



# ITF 42nd Congress

## Mexico City

5-12 August 2010



International Transport Workers' Federation





ITF House  
49-60 Borough Road  
London SE1 1DR  
Tel: +44 (0)20 7403 2733  
Fax: +44 (0)20 7357 7871  
Email: [mail@itf.org.uk](mailto:mail@itf.org.uk)  
Website: [www.itfglobal.org](http://www.itfglobal.org)

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# ITF 42nd Congress Mexico City 2010



The ITF 42nd Congress in Mexico City in August 2010 was a dynamic and productive event. Building on the policies agreed at the 2002 and 2006 congresses under the respective headings of Globalising solidarity and Organising globally, delegates approved an ambitious programme of trade union organising, campaigning and educational projects set out in the policy document *Strong unions – sustainable transport*.

Linked to *Strong unions – sustainable transport*, our congress also saw the launch of the Quality Public Services joint campaign with Public Services International, our sister global union federation. We were pleased to welcome PSI general secretary Peter Waldorff to congress and he outlined to delegates how we were working together to draw up a charter for a global agenda to defend and promote quality public services, including of course those in the transport sector.

Another sign of how global union federations are increasingly working together was the presence in Mexico City of Aidan White, general secretary of the International Federation of Journalists. Communications and media relations are now a key component of union activities, so it was highly appropriate that Aidan – an expert practitioner in this area – chaired the session of congress in which delegates explained the case for *Strong unions – sustainable transport*.

At Mexico City we also said thanks and farewell to our president, Randall Howard, who after four years has moved on to become an advisor to the South African minister of public services and administration in the cabinet of South African president Jacob Zuma. His chairing and leadership skills, which were so evident at this congress, will be missed – though I am confident that his successor, Paddy Crumlin, will be equally impressive.

Our 42nd Congress was also significant in that it was held for the first time in Latin America, a region marked by great political and economic upheavals, but where significant advances in democracy and social justice have been made more recently. The picture is uneven, however, and in our host country unions have been battling the anti-union policies of the federal government. Indeed, trade union rights in Mexico and elsewhere in the region emerged as one of the key themes at congress. Abuses were highlighted not only during congress itself, but also at a special symposium attended by many Mexican trade unionists and in a march and rally in Mexico City for union rights that provided a fitting finale to congress.

Finally, I must record that our affiliates in Mexico hosted proceedings with characteristic warmth and generosity, which contributed in no small way to the success of our congress.

**David Cockroft**  
*ITF general secretary*



#### **COVER PICTURE**

*David Cockroft addresses the rally demanding respect for trade union rights in Mexico, which was held at the conclusion of congress. Delegates joined Mexican trade unionists in a march from the congress centre at the Hilton Mexico City Reforma to the Zócalo square (pictured) in the historic centre of the city.*

# ITF 42nd Congress Mexico City 2010

Resolutions	7
Summary of plenary session proceedings	39
Conference and meeting reports	50
<i>Civil aviation section</i>	50
<i>Road transport workers' section</i>	52
<i>Seafarers' section</i>	55
<i>Dockers' section</i>	58
<i>Inland navigation section</i>	61
<i>Railway workers' section</i>	62
<i>Fisheries section</i>	65
<i>Tourism services section</i>	67
<i>Joint seafarers &amp; dockers' conference</i>	68
<i>Urban transport committee</i>	72
<i>Young transport workers' conference</i>	73
<i>Women transport workers' conference</i>	76
<i>ITF climate change conference</i>	79
Attendance	81





## ITF 42nd Congress Mexico City 2010

### **Resolution 1: Responding to climate change**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Acknowledging the fact that global warming is already occurring, with the 10 hottest years on record having happened since 1990, and the massive danger presented by further climate change to human civilisation;
2. Noting the scientific consensus that global warming is caused by human activities which pump carbon dioxide and other greenhouse gas emissions into the atmosphere;
3. Acknowledging that responsibility for global greenhouse gas emissions has to be understood in the context of historical and existing inequalities in wealth and access to services between industrialised and developing countries, resulting in substantial differentials in per capita emissions;
4. Acknowledging that, while responsibility for emissions lies with rich and powerful nations, it is the poorest countries which are the most vulnerable to the effects of climate change through impacts on agriculture, food security, water supplies, weather, health, ecosystems and infrastructure, including transport;
5. Realising that extraordinary weather conditions (droughts, flooding, etc) due to climate change have already destroyed jobs, homes and peoples' lives, particularly in developing countries, and, if little is done, millions of jobs and peoples' livelihoods will be further at risk;
6. Believes therefore that ambitious mitigation action is fundamental if we want to leave our children a sustainable world and a chance for social and development goals to be achieved, and that these actions must be fairly shared and distributed between and within countries;
7. Noting that transport is responsible for 14% of global emissions, with the transport sector accounting for over a quarter of total world energy use, and that private motoring represents more than half of these;
8. Is concerned that transport emissions have increased dramatically over the past 30 years, and are increasing in all regions of the world at a faster rate than any other energy-using sector of the economy; in some countries, rising transport emissions have outweighed the reductions made in other sectors;
9. Considers it essential that people should be encouraged to shift away from high-polluting modes of transport and onto more environmentally-friendly forms of transport such as high-speed rail;
10. Acknowledging that transport costs have become too low, mainly due to the fact that most transport modes do not cover their external costs and that wages and working conditions have been weakened and undermined during the neo-liberal era of the past 30 years;
11. Aware that emissions from fossil fuels are not only a problem for the environment, but also for the health and safety of transport workers;
12. Noting the conclusions of the Intergovernmental Panel on Climate Change (IPCC), informed by data amassed and reviewed by more than 2,000 scientists, that global warming must be kept within 2 degrees Centigrade above pre-industrial levels to ensure a 50% chance of avoiding catastrophic climate change;
13. Noting that there is a growing body of scientists who maintain that the 2 degrees scenario is itself dangerous given the potential climate impacts on vulnerable countries and communities, and that low-lying coastal communities in particular therefore will require more radical measures and support;
14. Aware that limiting warming to no more than 2 degrees requires a sharp reduction in the volume of emissions entering our atmosphere, and that steps need to be taken now to achieve a 25-40% cut from 1990 levels by 2020 and a 50-80% cut by 2050;
15. Believes that the market-based solutions of governments and employers have thus far failed to seriously deal with rising emissions, and that addressing the climate crisis will require a far-reaching political and economic transformation driven by alternative social and environmental priorities, including major government-driven investments, social and technological innovation and skills development, social protection and trade union involvement;
16. Recognises that not only climate change, but also the policies needed to prevent it, including a shift to low-carbon forms of transport, will have an impact on the number of jobs in most transport sectors, particularly in public transport and among those which are engaged in the transport of fossil fuels – although with different effects;
17. Believes that, while the urgent adoption of these policies is vital to tackle climate change, the ITF and its affiliates must defend the interests of transport workers by fighting to ensure that these policies are implemented in a way which protects jobs and creates new ones through a process of just transition;
18. Believes that the environmental impact of transport is inseparable from how transport is controlled and organised in the global economy. The greater part of transport needs are not created in the transport sector itself, but are created by demands in other parts of the economy, through existing

# ITF 42nd Congress

## Mexico City 2010

production and consumption patterns. The growth in transport emissions is thus a result of a transport system geared towards a trade-based model of economic expansion, just-in-time production and the competitive needs of multinational corporations, resulting in negative effects for workers, communities and the environment;

### 19. Resolves that:

- a. The ITF and its affiliates, on being guided by experts, take a science-based approach to emissions reductions and climate change, and therefore commit themselves to defining and contributing to the major transformations which are required in transport and across society as a whole;
- b. The ITF supports sustainable transport alternatives based on a Reduce-Shift-Improve (RSI) framework which recognises that to achieve emission reductions there will have to be fundamental changes in the current system of globalised production, which relies on global supply chains, low transport costs and cheap and, increasingly, casual labour;
- c. The ITF thus supports initiatives and measures which strengthen democratic control of the economy, curb financial speculation, re-orient financial flows towards sustainable developments and re-introduce market regulations as necessary measures to reduce unnecessary transport needs, stop cut-throat competition and plan an integrated and sustainable transport system;
- d. The ITF considers the necessary transition to a low-carbon economy and a sustainable transport system as an opportunity to create a better society for all – with more equality between countries and people, eradication of poverty, increased democracy, better working conditions and less pressure and stress;
- e. The ITF will insist that developed countries take their historic responsibility for the climate crisis and thus assist developing countries in their transition to sustainable economic development through transformation funds, national control of natural resources and free transfer of technology;
- f. The ITF support the transition to a green industry policy to achieve the necessary emission reductions and the creation of millions of new socially and environmentally sustainable jobs. This policy must be based on national programmes which link infrastructure investments, procurement policies, local content rules and positive support for domestic manufacturing to underpin the transition to a low-carbon society;
- g. The ITF will never accept that the transition to a low-carbon society takes place through increased unemployment and the undermining of wages and working conditions of transport workers. A just transition therefore has to involve job creation, decent work and quality jobs, a radical redistribution of wealth, and social security schemes which safeguard people's livelihood and social and human rights;
- h. ITF industrial sections and structures must work together to define the specific measures required in each transport section for changing the way goods and people are moved around as well as new methods and technologies to promote energy efficiency;
- i. The ITF supports that all transport modes cover their own external costs — including costs which are today paid by society as a whole. This should not, of course, prevent governments from organising collectively-financed universal public services. Access to the industry should be tightly regulated. Wages, working conditions and social standards for transport workers should be improved, in order to reduce transport demands that are created as a result of substandard conditions and low costs;
- j. The ITF leads a campaign for the rapid scaling up of good public transport services worldwide, and the development of infrastructure to help counter rampant motorisation;
- k. The ITF supports the inclusion of emission reduction targets for the international maritime and aviation industries in a new global agreement, and as a matter of urgency will develop a union position on the proposed measures for developing and implementing these targets. The ITF will continue to play an active role in ICAO and the IMO on these questions;
- l. The ITF and its affiliates build alliances with other social and environmental movements at a local, regional and global level to support sustainable transport alternatives and wider transformation;
- m. The ITF continues to participate in and support Global Union initiatives on climate change, including trade union representation at global intergovernmental climate change talks and for measures and solutions which can guarantee a just transition to a low-carbon society;
- n. The executive board promotes, together with ITF sections, in-depth studies of the impact of climate change, and the policies to tackle it, on employment in the different sectors of transport, with a view to identifying:
  - The number and type of transport jobs which will be impacted upon
  - The new jobs which will be created
  - The process by which a just transition can be carried out within the different transport sectors.

## ITF 42nd Congress Mexico City 2010

o. The ITF secretariat should:

- Represent the joint interests of transport workers to secure a just transition to a sustainable transport system based on secure jobs, good wages and decent working conditions
- Research and develop guidelines and case studies on how adaptation and mitigation measures might impact on the organisation of work in the transport industry
- Implement a comprehensive education programme on climate change in all ITF regions to raise awareness and build union capacity to respond to climate change
- Build a network of affiliates interested in planning and coordinating union activities on climate change
- Allocate adequate resources for continued work on climate change.

### ***Resolution 2: Reducing carbon emissions from the road transport sector***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010, notes

1. The transport industry is a major contributor to greenhouse gas production globally, with around 13% of overall emissions. Road transport is estimated to contribute 27,508 tonnes in 2007 (4.6% of all emissions in 2007);
2. While a few trucking companies have taken action to improve their environmental performance by introducing lower-emission vehicles, alternative fuels, more fuel-efficient engines, lower noise production etc, most have not;
3. The failure of the Copenhagen Summit to reach an agreement on greenhouse gas reduction measures has seriously set back the cause of reducing global emissions;
4. And therefore, the ITF demands that:
  - a. All nations continue to work towards an international agreement on climate change
  - b. All nations implement specific transport sector strategies to reduce greenhouse gas emissions, including:
    - Training in fuel-efficient driving and in maintenance and servicing techniques that will assist fuel efficiency of all commercial drivers
    - Promotion, to owner-drivers and companies, of policies designed to upgrade their vehicles to make them more fuel-efficient and less polluting

- Tripartite industry, union and government development and delivery of training in transport sector strategies to reduce greenhouse gas emissions.

### ***Resolution 3: Responding to globalisation after the global financial crisis***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the continuing trend of economic globalisation – despite the impact of the global financial crisis (GFC) from 2007 to 2009 – which is characterised by increased global competition for industrial raw materials and fuel, the globalisation of production, markets and ownership and intense pressure for the creation of a more liberalised global transport system;
2. Notes therefore that the process of privatisation and commercialisation continues to affect transport and logistics services everywhere, and that even where transport employers have not yet been fully privatised, their transformation into structures which can easily be opened to private capital is the first step in a continuing process of liberalisation;
3. Believes that the consequences of transport privatisation, liberalisation and fragmentation are attacks on safety, pay, conditions, pensions, trade union organisation and collective bargaining, that the abandonment of social transport in favour of transport systems run solely in the interests of big business leads to less democratic accountability and the growth of private transport monopolies and to more expensive, less efficient transport, where profit comes before the needs of the community;
4. Further notes that the World Trade Organisation (WTO) is playing a central role in the process of liberalisation. Although its services agreement, the General Agreement on Trade in Services (Gats), has as yet played a relatively minor direct role in the liberalisation of transport services, there is increasing pressure from global transport companies for this to change, which could result in a further opening up of domestic urban passenger transport, port, aviation and shipping markets to competition;
5. Expresses concern that the international financial institutions persist in pursuing a neo-liberal ideological agenda in relation to the restructuring of transport. Under pressure from the IMF, the World Bank and regional development banks continue to have serious negative impacts both on the quality of transport services and on the employment and working conditions of transport workers;
6. Notes that some progress has been made by the Global Unions in engaging in dialogue with the World Bank, that a programme of secondments of trade union officials within the Bank's offices has included a representative from an ITF affiliate, and

# ITF 42nd Congress

## Mexico City 2010

that some officials within the Bank appear to have acknowledged the failures of their restructuring projects and have expressed interest in establishing closer working relations with transport unions;

7. States the need for international institutions and governments to recognise the limitations of free trade and to develop trade rules that recognise fairness and the need to protect social and environmental standards;
8. Is concerned that economic blocs such as the EU, Mercosur, Asean, the Nafta countries and SADC are also promoting regional liberalised markets and that the trend towards bilateral free trade agreements at the expense of multilateral trade arrangements is severely undermining trade union and ILO efforts to promote decent work;
9. Notes also that cooperation between different regional blocs is likely to be an expanding route for global liberalisation, with US-EU negotiations increasing in importance, as well as initiatives such as APEC linking Asia/Pacific with the Americas;
10. This 42nd Congress of the ITF therefore:
  - a. Reaffirms the ITF's opposition to any form of transport restructuring, including privatisation, that has a negative impact on jobs or workers' conditions or the quality and/or reach of services and rights and that is implemented without the agreement of the unions concerned;
  - b. States that public transport should be accountable to the public interest rather than to the interests of global capital and that affordable access to transport is a basic social right;
  - c. Emphasises its commitment to campaign for sustainable transport that takes full account of social and environmental standards, which must include government and industry measures to address the specific vulnerability of transport workers to the HIV/AIDS pandemic.
  - d. Commits the ITF to continue to monitor developments within the WTO in relation to transport; oppose the inclusion of transport-related services in the Gats; support the continuing quarantining of maritime cabotage in free trade agreements; and support the inclusion of core labour standards and rigorous labour-related compliance and enforcement rules in free trade agreements;
  - e. Commits the ITF to continue to engage in practical dialogue with the World Bank and regional development banks in order to more effectively challenge the neoliberal assumptions which underpin the Bank's programmes; to demonstrate both to Bank staff and to the government representatives who ultimately control the Bank that positive alternatives to neoliberal ideology are possible; to put forward union alternatives; and to encourage the Bank to engage with ITF affiliates on transport restructuring, while providing support and guidance for the unions to empower them to deal with and challenge institutions like the World Bank;
  - f. Commits the ITF to work closely with the International Trade Union Confederation (ITUC) and Global Unions (GUs) to assist the international trade union movement to make progress on the GUs action plan for financial reform – which would clamp down on the shadow economy, end regulatory and tax havens, increase public accountability, reform banking, provide fair access to international finance for developing countries and protect working families against predatory lending;
  - g. Commits to continue to strengthen ITF regional structures to ensure there are co-ordinated transport trade union responses to these initiatives, and that individual regional responses support a strong common international strategy based on trade union principles and the development of sustainable economies that are not over-reliant on the export of raw material, and where transport is integrated into a development agenda. The development of such co-ordination is likely to have a positive and regenerative impact on the regional bodies of the ITF;
  - h. Calls for the ITF and its affiliates to develop alliances with civil society organisations that share trade union values in such a campaign;
  - i. Calls on the ITF executive board to:
    - Continue to participate fully in Global Unions campaigning to achieve respect for social standards in the agreements of the WTO; to call for a moratorium on Gats sectoral talks until a full assessment has been made of the impact of current Gats measures on employment, equality and decent labour standards; and to monitor closely the developing work of the WTO in relation to transport within Gats
    - Develop programmes to assist affiliates to more effectively challenge the programmes of the World Bank and other international financial institutions, which should be both through interventions on specific Bank privatisation programmes and via developing alternatives
    - Develop strategies to respond to the emergence of regional economic blocs and to involve ITF regional bodies fully in this process
    - Develop programmes to assist affiliates to address the negative impacts of globalisation on women and young workers' and to involve the ITF's women's and young workers' structures fully in this process

## ITF 42nd Congress Mexico City 2010

- Build wider alliances with civil society organisations concerned with defending the public interest role of transport and promoting sustainable transport policies by governments, including special attention to the effect of HIV/AIDS on transport workers
- Actively assist affiliates who wish to organise national campaigns aimed at amending national legislation, and political and economic infrastructure, to achieve the political and economic objectives captured in this resolution.

### ***Resolution 4: Trade union response to transport privatisation and liberalisation***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Sends solidarity to all trade unions fighting privatisation and liberalisation;
2. Believes the consequences of transport privatisation, liberalisation and fragmentation are:
  - a. Attacks on safety, pay, conditions, pensions, trade union organisation and collective bargaining
  - b. The abandonment of social transport in favour of transport systems run solely in the interests of big business, leading to less democratic accountability and the growth of private transport monopolies
  - c. More expensive, less efficient transport, where profit comes before the needs of the community.
3. Is appalled at the trend of governments worldwide to extend the privatisation of national rail networks;
4. Is appalled that liberalisation and privatisation are increasingly a result of conditions imposed by institutions such as the European Commission and World Bank, often against the wishes of democratically elected parliaments;
5. Believes that the railways should be integrated on a safe basis through the planned growth of co-operation between publicly-owned railway systems throughout Europe and the World. Congress therefore resolves to redouble its efforts to resist rail privatisation and liberalisation and to campaign for publicly-owned and publicly-accountable rail systems;
6. Calls on the ITF to compile specific information that can be circulated to affiliates on developments relating to transport privatisation and also successes in retaining or securing publicly-owned transport systems in the country of each affiliate and for this bulletin to be updated on a regular basis;

7. Notes that the shipping industry has long had to suffer the adverse effects of globalisation and that for many years employers, with the complicity of many national governments, have sought to replace domicile seafarers with low-cost seafarers from non-developed-economy countries;
8. Recognises that this loss of employment for seafarers from developed economies in the last two decades has been through the expansion of Flags of Convenience. Congress therefore welcomes the recent International Bargaining Forum negotiations and the finalisation of discussions on the Developed Economy Ratings Fund and calls on the ITF and maritime affiliates to further develop this strategy and to ensure that the concept is developed across activities, with training and employment opportunities for developed economy ratings significantly enhanced.

### ***Resolution 5: Capitalism in crisis***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Regards the current European and global economic and financial crisis as one which arises from the nature of our economic and social systems;
2. Believes that the concentration of economic power in the hands of giant financial and industrial monopolies, which use that power to influence politicians and government policies, ensures that the maximisation of profit takes precedence over the interests of workers and their families;
3. Further believes that the commitment to free movement of capital, 'light-touch' regulation and low taxes on the super-rich and big business have protected and promoted the interests of the giant monopolies;
4. Therefore urges the ITF to campaign for a radical programme of measures to boost the economy, create jobs, enhance public services and improve the lives of workers and their families. These measures should include:
  - a. Restructuring and regulation of the banking and financial sector
  - b. Public accountability and control of the energy and public transport sectors, utilising renewable energy technology
  - c. A massive programme of public investment in social provision and housing, and especially in energy conservation projects and in green jobs.
5. Agrees to campaign for this programme and also to lobby for this position within the International Trade Union Confederation.

# ITF 42nd Congress

## Mexico City 2010

### **Resolution 6: Global social minimum standards**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that almost all transport sectors are dominated by multinationals which promote competition between employers and workers;
2. Noting that many countries do not have collective agreements which guarantee social minimum standards for their workers;
3. Aware that corporate social responsibility measures can be a solution, but that they must not weaken industrial collective bargaining, and that ITF affiliates must work to define a social standard which guarantees fundamental rights for all;
4. Acknowledging the growth of contract workers entering the transport industry through outsourcing and labour hire companies, which are seriously undermining workers' rights;
5. Calls on the ITF to continue the global campaign, together with the other Global Unions, against the use by employers of a substitute or permanent workforce working alongside directly-employed workers without any agreement between the primary employer and trade unions;
6. Notes that trade unions in some countries have succeeded in maintaining the same social conditions and benefits for the workers of subsidiaries and outsourcing companies;
7. Calls on the ITF to make use of its influence regionally and globally to fight for permanent employment in all transportation facilities, to fight to organise all contract workers employed in the transport sector and to campaign internationally to set strict limits on the use of contract work by transport employers;
8. Believes that the negotiation of International Framework Agreements (IFAs), which cover economic, social and environmental issues and establish limits on the use of contract workers, can be an effective instrument in advancing global social minimum labour standards provided the principles in the ITF IFA model agreement are adopted;
9. Believes that corporate social responsibility measures can also be used to address problems related to professional equality, the management of employment and skills, health and safety and restructuring;
10. Believes that the world economic crisis should not be a pretext to put into second place the issues of corporate social responsibility;
11. Calls on the ITF to demand the creation of a 'social shield' protecting employees in all circumstances and allowing them

a professional and decent career that guarantees both health and dignity.

### **Resolution 7: Transportation safety and anti-terrorism**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Condemns worldwide terrorist attacks in transport;
2. Is concerned that in all modes of transport, both passengers and workers remain vulnerable to terrorist and criminal actions;
3. Considers that protection of staff and passengers shall be one of the key priorities for employers and politicians, in collaboration with trade unions;
4. Calls on governments worldwide to secure efficient and proportionate measures to improve the safety of transport workers and transport users, and to guarantee their civil and human rights.

### **Resolution 8: Transport infrastructure**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the strong economic, social and environmental case for greater investment in sustainable freight and passenger transport infrastructure;
2. Notes that even where investments are made in transport infrastructure, this is generally to support the economic status quo in terms of patterns of production, distribution and consumption that continue to disadvantage poorer communities nationally, and poorer countries internationally;
3. Notes that more international progress could be made in redressing transport infrastructure deficiencies in ports, intermodal transport hubs, rail freight networks, urban passenger networks and roads;
4. Notes that the benefits of investment in better transport infrastructure include: further economic development, reduced congestion, reduced traffic accidents and fatalities, less social isolation for people located in remote areas with poor public transport links, reduced levels of oil vulnerability and reduced carbon emission footprints;
5. Notes that the urgent need to increase investment in transport infrastructure to meet future transport needs will require new financing methods in order to harness the necessary capital resources, consistent with the ITUC's capital policies and programmes;



## ITF 42nd Congress Mexico City 2010

6. Calls on the ITF executive board to coordinate, or assist with, regional campaigns to:
  - a. Publicly promote the economic and strategic significance of integrated freight and public transport systems, including all transport modes
  - b. Force governments to improve their integrated, cross-modal approach to transport infrastructure development in ways that support new and more equal patterns of production, distribution and consumption, and
  - c. Force governments to make direct investments in infrastructure and to implement workers' capital policies and programmes.

### **Resolution 9: Health and safety in the workplace**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Is alarmed at the failures of labour safety in the transport sector that are jeopardising the lives and health of its workers;
2. Expresses concern over this unacceptable situation, which leads to worker fatalities due to impacts produced by harmful and dangerous work-related factors;
3. Notes the lack of proper respect shown by employers and state agencies towards the prevention of harmful and dangerous impacts produced by work-related factors;
4. Considers that in the field of labour safety the key priority for employers should be accident prevention instead of accident compensation;
5. Calls on governments and employers to develop preventative policies designed to reduce health risks as much as possible, so as to allow for an improvement in working conditions to ensure they meet a decent standard;
6. Appeals to international agencies and national governments to focus their efforts on improvements in labour safety by means of:
  - developing the system of state monitoring of compliance with labour safety standards and introduction of employer liability for their breaches
  - introducing contemporary approaches to industrial medicine
  - developing the system of rehabilitation measures adequate to the level of negative work-related factors.
7. Commits the ITF to developing a coherent approach to supporting the health and safety work of affiliates, by using its

resources to research and collect information on common health and safety issues.

### **Resolution 10: Global Delivery Network**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010, notes that:

1. The ITF Global Delivery Network brings together ITF affiliates and other unions which represent workers at the five largest global delivery companies: UPS, DHL, FEDEX, TNT and GeoPost. The network develops initiatives to expand trade union strength and solidarity among workers in these companies. The network is an innovative ITF response to key changes in the global freight transport and logistics industries. These companies are creating integrated freight transport systems that merge road, air, rail, shipping and supply chain management;
2. The logistics process is becoming a central issue within many corporations. Increasingly, competitive advantage is being sought through cost reduction and enhanced services. Significant numbers of corporations are pursuing strategies which involve the redistribution of production activities through the relocation of their own manufacturing operations to locations with lower labour costs and/or are developing ever more complex networks with suppliers and producers, through contracting out and outsourcing arrangements on a global scale;
3. Logistics service providers play a vital role in the movement of goods, particularly as the complexity of supply and production arrangements increases. Consolidation trends within the logistics sector itself are resulting in the emergence of a number of powerful logistics service providers with an increasingly global reach. The interaction of such logistics service providers with suppliers, producers and lead organisations in transnational production networks, through various contracts, raises important issues about the types of logistics services provided and their implications for employment and skill requirements within the global logistics sector. Additionally, as such logistics providers increasingly take on the role of co-ordinators within transnational production networks, issues of power relations between actors within the networks become more pronounced. Such developments not only have major implications for employment within the global logistics sector but also for trade union structures, organisation and capacity to exert influence within and beyond the sector;
4. The global delivery companies have also emerged in the context of ongoing liberalisation of postal services and their vast distribution networks. The emphasis on express delivery of letters and small packages is creating increased competitive pressures on new technologies for marketing, warehousing and tracking;

# ITF 42nd Congress

## Mexico City 2010

5. Globalisation, market liberalisation and other changes in the regulatory framework place pressure on the global delivery corporations to further consolidate their operations, with mixed effects on existing jobs and employment conditions. Although these mergers, acquisitions and other corporate restructuring exercises are often part of longterm corporate objectives, workers and their unions often do not learn about them in a timely manner. Increasing global union co-operation, focused on a specific corporation, is creating early warning systems for major corporate developments and fostering joint global union approaches.
6. The ITF Global Delivery Network's focus on the five largest companies as key players in the logistics industry is an essential ITF response to these changes in the global transportation industry. The network has inspired new approaches to organising, bargaining, campaigning, networking, research and information exchange, education and dialogue with these employers.
7. This 42nd Congress therefore resolves that the ITF will:
  - a. Support the implementation of the network's strategies in organising, communications, research and strategic campaigning by facilitating increased co-ordination between the unions in the network, including finding innovative ways of including unions in countries where the global delivery companies have only a small or sub-contracted presence
  - b. Convene and support at least one Global Delivery Network meeting per year over the congress period
  - c. Develop education programmes that assist affiliates in implementing network strategies
  - d. Encourage continuing co-operation between ITF sections in support of the Global Delivery Network
  - e. Maintain the ITF-UNI co-ordination for this network and the involvement of other GUFs when appropriate.
3. Noting that an important prerequisite for the success of the campaign is the existence of strong national unions willing to think and act together, while working across sectoral boundaries;
4. Noting too the continued weak state of transport unions in many regions of the world due to political divisions between different labour centres, poor organisation in many branches of transport, continued deregulation and privatisation, outsourcing and the growth of precarious and sub-contracted work, which is splintering the trade union movement;
5. Aware that division between transport unions seriously weakens the organised strength of the trade union movement and benefits only employers who welcome trade union competition;
6. Supports the building of closer national co-operation between transport unions at national level within ITF national co-ordinating committees, which was identified as a priority in the Mobilising solidarity programme adopted by the 39th ITF Congress in Delhi in 1998;
7. Calls on all ITF affiliates to commit themselves to the process of trade union unification and merger;
8. Calls on the ITF, through its regional structures, to play an active role with affiliates in encouraging unity and maximising co-ordination between transport trade unions at the national level;
9. Acknowledges that in some countries the presence and effective functioning of national co-ordinating committees of all ITF affiliates have facilitated successful planning and execution of national and ITF campaigns;
10. Regrets that in other countries ITF national co-ordinating committees are absent or do not take initiatives, and affiliates function in isolation, thereby defeating the aim of solidarity and of acting together to safeguard the interests of transport workers nationally and internationally;
11. Calls on all ITF affiliates to resolve and ensure the creation and strengthening of an ITF national co-ordinating committee in every country and to appoint a national contact person to co-ordinate and liaise on national and international issues and campaigns, including solidarity work;
12. Further calls upon the ITF executive board to support affiliates in making national co-ordinating committees strong and effective and ensuring that national contact persons are included in all campaign and other affiliates' contact lists;
13. Requests each national co-ordinating committee to report regularly to the ITF general secretary the progress that has been made in promoting trade union unity.

### **Resolution 11: Trade union unification and national coordinating committees**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting the adoption of the resolution on Trade union unity in transport by the 41st ITF Congress in Durban in 2006 and welcoming, as a result of this process, the entry of unions representing the FIOT tradition into the ITF family from 2010;
2. Acknowledges that the ITF campaign of Organising globally aims to build and strengthen global solidarity and action to safeguard the rights of transport workers across sectoral boundaries;
3. Noting that an important prerequisite for the success of the campaign is the existence of strong national unions willing to think and act together, while working across sectoral boundaries;
4. Noting too the continued weak state of transport unions in many regions of the world due to political divisions between different labour centres, poor organisation in many branches of transport, continued deregulation and privatisation, outsourcing and the growth of precarious and sub-contracted work, which is splintering the trade union movement;
5. Aware that division between transport unions seriously weakens the organised strength of the trade union movement and benefits only employers who welcome trade union competition;
6. Supports the building of closer national co-operation between transport unions at national level within ITF national co-ordinating committees, which was identified as a priority in the Mobilising solidarity programme adopted by the 39th ITF Congress in Delhi in 1998;
7. Calls on all ITF affiliates to commit themselves to the process of trade union unification and merger;
8. Calls on the ITF, through its regional structures, to play an active role with affiliates in encouraging unity and maximising co-ordination between transport trade unions at the national level;
9. Acknowledges that in some countries the presence and effective functioning of national co-ordinating committees of all ITF affiliates have facilitated successful planning and execution of national and ITF campaigns;
10. Regrets that in other countries ITF national co-ordinating committees are absent or do not take initiatives, and affiliates function in isolation, thereby defeating the aim of solidarity and of acting together to safeguard the interests of transport workers nationally and internationally;
11. Calls on all ITF affiliates to resolve and ensure the creation and strengthening of an ITF national co-ordinating committee in every country and to appoint a national contact person to co-ordinate and liaise on national and international issues and campaigns, including solidarity work;
12. Further calls upon the ITF executive board to support affiliates in making national co-ordinating committees strong and effective and ensuring that national contact persons are included in all campaign and other affiliates' contact lists;
13. Requests each national co-ordinating committee to report regularly to the ITF general secretary the progress that has been made in promoting trade union unity.



## ITF 42nd Congress Mexico City 2010

### **Resolution 12: ITF regional and subregional organisation**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the Mobilising solidarity programme approved at the 39th ITF Congress in New Delhi, the Globalising solidarity programme approved at the 40th ITF Congress in Vancouver and the Organising globally programme approved at the 41st Congress in Durban in 2006;
2. Notes and endorses the important strategic directions that the ITF executive board has established for the ITF regions in its regional strategy statement contained in the Delivering the strategy document of April 2007;
3. Notes the different regional and sub-regional manifestations of the deregulation and globalisation of the world economy;
4. Notes that the implementation of the programmes relies heavily upon effective and properly resourced regional co-ordination of national and regional campaigns;
5. Notes the extensive work undertaken in the regions by the ITF over the past four years aimed at re-energising and restructuring regional capability to apply the Organising globally principles in the regions;
6. Notes that the 42nd Congress is charged with the responsibility of developing and implementing the strategic, policy and resourcing framework for developing the next stage of organisational capacity-building and campaigning for the rights of transport workers;
7. Notes a number of positive initiatives forged on the Organising globally model that provide templates and learning experiences for extending and consolidating the model in the regions. These include:
  - a. The Hong Kong dockers Organising project
  - b. The Pacific sub-regional Organising Globally conference of November 2009 and Agreed priorities action plan for the Pacific region, and
  - c. The Asia Pacific offshore task force.
8. Notes too the campaign involving the mining, maritime and transport unions, as well as construction and manufacturing unions, in co-ordinating trade union regional interests on large, new oil and gas projects in the region, such as the PNG-LNG project and Timor Sea LNG projects and, in particular, efforts to ensure the involvement of new and emerging unions in developing nations such as Timor Leste and Papua New Guinea, aimed at bringing the multinational oil and gas majors to the negotiating table to put in place labour relations and training arrangements that help build both labour force and trade union capacity in those developing nations;
9. Reaffirms the importance of regional centres in the effective co-ordination of regional campaigns complementing ITF international policies in maritime, rail, road transport and aviation;
10. Welcomes the regional review conducted by the ITF executive board as part of the structural review initiated by the Durban congress; endorses the recommendations adopted by the ITF executive board in June 2010; and calls on the ITF to strengthen and properly resource regional organisation so that the regional and sub-regional offices can more effectively respond to specific developments and regional initiatives in education, campaigning, developing stronger regional solidarity programmes and structures, and more effectively review and report the work of national co-ordinating committee initiatives and regional and sub-regional organising programmes;
11. Calls on the ITF general secretary and executive board to ensure that each regional and sub-regional office, in collaboration with affiliates in the regions and sub-regions, prepares a four-year organising plan, including resource requirements and shortfalls and identification of lead affiliates and supportive national union centres, which should include:
  - a. Identification of Organising globally projects that will be supported by the regional and sub-regional offices and regional affiliates
  - b. A plan for increasing the involvement of women and young workers in ITF projects, campaigns and activities
  - c. Details on how Organising globally projects will be managed and monitored
  - d. Details on how regional education, capacity-building and communication resources will be integrated with, and focussed on, Organising globally projects and regional/sub-regional projects with the objective of continuing to adopt cross-sectoral approaches to organising and finding ways to involve the better- resourced affiliates in organising projects and campaigns
  - e. Details of a programme of knowledge-building and strategising on an approach to the economic blocs in the region
  - f. Explicit performance indicators such as growth in union membership and union density, union recognition, commitments to bargaining and organising rights, settlement of bargained outcomes, progress in achieving union mergers, solidarity actions, etc
  - g. Progress-reporting processes and timelines; and

# ITF 42nd Congress

## Mexico City 2010

h. Review and evaluation milestones.

12. Calls on sections and departments to ensure that regional representatives and designated staff are appropriately integrated into the planning and implementation of global activities and programmes.

### **Resolution 13: Communications**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Believes that mobile communication and access to digital information are powerful development tools and aids to self-sufficiency and mobilisation;
2. Notes that:
  - Affiliate participation is essential for a strong ITF. Broad affiliate consultation in the planning and implementation of ITF activities and policies greatly improves the effectiveness of all ITF work
  - The time and cost of travel to regional and global meetings continues to be a barrier to broader participation of ITF affiliates in many meetings convened by the ITF
  - Regional representatives to ITF governance structures are often not in a position to consult with other ITF affiliates in their region or provide feedback on the decisions taken at those meetings;
  - Communications technologies such as teleconference, VOIP and video conferencing, which facilitate meeting participation without the need to travel, are increasingly accessible globally and at more competitive costs
  - Meetings of the ITF are held at the secretariat in London. Unions in countries a long distance from London must incur added time and expense to participate in many ITF events
  - The ITF secretariat is not best equipped to take advantage of the new technologies that facilitate remote meeting participation.
3. Congress instructs the ITF to explore the groundbreaking methods by which such communications tools are being used around the world with a view to reporting on opportunities to develop the organising ability of affiliates and how they communicate economically with their activists;
4. Congress resolves that such a report should:
  - Pay particular attention to the opportunities for those affiliates that organise in some of the world's poorest areas
  - Provide efficient, accessible, low-cost options for remote affiliate access in all ITF meetings and consultations of less than five-hour duration by 2012. The options will provide for at least seven participants to join a meeting remotely at the same time.
5. Congress resolves that the secretariat must research the best available technologies and report a plan to the executive board by April 2011. The 2012 ITF secretariat budget will then include sufficient resources to implement the plan;
6. Congress further resolves that a summary of key debates and decisions taken at meetings of the ITF governance structures should be distributed by email to all interested affiliates within 45 days of each meeting.

### **Resolution 14: Encouraging ITF affiliates and office holders**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Aware that ITF affiliates are autonomous organisations, but that the ITF constitution obliges them to implement decisions taken by relevant ITF bodies for the benefit of transport workers;
2. Considering that there are widely differing standards of performance between ITF unions in different countries and regions;
3. Believing that ITF affiliates can and should learn from each other and that the ITF should play a central role in helping all affiliates to aim at achieving the highest possible standards of performance;
4. Recommends that the ITF executive board examines and evaluates whether a voluntary system of compiling and disseminating organisational best practice experiences, with a view to encouraging and facilitating the development process of others, should be established;
5. Recommends also that the ITF executive board examines and evaluates whether it should introduce a system of ITF awards which will recognise outstanding performance by unions or individuals within unions to motivate and encourage organising and recruitment of new members and improve service delivery, targeting different measurable areas of achievement.

## ITF 42nd Congress Mexico City 2010

### ***Resolution 15: Organising globally programme***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Reaffirms its support for the ITF Organising globally programme as adopted at the Durban congress in 2006;
2. Notes the need for strategic campaigns to utilise the existing unique power of ITF affiliates in global transport networks and their ability to use this in support of organising campaigns;
3. Agrees with the establishment and ongoing funding of a global organising fund as a key element of prioritising and resourcing Organising globally strategic campaigns;
4. Commits to the ongoing development of the Organising globally programme and its implementation through, amongst other measures:
  - a. The resourcing of a small number of strategic campaigns
  - b. Greater accountability for all Organising globally campaigns through the use of a systematic planning process, which includes setting hard targets and accountability measures, including growth in union members
  - c. Strategic campaigns to include measures, benchmarks and reporting requirements which are reported to the executive board on a regular basis
  - d. Allocating responsibility for the implementation of the Organising globally campaigns throughout the ITF's sections, regions and departments;
  - e. Prioritising the strategic campaigns within the ITF so that resources and support staff can be redirected from other work, where appropriate.
5. Calls on the ITF general secretary, supported by the strategic coordination team, to
  - a. Plan and deliver, monitor and evaluate the implementation of the strategic congress priorities
  - b. Redirect both human and operational resources to ensure the congress programme is delivered during 2010 – 2014, both for organising in freight logistics and for the defence and promotion of public transport
  - c. Continue to review the strategic direction of the secretariat and the planning and delivery of the congress work programmes.

### ***Resolution 16: Young transport workers***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Welcoming the progress which has been made in the field of young transport workers, originally initiated at the 2006 Durban congress, including the meeting of the first ITF young transport workers' conference in Brussels in October 2008, as well as the organisation of regional youth conferences;
2. Noting the importance of maintaining a global network of young activists which was created, and calling on ITF affiliates to contribute actively to it;
3. Noting that activists have managed to represent a wide geographical and industrial spread, as well as a good gender balance, and that the members of the network are primarily aged 35 years of age or less;
4. Noting the Brussels Declaration in which young workers of the ITF committed themselves to:
  - a. Act in global solidarity to fight for the eradication of oppression, exploitation, poverty, environment destruction, and social injustice
  - b. Eliminate discrimination and communication barriers that divide workers, whilst promoting internationalism
  - c. Stand with all workers in struggle and actively campaign for the protection and advancement of international labour standards and human rights
  - d. Pledge solidarity with young people and workers internationally.
5. Calls on the executive board to continue to develop an effective programme geared towards organising young transport workers, and to make the necessary resources available to do so – such a programme may include young workers' exchange programmes;
6. Calls on ITF affiliates to ensure greater involvement of young people in their activities and leadership structures and to promote the recruitment, participation and development of young workers in activist groups and leadership, as well as to seriously encourage and to ensure, wherever possible, the formation of young workers' committees within their individual unions and to demonstrate their genuineness by putting young workers' structures in their individual union constitutions;
7. Welcomes the decision of the executive board to present a series of constitutional amendments dealing with young transport workers to the 42nd congress;

# ITF 42nd Congress

## Mexico City 2010

8. Calls on the executive board and ITF affiliates to apply the provisions of those amendments immediately at the present congress and to ensure that the conclusions of the young transport workers' conference are included within the work Programme of 2011 – 2014;
9. Agrees that the existing youth steering committee shall exercise the powers which are given to the young transport workers' committee in the constitutional amendments until the new committee has been elected by a young transport workers' conference, to be held during the period before the 43rd Congress.

***Resolution 17: Rejection of all forms of violence, femicide and violation of human rights, and support for the labour unions of the workers in Mexico***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that Mexico's institutional structure does not seem to have the ability to address and prevent scenarios of lawlessness, and that President Felipe Calderón, in an attempt to disguise that the country is badly governed and has a mediocre and corrupt political class, not only attempts to stifle freedom of expression, but also to promote the unrealistic perception that all is well and attempts to address Mexico's situation with emotive speeches. Despite his assertions to the contrary, and despite the fact that he was proclaimed "president of employment," the far-right government of Calderón appears to be focusing on exterminating democratic trade unionism. Examples of this are the cases of the Mexican Electrical Workers and the Union of Mine Workers, among others;
2. Affirms that in Mexico the majority of workers are assigned to corporate unions that protect employers; are spurious, venal and simulate the defence of labour rights; that discrimination and poverty is greater for women in particular, however, that women are becoming increasingly involved in the labour market and in all productive activities (accounting for 44% of the economically active population, with the average age of working women falling between 25 to 45 years) and despite international agreements signed, workers continue to face problems that current legislation does not help to solve and in some cases intensifies. To make matters worse, the political class has decided to promote the most unspeakable right-wing alliances between the PRI and recalcitrant elements of PAN, to reverse the right to decide for women by criminalising abortion, which is now being pursued and punished with jail sentences, leading many women of all ages to resort to clandestinity, resulting in deaths by medical malpractice and the enrichment of this sector, thereby demonstrating that the government's task is not to legislate for the good of the people but in the interest of powerful groups;

3. States that the lack of justice and the impunity of the authorities in the cases of femicide facilitate violence against women; and that the migration of girls and women associated with working in the maquiladora industry and the informal sector, trades and services, coupled with the precarious conditions, rootlessness and lack of community integration, place the female population under conditions of greater helplessness and risk. Although Ciudad Juárez has been in the spotlight, femicide occurs throughout the country, without any justice available to punish the murderers of women. These vulnerable women represent non-participation in the affairs of public life, have little access to educational training, receive lower wages, and suffer from various indignities and humiliations (in some of the maquilas, for example, women are obliged to show their sanitary towels to demonstrate that they are not pregnant);

4. Considering that the interest of the working class has shown that the ITF is essential in building socio-political unionism, leading to a renewed and progressive trade union strategy of local and global policies with trade union autonomy and ideological pluralism, Mexican women in solidarity respectfully call upon all those present at this Honourable 42nd Congress of the International Transport Workers' Federation to issue a statement urging President Felipe Calderón Hinojosa and his Cabinet, who are accountable and are guarantors of security policies and social justice, to respect basic labour rights, equality and to address gender perspective, as must be done in all countries without exception, insisting that Mexico complies with the international standards and conventions our country has signed and ratified.

***Resolution 18: Workers' rights in Mexico***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the serious situation for workers in Mexico due to the phenomenon of "protection contracts" or yellow agreements: collective bargaining contracts that protect employers and impede democracy and proper bargaining, as well as Mexico's economic development. Collective agreements to protect employers are a serious phenomenon. They impede decent work, reduce workers' rights and benefits, grossly limit freedom of association, and undermine a right enshrined in national laws and in Convention 87 of the ILO – which Mexico has signed;
2. Notes that this phenomenon of "protection contracts" is essentially a fraud involving three elements: a corrupt and anti-union company that will pay to keep workers from unionising, a pseudo-union that collects workers' dues in exchange for abuse, and an attorney specialising in legal trickery, as well as the use of thugs to intimidate the workers and avoid authentic union bargaining; they are working hand-in-hand with a corrupt labour authority, which encourages this

## ITF 42nd Congress Mexico City 2010

phenomenon, hinders the work of real unions and promotes pseudo unions;

3. Further notes that this practice has been undermining the work of the real trade unions, diminishing the right to collective bargaining and eroding freedom of association and workers' right to choose their own representatives;
4. Expresses concern that this corrupt mechanism is tolerated by the authorities, generating a situation where low wages and scant respect for human rights is endemic, but which creates for companies a comparative advantage; benefiting corrupt companies and disadvantaging those that respect workers' rights;
5. Notes that this phenomenon emerged principally during the nineties, under the neoliberal government of Carlos Salinas de Gortari, and that it was used to encourage foreign companies to invest freely in Mexico without having to negotiate with unions. As a result, all foreign companies in Mexico today operate "protection contracts";
6. States that this daily reality confronts all democratic organisations in Mexico, which, together with ongoing violations of trade union rights by the federal government, is clearly visible in the current disputes affecting mining workers belonging to the Sindicato Nacional de Trabajadores Mineros, and workers affiliated to the Sindicato Mexicano de Electricistas (SME);
7. States also that similar corruption and abuses of international labour standards are prevalent in the Gulf of Mexico's oil and gas sector;
8. Recalls the meeting of the ITF Offshore Task Force Group (OFTG) held in Mumbai on 22-24 February 2010, during which delegates were given a full appraisal of the maritime affiliates' magnificent struggle and campaign to organise the oil and gas sector in the Gulf of Mexico; they warmly welcomed the ITF-commissioned report Campeche Basin: paradigm of labour exploitation, which included the first part of a comprehensive study of the sector by journalist and author Ana Lilia Perez;
9. Notes the ITF OFTG's support for ITF Mexican maritime affiliates in this sector, especially given the increasing danger that offshore workers find themselves exposed to, whilst working in an environment which has no effective health and safety regime nor effective inspection mechanisms in place to prevent accidents and fatalities such as the Usumacinta jack-up oil rig disaster that killed 21 workers in October 2007;
10. Recognises the assistance of members of the Mexican Senate, in particular those of the Convergencia Party, in its support for ITF affiliates and for their efforts in organising the oil and gas sector, as well as its facilitation of the joint ITF and Senate seminar, which was held in Mexico City on 28-29 September 2009 and which highlighted the human and trade union rights abuses in this sector;
11. Recognises also the efforts of the ITF OFTG and Mexican affiliates in their struggle to bring the plight of Mexican offshore workers to the attention of the international community, exposing the failures of the Mexican authorities and of some oil companies to comply either with international conventions on human and trade union rights, or with the ILO principles of decent work;
12. Expresses concern that the Mexican government, which is of right-wing political orientation, has recently introduced a bill that seeks to legalise fraudulent employer protection contracts, and that this will undermine the trade union rights situation across the country's industrial sectors;
13. Faced with this alarming reality that workers live with in Mexico, added to their plight caused by the international economic crisis, the ITF's 42nd Congress calls upon ITF affiliates to:
  - a. Express, via a letter to the Mexican federal government, international condemnation of the violations of freedom of association which are being perpetrated by the relevant authorities, through "protection agreements", via ongoing interference in trade union autonomy and through the breach of basic trade union rights underwritten by international conventions, as has been demonstrated in the cases of Mexico's mining and electrical workers' unions;
  - b. Write to the president of the Senate and the Chamber of Deputies of Mexico and each of the members of the above bodies, protesting against the discussion of amendments to labour legislation, without first penalising pseudo unions and those companies which fraudulently avail themselves of the system of protection agreements;
  - c. Require companies in their countries of origin that have investments in Mexican companies operating directly or in Mexico, to repudiate the system of protection agreements, and that in case of doubt, they consult the International Campaign Against Employer Collective Agreements in Mexico, or CCPP.
14. ITF's 42nd Congress also:
  - a. Congratulates the ITF Offshore Task Force Group (OFTG) for its support for ITF Mexican maritime affiliates in their courageous campaign to organise labour in the oil and gas sector;
  - b. Congratulates the Danish trade unions 3F, IE and NAF for their initiative regarding sovereign fund investment withdrawals from the Grupo Minero Mexico and its subsidiaries because of the violations perpetrated against

# ITF 42nd Congress

## Mexico City 2010

the freedom of association of workers in Mexico, as well as non-compliance with the OECD guidelines on MNCs and the commitments of the UN Global Compact;

- c. Recognises the co-operative approach of the North American/Canadian steelworkers' and miners' affiliates of IMF, ICEM and ITF affiliates in the campaign providing solidarity support for Mexican mineworkers to secure their victory for decent work and conditions and the return of their officials to their rightful elected positions within the union;
- d. Calls upon the ITF and sister global federations such as ICEM to mount an international campaign to expose the injustice and abuse taking place in the Mexico oil and gas sector, and to link this campaign with those in other sectors in Mexico facing similar abuses;
- e. Further calls upon ITF affiliates to support the ITF/ICEM Offshore Oil and Gas Alliance in making representations to ILO and to the major oil and gas companies engaged in the operation and exploitation of oil and gas in the Gulf of Mexico to end this outrageous abuse of workers' rights.

### **Resolution 19: Working for international trade union rights**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting the increasing attacks on fundamental trade union rights in every region of the world;
2. Noting that such attacks have been particularly seen within the European Union as a result of a series of decisions taken by the European Court of Justice (ECJ), commencing with the Viking case in 2007, where the ITF was the principal defendant;
3. Endorsing the position adopted by the ETF congress in May 2009 which stated that the ECJ decisions represent the most fundamental attack on trade union rights for generations;
4. Aware that the Viking judgement was used by the UK courts as a threat during the 2007 dispute between British Airways and its pilots' union which declared that union action to prevent social dumping by subsidiaries of the airline based in other European countries would have been 'disproportionate';
5. Aware that if restrictions on basic trade union rights and freedoms are established within the framework of the European Union, they will quickly be 'exported' to other regions of the world;
6. Congratulates the ILO Committee of Experts on the Application of Conventions and Recommendations which, in its report in 2010, observes, "with serious concern the practical limitations on the effective exercise of the right to strike" in this case, and

observing that "the impact upon the possibility of the workers in these sectors of being able to meaningfully negotiate with their employers on matters affecting the terms and conditions of employment may be devastating", and that, "the doctrine that is being articulated in these ECJ judgements is likely to have a significant restrictive effect on the exercise of the right to strike in practice in a manner contrary to the Convention" (ILO Convention 87 on Freedom of Association and the Protection of the Right to Organise");

7. Notes that Article 6 of the Lisbon Treaty, which entered into force in 2009, requires that the European Union should accede to the European Convention on Human Rights, that Protocol 14 to the Convention makes that possible, and that EU governments, together with the European Court of Justice commenced work early in 2010 on the legal conditions which the Treaty of Accession will contain;
8. Believes that in order to reverse the effects of the ECJ judgements, urgent action must now be taken to ensure that the decisions of the European Court on Human Rights (which has long accepted to be bound by the decisions of ILO supervisory bodies in matters relating to freedom of association and collective bargaining) take precedence over the decisions of the ECJ;
9. Notes that the RMT in the UK is challenging Britain's draconian anti-union laws in the European Court of Human Rights arguing that its ability to organise industrial action is restricted by UK law, in breach of Article 11 of the European Convention on Human Rights and Fundamental Freedoms, and offers all available ITF support to affiliates taking such cases to the European Court of Human Rights;
10. Calls on the ITF executive board to campaign vigorously and to ensure that the ITUC, ETUC and the rest of the global and European trade union movement take all possible steps to ensure that the rulings of the European Court on Human Rights are binding on the ECJ in future.

### **Resolution 20: A united stand against the infringement of trade union rights**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Protests against repeated oppression of the legitimate exercise of trade union rights by governments, judicial authorities and capitalists in many countries around the world by means such as assault and murder of union officers, their arrest and detention in fabricated cases, wrongful dismissal, domiciliary searches of union facilities and union officers' residences, confiscation of union property, unjust judgements, and the use of mass media and yellow unions;
2. Notes that such oppression has been further escalating despite



## ITF 42nd Congress Mexico City 2010

the efforts of the ITF and its affiliates to strengthen their fight for rights;

3. Notes that such oppression is a serious infringement of fundamental trade union rights, especially workers' right to organise, which workers across the world have gained by fighting at the risk of their lives;
4. Recognises that such oppression is a severe attack to deprive workers of their right to live, attributable to the global strategies of enterprises;
5. Calls on the ITF and its affiliates to build, maintain and reinforce a robust framework of global solidarity to provide support for workers and unions under attack by governments and judicial authorities' and to ensure their exercise of trade union rights.

### **Resolution 21: Palestine**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting the continued suffering of Palestinian workers as a result of Israeli occupation;
2. Believes that the attacks launched in Gaza in December 2008, taken in response to rocket attacks, and the failure to respect the UN Security Council Resolution calling for a ceasefire were reckless and unacceptable, costing the lives of hundreds of innocent civilians;
3. Congratulates the ITF for organising immediate humanitarian relief convoys together with the Jordanian trade union movement and the ITF affiliates. And calls on the ITF to work together with the ITUC to launch a further international trade union relief initiative for Gaza;
4. Welcomes the efforts made by the ITF to provide support to the Palestinian General Union of Transport Workers (PGUTW) to improve the daily working lives of Palestinian drivers facing delays and obstructions at West Bank checkpoints, which resulted in the creation of a joint liaison committee between the ITF-affiliated Israeli and Palestinian transport workers' unions in 2007, which developed a drivers' helpline project which was due to be launched early in 2009;
5. Notes that recent changes in the checkpoint situation led the PGUTW to request a review of the ITF project on the checkpoints;
6. Notes the visit to the West Bank of the ITF general secretary David Cockroft in November 2009 to review these developments, and to examine the difficult working conditions and lack of facilities for Palestinian drivers at the border crossing points with Israel. Notes the support of the ITF executive board for the general secretary's proposal for an ITF border crossing project;
7. Expresses support for:
  - a. The right of the Palestinian people to self-determination
  - b. Just settlement of the Palestinian refugee issue within the framework of the UN resolutions
  - c. The withdrawal of Israeli troops from all occupied territories
  - d. The removal of the illegally constructed 'separation wall'.
8. Condemns the continued Israeli occupation of the West Bank, East Jerusalem and Gaza, and the existence of illegal Israeli settlements there, and calls for the congress to recognise that economic relations with the settlements help to sustain their existence, in violation of international law;
9. Congress condemns transport companies providing transport services to the settlements built on the occupied Palestinian territories since June 1967, and calls on them to stop providing such services;
10. Calls on the ITF to take action against multinational transportation companies providing transportation to these settlements;
11. Calls for:
  - a. an immediate cessation of all illegal settlement building
  - b. the immediate removal of all checkpoints restricting the free movement of people and transport within the occupied territories
  - c. the dismantling of the 'separation wall' which has led to the further taking of land from the Palestinian people, and major transport disruption
  - d. the opening of facilities to provide air, land and sea points of entry and exit for trade for the Palestinian people free from interference by the Israeli occupying power.
12. Supports a comprehensive peace between Israel and Palestine, based on the co-existence in conditions of security of two sovereign, independent and viable states, and believes that the full implementation of UN Security Council Resolution 242 (1967), which recognises the 1967 borders, and 338 (1973), are fundamental to the achievement of a just and lasting peace;
13. Calls for universal recognition of Israel's right to exist, next to an independent viable Palestinian state, acknowledging that this is essential to achieving a peaceful solution;

# ITF 42nd Congress

## Mexico City 2010

14. Calls for the lifting of the blockade on Gaza in line with UN Security Council Resolution 1860 (2009) and the opening of all Gaza ports, and for Israel to end the occupation of the West Bank and to remove all settlements. Congress recognises that economic relations with the settlements help to sustain their existence, in violation of international law, and calls on the United Nations to request all member states to impose sanctions on any companies violating the 2004 ruling of the International Court of Justice decisions in respect of the wall;
15. Condemns the attack launched by Israeli armed forces on the humanitarian flotilla in June 2010 which led to the loss of lives, and calls for a full international enquiry into the circumstances in which such an attack took place;
16. Welcomes the statement made by the Israeli trade union confederation, the Histadrut, in June calling for the establishment of two independent democratic states;
17. Supports all international trade union efforts to provide humanitarian assistance to the people of Gaza;
18. Believes that while every country has the right to defend recognised borders and the lives and well-being of its population, the building by the Israeli government of a 'separation wall' which intrudes substantially into Palestinian territory is a violation of international law which can only make peace and mutual coexistence harder to achieve. Congress calls for the wall to be removed, recognising that the mutual security of and respect between Israelis and Palestinians is central to the quest for peace;
19. Congress calls for an international campaign of solidarity with the Palestinian people by the ITF and all affiliates;
20. Congress instructs the ITF Executive Board to continue to support its affiliate the PGUTW in every possible way and to take whatever action is appropriate to further the goals expressed in this resolution, including by promoting these policies within regional and international bodies, including the International Trade Union Confederation.

### **Resolution 22: Venezuela**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010

1. Notes that,
  - a. In recent years the lives of millions of Venezuelans, who previously lived in poverty, have been transformed by the policies of President Hugo Chávez's government, with Venezuela reaching the UN's Millennium Development Goals six years early in 2009;
  - b. Since 1998 extreme poverty has been halved, illiteracy has

been eliminated, access to clean water greatly expanded and millions of people are now able to see a doctor for the first time;

- c. An emphasis on social inclusion has led to important advances in the position of women, indigenous and African-Venezuelan communities and lesbian and gay people;
  - d. Progressive economic policies and the elimination of foreign debt have seen wealth redistributed and a reversal of IMF-privatisation measures enforced under previous governments;
  - e. The rights of working people have significantly advanced, with the highest minimum wage in Latin America;
  - f. These social changes have won repeated democratic support, with President Chávez and his coalition of supporters winning 14 out of 15 national elections and referenda since 1998.
2. Further notes these achievements have earned Venezuela deep hostility from neo-conservative elements within the US who have repeatedly sought to undermine Venezuela's national sovereignty, including by backing an attempted military coup in 2002. Whilst Venezuela had hoped the Obama administration would see constructive engagement between the US and Venezuela, the US stance on various issues – including a new military agreement with Colombia – have continued to cause concern;
  3. These threats have been accompanied by a media campaign of disinformation designed to discredit Venezuela internationally;
  4. Resolves to support the advances in democracy and social progress in Venezuela and the Venezuelan people's right to determine their own future, free from foreign interference.

### **Resolution 23: Cuba**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that the ITF remains committed to continue to work with the Cuban transport unions with the aim of maintaining solidarity and support in achieving the aspirations of the working people of Cuba and to advance the principles of the Cuban revolution into the 21st century;
2. Notes too that Cuban doctors were at the forefront of the humanitarian medical effort in response to the tragic earthquake that occurred on 12 January 2010 in Haiti;
3. Further notes that this Cuban commitment to Haiti is not a one-off or only a response to a humanitarian tragedy; 344 Cuban health specialists were present on the island prior to the earthquake – and today 938 Cuban medical staff are



## ITF 42nd Congress Mexico City 2010

volunteering on the island, including 400 Cuban-trained Haitian doctors, all of whom received free medical scholarships to Havana's Latin American Medical School;

4. Welcomes that once again Cuba has shown its commitment to international solidarity, and believes the ITF must play its part in promoting co-operation and engagement with Cuba and seeking an end to the blockade of Cuba;
5. Agrees to:
  - a. Help educate our members and the public about the reality of life in Cuba, and the day to day difficulties the Cuban people face
  - b. Promote solidarity visits to Cuba as a means of encouraging co-operation and engagement
  - c. Encourage union-to-union contact in the transport sector, including exposure of the Cuban transport trade unions to ITF policies and activities, with a view to eventual affiliation.

### **Resolution 24: The Islas Malvinas/Falkland Islands**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Considering that since its inception as an independent nation, the Argentine Republic has demonstrated, through various acts of government, its firm political will to exercise effective sovereignty over the southern territories and maritime areas that it inherited from Spain, as indicated in the UN General Assembly working paper A/AC.109/2007/13;
2. Highlighting that, since May 23rd 1945, Argentina has expressed to the United Nations its claims for the Malvinas Islands (Falklands) and that the UN's Special Committee on Decolonization, which is of the utmost importance to resolving this issue, has stated that "all people have a right to self-determination" and proclaimed that "colonialism should be brought to a speedy and unconditional end" and that it considers the Malvinas Islands (Falklands) as one of the "16 Non-Self-Governing Territories" remaining in the world;
3. Recognising the importance of the UN's mediation on international controversies, and noting that the UN has "urged the Argentine Republic and the United Kingdom of Great Britain and Northern Ireland to continue negotiations with a view to resolving the dispute peacefully and definitively as soon as possible," as well as noting the relevant UN resolutions;
4. Therefore urges the ITF executive board to approach the United Nations general secretary and ask for his valuable intervention as a mediator on this issue, in order to use peaceful and diplomatic mechanisms to resolve this sovereignty dispute.

### **Resolution 25: Aviation**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the growth of low cost-carriers (LCC) and low-standard carriers with unorganised workforces in the aviation industry, in direct competition with carriers with union contracts, as a threat to the job security and working conditions of unionised labour along with the long-term viability of the aviation industry;
2. Notes and opposes the strategy of aggressive union-busting and hostility to the rights of workers to organise, speak up and seek representation free from victimisation and reprisal;
3. Notes the significant challenges the LCC's bring to bear on basic standards of safety, security and working conditions in an industry increasingly being left to market regulation alone;
4. In particular, congress notes and is concerned that a relentless race to the lowest possible flight cost has not only impacted on aviation workers and their families but also on the safety of hundreds of thousands of innocent commuters. The growth of contract and outsourced labour across the industry has exacerbated this threat;
5. Aviation workers who are poorly paid, poorly trained and struggling to make ends meet are more likely to be fatigued, stressed and less diligent. Fatigued and stressed aviation workers performing safety-critical tasks are a risk to the health and safety of the travelling public. They are also more likely to be the victims of criminal and terrorist acts, potentially threatening the very viability of the industry. Therefore this congress:
6. Calls on the executive board and the civil aviation section to continue prioritising the support of the unions towards the defence of workers both in low-standard carriers with an unorganised workforce, and in airlines applying the LCC model, by maximising the organising efforts under the Organising globally policy approved at the last congress, to ensure that these workers are properly organised in strong ITF unions.

### **Resolution 26: Urban passenger transport**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the importance of an accessible, safe and affordable public transport system in reducing inequality and disadvantage, by improving health, economic and social opportunities and outcomes;
2. Notes that reducing reliance on cars and increasing the use of public transport can improve environmental outcomes and help address climate change;

# ITF 42nd Congress

## Mexico City 2010

3. Notes that in the developing world public transport is provided primarily by unregulated taxi, jitney, motorbike and similar services, which are owned by small businesses and usually operated by highly exploited workers who are not unionised;
4. Commends the innovative organising work around wages and conditions being conducted by ITF affiliates in the urban passenger transport industry;
5. Believes that competition between private and public operators could see a 'race to the bottom' with respect to workers' wages and conditions if all workplaces are not effectively organised;
6. Calls on the executive board to continue to develop strategies to counter increased competition in the urban passenger transport industry, including:
  - a. Building greater co-operation between private and public sector unions to ensure private transport operators cannot commence a race to the bottom with respect to wages and conditions
  - b. Developing national, regional and international organising projects for anti-union, or inadequately organised, passenger transport workplaces
  - c. Developing campaigns at the national, regional and international level to ensure government support for the funding of co-ordinated, regulated and, where appropriate, collectivised public urban passenger transport operations
  - d. Campaigning to ensure any government tender to operate an urban passenger transport system includes, where relevant, a 'fair rates' or 'wage parity' clause aligning the wages and conditions of private operators with those of public operators.
4. Following a long campaign by the Transport Workers' Union of Australia, the Australian government has announced its commitment to implementing a system of safe rates and conditions for Australia's road transport sector;
5. The National Distribution Union of New Zealand is working with the New Zealand Labour Party to introduce a Private Member's Bill to protect owner-drivers, including 'safe rates' principles.
6. Further, the ITF congress demands that:
  - a. The Australian government immediately implement the safe rates and conditions system it has promised as deaths continue to plague Australia's roads
  - b. The ITF develop a policy of 'Chain of Responsibility' to be integrated into its claims and campaigns within the transport industry that holds clients and primary contractors responsible for the wages, conditions and safety of all drivers who work either directly for them or as part of their subcontracted transport chain.

### **Resolution 28: High-speed rail links**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Welcomes the massive expansion of high-speed rail links internationally that will deliver huge economic, social and environmental benefits. In welcoming these important developments, congress considers that this should be in addition to and not at the expense of investment to improve existing rail networks and the expansion of conventional networks;
2. Also considers that high-speed rail should not become predominantly the preserve of wealthy business passengers and believes that fares need to be structured in a way to promote usage by all sections of society;
3. Recognises the need to encourage modal shift away from high-polluting forms of transport in favour of high speed rail.
4. Believes that high-speed lines should be publicly-owned and publicly-operated to avoid the disastrous situation in Britain where privatisation has meant a steep escalation in taxpayer support for the industry and very expensive fares for passengers, whilst at the same time, private operators take money away from the railways in the form of dividend payments;
5. Acknowledges that the construction and operation of new rail lines such as high-speed rail links creates many new jobs and believes it is essential in times of recession that such capital projects are not cancelled or reduced;
6. Calls on the ITF to promote these.

### **Resolution 27: Safe rates and conditions for road transport in Australia**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010, notes

1. Road transport is one of Australia's most dangerous industries. In the year to September 2008, 281 people needlessly perished in avoidable heavy vehicle incidents on Australian roads;
2. Australia's National Transport Commission has released a study that demonstrates the link between poor pay and conditions and adverse safety outcomes like speeding and fatigue;
3. The poor pay and conditions are caused by the hyper-competitive nature of the road transport industry and the power of large clients awarding contracts to non-unionised companies;

## ITF 42nd Congress Mexico City 2010

### **Resolution 29: Ports of convenience and global network terminal strategy**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes the Mobilising solidarity programme approved at the 39th ITF Congress in New Delhi, the Globalising solidarity programme approved at the 40th ITF Congress in Vancouver and the Organising globally programme approved at the 41st Congress in Durban in 2006;
2. Notes the continuing offensive against dockworkers rights including organising and bargaining rights, the continuing introduction of anti-labour legislation worldwide and in particular legislation designed to limit effective organisation of dockworkers and the ability of dockworkers to take industrial action;
3. Notes the continuing consolidation of corporate power and global reach of a small number of global network terminal (GNT) operators, which provides both organising challenges and opportunities for the ITF;
4. Notes that state-owned ports are increasingly copying the strategies of the GNT operators to drive down the costs of labour and introduce two-tiered workforces;
5. Notes the successes and important work undertaken under the ITF ports of convenience (POC) campaign over the past four years in areas such as India, the Arab World, New Zealand and Australia;
6. Notes that the success of the POC campaign lies in the increasing co-ordination and integration between the FOC and POC campaigns and the application of Organising globally principles to the POC campaign;
7. Confirms the continuing relevance of the key issues to emerge from the POC regional strategy seminars held over the past four years that require a co-ordinated trade union response, being:
  - a. Casualisation
  - b. Competition
  - c. Global network terminal operators (GNTs)
  - d. Trade union rights, and that occupational health and safety be adopted as a key area of strategic POC work.
8. Confirms that a key ITF strategy for dealing with POCs and GNTs is to negotiate and sign international framework agreements (IFAs), that are consistent with the principles in the ITF model IFA, with the GNT operators to ensure acceptable

labour and safety standards in all their operations around the world;

9. Reaffirms the importance and relevance of the POC database as an organising tool for use by affiliates at all levels of their organisations;
10. Calls on the ITF to ensure that resources are allocated for the continuing updating and renewal of the POC database and that an on-line training programme be developed for use by affiliates aimed at maximising the use and effectiveness of the database;
11. Commits to continuing to defend state ownership of ports where it still exists and has the support of the dockers' union concerned, to ensure that the POC campaign adequately takes into account the need to resist the extension of negative practices of GNT operators to state-owned ports.

### **Resolution 30: Rejecting any collective agreements that include clauses that infringe workers' rights**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Recalls that the ITF seafarers' section committee supported a motion from the Latin America and Caribbean regional seafarers' section conference, which took place in Panama City on 5 May 2009, and considered it important enough to become a congress resolution;
2. Notes that the right to take industrial action and to strike is a fundamental and inalienable human right;
3. Considers that these inalienable rights are integral to trade union struggle and the defence of the dignity of workers; and
4. Decides to reject all clauses in collective bargaining agreements for seafarers which threaten to undermine or to restrict the free exercise of the right to take industrial action and to strike, when such agreements are submitted to the ITF for approval.

### **Resolution 31: The IBF and partnership**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that the International Bargaining Forum (IBF) has become an effective means by which the ITF and its affiliates can influence conditions onboard flag of convenience vessels;
2. Notes that the IBF concept has survived the difficulties created by the unprecedented global economic downturn;
3. Congratulates the ITF for opposing any attempts to cut the wages of seafarers, for working to protect the employment of

# ITF 42nd Congress

## Mexico City 2010

seafarers' worldwide (including ratings from developed economies) and for engaging in strategic discussions within the IBF which include dockers' issues;

4. Believes that strategic partnership within the context of the IBF is of great importance to seafarers and dockers;
5. Notes that progress on developing relationships with shipping companies have been made easier because of the existence of the IBF;
6. Recognises that the partnership approach can, in certain circumstances, deliver gains for the ITF, its affiliates and the seafarers and dockworkers we represent by encouraging ship-owners to engage with us and their employees in solving problems of mutual concern. The creation of the developed economy ratings fund represents a good example of this;
7. Therefore calls upon the ITF to continue to enhance the partnership within the IBF process by using the Forum for strategic discussions with employers on issues such as:
  - a. Piracy and the designation of high-risk areas building on the current successes in this field
  - b. Measures to promote the environmental credentials of shipping
  - c. Job security and a fair distribution of jobs
  - d. Opposition to the creation of ports of convenience and seafarers doing the work of dockers
  - e. Fatigue, manning and hours of work
  - f. Criminalisation and fair treatment of seafarers
  - g. Continuous improvement in seafarers' living and working conditions foreseen in the Maritime Labour Convention (MLC)
  - h. Promotion of the Maritime Labour Convention and capacity-building amongst seafarers and their unions;
  - i. Other areas where it is in the interest of seafarers and dockworkers to engage in joint strategies with shipowners.
8. Calls upon the ITF to use the IBF process to develop better links with individual companies.

### ***Resolution 32: Implementation of the ILO MLC and ILO 188 Conventions – a global ITF strategy***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that the Maritime Labour Convention (MLC), 2006, which was adopted in the 94th Maritime Session of the International Labour Conference, is an epoch-making convention, which establishes inalienable rights and principles for seafarers;
2. Noting also convention 188 (Work In Fishing), 2007, which was adopted in the 96th Session of the International Labour Conference by an overwhelming majority, after it failed to be adopted at the 94th session, is also an epoch-making convention, which establishes inalienable rights and principles for fishers;
3. Recalling the conventions have been adopted to promote decent working and living conditions for any and all capacities of seafarers on board ships and for all fishers;
4. Mindful that the MLC has been designed to become a global instrument known as the fourth pillar of the international regulatory regime for quality shipping;
5. Mindful also that convention 188 applies to all fishers, including those paid on the basis of a share in the catch, contains a port State Control provision, a 'no more favourable treatment' clause and that many vessels are required to carry a valid document stating that the vessel has been inspected for compliance with the provisions of the convention concerning living and working conditions;
6. Noting that the success of the conventions will depend on their being widely ratified and the effective implementation of their requirements through mutual cooperation by authorities and organisations concerned in flag states, seafarers- and fishers-supplying states and port states;
7. Urges affiliates to campaign in their nations to ensure that governments expeditiously ratify the conventions for the purpose of prompt entering into force to protect and extend seafarers' rights across the globe, and particularly in developing nations where the majority of seafarers are domiciled;
8. Urges affiliates to ensure that Port State Control agencies in each nation are appropriately resourced to enable them to effectively perform the compliance and enforcement functions contemplated by the conventions;
9. Agrees that the ITF will develop, in conjunction with the ILO, and provide to each concerned affiliate, an MLC and/or ILO 188 awareness kit to help build understanding about the opportunities the MLC and ILO 188 convention provide to organise seafarers and fishers and to protect and extend their rights.

## ITF 42nd Congress Mexico City 2010

### **Resolution 33: Piracy and its impact on seafarers**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Calls attention to ongoing piracy in the Gulf of Aden and the surrounding area, which is leaving mariners and their vessels at constant risk;
2. Recognises that Somalia is a failing State and that the acts of piracy committed by its people are a direct consequence of the ongoing unfavourable economic and social situation in the area;
3. Acknowledges that the maritime industry alone, including shippers, shipowners and the seafaring unions, cannot solve the problems faced by the people of Somalia;
4. Sympathises strongly with the plight of innocent Somalis, who far outnumber their law-breaking counterparts;
5. Believes that more needs to be done to protect the world's seafarers carrying out their duties serving on merchant ships;
6. Notes the ongoing instances of trauma seafarers and their families are experiencing following attack and capture and believes the stakeholders could play a role in addressing this;
7. Further notes the adverse effects piracy is having on the retention and recruitment of seafarers;
8. Calls upon all stakeholders to keep seafarers abreast of current guidelines, such as best management practices or circulars issued by competent international maritime authorities to advise them on anti-piracy awareness matters;
9. Further calls upon all stakeholders to endeavour to conduct orientations, training seminars, briefings and such similar activities to equip them with knowledge and skills to address piracy-related situations appropriately;
10. Calls upon governments and the United Nations to take further steps to protect mariners and their vessels operating in these dangerous waters and to provide direct support to hasten the release of the numerous ships and their crew currently held;
11. Further calls upon the United Nations to resolve the economic and social instability in Somalia, as it is the only long-term solution to piracy in the area;
12. Calls also upon the ITF to co-ordinate with its international partners, both in labour and the commercial sector, to bring a strong and clear message to governments that more must be done;
13. Recognises that if governments fail to act there is a strong possibility that seafarers, either by their individual choice,

recommendation of the ITF or of their unions or by decree of individual governments, will refuse to enter this dangerous area; and

14. The ITF and its affiliates oppose all and any attempts to outlaw the payment of ransoms to secure the release of seafarers;
15. Calls upon all affiliates to support the ITF Petition against Piracy and also calls upon affiliates to publicise the petition within their national trade union centres.

### **Resolution 34: Criminalisation of seafarers**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Appreciates that 2010 has been declared 'The Year of the Seafarer' by the International Maritime Organization (IMO);
2. Recognises and lauds the efforts of seafarers in keeping global trade lines going and contributing to national and international economic development;
3. Also calls for abidance of the protection of the marine environment, particularly in the Arctic;
4. But deplores the rising trend of criminalisation of seafarers in the course of discharging their professional duties;
5. Is disturbed that this criminalisation leads to seafarers being sent to jails where they are prosecuted, tortured, and humiliated – all of which leaves deep scars on their psyches;
6. Is deeply concerned at the plight of not just the seafarers but also their families;
7. Condemns this unfair treatment meted out to seafarers who in most cases are often victims of circumstances and are made scapegoats;
8. Is upset that in many cases seafarers are not provided with or are denied consular access or legal assistance to defend themselves against the accusations made against them;
9. Recognises that the ITF has been instrumental in establishing international guidelines for the fair treatment of seafarers in the event of maritime casualties;
10. Notes that the IMO and ILO have adopted both international guidelines and a mandatory Casualty Investigation Code within the SOLAS Convention that addresses the fair treatment of seafarers after maritime casualties;
11. Regrets that some countries are not adhering to the international standards and mandatory requirements governing the fair treatment of seafarers involved in maritime casualties;

# ITF 42nd Congress

## Mexico City 2010

12. Seeks cross-sectional support by all ITF affiliates in the name of national and international solidarity, for the seafarer affiliates to demand countries recognise their obligations for the fair treatment of seafarers under internationally-established standards;
13. Calls upon the governments of countries where incidents of criminalisation of seafarers take place, to:
  - a. Adhere to international standards for the fair treatment of seafarers enshrined in IMO and ILO documents
  - b. Limit criminal prosecution of seafarers to only those acts where criminal intent exists
  - c. Inform seafarers of their rights, the nature of the investigation and the consequences of their cooperation and testimony before interrogation
  - d. Provide legal assistance and ensure fair and speedy trial for seafarers and
  - e. Further ensure that seafarers are tried only in the capital cities of that country to facilitate consular access.
- e. The employment of seafarers on a contractual basis is a major menace not only to the seafarers but also to the global trade union movement;
- f. Piracy attacks on merchant ships.
2. Further notes that in consideration of the global situation, Pakistan's merchant marine has been worst affected:
  - a. Pakistan National Shipping Corporation is the only shipping enterprise in the public sector, owning 10 ships. Five combi vessels of over 30 years of age are ready for demolition by end July 2010; two tankers are set to be scrapped by end 2010 due to CAS of the IMO Convention. Thus, by the end of 2010, the national fleet will be reduced to only three vessels;
  - b. The loss of permanent employment and a diminishing fleet will force our officers to seek employment on FOC registered ships known for their poor safety standards, unhygienic conditions, low wages and non-payment of wages, abandonment of ships and even non-payment of death and disability compensation to seafarers;
  - c. The non-existence of a defined shipping policy and a merchant shipping act.

### ***Resolution 35: Crisis in the merchant marine, with particular reference to Pakistan***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that the most significant factors attributable to the crisis in the merchant navies worldwide are:
  - a. The impact of the global financial crisis and melting of economies are instrumental in the reduction of trade volumes, including huge declines in freight rates; a large number of ships are still laid up worldwide, thereby causing seafarers' unemployment levels to rise to alarming heights, particularly that of ratings, since according to BIMCO analysis there is a surplus of ratings and due to further induction of ratings the situation has even worsened;
  - b. FOC operators accept cargoes on much lower freight rates due to employment of seafarers on contractual employment with much lower wages, operating sub-standard ships and with low operative costs; the reputable national shipping operators cannot compete with FOC operators and thus are gradually being wiped out;
  - c. The need for 'greening the maritime industry' necessitates the use of expensive quality fuel oil, reducing speed of vessels— this shall impose stricter regulation on air pollutants;
  - d. For sustainable development in the merchant navies the key factor is environmental protection;
3. Highly appreciates the ITF for extending support and assistance to distressed seafarers worldwide;
4. Resolves and calls upon the ITF secretariat to:
  - a. Impress upon the government of Pakistan the need to increase the fleet strength, thereby opening avenues of employment for Pakistani seafarers.
  - b. Entrust the affairs of the merchant marines to the trained, qualified and experienced professionals of the merchant marine – in the interest of the profession and Pakistan;
  - c. Recommend upon the government of Pakistan and India to fully implement the Shipping Protocol signed by the two countries on December 14, 2006 to promote the role of ports and shipping in regional cooperation in South Asia through transportation;
  - d. Consider taking appropriate measures to ensure employment of seafarers on a permanent basis instead of a contractual basis, which is considered a major menace;
  - e. To intensify the campaign against FOC ships and ensure their registry under the flags of their beneficiary owners' own state/country.



## ITF 42nd Congress Mexico City 2010

### **Resolution 36: Overall time on board**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that a long overall time on board seriously affects the health of seafarers, which has been confirmed by maritime medical research workers;
2. Noting the revised hours of work and rest period provisions under consideration in the review of the STCW Convention;
3. Warning all those concerned – and first of all the shipowners – against long lasting periods of time on board for crew members threatening them with an increased number of accidents as a result of fatigue which may cause loss of life and ships, and ecological catastrophes;
4. Agrees that the ITF and its affiliates should discuss with shipowners ways and means to reduce fatigue on board;
5. Calls on the ITF, through the FOC campaign, to monitor compliance with the new STCW provisions and actively campaign to ensure seafarers are adequately protected from the risks of fatigue.

### **Resolution 37: Maritime skills**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting with regret recent years' further diminishing of the image of maritime skills;
2. Noting also the lack of quality personnel for the merchant navies which probably will be even more crucial after the world financial and economic crisis is over;
3. Taking into consideration that the mass media are not paying enough attention to shipping (except piracy and accidents) and that is why the public is not aware about its actual situation;
4. Believing that well-trained young seafarers would contribute to sustainable and safe navigation;
5. Applies to governments, shipowners and all international and national organisations concerned to take measures to:
  - a. Finance proper functioning of maritime academies and schools
  - b. Sign mutually advantageous agreements between shipowners, maritime unions and maritime academies/schools

- c. Use school ships, sailing vessels included, to train young seafarers
- d. Have permanently at least one cadet on each ship to train him/her
- e. Encourage the appearance of public organisations engaged in the promotion of the maritime profession
- f. Finance clubs, circles, and schools to educate teenagers, and sea scouts wishing to dedicate themselves to the maritime professions
- g. Inaugurate scholarships for talented needy cadets
- h. Encourage the mass media to help make seafaring more attractive to young people
- i. Announce competitions for the best works of literature, musical compositions, TV films, pictures, photos etc to highlight the image of seafarers
- j. Encourage international co-operation, twinning, exchange of visits between institutions engaged in maritime education and training.

### **Resolution 38: Support for regulatory compliance with hours of rest and watchkeeping for seafarers on Panamanian-registered ships**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Considering that Panama has the largest flag of convenience maritime registry in the world, and considering also the ratification of the MLC 2006, in January 6, 2009, by the government of President Martín Torrijos; Panama must enforce these rules as provided by the ILO, IMO and STCW 78-95, regarding Working and Rest Days on vessels of Panamanian registration;
2. Considering that SITRASERMAP has exhausted all national means of bringing the current law governing the work at sea and inland waterway vessels registration in Panama ( Act 8 of 1998) to the Supreme Court (on the grounds of unconstitutionality ), as well as international bodies via the ILO Freedom of Association complaint case 2372, 2003;
3. Condemning the attitude of different governments that have been in power since the enactment of that law and which have not enforced working and rest days rules on vessels under its registry and more so in vessels or companies that work in jurisdictional waters of Panama, a situation that has led SITRASERMAP to undertake two strikes on the tugs working in the terminal ports of the Panama Canal, Balboa and Cristobal, a company owned by International Smit Harbour Towage Netherlands, now merged with the Boskalis;

# ITF 42nd Congress

## Mexico City 2010

both strikes have been to demand that the company and the government enforce their daily rest between working days;

### 4. Resolves:

- a. To invite all ITF affiliates, particularly the seafarers' section and inland navigation sections, to require the government of Panama and SMIT Harbour Towage International (merged with Boskalis) immediately to comply with the working days and rest rules on vessels of Panamanian registration, Panama having the largest open registry in the world
- b. We ask all members of the ITF, especially the sections above, to send letters to the Panamanian government and Smit Int, supporting members of SITRASERMAP and all ITF seafarers in Panama.

### ***Resolution 39: Human and trade union rights of workers of the Panama Canal***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Considering that the removal of the right to strike, whether completely or in part, of workers on the Panama Canal, whether they may be public service workers or essential services providers, though not strictly in the sense of the term, remains a violation of human and trade union rights;
2. Reasoning that port services (loading and unloading) and transport in general are sectors linked to the activity carried out in the Canal and these services have not been considered by the ILO's Committee on Freedom of Association as essential services in the strict sense of the term and thus are not excluded from the right to strike. Given this fact, we are concerned that the government of Panama may be trying to establish the Canal as an essential service;
3. Observing that the majority of members of the Supreme Court of Justice of the Republic of Panama on 27 April 2009, felt that the demands made under articles 92 109 113 of Law 19 of 11 June, which establishes the Panama Canal Authority, to be constitutionally valid, and that articles 92 and 109 prohibit strike action, that article 113 limits trade union rights by giving a government body the right to revoke the trade union recognition of any trade union organisation that infringes Article 92, which prohibits strike action;
4. Requests that ITF affiliates send letters and electronic messages to the three relevant government organs in Panama: the executive (President of the Republic), the legislative body (Deputies in Parliament Assembly) the judiciary (Supreme Court of Justice) and finally the ILO, rejecting the findings of the judiciary.

### ***Resolution 40: Workers' participation in the Panama Canal expansion project***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that the expansion of the Panama Canal is the most important engineering project initiated by any Canal administration since the opening of the Panama Canal to maritime industry in 1914;
2. Further notes that the success or failure of this project will have a significant impact on the future of international maritime commerce in the area;
3. Recognises that workers' participation in the early stages of the decision-making process is a necessary step in guaranteeing the success of the major operational overhaul that will necessarily come as a result of the expansion of the Panama Canal;
4. Recalls that as early as 2004, the Panama Canal Pilots' Union expressed its desire to actively participate in the operational decisions of the Panama Canal expansion project;
5. Recalls too that full participation in the decision-making process of the final design of locks and navigational channels, as well as in the development of operational procedures, was promised by the Canal Administrator in late 2006, but such administration has failed to honour that promise;
6. Calls on the ITF to press upon the Government of Panama to take the necessary steps to guarantee full participation by Canal workers, through their duly elected trade labour organisations, in the decision making process of the design of locks, channels and technology, as well as in the development of operational procedures for the safe and efficient operation of the expanded Panama Canal;
7. Urges ITF affiliates to express their concern to the Administrator of the Panama Canal Authority, for the negative effect that the lack of direct participation of Canal workers, through their duly elected trade labour organisations, will have on the development of a reliable, expanded Panama Canal waterway.



# ITF 42nd Congress

## Mexico City 2010

### **Resolution 41: International minimum standards for inland waterways**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that the inland waterways sector has beyond doubt entered the era of globalisation, and is undergoing flagging-out, relocation of companies to post office boxes and the employment of workers from labour-supplying countries;
2. Noting that due to the effects of globalisation for the sector, new tools need to be developed to sustain the safety and security of crewmembers, cargoes and ships;
3. Noting further that the inland waterways sector is composed of a vast majority of small and medium sized companies (SMEs) or owner/operators (one family/one ship – work/home), and that in Europe, more than 60 per cent of the EU inland waterways industry are owner/operators who live/work on board, thus creating a challenge for trade unions wishing to organise in the sector. The situation is further complicated by the growth of an unclear network of ownership of companies by shipowners and of employment by operators, an inadequate level of supervision and control by authorities and a poor level of union organisation amongst increasingly internationalised crews;
4. Noting with concern that flagging-out and re-flagging of vessels to countries whose social security and labour legislation is not intended to serve mobile workers results in unfair competition, a downward spiral in wages and labour conditions and the growth of exploitative working conditions confronting employees in the inland navigation sector;
5. Noting also with concern the conditions confronting hotel and nautical employees in the river cruise sector, which is rapidly growing on various continents and that the River Cruise Working Group set up after the 2002 and 2006 congresses to co-ordinate activities between the ITF, ETF and a number of national unions in their endeavours to establish union organisation amongst employees in the river cruise industry, requires strengthening;
6. Deploring the fact that in Europe this situation is being reinforced by the introduction of a regulation on the harmonisation of social security systems that does not take into account the specific situation of mobile workers;
7. Also deploring the fact that for inland waterways no international minimum standards on safety, security, training standards, working time, crewing levels, social security or remuneration have been developed – standards which are vital for the regulation of an international transport sector which often operates in essentially law-free zones;
8. Mindful that there is an urgent need for these international minimum standards regarding safety, security, training standards and remuneration to be developed in order to safeguard workers and to establish an internationally acceptable minimum that will stop social dumping in the sector;
9. Concerned about the increasing use of non-domiciled labour, often employed under precarious conditions especially in the rapidly growing river cruise sector;
10. Calls upon the ITF Executive Board and the ITF inland navigation section immediately to investigate whether elements of the 2006 ILO Maritime Labour Convention could be applicable to the international inland waterways industry,
11. Calls upon the ITF executive board and the ITF Inland navigation section to initiate discussions with the International Labour Organization (ILO) and the International Maritime Organization (IMO) as well as other bodies, on the establishment of international standards for:
  - Safety and security
  - Crewing levels and working time
  - Training and
  - Social security and minimum wages for inland waterways workers.
12. Calls on the ITF to dedicate resources to building up a inland waterway inspectorate drawing on the experience and expertise of the ITF's seafarers' inspectorate to assist, support and co-ordinate the work of the national unions involved in this sector. The ITF's inland navigation section should seek to extend the scope of the Brussels Guidelines for the river cruise industry and monitor their observance as well as continue to support all employees in inland navigation worldwide in the pursuit of their rights, and this should be done in co-ordination with the national unions, the Inspectorate and the other maritime sections. The production of publications akin to Message to Seafarers' and the Seafarers Bulletin, to be directed at employees in inland waterways, should also be considered.

# ITF 42nd Congress

## Mexico City 2010

### **Resolution 42: Solidarity with Greek seafarers**

The 42nd ITF Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that the Pan-Hellenic Seamen's Federation (PNO) and Greek seafarers have taken industrial action against UK flag vessels Ropax 1 and Ropax 2 (trading between Italy and Greece) at the port of Corinth, since 8 June 2010 and for three weeks, seeking implementation of the ITF Common Policy on European Ferry Services, the so-called 'Athens Policy',
2. Noting further that both the shipboard conditions of seafarers employed on the vessels concerned and the manning levels were substandard, amounting to unfair competition in accordance with the Athens Policy, as interpreted by the ITF fair practices committee (Berlin, March 2010), thus creating social dumping, much to the detriment of Greek seafarers' jobs;
3. Gravely concerned that as a result of the PNO industrial action, the company Adriatic Lines AND Spa (Florence) took an injunction against the general secretary and the PNO executive board and furthermore that a provisional order was issued against the leadership of the Greek seafaring movement;
4. Recalling the resolution adopted on 9th June 2010 in Brussels by the maritime transport section of the European arm of the ITF, the European Transport Workers' Federation (ETF) which, inter alia, condemned such denial of fundamental rights and prosecution of trade union representatives of Greek seafarers;
5. Commends the efforts of the PNO and Greek seafarers in pursuing the objectives of the ITF Athens Policy which aims to abolish unfair competition and social dumping created by low manning and substandard wages paid onboard ferries trading in European waters;
6. Expresses its solidarity with and full support for all Greek seafarers and their union, the PNO, in their fight against the scourge of social dumping in the sensitive ferry sector, where the bulk of jobs exist.

### **Resolution 43: Iran**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Recalling that the 41st ITF Congress in Durban in 2006 called for the urgent release of Mansour Osanloo, leader of the ITF-affiliated Vahed bus workers' union and that the Iranian authorities complied with the resolution and released him on the final day of that congress;

2. Noting that Osanloo then attended an ITF road transport conference and the ITUC General Council in 2007 but was kidnapped from a bus by security agents shortly after his return to Iran and has been in detention since;
3. Welcoming the efforts by ITF affiliates worldwide, including ITF affiliates participating in action days, and visits to Tehran and ITF inspectors visiting Iranian ships, that have focused attention on Mansour Osanloo and other imprisoned trade union leaders in Iran;
4. Expresses its deep appreciation to all ITF unions who have been taking part in this campaign. Many have joined the action days; ITF Inspectors have visited Iranian ships; several unionists travelled to Iran in solidarity with Osanloo; others have honoured the union through awards and union honorary membership;
5. Further condemns the escalation of attacks on workers' rights in recent months when more than 50 trade unionists are in jail, and notes with grave concern reports that the imprisoned bus union executive board member Reza Shahabi has been prevented from contacting his family or legal representatives for over a month since reporting that he had suffered neck and back injuries while in prison;
6. Noting that the Iranian government in its response to a complaint to the ILO Committee of Freedom of Association submitted by the ITF and the ITUC informed the ILO in June 2010 that Osanloo would soon be released from detention;
7. Noting with grave concern that since that date further charges have been levied against Osanloo and that there is no sign that the Iranian government is ready to honour the commitment it gave to the ILO;
8. Aware that the ITF general secretary immediately extended an invitation to Mansour Osanloo to attend the 42nd Congress whose delivery was refused by the authorities at his prison;
9. Welcoming the strong alliance the ITF has built with other Global Union organisations – ITUC, EI, IUF – together with human rights activists in Amnesty International;
10. Aware that Iranian maritime workers' organisations are approaching the ITF with requests for affiliation, this congress:
  - a. Demands that the Iranian government immediately release all trade unionists in detention, and fulfills its specific commitment to release Mansour Osanloo
  - b. Calls on all the ITF executive board and on ITF affiliates to continue action in support of Mansour Osanloo, Ebrahim Madadi and Reza Shahabi and also of the bus union and

## ITF 42nd Congress Mexico City 2010

other imprisoned and persecuted union leaders in Iran;

- c. Instructs the executive board to make it clear to any Iranian trade union organisation seeking to affiliate to the ITF that a fundamental condition for its membership will be active and public support for the campaign in support of Mansour Osanloo;
- d. Supports the efforts of other trade unions around the globe to approach companies engaged e.g. in car manufacture, the oil industry and metal industries, to ask their company in Iran to recognise independent trade unions in Iran, and encourages ITF collaboration with such initiatives.

### ***Resolution 44: Seeking a swift, fair and acceptable solution to the Philippine Airlines labour dispute***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010

1. Regrets the unfortunate decision of the former acting secretary of labour and employment in June 2010 to approve the management plan of Philippine Airlines (PAL) to spin-off or outsource its so-called 'non-core businesses' ostensibly to stave off further losses brought about by the global economic crisis, but which would inevitably result in the mass retrenchment of about 3,000 regular PAL employees in the airport services department, in-flight catering and call centre reservations, who are all union members of the Philippine Airline Employees' Association (PALEA);
2. Firmly believes that world economic recovery can be sustainable if it is anchored in social justice and fair globalisation, wherein the market prerogative of employers to outsource labour must give way to the universal right of all workers to organise and bargain collectively under conventions 87 and 98 of the International Labour Organization;
3. Fully supports PALEA in moving for the reconsideration of the decision of the former acting secretary of labour and employment, so as to prevent union-busting and the unjustified contracting out of PALEA members who stand to lose their right to organise and bargain collectively;
4. Calls on Philippine Airlines to respect, protect and implement the provisions of its CBA with PALEA, and stop all forms of union-busting;
5. Strongly seeks the commitment of the Philippine government to reach a swift, fair and acceptable outcome to the labour dispute in Philippine Airlines.

### ***Resolution 45: Death of an officer trainee***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes with extreme concern the death in suspicious circumstances of Ms Akhona Geveza, a young South African officer trainee serving onboard the UK-flagged Safmarine Kariba and sponsored under the South African Maritime Safety Agency and the Port Authority Transnet training scheme which seeks to encourage women to seek careers in shipping;
2. Notes also that Safmarine is a subsidiary of AP Moeller-Maersk with whom the ITF have established high level contacts and an ongoing relationship through the ITF Maersk Network;
3. Further notes that the investigations into the circumstances of Ms Geveza's death have revealed allegations of systematic abuse and harassment of South African officer trainees within the Transnet scheme which should act as a wake-up call to the entire shipping industry;
4. Expresses concern that these allegations could damage irreparably the image of shipping as a career choice for young people and specifically amongst young women – the main beneficiaries of the Transnet scheme;
5. Recalls the leadership role of the ITF in setting out policies and guidance to affiliates on inter alia the eradication of harassment and bullying and the promotion of equal opportunities for all transport workers and women seafarers in particular;
6. Therefore calls on the ITF to:-
  - a. Remind AP Moeller-Maersk that they have an obligation to ensure that Ms Akhona's family receive justice and that those allegedly responsible for their daughter's death are brought to justice;
  - b. Join with its UK seafarer affiliates and SATAWU in demanding that all the allegations of abuse that have been made by other Transnet cadets are fully and openly investigated and appropriate action taken by the authorities;
  - c. Work with AP Moeller-Maersk, affiliates in South Africa and maritime affiliates in the flag states of the company's vessels to ensure any conclusions from the investigations into this terrible tragedy are implemented quickly across the company's fleet;
  - d. Assist the UK and South African affiliates in their efforts to reach out to the Geveza family and provide assistance,

# ITF 42nd Congress

## Mexico City 2010

support and reassurance that all possible steps are being taken to ensure their daughter's death is properly investigated and justice served;

- e. Send a message to the shipping industry that the worldwide maritime trade union family will not tolerate this kind of treatment of any seafarer on any ship;
- f. Redouble its efforts to support the eradication of harassment and bullying at sea and the promotion of mutual respect and equal opportunities in shipping;
- g. Further calls on the ITF to work with SATAWU to ensure the SA Maritime Safety Agency/Transnet cadet programme, which specifically encourages young South African women to go to sea, continues to receive the full support of the South African maritime community.

### **Resolution 46: Solidarity with UPS workers in Turkey**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Condemns the UPS management in Turkey for its anti-union policy against the organising campaign by the ITF-affiliated TÜMTIS Union, which has escalated over the past few months, with a total of 138 workers being dismissed from the company and its sub-contractors in Istanbul, Izmir and Ankara;
2. Further condemns the local management which has exerted huge pressure on the workforce not to join TÜMTIS in all worksites of the company in Turkey. In one recent case, reported on 2nd July, a senior manager of a sub-contractor in Izmir took out his gun and started shooting in public;
3. Congratulates TÜMTIS and its members for their resistance and determination to continue the struggle;
4. Welcomes the solidarity actions taken by the ITF and its affiliates as well as our sister organisations, including UNI, who have visited the picket-lines; organised petitions; contacted the UPS management and sent financial assistance to the picketers;
5. Welcomes the work of the ITF-UNI global delivery network in increasing international union coordination in UPS and other global delivery companies;
6. Demands that UPS management open a dialogue with TÜMTIS to settle this dispute immediately by reinstating all dismissed workers; stop any further dismissals and recognise trade union representation in Turkey;
7. Calls upon all ITF unions as well as colleagues in the Global Union organisations to express their solidarity with TÜMTIS

and the UPS workers in Turkey both morally and materially by:

- Sending protest messages to UPS management both globally and nationally
  - Publicising the dispute in union publications and approaching local media
  - Providing practical support to TÜMTIS in Turkey.
8. Further calls upon the secretariats of the ITF and UNI, in consultation with their affiliates, to collect all relevant information on UPS's anti-union activities around the world, including the recent discrimination case in Cologne, Germany, and the dismissal of a shop steward in South Africa, for submission to all relevant union meetings with UPS management, and shareholders' meetings.

### **Resolution 47: British Airways cabin crew**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Declares solidarity with all British Airways Cabin Crew engaged in their current dispute;
2. Notes the rejection by BA cabin crew of a new offer made by British Airways on July 20th and supports the union's decision to refer the withdrawal of travel benefits from workers who participated in the strike to the European Court on Human Rights as a fundamental breach of trade union rights;
3. Condemns British Airways' imposition of new working practices upon cabin crew;
4. Believes that British Airways' attack on Unite's cabin crew organisation is intended to destroy the union within cabin crew;
5. Believes that the actions of British Airways are a threat to union organisation in the aviation industry;
6. Demands that British Airways enters into constructive negotiations with Unite in order to reach an agreement acceptable to all BA cabin crew.

# ITF 42nd Congress

## Mexico City 2010

### **Resolution 48: The anti-union actions of Mexicana de Aviación**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Noting that the company Mexicana de Aviación, which was founded in 1921 but sold to its present owners in 2005, has been responsible for an ongoing campaign of public disinformation, via which it has blamed employees for the poor administration of the company;
2. Taking account of the fact that since 2005 it has maintained a dishonest policy, asking the Pilots Union (ASPA/Union of Airline Pilots)) and the Flight Attendants' Union (ASSA) to reduce their salaries and degrade their working conditions, generating a saving of 50 million (pesos) since 2006; savings which the company said at that time would make its operation viable, and are now denying that the employees have always held a position of dialogue and negotiation;
3. Being informed that the Mexicana Consortium has created other brands, Mexicana Click and Mexicana Link, to which it would have transferred assets, resulting in the asset stripping of Mexicana and the consequent artificial bankruptcy, which in some countries could be considered a financial crime;
4. Considering the statements made by the Mexicana Consortium, including those of its managing director Manuel Borja who, in an attempt to win over public opinion, maintains that the problem has been caused by the salaries of the employees, without giving any indication of the destination of the assets supplied by the Mexican government in 2005 and without publishing the salaries, bonuses, benefits and loans of the managers of the Mexicana Group, which are far higher than those of any employee in the Mexicana Group;
5. Noting that it is inconceivable that the Mexicana Corporate Group would ask for protection from its creditors, since the corporate group is financially viable, which is why it is obvious that the purpose of the possible bankruptcy of the corporate group appears to be to avoid meeting its commercial and employment obligations, which could be construed as fraud as long as the Mexicana Corporate Group acknowledged ownership of Mexicana Click and Mexicana Link;
6. Concerned by the fact that the Mexican government is allowing the creation of employer protection unions, a cover for employment organisations to deprive employees of their rights, that employees have been threatened and beaten up to prevent them from defending their rights, and that one of those unions has been contracted by the Mexicana Consortium to reduce labour costs by depriving the employees of their rights;
7. Also concerned that the announcement of the suspension of

the sale of Mexicana tickets — Mexicana being one of the brand names of the Mexicana Consortium — is affecting passengers who are not to blame for the attempt at artificial bankruptcy by which the Mexicana Consortium is planning to avoid meeting its commercial and employment obligations;

8. Resolves
  - a. To condemn the Mexicana Consortium for its apparently libellous and dishonest policy and for its refusal to recognise that poor administration and the stripping of assets from the company has led to an artificial bankruptcy of the same;
  - b. To join forces with the employees of the Mexicana Consortium, who are being made the subject of media blackmail and who, despite everything, have maintained the safe, efficient operation of the airline to the highest international levels;
  - c. To request the Mexican government to eliminate the fraudulent use of employer protection contracts — a system which is being employed by the Mexicana Consortium to deprive the employees of their rights — this should be done to ensure respect for the principles of trade union freedom of association;
  - d. To demand that the Mexican authorities conduct a financial investigation into the Mexicana Consortium, into the three brand names under which it operates, and into its principal shareholders, including the chairman of its board Gastón Azcárraga, demanding compliance with the undertaking made by the company during the sale transaction made when the government privatised the airline;
  - e. To demand that, as negotiated by the Mexican government in 2005, the Mexicana Consortium respect the rights of the employees and the collective bargaining agreement, by immediately ordering the media to cease their harassment and by returning to the negotiating table to analyse honestly the real situation and the possible alternatives with a view to improving the finances of the Mexicana Consortium;
  - f. To ask the Mexican congress to call to account the secretary for communications and transport to analyse the financial situation of the Mexicana Consortium, and to ask the Mexicana Consortium to demonstrate whether or not it is complying with the contract of sale signed in 2005 with the Mexican government.

# ITF 42nd Congress

## Mexico City 2010

### ***Resolution 49: Opposing the violation of human and trade union rights in Panama***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Whereas Panama is a member of the ILO and has ratified, inter alia, conventions 87 (Freedom of Association and Right to Organise), and 98 (Right to Collective Bargaining);
  2. Taking note that Panama's congress, on June 16, 2010, adopted Law 30 in an unusual and undemocratic way, and that this act amends three laws and six regulations, including the Labour Law, in order to destroy labour and trade union rights, including the non- payment of union dues, restrictions on free collective bargaining, and the right to strike, amongst others;
  3. Noting that this law, that is in force and that a partial temporary suspension for three months is currently being discussed at congress, affects all workers nationwide and its side effects are extended to the seafarers sailing aboard Panamanian flag vessels, the largest flag of convenience, so that it also affects workers from several other countries;
  4. Noting with concern that the Panamanian government sent the national police to brutally repress the workers of the Province of Bocas del Toro, who had gone on indefinite strike, which resulted in the murder of two union activists, the loss of sight in one or both eyes, of more than 30 workers as a result of the shooting of projectiles, the arrest of hundreds of workers throughout the country and the arrest warrant for several union leaders as well as continuing death threats against union leaders including the affiliates of the ITF;
  5. Resolves to condemn the repressive actions of the Panamanian government, which has used the police to attack and intimidate workers who struggle to prevent the violation of trade union and human rights created by Act 30;
  6. Calls on all ITF affiliates worldwide to send letters of protest condemning the violation of trade union and human rights, and rejecting Law 30 as well as any other law that violates the principles of freedom of association.
2. Notes with concern that in the third week of May the National League for Democracy party cancelled its re-registration for the election, based on the fact that its rules, together with the 2008 Constitution, were unfair, and that the political situation of the country has become more tense and crucial at this juncture;
  3. Acknowledges the hardship and vulnerability of Burmese workers at the hands of the army and its cronies' economic monopoly system, since there have been a series of labour strikes since 2007 in industrial zones of Rangoon, and many more migrant workers have been suffering in neighbouring countries;
  4. Strongly recognises the legitimate activities of the Seafarers' Union of Burma in its rendering of trade union services and protection of Burmese seafarers, fishers, fishery workers and migrant workers despite the formidable difficulties and challenges that exist and fully continues to support the SUB's long enduring struggle to establish human and trade union rights in a future democratic Burma;
  5. Therefore the ITF 42nd Congress:
    - a. Condemns any attempt to violate the trade union rights of Burmese workers, including seafarers, fishers, fishery workers and migrant workers, and demands the junta respect ILO convention 87 (Freedom of Association and Protection of the Right to Organise), to which Burma has been a signatory country since 1955
    - b. Stands together with the Global Unions to protest against the upcoming unfair election and equally dubious constitutions as they are not all-inclusive – which is vital for national reconciliation and the democratisation process
    - c. Refuses to engage with the Junta-supported Myanmar Overseas Seafarers Association (MOSA) at this crucial time in Burma, as it does not represent or protect all Burmese seafarers.

### ***Resolution 50: Burma***

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Notes that the ruling junta has promulgated a set of election laws to hold elections in 2010 despite the fact that Aung San Suu Kyi and prominent stakeholders are obviously excluded from the vital reconciliation and democratisation process in Burma;



## ITF 42nd Congress Mexico City 2010

### **Resolution 51: Costa Rica**

The ITF 42nd Congress, meeting in Mexico City from 5-12 August 2010,

1. Expresses its solidarity with our colleagues in the legitimate leadership of the affiliated union SINTRAJAP, of Puerto Limón Costa Rica;
2. Noting the situation faced by port workers colleagues in Costa Rica, denounces:
  - a. The worrying attacks and violations perpetrated by the government of Costa Rica against the freedom, rights and trade union autonomy of the port workers and their union SINTRAJAP;
  - b. The violation of basic human and trade union rights, of the internal affairs of the union, and of the international conventions relating to the freedom of association and free negotiation, in that the government of Costa Rica is not respecting the legitimate and truly democratic process adopted by SINTRAJAP in order to elect its leadership;
  - c. The inappropriate and illegal intervention by the government, the Ministry of Labour, Ministry of Health, Ministry of Security, Ministry of Public Works and Transport, and even the ex-president and Nobel Prizewinner, Oscar Arias, in the internal affairs of the trade union organisation of the ports of Limón and Moín;
  - d. The illegal actions by the government of Costa Rica in removing the legal personality of the legitimate leadership of the union, elected in a free and democratic manner by 72% of the workers affiliated to SINTRAJAP, while at the same time, in collusion with the management of the port institution, promoting a parallel group defending the interests of the government and not the interests of the workers, and upon whom it has illegally given legal status, designating it as the 'executive board', without these persons having been elected by the workers and without participation in any democratic process. All this has been done with the objective of privatising the ports and impeding the existence of the trade union organisation which is the true representative of the workers, in clear violation of trade union freedom, international ILO conventions, and the laws of the country;
  - e. The shameful, corrupt, reprehensible, and immoral action by the government of Costa Rica in offering a bribe of US\$137 million to the port workers of Puerto Limón in exchange for their renouncing their union, SINTRAJAP;
  - f. The illegal detention and subsequent release of 24 workers on 29 April 2010 due to their having demonstrated in favour of the right to work and labour stability and against unemployment and the privatisation and concession of the ports. These are colleagues whom the government is accusing in court proceedings and who could be condemned to prison as if they were criminals;
  - g. The twisting and abuse of the laws on the part of the port administration and the government in order to further its economic interests and continue to implement its neo-liberal policies to the detriment of the rights of the workers;
3. This congress demands that the government of Costa Rica:
  - a. Respects freedom, autonomy and trade union rights, nationally and internationally, and immediately ceases the destructive policy that is being pursued against the Costa Rican trade union movement, and in particular against the port workers organised in SINTRAJAP;
  - b. Respects democracy and recognises the legitimate leadership of the union, which was elected by the workers in a free, independent, and democratic manner, in accordance with the laws of the country and the constitution of SINTRAJAP, indicating in this way that they recognise the SINTRAJAP union under the leadership of Ronaldo Blear and his management group, with a legal mandate from January 2009 until January 2011, as the sole legitimate representation of the workers in the ports of Limón and Moín, as well as all the trade union, labour, democratic and human rights concerned with this;
  - c. Respects and complies with ILO conventions and the labour laws of the country;
  - d. Shows the interest of the government by resolving the issue by way of a direct dialogue with the legitimate representatives of SINTRAJAP, at a meeting at which a prompt resolution of the conflict can be found;
4. This congress, aware of the situation described above, calls for the planning of lawful action to support the SINTRAJAP trade union, where possible involving measures of direct action throughout the entire world.





# ITF 42nd Congress

## Mexico City 2010



*Dancers greet delegates at the opening plenary session of the 42nd Congress in Mexico City on 5 August 2010.*

### ADDRESSES BY HOST ORGANISATIONS AND GUESTS

Delegates to the 42nd Congress were welcomed by Benito Bahena y Lome, general secretary of the host union, Alianza de Tranviarios de México, ITF coordinator for Mexico and a member of the ITF executive board. He praised the ITF's record of international solidarity since its foundation in 1898 and said that the hosting of the congress in Mexico City was a historic moment for the Mexican trade union movement and the first held in Latin America. Unfortunately Mexican workers were undergoing severe difficulties, with a government intent on weakening labour laws and reducing the rights of unions. Policies of privatisation, deregulation, centralisation of executive powers and economic liberalisation were creating unemployment, lowering employment conditions and hitting public services. The ITF should be an ambassador for the rights of workers in the informal economy. He hoped that the deliberations of the congress would help in the process of creating a more just global society.

Marcelo Ebrard Casaubon, governor of the Mexico City Federal District, welcomed congress participants to Mexico City. He said that he headed a progressive government which was friendly to trade unions. He applauded the congress theme of Strong unions – sustainable transport. A democratic economy could only be built by strengthening the rights of workers, he insisted.

By video, Sharan Burrow, general secretary of the International Trade Union Confederation, apologised that travel difficulties had prevented her from being present at the opening

of the congress. Deploping the rapacious nature of the current economic model, she said that corporate greed had no place in global justice. Oppression of workers and their unions should have no place in national or global governance. Indeed, the right to work, decent work, was a fundamental human right and freedom of association, organising and collective bargaining were the rights and tools to drive a fairer globalisation.

### PRESIDENTIAL ADDRESS

In his presidential address, Randall Howard (SATAWU, South Africa) said it was great honour to address this 42nd Congress in Mexico City and reminded delegates that Latin America was the most dangerous continent for trade unionists. Congress gave the opportunity to reflect on the organisation's progress over the past four years. He made special mention of the importance of the organising globally campaign at a time when the global recession was negatively impacting workers and union resources. He reminded delegates that the ITF was their organisation – a global weapon to defend and advance the interests of transport workers against oppression and exploitation. Congress was therefore an opportunity to direct and shape the ITF, adopting policies, motions and work programmes that effectively responded to the problems facing workers. Transport workers, he added, were very powerful given their strategic location in the economy. If well utilised, they can not only bring about real change in the working conditions of workers but also contribute to building a better world based on a progressive value system of solidarity, social justice and equality where poverty, disease,

# ITF 42nd Congress

## Mexico City 2010



*President Randall Howard: The ITF can help shape a better world for workers.*

unemployment and under development is something of the past. He urged congress to direct a redoubling of efforts to recruit and organise young workers and he said that progressive unions had a responsibility to contribute to a sustainable planet through ensuring sustainable transport policies. He also congratulated Sharan Burrow on her historic election as the first woman general secretary of the ITUC and said that women becoming leaders should become the norm rather than the exception. Announcing that he would not be seeking re-election as president, Howard hoped that at the end of the process to elect his successor, congress would emerge even more united than before.

### ELECTION OF TELLERS AND BALLOT SCRUTINEERS

Scrutineers were unanimously elected.

### ADOPTION OF STANDING ORDERS

The standing orders were unanimously adopted. (Congress document 42 C-5)

### ELECTION OF CREDENTIALS AND RESOLUTIONS COMMITTEES

Committee members were unanimously elected. (Congress document 42 C-10b)

### REPORTS OF THE RESOLUTIONS COMMITTEE

Committee chair Peter McEwen (Nautilus UK, Great Britain) introduced the reports recommending how resolutions submitted to congress should be dealt with. The reports were adopted.

### REPORT OF THE CREDENTIALS COMMITTEE

Committee chair Agis Tselentis (PNO, Greece) presented the committee's report, indicating that 333 unions (24 of which were represented by proxy) from 109 countries were represented at the congress. The report was adopted.

### OBITUARIES

A minute's silence was observed.

### MESSAGES

General secretary David Cockroft read out various fraternal messages of support to the congress, including from Efthimios Mitropoulos, secretary general of the International Maritime Organization, and introduced a video message from Sharan Burrow, general secretary of the ITUC

### WELCOME BY GENERAL SECRETARY

General secretary David Cockroft welcomed delegates, thanked the host and entertainers, read out apologies and introduced guests and the agenda.

### REPORT ON ACTIVITIES

The ITF had geared up to organise globally in all sectors of the organisation, general secretary **David Cockroft** reported to congress in introducing the report on activities. Special efforts had been made in respect of young and women transport workers and those in precarious and unprotected work. He went on to report several global organising successes of the ITF and its affiliates, including fighting the plague of piracy, organising along key transport corridors and furthering union objectives in global airline alliances.

**Dina Feller**, AAA Argentina, coordinator of the LAN ITF project in the Latin American region, described the three-year programme. It had led to the creation of a new union at LAN airlines in Ecuador, headed by Ximena López. In addition, unions in Peru had been brought together into a federation and Chilean and Argentine affiliates had increased their membership numbers.

**Bilal Malkawi**, ITF Arab World office, explained how unions had assisted to relieve suffering in Gaza in January 2009. Two cargo planes loaded with humanitarian supplies donated by many ITF affiliates from the Arab World and elsewhere were sent to the Palestinian enclave.

HIV-positive transport worker **Francis Ruwa** revealed how he had been involved in the ITF's storytelling project in Mombasa, Kenya, which challenged stigma and discrimination against people living with HIV/AIDS. The aim was to support transport workers to break the silence about their HIV status, overcome the fear and to gain knowledge about their condition and rights.

The role of global union UNI and the ITF in helping to build union organising in global delivery firm DHL was highlighted by

# ITF 42nd Congress Mexico City 2010

**Neil Anderson**, UNI's head of post and logistics. He outlined how workers' issues were taken to shareholders and regional cooperation was built. He added that the unions were ready for dialogue with the company and were determined to conclude a global framework agreement with the company.

**Bayla Sow**, SUTAS, Senegal, blamed the global economic crisis on neo-liberal policies. In this context the ITF had been able to take up the challenges posed by multinationals. Unions were also taking part in constructing a new economic model. But to ensure conditions of work were improved, more international solidarity was needed. This was highlighted in civil aviation by the dispute with British Airways and the problems faced by Mexicana.

**Abdulgani Serang**, NUSI, India, welcomed the ITF's activities for women and young transport workers since the last congress. But one area that was neglected was retired workers. Once workers retired, they were often no longer union members. Many affiliates had special associations for retired workers. They often had valuable experience and expertise to help unions to organise.

**PK Raman**, TDU, India suggested four tools for the ITF's *Organising globally* campaign on global network terminals, including that the ITF carry out a labour audit of the GNTs and their CSR policies to increase pressure on the multinationals.

**Mary Liew**, SOMU, Singapore, stressed that it was impossible to build strong unions without women and youth. She suggested that unions integrate, groom and mentor young workers and leaders of future. Women should be helped to develop the capacity to serve in unions. Through a programme of training and placement, in the past three years SOMU had helped more than 6,000 women to go back to work.

**Javed Khan**, KDLBSU, Pakistan, said there were especially difficult challenges for unions in his region. These were posed by deregulation, privatisation and restructuring, which meant permanent jobs being replaced by casual jobs, resulting in loss of membership and unemployment.

A guest speaker during the debate was **Ana Lilia Pérez**, the campaigning Mexican journalist and author of a publication exposing corruption in the Mexican offshore oil industry, *Campeche Basin: paradigm of labour exploitation*. She won a standing ovation after she told congress of her own persecution by the authorities. She urged the ITF to continue its work to defend Mexican offshore workers. There was ferocious harassment against people who reported corruption in the Mexican oil industry, she said, and went on to urge the ITF to continue its work to fight the exploitation of offshore workers and the industry's disregard for safety.

**Marcelo Vital Dainotto**, Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas Logística y Servicios, Argentina, urged future congress to discuss rubbish collectors, their risk of disease and their contribution to the environment.

**Marcelo Schmidt**, SNA, Brazil, set out four challenges to the ITF: to elect a woman as general secretary or president, to integrate the Chinese into the ITF, to integrate social movements and to use class education for young members.

Other speakers included **Palitha Atukorale**, NUSSL, Sri Lanka,

**Juan Carlos Schmid**, SPDB, Argentina.

An audio-visual presentation, with film and music clips of ITF activities around the world over the past four years, was played to delegates. The presentation made the link between the *Organising globally* theme of the 2006 Durban congress and the theme of this year's congress: *Strong unions – sustainable transport*.

Summing up the session, **David Cockroft** said that our message to corporate global employers was that ITF unions were here to stay. There was no place to hide. Companies could not escape social and safety standards by crossing borders, as ITF unions would respond.

The report on activities was *adopted*.

## STRONG UNIONS – SUSTAINABLE TRANSPORT

Introducing the congress theme document, ITF assistant general secretary **Stuart Howard** pointed out that it covered several themes, including defending basic union rights, addressing casualisation and outsourcing, fighting deregulation and liberalisation and meeting the challenge of climate change. He underlined the potential industrial strength enjoyed by transport trade unions. However, they had to organise nationally and address structural changes in transport and the political environment shaping them. He pointed to the inherent potential strength of transport trade unions. Regardless of the global financial crisis, global production still relies on components and parts and finished goods being moved around the world along global supply chains and distribution networks.

The subsequent debate took the form of a panel discussion of five delegates who shared their experiences and ideas about building solidarity and strong unions. It was led by **Aidan White**, general secretary of the International Federation of Journalists, and was followed by contributions from the floor of congress.

One of the themes to emerge from the debate was the notion that unions should not rely on social democratic political parties to deliver their objectives. Nor should they fund such parties that do not act in the interests of union members. These points were forcefully made by **Edson Martins Areias** of CONTTMAF (Brazil), **Bob Crow** of RMT (Great Britain), **Roger Toussaint** of the TWUA (US) and **Niek Stam** of the FNV Bondgenoten (Netherlands).

**Niek Stam** deplored the way that many social democratic parties had adopted neoliberal policies, with 50 per cent of the actions of these parties against the interests of trade unionists. His union had had to start teaching members what was left and what was right.

**Roger Toussaint**, TWUA, United States, said it was important to build the broadest possible popular alliances. His union had spent time speaking out on behalf of unrepresented domestic workers and new immigrant workers. By doing so, the public perception of the union had been changed and the union was better able to survive media attacks that did not show unions in a good light.

**PK Raman**, TDU, India, thanked the ITF and all those who had made it possible to organise workers at Gateway Terminal India, with whom the first collective bargaining agreement had been

# ITF 42nd Congress

## Mexico City 2010



A panel discussion launched the debate on Strong unions – sustainable transport. Pictured from left: Peep Peterson (Estonia), PK Raman (India), Arlette Gay (Chile), Aidan White (International Federation of Journalists), Kalthoum Barkallah (Tunisia), Roger Toussaint (US) and Stuart Howard (ITF assistant general secretary).

concluded last month.

From the Estonian Transport and Road Workers' Trade Union, **Peep Peterson** said that workers from the former Soviet Union tended to welcome the idea of globalisation, the sense of opening up the world and the ability to cross borders. But there were some bad things associated with globalisation. It had opened up questions of inequality and social dumping and there was a "race to the bottom" of the system.

Arlette Gay, STELC, Chile, spoke about the creation of a network of LAN unions in Latin America. She said that important lessons had to be learnt, on exchange of information, establishing trusting relationships, finding out who was who and respecting each other's differences.

Mark Haasis, UAW, United States, said his union had been affiliated to the ITF for only one week. As one of the newest unions, they could perhaps offer a fresh evaluation of the ITF's role in organising globally. The ITF was doing great work, which was obvious to see. The UAW appreciated it and wanted to be part of it.

Jim Hunter, former ITF president, greeted congress and welcomed the dramatic changes in the organisation since he held office, particularly its internationalism and the inclusion of women in decision making. He remarked on the new global challenges unions face in terms of turning back the unfettered

capitalism in the transport industry that has developed since the end of the Cold War.

The fight against globalisation was closely linked to the struggle against neo-liberalisation, said Francisco Torrealba, FTFV, Venezuela. All workers had an obligation to organise themselves globally to counter aggressive neoliberal policies, he added.

The strategy document was unanimously *adopted*.

### CONFERENCE REPORTS

**Dave Heindel** (SIU, United States) introduced the Seafarers' Section Conference report, which was adopted.

**Martin Mayer** (Unite, Great Britain) introduced the Road Transport Workers' Section Conference report, which was adopted.

**Lars Lindgren** (ST, Sweden) introduced the Dockers' Section Conference report, which was adopted.

**Nick Bramley** (UNIA, Switzerland) introduced the Inland Navigation Section Conference report, which was adopted.

**Øystein Aslaksen** (NL, Norway) introduced the Railway Workers' Section Conference report, which was adopted.

**Manfred Calsow** (Ver.di, Germany) introduced the Civil



## ITF 42nd Congress Mexico City 2010

Aviation Section Conference report, which was adopted.

**Johnny Hansen** (NS, Norway) introduced the Fisheries Section Conference report, which was adopted.

**Bengt Olsson** (Unionen, Sweden) introduced the Tourism Services Section Conference report, which was adopted.

**Tomas Abrahamsson** (SEKO, Sweden) introduced the Joint Seafarers' and Dockers' Conference report, which was adopted.

**Guy Greivelding** (FNCTFEL, Luxembourg) introduced the Urban Transport Committee report, which was adopted.

**Diana Holland** (Unite, Great Britain) introduced the ITF Women Transport Workers' Conference report, which was adopted.

**Paul McAleer** (MUA, Australia) introduced the ITF Young Transport Workers' Conference report, which was adopted.

**Asbjørn Wahl** (Fagforbundet, Norway) introduced the ITF Climate Change Conference report, which was adopted.

### MOTIONS AND AMENDMENTS TO THE ITF CONSTITUTION

Congress unanimously adopted an amendment to rule V of the ITF constitution, thereby increasing the size of the executive board by one seat, from 40 to 41.

Congress also unanimously adopted amendments to rules I, IV, XII and XIII of the ITF constitution in order to ensure representation for young transport workers within the organisation.

Congress further unanimously adopted an amendment to the preamble of the ITF constitution in order to accept affiliations from unions from the FIOT tradition of global transport unions.

Congress adopted the resolutions set on on pages 7-34 of this document.

### MOTION 1: RESPONDING TO CLIMATE CHANGE

Congress noted that transport was responsible for 14% of global greenhouse gas emissions, that transport emissions had increased dramatically over the past 30 years and that this was not only an environmental problem but a threat to the health and safety of transport workers. Market-based solutions were not working and a far-reaching political and economic transformation was needed. Congress called for the ITF to represent the joint interests of transport workers to secure a just transition to a sustainable transport system based on secure jobs, good wages and decent working conditions; to allocate resources for work on climate change; and to implement an education programme in all ITF regions to raise awareness and build union capacity to respond to climate change.

Moving the motion, **Peter Kennedy**, CAW, Canada, said transport unions had an "obligation to begin the process of nursing our planet back to health". Of course they had to defend members' jobs but they also had an obligation to engage in important issues outside the workplace. He stated that there were tremendous job opportunities in low carbon and environmental industries and cited France and the UK as examples. Where jobs were in jeopardy, he said, it was essential that unions' voices were heard to ensure a just transition that

respected workers, their families and communities and emphasised secure, well-paid, green jobs.

**Dorothy Nandera**, ATGWU, Uganda, said that young trade unionists would take an active stand on a sustainable future and challenged all unions to demonstrate their commitment to sustainability.

**Marz Colombini**, Aslef, Great Britain, welcomed the critical debate on these issues but said to those who feared the loss of their members' jobs that it was the failure to address climate change that was a threat to members' livelihoods, that unions had the responsibility to adopt a long-term view and work to reduce carbon emissions, even if this meant limiting or phasing out fossil fuel usage.

**Randall Howard**, ITF president, welcomed this as a historic resolution and thanked all those who had worked hard to get consensus on this policy.

The motion as amended (by amendments 1, 3 and 4) was unanimously adopted.

### MOTION 2: GLOBAL WARMING-CLIMATE CHANGE

This was introduced by the Pakistan Merchant Navy Officers' Association and opposed by the ITF executive board.

The motion fell as the PMNOA was not present to move it.

### MOTION 3: REDUCING CARBON EMISSIONS FROM THE ROAD TRANSPORT SECTOR

**Joe Fleetwood**, MUNZ, New Zealand, moved the motion, which demanded that all nations continued to work towards an international agreement on climate change and implement specific transport sector strategies to reduce greenhouse gas emissions.

The motion was unanimously adopted.



*ITF staff celebrate the end of a successful congress.*

# ITF 42nd Congress

## Mexico City 2010

### MOTION 4: RESPONDING TO GLOBALISATION AFTER THE GLOBAL FINANCIAL CRISIS

Paddy Crumlin, MUA, Australia, moved this motion, which noted the continuing trend of privatisation and commercialisation affecting transport and logistics services everywhere and committed the ITF to challenge through dialogue the neoliberal assumptions of the World Bank and regional development banks, to work closely with global unions to make progress on their action plan for financial reform and to strengthen ITF regional structures to ensure co-ordinated transport trade union responses to these initiatives.

**Paddy Crumlin** said that working people were paying the price of globalisation and that changing the economic system could only be done by the international trade union movement. On top of dialogue and engagement with global organisations, he argued, unions must develop and collaborate and use every tool – industrial and intellectual – to win a progressive resolution for all working men and women and a blueprint for a better world.

The motion as amended was *adopted*.

### MOTION 5: TRADE UNION RESPONSE TO TRANSPORT PRIVATISATION AND LIBERALISATION

**Alex Gordon**, RMT, Great Britain, moved the motion, which stated that transport privatisation, liberalisation and fragmentation were having negative impacts on workers and trade unions and on social transport systems and noted that the shipping industry had long suffered the adverse effects of globalisation. It welcomed the recent developments of the strategy on Flags of Convenience and called on the ITF to compile regular information for affiliates on transport privatisation developments.

He said unions had to learn from the maritime sector's experience and respond with a clear analysis of what needs to be done to prevent the destruction of other transport networks. He stated that privatisation was leading to increased deaths of transport workers and the destruction of entire transport systems, such as Mexico's national rail system. ITF's conclusion had to be opposition to the liberalisation project and privatisation and to see more examples of renationalisation, such as that in New Zealand.

The motion was *adopted*.

### MOTION 6: CAPITALISM IN CRISIS

This motion, moved by **Bob Crow**, RMT, Great Britain, argued that the global economic and social system puts profit before people and urged the ITF to campaign for a radical programme of measures to boost the economy, create jobs, enhance public services and improve the lives of workers and their families and to lobby for this position within the ITUC.

**Robert Mashego**, SATAWU, South Africa, added that there was no sustainability in the jobs created under capitalism.

**Asbjørn Wahl**, Fagforbundet, Norway, supported the motion but felt it did not go far enough, that what unions saw were

enormous attacks on public services and the motion should call for public control, or public ownership, of financial institutions, banks and important infrastructure like energy.

**Roger Hansen**, Norweigan Transport Union, Norway, also spoke.

The motion was *adopted*.

### MOTION 7: GLOBAL SOCIAL MINIMUM STANDARDS

**André Milan**, CFDT, France, moved the motion, which stated that the growth of contract workers in the transport industry through outsourcing and labour hire companies was seriously undermining workers' rights and called on the ITF to continue its global campaign on the issue. She said that CFDT supported the motion as amended by amendment 12 but opposed amendment 11.

**Noelle Olivier**, FETS-FO, France, supported this view.

The motion as amended was *adopted*.

### MOTION 8: OCCUPATIONAL QUALIFICATIONS, SKILLS, TRAINING AND LICENSING FOR TRANSPORT WORKERS

General secretary **David Cockcroft** explained that this motion and the amendment to it would be remitted to the executive board, not because they had any problem with the principles of needing to improve transport workers' skills but because they were concerned about the resource implications of undertaking by the end of 2012 such a major skills survey.

The motion was *remitted*.

### MOTION 9: TRANSPORTATION SAFETY AND ANTI-TERRORISM

The motion, which condemned terrorism attacks in transport and requested that governments improve transportation safety, was moved by the Trade Union of Railwaymen, Russia.

The motion was *adopted*.

### MOTION 10: TRANSPORT INFRASTRUCTURE

**Peter McEwen**, Nautilus UK, Great Britain, explained that there had been late agreement on revised wording of the motion, which he read out to congress as there had been no time to print or translate it.

**Paddy Crumlin**, MUA, Australia, moved the motion, which noted the economic, social and environmental case for greater investment in sustainable freight and passenger transport infrastructure and called on the ITF to co-ordinate or assist with regional campaigns to promote this and force governments to deliver these infrastructure improvements. He stated that the motion was about using worker capitalism to change the world order and was in no way proposing to take away the independence and responsibility of pension funds, but that unions needed to start translating their savings into safe vehicles with guaranteed returns to secure members' retirements and their communities. He said it was on the ITUC agenda.

**Wayne Butson**, RMTU, New Zealand added that there was an



## ITF 42nd Congress Mexico City 2010

urgent need for union pension funds to be used in much more effective and progressive ways to benefit workers and their families.

**Tom Dufresne**, ILWU, Canada, cautioned against the adoption of a wide-sweeping motion that would by its nature result in privatisation of transport infrastructure.

**Jane Barrett**, SATAWU, South Africa, said that her union's amendment was based on the belief that to break the cycle of capitalism unions had to address patterns of current investment in transport infrastructure and challenge the status quo in terms of production, consumption and distribution. She explained that in South Africa, the railways infrastructure was designed for the export of raw materials and the lack of investment in local progressive economic activity was resulting in unemployment and extreme poverty.

**Tony Sheldon**, TWU, Australia, stated that the motion's intention was clearly not to encourage privatisation but where infrastructure investments were taking place currently with no social and little ethical criteria, trustees had obligations to use their leverage over the quality of those investments.

Other speakers were a representative from CDGT, France and **Helmut Radlingmayr**, Gewerkschaft VIDA, Austria.

The motion as amended was *adopted*.

### MOTION 11: LIFE/HEALTH SAFETY IN THE WORKPLACE IS THE EMPLOYER'S OBLIGATION AND RESPONSIBILITY

**Nikolai Nikiforov**, Trade Union of Railwaymen & Transport Construction Workers, Russia, moved the motion, which argued that the key priority for employers should be accident prevention instead of compensation and appealed to international agencies and national governments to focus their efforts on improving labour safety.

The motion as amended was adopted.

### MOTION 12: AN INTERNATIONAL TRANSPORT WORKERS' DAY

The motion was *withdrawn*.

### MOTION 13: GLOBAL DELIVERY NETWORK

**Tim Beaty**, Teamsters, United States, moved the motion, which stated that the network focus on the five largest companies in the logistics industry was an essential ITF response to changes in the global transportation industry and resolved that it continued to develop and promote the network and involve other global unions when appropriate. He said that experience of the network so far was positive and the vision was of union representation with strong contracts everywhere the companies operated.

**Thomas Sorg**, ver.di, Germany, described the union's own experience of UPS being anti-union and said that the network helped share tactics for targeting the companies.

**George Floresco**, Canadian Union of Postal Workers, Canada, said they had seen in the past four years more crossover between public postal services or hybrid deregulated, privatised

forms and the private companies. He added that the companies were trying to squeeze more and more profits from their workers and that his union strongly supported more co-operation with other unions working in other global union federations.

**Patrick Vancraeynest**, Federation Nationale des Syndicats de Transports CGT, France, supported the motion.

The motion as amended was *adopted*.

### MOTION 14: TRADE UNION UNIFICATION AND NATIONAL CO-ORDINATING COMMITTEES

The motion, which was moved by **Zenzo Mahlangu**, SATAWU, South Africa, called on the ITF, through its regional structures, to actively promote the process of trade union unification at national level and support affiliates in making national co-ordinating committees strong and effective.

The motion was *adopted*.

### MOTION 15: ITF REGIONAL AND SUBREGIONAL ORGANISATION

**Paddy Crumlin**, MUA, Australia, moved this motion, which called on the ITF to ensure that each regional and subregional office in collaboration with affiliates prepared a four-year organising plan to contribute to the *Organising globally* programme. He said the ITF had to regenerate the regions to re-engage with workers there, if unions were to respond effectively to the threats posed by the global economic crisis.

The motion as amended was *adopted*.

### MOTION 17: COMMUNICATIONS

**Tim Beaty**, Teamsters, United States, moved the motion, which called on the ITF to explore and report by April 2011 on new methods of mobile and digital communications being used around the world to identify opportunities to develop affiliates' organising and communication ability.

**Andy Bain**, TSSA, Great Britain, said there was a lot to be gained from sharing knowledge and experience of these communication technologies, particularly for those in the world's poorest areas.

ITF general secretary **David Cockroft** added that the ITF had to find ways of working that involved fewer meetings and mentioned the 'fifth floor project' to better link the London secretariat with regional offices and the inspectorate.

The motion was *adopted*.

### MOTION 18: BENCHMARKING AND MEASURING PERFORMANCE OF ITF AFFILIATES AND OFFICE HOLDERS

The motion, which called for the ITF to implement measures to enable the wide dissemination of best practice amongst unions and to implement ITF Awards to recognise outstanding performance, was moved by **Emmanuel Mensah**, General Transport, Petroleum & Chemical Workers' Union of TUC, Ghana. Amendment 26 called for the motion to be re-titled 'Encouraging ITF affiliates and office holders'.

# ITF 42nd Congress

## Mexico City 2010

**Wendy Hirst**, ASLEF, Great Britain, said it should be the affiliates leading the way to set standards, as set out in rule 4, section 5 of the ITF constitution on gender parity, and regretted that there were still delegations of over three members which had no woman delegate or adviser.

The motion as amended was *adopted*.

### MOTION 20: ORGANISING GLOBALLY

**Tony Sheldon**, TWU, Australia, moved the motion, which committed the ITF to the ongoing development of the *Organising globally* programme and its implementation through measures including the resourcing of a small number of strategic campaigns. It called on the general secretary to plan and deliver, monitor and evaluate the implementation of the strategic congress priorities. He recommended Organising globally as a critical policy, and said that the ITF needed to recognise and concentrate on what real victory looked like.

**Wayne Butson**, RMTU, New Zealand, said he saw this motion as another plank in the evolution of the ITF into a globally powerful and influential organising body.

The motion as amended was *adopted*.

### MOTION 21: YOUNG TRANSPORT WORKERS

Presenting the motion on behalf of one of the movers, **Fatima Queipo**, CCOO, Spain and **Tami Ray**, Bermuda Industrial Union, Bermuda, expressed disappointment that the seafarers' section had not elected a youth representative. The motion called on the ITF to develop an effective, resourced programme geared to organising young transport workers, and urged affiliates to ensure greater involvement of young people in their activities and leadership structures. It welcomed the executive board decision to present a series of constitutional amendments dealing with young transport workers to congress and called on it to apply the provisions of those amendments immediately so that the conclusions of the Young Transport Workers Conference would be included within the 2011-2014 Work Programme.

**Abdulgani Serang**, NUSI, India also moved the motion and added that the NUSI had changed its constitution to accommodate young workers and urged others to do the same.

**Ingo Marowsky**, ITF, Great Britain, spoke about the dynamism of the young workers and said that thanks to their challenging and questioning things, congress had made history and would never be the same again.

The motion as amended was *adopted*.

### MOTION 22: REJECTION OF ALL FORMS OF VIOLENCE, FEMICIDE AND VIOLATION OF HUMAN RIGHTS, AND SUPPORT FOR THE LABOUR UNIONS OF THE WORKERS IN MEXICO

**Rosa Maria Hernandez Lopez**, ATM, Mexico, moved the motion, which affirmed problems facing workers in Mexico and called on congress to issue a statement urging the Mexican president and cabinet to respect basic labour rights, equality and gender.

The motion was *adopted*.

### MOTION 23: WORKERS' RIGHTS IN MEXICO

**Paddy Crumlin**, MUA, Australia, moved the motion, which called on the ITF and sister global federations to mount an international campaign to expose the injustices in the Mexico oil and gas sector, and on affiliates to support the ITF/ICEM Offshore Oil and Gas Alliance in making representations to the ILO and the major oil and gas companies to end abuses. He said the MUA had a proud record of supporting workers' rights in central and south America and stated that what was happening in Mexico impacted on such things as NAFTA.

The motion was *adopted*.

### MOTION 24: WORKING FOR INTERNATIONAL TRADE UNION RIGHTS

The motion, which was moved by **Flemming Smidt**, 3F, Denmark, noted that decisions of the European Court of Justice, such as the Viking case, represented the most fundamental attack on trade union rights for generations and urged that the ITF campaigned vigorously and ensured that other global and European union federations also acted to ensure that the rulings of the European Court on Human Rights take precedence over and are binding on the ECJ in future.

He said that the ECJ's 'big four' decisions – Viking, Laval, Luxembourg and Ruffert – limited the possibility of industrial and trade union action in Europe and violated several ILO conventions. He emphasised that the adoption of the Lisbon Treaty provided possibilities to challenge these decisions, but only with international support.

**Alex Gordon**, RMT, Great Britain, said his union's amendment related to the case it was taking to the European Court of Human Rights following the injunction against the RMT in March 2010 preventing it from taking lawful strike action against Network Rail. He said that recent decisions by the ECHR were diverging dramatically from those taken by the ECJ, particularly in the case of Turkey, and that unions needed to drive a wedge between the two bodies to make what is happening more transparent.

General secretary **David Cockcroft** said that this was a particularly important motion against a fundamental attack on the basic rights of trade unions to take action and on trade union organisations to take action internationally. As the ITF probably took and co-ordinated most international action, it was a particular attack on the organisation and that was why ITF had been the principal defendant with the Finnish Seamen's Union in the Viking case. These ECJ decisions could quite soon infect other parts of the world, too, he argued, citing the case in the British courts against BALPA (not yet affiliated to the ITF) when it tried to take action against British Airways' decision to establish a low-cost subsidiary in France to participate in the EU/US open skies agreement. BALPA was told that such action would be 'disproportionate', a word taken directly from the ECJ ruling in the Viking case. He urged affiliates to take the most effective action they could to win a better legal framework to take lawful

# ITF 42nd Congress Mexico City 2010

industrial action in support of their colleagues within ITF and elsewhere.

The motion was unanimously *adopted*.

### MOTION 25 AND 26: PALESTINE

**Nasser Younis**, PGFTW, Palestine, moved a redrafted single motion. He said that living under occupation for more than 21 years was not an easy thing, that they were doing their best for their workers and thanked the ITF for its support and noted that the ITF project to help truck drivers would soon be launched. He stated that unions work together to see a state called Palestine free from settlements. This joint motion stated that all relationships with settlements should stop as a step towards them being dismantled.

**Bob Crow**, RMT, Great Britain, jointly moving the motion, said that he disagreed with trade union colleagues that political issues should not be raised on the floor of congress. Trade unionism was about dignity and respect for individuals and their right to self-determination, he asserted. He stressed that if congress passed the motion there would be a sizeable task of a campaign for a boycott of transport services of multinationals in Israel and Palestine. And to those worried that a boycott would affect innocent workers he reminded them that the same arguments had been applied to South Africa and that colleagues from SATAWU would not be at congress today if there had been no international boycott. This was a historic resolution, he said, and while unions did not want to boycott companies he urged affiliates to apply sanctions, which were against the Israeli government, not the Israeli people, and which would give the Palestinians the self-determination they deserved.

The motion was *adopted*.

### MOTION 28: CUBA

**Greg Hewitt**, RMT, Great Britain, moved this motion, which noted Cuba's longstanding humanitarian medical support to Haiti and said the ITF must play its part in promoting co-operation and engagement with Cuba and seek an end to the blockade.

The motion as amended was *adopted*.

### MOTION 29: THE ISLAS MALVINAS/FALKLAND ISLANDS

**Omar Suarez**, Somu, Argentine Republic, moved the motion, which endorsed the UN and OAS (Organisation of American States) resolutions on the issue of sovereignty of the islands and requested the ITF executive board to approach the UN general secretary for his mediation.

The motion was *adopted*.

### MOTION 49: TO TAKE UNITED STAND AGAINST THE INFRINGEMENT OF TRADE UNION RIGHTS

**Masaharu Takei**, Japan Confederation of Railway Workers Unions, Japan, moved this motion, which protested against repeated oppression of the legitimate exercise of trade union

rights by governments, judicial authorities and capitalists in many countries, and called on the ITF and its affiliates to build, maintain and reinforce a robust framework of global solidarity to provide support for workers and unions under attack to exercise those rights.

The motion was *adopted*.

### EMERGENCY MOTION 1: SOLIDARITY WITH GREEK SEAFARERS

**Agis Tselentis**, PNO, Greece, moved the motion, which expressed solidarity for the PNO's fight against social dumping in the ferry sector.

The motion was *adopted*.

### EMERGENCY MOTION 2: IRAN

**Kenan Ozturk**, Tumtis, Turkey, moved the motion, which demanded the release of all detained trade unionists in Iran, specifically Mansour Osanloo, called on the ITF to continue support action and to support the efforts of other trade unions to approach companies operating in Iran. He called for a day of action on 17 September.

The motion was *adopted*.

### EMERGENCY MOTION 3: SEEKING A SWIFT, FAIR AND ACCEPTABLE SOLUTION TO THE PHILIPPINE AIRLINES LABOUR DISPUTE

**Johnny Oca**, AMOSUP, Philippines, moved the motion, which supported PALEA in their struggle against contracting out of existing and future work in contradiction with the CBA and sought the commitment of the Philippine government to reach an outcome to the dispute.

The motion was *adopted*.

### EMERGENCY MOTION 4: DEATH OF AN OFFICER TRAINEE

**Nautilus UK**, Great Britain, moved the motion, which noted with extreme concern the death of Ms Akhona Geveza on board the UK-flagged Safmarine Kariba and the emerging allegations of systematic abuse of South African officer trainees within the Transnet cadet programme. It called on the ITF to demand proper investigations of all such allegations.

The motion was *adopted*.

### EMERGENCY MOTION 5: SOLIDARITY WITH UPS WORKERS IN TURKEY

**Kenan Ozturk**, Tumtis, Turkey, moved the motion, which condemned the sackings of and threats against Tumtis members, demanded that UPS management opened dialogue with the union and called on ITF affiliates and global unions to express solidarity with the workers. He also urged affiliates to provide financial aid.

The motion was *adopted*.

# ITF 42nd Congress

## Mexico City 2010

### EMERGENCY MOTION 6: BRITISH AIRWAYS CABIN CREW

Unite, Great Britain moved the motion, which declared solidarity with BA cabin crew in their current dispute and demanded that BA entered into constructive negotiations with Unite to reach an agreement.

The motion was *adopted*.

### EMERGENCY MOTION 7: THE ANTI-UNION ACTIONS OF MEXICANA DE AVIACION

ASPA, Mexico, moved the motion which condemned the company's dishonest behaviour, confirmed solidarity for the workers and demanded that the Mexican authorities conduct a financial investigation into the Mexican Consortium.

The motion was *adopted*.

### EMERGENCY MOTION 8: OPPOSING THE VIOLATION OF HUMAN AND TRADE UNION RIGHTS IN PANAMA

Panamanian affiliates moved the motion, asking all ITF affiliates to send letters of protest condemning the violation of trade union and human rights demonstrated to the workers of the Province of Bocas del Toro and brought in by new laws.

The motion was *adopted*.

### EMERGENCY MOTION 9: BURMA

The Seafarers' Union of Burma called for congress to support them and their members in their stand against the upcoming unfair election and to refuse to engage with the Junta-supported Myanmar Overseas Seafarers Association.

The motion was *adopted*.

### EMERGENCY MOTION 10: COSTA RICA

SINTRAJAP, Costa Rica, moved the motion, which opposed privatisation of ports and concessions in the country and government attacks on the union and called for lawful solidarity support.

The motion was *adopted*.

### FINANCIAL STATEMENTS AND AUDITORS' REPORT 2006-2009

The financial statements and auditors' report 2006-2009 were moved by **Dave Heindel**, SIU, United States, and adopted by congress.

### AFFILIATION FEES

General Secretary **David Cockroft** moved the report on ITF affiliation fees with the recommendation that during the period 2011-2014 there would be a maximum increase of five pence a year. This would see fees set at £1.35 in 2011 (giving £4.8m), £1.40 in 2012 (giving £5m), £1.45 in 2013 (giving £5.2m), £1.50 in 2014 (giving £5.4m). He stated that over the next period the

executive board would review membership fees and all ITF structures and activities in order to reduce costs while maintaining the required level of service for affiliates.

**Mishio Kimoto**, ITF-JC, Japan, stated that while his union would accept the decision of congress, it could not accept continual increases. Three other unions, from Japan, Taiwan and Hong Kong, supported this view.

**David Cockroft** responded that he hoped that his assurances on efforts to reduce costs would be sufficient for them to reconsider.

The recommendation was *adopted*.

### ELECTION OF GOVERNING BODIES, AUDITORS, GENERAL SECRETARY, PRESIDENT AND VICE-PRESIDENTS

#### *Election of the president*

**Paddy Crumlin** (MUA, Australia) was elected as president of the ITF.

#### *Election of vice-presidents*

The following were elected as vice-presidents of the ITF:

*Latin America and the Caribbean:* **Severino Almeida** (CONTMAF, Brazil)

*North America:* **Richard P Hughes** (ILA, United States)

*Africa and Arab World:* **Emmanuel Mensah** (GTPCWU, Ghana)

Decisions on the *Europe* and *women's* vice-presidents were deferred, pending further consultations.

#### *Election of lay auditors*

**Paul Maloney**, Nautilus UK, Great Britain; **Andrew Bain**, TSSA, Great Britain; and **Simon Weller**, ASLEF, Great Britain.

#### *Election of the General Secretary*

**David Cockroft** was unanimously elected as general secretary of the ITF.

### PADDY CRUMLIN

In his acceptance speech, **Paddy Crumlin** (MUA, Australia) said he was honoured to be elected ITF president. He looked forward to moving the work of the ITF forward through the implementation of a comprehensive organising programme focused on trade union regeneration and revitalisation.

### LOCATION OF ITF HEADQUARTERS

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

# ITF 42nd Congress Mexico City 2010

### GOLD BADGES

Six individuals received the ITF Gold Badge in gratitude for their service to the organisation. They were outgoing president **Randall Howard** (SATAWU, South Africa), **Carla Winkler** (IAM, United States), **Pat Friend** (AFA, United States), **Brian Orrell** (Nautilus UK, Great Britain), **Rafael Grigera** (CPOFPCM, Argentina), **Peter McEwen** (Nautilus UK, Great Britain) and **Jan Kahmann** (ver.di, Germany).

### CLOSING ADDRESSES

ITF general secretary **David Cockroft** thanked the ATM and other Mexican host unions for their help in organising a highly successful congress. Important decision had been taken which had the potential to benefit the world's transport workers.

President **Randall Howard** closed congress, thanking delegates and the ITF secretariat and staff for their hard work and wishing the ITF well for the future.

# ITF 42nd Congress Mexico City 2010

## Civil aviation section conference

### OPENING REMARKS

1. The section chair, Carla Winkler (IAMAW, US) welcomed the delegates and opened the meeting. She noted that there had been a number of changes to the section following the restructuring of the ITF secretariat. The former section secretary, Ingo Marowsky, had been promoted to the position of Organising globally coordinator and Liz Williamson, the assistant secretary, had retired. Gabriel Mocho had been appointed as the new section secretary and Sharon James as the assistant secretary.
2. The chair observed that, despite the rise in productivity, the wages of aviation workers were on a downward trend, and contrasted this with the large salaries earned by airline CEOs. She also drew attention to the growing influence of airline alliances and how companies were using these partnerships against workers. The British Airways cabin crew dispute was a prime example of this and it had been reported that the airline intended to rely on its Oneworld Alliance partners to help reduce the impact of any industrial action. The outcome of the British Airways dispute would have repercussions for aviation unions globally.
3. The chair highlighted the detrimental impact of the current economic crisis, ongoing deregulation and intense competition on aviation workers' jobs and employment conditions, including the growing problem of fatigue. She emphasised the importance of unions playing their role if the section's work programme for the 2010-2014 congress period was to be successfully implemented.
4. As this was the last section conference in which she would assume the role of the chair, Carla Winkler thanked the section for its support and expressed her pride at having had the opportunity to serve. She also wished the section continued success. Delegates expressed their appreciation for the chair's contribution to the section with an ovation.

### ADOPTION OF THE PROVISIONAL AGENDA

5. The provisional agenda was adopted.

### AGENDA ITEM 1: ELECTION OF RAPPOREUR

6. Manfred Calsow (ver.di, Germany) was unanimously elected as the rapporteur to the congress plenary.
7. Carlos DaCosta (IAMAW, Canada), Alan Mayer (FETS-FO, France), George Turkieh, (LCCA, Lebanon) and Ann Anderson (CCWU, Guyana) were elected as the election tellers and scrutineers.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

8. The section secretary, Gabriel Mocho, thanked Ingo Marowsky, the former section secretary, who is now the ITF's Organising globally coordinator and Liz Williamson, assistant secretary, who retired in September 2009, for their work to develop the section. He also acknowledged the contributions of Jessica Tyler, the section assistant, and Joe McGee, who supports the section on air traffic services matters, who were not participating in the congress.
9. During the report, it was pointed out that the section was facing challenges through the economic crisis, the expansion of a negative low-cost carrier model, increasingly strong neo-liberal trends in the industry, manifested through growing liberalisation and privatisation. One of the consequences of this has been a growth in disputes requiring international solidarity to support unions in all regions.
10. Following the decisions taken during the Durban congress, the section has re-focussed its work to prioritise supporting organising efforts by affiliates with strategic targets identified in a number of regions. The section had achieved a number of campaign and organising successes in the congress period 2006-2010. These successes would be consolidated and built upon by the work programme for the forthcoming inter-congress period. It was agreed that the discussion on the report of the secretariat would be taken together with the discussions on the work programme and congress theme document (see below).
11. The Organising globally coordinator, Ingo Marowsky, explained the transition from the Organising globally programme from the Durban congress to the Strong unions programme in the current congress. He discussed the rationale for and the ITF's approach to strategic organising, and outlined some of the structural changes within the organisation since the Durban congress to enable the secretariat to support affiliates in their organising activities on the ground. He then looked ahead to the next congress period and set out the ITF's new approach, explaining how this would help to deliver strong unions.

### AGENDA ITEMS 3 AND 4: CONGRESS THEME DOCUMENT AND FOUR-YEAR WORK PROGRAMME

12. To set the context for the discussion on the section's four-year work programme, the chair introduced Professor Greg Bamber of Monash University, Australia, to present his analysis of key trends in the aviation industry and challenges for unions in the next congress period. Professor Bamber is a co-author of the book *Up in the air – how airlines can improve performance by engaging their employees*.
13. The section secretary then briefly outlined the proposed



# ITF 42nd Congress Mexico City 2010

work programme for the section. The work programme reflected the congress theme document, focusing on four key areas: building strong unions – Organising globally; advancing labour and employment standards; and fighting for sustainable transport.

## 14. Key issues highlighted during the course of the discussion and debate included:

- Airline cost-cutting measures and bankruptcies in a number of countries – while companies were attributing these to the downturn, in many instances, poor management was a major factor. The job security and employment conditions of workers were under serious threat as a consequence of this trend.
- The need for positive and responsible government intervention to ensure that workers were protected in restructuring plans and bankruptcy proceedings.
- The increasingly belligerent stand taken by employers against unions and attempts to weaken or break unions, for example in the BA cabin crew dispute.
- The growing influence of airline alliances and the need for unions to work together to respond to the increasing cooperation between companies.
- The importance of strengthening solidarity between ITF affiliates, including taking practical action where possible.
- Using the influence of the ITF and ETF, and our collective strength nationally, regionally and internationally, to enhance the position of unions when lobbying and negotiating on open skies and other agreements.
- Support was sought for unions organising in LAN and other multinational companies, including global ground handling companies.
- There was a need to ensure the representation of African unions and to include them in section activities.
- The need to improve communications both within the section and externally. Unions should take advantage of the media and contact with passengers and engage actively in the political process to promote workers' interests.
- It was suggested that members of the executive board from the civil aviation section should try to ascertain the needs of the section prior to executive board meetings.

## Implementation of the section work plan:

- The need to focus on the practical implementation of the

section's work plan and to adopt an action-oriented campaigns approach was emphasised.

- The work plan could not be implemented solely by the secretariat. Affiliates needed to commit resources and take on some of the operational work to support the secretariat.
- Priorities needed to be identified and resources allocated to those priorities.
- The capacity of unions needed to be considered, and where necessary capacity-building and training programmes, for example to develop organisers, to develop the capacity of unions to campaign against and bargain with multinational companies etc. would need to be implemented.
- There should be an understanding of the environment within which unions are bargaining and organising.
- In relation to air traffic services, two important elements should be addressed in the work plan, namely solidarity between the different groups in the EU and organising workers in Latin America.

The conference *adopted* the four-year work programme.

## AGENDA ITEM 5: MOTIONS

17. The chair drew the attention of the conference to the emergency motion in support of British Airways cabin crew who were members of Unite and invited the union to provide an update. Sean Beatty (Unite, UK) who was also the acting chair of the ITF's cabin crew committee, thanked affiliates for their support and solidarity so far and outlined the key issues in the dispute. The attitude of British Airways' management had led many, including industry experts, to conclude that it was the intention of the company to break the union. Beatty asked ITF affiliates to continue to support Unite cabin crew. He also expressed the solidarity of Unite with Mexicana workers. In the course of the discussion, many unions expressed their strong backing for the Unite cabin crew and restated their readiness to extend solidarity support to help the union achieve an acceptable outcome. The conference considered and unanimously endorsed emergency (vi) in support of British Airways cabin crew. The conference also agreed to recommend that the congress adopt the motion.
18. Salvador Gayon, from the pilots' union ASPA, and Lizette Clavel of the ASSA cabin crew union informed the conference of the key issues relating to the crisis in Mexicana airline. There was overwhelming support for the Mexicana unions. Affiliates also participated in the press conference that immediately followed the discussion. The conference

# ITF 42nd Congress

## Mexico City 2010

considered and unanimously endorsed the emergency motion against the anti-union actions of Mexicana de Aviación. The conference also agreed to recommend that the congress adopt the motion.

19. The conference considered and unanimously endorsed emergency motion (iii): 'Seeking a swift, fair and acceptable solution to the Philippine Airlines labor dispute'. The conference also agreed to recommend that the congress adopt the motion.
20. The conference considered and endorsed the amended motion 30: 'Aviation'.
21. The conference endorsed the recommendations of the executive board in relation to motions 8, 10, 11, 12 and 13.
22. Emergency motion 6 in support of British Airways cabin crew; the emergency motion against the anti-union actions of Mexicana de Aviación; and emergency motion (iii), 'Seeking a swift, fair and acceptable solution to the Philippine Airlines labor dispute', are annexed to the report of the resolutions committee.

### AGENDA ITEM 6: ELECTIONS

23. The following were elected:

- Section chair: Sito Pantoja, IAWAW, US
- Section vice-chair: Brendan Gold, Unite, United Kingdom
- Civil aviation representative on the women's committee: Wadha Da'abis, GTUWATT
- Civil aviation representative on the youth committee: Arlette Gay Schifferli, Sindicato de Tripulantes de la Empresa Lan Chile SA.

24. Six additional committee members were also elected:

- Francisco Luiz Xavier de Lemos, Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos, Brazil
- Elisabeth Goffeng, Norsk Kabinforening, Norway
- Manfred Calsow, ver.di, Germany
- Jo-Ann Davidson, Flight Attendants' Association of Australia (Domestic), Australia
- Richard D'Almeida, Syndicat National des Travailleurs de la Meteorologie et de l'Aviation Civile, Benin
- Josef Maurer, Odborový Svaz Dopravy, Czech Republic.

Owen Herrnsstadt, IAWAW, US, was elected as the North America regional chairperson by consensus by North American affiliates.

25. The conference further approved the membership in the committee of one representative per region and one representative per industrial subsection, as elected by the relevant regional or industrial bodies of the civil aviation

Section, with the following amendment to the composition of the section committee with regard to regional representatives: "The section conference at congress shall be invited to approve by show of hands the participation in the section committee of one representative from each region, who shall be the chairperson 'or vice-chairperson' of each of the regional civil aviation committees as from time to time elected by those committees."

26. Following the amendment, Ekaterina Yordanova, FTTUB, Bulgaria, was elected as the European regional representative by consensus by European affiliates.

### AGENDA ITEM 7: ANY OTHER BUSINESS

27. Brendan Gold (Unite, UK), on behalf of the section, thanked the chair for her dedication, commitment and leadership and wished her well for the future. The general secretary added his thanks and appreciation on behalf of the ITF and highlighted the chair's many achievements, including being the first woman to be elected as the chair of an ITF industrial section.

## Road transport workers' section conference

The road transport workers' section conference was held on 6 August 2010. Martin Mayer chaired the meeting.

### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

1. Martin Mayer was appointed rapporteur.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

2. Mac Urata (section secretary, ITF inland transport sections) gave an overview of the key developments and activities in the section during the period 2006-2010, and in particular highlighted workers' rights and mobilisation of solidarity; and campaigns including the ITF Road Transport Action Week.
3. Eddie Dickson (assistant section secretary, ITF inland transport sections) summarised the debate on organising and Ingo Marowsky (ITF organising globally coordinator) was introduced in order to give a presentation explaining the ITF's response to the global organising challenge arising from the ITF 41st Congress theme.
4. Twenty-seven delegates from Argentina, Australia, Austria, Burkina Faso, Canada, Chile, Estonia, Ethiopia, Finland, France, Germany, Ghana, Great Britain, India, Japan, Nepal, Netherlands, New Zealand, Norway and US participated in the discussion. Issues raised included:

# ITF 42nd Congress Mexico City 2010

- Solidarity campaigns require the inclusion of joint work with other global unions including the ITUC, human rights organisations and the appropriate civil society organisations.
  - Solidarity campaigns in support of affiliates in struggles and unions' organising efforts within multinationals, for example TÜMTIS UPS in Turkey.
  - Multinational companies are becoming more cross-sectoral, with for example retail companies now operating in ports and railways and also establishing multi-modal hubs.
  - Multinational companies, and in particular global delivery companies are still projecting anti-union attitudes, including persecution of activists, outsourcing, and use of temporary labour.
  - When developing tactically important campaigns on multinational companies a number of questions – including the use of “chain of responsibility” and global framework agreements – must be considered in the long-term strategy. There is also a need to globalise local disputes.
  - The development of alliances between transport unions in different sectors enables a stronger industrial response to multinational companies.
  - The continuing use of contract, sub-contracted, temporary and casual workers is a substantial impediment to organising work. Appropriate strategies with a focus on targeting outsourced workers need to be developed.
  - The Road Transport Action Week is a useful tool in building solidarity links between unions across borders and building confidence in the national unions, leading to membership growth.
  - The organisation of warehouse workers, terminal workers and other workers within the logistics chain is and should be an important part of road transport organising programmes.
  - The key to good industrial organisation is built on activists in the workplace who in turn can be linked for campaigning. Communication technology should be a key part of communication and organisational campaigns.
  - Road safety remains a serious issue.
  - Road transport unions must ensure their structures and activities meet the needs of young workers.
  - Climate change is a challenge for road transport unions
  - The ITF work on HIV/AIDS has been positive in raising awareness among unions and workers. These activities should continue.
5. The campaign in support of workers in Iran, including the release of Mansour Osanloo, received continued endorsement by section affiliates. Cooperation with other global unions, the ITUC and Amnesty International had broadened the campaign. There was also cross-sectional support for the campaign within the ITF, for example, maritime inspectors had visited Iranian ships to present protest letters to the ships' master and railway affiliates had used their action day to express their solidarity to the campaign. New forms of solidarity were being taken up by unions; in particular a number of affiliates reported bestowing honorary membership in their unions to Mansour Osanloo. It was stressed that the campaign needed to be broader to include all Iranian workers and union activists, as well as to target countries with good relations with Iran.
- Emergency resolution on ‘Solidarity with UPS Workers in Turkey’**
6. Kenan Öztürk (president of TÜMTIS, Turkey) reported on the escalating aggression by UPS and its sub-contractors against workers in response to an organising campaign by the union. Currently 142 workers had been dismissed and there were growing threats that more workers could be dismissed. He reported that there continued to be a daily picket outside the company in Istanbul and Izmir.
  7. The section expressed its continued solidarity and support for TÜMTIS and agreed that there needed to be a substantial response to the request for solidarity activity and financial support. It was agreed to hold an international day of activity to support TÜMTIS in seeking a resolution to their dispute with UPS. Participants to the conference signed solidarity flags to be delivered to the UPS picket line.
  8. Emergency motion (v) on ‘Solidarity with UPS Workers in Turkey’ was adopted unanimously with a recommendation that it be referred to plenary for endorsement.
- AGENDA ITEM 3: STRONG UNIONS – SUSTAINABLE TRANSPORT**
9. The section endorsed the congress theme document, Strong unions – sustainable transport.
- AGENDA ITEM 4: WORK PROGRAMME 2011-2014**
10. The draft work programme was endorsed in principle with the following areas of the work programme emphasised by delegates as being important: young workers, women workers, migrant workers, international drivers, container cargo safety, social security, owner-drivers, non-mobile workers, workplace health and safety, violence and sexual

# ITF 42nd Congress

## Mexico City 2010

harassment, the Road Transport Action Week. The meeting also requested to add the following items: “green leverage”, safe employment, support and participation in the UN Decade of Action on Road Safety.

11. On non-mobile workers, the conference agreed to set-up a working group on inland terminal warehouse workers.
12. The section agreed that questions with regards call centre workers, office workers and other white-collar workers would be referred back to the ITF secretariat for further discussion.

### AGENDA ITEM 5: MOTIONS REMITTED TO THE SECTION

13. In addition to emergency motion (v) (see paragraph 3), eight motions had been referred to the section.

- Motion 3 on ‘Reducing carbon emissions from the road transport sector’ with the agreed new amended wording was endorsed unanimously.

The section endorsed the recommendation of the resolutions committee to remit motion 8 on ‘Occupational qualifications, skills, training and licensing for transport workers’ and its amendments to the executive board.

- Motion 10 on ‘Transport infrastructure’ was endorsed unanimously.
- Motion 11 on ‘Life/health safety in the workplace is the employer’s obligation and responsibility’ was endorsed unanimously.
- Motion 12 on ‘International day of transport workers’ was rejected unanimously.
- Motion 13 on ‘Global Delivery Network’ was endorsed unanimously.
- Motion 31 on ‘Urban passenger transport’ was endorsed unanimously.
- Motion 32 on ‘Safe rates and conditions for road transport in Australia’ was adopted unanimously.

### AGENDA ITEM 6: ELECTIONS

14. The following were elected:

- Section chair: Martin Mayer, Unite, Great Britain, was re-elected unanimously.
- Section vice-chair (goods): Tabudi Ramakgolo, SATAWU, South Africa, was re-elected unanimously.

- Section vice-chair (passenger): Asbjørn Wahl, Fagforbundet, Norway, was re-elected unanimously.
- Women’s representative: Wilma Clement, BWU, Barbados, was elected unanimously.
- Young workers’ representative: Per Ole Melgard, Norsk Transportarbeiderforbund, was elected unanimously.

15. The section expressed its appreciation to Kathy Landy (BIU, Bermuda) who was retiring as women’s representative after eight years of service.

### AGENDA ITEM 7: ANY OTHER BUSINESS

16. The section supported an invitation from Svenska Transportarbeiderforbund to hold the 2011 section conference in Sweden. It was proposed that a one-day taxi workers’ conference would be held in conjunction with this meeting.
17. The section endorsed the decision of the Latin American road transport workers’ section steering committee which met during the day to include an additional vice-chair position in the Latin American road transport workers’ section committee.
18. The section endorsed the inclusion of a seat on its steering committee for the Arab World.
19. The new composition of the ITF road transport workers’ section steering committee is attached.
20. The section expressed its deep appreciation to Eddie Dickson (assistant section secretary) who was retiring. The conference also welcomed Janina Malinowska who had been appointed to succeed Eddie Dickson.

### ANNEX: MEMBERS OF THE ITF ROAD TRANSPORT WORKERS’ SECTION STEERING COMMITTEE

- Chair: Martin Mayer (Unite, Great Britain)
- Vice-chair (passenger): Asbjørn Wahl (Fagforbundet, Norway)
- Vice-chair (goods): Tabudi Ramakgolo (SATAWU, South Africa)
- Women’s representative: Wilma Clement (Barbados Workers’ Union)
- Young workers’ representative: Per Ole Melgard (Norsk Transportarbeiderforbund)

#### *Africa*

- Chair: Emmanuel Mensah (GTPCWU, Ghana)
- Vice-chairs: Juliana Mpanduji (COTWU (T), Tanzania), Jacques Francis Ilboudo (UCRB, Burkina Faso)

# ITF 42nd Congress Mexico City 2010

## *Asia/Pacific*

- Chair: Alex Gallacher (TWU, Australia)
- Vice-chairs: Takayuki Takahashi (UNYU-ROREN, Japan), KS Verma (INTWF, India), Tan Boon Toy (NTWU, Singapore)

## *Europe*

- Chair: Roberto Parrillo (ACV-Transcom, Belgium)
- Vice-chairs: Juan Lu s Garc a Revuelta (FSC-CC.OO, Spain), Joergen Aarestrup Jensen (3F, Denmark), Malene Volkers (ver.di, Germany)

## *North America*

- Co-chair: Len Poirier (CAW, Canada)
- Co-chair: C Thomas Keegel (IBT, US)

## *Latin America*

- Chair: Benito Bahena (ATM, Mexico)
- Vice-chairs: F lix Barrios Garc a (Sincontaxcar, Colombia), Percio Duarte (USTT, Paraguay), Wilma Clement (BWU, Barbados), Pablo Hugo Moyano (Federaci n de Camioneros, Argentina)

## *Arab World*

- Nasser Younis (General Union for Transport Workers, Palestine)

The section steering committee also includes chair(s) of working group(s) established by the section; representative of the ITF urban transport committee.

## **Seafarers' section conference**

The conference of the seafarers' section took place on 6 August 2010.

- Chair: B Orrell (Great Britain)
- 1st vice chair: D Heindel (USA)
- Women's representative: J Smith (Norway)
- Secretary: J Whitlow

Y Garc a Mu oz (Mexico) welcomed everyone to Mexico for the ITF's 42nd Congress and provided information on the workers' situations in Mexico, including other transport industries.

### **AGENDA ITEM 1: ELECTION OF RAPPORTEUR**

D Heindel (USA) was elected rapporteur, A Serang (India) was elected as scrutineer and I Victor (Belgium) and S Almeida (Brazil) were elected as tellers

### **AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY**

#### **Report of the secretariat**

1. The section secretary identified the points of activity within the section of the last four years, including MLC; criminalisation; piracy; retention of maritime skills; young workers, ISUDP; and working with other sectors on container cargo safety. He also explained the problems with the production of documents and apologised that paper copies were not available.
2. Berlau requested it be noted that the problems faced in the implementation of the ILO minimum wage were not reflected in the report. Concern was expressed over the composition of the 10 titular members for the ILO preparatory tripartite committee on the MLC, 2006. The section secretary clarified that the composition had been agreed following consultation with the section chair and regional chairs, and a fair representation had been found. The conference noted it would be left to the secretariat and the newly elected section chair to decide if the membership should change.

#### **ORGANISING GLOBALLY**

3. The ITF organising globally coordinator gave a presentation on Organising globally explaining the transition from the Organising globally programme from the Durban congress to the Strong unions programme in the current congress. He discussed the rationale for and the ITF's approach to strategic organising, and outlined some of the structural changes within the organisation since the Durban congress to enable the secretariat to support affiliates in their organising activities on the ground. He then looked ahead to the next

# ITF 42nd Congress

## Mexico City 2010

congress period and set out the ITF's new approach, explaining how this would help to deliver strong unions.

### Guest presentations

#### *IBF – last four years*

4. Giles Heimann, secretary general of the International Maritime Employers' Committee, gave a presentation on the past four years, highlighting the value of the International Bargaining Forum, stating that the industry was changing with political, geographic, ideological and cultural barriers falling, in some cases the changes being positive and in others producing challenges to overcome. He also stated that there were many areas, such as piracy and criminalisation where we could speak with a common voice. He congratulated the ITF for the work carried out in drawing the industry together behind the piracy petition.

#### *MLC, 2006, and ILO 185*

5. Cleopatra Dombia-Henry, director of international labour standards, International Labour Organization (ILO) gave a presentation on the status of the ILO Maritime Labour Convention (MLC, 2006) and Convention on Seafarers' Identity Documents (C185). She stated that the MLC, before coming into force, had already impacted on the industry with the IMO Standards for Training and Watchkeeping Certification (STCW) Convention being recently revised to bring it into line with the MLC. She advised that in 2009 the convention had already exceeded the tonnage requirements, however only 10 countries had yet ratified the convention and another 20 were required for the convention to come into force. She was hopeful this would be reached before February 2011. With regards to Convention 185, she commented that developments were finally being seen, seven years after its adoption. She added that the US had been the most problematic in enabling the implementation of the convention, however efforts were being made and work was continuing with the US to solve this issue.

#### *FOC campaign review*

6. Due to lack of time arising from technical difficulties experienced during the meeting, the conference agreed to defer the item for discussion to the joint seafarers' and dockers' conference. The chair advised that delegates should familiarise themselves with Annex 6 of the FOC campaign review report in preparation of the elections of the Fair Practices Committee (FPC).

### AGENDA ITEM 3: CONGRESS THEME DOCUMENT: STRONG UNIONS – SUSTAINABLE TRANSPORT

7. Due to lack of time arising from technical difficulties experienced during the meeting, the conference agreed to

defer the item for discussion to the joint seafarers' and dockers' conference.

### AGENDA ITEM 4: WORK PROGRAMME

8. The conference noted the contribution of John Bainbridge, assistant section secretary, who was retiring at the end of August, giving special mention to his work with the International Maritime Organization. The conference adopted the 2011-2014 work programme.

### AGENDA ITEM 5: MOTIONS REMITTED TO SECTIONS

9. The conference considered the motions referred by the executive board, as follows:
  - Motion 40: 'Piracy and its impact on seafarers': Heindel clarified that on reading paragraph 12 of motion 40, it was clear that this would include talking to shipowners organisations about not taking vessels into the area. The motion was adopted, including amendment 49 and 50. Amendment 48 fell.
  - Motion 41: 'Criminalisation of seafarers' was adopted, including amendment 52 and 53. Amendment 51 fell.
  - Motion 42: 'Crisis in merchant marine with particular reference to Pakistan' was adopted including amendment 54 i. Amendment 54ii fell.
  - Motion 43: 'Overall time on board' was adopted including amendment 55.
  - Motion 44: 'Maritime skills' was adopted.
  - Motion 45: 'Support for regulatory compliance with hours of rest' and 'Watchkeeping for seafarers on Panamanian registered ships' were seconded by Pakistan Seamen's Union and adopted.
  - Emergency motion i: 'Solidarity with Greek seafarers' was introduced by Tselentis and was seconded by Nautilus International and AIMPE. The motion was adopted.
  - Emergency motion iv: 'Death of an officer trainee' was introduced by Dickinson and was supported and the women transport workers' conference was strongly requested to endorse.
  - Motion 36: 'Rejecting any collective agreements that include clauses that infringe workers' rights' was supported with a recommendation to the joint seafarers' and dockers' Conference to adopt.
  - Motion 37: 'The IBF and partnership': IOMMP withdrew amendment 42 but requested that it be noted that all



# ITF 42nd Congress Mexico City 2010

unions with a proven record of seafarer representation in the international shipping industry to participate in the IBF process, but accepted not all should be involved in the negotiations. The motion was supported with a recommendation to the joint seafarers' and dockers' conference to adopt.

- Motion 38: 'The ITF Athens Policy': Concern was raised regarding this motion, stating that there was already an arbitration procedure in place within the ITF constitution and it would be difficult to support a procedure without proper discussion on the procedure. The conference agreed to refer the comments raised to the Joint seafarers' and dockers' conference to debate.
  - Motion 23: 'Workers' rights in Mexico': IOMMP withdrew amendment 24 as the ITF secretariat had agreed this would be pursued through the ITF offshore task force group. The motion was supported with a recommendation to the plenary to adopt.
  - Motion 39: 'Implementation of the ILO MLC Convention' – a global ITF strategy was supported without amendments, but it was agreed that the fisheries section conference should discuss the motion including the amendments.
  - Motion 47: 'Worker's participation in the Panama Canal expansion project' was supported with a recommendation to the inland navigation section conference to adopt.
  - Motion 8: 'Occupational qualifications, skills, training and licensing for transport workers. The conference endorsed the following statement: "Strongly supports its remission to the ITF executive board given the resource implementations and the fact that the ITF executive board has established a working group to review the relationship of the welfare fund to the general fund, the income and resources of both and the balance of activity of both funds."
10. Due to the technical difficulties experienced during the meeting, there was not sufficient time to discuss the following motions:
- Motion 5: 'Trade union response to transport privatisation and liberalisation'
  - Motion 10: 'Transport infrastructure'
  - Motion 11: 'Life/health safety in the workplace is the employer's obligation and responsibility'
  - Motion 12: 'An international transport workers' day'
  - Motion 13: 'Global Delivery Network'

- Motion 46: 'Human and trade union rights of workers of the Panama Canal'
- Motion 48: 'International minimum standards for inland waterways'
- Motion 49: 'United stand against the infringement of trade union rights'

## AGENDA ITEM 6: ELECTIONS

11. It was noted that the North America representatives to the Seafarers' Section committee were:

- North America chair: Michel Desjardins, SIU, Canada
- North America vice chair: Don Keefe, MEBA, USA
- North America vice chair: Mike Murphy, AMO, USA

The conference endorsed the previously elected regional officers.

12. The conference agreed that to ensure the correct young transport workers' representative was elected, a specification of the qualities required would be drawn up and circulated to all affiliates for nominations and elections would take place at the next Seafarers' Section Committee in November.
13. Brian Orrell stood down as section chair. The following were elected by acclamation:
- Chair: David Heindel, SIU, USA
  - 1st vice chair: Yoji Fujisawa, JSU, Japan
  - 2nd vice chair: Tomas Abrahamsson, SEKO, Sweden
  - Women's representative: Jacqueline Smith, NSU, Norway
14. The conference noted the absence of Gregorio Oca (AMOSUP, Philippines) and sent him best wishes and warm regards. Messages of thanks to Brian Orrell were expressed by the conference, in particular from A Tselentis, ITF general secretary, ITF maritime coordinator and the ITF section secretary.
15. The agreed composition of the seafarers' section committee is attached (Annex)

## AGENDA ITEM 7: ANY OTHER BUSINESS

### Year of the seafarer

16. The Year of the seafarer campaign action pack was circulated to affiliates. The conference was advised that the IMO had decided to declare 25 June as International Day of the Seafarer.

# ITF 42nd Congress

## Mexico City 2010

### Meeting facilities

17. The conference wanted it noted that they were disappointed in the quality of the facilities provided for the conference, especially as a number of important items were unable to be addressed due to the delays entailed. It also noted that this was not a reflection of the ITF team responsible for the organising of the event, but careful consideration of future venues was needed.
18. There was no other business and the chair closed the conference.

### ANNEX: SEAFARERS' SECTION COMMITTEE AS OF 6 AUGUST 2010

#### Section officers

- Chair: David Heindel (SIU, US)
- 1st vice chair: Yoji Fujisawa (JSU, Japan)
- 2nd vice chair: Tomas Abrahamsson (SEKO, Sweden)
- Women's representative: Jaqueline Smith (NSU, Norway)
- Young transport workers' representative vice chair: (To be filled at seafarers section committee, November 2010)

#### African Region

- Chair: Mel J Djedje-Li (SYMICOM, Ivory Coast)
- Vice chair: David M Gcuma (SATAWU, South Africa)
- Vice chair: (women's representative): (Vacant)
- Vice chair: (Arab World): (Vacant)

#### Asia/Pacific Region

- Chair: Greg Oca (AMOSUP)
- Vice chair – South East Asia: Thomas Tay (SMOU, Singapore)
- Vice chair – South Asia: Abdulgani Serang (NUSI, India)
- Vice chair – Pacific Helen McAra (NZMSG, New Zealand)

#### ETF Maritime Transport Section

- Chair: Agis Tselentis (PNO, Greece)
- Vice chair: Dieter Benze (ver.di, Germany)
- Vice chair: Jacek Cegielski (NSZZ, Poland)
- Vice chair: Igor Pavlov (SUR, Russia)
- Advisor: Remo di Fiore (FIT-CISL, Italy)
- Advisor: Tomas Abrahamsson (SEKO, Sweden)
- Advisor: Mark Dickinson (Nautilus International, Great Britain)

#### Latin America & Caribbean Region

- Chair: Severino Almeida (CONTMAF, Brazil)
- Vice chair: Horacio Dominguez (CIOMN, Argentina)
- Vice chair: Michael Annisette (SWWTU, Trinidad & Tobago)
- Women's representative: (Vacant)

### Dockers' section conference

The conference of the dockers' section took place on 7 August 2010.

#### OPENING AND ANNOUNCEMENTS

Chair P Crumlin (Australia) opened the meeting.

#### ADOPTION OF THE AGENDA

The agenda was adopted.

#### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

1. The meeting agreed that the rapporteur would be decided by the chair and vice chairs of the section.

#### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

2. F Leys gave a report of the secretariat's activities, which was followed by a discussion on a number of issues. He drew particular attention of the conference to the situation of the dockworkers' union in Costa Rica where the democratically elected leadership, that is opposing the privatisation of the ports, was replaced by state intervention by privatisation-friendly fake unions. He dedicated the report to Pedro Zamora and the conference. The chair called for a minute's silence in memory of Pedro and in recognition of dockworkers killed in pursuit of their employment in the industry.
3. Several unions spoke about how they were challenging the negative effects of liberalisation, privatisation and globalisation, and the importance of the support and solidarity they received from the ITF family.
4. There were reports from South Asia regarding the progress of the organising there. It was felt that organising in the ports was not just a priority area but a matter of survival, and that important lessons could be learnt from the successes already seen in South Asia.
5. Emphasis was placed on the need to continue cooperation with other transport unions, particularly in efforts to organise within logistics. The ITF and ETF were congratulated for their improved coordination and its positive effect on European activities.
6. Various contributions were made around the issue of health and safety and the importance of working towards international safety standards for port workers. Affiliates shared their experiences of tackling health and safety issues, including the introduction of training and certification programmes and national legislation. Linked to this was the issue of job security and social dumping. The meeting

# ITF 42nd Congress Mexico City 2010

determined to continue to campaign for comprehensive standards in occupational health and safety and minimum standards of training for dockworkers. The IBF commitment to more comprehensive reporting on incidents and accidents in relation to the safety of dockworkers on vessels has not been delivered. The meeting determined that this should be rectified through the IBT consultations and negotiations.

7. Several contributions focused on the issue of trade union rights, the continual assaults on ITF affiliates and the need to fight back wherever this took place, so that the door would not be left open for more attacks on unions worldwide. Shipping companies sponsoring attacks on dockers' unions was raised as a matter that needed to be addressed within the IBF structure. Emphasis was placed on the necessity to strengthen dockers' unions, not just for the benefit of the ITF family but for the wider union movement.
8. ITF Organising globally coordinator Ingo Marowsky introduced the theme document and gave a presentation entitled "Organising globally: the way to strong unions". The presentation was well received.
9. The report of the secretariat was adopted.

## **AGENDA ITEM 3: CONGRESS THEME: STRONG UNIONS – SUSTAINABLE TRANSPORT**

10. Due to the technical difficulties experienced in the seafarers' section conference, it was agreed to defer the item to the joint dockers' and seafarers' conference.

## **AGENDA ITEM 4: POC CAMPAIGN**

11. F Leys gave a presentation on the progress of the POC campaign. It was noted that while some areas of the strategy had not been completed, the plan had been very ambitious and a great deal had been achieved. The secretariat was commended for the work carried out. He also referred to the POC campaign review which identified the need for additional financial and human resources, which had been agreed by the strategic coordinating team in January, but was yet to be implemented.
12. Several unions commented on the implementation of the campaign. It was vital to increase dock worker power worldwide and it was suggested that welfare fund resources be allocated to these efforts. It was also important to strengthen the link between the FOC and POC campaigns and ensure these campaigns deliver material benefits for dockers, including resolving the issue of cargo handling by seafarers.
13. Emphasis was placed on the need for a global framework agreement to secure minimum standards in GNT operations worldwide. There was also an appeal for the POC campaign

to reach beyond the GNTs, to include bulk terminals and to be used to effectively support those unions still combating privatisation.

14. The meeting determined that the ITF needed to expedite with immediate effect the necessary resources required in order for the POC campaign to be implemented.

15. The report was adopted.

## **AGENDA ITEM 5: WORK PROGRAMME 2011-2014**

16. P Hamilton introduced the proposed work programme and gave a presentation to illustrate the aims and objectives for the four-year period around the themes of building stronger unions, advancing trade union rights and labour standards and promoting sustainable transport.
17. It was suggested that in an effort to create green ports, unions should work with port authorities and where possible negotiate green elements into the entry terms for new port operators.
18. It was indicated that unions with members in the GNTs should fully participate in all negotiations leading to the achievement of the GFAS. Reference was also made to the success of current organising projects and it was suggested that such organising projects should continue as highlighted in the work programme.
19. Regarding the issue of HIV/AIDS, it was suggested that unions provide funding and training so that workers can begin to discuss it openly, be educated about it, get tested and for those diagnosed HIV positive to form support groups, share experiences and have their voices heard.
20. The work programme was adopted.

## **AGENDA ITEM 6: FOC CAMPAIGN REVIEW**

21. F Leys gave a short introduction in which he emphasised that the 50/50 rule for representation of seafarers and dockers was maintained and that the policy referred even more than before to the support for the POC campaign and the dockers.
22. It was agreed that discussion on this item be deferred to the joint seafarers' and dockers' section conference.

## **AGENDA ITEM 7: MOTIONS REFERRED BY THE RESOLUTIONS COMMITTEE**

23. The conference considered the motions referred from the executive board, as follows:
  - Motion 10: 'Transport Infrastructure' was endorsed as amended.

# ITF 42nd Congress

## Mexico City 2010

- Motion 11: 'Life/health safety in the workplace is the employer's obligation and responsibility' was endorsed as amended.
- Motion 13: 'Global Delivery Network' was endorsed as amended.
- Motion 35: 'Ports of convenience and global network terminal strategy' was endorsed as amended, with the further inclusion of 'the Arab World' in the new paragraph 5.

### AGENDA ITEM 8: ELECTIONS

24. Widespread support was voiced for P Crumlin as section chair and as a candidate for ITF president. One intervention voiced concern about the potential conflict of interest if he should be elected to both positions. P Crumlin responded that he did not feel that there would be a conflict of interest any more than there was with existing members of the executive board who also held section positions. He suggested that any concerns should be addressed in a consistent manner and if necessary constitutional change could be sought. He reflected on his role on the EB being in the interest of all sections and regions since elected and that in the nine years as an EB member had never made representation on behalf of the dockworkers as it was an entirely separate responsibility. The responsibility of all EB members were clearly defined as acting in connection with the interest of the whole ITF and that should not be comprised by the interests of any single section or region. He reiterated that the work of the two positions if elected would be manageable through the active teamwork of the ex-officio officers in the dockers' section and the ITF vice presidents.

25. The following were elected:

- Chair: P Crumlin (Australia)
- 1st vice chair: L Lindgren (Sweden)
- 2nd vice chair: Ray Familathe (USA)
- Women's representative: M Verbeeck (Belgium)
- Young transport workers' representative: O Stokka (Norway)

### AGENDA ITEM 9: ANY OTHER BUSINESS

#### *Keelung Dock Workers' Union (Taiwan)*

26. Yang Yao Chang (Taiwan) informed the conference that the Keelung Dock Workers' Union was in dispute over the plans to force the union out of their office premises as part of the redevelopment of the port. The union was demanding guarantees that they would be allocated the same floor space in the new office building due to be built on the site of its current premises. He asked that the ITF write to the government to ask that these demands be met. The union stated that if it should be successful in securing the new

premises, it would happily allocate a significant part of it to an ITF international office.

27. The conference supported the Keelung Dock Workers' Union's position and it was agreed that a letter should be sent by the ITF secretariat as requested.

#### *Newcastle (Australia)*

28. P Crumlin read out a statement from the MUA (Australia) requesting that the non-union NCIG terminal in Newcastle, Australia be declared a port of convenience and that an international campaign be mounted, aimed at bringing the site under an internationally acceptable collective bargaining agreement. Countries with trading links with the company would, in particular, be identified and informed about the unacceptable labour conditions at NCIG.

29. The conference supported the MUA's proposal.

# ITF 42nd Congress Mexico City 2010

## Inland navigation section conference

The conference of the inland navigation Section took place on 7 August 2010.

- Chair: N Bramley (Switzerland)
- Secretary: J Whitlow

### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

N Bramley was elected rapporteur. J Horsfall (Nigeria) was elected as teller and R Ponzi (Brazil) and R Paupit (Netherlands) were elected as scrutineers.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

1. The ITF organising globally coordinator gave a presentation on Organising globally explaining the transition from the Organising globally' programme from the Durban congress to the Strong unions programme in the current congress. He discussed the rationale for and the ITF's approach to strategic organising, and outlined some of the structural changes within the organisation since the Durban congress to enable the secretariat to support affiliates in their organising activities on the ground. He then looked ahead to the next congress period and set out the ITF's new approach, explaining how this would help to deliver strong unions. The presentation was well received, with many delegates providing information on the work taking place within the regions and the effectiveness organising globally was having on the sector.
2. Severino wanted his thanks to the unions in Argentina, in particular SOMU, to be noted for their solidarity action during a bitter strike in Brazil, which led to a favourable outcome.

### AGENDA ITEM 3: CONGRESS THEME DOCUMENT: STRONG UNIONS – SUSTAINABLE TRANSPORT

3. Document 42 C-8 was well received by the conference. The conference noted that climate change was an issue which had many implications for the sector. Inland navigation generates less emissions, however there was a need to ensure better facilities on board.
4. The conference noted the document and the focus of the ITF for the forthcoming four years.

### AGENDA ITEM 4: FOUR-YEAR WORK PROGRAMME

5. The conference agreed an Asia/Pacific organising programme could be included in the work programme providing that a specific, measurable, achievable, realistic, time and budgeted proposal was drawn up. The conference also agreed that discussions should take place regarding the issues of tug

boats with the relevant section and regional secretaries to establish an appropriate project.

6. It was identified that improvements in communication were needed within the section. The conference agreed to establish a contact network of affiliates present and the secretariat would provide a list of participants including contact details to facilitate communication. Other inland navigation affiliates would also be requested to join the contact network.

7. The conference adopted the 2011-2014 work programme.

### AGENDA ITEM 5: MOTIONS REMITTED TO SECTIONS

8. The conference considered the motions referred by the executive board, as follows:
  - Motion 8: 'Occupational qualifications, skills, training and licensing for transport workers' was agreed to be remitted to the executive board.
  - Motion 10: 'Transport infrastructure' was supported with a recommendation to plenary to adopt as amended.
  - Motion 11: 'Life/health safety in the workplace is the employer's obligation and responsibility' was supported with a recommendation to plenary to adopt, as amended.
  - Motion 13: 'Global Delivery Network' was supported, but surprise was expressed as to the reasons for it being referred to the section as it was not involved in global delivery network.
  - Motion 46: 'Human and trade union rights of workers of the Panama Canal' was supported.
  - Motion 47: 'Worker's participation in the Panama Canal expansion project' was seconded by UIM (Panama) and supported.
  - Motion 48: 'International minimum standards for inland waterways' was adopted.

### AGENDA ITEM 6: ELECTIONS

9. The following were elected by acclamation:
  - Chair: Nick Bramley (Switzerland)
  - Vice chair (Africa) Josiah Horsfall (Nigeria)
  - Vice chair (Latin America/Caribbean): Juan Carlos Pucci (Argentina)
  - Vice chair (Asia/Pacific): Chaudhary Alam (Bangladesh)
  - Women's representative: Maria Kostova (Bulgaria)
  - Young transport workers' representative: Sander Ruts (Belgium)

# ITF 42nd Congress

## Mexico City 2010

10. The conference endorsed the previously elected regional officers.
11. The chair expressed thanks for the support and trust bestowed upon him on being re-elected as chair of the section. The conference expressed their gratitude to Sukkur Mahmud (Bangladesh), who had stood down as vice chair.

### AGENDA ITEM 7: ANY OTHER BUSINESS

12. The conference noted the regional reports had already been covered in the discussions under the other agenda items today.
13. The conference unanimously adopted a Mexico Declaration (see Annex).
14. The African regional secretary called on all affiliates in other regions, especially the stronger unions, to assist those in the African Region in organising.
15. There was no other business and the chair closed the conference.

### ANNEX: MEXICO DECLARATION

We, the Argentinian, Brazilian, Panamanian and Uruguayan trade unions denounce the policy of economic dumping used by the company Smit International (Boskalis) in an attempt to destroy local businesses and to thereby establish itself as a monopoly, breaking the market and raising the costs of the services that they provide to the detriment of the sovereignty of the nations where it sets up operations.

The strategy used by this corporation means that it offers its services at rates even lower than its operating costs, reducing prices to levels that local companies are unable to match, making it difficult for them to continue as viable businesses due to this policy of unfair competition.

They are also systematically breaching international conventions and national legislation in relation to working hours and work breaks, obliging their crews to carry out tasks on consecutive days without the regulatory breaks that they need, exposing them to conditions of stress and fatigue that endanger the physical and mental wellbeing of crews and of shipping.

They are carrying out anti-union practices, persecuting leaders and breaching collective agreements, as well as displaying intolerance towards the authorities. In most cases, these practices are leading to strikes.

### Railway workers' section conference

The railway workers' section conference was held on 7 August 2010.

1. Øystein Aslaksen chaired the meeting.

### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

2. Øystein Aslaksen was appointed rapporteur.
3. Wayne Butson, Rail & Maritime Transport Union Inc, New Zealand, and Peter Tröge, Verkehrsgewerkschaft GDBA, Germany, were appointed tellers and scrutineers.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

4. Mac Urata (section secretary, ITF inland transport sections) gave an overview of the key developments and activities in the section during the period 2006-2010, and in particular highlighted workers' rights and mobilisation of solidarity; relationship with other organisations; multinational operators; and campaigns including the ITF railway workers' action day.
5. Eddie Dickson (assistant section secretary, ITF inland transport sections) summarised the debate on organising and Ingo Marowsky (ITF organising globally coordinator) was introduced to give a presentation explaining the ITF's response to the global organising challenge arising from the ITF 41st Congress theme as well as the programme going forward.
6. Thirty delegates from Argentina, Brazil, Canada, France, Germany, Great Britain, India, Japan, Mexico, Mongolia, Morocco, Norway, Russia, South Africa, Thailand, Tunisia, Venezuela and Zimbabwe participated in the discussion. Issues raised included:
  - Many railway unions are still under attack with examples from Thailand (dismissals relating to defending railway safety), France (pressure over privatisation), Great Britain (use of legislation to attack the right to strike). Consideration needs to be given to how, as unions, we can fight against this oppression and mobilise efforts to influence industrial and political agendas.
  - Solidarity for railway unions who are in industrial conflict requires a higher degree of international mobilisation and support. A recent example of successful mobilisation is the ITF safety mission that visited Thailand in January 2010.
  - European legislation on rail liberalisation has resulted in an increased number of employers in competition with each other leading to pressure on employment conditions



# ITF 42nd Congress Mexico City 2010

and the entry of multinational companies.

- Outsourcing is a growing challenge as railways use contracting out as a means of reducing costs, resulting in casualisation and loss of social protection.
- Unions are reporting increased investment in railways in many parts of the world, however much of this investment is state support for private enterprise.
- Where unions are confronting multinational companies, greater success in protecting worker employment conditions and building successful industrial responses can be achieved by including all the appropriate unions irrespective of the sector.
- The focus on enhancing the role of women in railway has seen positive results in India and Mongolia. However, it was recognised that the gender segregation in many operational roles and inclusive participation of women in union activities needed to be addressed and there was strong support for the section's focus on women's activities.
- Young workers are the present and future of the industry and trade unionism. A number of railway unions are actively developing youth activities with positive results. The ITF youth programme and section support for this work is encouraging participation of young workers.
- Unions are confronting more severe health and safety issues as a result of liberalisation and outsourcing. For example, in Brazil privatisation has led to increases in working hours, lack of sanitary facilities, inadequate rest areas and different standards between operating companies. Violence is also associated with a reduction in railway staff.
- Railway safety has also been seriously affected by privatisation and the use of outsourcing and sub-contractors. Unions need to promote a "no blame" culture in accident investigation.
- The ITF Railway Workers' Action Day is a useful tool in unions' campaigns. For example, in Germany the unions won national legislation on violence at work after highlighting their campaign on this issue during the action day.
- The challenges of climate change are seen by unions as an opportunity to further their demands for investment in railways and the protection and promotion of affordable public transport services. Electrification of rail presents an additional environmental option.
- Education of activists is an essential element in any

organising work and should be part of the ITF-wide and section programmes.

- Unions recognise HIV/AIDS education is a trade union responsibility.
- Mining development is often associated with private railway companies and is therefore a challenge for organising.
- Continued support for workers in Iran and solidarity activities as part of the global campaign remains important.

## **AGENDA ITEM 3: CONGRESS THEME DOCUMENT STRONG UNIONS – SUSTAINABLE TRANSPORT**

7. The section endorsed the congress theme document, Strong unions – sustainable transport.

## **AGENDA ITEM 4: WORK PROGRAMME 2011-2014**

8. The draft work programme was endorsed in principle, with the following areas of the work programme emphasised by delegates as being important: campaigning against further railway privatisation and liberalisation; organising precarious and outsourced workers; and promotion of public transport. The meeting also requested to add the following items: promotion of railway safety and in particular a 'no blame' culture; and establishment of contact with appropriate railway unions in countries such as China, Cuba and Vietnam.
9. The section steering committee was also charged with supporting implementation of the work programme by identifying specific objectives and activities.

## **AGENDA ITEM 5: MOTIONS REMITTED TO THE SECTION**

10. Nine motions had been referred to the section.
  - Motion 5 on 'Trade union response to transport privatisation and liberalisation' was endorsed unanimously.
  - The section endorsed the recommendation of the resolutions committee to remit motion 8 on 'Occupational qualifications, skills, training and licensing for transport workers' and its amendments to the executive board.
  - Motion 10 on 'Transport infrastructure' was endorsed unanimously.
  - Motion 11 on 'Life/health safety in the workplace is the employer's obligation and responsibility' was endorsed unanimously.

# ITF 42nd Congress

## Mexico City 2010

- The conference was informed that motion 12 on 'International day of transport workers' originally referred to the section had been withdrawn.
- Motion 13 on 'Global Delivery Network' was endorsed unanimously.
- Motion 31 on 'Urban passenger transport' was endorsed unanimously.
- Motion 33 on 'Re-nationalisation of Bolivian railways' was withdrawn. However, the section expressed its support for the principle of re-nationalisation of railways.
- Motion 34 on 'High-speed rail links' was adopted unanimously.

### AGENDA ITEM 6: ELECTIONS

The following were elected:

#### *Section chair*

- Øystein Aslaksen, Norsk Lokomotivmannsforbund was re-elected unanimously.

#### *Section vice-chairs*

Following a secret membership ballot, the following people were elected / re-elected:

- Serge Piteljon, CGSP Cheminots, Belgium
- CA Rajasridhar, AIRF, India (re-elected)
- Julio Sosa, La Fraternidad, Argentina (re-elected)

#### *Women's representative*

- Jane Barrett, SATAWU, South Africa, was re-elected unanimously.

#### *Young workers' representative*

- Veronika Szilagyi, VDSzSz, Hungary, was elected unanimously.

11. The section expressed its appreciation to Didier Le Reste, CGT Cheminots, France, who was retiring as one of the vice-chairs of the section after four years of service.

### AGENDA ITEM 7: ANY OTHER BUSINESS

12. It was agreed that the ITF secretariat would send a letter to the Brazilian government and Mercosur protesting the unsatisfactory working conditions for railway workers in ALL.

13. The section endorsed the inclusion of a seat on its steering

committee for the Arab World. It was agreed that the section would identify a suitable nominee, in conjunction with the ITF regional offices and ITF general secretary.

14. The new composition of the ITF railway workers' section steering committee is attached.

15. The section expressed its deep appreciation to Eddie Dickson (assistant section secretary) who was retiring. The conference also welcomed Janina Malinowska who had been appointed to succeed Eddie Dickson after his retirement.

### ANNEX: RAILWAY WORKERS' SECTION STEERING COMMITTEE

- Chair: Øystein Aslaksen (Norsk Lokomotivmannsforbund)
- Vice chair: Serge Piteljon (CGSP Cheminots, Belgium)
- Vice chair: CA Rajasridhar (AIRF, India)
- Vice chair: Julio Sosa (La Fraternidad, Argentina)
- Women's representative: Jane Barrett (SATAWU, South Africa)
- Young transport workers' representative: Veronika Szilagyi (VDSzSz – Hungary)

#### *Africa*

- Chair: Gideon Shoko (ZARWU, Zimbabwe)
- Vice chair: Samuel Wuma (RWU, Uganda)
- Vice chair: Patricia Joy Petersen (SATAWU, South Africa)
- Vice chair: Ibrahima Boli (SLCB, Burkina Faso)

#### *Asia/Pacific*

- Chair: Wayne Butson (RMTU, New Zealand)
- Vice chair – Pinyo Rueanpetch (SRUT, Thailand)
- Vice chair – CA Rajasridhar (AIRF, India)
- Vice chair – Sh. Buyanaa (Mongolian Railway Workers' Union)
- Women's representative: Jaya Aggarwal (AIRF, India)

#### *Europe*

- Chair: Guy Greivelding (FNCTTFEL, Luxembourg)
- Vice chair: György Balla (VDSzSz, Hungary)
- Vice chair: Antonio Gámez (FSC-CC.OO, Spain)
- Vice chair: Maria Cristina Marzola (FILT-CGIL, Italy)

#### *North America*

- Co-chair: Robert Chernecki (CAW, Canada)
- Co-chair: Joseph Condo (TCU, US)

#### *Latin America & Caribbean Region*

- Chair: Julio Sosa (La Fraternidad, Argentina)
- Vice chair: Helio de Souza Regato de Andrade (FNTF, Brazil)
- Vice chair: Francisco Torrealba (FENATRAFEVE, Venezuela)

# ITF 42nd Congress Mexico City 2010

- Vice chair: Karina Benemerito (Unión Ferroviaria, Argentina)

## *Arab World*

- (TBC)

Chair of the Eurotunnel Consultative Committee

Representative of the ITF Urban Transport Committee

Chair(s) of working group(s) established by the section

## **Fisheries section conference**

The conference of the fisheries section took place on 7 August 2010.

- Chair: J Hansen (NSU, Norway)
- Secretary: J Whitlow

### **AGENDA ITEM 1: ELECTION OF RAPPORTEUR**

J Hansen (Norway) was elected rapporteur. L Razafindraibe (Madagascar) was elected as teller and F Smidt (Denmark) and H Rustandi (Indonesia) were elected as scrutineers.

### **AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY**

1. It was identified that everyone present had already seen the Organising globally presentation, therefore the ITF organising Globally coordinator provided a brief summary on how it related to the fisheries sector and advised the conference that an affiliate from the railway workers' section was successfully using the Organising globally model. The conference noted that the ITF/IUF position was in the process of being filled and the programme would be underway by the end of 2010.

### **AGENDA ITEM 3: CONGRESS THEME DOCUMENT STRONG UNIONS – SUSTAINABLE TRANSPORT**

2. Document 42 C-8 was well received by the conference. The conference noted that illegal, unregulated and unreported (IUU) fishing continued to be a major concern for the section, with effective worldwide regulations being required to deal with this as well as a need to focuss on promoting careers in the sector and sustainability of fish stocks.

### **AGENDA ITEM 4: FOUR-YEAR WORK PROGRAMME**

3. The section secretary informed the conference of the new concept of the work programme and that the four-year programme reflected the agreed sections priorities. They would be broken down into more detail on a yearly basis, as part of the new planning process. The conference agreed that combating social dumping should be added to the work programme document.
4. The conference also noted that it would require considerable efforts to put this work programme into practice, both through the secretariat and nationally, for it to be successful. The conference also discussed the issue of piracy, which also affected fishers and fishing vessels and agreed that all national administrations needed to contribute to find a solution.
5. The conference adopted the 2011-2014 work programme, as amended.

# ITF 42nd Congress

## Mexico City 2010

### AGENDA ITEM 5: MOTIONS REMITTED TO SECTIONS

6. The conference considered the motions referred from the executive board, as follows:

- Motion 8: 'Occupational qualifications, skills, training and licensing for transport workers' was agreed to be remitted to the executive board.
- Motion 11: 'Life/health safety in the workplace is the employer's obligation and responsibility' was supported with a recommendation to plenary to adopt, as amended.
- Motion 39: 'Implementation of the ILO MLC and ILO 188 Conventions – a global ITF strategy': The conference noted that the seafarers' section conference had adopted the motion un-amended but would welcome the inclusion of the amendments, but would leave the discussion of the amendments to the fisheries section conference. The conference noted the substantial amendments would incorporate ILO 188 into the resolution, promoting decent work for fishers as well as seafarers. The motion was supported, as amended.

### AGENDA ITEM 6: ELECTIONS

7. The following were elected by acclamation:

- Chair: Johnny Hansen (NSU, Norway)
- Women's representative: Tracey Mayhew (SIU, USA)
- Young transport workers' representative: Micaela Sol Ruiz (SOMU, Argentina)

8. The conference agreed that the regional chairs are the vice chairs of the section and endorsed the previously elected regional officers. It was noted that the four additional European Representatives to the Fisheries Section Committee were: José Manuel Pérez Vega Artime (UGT, Spain), Arni Bjarnason (FFSI, Iceland), Vladimir Kruglov (FIWU, Russia) and Ivan Victor (BTB, Belgium).

9. The agreed composition of the Fisheries Section Committee is attached (Annex)

### AGENDA ITEM 7: ANY OTHER BUSINESS

10. There being no other business the chair closed the meeting.

### ANNEX: FISHERIES SECTION COMMITTEE

#### Section officers

- Chair: Johnny Hansen (NSU, Norway)
- Vice chair: Lucien Razafindraibe (SYGMMA, Madagascar)
- Vice chair: Kenji Takahashi (JSU, Japan)
- Vice chair: Juan Manuel Trujillo (CC.OO, Spain)

- Vice chair: Omar Suarez (SOMU, Argentina)
- Women's representative: Tracey Mayhew (SIU, US)
- Young transport workers' representative: Micaela Sol Ruiz (SOMU, Argentina)

#### African Region

- Chair: Lucien Razafindraibe (SYGMMA, Madagascar)
- Vice chair: Elitha Manning (USPOGUL, Liberia)
- Vice chair: Tounkara Ibrahim Frank (FENATRAMPG, Guine Conakry)
- Vice chair (Arab World): (Vacant)

#### Asia/Pacific Region

- Chair: Kenji Takahashi (JSU, Japan)
- Vice chair: Dong-Sik Bang (FKSU, Korea)
- Vice chair: Sonny Pattisleano (KPI, Indonesia)
- Vice chair: (Vacant)

#### ETF Fisheries Section

- Chair: Juan Manuel Trujillo (CC.OO, Spain)
- Vice chair: Flemming Smidt (3F, Denmark)
- Vice chair: Jacques Bigot (CFTC, France)
- Womens representative: Sylvie Roux (FGTE-CFDT, France)

#### Latin America & Caribbean Region

- Chair: Omar Suárez (SOMU, Argentina)
- Vice chair: Luis Penteado (CONTTMAF, Brazil)
- Vice chair: Eric Alberto Riffo (SIOMOT, Chile)

#### North America Region

- Chair: (Vacant)

# ITF 42nd Congress Mexico City 2010

## Tourism services section conference

The conference of the tourism services section took place on 8 August 2010.

### OPENING REMARKS

1. The chair of the tourism services section, Bengt Olsson (Unionen, Sweden) opened the meeting and welcomed the delegates. He emphasised the need to find a successful path for the development of the section and the importance of affiliates' active participation if the work programme was to be successfully implemented.

### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

2. The chair was elected as the rapporteur to the congress plenary.
3. John Nielsen (HKT&J, Denmark) and Shiva Gopal Mishra (AIRF, India) were elected as the election tellers and Scrutineers.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT/ORGANISING GLOBALLY

4. The section secretary also welcomed delegates and thanked Ingo Marowsky, the former section secretary who is now the ITF's organising globally coordinator, and Liz Williamson, assistant secretary, who has now retired, for their work to develop the section. He also introduced the current assistant secretary, Sharon James and the section assistant, Jessica Tyler who was not attending the congress.
5. The section secretary presented the report of the secretariat, emphasising that the ITF represents only a part of global tourism workers, with membership concentrated in Europe and Asia/Pacific. Cooperation with other global unions, UNI and IUF, was taking place. As many transport workers are part of the tourism chain, the need for inter-sectional coordination within the ITF was highlighted.
6. Developments within the European Tourism Liaison Committee (ETLC) were reported by the ETF political secretary for civil aviation and tourism, François Ballesterro, and the role of ETLC as a recognised social partner in Europe was highlighted.
7. Key issues highlighted in the discussion and debate included:
  - The need to give sufficient priority to the work of the section and to strengthen inter-section cooperation within the ITF as well as cooperation with other GUFs.
  - The difficulties unions faced in organising tourism workers due to the large numbers of workers in the informal sector, the seasonal nature of the work and outsourcing. It was noted that the majority of workers in tourism were women and young people.

- The need to focus on strategic organising targets.
- There was a suggestion that there should be a framework for cooperation in Asia Pacific drawing on successful strategies from the European experience.

### REPORT ON THE ITF ORGANISING GLOBALLY PROGRAMME

8. The organising globally coordinator, Ingo Marowsky, explained the transition from the Organising globally programme from the Durban congress to the Strong unions programme in the current congress. He discussed the rationale for and the ITF's approach to strategic organising, and outlined some of the structural changes within the organisation since the Durban congress to enable the secretariat to support affiliates in their organising activities on the ground. He then looked ahead to the next congress period and set out the ITF's new approach, explaining how this would help to deliver strong unions.

### AGENDA ITEM 3: CONGRESS THEME DOCUMENT STRONG UNIONS – SUSTAINABLE TRANSPORT

9. The section secretary introduced the congress theme document, Strong unions – sustainable transport, and explained that the document set the context for the section's work programme.

### AGENDA ITEM 4: TOURISM SERVICES SECTION FOUR-YEAR WORK PROGRAMME

10. The section secretary outlined the proposed work programme for the section. The work programme reflected the congress theme document, focusing on three key areas: building strong unions – organising globally; advancing labour and employment standards; and fighting for sustainable transport. Key issues in the discussion and proposals included:
  - There should be a cross-sectoral tourism conference to facilitate cooperation between the sections, identify priorities and clarify roles.
  - The ITF and its affiliates should develop an organising programme for multinational companies, including those in the entertainment sector.
  - Concern was expressed over the severe exploitation of some workers in the Caribbean region. Many of these workers were women.
  - Other challenges to organising in the tourism sector included self-employment and lack of access to workers.
  - The issue of migrant labour was raised and the need to organise and protect them.

# ITF 42nd Congress

## Mexico City 2010

- Opportunities and initiatives undertaken by unions to organise in river cruises and in the eco-tourism areas were highlighted. The section should consider how to support unions working in these areas.

11. The conference adopted the four-year work programme.

### AGENDA ITEM 5: MOTIONS REMITTED TO SECTIONS

12. The conference endorsed the recommendation of the resolutions committee in relation to motion 10.
13. The conference endorsed motion 11.
14. The conference endorsed the recommendation of the resolutions committee in relation to motion 12.

### AGENDA ITEM 6: ELECTIONS

15. The following were elected unopposed:

- Chair: Tetsuya Oki, Japan Federation of Service & Tourism Industries Workers' Union, Japan
- Vice-chair: Brigitta Paas, FNV Bondgenoten, Netherlands
- Women's liaison representative: Katri Hook, AKT, Finland
- Youth liaison representative: Alina Milusheva, Federation of Transport Trade Unions in Bulgaria, Bulgaria

#### *Section committee members*

- Hasan Ma Chau, Taipei Travel Labour Union, Taiwan
- David Massiah, Antigua & Barbuda Workers' Union, Antigua & Barbuda
- Dorothy Nandera, ATGWUU, Uganda.

16. The section secretary highlighted the importance of having elected a section committee with an important regional balance and with more than 50 per cent of women participation.

### AGENDA ITEM 7: ANY OTHER BUSINESS

17. The vice-chair, Brigitta Paas, on behalf of the section, thanked the chair for his work and wished him the best for the future.

## Joint seafarers' and dockers' conference

The joint seafarers' and dockers' conference took place on 8 August 2010.

### AGENDA ITEM 1: ELECTION OF RAPPOREUR

Tomas Abrahamsson (Sweden) was elected rapporteur. Dave Heindel (USA) was elected scrutineer. Warren Smith (Australia) and Hideo Ikeda (Japan) were elected tellers.

### CONGRESS THEME

1. Due to insufficient time for discussion on the congress theme document in the seafarers' section and dockers' section conferences, the assistant general secretary delivered a speech to the joint seafarers' and dockers' conference. The conference noted the information provided.

### MEXICO VERACRUZ

2. The conference noted the plight of the Mexican docker's union in its fight for trade union and human rights and agreed to provide assistance and support after the union was decimated by state intervention in 1991.

### AGENDA ITEM 2: REPORT OF THE SECRETARIAT / ORGANISING GLOBALLY

3. The maritime coordinator highlighted the key areas of the last four years, including Maersk, Seafarers' Trust, International Bargaining Forum, TCC benchmark, work in the oil and gas and cruise sectors, campaigns, weeks of action, and legal issues.
4. The maritime coordinator gave thanks to Norrie McVicar, ITF offshore chair, Johan Oyen, ITF cruiseship chair, and the Inspectorate for their contribution.
5. The PNO gave thanks to the maritime coordinator for the support provided on a Greek legal case.
6. The conference endorsed a statement (attached as Annex 1) on the Italian ferry company Tirrenia and agreed that it be included in the rapporteur's report in plenary session.
7. The conference noted that a more strategic integrated approach within the non-maritime sectors would be necessary in the future; the Seafarers' Trust had put aside £3 million to establish a Seafarers' Rights Centre; and there were areas for more work in relation to national concerns.
8. The conference also noted that the ITF executive board had agreed to review the inter-relationship between the general fund and the welfare fund.



# ITF 42nd Congress Mexico City 2010

9. The conference recognised the maritime coordinator's leadership and direction.
10. The conference adopted the report of the secretariat.

## AGENDA ITEM 3: FOC CAMPAIGN REVIEW

11. The conference noted discrepancies in the translation of the report into the languages and it was agreed that the final versions would be checked by affiliates in those countries before being issued and circulated.
12. Concerns were raised on the issue of cabotage and the conference noted that it had been agreed to establish a National Cabotage Working Group with the objective to promote the retention of national cabotage and its implementation in other countries; to coordinate and support national cabotage campaigns; to promote national flag shipping, crewed by national seafarers; to rebalance the ITF work between national flag shipping and FOCs; and to promote the retention of maritime skills in traditional maritime countries.
13. The conference agreed the recommendations and adopted the new FOC policies.
14. The conference also agreed that the new policy should be entitled the "Mexico City Policy".
15. The Spanish affiliates raised concerns in regards to the principles set out in paragraph 19 and the relationship between paragraphs 24 to 26. In particular they considered that the ITF shall not accept any agreement for vessels engaged in Spanish cabotage without the agreement of all national affiliates concerned. Additionally they and the SMOU expressed reservations over the policies laid out in respect of national flags and asked that this would be recorded. It was agreed that the Secretariat arrange a meeting with the Spanish affiliates to address the specific concerns.

## AGENDA ITEM 4: WORK PROGRAMME 2011-2014

16. The conference adopted the work programme, as presented.

## AGENDA ITEM 5: MOTIONS

Motion 35: 'Ports of convenience and global network terminal strategy' was supported as endorsed and amended by the Dockers' Section Conference.

Motion 36: Motion to reject any collective agreements that include clauses that infringe workers' rights was adopted as endorsed by the seafarers' section conference.

Motion 37: Motion on the IBF and partnership was adopted as endorsed by the seafarers' section conference.

Motion 38: The ITF Athens Policy was referred to the conference by the seafarers' section conference as it was difficult to support a new procedure without knowing what the procedure would be. Concerns were raised in relation to paragraph 7. The secretariat confirmed that procedures to handle bi-lateral and multi-lateral disputes were already covered under the ITF constitution and on this basis, Nautilus International withdrew the motion.

Emergency motion: Costa Rica was supported as endorsed by the dockers' section conference.

Emergency motion: NCIG was supported as endorsed by the dockers' section conference.

## AGENDA ITEM 6: ELECTIONS

17. As there were three candidates for two European seats on the FPC Steering Group, the European Seafarers' affiliates carried out a vote. 104 ballot papers were collected. Mark Dickinson, Nautilus International, received 210,521 votes; Simo Zitting, FSU, received 146,974 votes; and Branko Berlan, SUC, received 136,915 votes.
18. The results of both the Seafarers' and Dockers' Section Conference elections for ex officio officers was reported on, listed as follows, and the outgoing officers were recognised and thanked.

### *Seafarers' Section*

- Chair: Dave Heindel, USA
- 1st vice chair: Yoji Fujisawa, Japan
- 2nd vice chair: Tomas Abrahamsson, Sweden
- Women's representative: Jacqueline Smith, Norway
- Young workers' representative: (To be confirmed)

### *Dockers' Section*

- Chair: Paddy Crumlin, Australia
- 1st vice chair: Lars Lindgren, Sweden
- 2nd vice chair: Ray Familathe, USA
- Women's representative: Monique Verbeeck, Belgium
- Young workers' representative: Ommund Stokka, Norway

## FAIR PRACTICES COMMITTEE (FPC)

19. The conference adopted the revised terms of reference for the FPC, as presented.
20. The conference agreed that the secretariat resolve any differences on the committee before reporting back to plenary and authorised the maritime coordinator to amend the non-ex officio seats for a more effective campaign.
21. The Fair Practices Committee membership, 2011-2014, is attached as Annex 2.

# ITF 42nd Congress

## Mexico City 2010

### FPC STEERING GROUP

22. The conference adopted the revised terms of reference for the FPC Steering Group, as presented.
23. The conference agreed the composition of the FPC steering group membership, 2011-2014, as indicated in Annex 3.

### AGENDA ITEM 7: ANY OTHER BUSINESS

24. The conference agreed to support the ITF Africa region in the fight against piracy.
25. Brian Orrell delivered a farewell speech.
26. The chair, Paddy Crumlin, and other speakers commended Brian for his commitment and leadership over the years and, in particular, his contribution to the ILO MLC, 2006, and the International Bargaining Forum.

### ANNEX 1

#### Statement re Italian ferry company Tirrenia

1. The Italian government has approved the privatisation of the most important Italian ferry company, Tirrenia, but following the close of tenders to purchase, no interest was expressed in purchasing the company.
2. This is because there has been a strategy to dissolve the company, vessel by vessel, service by service, as requested by many Italian ship owners who want to buy certain vessels and routes in order to reduce the competition they have now on specific routes.
3. The situation will create the removal of thousands of seafarers' jobs from the cabotage market, the last area of employment for Italian seafarers.
4. We seek the support of this ITF section meeting and congress to demand the Italian government organise a proper tender procedure regarding Tirrenia and for the efforts of the Italian unions to protect their members' jobs and support citizens who have the right to have a safe and efficient ferry service within the islands.

*Submitted by the Italian unions: FILT-CGIL, FIT-CISL, UILTRASPORTI*

### ANNEX 2

#### FPC composition

(d)=dockers' representative; (s)=seafarers' representative  
\* = Member of the FPC Steering Group

#### *Africa/Arab World*

- Algeria: (TBC)
- Ghana:Eben Mensa, MDUG (d)
- Ivory Coast: Joachim Mel Djedje-Li\* (regional chair) (s)
- Kenya: Simon Sang, DUK (d)
- Madagascar: Lucien Razafindraibe\*, SYGMMA (s)
- Morocco: Said Elhairech\*, UMT (d)
- Nigeria: Henry Odey MWUN (s); Adewale Adeyanju, MWUN (d)
- South Africa: Veronica Mesatywa\* (regional chair (d); David Gcuma, SATAWU (s)
- Tanzania: Mchafu A Chakoma, TSU (s)

#### *Asia/Pacific*

- Australia: Paddy Crumlin\* (section chair) (d); Terry Snee, AIMPE (s); Mick Doleman, MUA (d)
- Bangladesh: SM Shafiqur Rahman, BSA (s)
- Burma: Aung Thu Ra, SUB (s)
- Hong Kong: Tung Tong Chung\*, MNOG (s); Tsang Ping Fat, HKSTLSA (d)
- India: SR Kulkarni\* (regional chair) (d); Abdulgani Serang\*, NUSI (s); PM Haneef\*, CPSA (d)
- Indonesia: Hanafi Rustandi, KPI (s); TBC pending national consultation (d)
- Japan: Yoji Fujisawa\* (1st vice chair) (s); Masaya Tamada\*, Zenkoku-Kowan (d)
- Korea: Dong Sik Bang, FKSU (s); Bong Hong Choi\*, KFPTWU (d)
- Malaysia: TBC pending national consultation (d)
- New Zealand: Helen McAra, NZMSG (s), Joe Fleetwood, MUNZ (d)
- Pakistan: Adam Panjri, PSU (s); TBC pending national consultation (d)
- Papua New Guinea: Douglas Gadebo, PNGMWIU (d)
- Philippines: Greg Oca\* (regional chair) (s); TBC (d)
- Singapore: Thomas Tay\*, SMOU (s); Ameer Hamzah, SPWU (d)
- South Pacific (Tuvalu/Kiribati): Ioteba Tekee, KIOSU (s); Fepuali Kitiseni, TOSU (s) (rotating seat)
- Sri Lanka: Palitha Atukorale, JSS (d)
- Taiwan: Jer-In Sun, NCSU (s); TBC (d)

#### *Europe*

- Belgium: Monique Verbeeck\* (women's rep) (d); Ivan Victor, BTB (s); Marc Loridan\*, BTB (d)
- Croatia: Branko Berlan, SUC (s)

# ITF 42nd Congress Mexico City 2010

- Cyprus: Pantelis Stavrou\*, FTPAW (d)
- Denmark: AO Philipsen\*, Co-Sofart (s); Jan Villadsen\*, 3F (d)
- Estonia: Valentin Kivistik, ESU (s); Kaia Vask, ESIU (d)
- Finland: Simo Zitting, FSU (s); Timo Raty, AKT (d)
- France: Didier Capelle, CFDT (s); Lilian Torres, FO (d)
- Germany: Bernt Kamin\* (regional chair) (d); Karl-Heinz Biesold, Ver.di (d)
- Greece: Agis Tselentis\* (regional chair) (s); John Halas, PNO (s)
- Ireland: TBC\* (s); TBC\* (d)
- Israel: Avi Levy\*, ISOU (s); Avi Edri\*, Histadrut (d)
- Italy: Remo di Fiore\*, FIT-CISL (s); Giacomo Santoro, FILT-CGIL (d)
- Latvia: Igors Pavlovs, LSUMF (s); Aleksejs Holodnuks\*, UTAF (d)
- Lithuania: P Bekeza, LSU (s); TBC (d)
- Malta: TBC (d)
- Montenegro: Sasa Milosevic, IUWMST (s); TBC (d)
- Netherlands: Mark Dickinson\*, NINL (s); Niek Stam\*, FNV (d)
- Norway: Jacqueline Smith\* (women's rep) (s); Johnny Hansen, NSU (s); Roger Hansen, NTF (d)
- Poland: Jacek Cegielski, NSZZ (s)
- Portugal: Antonio AP Delgado, SITEMAQ (s)
- Romania: Aurel Stoica, RSFU (s) Petre Costel, FNPS (d)
- Russia: Igor Pavlov\*, SUR (s); TBC (d)
- Slovenia: TBC (d)
- Spain: M Domínguez Segade, UGT (s); José Pérez Domínguez, CC.OO (d)
- Sweden: Lars Lindgren\* (1st vice chair) (d); Tomas Abrahamsson\* (2nd vice chair) (s); Kenny Reinhold, SEKO (s); Marcel Carlstedt, STF (d)
- Switzerland: Nick Bramley, UNIA (s)
- Turkey: TBC (s)
- Ukraine: M Kiryeyev, MTWTU (s); Oleg Grigoryuk, MTWTU (d)
- United Kingdom: Paul Maloney, NIUK (s) / Steve Todd, RMT (s) (rotating seat); TBC (d)

## Latin America / Caribbean

- Argentina: Marcos Castro\*, CCUOMM (s); Jorge Daniel Cocchia, SEAMARA (d)
- Brazil: Severino Almeida\* (regional chair) (s); Mayo Uruguaio\* (regional chair) (d)
- Chile: Hector Azua, SOMM Southship (s)
- Guatemala: Oscar GG Donado, STEPQ (d)
- Guyana: TBC (d)
- Honduras: Marco Antonio Ferrufino, SITRAEMP (d)
- Jamaica: Alvin Sinclair, BITU (d)
- Mexico: Ysmael Garcia Munoz, ORDENCAP (s)
- Panama: Alvaro Moreno, UPCP (s)
- Trinidad: Michael Annisette\*, SWWTU (d)

## North America

- Canada: Michel Desjardins\* (regional chair) (s); Tom Dufresne\*, ILWU (d)
- US: Dave Heindel\* (section chair) (s); Ray Familathe\* (2nd

vice chair) (d); Richard Hughes\* (regional chair) (d); Tim Brown\* MMP (s); Robert McEllrath, ILWU (d)

Total = 114 (18 ex-officio, 48 dockers' representatives, 48 seafarers' representatives, 38 members of the FPC steering committee)

## ANNEX 3

### FPC steering group composition

(d)=dockers' representative; (s)=seafarers' representative

### Africa/Arab World

- Ivory Coast: Joachim Mel Djedje-Li, Regional Chair (s)
- Madagascar: Lucien Razafindraibe, SYGMMA (s)
- Morocco: Said Elhairech, UMT (d)
- South Africa: Veronica Mesatywa, Regional Chair (d)

### Asia/Pacific

- Australia: Paddy Crumlin, Section chair (d)
- Hong Kong: TT Chung, MNOG (s)
- India: SR Kulkarni, Regional Chair (d), Abdulgani Serang, NUSI (s), PM Mohammad Haneef, CPSA (d)
- Japan: Yoji Fujisawa, 1st Vice Chair (s), M Tamada, ZENKOKU-KOWAN (d)
- Korea: Bong Hong Choi, KFPTWU (d)
- Philippines: Greg Oca, Regional Chair (s)
- Singapore: Thomas Tay, SMOU (s)

### Europe

- Belgium: Monique Verbeeck, Women's Rep (d), Marc Lorian, BTB (d)
- Cyprus: P Stavrou, FTPAW (d)
- Finland: Simo Zitting, FSU (s)
- Germany: Bernt Kamin, Regional Chair (d)
- Greece: Agis Tselentis, Regional Chair (s)
- Italy: Remo di Fiore, FIT-CISL (s)
- Latvia: Aleksejs Holodnuks, UTAF (d)
- Netherlands: Mark Dickinson, Nautilus International (d), Niek Stam, FNV (s)
- Norway: Jacqueline Smith, Women's Rep (s)
- Russia: Igor Pavlov, SUR (s)
- Sweden: Lars Lindgren, 1st Vice Chair (d), Tomas Abrahamsson, 2nd Vice Chair (s)

### Latin America / Caribbean

- Argentina: Marcos Castro, CCUOMM (s)
- Brazil: Severino Almeida, Regional Chair (s), Mayo Uruguaio, Regional Chair (d),
- Trinidad & Tobago: Michael Annisette, SWWTU

# ITF 42nd Congress

## Mexico City 2010

### North America

- Canada: Michel Desjardins, Regional Chair (s), Tom Dufresne, ILWU (d)
- USA: Dave Heindel, Section Chair (s), Ray Familathe, 2nd Vice Chair (d), Richard Hughes, Regional Chair (d)
- Timothy Brown, IOMMP (s)

Total = 38 (18 ex-office, 10 dockers' representatives, 10 seafarers' representatives)

### Urban transport committee meeting

The urban transport committee was held on 8 August 2010. Guy Greivelding chaired the meeting.

#### AGENDA ITEM 1: ELECTION OF RAPPORTEUR

1. Guy Greivelding was appointed rapporteur.

#### AGENDA ITEM 2: REPORT OF THE SECRETARIAT / ORGANISING GLOBALLY

#### AGENDA ITEM 3: STRONG UNIONS – SUSTAINABLE TRANSPORT

2. It was agreed to discuss agenda items 2 and 3 together.
3. Mac Urata (section secretary, ITF inland transport sections) gave an overview of the key developments and activities by the committee during the period 2006-2010, and in particular highlighted multinational operators in passenger transport; health and safety and in particular violence at work; promotion of public transport; climate change; and workers' rights and mobilisation of solidarity.
4. Asbjørn Wahl, Fagforbundet, Norway, and chair of the ITF climate change working group, was then invited to give a brief report to the meeting on the climate change conference that had taken place on 4 August 2010. He reported that there was significant acceptance of climate change requiring unions to take a proactive approach to the industrial and political consequences from legislative changes.
5. Urata also gave a brief introduction to the congress theme document, Strong unions – sustainable transport, which had been endorsed by the road transport and railway workers' section conferences held on 6 and 7 August 2010.
6. Sixteen delegates from Australia, Austria, Ethiopia, France, Ghana, Great Britain, Japan, Latvia, New Zealand, Paraguay, South Africa, US and Zimbabwe participated in the discussion. Issues raised included:
  - Freedom of association is under attack with the formation of management-organised unions and anti-union legislation,

which for example denies public workers the right to strike in many countries, but also is a barrier to public sector organising. Unions must retain the right to undertake strike action.

- Multinational companies are increasing their dominance in passenger public transport through mergers and acquisitions. To counteract this, unions must be working together and engage with companies at an early stage in the merger process.
  - The economic crisis has contributed to increased workplace tension and an increase in incidents of violence. The ITF materials on violence and sexual harassment at work are deemed a useful education tool, but there needs to be an increase in the exchange of union information and experiences.
  - Precarious work is an increasing phenomenon in urban transport and requires unions to take specific action to counteract insecure employment in its different forms. More unions are reporting on specific campaigns to organise and protect such workers.
  - Public private partnerships (PPP) and private finance initiatives (PFI) are on the increase, but experiences with this process have proved to be destructive of workers' conditions and an unsatisfactory management structure in transport. An example is the collapse of the PPP initiative for the London Underground system in Great Britain.
  - The conditions of the economic crisis and globalisation require consolidation and strengthening of trade union power and a greater coordination between unions.
  - Union experiences indicate that there is a necessity to develop alliances with the community as part of the industrial and political process to protect and promote public transport services. An example is the successful campaign in Australia to retain the Sydney harbour ferry service in public ownership.
  - Climate change is an essential issue for public transport workers and their unions, but requires specific educational programmes for activists as currently awareness of the issue is limited to those in leadership positions. Climate change should also not only be seen as an environmental issue but is also a challenge to create new forms of employment.
  - The campaign for workers in Iran has been strengthened by improved union links with the union in Iran as part of twinning programmes and unions bestowing honorary membership to Mansour Osanloo as an expression of international solidarity.,
7. The meeting endorsed the congress theme document, Strong unions – sustainable transport, and supported the conclusions of the climate change conference.

# ITF 42nd Congress Mexico City 2010

## AGENDA ITEM 4: WORK PROGRAMME 2011-2014

8. The draft work programme was endorsed in principle with the following areas of the work programme emphasised by delegates as being important: health and safety, analysis of union experiences of bus rapid transit (BRT), support for the Quality Public Services (QPS) campaign, and multinational operators including the use of cross-border union alliances. Veolia was identified as one of the multinational companies for specific activity.

## AGENDA ITEM 5: MOTIONS REMITTED TO THE COMMITTEE

9. One motion had been referred to the Urban Transport Committee. Motion 31 on 'Urban passenger transport' was endorsed unanimously.

## AGENDA ITEM 6: ELECTIONS

10. The following were elected unanimously:
  - Chair: Stefan Heimlich, ver.di, Germany
  - Vice-Chairs: Roger Toussaint, TWU, US; June Dube, SATAWU, South Africa
11. The meeting expressed its deep appreciation to Guy Greivelding, FNCTTFEL, Luxembourg, who was retiring as chair of the committee after eight years of service; and to Frank Holm, Norsk Transportarbeiderforbund, Norway, and Robert Hayden, RTBU, Australia, who were retiring as vice-chairs of the committee after 12 years and four years of service respectively.

## AGENDA ITEM 7: ANY OTHER BUSINESS

12. The committee supported an invitation from Svenska Transportarbetarförbundet to hold the 2011 road transport workers' section conference in Sweden. It was proposed that a one-day taxi workers' conference would be held in conjunction with this meeting.
13. The meeting expressed its deep appreciation to Eddie Dickson (assistant section secretary) who was retiring. The meeting also welcomed Janina Malinowska who had been appointed to succeed Eddie Dickson.

## QUALITY PUBLIC SERVICES (QPS)

14. The urban transport committee meeting was followed in the afternoon by a meeting on Quality Public Services (QPS). Peter Waldorff, PSI (Public Services International) general secretary addressed the meeting presenting an overview of the joint long-term campaign by the global unions on QPS to be launched in October 2010 with a global conference. This was followed by a panel discussion with interventions from Stefan Heimlich (ver.di, Germany), Roger Toussaint (TWU, US), June Dube (SATAWU, South Africa), Martin Mayer (Unite, Great Britain), CA Rajasridhar

(AIRF, India), David Cockroft (ITF general secretary) and Mac Urata (section secretary, ITF inland transport sections). Contributions were presented by unions in Australia, Estonia, France, Mexico, Mozambique and Norway as part of the general discussion. The meeting expressed its full support and participation for the proposed campaign.

## MEMBERS OF THE ITF URBAN TRANSPORT COMMITTEE PRESIDUM

- Chair: Stefan Heimlich (ver.di, Germany)
- Vice-chair: Roger Toussaint (TWU, US)
- Vice-chair: June Dube (SATAWU, South Africa)

## Young transport workers' conference

The young transport workers' conference was held on 3 August 2010.

## AGENDA ITEM 1: WELCOME AND OPENING CEREMONY

- 1.1. The ITF youth officer Ingo Marowsky welcomed participants and guests.
- 1.2. The first-ever conference for young transport workers as part of an ITF congress was opened by ITF president Randall Howard, who complimented the successful hard work of the steering committee, the first youth conference in Brussels in October 2008, the presentation to the executive board in April 2009, and the continued regional work through 2009. He highlighted that these first steps needed further progress and expressed his confidence that this dynamic group will continue to grow the power of the labour movement. He expressed pride and gratitude that this happened during his presidency.
- 1.3. ITF general secretary David Cockroft reminded the conference of the progress made since the Mongolian Transport, Communications and Petroleum Workers Union had suggested four years ago that this work should be developed. He also highlighted the importance of a motion which is proposed and submitted by CAW and CC.OO and would change the ITF's constitution and embed this conference and the young transport workers' committee therein, if it was adopted.
- 1.4. As part of the opening ceremony, flags and banners of participating unions and others who could not attend were raised and combined into a huge quilt, symbolising the global reach and the regional diversity of the young transport workers conference.
- 1.5. The proposed agenda was unanimously agreed by participants

## AGENDA ITEM 2: INTRODUCTION OF THE STEERING COMMITTEE

- 2.1. The members of the steering committee, which currently oversees and leads the work, introduced themselves. Thanks

# ITF 42nd Congress

## Mexico City 2010

were expressed to those members who had participated from the beginning but had left their positions in the interim.

### AGENDA ITEM 3: OVERVIEW

3.1. M Steinborn, ver.di (Germany), and K Cap, Vida (Austria), gave an overview about the youth work within the overall structure of the ITF and how it relates to the industrial sections and the regions of the ITF.

3.2. The overview was welcomed.

### AGENDA ITEM 4: PROGRESS REPORT

4.1. J Dalaya, AEIG (India), presented the work of the steering group over the last four years.

4.2 The verbal report was welcomed, and the additional written "progress report" was unanimously endorsed.

### AGENDA ITEM 5: RULES OF PROCEDURE

5.1. The ITF's youth officer introduced proposed rules which regulate the composition of the future young transport workers' committee and the election of its members, subject to motions 21, A, B, C and D being agreed at this congress. Provisions are made for elections of representatives from each of the ITF's regions, for section representatives, and for members being elected from the floor of the young transport workers' conference. The leadership of the committee consists of two co-chairs, preferably one male, one female.

5.2. It was also highlighted that these rules make arrangements for this exceptional conference and future conferences alike, including the transition from the current steering committee to the future young transport workers' committee, as per proposed constitutional amendment. It was also mentioned that these rules will be amendable in the future.

5.3. The proposed rules were unanimously agreed.

### AGENDA ITEM 6: ELECTION OF NEW MEMBERS OF THE ITF YOUNG WORKERS; STEERING COMMITTEE

6.1. According to the agreed rules, four participants of the young transport workers' conference were elected as members of the steering committee / young transport workers' committee.

6.2. The following were elected onto the committee from the floor of the conference:

- Kate Wasilewska, TSSA (Great Britain).
- Dorothy Nandera, ATGWUU (Uganda)
- Maria Maikki, Veturi (Finland)
- Julia Lilliana Becerra, CCUOMM (Argentina)

6.3. It was also unanimously agreed that Julia Lilliana Becerra will be in office from 2010 to 2012, when her successor Julián Ariel Sosa Cappello, La Fraternidad (Argentina), will assume this position.

6.4. As per agreed rules of procedure, the following were confirmed as members of committee, as regional representatives:

#### *Asia Pacific*

- Paul McAleer, Maritime Union of Australia (Australia)
- Jay Dalaya, Aviation Industry Employees' Guild (India)
- Ragchaa Bayaraa, Mongolian Transport, Communication & Petroleum Workers' Union (Mongolia)

#### *Europe*

- Marco Steinborn, ver.di (Germany)
- Per Ole Melgard, Norsk Transportarbeiderforbund (Norway)
- Fatima Aguado Queipo, Federación de Servicios a la Ciudadanía de CC.OO (Spain)

#### *Latin America and the Caribbean*

- Tami Ray, Bermuda Industrial Union (Bermuda)
- Steve Joseph, Dominica Public Services Union (Dominica)

#### *Africa and the Arab World*

- Zerihun Alemu Mengesha, Transport and Communications Workers' Trade Union Industrial Federation (Ethiopia)
- Rami Tissawak, General Trade Union of Workers in Airport and Tourism (Jordan)

#### *North America*

- Travis Harrison, CAW (Canada)
- Peter Greenberg, International Association of Machinists and Aerospace Workers (US)

6.5 Section representatives will be elected in each section conference during the course of Congress. A full list of Steering Committee members is attached at Annex A.

6.6 During a meeting of the newly composed Steering Committee / Young Transport Workers Committee subsequent to the Young Transport Workers Conference, the positions of Chair and Co-Chair were filled. Fatima Aguado Queipo, Federación de Servicios a la Ciudadanía de CC.OO. (Spain) was elected female Co-Chair. Paul McAleer, Maritime Union of Australia (Australia) was elected male Co-Chair. It was also unanimously agreed that Paul McAleer will be in office from 2010 to 2012, when his successor Travis Harrison, CAW (Canada) will assume this position.



# ITF 42nd Congress Mexico City 2010

## AGENDA ITEM 7: WORK PLAN

- 7.1. The conference broke into working groups to develop a four-year work programme, for both the committee and the secretariat. Working groups dealt with the following matters, each one of which shall be further developed between the steering committee / young transport workers' committee and the secretariat over the next four years:

### *Climate change*

James Crook, MUA (Australia), reported the results of the first working group and proposed to the conference that motion 1 should be strongly supported. A commitment of the conference was made to support all necessary activities to bring forward the goals of this motion to cooperate with all relevant partners.

### *Precarious work*

Strachan Crang, EPMU (New Zealand), reported the results of the second working group, highlighting, among other issues, a call to support the ITUC's World Day for Decent Work. The topic of precarious work should be studied further to enable the group to develop an action plan. Affiliates were invited to make the necessary information available to the group.

### *Growth of the Young Transport Workers' Network*

Susanne Senica, ver.di (Germany), reported the results of the third working group, highlighting that communication is at the core of future growth and a strategy needs to be developed, taking into consideration both modern ways to communicate and traditional means, depending on regional requirements. New ways of engaging young workers should also be looked at, for example through various social activities. Affiliates were invited to share information with the secretariat about their youth activities.

### *Campaigning, organising, building stronger unions*

Travis Harrison, CAW (Canada), reported the results of the fourth working group, highlighting the need for a strong focus on "organising unorganised young workers" and capacity-building. Ways of doing so might include links to the wider social movement and the HIV project. The role of the regional offices was emphasised. The secretariat was also invited to develop a workers'/activists' exchange programme.

### *How can the ITF global young transport workers' work have an impact on local workplaces?*

Ommund Stokka, Norway Industry and Energy (Norway), reported the results of the fifth working group, highlighting the need for activists training and information materials regarding the difference the ITF as a global organisation can

make for young workers. A separate focus was put on identifying multinational companies with bad working practices and exposing them to the whole of the ITF. As such multinationals pose one of the greatest challenges for young workers, it was also suggested to intensify work on such companies and global agreements.

- 7.2. All points from the five working groups were unanimously agreed.
- 7.3. These results were presented to the general secretary, the president of the ITF and the executive board. It was also highlighted that participation of unions represented on the executive board in the young transport workers' conference had still left room for improvement. The general secretary committed to further developing the work together with the responsible officer and the newly elected leadership of the young transport workers' group.

## AGENDA ITEM 8: MOTIONS AND SECTION CONFERENCES

- 8.1. It was highlighted that, after the youth conference, delegates will have opportunity to participate in the conference about climate change, the section conferences for the industrial sections of the ITF, and the plenary sessions, as part of the congress proceedings. Workshops about trade union rights, HIV and also Organising globally are also taking place.
- 8.2. Particular focus was given to motion 21 submitted by CAW (Canada) and CC.OO (Spain). Travis Harrison, CAW (Canada), and Fatima Aguado Queipo, CC.OO (Spain), were proposed as two delegates who should introduce the motion to the plenary and present the report of this conference, which was strongly supported.

## AGENDA ITEM 9: ANY OTHER BUSINESS

- 9.1. Luis Gama, ASSA (Mexico), alerted the conference about the serious financial crisis of Mexicana airlines which might lead to the management declaring bankruptcy. The Mexican unions involved are currently holding crisis meetings and considering whether to take any action necessary to preserve jobs, careers and working conditions. The conference noted this report with great concern and committed to solidarity support in whichever form needed and appropriate.

## YOUNG WORKERS STEERING COMMITTEE MEMBERS AS OF 8 AUGUST 2010

### *Asia/Pacific*

- Paul McAleer, Maritime Union of Australia, Australia
- Jay Dalaya, Aviation Industry Employees' Guild, India
- Ragchaa Bayaraa, Mongolian Transport, Communication & Petroleum Workers' Union, Mongolia
- (Seat to be filled)

# ITF 42nd Congress

## Mexico City 2010

### *Europe*

- Marco Steinborn, ver.di, Germany
- Fatima Aguado Queipo, Federación de Servicios a la Ciudadanía de CCOO, Spain
- (Seat to be filled)
- (Seat to be filled)
- (Seat to be filled)
- (Seat to be filled)

### *Latin America and the Caribbean*

- Tami Ray, Bermuda Industrial Union, Bermuda
- Steve Joseph, Dominica Public Services Union, Dominica
- (Seat to be filled)
- (Seat to be filled)

### *Africa and the Arab World*

- Zerihun Alemu Mengesha, Transport & Communications Workers' Trade Union Industrial Federation, Ethiopia
- Rami Tissawak, General Trade Union of Workers in Air Transport and Tourism, Jordan
- (Seat to be filled)
- (Seat to be filled)

### *North America*

- Travis Harrison, CAW, Canada
- Peter Greenberg, International Association of Machinists & Aerospace Workers, USA
- (Seat to be filled)
- (Seat to be filled)

### *Road Transport Workers' Section*

- Per Ole Melgard, Norsk Transportarbeiderforbund, Norway

### *Railway Workers' Section*

- Veronika Szilagyi, VDSzSz, Hungary

### *Seafarers' Section*

- Seat to be filled

### *Dockers' Section*

- Ommund Stokka, Industri Energi, Norway

### *Civil Aviation Section*

- Arlette Gay, Sindicato de Tripulantes de la Empresa Lan Chile SA, Chile

### *Fisheries Section*

- Micaela Sol Ruis, SOMU, Argentina

### *Inland Navigation Section*

- Sander Ruts, ACV Transcom, Belgium

### *Tourism Services Section*

- Alina Milusheva, Federation of Transport Trade Unions in Bulgaria, Bulgaria

### *General members*

- Kate Wasilewska, TSSA, Great Britain
- Dorothy Nandera, ATGWUU, Uganda
- Maria Maikki, Veturi, Finland
- Julia Lilliana Becerra, CCUOMM, Argentina

## Women transport workers' conference

1. A conference of women transport workers took place on 9 August 2010. During the debates, participants spoke representing women transport workers from: Mexico, Brazil, India, US, Pakistan, South Africa, Argentina, Togo, Hong Kong, Norway, Kenya, France, Mongolia, Austria, Peru, Barbados, Spain, Colombia, Sweden, Tunisia, Great Britain.

### OPENING AND ANNOUNCEMENTS

2. The chair of the women's committee and women's transport workers' conference, Diana Holland (Unite, Great Britain), opened the meeting, referring to the impact on women transport workers of the global economic crisis and the importance of the ITF and ITF women in particular in moving forward on the path to women's equality. Rosa Maria Hernández López (Alianza de Tranviarios de México) welcomed participants to Mexico City and spoke powerfully on key issues facing women workers in Mexico – violence, sexual harassment and exploitation. Randall Howard, ITF president, thanked ITF women for their support and called for a robust commitment to eliminating barriers to women's participation, ensuring compliance with ITF rules, action to implement resolutions and to build the involvement of young women transport workers. David Cockcroft, ITF general secretary, welcomed delegates and paid particular tribute to women transport workers in leadership roles in unions and the ITF, while stressing the importance of ITF men listening to women in the ITF and implementing action for women's equality. Introductions were also made to Ann Anderson (Clerical and Commercial Workers' Union, Guyana), Khaltoum Barkallah (Fédération Nationale des Chemins de Fer Tunisien, Tunisia), Brigitta Paas (FNV Bondgenoten, Netherlands) and Alicia Castro (Asociación Argentina de Aeronavegantes, Argentina).
3. It was agreed that the chair, Diana Holland, should act as rapporteur, Marion Lesslie (Maritime Union of New Zealand) and Joanne McCallum (RTBU, Australia) would act as tellers, and Collette Parsons (ETF Women's Committee, Unite, Great Britain) as scrutineer.

### REPORT ON ACTIVITIES FOR WOMEN TRANSPORT WORKERS 2006-2010

4. After showing the new film highlighting achievements: Making a difference: women transport workers of the ITF: (dedicated to the memory of Magbè Bangoura), the ITF women's transport coordinator, Alison McGarry, presented the report on women transport workers' activities 2006-2010 and referred to the report

# ITF 42nd Congress Mexico City 2010

of the February 2010 ITF women transport workers' conference, updated Making unions stronger through gender activities pack and equality testing survey results.

5. Participants stressed the impact of the global economic crisis, liberalisation, restructuring, outsourcing and privatisation on women, and the importance of organising women, women's and equality education, tackling occupational gender segregation and ensuring fair representation and transparent procedures for union elections. Key issues included: maternity, family, childcare and flexible working rights under threat, action taken on sexual harassment and violence against women, inappropriate uniforms, low pay, HIV/AIDS, unfair retirement age for women.
6. As proposed by Becky Kwan, Cathay Pacific Airways FAU, Hong Kong, the conference expressed solidarity with Hong Kong bus workers, and a flag of support was signed by the participants.

## ORGANISING GLOBALLY

7. The ITF organising globally coordinator, Ingo Marowsky, reported on the implementation of the ITF Organising globally work programme 2006-10. Participants raised: the importance of improving communication with women, women's committees and ITF women's summer school, organising in informal, insecure and underpaid areas of work, recognising women's role as community organisers, involvement of young women transport workers, anti-union attacks and the effect of company-controlled unions on bargaining achievements for women. The conference reaffirmed the importance of organising global companies, where increasing numbers of unorganised women workers are employed, and the action needed across ITF sections and regions to ensure ITF Organising globally projects target women workers, with women organisers and researchers leading campaigns with education and development support.

## STRONG UNIONS – SUSTAINABLE TRANSPORT

8. ITF assistant general secretary Stuart Howard introduced the congress theme of Strong unions – sustainable transport, and it was confirmed that the ITF's women's committee's amendments are included in the document. Conference endorsed the theme document and agreed that its own work programme will be integrated into this approach.

## ITF WOMEN'S WORK PROGRAMME 2011-2014

9. The ITF women's coordinator introduced the draft ITF women's committee work programme for 2011-2014 drawn from the proposals outlined in Making a difference – women transport workers in the 21st century and the priorities agreed by the ITF women's conference in February 2010: combating the effects of the crises on women transport workers across the globe, organising young men and women workers, informal workers and strategic women workers in "new" workplaces, supporting transport unions to implement equality programmes and

developing women leaders at all levels as part of sustainable transport campaigns. Participants endorsed the 2011-2014 ITF women's work programme and document Making a difference – women transport workers in the 21st century.

## MOTIONS REMITTED TO THE WOMEN'S CONFERENCE

10. *Motion 22: 'Rejection of all forms of violence, femicide, and violation of human rights and support for the labour unions of the workers in Mexico' was **approved**.* Particular reference was made to the horrifying rate of femicide, criminalisation of abortion and the importance of a woman's right to choose. Speakers: Rosa Maria Hernández (ATM, Mexico), María del Carmen Servín López (SDM, Mexico) and Wendy Hurst (ASLEF, Great Britain).
11. In the discussion, Tracey Mayhew (SIU, US) called for support for Sakineh Mohammadi Ashtiani, who faces execution by stoning for adultery, and conference **agreed to support** the following statement to be submitted to the ITF congress: *Protect women's rights and ban the unjust punishment of Ashtiani from Iran. We note the tragic story of sister Askineh Mohammadi Ashtiani, a mother of two, who has been sentenced to death by stoning in Iran for allegedly committing adultery. We are horrified with the unjust prosecution and persecution and continuing torture both physical and emotional of Sakineh Ashtiani. We strongly oppose the punishment inflicted upon Ashtiani. We call on the ITF and its affiliates to strongly voice our condemnation of the unjust and inhumane treatment of Sakineh Ashtiani and of any other woman or man anywhere in the world.*
12. *Emergency motion 4: 'Death of an officer trainee' was **strongly endorsed** by conference after it was moved by Veronica Mesatywa (SATAWU, South Africa) and formally seconded by Mark Dickinson (Nautilus, Great Britain) and the ITF women's conference agreed to remember our sister Akhona Geveza in our Say no to violence against women campaigning.*
13. A short update was presented and the recommendations from the Resolutions Committee on the following motions were accepted: *Motion 1: 'Responding to climate change'; Motion 8: 'Occupation qualifications, skills, training and licensing'; motion 10: 'Transport infrastructure'; Motion 11: 'Life/health safety in the workplace is the employer's obligation'.*
14. Following a presentation from Alicia Castro (AAA, Argentina), the women's conference pledged their solidarity to the Mexicana workers.

## ELECTIONS

15. Following elections to the ITF women transport workers' committee (see Annex), it was reported that 24 per cent of registered delegates to congress were women, broadly reflecting the proportion in membership. Conference agreed to ask the ITF women's committee to continue to examine and

# ITF 42nd Congress Mexico City 2010

monitor women's involvement in the ITF at all levels and to ensure best practice is promoted with affiliates.

## CLOSE

16. A film with a positive message to ITF women from Sharan Burrow, ITUC general secretary and former president, was shown and warmly welcomed.
17. The chair gave thanks to the women who have served on the committee but who are no longer standing: Pat Friend (AFA-CWA, US), Lena Moberg-Lindwall (Fackförbundet ST, Sweden), Carla Winkler (IAM, US) and Kathy Landy (Bermuda Industrial Union).
18. In closing, Holland noted that the date of the conference was highly appropriate as it was national women's day in South Africa. She encouraged participants to continue to work to break down the barriers faced by women transport workers and to ensure their unions comply with the ITF's policy on women's involvement.
19. Thanks were expressed to all involved.

## ANNEX: ITF WOMEN'S COMMITTEE MEMBERS

### Regional representatives

#### Africa

- Odet Aminatou Yacouba, SAMAC, Niger
- Mary Akpan, NURTW, Nigeria
- Christine Nkomo, ZARU, Zimbabwe

#### Arab World

- Kalthoum Barkallah, FNCFT, Tunisia

#### Asia/Pacific

- Michelle Myers, MUA, Australia
- Jaya Agarwal, AIRF, India
- Buyanaa Shanjmyatav, Federation of Mongolian Railway Workers' Trade Union
- Lee Erh Wen, Taipei Travel Labour Union, Taiwan

#### Europe

- Lilianne Debeche, FETS-FO, France
- Barbara Ruthmann, ver.di, Germany
- Diana Holland, Unite, Great Britain
- Adele Pellegrini, FILT-CGIL, Italy
- Sissel Karlsen, Norsk Transportarbeiderforbund, Norway
- Olga Vakulenko, Trade Union of Railwaymen and Transport Construction Workers of Russia
- Elena Rodríguez, FETCM-UGT, Spain

#### Latin America & Caribbean

- Arlette Gay, Sindicato de Tripulantes de la Empresa Lan Chile
- Ann Anderson, CCWU, Guyana
- Rosa Hernández, ATM, Mexico

#### North America

- Leslie Dias, CAW, Canada
- Sandra Burleson, TWU, US
- Dora Cervantes, IAM, US

## SECTION REPRESENTATIVES

#### Civil Aviation

- Wadha Da'abis, General Trade Union of Workers in Air Transport and Tourism, Jordan

#### Dockers

- Monique Verbeeck, BTB, Belgium

#### Inland Navigation

- Mariya Kostova, Federation of Transport Trade Unions in Bulgaria

#### Fisheries

- Tracey Mayhew, SIU, US

#### Railway Workers

- Jane Barrett, SATAWU, South Africa

#### Road Transport Workers

- Wilma Clement, Barbados Workers' Union

#### Seafarers

- Jacqueline Smith, Norsk Sjømannsforbund, Norway

#### Tourism Services

- Katri Höök, AKT, Finland

#### Young woman transport workers representative

- Ploynoppadol Pongpungsap, Thai Airways International Union, Thailand

## RECOMMENDATIONS FOR WOMEN'S REGIONAL POSITIONS ON THE EXECUTIVE BOARD

#### Africa

- Susan Ayoyi, Kenya

#### Asia Pacific

- Mary Liew, Singapore

#### Europe

- Kaia Vask, Estonia

#### North America

- Terri Mast, USA

#### Latin America & Caribbean

- Alicia Castro, Argentina

# ITF 42nd Congress Mexico City 2010

## ITF climate change conference

1. The ITF climate change conference on 4 August 2010 was a groundbreaking event. The attendance of near 400 participants from almost 140 affiliates proved that the reality of climate change has been taken on board by our affiliates. It was stressed that climate change is not only a threat for the future, but a process which is already going on, that human activities are crucial factors – and that the consequences can be catastrophic. The conference therefore expressed massive support for a courageous and ambitious climate change policy, including broad acceptance of the need to change and to make the reductions of greenhouse gas (GHG) emissions required by science.
2. Many participants underlined that those who have caused and benefitted most from GHG emissions should also carry most of the costs. This is an important part of the “Just transition” message of the international trade union movement. Developing countries must still have the possibility to develop their economies and societies. Free transfer of technology to developing countries will be necessary, both to reduce their increase in emissions and to lift two billion people out of poverty.
3. A number of participants stressed, as does the ITF discussion document, that climate change is not only an enormous challenge, but also a great opportunity. Climate change is part of a broader political context. It is not primarily a question of technology, but a social and political struggle. The current economic growth model and the over-exploitation of natural resources is an integrated part of the current economic system. The problem is thus systemic. The climate change struggle therefore will have to have a broad political perspective. It will be a fight about what kind of society we want to develop. To achieve the necessary transitions in the transport sector, we will need increased democratic control of the economy as well as a radical redistribution of wealth in society. This can only be achieved if we have a whole economy approach and are able to shift the balance of power – from market and capital forces to workers and democratic decision-making.
4. What was clear from the conference is that we face enormous challenges in the future. Jobs will be affected, both as a result of climate change and as a result of climate change policies. If the trade union movement does not take the lead in this struggle, others will – first and foremost multinational companies and governments with completely different agendas. The only way we can ensure that the concerns and interests of our members and workers in general are taking centre stage in this transformation, is through pro-active and offensive climate change policies. Nobody else will defend the interests of our members, of workers in general and of future generations. We in the trade union movement must therefore develop the strategies and policies which are needed to prevent climate change – as well as the policies to defend jobs and incomes and to create new jobs through a process of just transition. The number and quality of jobs have never been a given effect of technological and social changes alone, but a result of trade union strength. The creation of new, high-quality, well-paid union jobs will thus be an effect of our struggle.
5. This is and will be an interest-based struggle. The conference therefore also underlined the need to build a global mass movement and broad social alliances, not least with the environmental movement. There is an need for immediate action from trade unions, including: education and awareness-building; new organising and collective bargaining strategies — among other things, for shorter working hours; political pressure on governments, for social investments and for ambitious and binding international agreements. The fight should also be used to attract new members and to strengthen union density.
6. The conference represented a new and ambitious role for the ITF and its affiliates in fighting climate change. It expressed strong support for a reduce-shift-improve approach to transport and appreciation for all aspects of Motion 1 and for the ITF climate change working group discussion document, which should be used for further discussion and education in the ITF and among the affiliates. The conference gave a clear direction as well as emphasised the need to act urgently to tackle climate change and to defend workers interests in the process. However we still need to concretise the necessary strategies, policies and actions within the different transport sectors and regions, and to clarify our policies regarding the development of alternative industrial and employment models and of energy sources (such as renewables, future of fossil fuel, the possible use of carbon capture and storage, etc.). This should be based on relevant research, studies and on-going test projects – but without delaying necessary action in this decisive struggle for the future of humanity.
7. It became clear from the conference that progressive climate change policies offer us many possibilities: stronger democratic control of the economy, millions of new jobs in renewable energy and in public transport, less market competition, and thus less stress – and an improved life for working people in general. The message was quite clear: we must act now to seize these possibilities and make this a positive step for workers and sustainable transport.

*Rapporteur: Asbjørn Wahl  
chair of the ITF working group on climate change*

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# ITF 42nd Congress

## Mexico City 2010



# ITF 42nd Congress Mexico City 2010

## Delegates and advisors

### Country

### Affiliate

### Delegate

### Proxy\*

### Advisor

## ANTIGUA & BARBUDA

*Antigua & Barbuda Workers' Union*

**David Massiah**

## ARGENTINA

*Asociación Argentina de Aeronavegantes (AAA)*

**Alicia Castro**

Dina Feller

Ricardo Frecia

*Asociación de Personal Aeronáutico (APA)*

**Edgardo Anibal Llano**

Rafael Mella

*Asociación de Pilotos de Líneas Aéreas (Air Line Pilots Association)*

**Jorge Pérez Tamayo**

Alejandro Dylenko

*Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante*

**Marcos Ricardo Castro**

Jorge Pablo Tiravassi

Julia Liliana Bercerra

*Centro de Jefes y Oficiales Maquinistas Navales*

**Horacio Domínguez**

Daniel Giovinazzo

Eduardo Mayotti

Gustavo Andrés Mujica

*Centro de Patrones y Oficiales Fluviales, de Pesca y Cabotaje Marítimo*

**Juan Carlos Pucci**

Rafael Grigera

*Federación Nacional de Trabajadores Camioneros y Obreros del Transporte Automotor de Cargas Logística y Servicios*

**Marcelo Vital Dainotto**

**Pablo Hugo Moyano**

**Pedro Elias Mariani**

**Victor Hugo Pistone**

Claudio Anibal Arlia

Gabriel Marcelo Aparicio

Graciela Herrera

Liliana Santucho

Luis Córdoba

María Teresa Avila

Mariela Ines Dilema

Omar Gatica

Oswaldo Gabrielli

Roberto Troncoso Salice

*'La Fraternidad' Sociedad de Personal Ferroviario de Locomotoras*

**Julio Adolfo Sosa**

Julían Ariel Sosa Cappello

Omar Aristides Maturano

Omar Sebastián Maturano

*Sindicato de Conductores Navales de la República Argentina*

**Horacio Domínguez\***

*Electricistas Electronicistas Navales*

**Enrique Oscar Venturini**

*Sindicato Encargados*

*Apuntadores Marítimos y Afines de la República Argentina (SEAMARA)*

**Jorge Daniel Cocchia**

*Sindicato de Guincheros y Maquinistas de Gruas Moviles*

**Roberto Coria**

*Sindicato de Obreros Maritimos Unidos*

**Enrique Omar Suárez**

**Jorge A Vargas**

**Ruben Alejandro Moreira**

Alejandro Giorgi

Micaela Sol Ruiz

Rigoberto Suárez Cardozo

*Sindicato del Personal de Dragado y Balizamento*

**Juan Carlos Schmid**

*Unión Ferroviaria*

**Sergio Adrián Sasía**

Karina Benemerito

*Unión del Personal Superior y Profesional de Empresas*

*Aerocomerciales*

**Ruben Fernández**

Isabel Freire López

Lucas Bejarano

Pablo Fresco

Elsa Marsicovettere

## AUSTRALIA

*Australian Institute of Marine & Power Engineers (A.I.M.P.E.)*

**Terry Snee**

Caroline Staples

Martin Byrne

*Australian Maritime Officers' Union*

**Richard Barnes**

*Australian Rail, Tram & Bus Industry Union*

**Joanne McCallum**

**John Higgins**

*Australian Services Union*

**Margaret Dale**

Kathrine Nelson

*Australian Workers' Union*

**Scott McDine**

*Flight Attendants' Association of Australia (Domestic)*

**Jo-Ann Davidson**

*Flight Attendants' Association of Australia (International)*

**Vanessa Dunn**

*Maritime Union of Australia*

**Jim Boyle**

**Paddy Crumlin**

**Warren Smith**

Aaron Turner

Adam Palmer

Adrian Evans

Andrew Boyd

Andy Burford

Bernie Gallen

Bianca Napper

Brian Gallagher

Brian Smith

Charles Gray

Christopher Cain

Clem Clothier

Damien Martin

Damien McGarry

Dan Wakeling

David Ball

David Cushion

David Mews

David Schleibs

Dean Summers

Dennis Outram

Fiona Munro

Fiona Thomson

Floyd Floyd

Garry Bickley

Garry Keane

Gary Smith

Glen Mallon

Glenton Wood

Grant Croese

Henry Solley

Ian Wightman

James Crookall

James Plummer

Jamie Newlyn

Jane Hyslop

Janet Harris

Jason Miners

John McGartland

John Weekes

Kieran Crumlin

Laurie Horgan

Len Covell

Luke Barron

Mark Champley

Mich-Elle Myers

Michael Boase

Michael Carr

Paul Justice

Paul McAleer

Peder Bull

Peter Fellowes

Ray Nolan

Robert Patience

Stephen Husband

Stephen Paras

Stephen Riley

Thomas Mayor

Tom Wilson

Tonia Kerns

Tony Austin

Warren Finck

Wayne Tilley

Werner Cohrs

Will Tracey

William Highfield

*Transport Workers' Union of Australia*

**Anthony Sheldon**

**Jim McGiveron**

**Richard Priest**

Rick Burton

Seth Tenkate

## AUSTRIA

*Gewerkschaft der Gemeindebediensteten – Kunst Medien, Sport, freie Berufe*

**Beate Holder**

**Thomas Kattng**

*Gewerkschaft VIDA*

**August Schönauer**

**Bernd Brandstetter**

**Harald Voith**

**Helga Ahrer**

**Helmut Radlingmayr**

**Kerstin Cap**

**Sylvia Reiss**

**Wilhelm Haberzettl**

## BANGLADESH

*Bangladesh Railway Employees' League (BREL)*

**Md Enayat Hossain Akand**

## BARBADOS

*Barbados Workers' Union*

**Wilma Clement**

## BELGIUM

*ACV Openbare Diensten*

**Jan Coolbrandt**

*ACV Transcom*

**Didier Smeyers**

**Joris Kerkhofs**

**Koen De Mey**

**Luc Piens**

**Michel Claes**

*Belgische Transportarbeidersbond (BTB)*

**Frank Moreels**

**Ivan Victor**

**Marc Loridan**

**Monique Verbeeck,**

**Roger Opdelocht**

*Secteur Cheminots de la Centrale Générale des Services Publics*

**Pierre Lejeune**

**Serge Piteljon**

*Syndicat des Employés,*

*Techniciens et Cadres de Belgique*

**Erwin De Deyn**

## BENIN

*Syndicat National des Travailleurs de la Météorologie et de*

*l'Aviation Civile (SYNATRAMAC)*

**Richard D'Almeida**

# ITF 42nd Congress

## Mexico City 2010

**BERMUDA**

*Bermuda Industrial Union (BIU)*  
**Kathy Landy**  
 Tami Ray

**BRAZIL**

*Confederação Nacional dos Trabalhadores em Transportes Aquaviários e Aéreos, na Pesca e nos Portos (CONTTMAF)*

**Mario Teixeira**  
**Odilon dos Santos Braga**  
**Severino Almeida Filho**  
**José Adilson Pereira**  
 Edson Martins Areias  
 Laura Feitosa Teixeira

*Confederação Nacional dos Trabalhadores em Transportes Terrestres (CNTTT)*

**Edna Ribiero Bezerra**  
**Luis Antonio Festino**  
**Rubens dos Santos Craveir**  
 David Eliude da Silva

*Federação Nacional de Trabalhadores da Aviação Civil - FENTAC*

**Luis Sérgio De Almeida Dia**  
**Marlene Terezinha Ruza**  
*Federação Nacional dos Trabalhadores Ferroviários*

**Francisco Aparecido Felicio**  
**Helio de Souza Regato De Andrade**

Alvaro Garcia Sanches Jun  
 Arley Martins  
 Janaina Nascimento Freire  
 Pedro Paulo Domingos  
 Joao Edacir Calegari Moraes  
 Jose Antonio Matias  
 Osvaldo Pinto  
 Paulo de Tarso Pessanha Ferreira  
 Paulo Francisco

*Federacao Nacional dos Trabalhadores em Transportes Aquaviários e Afins - FNTTAA*

**Ricardo Leite Goulart Ponz**  
 Luis R Leite Penteado  
*Interamerican Office*

**Edgar Diaz José**  
**Arturo Ruiz Trhamppe**  
*Sindicato dos Conferentes de Carga e Descarga nos Portos do Estado do Rio de Janeiro*

**Mayo Uruguai Machado Fernandes**

*Sindicato Nacional dos Aeroviários*

**Marcelo Schmidt**  
*Sindicato Nacional dos Empregados em Empresas Administradoras de Aeroportos*  
**Francisco Luiz Xavier De Lemos**  
**Samuel José Dos Santos**  
 Ademir Lima de Oliveira  
 Mauricio De Freitas

*Sindicato Nacional dos Oficiais da Marinha Mercante (SINDMAR)*  
**Jose Valido A Da Conceição**  
 Lilian Bittencourt Rodrigues  
 Marco Aurélio Lucas Da Silva  
 Darlei Santos Pinheiro

**BULGARIA**

*Federation of Transport Trade Unions in Bulgaria*  
**Alina Milusheva**  
**Ekaterina Yordanova**  
**Kalin Ivanov Kulev**

**BURKINA FASO**

*Fédération des Syndicats des Travailleurs et Auxiliaires des Transports du Burkina (FSTAT-B)*  
**Marcel Zante**  
*Syndicat Unique de la Météorologie, de l'Aviation Civile et Assimilés (SUMAC)*  
**Emmanuel Gustave Compaore**  
*Union des Chauffeurs Routiers du Burkina*  
**Jacques Francis Ilboudo**

**BURMA**

*Seafarers Union of Burma*  
**Aung Thu Ra**

**CAMBODIA**

*Trade Unions of Sihanouk Ville Port*  
**Men Chann**

**CANADA**

*BC Ferry & Marine Workers' Union*  
**Brett Joyce**  
*Canadian Union of Postal Workers*  
**George Floresco**  
**Jacques Valiquette**  
**Karine Mayer**  
*International Association of Machinists & Aerospace Workers (IAM)*

**Carlos DaCosta**  
**Dave Ritchie**  
*International Longshore and Warehouse Union (ILWU)*  
**Tom Dufresne**  
*National Automobile, Aerospace Transportation & General Workers' Union of Canada (CAW)*

**David Decker**  
**Gerard Bradbury**  
**Jo-Ann Hannah**  
**Leslie Dias**  
**Peter Kennedy**  
**Travis Harrison**  
 Bill Gaucher  
 Gregory Myles  
 Jerry Dias

Jim Hunter  
*Seafarers' International Union of Canada (SIU)*  
**Michel Desjardins**  
 James Given  
*Teamsters Canada*  
**Tim Beaty**

**CHILE**

*Federación Nacional de Sindicatos de Conductores de Buses, Camiones, Actividades Afines y Conexas de Chile (Fenasicoch)*  
**José Sandoval Pino**  
 Coralía Montalba  
*Sindicato de Oficiales de Marina Mercante Southship*  
**Héctor Azúa Almeida**  
*Sindicato de Trabajadores Interempresas de Compañías Navieras (SITRIEMP)*  
**Pablo Cajales Rojas**  
*Sindicato de Tripulantes de la Empresa Lan Chile S.A.*  
**Arlette Gay Schifferli**  
 Mauricio Barrera Cortes  
 Roicen Contreras  
 Victor Bartolomé Rojas

**COLOMBIA**

*Sindicato Nacional de Trabajadores del Transporte*  
**Gloria Amparo Valencia**  
**Orlando Olier Ramos**

**COSTA RICA**

*Sindicato de Trabajadores de JAPDEVA*  
**José Luis Castillo Solano**

**CROATIA**

*Sindikat Pomoraca Hrvatske (Seafarers' Union of Croatia)*  
**Predrag Brazzoduro**  
**Vladimir Svalina**  
 Bojana Manojlovic  
 Branko Berlan  
 Neven Melvan  
*Sindikat Strognog Osoblja Hrvatske (Railroad Engineer Trade Union of Croatia)*  
**Nenad Mrgan**  
 Dalibor Petrovic  
 Sanja Simic

**CYPRUS**

*Federation of Transport, Petroleum & Agricultural Workers*  
**Pantelis Stavrou**  
**Titos Timotheou**

**CZECH REPUBLIC**

*Odborovy Svaz Dopravy (Transport Workers' Union)*  
**Josef Maurer**

**DENMARK**

*Cabin Union Denmark*  
**Jakob Esposito**  
*Centralorganisationen Søfart*  
**A Ole Philipsen**  
*Dansk Jernbaneforbund*  
**Henrik Horup**  
**Preben Steenholdt Pedersen**  
 Niels Henrik Nielsen  
*Dansk Metalarbejderforbund*  
**Keld Bækkelund Hansen**  
**Claus Jensen**  
 Steffen Jesper Eggers Hansen  
 Thomas Gylidal Petersen  
*Fagligt Fælles Forbund (3F)*  
**Flemming Smidt**  
**Henrik Berlau**  
**Jan Villadsen**  
**John Frederiksen**  
**Jørgen Aarestrup Jensen**  
**Karsten Kristensen**  
**Tina Møller Madsen**  
*HK/Privat*  
**Karin Retvig**  
**Maibritt Kjeldsen**  
 Carlo Søndergaard  
 Helle Lindgreen  
 Ole Skovbo Sørensen  
 Trym Østre  
*HK Trafik & Jernbane*  
**John Løvenskjold Nielsen**  
 Mogens Stensgaard  
*Maskinmestrenes Forening*  
**Per Jørgensen**  
*Søfartens Ledere – Dansk Navigatørforening*  
**Per Gravgard Hansen**

**EGYPT**

*General Trade Union of Land Transport Workers*  
**Adel Eissa**  
**Ahmed Anwar Magdob**  
**Mohamed Gebaly**  
*General Trade Union of Maritime Transport Workers*  
**Adel Subeihy**

**EL SALVADOR**

*Sindicato de Trabajadores por Establecimiento del Aeropuerto Internacional El Salvador de la Comision Ejecutive Portuaria Autonoma (SITEAIES)*  
**Dagoberto Ramirez Amaya**

**ESTONIA**

*Eesti Transpordi- Ja Teetöötajate Ametiühing (Estonian Transport & Road Workers Trade Union)*  
**Peep Peterson**  
*Estonian Seafarers' Union*  
**Valentin Kivistik**

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*Estonian Seamen's Independent Union*  
**Kaia Vask**

### ETHIOPIA

*Transport & Communications Workers' Trade Union Industrial Federation*

**Daniel Gebeyehu Worku**  
**Zerihun Alemu Mengesha**  
Zelege Mena Alaro

### FIJI

*Federated Airline Staff Association*

**Jone Raqona**  
*Fiji Maritime Workers' Association*  
**Pauliasi Vakaloloma**

### FINLAND

*Auto- ja Kuljetusalan Työntekijäliitto – AKT r.y. (Bil-och Transportbranschens Arbetareförbund i Finland) – The Finnish Transport Workers' Union*

**Hannele Lehdonkivi**  
**Harri Pasanen**  
**Jape Loven**  
**Paivi Viljasalo**  
**Timo Rätty**  
**Veijo Ruonala**  
**Jussi Koivunen**  
Heikki Harakka  
Juha Anttila  
Juhani Salmela

*Rautatieläisten Liitto r.y. (Finska Järnvägsmanntjänstförbundet r.f.)*

**Esko Takala**  
**Vesa Mauriala**

*Rautatievirkamiesliitto r.y. (Railway Salaried Staff's Union)*

**Seppo Juselius**

*Suomen Konepääliittöliitto (Finlands Maskinförbunds)*

**Reima Angerman**

*Suomen Laivanpääliittöliitto r.y. (Finlands Skeppsbefälsförbund)*

**Pekka Partanen**

*Suomen Merimies-Unioni r.y. (Finlands Sjömannsunion)*

**Kenneth Bondas**  
**Simo Zitting**

Markku Knuutinen  
Saana Lamminsivu  
Simo Nurmi  
Tarja Rännäli

*Suomen Veturimiesten Liitto, r.y. (Finska Lokmannaförbundet) (Finnish Locomotive Drivers' Union)*

**Risto Elonen**  
Maria Malkki

*Trade Union for the Public & Welfare Sectors Finland (JHL)*  
**Jouko Launone**

### FRANCE

*Fédération CGT des Cheminots*

**Christian Joncret**  
**Franck Boyer**

*Fédération des Officiers de la Marine Marchande CGT*

**Rolf M Monloup**

*Fédération FO de l'Équipement, de l'Environnement, des Transports et des Services (FETS-FO)*

**Lilian Torres**  
**Noelle Leclerc Olivier**

Didier Dague  
Jean-Luc Paillet  
Patrick Bazin  
Patrick Hurel

*Fédération Générale des Transports et de l'Équipement – CFDT*

**André Milan**  
**Joël Jouault**

**Liliane Debeche**  
**Milorad Sugic**

**Remi Aufrere**  
Francois Cabrera

*Fédération Nationale des Syndicats de Transports CGT*

**Florence Martins**

**Jerome Verité**

**Paul Fourier**

Patrick Vancraeynest

*Fédération Nationale des Transports et de la Logistique*

*Force Ouvrière*

**Joaquim Bispo**

**Myriam Coulet**

**Thierry Vancaeneghem**

*Fédération Syndicaliste FO des Cheminots*

**Franck Gonsse**  
**Patrick Faucouneau**

### GEORGIA

*Georgian Seafarers' Union*

**Merab Chijavadze**

*Tbilisi Metro Workers' Trade Union*

**Giorgi Khitalishvili**

### GERMANY

*Gewerkschaft TRANSNET*

**Alois Weis**  
**Edelgard Schmidt**

**Erika Albers**

**Gudrun Bathen**

**Helga Petersen**

**Horst Harkorn**

**Karl-Heinz Zimmermann**

**Martin Burkert**

**Nils Kanter**

**Petra Gangl**

### Rolf Lutzke

**Sebastian Rüeter**

Christopher Zimmermann

*Vereinte Dienstleistungsgewerkschaft (ver.di)*

Arne von Spreckelsen

**Barbara Ruthmann**

**Bernd Losch**

**Dieter Benze**

**Harry Kühn**

**Jan Kahmann**

**Karl-Heinz Biesold**

**Klaus Lindner**

**Malene Volkers**

**Manfred Calsow**

**Thomas Sorg**

**Uwe Kopke**

**Walburga Ludwig**

Bernt Kamin-Seggewies

Erhard Ott

Frank Schäfer

Heidi Riedel-Ciesla

Kora Siebert

Marco Steinborn

Ruud Touwen

Stefan Heimlich

Susanne Senica

Thomas Mendrzik

Uwe Dorn

*Verkehrsgewerkschaft GDBA*

**Peter Tröge**

**Robert Dera**

### GHANA

*General Transport, Petroleum & Chemical Workers' Union of TUC*

**Emmanuel Mensah**

Samuel Bladu Quarshie

*Maritime & Dockworkers' Union*

**Ebenezer Narteh Mensah**

Daniel Tettey Sonne

Isaac Klu

### GREAT BRITAIN

*Associated Society of Locomotive Engineers & Firemen*

**John Hay**

**Peter Dodgson**

**Simon Weller**

Marz Colombini

Wendy Hurst

*National Union of Rail, Maritime & Transport Workers (RMT)*

**Alex Gordon**

**Andy Gordon**

**Garry Hassle**

**Greg Hewitt**

**Norrie McVicar**

**Robert Crow**

**Stephen Todd**

*Nautilus International (UK)*

**Brian Orrell**

**Mark Dickinson**

**Peter McEwen**

Paul Moloney

### Prospect

**Paul Noon**

**Paul Winstanley**

*Transport Salaried Staffs' Association*

**Andrew Bain**

**Gerard Doherty**

**Kate Wasilewska**

*Unite The Union*

**Anthony Woodhouse**

**Brendan Gold**

**Brian Boyd**

**Collette Parsons**

**Dave Williams**

**Diana Holland**

**Graham Stevenson**

**Martin Mayer**

**Michael Stewart**

**Mike Gibbons**

**Sean Beatty**

Paul Talbot

### GREECE

*Pan-Hellenic Seamen's Federation (PNO)*

**Agis Tselentis**

**John Halas**

### GUATEMALA

*Sindicato de Trabajadores de Empresa Portuaria Quetzal (STEPQ)*

**Eulogio Obispo Monzón**

**Mérida**

Eleazar Castillo Mayeu

*Sindicato de Trabajadores Portuarios*

**Edita Yadira Carranza Agui**

Fredy Juarez Martínez

### GUYANA

*Clerical and Commercial Workers' Union*

**Ann Anderson**

*Guyana Labour Union*

**Carvil Duncan**

### HONDURAS

*Sindicato de Trabajadores de la Empresa Nacional Portuaria (SITRAENP)*

**Marco Antonio Ferrufino**

### HONG KONG

*BA Hong Kong International Cabin Crew Association*

**Carol Ng**

*Cathay Pacific Airways Flight Attendants' Union*

**Becky Kwan**

*Hong Kong Seamen's Union*

**Kwok Kam Wah**

**Li Chi Wai**

Yip Yan Pik

# ITF 42nd Congress

## Mexico City 2010

*Hong Kong Storehouses,  
Transportation & Logistic Staff  
Association*

**Doris Hiu-Yan Sin**  
*Kowloon Canton Railway  
Workers' Union*  
**Wai San Yuen**  
*Merchant Navy Officers' Guild*  
**Tung Tong Chung**  
**Shing Chieh Tam**  
Kam Yuen Ting  
Wai Hong Lam

### HUNGARY

*Vasuti Dolgozók Szabad  
Szakszervezete (Free Trade Union  
of Railway Workers)*

**György Balla**  
**Veronika Szilagyi**  
**Istvan Gaskó**  
Balázs Bárány  
Katalin Mathe  
Tiborné Tóth  
Zoltan Hangonyi

### ICELAND

*Farmanna- og  
Fiskimannasamband Íslands*  
**Árni Bjarnason**  
Guðjón Armann Einarsson  
*Sjómannafélag Ísland (Iceland  
Seaman's Union)*

**Jónas Gardarsson**  
*VM -Félag vélstóra og  
málmtæknimanna (Icelandic  
Union of Marine Engineers and  
Metal Technicians)*  
**Guðmundur Ragnarsson**

### INDIA

*All India Railwaymen's Federation*  
**CH Gandhi**  
**Canjeevaram A Rajasridha**  
**Harbhajan Singh Siddhu**  
**Jaya Agarwal**  
**Salil Lawrence**  
**Shiva Gopal Mishra**  
*Aviation Industry Employees'  
Guild*

**George Abraham**  
Arti Bhavinkumar Vyas  
Jay Dalaya  
*Calcutta Port Shramik Union*  
**Chinmoy Roy**  
*Cochin Port Staff Association*  
**PM Mohammad Haneef**  
Razia Saleem  
*Ernakulam District Waterways  
Employees' Association*  
**Methyil A Marykutty**  
*Forward Seamen's Union of India*  
**Harisadhan Kanjilal**  
Manoj Kumar Yadav

*Kerala Fishing Boat Workers'  
Congress*

**Kadalikattu S Mary**  
*Madras Port Trust Employees'  
Union*

**Ganta M Krishnamurthy**  
*Maritime Union of India*  
**Abdulgani Y Serang\***  
*National Federation of Indian  
Railwaymen*

**Deepti Ben Shukla**  
**Guman Singh**  
*National Union of Seafarers of  
India*

**Abdulgani Y Serang**  
**Maruti D Rethrekar**  
**Suresh Solanki**  
*National Union of Seamen of  
India*

**Abdulgani Y Serang\***  
*Tamil Nadu Road Transport  
Workers' HMS Federation*  
**M. Subhamonia Pillai**  
*The Visakhapatnam Dock Labour  
Board & Dock Workers' Union*

**PM Mohammad Haneef\***  
*Transport & Dockworkers' Union*  
**Kothandaraman Padmanat**  
*Transport & Dockworkers' Union,  
Kandla*  
**Manohar L Bellani**  
*Tuticorin Port Mariners' &  
General Staff Union*  
**DM Stephen Fernando**

### INDONESIA

*Ikatan Awak Kabin Garuda  
Indonesia (Garuda Indonesia  
Flight Attendant Association)*  
**Zainudin Malik**  
*Kesatuan Pelaut Indonesia (KPI)*  
**Hanafi Rustandi**

### IRAN

*Syndicate of Workers of Tehran &  
Suburbs Bus Company (Sandikaye  
Kargarane Sherkate Vahed)*  
**Kenan Öztürk\***

### IRELAND

*Services, Industrial, Professional &  
Technical Union (SIPTU)*  
**Robert Crow\***

### ISRAEL

*Israeli Sea Officers' Union*  
**Avi Levy**  
*Transport Workers' Division of  
Histadrut*  
**Avraham Edri**

### ITALY

*Federazione Italiana Lavoratori  
Trasporti FILT-CGIL*  
**Adele Pellegrini**

**Elisabetta Chicca**  
**Franco Nasso**  
**Giacomo Santoro**  
**Gianfranco Conti**  
**Mario Salzano**  
**Valeria Mascoli**  
Carlo Asfoco  
Leo Gaggiano  
*Federazione Italiana Trasporti –  
CISL*

**Beniamino Leone**  
**Claudio Claudiani**  
**Donatello Bertozzi**  
**Giovanni Luciano, Remo Di  
Fiore**  
**Rosanna Ruscito**  
*UILTRASPORTI*  
**Claudio Tarlazzi**  
**Luigi Simeone**

### JAMAICA

*Bustamante Industrial Trade  
Union*  
**Alvin Sinclair**

### JAPAN

*All-Japan Federation of Transport  
Workers' Unions UNYU-ROREN*

**Akira Kishimoto**  
**Chisato Ikegami**  
**Kouji Takayanagi**  
**Masao Yamaura**  
**Masaru Watanabe**

*All-Japan Municipal Transport  
Workers' Union (TOSHIKO)*

**Kiyoshi Yasuda**  
**Nobutaka Fujimura**  
**Shoji Yoshida**  
**Toshio Takagi**  
Eisuke Kubota  
Hiroaki Ito  
Koichi Shimomura  
Koji Ogita  
Satoru Sada

Toshio Uesugi  
Yasumi Yamamoto  
*All-Japan Seamen's Union*

**Hideo Ikeda**  
**Hideo Kon**  
**Kenji Takahashi**  
**Shinichi Tanaka**  
**Shoji Yamashita**  
**Yoji Fujisawa**  
Junko Honma  
Keiichi Sato  
Shigeru Fukuma  
Takanori Yamanishi  
Yasumi Morita  
*General Federation of Private  
Railway & Bus Workers' Unions  
(SHITETSU-SOREN)*

**Akira Motonomi**  
**Hiromichi Nakajima**  
**Koichi Watanabe**  
**Kouji Mukai**

**Koya Kubota**  
**Masatoshi Kitajima**  
**Yoshio Ihata**

Fumitomo Sakaguchi  
Hideaki Shibazaki  
Kaoru Iwamoto  
Masaki Shioya  
Takao Kondo  
Takeyoshi Murakami  
Toshiyuki Nagao  
Yoshiharu Sameda  
Yoshiki Nishioka

*Japan Airlines Cabin Crew Union*

**Katsuo Iwata**  
Akira Hamashima  
Fujio Kikuchi

*Japan Confederation of Railway  
Workers' Unions (JR)*

**Eiichi Yoshikawa**  
**Hideki Egawa**  
**Masaharu Takei**  
**Masakazu Takahashi**  
**Mizue Taoka**  
**Satoru Yamada**  
Tsunehiro Uno

*Japan Federation of Aviation  
Industry Unions (Koku-Rengo)*

**Masaya Hosokawa**  
**Nakata Yamamoto**  
**Taihaku Yamamoto**

*Japan Federation of Transport  
Workers' Unions (KOTSU ROREN)*

**Kazuya Itaya**  
**Kouichi Yamaguchi**  
**Norio Funaguchi**  
**Shinichi Koyama**

*Japan Railway Trade Unions'  
Confederation (JR-RENGO)*

**Hironori Nakahara**  
**Kiyomichi Sugihara**  
**Toshiyuki Funatsu**  
**Yoshinori Tsuboi**

*Medium and Small Union Group  
for Transport Workers*

**Michio Kimoto**  
*National Federation of  
Automobile Transport Workers'  
Unions (ZENJIKO-ROREN)*

**Koichi Watanabe\***  
*National Federation of  
Dockworkers' Unions of Japan  
(ZENKOKU-KOWAN)*

**Akinobu Itoh**  
**Kinichiro Itoya**  
**Saburo Watanabe**  
Atsushi Yokoi  
Fumiaki Sato  
Hideki Matsunaga  
Hideyuki Tozawa  
Katsuji Okihara  
Kazuhiko Kingetsu  
Kotaro Ichikawa  
Masaya Tamada  
Masayuki Aihara  
Ryosuke Kitahata



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Sachio Kanuka  
Shigeru Fujiki  
Shoji Kimura  
Shosaku Machida  
Tokiharu Yamazaki  
Toshio Kobayashi  
Wakana Ejiri  
Yoshikazu Sano  
Yoshito Uchida  
*National Railway Workers' Union (KOKURO)*  
**Kouichi Ishigami**  
**Shinji Takahashi**  
*Tourism & Air Cargo Section of the Japan Federation of Service & Tourism Industries Workers' Unions*  
**Takaharu Suganuma**  
**Tetsuya Oki**  
**Yoshikazu Kadowaki**  
**Yuichi Sugizaki**  
Tomomitsu Kawano

**JORDAN**  
*General Trade Union of Workers in Air Transport & Tourism*  
**Sawsan Al-Nufaiee**

**KAZAKHSTAN**  
*Trade Union of Motor Transport & Highway Workers of Kazakhstan*  
**Galina Uxukbayeva**

**KENYA**  
*Dockworkers' Union Kenya*  
**Judith Abuka,**  
Susan Ayoyi

**KIRIBATI**  
*Kiribati Islands Overseas Seamen's Union (KIOSU)*  
**Ioteba Tekee**

**KOREA**  
*Federation of Korean Seafarers' Unions (FKSU)*

**Hye Kyung Kim**  
**Sang Gi Gim**  
**Sung Min Ha**  
Dong-Sik Bang  
Doo Young Kim  
Joong Hwan Lee  
Pil Doo Kim  
Seong Yong Park  
Tae Kil Jung  
*Federation of Korean Taxi Transport Workers' Unions*  
**Jin Kook Moon**  
**Nag Bong Choi**

*Korea Automobile & Transport Workers' Federation*  
**Ji Seop Oh**  
**Joo Ick Kim**  
**Sang Mo Yeon**

*Korea Expressway Corporation Labour Union*  
**Hwa Young Chung**  
Hyun Joong Kim  
*Korean Air Labour Union*  
**Jong Ho Lee**  
Chan Soo Kang  
Dae Soo Park  
*Korean Federation of Port & Transport Workers' Unions*  
**Bong Hong Choi**  
**Young Dae Choi**  
*Korean Postal Workers' Union*  
**Hang Ku Lee**  
Chul-Young Kim  
Mi Sook Song  
Yeong Jong Park

**LATVIA**  
*Latvian Seafarers' Union of Merchant Fleet*  
**Aija Agoura**  
**Igors Pavlovs**  
Andrejs Umbrasko  
Norbert Petrovskis  
*Latvian Trade Union of Public Services & Transport Workers (LAKRS)*  
**Juris Kalnins**  
*Udens Transporta Arodbiedrība Federacija (Water Transport Unions' Federation of Latvia)*  
**Aleksejs Holodnuks**  
Algars Pecaks  
Dainis Lubarts  
Olivers Kronbergs  
Victors Panasjuks  
Vladimirs Rusjanovskis

**LEBANON**  
*Lebanese Cabin Crew Association*  
**George Turkieh**

**LITHUANIA**  
*Lithuanian Seamen's Union*  
**Aleksejs Holodnuks\***

**LUXEMBOURG**  
*Fédération Nationale des Cheminots, Travailleurs du Transport, Fonctionnaires et Employés Luxembourgeois (FNCTTFEL)*  
**Carlo Thissen**  
**Guy Greivelding**  
*OGB-L (Onofhängege Gewerkschaftsbond Lëtzebuerg)*  
**Hubert Hollerich**  
Romain Daubenfeld

**MADAGASCAR**  
*Syndicat General Maritime de Madagascar*  
**Lucien Harinony Razafindraibe**

**MALAYSIA**  
*Airot Employees Union*  
**Abu Bakar Bin Osman**

**MALTA**  
*General Workers' Union (GWU)*  
**Charles Agius**

**MAURITIUS**  
*Government Services Employees Association*  
**Mohammad Iqbal Amiran**

**MEXICO**  
*Alianza de Tranviarios de México*  
**Benito Bahena Lome**  
Adrián Olivares Pasten  
Alberto Saldaña Flores  
Albino González Jiménez  
Andrés González Olivares  
Antonio García Hernández  
Arturo Hernández García  
Benito Belmont Ponce  
Bernardo Vazquez Parra  
Camilo Garcia Solorio  
Carlos Brito Orozco  
Carmen Martínez Enríquez  
Cesar Atayde Flores  
Crescencio Trinidad López  
David Pérez Rodríguez  
Domingo Mejía Palacios  
Edmundo Osorio Benítez  
Elias Mendoza Anguiano  
Enrique Amboa Hernández  
Eugenio Rangel García  
Eugenio Rangel Rojas  
Francisco Javier Alcantara Juarez  
Francisco Javier Rivas Molina  
Francisco Martínez Galaviz  
Gabriel Cervantes Pérez  
Gerardo Barrera González  
Gerardo Martínez Hernández  
Gonzalo Cervantes Pérez  
Guillermo Briseño Ayala  
Guillermo Deveaux Cerván  
Gustavo Ortega Bravo  
Hector Lara Hernández  
Héctor Salazar Montiel  
Hugo Gustavo Ordoñez López  
J Trinidad Rivera Navarrete  
Jesús Enríquez Torres  
Jorge Aguilar Quintero  
José Bautista Rivas  
José Luis Cortes Gil  
José Luis Martínez Figueroa  
José Pedro O Ruiz Gutiérrez  
Juan Abonza Rojas  
Juan Herrera Salazar  
Juan José Gutiérrez Meza  
Julio Cesar Morales Nava,  
Magdaleno Vallejo Ceja  
María de los Ángeles Cano Perez  
María de los Ángeles Castilla Huerta  
María de Lourdes Paz Reyes

María Diosdada Caro Silva  
Mario Carmona Hernández  
Martín Rogelio Romero Mat  
Mateo Cruz Galván  
Omar Aparicio Cruz  
Raciél Cruz Vázquez  
Refugio Hernández Zamora  
Ricardo Correa Ayala  
Rodolfo Carillo Gutiérrez  
Rosa María Hernández López  
Ruben Bahena Robles  
Sergio Cedillo González  
Sergio García Ayala  
Sergio Salazar Hernández  
Sergio Salgado Mejía  
Tomás Adolo López  
Salvador Atilano Ramírez  
Vicente Davila González  
*Asociación Sindical de Oficiales de Máquinas de la Marina Mercante Nacional*  
**Enrique Othón Pacheco Georges**  
Guillermo López Rodríguez  
*Asociación Sindical de Pilotos Aviadores (ASPA)*  
**Mario Alberto González Aguilera**  
Antonio Vargas  
Fernando Álvarez Paczka  
Juan Carlos González Curzio  
Salvador Gayón Aguilar  
*Asociación Sindical de Sobrecargos de Aviación de México (ASSA)*  
**Lizette Clavel Sánchez**  
Alfonso Hernández  
Claudia Ivette Azamar  
Francisco Alfonso Rodríguez Fernandez  
Luis Nieto Gama  
María del Carmen Ortega Venegas  
Rafael Villaseñor Yañez  
*Orden de Capitanes y Pilotos Navales de la República Mexicana*  
**Ysmael García Muñoz**  
Aldo Arturo Fernández  
Hernandez  
Armando Vásquez  
Enrique Lozano  
Julio C Contreras Ortiz  
Miguel A Alvarez Cantu  
*Sindicato de Maniobristas, Carretileros, Cargadores, Abridores y Conexos de la Zona Marítima y del Comercio de la Ciudad y Puerto de Veracruz*  
**Rene Bustos Vilorio**  
Cruz Agama Resendiz  
Pedro A Segura Vázquez  
Pedro Segura Quesada  
*Sindicato Nacional de Pilotos de Puerto*  
**Carlos Merino García de Alba**

# ITF 42nd Congress

## Mexico City 2010

Alfredo Rodriguez Fritz  
Fernando Ramírez Martínez  
Jorge Fuentes Morales  
Jorge González Arreguín  
*Sindicato Único de Trabajadores Democráticos*

**María Del Carmen Servín**  
*Union de Estibadores y Jornaleros del Puerto de Veracruz*

**Marco Antonio Cervantes Quinto**  
Andrés Martínez Amezcua  
Ángel de Jesús Vargas Arellano  
Jorge Antonio Martínez Mendoza

### MONGOLIA

*Federation of Mongolian Railway Workers Trade Union*

**Buyanaa Shanjmyatav**  
*Mongolian Transport, Communication & Petroleum Workers' Union*  
**Erdenebat Sukhbaatar**

### MONTENEGRO

*Independent Union of Workers in Maritime Shipping Trade & Transport of Montenegro*  
**Sasa Milosevic**  
Tomislav Markolovic

### MOROCCO

*Union des Syndicats UMT des Transports*

**Ahmed Senbli**  
**Khadija Harizate**  
**Mustapha Haddaoui**  
**Said El-Hairech**

### MOZAMBIQUE

*Sindicato Nacional do Trabalhadores dos Transportes Rodoviário e Assistência Técnica (SINTRAT)*

**Naftal David Simbine**

### NEPAL

*Independent Transport Workers' Association of Nepal*

**Bidur Karki**  
*Nepal Transport Labour Association (Nepal Yatayat Mazdoor Sangh) (NETWON)*  
**Ajay Kumar Rai**

### NETHERLANDS

*CNV Bedrijvenbond*  
**Wybren Kusters**  
*FNV Bondgenoten*

**Brigitta Paas**  
**Jan De Jong**  
**Niek Stam**  
Guus Hagedorn  
*Nautilus International (NL)*  
**Marcel Van den Broek**

Robert Pauptit  
*Vakbond Van Nederlands Cabinpersonee (VNC)*  
**Paul Krijger**  
**Ton Scherrenberg**

### NEW ZEALAND

*Maritime Union of New Zealand*

**Joe Fleetwood**,  
Garry Parsloe  
Marion Lesslie  
Mike Clark  
*New Zealand Engineering Printing & Manufacturing Union Inc.*

**Strachan Crang**  
*New Zealand Merchant Service Guild Industrial Union of Workers Inc.*

**Sarah Dench**  
*Rail and Maritime Transport Union Inc.*

**Wayne Butson**  
Aubrey Wilkinson

### NICARAGUA

*Sindicato de Empleados Presupuestados y Actividades Portuarias de Corinto (SEPAPC)*  
**Sandra Corona**

### NIGERIA

*Air Transport Services Senior Staff Association*

Florence Olufunke Ajanaku  
*Maritime Workers' Union of Nigeria*

**Anthony Emmanuel Nted**  
**Funmi Fasan**  
**James D Eromobor**  
**Onikolease Irabor**  
**Samuel Aham Ubani**

Veronica K Okafor  
Adeleke A Sanni  
Adewale Adeyanju  
Henry Odey  
Josiah Tubman Horsfall  
Oladiipo Ogunleye

*National Union of Air Transport Employees*

**Mohammed Dauda Safiyan**  
Ladidi Fatima Isiyaku  
Mary Akpan

*Nigeria Merchant Navy Officers' & Water Transport Senior Staff Association*

**Thomas Kemewerigha**  
Adeola Sadiq  
*Nigeria Union of Railway Workers*  
**RB Okoro**

### NORWAY

*Det Norske Maskinistforbund*  
**Hilde Gunn Avloyp**  
Jack Berstad

### Fagforbundet

**Asbjørn Wahl**  
Carl Ivar Delingsund  
Maria Wattne  
Ole Roger Berg  
Stein Guldbrandsen

### Fellesforbundet

**Lars Erik Lilledegård**  
Atle Høie

### Handel og Kontor i Norge

**Sture Arntzen**  
Anne Kirsten Gangså  
Trond Smørås  
*Industri Energi*

### Roar Holtet

Aage Baerheim  
Christine Meling Christensen  
Glen Bjørheim  
Joern Erik Boee  
Ommund Stokka

### Norsk Jernbaneforbund

**Jane Brekhus Saethre**  
**Kjell Atle Brunborg**  
Kjell Næss

*Norsk Kabinforening (Norwegian Cabin Crew Union)*

**Elisabeth Goffeng**

### Norsk Lokomotivmannsforbund

**Øystein Aslaksen**  
Roald Nyheim

### Norsk Sjømannsforbund

**Jacqueline Smith**  
**Johan Øyen**  
**Johnny Hansen**  
Hans Sande  
Ove R Nielsen

Geir Hagerupsen  
Jahn Cato Bakken  
Kurt Inge Angell  
Mads Tjøtta  
Niels Pedersen  
Werner Kiil

### Norsk Sjøfiskersforbund

**Hans Sande**  
**Ove R Nielsen**

### Norsk Transportarbeiderforbund

**Lars Morten Johnsen**  
**Roger Hansen**  
**Torbjorn Reigstad**  
Per Ole Melgard  
Per Østvold  
Sissel Karlsen  
Terje Reinholdt Samuelsen  
Vegard Holm

### Parat

**Vegard Einan**  
Anneli Nyberg  
Hans-Erik Skjæggerud  
*Yrkestrafikkforbundet*

**Geir Anthonson**  
**Hellek Eggerud**  
Frøde Sælen  
Jack Nielsen

### PAKISTAN

*Karachi Dock Labour Board Staff Union*

**Javed Ali Khan**

*Karachi Harbour & Dock Workers' Union*

**Abdul Razzak**

*Pakistan Seamen's Union*

**Adam Panjri**  
Shahida Naz

### PALESTINE

*General Union for Transport Workers*

**Nasser Younis**

### PANAMA

*Panama Canal Pilots Union*

**Álvaro Moreno**

Javier Landero  
Londor Rankin

*Sindicato Nacional de Trabajadores de la Industria de la Aviacion Civil y Similares de la Republica de Panamá*  
Cristobal Sousa

*Sindicato de Trabajadores de Servicios Maritimos, Remolcadores, Barcazas y Afines de Panamá*

**Ernesto Ayarza**

Luis Carlos Fruto

*Unión de Ingenieros Marinos (UIM)*

**Vladimir A Small**

### PAPUA NEW GUINEA

*Papua New Guinea Maritime Workers Industrial Union*

**Douglas Gadebo**

### PARAGUAY

*Unión de Sindicatos de Trabajadores del Transporte (USTT)*

**Percio Rafael Duarte**

### PERU

*Federación Nacional de Trabajadores de la Empresa Nacional de Puertos (FENTENAPU)*

**Olga Vertiz Benavente**

### PHILIPPINES

*Associated Marine Officers' & Seamen's Union of the Philippines*

**Diana De Mesa**  
**Eduardo Ma R Santos**  
**Emmanuel Partido**  
**Johnny Oca**

*Pambansang Tinig at Lakas sa Pantalan (PANTALAN)*  
**Johnny Oca\***



# ITF 42nd Congress Mexico City 2010

*Philippine Airline Employees' Association – PALEA TUCP*  
**Johnny Oca\***  
*Philippine Seafarers' Union, PSU (ALU-TUCP)*

**German N Pascua**  
*Port Workers' Union of the Philippines (PWUP)*  
**Johnny Oca\***

## POLAND

*National Maritime Section NSZZ Solidarnosc*

**Jacek Cegielski**  
**Janusz Maciejewicz**  
*National Section of Port Workers – NSZZ Solidarnosc*

**Janusz Maciejewicz\***  
*Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów i Marynarzy)*

**Janusz Maciejewicz\***  
*Seamen's & Fishermen's Trade Unions' Federation*

**Janusz Maciejewicz\***  
*Trade Union Workers of PKP Federation*

**Martin Burkert\***

## PORTUGAL

*Sindicato de Captaes e Oficiais da Marinha Mercante – SINCOMAR*

**João de Deus Gomes Pires\***  
*Sindicato dos Engenheiros da Marinha Mercante (SEMM)*

**João de Deus Gomes Pires**  
*Sindicato da Mestranga e Marinhagem de Camaras da Marinha Mercante*

**António Alexandre Picareta\***  
*Sindicato da Mestranga e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)*

**António Alexandre Picareta**  
**Delgado**  
Joao Manuel Alcacer

## ROMANIA

*Federatia Nationala a Sindicatelor Portuare (FNSP)*

**Petre Costel**  
*Uniunea Sindicatelor Libere Metrou si Aviatie Civila (Free Trade Union of Metro and Aviation Workers)*

**Ion Radoi**

## RUSSIA

*Aviation Workers Union of Russia*  
**Nelli Khomyakova**  
Tatiana Orlova

*Communication Workers' Union of Russia*  
**Nikolai Nikiforov\***

*Motor Transport & Road Workers' Union of Russia*

**Viktor Mokhnatchev**  
*Seafarers' Union of Russia*

**Alexander Ageev**  
**Alexander Krasnoshtan**  
**Igor Kovalchuk**  
**Nikolay Popov**  
**Nikolay Sukhanov**  
**Vadim Mamontov**  
**Yuri Sukhorukov**

Andrey Knyazev  
Irina Ustyumenko

Konstantin Makarov  
Marina Serova

Petr Osichansky  
Sergey Fishov

Vadim Ivanov  
Valeriy Berezinskiy

*Trade Union of Railwaymen & Transport Construction Workers of Russia*

**Alexander Rusak**  
**Anatoliy Garashchenko**  
**Larisa Dmitrieva**

**Nataliya Kaluzhskaya**  
**Nikolai Nikiforov**

**Olga Vakulenko**  
**Vitaly Babiy**

**Vladimir Belozero**  
Boris Shubin

Gennady Kosolapov  
Mikhail Gariev

Mikhail Lashin  
Mikhail Mironov

Natalia Lobova  
Nikolai Starikov

Vitaly Oreshkov  
Vitaly Shatov

Vladimir Karvtsov

## SENEGAL

*Syndicat Unique des Transports Aériens du Sénégal (SUTAS)*

**Bayla Sow**

## SINGAPORE

*National Transport Workers' Union*

**Joseph Nagarajar**  
**Rosmani Bin Juraini**

*Port Officers' Union*  
**Tan Hoon Kiang**  
Benjamin Tang

*Singapore Maritime Officers' Union (SMOU)*

**Mary Liew**  
**Thomas Tay**

Gwee Guo Duan  
Terence Tan

*Singapore Organisation of Seamen (SOS)*

**Kam Soon Huat**  
Daniel Tan Keng Hui

Mohamed Idris Bin Moham

*Singapore Port Workers' Union*

**Ameer Hamzah**  
Ong Kuan Pheng

## SOUTH AFRICA

*South African Transport & Allied Workers' Union (SATAWU)*

**David M Gcuma**  
**Jane Barrett**  
**Randall Howard**

**Robert Mashego**  
**Tabudi Abner Ramakgolo**

**Veronica Metsatywa**  
**Zenzo Mahlangu**

June Dube  
Reuben Molefe

## UASA

**Jacobus Bezuidenhout**  
Costadino Raftopoulos

## SPAIN

*ELA-hainbat*

**Gurutz Gorraiz**

*Federación Estatal de Transportes Comunicaciones y Mar – UGT*

**Amparo Sánchez**  
**Elena Rodríguez**

**Emilio Cardero**  
**José Antonio Olaizola**

**Manuel Domínguez Segade**  
**Miguel Ángel Cilleros Sánchez**

Eduardo Hernández  
Félix Díaz

*Federación de Servicios a la Ciudadanía de CCOO*

**Ana Isabel Berceuelo**  
**Fátima Aguado Queipo**

**Jacek Ciacma**  
**Juan Manuel Trujillo**

**Teresa Amada Garabieta**  
*Unión Sindical Obrera Sector Transporte Aereo (USO-STA)*

**Isabel Mir Fons**  
Esther Guerrero

## SRI LANKA

*National Union of Seafarers Sri Lanka*

**Palitha Atukorale**

*Sri Lanka Nidahas Sewaka Sangamaya*

**Leslie Devendra**

## SWEDEN

*Fackförbundet ST*

**Karin Brunzell**  
Björn T Johansson

Lena Moberg-Lindwall

## LEDARNA

**Börje Hammarström**  
Bo-Göran Nilsson

Mats Fredriksson

*SEKO Facket för Service och Kommunikation*  
**Jan Rudén**

**Jens Ole Hansen**  
**Peter Lundmark**  
**Sven-Olof Hellman**  
**Tomas Abrahamsson**

Carl Tauson  
Helen Thornberg

Kenny Reinhold  
Valle Karlsson

*Sjöbefälsförbundet*  
**Christer Themnér**

Mikael Huss

*Svenska Kommunalarbetare-förbundet*

**Anders Bergström**  
**Marcelo Rojas Espinoza**

**Susanne Gällhage**  
Astrid König

Henrik Johansson

*Svenska Transportarbetare-förbundet*

**Jonny Fransson**  
**Kenneth Björkman**

**Lars Lindgren**  
**Marcel Carlstedt**

**Tommy Wreeth**  
Ann-Charlotte Larsson

Magnus Larsson  
Mikael Hussner

Wilfred Mandhla

*Sveriges Fartygsbefälsförening (Swedish Ship Officers' Association)*

**Christer Lindvall**  
Hans-Dieter Grahl

Marie Halvdanson

## UNIONEN

**Bengt Olsson**  
**Katarina Björk**  
**Martin Johansson**

## SWITZERLAND

*Kapers Cabin Crew Union*  
**Josef Maurer\***

*SEV – Gewerkschaft des Verkehrspersonal*

**Guy Greivelding\***  
*UNIA*

**Nick Bramley**

## TAIWAN

*National Chinese Seamen's Union (NCSU)*

**Cheng Chia-Ho**  
**Sun Jer-In**

**Tiang Ho-Chiang**  
Chen Te Tsun

*Taipei Travel Labour Union*  
**Hasan Ma Chau**

Chiung-Chien Chen  
Fu-Liang Fang

Hsi-Fan Tang  
Jen-Te Wang

Jeng-Ling Wu  
Lee-Erh Wen

Shu-Chin Lo

# ITF 42nd Congress

## Mexico City 2010

Shu-Fang Tsai  
Wan-Yu Chung  
*Taiwan Dock Workers' Federation*  
**Yao-Chang Yang**

**TANZANIA**  
*Tanzania Seafarers' Union*  
**Mchafu Ahmed Chakoma**

**THAILAND**  
*Aerothai State Enterprise Union*  
**Sukit Klinhom**  
*Airports of Thailand Public Company Limited State Enterprise Worker Union (AOT-SWU)*  
**Arkorn Yimcharoen**  
*Bangkok Mass Transit Authority State Enterprise Workers' Union*  
**Sanan Boon Ngok**  
*State Enterprise Labour Union of Expressway & Rapid Transit Authority of Thailand (LU-ETA)*  
**Naruemon Yimprapai**  
*State Railway Workers' Union of Thailand*  
**Pinyo Rueanpetch**  
*Thai Airways International Union*  
**Athiphat Netsuwan**

**TOGO**  
*Fédération Syndicale des Travailleurs des Transports du Togo (FESYTRAT)*  
**Adjévi Kombété Neglokpe\***  
*Syndicat des Gens de Mer du Togo*  
**Adjévi Kombété Neglokpe\***  
*Syndicat des Travailleurs du Port Autonome de Lomé (Syntrapal)*  
**Adjévi Kombété Neglokpe**  
Djoladé Gbadamassi  
Yvonne Adalente

**TRINIDAD & TOBAGO**  
*Seamen & Waterfront Workers' Trade Union*  
**Michael Annisette**

**TUNISIA**  
*Fédération Nationale des Chemins de Fer Tunisien*  
**Moncef Mimouni**  
Kalthoum Barkallah

**TURKEY**  
*Birlesik Tasimacilik Çalışanlari Sendikasi (BTS) (United Transport Workers' Union)*  
**Gulay Erdogan Ezin**  
Özlem Keles  
*Deniz Çalışanlari Dayanisma Derneği (DAD-DER) Marine Employees' Solidarity Association (MESA)*  
**Ural Cagirci**

Erdal Hascan  
*Railway Workers' Trade Union of Turkey (DEMIRYOL-IS)*  
**Huseyin Kaya**  
Hakan Sükün  
Ismail Baygin  
*Turkish Civil Aviation Union Hava-Is*

**Kemal Ulker**  
*Türkiye Motorlu Tasit İşçileri Sendikası (TÜMTİS)*  
**Kenan Öztürk**

**TUVALU**  
*Tuvalu Overseas Seamen's Union (TOSU)*  
**Fepuali Kitiseni**

**UGANDA**  
*Amalgamated Transport & General Workers' Union*  
**Dorothy Nandera**

**UKRAINE**  
*Marine Transport Workers' Trade Union of Ukraine*  
**Mykhaylo Kiryeyev**  
**Oleg Grigoryuk**  
**Sergiy Rozhkov**  
Igor Anashkin  
Iryna Chernenko  
Nataliya Yefrimenko  
Oleksandr Shubin  
*Trade Union of Railway Workers & Transport Constructors of Ukraine*  
**Vasyl Lesko**  
Anatoliy Prokopenko  
Anatoliy Fursa  
Andriy Senyshyn  
Sergii Ivanskyi  
Volodymyr Granovskyi  
*Ukrainian Marine Trade Unions' Federation*  
**Mykola Barskyi**  
Sergiy Snigur

**UNITED STATES**  
*Air Line Pilots' Association International*  
**Paul Rice**  
*Amalgamated Transit Union*  
**Charles Cook**  
**Clayton Sinyai**  
*American Maritime Officers (AMO)*  
**J Michael Murphy**  
*Association of Flight Attendants (AFA) Communications Workers of America*  
**Patricia Friend**  
**Veda Shook**  
**William McGlashen**

*International Association of Machinists & Aerospace Workers (IAM)*

**Carla Winkler**  
**Owen Herrnsstadt**  
**Robert Roach**  
**Sito Pantoja**

*International Brotherhood of Teamsters (IBT)*

**Timothy Beaty**  
*International Longshore & Warehouse Union*

**Alan Cote**  
**Ray Familathe**  
**Robert McEllrath**  
Alberto Bonilla  
Joseph Cabrales  
Terri Mast  
Wesley Furtado  
William Adams

*International Longshoremen's Association (ILA) AFL-CIO*

**Ingo Esders**  
**James McNamara**  
**John D Baker**  
**Michael Baker**  
**Richard P Hughes**

*International Organisation of Masters, Mates & Pilots*

**George Quick**  
Åke Selander  
Donald Marcus  
Wayne Farthing

*International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)*

Ron Carver  
National Marine Engineers' Beneficial Association  
**George Quick\***

*Seafarers' International Union of North America (SIU)*

**Daniel Duncan**  
**Dave Heindel**  
**Dean Corgey**  
**Enrico Esopa**  
**Tracey Mayhew**

*Service Employees' International Union*

**Nick Allen**  
*Transport Workers' Union of America*

**Bobby Gless**  
**Ed Watt**  
**K Dean Hubbard**  
**Roger Toussaint**  
**Sandra Burleson**

*Transportation Communications International Union (TCU)*

**Joseph Condo**  
**Richard Johnson**  
**Robert A Scardelletti**  
**Russell Oathout**  
David Steele

John Lydon  
*UNITE HERE*  
**Robert Roach\***

**URUGUAY**  
*Unión Centros de Marinos*  
**Francisco Del Gaudio**

**UZBEKISTAN**  
*Aviation Workers' Trade Union of Uzbekistan*  
**Shawkat Mingaliyev**

**VENEZUELA**  
*Federacion de Trabajadores Ferroviarios de Venezuela (Fentrafave)*  
**Francisco Torrealba**  
Jesús Manuel López  
Moises Vargas Jiménez

**YEMEN**  
*General Union for Telecommunication & Transport Workers*  
**Saleh Mohamed Alwani**

**ZIMBABWE**  
*Zimbabwe Amalgamated Railway Workers' Union*  
**Gideon Shoko**

# ITF 42nd Congress Mexico City 2010

## Guests and observers

### ARGENTINA

Francisco Caro, Unión Tranviarios Automotor (UTA)

### BELGIUM

James Baker, Council of Global Unions;  
Combertty Rodríguez, Education International;  
Anabella Rosemberg, International Trade Union Confederation (ITUC)

### CANADA

Alexis Brathwaite, International Federation of Air Traffic Controllers' Associations

### ECUADOR

David Varela Rosero, Sindicato de Tripulantes de Cabina Aerolane

### FINLAND

Hannu Ohvo, Trade Union Solidarity Centre of Finland SASK

### FRANCE

Kevin Crochemore, University of Le Havre

### GERMANY

Eike Eulen

### GREAT BRITAIN

David Dearsley, International Committee on Seafarers' Welfare;  
German Diaz-Barriga Marti, International Federation of Air Line Pilots;  
Giles Heimann, International Maritime Employers' Committee;  
Ivy Carlier, UNISON

### INDIA

Rajiv Narula and Amit R Sule, Air India Aircraft Engineers' Association;  
Leonardo Rodrigues, Mormugao Port & Railway Workers' Union

### JAPAN

Nobuo Kayahara, Takao Manji and Toshihito Inoue, International Mariners' Management Association of Japan

### MEXICO

Antonio Suárez Bonilla; Beatriz Del Valle Cardeñas; Eugenio Del Valle Rivas; Fernando Paredes Arroyo; Fernando Paredes Arroyo; Jorge Fuentes; José Manuel Doren Sánchez; Martha Delgado Peralta; Inés González and Thomas Manz, Friedrich-Ebert-Stiftung; Jaime Chen, Rufino H León Tovar; Angel Iturbe Estrop, Gustavo Alcalá Estrada, José Alfredo Covarrubias Aguilar, José Manuel Rangel Paz, Marco Antonio Calva, Raul G Campilla Gómez and Xavier Ramirez García, Sindicato Nacional de Controladores de Tránsito

### RUSSIA

Georgy Stoliarenko and Roald

Aliakrinsky, International Confederation of Water Transport Workers' Unions

### SWEDEN

Peter Lövkvist, Nordic Transport Workers' Federation

### SWITZERLAND

Joe Drexler, International Federation of Chemical, Energy, Mine and General Workers' Unions;  
Jorge Almeida, International Metalworkers' Federation;  
Neil Anderson, Union Network International (UNI)

### UNITED STATES

Teresa Conrow; Lara Skinner and Sean Sweeney, Cornell Global Labor Institute;  
Douglas B Stevenson, ICMA;  
Lewis Wright, ILWU

### VIETNAM

Chu Dieu Linh; Do Van Quang; Ho Thi My Dung

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Mahendra Sharma  
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Airton Lima  
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Anne Hupli  
Anne Lamming  
Barbara Bethäusser-Conte  
Bente Rismo  
Chieko Allford  
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