently negotiated a new CBA to cover subcontracted workers to guarantee them equal rights with permanent workers.) The Fédération Nationale Des Travailleurs Des Ports Algeriens (UGTA) in Algeria, and the Labour Committee for Aden Container Terminal in Yemen (established in 2012 after DWP withdrew from the port) also organised more workers following the training seminars.

227

The regional office co-ordinated a major training project in Egypt, which focused on building capacity for newly established, independent unions. It also provided training for around 250 women from these unions, which led to the formation of a national women's transport network to help train and empower women trade unionists. The following unions received training:

- The Egyptian General Seafarers Union (formed in Nov 2011 after an ITF meeting in Alexandria). Five seminars were conducted, with 25 participants in each.
- The Dockers' Union of Egypt (SCCT Union), which signed the first dock workers' CBA in over 25 years and won a major dispute with the local APM management. Three training seminars were conducted, with 25 participants in each. However, the training project had to be postponed, due to political developments and internal union issues.
- The Public Transport Authority road transport union. Four capacity-building seminars were held, with 25 participants in each.
- The General Egyptian Flight Attendant Union. Four capacity-building seminars were held for the civil aviation sector, with 25 participants in each, mostly from Cairo. A new project was being implemented to cover workers from other cities.

## ASIA/PACIFIC

**In 2012, the work of the ITF Asia/Pacific region centred on the following key union activities and disputes.**

228

### Australia

Aviation workers in Australia represented by the Transport Workers' Union (TWU) and employed by Qantas won a new agreement in August, which provided them with significant improvements in pay and conditions and a commitment that there would be no compulsory redundancies due to contracted labour. The union was particularly concerned about job security after Qantas' subsidiary company Jetstar, began outsourcing work.

229

### Bangladesh

The Bangladesh Naujan Shramik Federation (BNSF), representing over 30,000 inland navigation workers, undertook a three-day strike action after employers repeatedly failed to honour a commitment to fair negotiation. (The strike action finally led to a tripartite agreement in January 2013, giving the workers a 20 per cent salary increase.)

## ASIA PACIFIC CONTINUED

### 230 **Burma**

The Seafarers Union of Burma (SUB), which had been functioning in exile in Bangkok since 1991, decided at its fourth general conference in April to recognise the positive political changes taking place in Burma and return to the country. Actively supported by the ITF, the union has since 2012 established a new office in Yangon and applied to register as the Myanmar Maritime Trade Union. It has also launched a vigorous recruitment campaign.

### 231 **Malaysia**

In January, Megat Zamri Megat Abdul Aziz, the president of the West Port Employees' Union, Port Klang, was dismissed from his job for union activities, including his participation in the ITF South-East Asia FOC Week of Action. Since 2011, when the government agreed to register the union against the wishes of management, the general secretary and three other key office bearers had been dismissed on various false and trumped-up charges. The Malaysian unions and the ITF regional and head offices continued in 2012 to urge management to resolve the dispute.

### Maldives



232 The Maldives Port Workers' Union (MPWU), registered in May 2011, was facing harassment from port management. In August 2012 a new yellow union was registered and recognised by management, which also resorted to relocating workers to other ports. At the end of 2012, 49 union members remained suspended and six office bearers dismissed and the ITF launched a solidarity campaign in November.

### 233 **New Zealand**

The Maritime Union of New Zealand (MUNZ) continued its struggle to secure a new CBA with Ports of Auckland Limited, while resisting moves towards contracting-out and casualisation. Despite MUNZ's highly successful strike and court action in March, solidarity action from ITF affiliates, and support from the public, an agreement was not in sight as 2012 ended.

### 234 **Philippines**

The Philippines Airlines Employees Association (PALEA) continued its struggle against outsourcing and contractual employment – a struggle which led in October 2011 to the illegal lock-out of more than 2,000 members of the union. A stalemate continued in 2012, despite several campaigns launched by ITF affiliates and the union. A PALEA day of action was observed by ITF affiliates in the region on 27 September 2012, which marked the first anniversary of the PALEA campaign.

## LATIN AMERICA AND THE CARIBBEAN

### 235 **Overview**

Progressive governments continued to be elected in most Latin American countries, facing a clear reaction from right-wing governments trying to, at any cost, come back to power. Paraguay suffered a parliamentary coup. In Venezuela fascist attacks after the election resulted in nine deaths but the government managed to control the situation. In Mexico the PRI (Institutional Revolutionary Party) that ruled Mexico for a period of more than 70 years came back to power. In Chile and Panama the right-wing governments frequently clashed with the trade union movement. Anti-union violence and trade union rights' violations slightly reduced but continued to exist. Trade union activists were still being murdered in Colombia, Guatemala (where the number is increasing) and El Salvador. Throughout the whole region, dismissals of trade union activists continued.

236 The global economic crisis hit Latin America less deeply than elsewhere but its effects were evident. Unemployment reached a historic low, at 6.5 per cent. However, wages continued to rise, reducing the gap between high- and low-income earners.

237 The regional office's work programme concentrated on two main areas – providing traditional services to the affiliates and implementing policies adopted at the 2010 ITF congress, particularly in relation to strengthening trade unions. The office participated in a number of education meetings, including four workshops on HIV/AIDS in Latin America and a Caribbean climate change conference in Barbados. It attended numerous policy and planning meetings on regional and sectoral issues.

### 238 Services for affiliates

It focused on a range of traditional services – providing affiliates with political support, including with government authorities; bargaining advice; assistance with campaign planning; help in designing and preparing promotional and campaign materials; and mediating in internal and inter-affiliate conflicts.

239 Education activities aimed to update and reinforce leadership skills and techniques; and to promote and implement projects to create networks of unions in the same sector so that they could support and learn from each other.

### 240 Strengthening trade unions

As the vast majority of transport workers were not affiliated to any union, and trade union fragmentation resulted in a number of small rival unions unable to defend their members, the regional office focused on strengthening trade unions and promoting a change of the trade union model, away from company-based unions to national industrial unions. In doing this, it paid particular attention to women, young and informal workers. It found the promotion of active national co-ordinating committees essential to bring ITF affiliates together, with a view to achieving better co-operation or possible unification.

241 The programme was implemented through education seminars and meetings, where analysis was undertaken, planning carried out and commitment to delivery agreed. Special mention should be made of the donor organisations that worked with the regional office (3F, SASK, FNV, ISCOD and FES) and to those affiliates who exchanged their experiences (such as SOMU, SINDMAR, SNTT, UTA, AAA, ATM, LA FRATERNIDAD). Some examples of this are:

242 **Colombia:** The national amalgamated transport union, SNTT achieved three collective bargaining agreements in 2012 and a further two were in progress. Civil aviation unions that were not part of that amalgamation started a unification process; the national civil aviation union SINTRATAC however managed to force some companies to initiate a bargaining process.

243 **Paraguay:** the national seafarers'/inland navigation union, SOMUPA, was created in 2012 and was able to obtain its first CBAs with four companies. The process was slow but steady and the union was expected to become self-sufficient in 2014 (it currently has the support of ITF and SOMU-Argentina).

244 **Guatemala:** A national federation that will affiliate all current ITF affiliates was in process and was expected to be launched in mid-2013. Its aim is to provide local support and more political strength in a country that has become one of the most violent against trade unions in the world.

245 **Civil aviation:** in the newly-created company LATAM, trade unions were revived in countries where they had been smashed during the 1990s. The LATAM network responded actively to the company's anti-union activities and sought to strengthen and co-ordinate the trade union response nationally and regionally (See more on LATAM on page 11).

246 **Road transport:** the region worked on a specific project aimed at strengthening road transport unions, supporting their organising activities and mergers, in the Andean region and Venezuela.

247 **HIV/AIDS:** HIV/AIDS activities proved to be an excellent organising tool in several Latin American countries, mainly in road transport and the railways. Through promoting activities related to tackling HIV/AIDS discrimination in the workplace, unions managed to gain both greater visibility and more affiliates.



## Chapter 7

EUROPE  
AND  
THE ETF

248

This chapter highlights key areas of work of the ETF, the ITF's European arm. Its work in 2012 was underlined by European fiscal crisis, austerity and recession, impacting especially on southern European countries; Greece, Spain, Italy and Portugal. The year saw escalating unemployment rates, negatively affecting young people in particular, sweeping cuts in public services, and political crises. The trade union movement called for budgetary constraints to be loosened and imbalances eliminated, with a view to achieving sustainable economic growth, calling for social cohesion and underlining the importance of social dialogue and collective bargaining. Against this background, the following areas of work were achieved:

249

**Inland Waterways**

After several years of negotiations as part of the Sectoral Social Dialogue Committee for Inland Waterways, the ETF concluded an agreement with employer organisation representatives on the organisation of working time in the sector. This agreement should become a European directive once the European Parliament and the Council of Ministers have ratified it,

250

In order to develop Standards on Training and Certification for Inland Waterways (STCIN), a European Common Expert group on Professional Qualifications and Training Standards in Inland Waterways, consisting of all involved stakeholders, was set up. It aimed to attract new and young workers to the industry, with tailor-made requirements for training and certification, an essential tool for a pro-active and modern working environment.

**Maritime transport**

251

The ETF actively monitored two legislative proposals tabled by the European Commission (EC) – one on Port State Control (PSC) and the other one on Flag State Responsibilities (FSR) – which aimed at bringing into EC law Title V of the Maritime Labour Convention (MLC), 2006 (Compliance and Enforcement).

252

The continued surge in pirate attacks required ongoing actions, both at sea and onshore. The ETF acknowledged positive developments in the sector during the year, for example growing political will, more robust naval action, fewer successful attacks and the application of best management practices. However, continued efforts through an EU coordinated response continue to be required to ensure the protection of both the global economy and seafarers' safety.

253

### Dockers' section

Following the launch by the EC in 2011 of a policy review of the 2007 communication on ports policy, the ETF and its affiliates were concerned by the possible revival of the port liberalisation packages. In a strongly worded position paper sent to the EC in December 2012, and at meetings with director general Mathias Ruete and others at the Mobility and Transport directorate, they stated their firm opposition to any attempt to deregulate port labour or to intervene at European level on port labour organisation.

254

The European Sectoral Social Dialogue Committee for Ports (SSDC) was ready to be launched and the social partners agreed on the rules of procedures and nearly finalised the working programme for the first meeting of the SSDC, which was due to take place in 2013.

255

### Fisheries

The ETF and Européche/COGECA concluded a social partners' agreement which aimed to transpose into European legislation the ILO Convention on Work in Fisheries.

256

The legislative process to reform the Common Fisheries Policy (CFP) was ongoing, with the report on the basic regulation expected to be adopted by the plenary of the European Parliament early in 2013. The Fisheries Council adopted its general approach and then trilateral negotiations were to be initiated at the EC, Parliament and Council of the EU. The ETF was satisfied with some aspects of the European Parliament vote result, as for the first time since the establishment of the CFP more than 30 years ago, explicit references to employment and workers were made in the text.

257

### Road

The section's CROSS-ROAD project was developed during 2012 and was due to end in March 2013. Two project workshops were organised for section members in May and in September, where participants discussed in depth the needs of international drivers in Europe and how trade unions should respond to these needs. The ETF secretariat continued to work on the final version of the ETF guidelines on cross-border organising of international drivers and planned a series of leaflets in various European languages for trade unions to inform their members and potential members about labour and social issues in road transport.

258

At its meeting in January the section agreed to start a campaign to improve the living and working conditions of professional drivers in Europe. The ETF produced a brochure *Modern slavery in modern Europe?*, which described with visual evidence the precarious labour and social situation in the sector. On 9 October a demonstration took place in Brussels calling for RESPECT for the profession of professional drivers. More information about the campaign can be found at [www.itfglobal.org/etf/etf-3596.cfm](http://www.itfglobal.org/etf/etf-3596.cfm).

259

### Gender equality

The ETF women's committee continued to be actively involved in the TRANSUNION project pillar that focused on gender equality, and provided affiliates with a gender training package. This package consists of two modules – empowerment of women workers and women in collective bargaining – and was for use by women and men at the workplace as well as trade union activists, to improve gender equality at workplace level and increase women's participation in trade unions' activities. The training package is downloadable in English, French, German and Bulgarian on the ETF website at [www.itfglobal.org/etf/etf-3575.cfm](http://www.itfglobal.org/etf/etf-3575.cfm).

260

### European Works Councils

The ETF, with the financial support of the ETUI (European Trade Union Institute), organised a three-day workshop for newly-elected European Works Council (EWC) select committee members, which attracted members from Kuhne + Nagel, Hapag Lloyd, Aviapartner, WFS and DP World. Topics included the day-to-day functioning of the EWC; communication between the EWC, workers' representatives, trade unions and company management; applying promptly and correctly EWC agreements; and organising EWC participation in emergency circumstances, such as mergers and restructuring. The workshop was part of ETF's strategic initiative to build capacity at EWC level, for a full use of transnational information and consultation rights.

261

### Railways

On 23 April, the section organised a European action day in Schengen, in the context of the ITF international railway workers' action day, with the participation of trade unions from 14 European countries. The action aimed at expressing trade unions' solidarity and their rejection of further sector deregulation.

262

The section adopted two position papers ([www.itfglobal.org/etf/etf-3643.cfm](http://www.itfglobal.org/etf/etf-3643.cfm)) on 18 September to define its views on the upcoming EC proposal under the 4th Railway Package to further liberalise the sector and implement a full (legal) separation between infrastructure management and service provision. The section decided to follow developments closely and to put in place a campaign against this intervention in railway legislation.

**263 Urban public transport**

A delegation of the urban public transport committee met European Commissioner Siim Kallas on 10 May to discuss the priorities and concerns of urban public transport workers. The ETF stated its opposition to any modification of the PSO Regulation (EC) no. 1370/2007 that regulates the public service contracts for public transport services. It argued that it was too early to modify such a 'young' piece of legislation and there was not sufficient experience on its implementation in all member states.

**264** Another issue that was addressed with the commissioner was the lack of security in urban public transport. The ETF delegation pointed out that third-party violence, aggression and verbal threats were an increasing daily problem for transport workers and passengers and that it needed to be addressed by the Commission. The commissioner acknowledged the seriousness of the problem but underlined the danger of terrorist attacks.

**265 Civil aviation**

In 2012, the European Aviation Safety Agency (EASA) issued its Opinion on Flight Time Limitations (FTL) for cabin crew and pilots, which contained a revised set of rules which ignored scientific evidence on the impact of staff fatigue on flight safety. The ETF was highly concerned about passenger safety, and pilots and cabin crew held parallel walkouts and rallies across Europe, calling on European policy makers to put passenger safety before the airlines' commercial interests. Steered by their professional responsibility to safeguard passenger safety and ensure safe flight operations, aircrews undertook a "Walkout for Safety". A joint ETF and European Cockpit Association (ECA) demonstration took place in Cologne on 14 May as part of this campaign.

**266** On 6 November, the Transport (TRAN) Committee of the European Parliament decided to reject the Commission proposal for a regulation on ground handling services in EU airports that was meant to repeal the existing 1996 Directive. This positive outcome was the result of effective and extensive work done by trade unions throughout the EU, which culminated in an ETF demonstration in Brussels on 5 November.

**267 Transunion**

The EU-funded "Transunion, transport trade unions preparing change for a fair and sustainable transport sector" project ended in 2012. With three project pillars – transport & climate change, women workers and young workers – it aimed to help transport unions to better address climate change challenges and the need to attract more women and young workers into unions and the transport sector. For each pillar, the ETF and its affiliates drafted recommendations for topics to be included on the European Sectoral Social Dialogue (ESSD) committees' agendas.

**268** The project's several products included the ETF position paper on transport and climate change, the gender training package, the findings of a youth survey, and a collection of good practice case studies on how unions could attract more young workers. The youth pillar of the project was being followed up by a new EU-funded project that started in November 2012. This aimed to set up a permanent youth structure in the ETF and to encourage its affiliates to involve and include young workers in its decision-making bodies.

**269 Young workers**

In addition to the Transunion project, the ETF successfully launched a new project that would establish a young workers' committee in 2013.

**270 Central and Eastern Europe**

Special attention was given to affiliates from Central and Eastern European countries, in particular the provision of training to help them with capacity building. For example, in Turkey, where several affiliates had been affected by discriminatory measures and persecutions, the ETF organised solidarity visits during court hearings, visits to picket lines and the organisation of the visit of a Member of the European Parliament to the prison where trade unionists were detained.

**271 Widening solidarity**

Co-operating with the wider trade union family and social movement was another ETF work priority. It was actively involved with the joint social conference and in the preparation of the Alter Summit that was due to take place in Athens in June 2013. It continued to liaise with other European trade union federations to ensure better and co-ordinated intervention in ETUC activities.



Chapter 8

FINANCE REPORT

## International Transport Workers' Federation

## Income and Expenditure Account for the year ended 31 December 2012

	Year Ended 31 December 2012 £	Restated Year Ended 31 December 2011 £
<b>Income</b>		
Affiliation fees receivable	4,724,977	5,067,364
Remitted by shipowners and collecting unions		
Welfare contributions and crew membership fees	34,115,425	31,354,257
Education Projects - donor funding	474,398	282,748
Investment income	991,121	759,710
Rent receivable and other income	275,870	239,871
Solidarity income	3,124	-
<b>Total income</b>	<b>40,584,915</b>	<b>37,703,950</b>
<b>Expenditure</b>		
Headquarters staff costs	8,867,857	7,159,118
Headquarters office costs	1,361,753	1,547,109
Meetings, conferences and activities	2,975,090	2,756,056
Publications and public relations	1,368,521	1,404,876
Regional offices	3,173,758	3,271,019
Inspectorate representation	10,954,239	10,151,958
Other professional fees	1,170,286	830,669
Assistance and donations	404,988	406,521
Solidarity expenditure	5,190	8,470
Contributions to IBF Fund	1,727,410	813,235
Project advances written back	(17,869)	(720,395)
Affiliation fees written off	419,644	-
Donor funded education projects	474,398	282,748
Special projects	-	1,138
General expenses	38,986	66,719
Foreign exchange losses/(gains)	1,437,012	(163,021)
Gain on disposal of fixed assets	(50)	-
Depreciation	725,304	615,251
Gift aid in favour of the ITF Seafarers' Trust	1,000,000	1,100,100
<b>Total expenditure</b>	<b>36,086,517</b>	<b>29,531,471</b>
<b>Operating surplus for year</b>	<b>4,498,398</b>	<b>8,172,479</b>
Investment revaluation	2,435,758	(2,068,892)
Pension scheme actuarial loss	(1,538,999)	(2,676,000)
Pension scheme finance (expenditure)/income	(56,000)	128,000
<b>Net movement in Funds</b>	<b>5,339,157</b>	<b>3,555,587</b>
<b>Funds balance brought forward</b>	<b>73,368,385</b>	<b>69,812,798</b>
<b>Funds balance at 31 December 2012</b>	<b>78,707,542</b>	<b>73,368,385</b>

There are no recognised gains and losses other than the surplus for the financial period.





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