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**ITF 43rd
CONGRESS**

Sofia 2014

**FROM GLOBAL CRISIS TO GLOBAL JUSTICE
TRANSPORT WORKERS FIGHTING BACK!**



FOREWORD

The 43rd ITF Congress in August 2014 was significant because it was held for the first time in Eastern Europe, in Sofia, Bulgaria – and Bulgaria is a country that, since ancient times, has been at the centre of trade and transport links between East and West.

The event was historic too, because this was a new kind of ITF Congress. For the first time, delegates approved a focused programme of transport union activity to build union strength using four ‘levers of power.’ These were: consolidating hubs and corridors, influencing lead industry players, activating mass membership and following geographic shifts.

Participants endorsed a programme of priorities for each area of ITF work laid out in the theme document From global crisis to global justice – transport workers fighting back. For example, one of the key areas here was violence against women. Decisive support came for a new ITF programme based around collective bargaining, organising, community and political strategies as well as legal initiatives.

The Sofia Congress was new because it involved more people than ever and was truly participative. We planned the Congress to involve as many affiliates in as many different sessions as possible. This meant getting more participation in our formal debates, of course – but also it meant running a Congress fringe for the first time. Thanks to the affiliates who signed up to host gatherings, the fringe was a particularly stunning success – roomfuls of ITF people engaged after-hours and between sessions in lively debates around issues gleaned from amongst the participants.

Sofia was new because it was our first paperless Congress; news, texts, pictures and films were delivered directly to delegates on the screens of the Congress halls and via individual tablets. As a result, we saved paper and ensured varied and immediate output. Don't forget that you can still visit itfcongress2014.org for more details on our Congress outcomes, news stories and a gallery of pictures.



Sofia was a new type of Congress because we were able to bring more ITF staff from our offices globally. Their enthusiasm to learn from, as well as assist with, the sessions was inspiring – staff were able to go back to their daily tasks energised and more ready than ever to contribute to the global transport union movement.

In Sofia we said farewell to our previous general secretary David Cockroft, who retired in 2013 after 20 years' service at the top of the ITF. The vision and innovations that so marked David's time as general secretary helped to bring this exceptional organisation to the high point that was the Sofia Congress, and we sincerely thank him for his lasting contribution. David's legacy is a truly global ITF that is stronger than ever.

Finally, I must record that our affiliates in Bulgaria prepared and hosted the proceedings with hard work, fantastic warmth, great generosity and an army of volunteers; they contributed in no small way to the brilliant success of our Congress and truly deserve our thanks.

A handwritten signature in black ink that reads 'Stephen Cotton'.

Steve Cotton
ITF general secretary



CONGRESS INFOGRAPHIC

3,986,844 <i>Transport workers represented here at congress</i>	60-70K <i>Reach on Twitter</i> reach of tweets from @ITFglobalunion per day during congress	30K <i>Reach on Facebook</i> number of people reached through congress related posts on the ITF global Facebook page during congress from 9 - 15th August 2014
1.7K <i>Participants</i> (1,719)	408 <i>Women</i>	372 <i>Unions</i>
272 <i>Youth</i>	120 <i>Local volunteers</i>	114 <i>Countries represented</i>
112 <i>Staff</i>	28 <i>Fringe events</i>	13 <i>Languages interpreted</i>
	0 <i>Pages printed</i>	

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SUMMARY OF PLENARY SESSIONS

ADDRESSES BY HOST ORGANISATIONS AND DISTINGUISHED GUESTS

1. **ITF president Paddy Crumlin, MUA, Australia**, welcomed all delegates, advisers and observers to the 43rd Congress in Sofia, and thanked the Bulgarian unions for hosting the event. He introduced the host, **Ekaterina Yordanova, FTTUB, Bulgaria**, and praised her inspirational work to build union strength and capacity in the whole subregion as part of a strategy feeding into the Congress.
2. **Ekaterina Yordanova** welcomed everyone to her city and country. She said that the FTTUB was marking 105 years of fighting for workers' rights. It hadn't been easy to achieve their wins, which included stopping many city transportation concessions and increasing transport workers' salaries at a time of crisis. For workers to achieve their rights and freedom as set out by the International Labour Organization (ILO), they needed national and international action. Life in Bulgaria was difficult 25 years on from its economic transition, but she had learned from the late Yordanka Radeva, the first woman leader of the Bulgarian transport workers union, that it was never easy for unions, and she dedicated the day to her.
3. **Georgi Bliznashki, caretaker prime minister of Bulgaria**, was pleased to welcome Congress and acknowledged the work of the FTTUB in organising the largest trade union event in Bulgaria and the first Congress in electronic format. He stressed the importance of international organisations that supported peace and social justice, particularly in such difficult times. He said his government's policies were in line with the Congress agenda – women's and workers' issues – and he admired the ITF's work to attract young people and its training programmes.
4. **Yordanka Fandakova, mayor of Sofia** and the first woman to hold that position, welcomed everyone to the city. She said that she was grateful to the Bulgarian transport trade unions and other social partners for their role in social dialogue. She commented that public transport was a priority because it boosted all other areas of economic and social life. She highlighted Sofia's continuing extension of the subway and the renewal of its public transport fleet. This year the municipality and unions had jointly signed agreements to promote women in leadership roles and to raise transport wages.
5. **Ekaterina Yordanova** read an address from the **Bulgarian president, Rosen Plevneliev**, in which he thanked all ITF members for their efforts to protect the rights of 4.5 million transport workers worldwide.
6. **Plamen Dimitrov, president of the national centre CITUB**, thanked all the Bulgarian transport unions for making it possible for Sofia to host Congress. He said there had been a strong trade union movement for nearly 130 years in Bulgaria. While only 22 percent of workers were union members and the country had 10 percent unemployment, each year unions managed to sign more than 70 collective agreements. Referring to the ITF's priorities, he agreed that unions needed to adapt to become stronger, which meant focusing effort, building more allies, mobilising in key regions and identifying alternatives for a sustainable industry. Finding solutions to these challenges and having a clear message – that they would build workers' power – would make unions more attractive and visible, and affiliation would grow.
7. **Rozen Zarkov of the national centre Podkrepa** delivered a message from its president, **Konstantin Trenchev**, who wished the Congress success in reaching the right decisions and using them to effectively represent workers around the world.

Bulgarian youth set the 'upbeat' tone with traditional folk singing at the opening ceremony



8. **Captain Yanko Stoimenov**, a Bulgarian trade unionist, who was criminalised after the Helios air crash in 2005, said no one could imagine what his union meant to him. He had learned first-hand that when disaster struck, the focus changed to people as the weakest link while other interests and manufacturers were not in the spotlight. He described the fallout from the Helios crash, when as chief of operations, he had faced a life sentence; but the union had stepped in. As his voice in the media worldwide, the union had helped change people's minds. **Ekaterina Yordanova** and the FTUB had offered him help and hope.

9. **Sharan Burrow**, general secretary, ITUC, congratulated the ITF and its affiliates on their numerous struggles and saluted the workers on the picket lines in Istanbul, who brought DHL to the table; the courageous Turkish Airlines workers; and the victory of the Hong Kong dockworkers. She said unions were the largest democratic force on earth and shared a commitment to peace, democracy, rights, dignity at work and social justice, against the attacks on fundamental rights by governments, big finance and big business, who only stood for the profits of the one percent. Unions were the voice of progress and needed to organise, organise and organise to build workers' power. Wages had to be at the heart of unions' demands – the ITUC was about to campaign for minimum living wages in five Asian countries and would stand alongside the ITF's work on supply chains. She concluded by stating her confidence that the union movement could grow by 20 million members by 2018.

10. **Guy Ryder**, ILO director-general, commended Congress on its very blunt diagnosis of the state of the world of work, the state of transport unions in it and its plan to bring about improvements. This was further evidence that the ITF was continuing to work at the cutting edge of trade union internationalism, and that it could count on the ILO as a committed partner. Referring to the appalling conflicts in Gaza, the Ukraine and elsewhere, he said that lasting peace came only from social justice, but policy makers seemed to ignore this. He said the ILO was particularly focused on the challenge



ITF president Paddy Crumlin addresses Congress

by employers to the right to strike, which threatened the authority of its whole standards system. In conclusion, he singled out his pride in the 2006 Maritime Labour Convention, and said one of the ILO's new initiatives to mark its centenary in 2019 was an ambitious programme on the future of work.

PRESIDENTIAL ADDRESS

11. **ITF president Paddy Crumlin** said the ITF had proved it could lead from the front. Workers wanted to protect their interests and those of other workers all over the world, and unions everywhere demanded a move from global crisis to global justice. In the face of the corruption and negligence of the global financial crisis, which hit so many workers hard, unions and workers had reached out to each other. He spoke of the wisdom of determination, courage and fairness that was the fabric of unions' lives in an unequal world. Unions would work with good employers but demanded a fair exchange and would protect the vulnerable. He spoke of workers' capital and said unions would fight those who took their institutional investments and invested them in companies that made money out of union busting, like Chevron. He urged Congress to go forward and continue to transform the world into a more just world for everybody, not just for the few.

ELECTION OF TELLERS AND BALLOT SCRUTINEERS

12. Tellers and scrutineers were unanimously elected as follows:

Nabil Salem Aqabani, GTUWATT, Jordan,

Wayne Butson, RMTU, New Zealand

Vladimir Svalina, SDUC Croatia

Cinthia Diaz, CPOFCPM, Argentina

Luke Pyles, IPA USA

ADOPTION OF STANDING ORDERS

13. The standing orders were *unanimously adopted*.

ELECTION OF RESOLUTIONS AND CREDENTIALS COMMITTEES

14. Committee members were *unanimously elected*.

OBITUARIES

15. **ITF president Paddy Crumlin** introduced the obituaries. The Congress observed a minute's silence in remembrance of those who have served the movement.

REPORT ON ACTIVITIES

16. **ITF acting general secretary Steve Cotton** introduced the report, saying that since the last Congress, the ITF had delivered – achieving wins for transport workers, taking on multinationals in the supply chain and in logistics, developing capacity to boost worker power, and organising globally. He said that as a result of the joint ITF/UNI global delivery campaign, thousands of workers had been organised in market leaders UPS and DHL in key countries, including Turkey, India and Germany. The following speakers then joined him on the stage to make the report on activities:

17. **Kenan Öztürk, TUMTIS, Turkey**, described two victories for the cargo and logistics organising campaign in that country since the last Congress. At UPS, 2,420 workers had achieved their union rights. At DHL, 800 subcontracted workers had won permanent jobs, remunerations had risen between 32 and 47 percent, and the union now had over 2,200 members. He said the unions achieved these victories with the support of the ITF, ETF and affiliated unions.

18. **ITF acting general secretary Steve Cotton** introduced the ports of convenience campaign, which over the last four years had seen thousands of new union members,

scores of new activists, the creation of nine new unions, and five recognition and collective bargaining agreements.

19. **Tung Tong Chung, MNOG, Hong Kong**, said that the union won its 40-day dispute with Hutchison in 2013, achieving improved wages and working conditions, and a promise that workers who took strike action would not suffer reprisals. **Niek Stam, FNV, Netherlands**, reported that a series of strikes and international solidarity actions helped the union win a new CBA with the APMT in Rotterdam. **Kalpana Desai, TDUI, India**, described how 11 unions brought DPW's containers to a standstill in Kerala and as a result won a new CBA for the drivers and cleaners. She added that a major success after 21 months' dispute for the unions at GTI Navi Mumbai delivered the renewal of their CBA in December 2013, covering 800 transport workers in four different contractors. **Joe Fleetwood, MUNZ, New Zealand**, explained how his union had been locked out and ran a successful strike to renew its CBA with Ports of Auckland Ltd, owned by the local authority. A court victory in 2012 forced the company to bargain. He said that vital to the union's success were solidarity action from the MUA, ILWU and other ITF affiliates; public support; and discussions with the company's largest customer, Maersk Line. He confirmed the union's determination to resist the port's plans to employ more casual workers.

After a decade of struggle in RD Tuna, workers had finally won the right to form an independent union

20. **Steve Cotton** introduced the joint ITF/IUF Catcher to Counter campaign to drive up standards in the fisheries supply chain, particularly in the Asia Pacific region, the world's biggest fish exporter. **Alex Rawali, PNGMWIU, Papua New Guinea**, reported that the project had trained nine organisers and 98 union leaders across five companies and that, by the end of 2012, union membership had soared to 5,000. After a decade of struggle in RD Tuna, workers had finally won the right to form an independent union in 2013. Some 3,000 workers, many of them women, immediately pledged to join a newly-formed branch of the union.

21. **Steve Cotton** introduced the ITF's SASK-funded education programme in Mozambique and Angola, where a new example of ITF inter-regional co-operation saw the Americas office provide language support. **Raul Sengo, SINPOCAF, Mozambique**, added that the national co-ordinating committee supported the work of the ITF. The union signed 5,000 new members between 2012 and 2013, with 20 new and renewed collective agreements signed.

22. **Steve Cotton** introduced two speakers. **Hector Garcia** from **SOMUPA, Paraguay**, a new independent union for inland navigation workers, formed following solidarity between unions in Paraguay and Argentina, said SOMUPA had negotiated four collective agreements, which meant fighting union-busting companies, thanks to international solidarity. **Enrique Omar Suarez, SOMU, Argentina**, said they had proved through concrete solidarity

The audience filled the hall for the opening ceremony



actions that together they were stronger. He added that his union had won four CBAs and quadrupled wages, thanks to solidarity.

23. **Steve Cotton** said thousands of new workers had been organised through the ITF's campaign in response to the creation of LATAM airlines group, building on previous work in the LAN group. **Arlette Gay Schifferli, STCLA, Chile**, reported that the union had now organised nearly 17,000 previously unprotected workers. The campaign had resulted in new unions and bargaining agreements in Argentina, Peru, Paraguay, Colombia and Ecuador, as well as the formation of an active network of members in 25 unions and five federations. She described strong trust between the unions and said that, for the first time, LATAM dispatchers and ramp workers were involved in cross-border solidarity.
24. **Steve Cotton** asserted that the ITF's industrial core was at the heart of its solidarity and that, over the past four years, the ITF had been extending that solidarity, forging alliances and organising with others. He added that organising along supply chains had been a priority.
25. **Ingo Marowsky, ITF global head of supply chains and logistics organising projects**, explained that the ITF had begun to focus outside the transport sector to target the lead firms with the most power in global supply chains. The ITF had been working with IndustriALL's manufacturing affiliates on aeronautics, and solidarity between them and ITF aviation workers was crucial. Both ITF and IndustriALL unions were involved in the oil and gas supply chains, and they were working to identify targets, including Chevron, for building workers' power.
26. **Steve Cotton** said it was crucial to organise key hubs for goods transport. One of the ITF's most successful projects in East Africa had been looking at the connections between ports and the road corridors that fed them. **Aziz Kiirya, ATGWU, Uganda**, said that the ITF East Africa road transport corridors project established in 2011 had involved unions from five African countries. International drivers' cards were distributed to union members

One of the ITF's most successful projects in East Africa had been looking at the connections between ports and the road corridors that fed them

to assist drivers. **Simon Sang, DUK, Kenya**, said that, with the connections between Mombasa port and those landlocked countries, they had been able to use HIV/AIDS and the wellness centres along the corridors as organising tools, and had recruited over 3,570 members.

27. **Dave Heindel, SIU, USA**, said the PIRACY NOW campaign started at the Mexico Congress had involved working with employers and industry bodies and was resulting in governments taking piracy more seriously, though the job was not finished. He said the ITF was working with welfare organisations to assist families until seafarers were released.
28. **Steve Cotton** said that, like piracy, HIV/AIDS was another example of the ITF putting workers first by addressing deeper issues that affect their lives. **Davison S Kambudzi, CEARWU, Malawi**, reported that USAFIRI, set up in 2012 in Kenya, was the first network in Africa of HIV positive transport workers and had reached out to other countries, including Uganda, Malawi and Guyana.
29. **Steve Cotton** introduced the ITF's high-profile campaign to eliminate violence against women. **Diana Holland, UNITE, Great Britain**, was proud that men and women in the ITF had led campaigning to stop violence against women. At the ITF worldwide women's conference in January 2014 in Delhi, members had participated in a rally against violence against women. She said a priority for
30. **Preeti Singh, AIRF, India**, spoke about climate change. The ITF had presented a trade union response at the global table and been working with the ITUC and ITF young workers, as well as putting public transport at the top of the ITF's sustainable transport agenda.
31. **Steve Cotton** said that quality public transport for all was emerging as a cornerstone of all ITF campaigning and that the federation was working closely with Public Services International. He welcomed and thanked Martin Mayer, who was stepping down as chair of the road transport section. **Martin Mayer, UNITE, Great Britain**, reported on the signing of a memorandum of understanding in 2013 with the International Association of Public Transport, the first agreement with an international employers' body to include a commitment to trade unions and collective bargaining. He added that 189 activists from 85 unions in 43 countries were members of the ITF's network for workers in urban transport multinationals, where affiliates shared experiences, monitored the activities of companies and mobilised global solidarity.
32. **Michael C Mendoza, PSU, Philippines**, thanked the ITF for its assistance when Typhoon Hainan hit his country, killing up to 10,000 people and displacing families. The ITF had helped by giving financial assistance for food, a halfway house and an office. **Conrado Oca, AMOSUP, Philippines**, added that the union had mobilised its training ship to transport relief supplies and thanked ITF unions for their invaluable solidarity and fundraising.
33. **Steve Cotton** said ITF unions had demonstrated that they provided the pathway to change during political transformation in the Arab World. **Said El-Hairech, UMT, Morocco**, said the ITF was the first organisation to support workers in Egypt, Tunisia and Yemen. Many new unions had joined the ITF and become stronger. They had trained trainers to build capacity for unions in several countries. There were nine new unions in Egypt, two in Libya and Yemen and one in Kuwait,

who were already signing CBAs. **Bilal Malkawi, ITF Arab World regional secretary**, added that unions' strength had led to Said's freedom when he was imprisoned for trade union activity. Turning to Palestine, he described how solidarity and ITF financial support meant the Gaza Bus Drivers Union office had been due to be fully operational by the end of 2014, but it had been destroyed in recent attacks. The ITF's humanitarian relief effort had already delivered cargoes of medical aid to Gaza. He concluded by saying the region had focused on building real and strong unions in the GNTs, including holding a series of events to strengthen the newly-established unions in APM terminals in Aqaba, Tangiers, Bahrain, Port Said and Suez City.

34. **Steve Cotton** reminded delegates that the previous Congress had enshrined young transport workers' representation in the constitution, and they had since developed their capacity. He said the young people were the unions' strength. He thanked **Fátima Aguado Queipo, CC.OO, Spain**, who was stepping down as co-chair of the Young Transport Workers' Committee. **Fátima Aguado Queipo** said that an industrial approach via ITF sections had been key to progress. Training events for young activists on transport and climate change in all the ITF regions had been key. **Travis**

Harrison, UNIFOR, Canada, reported that the Young Transport Workers' Network grew from 200 in May 2010 to nearly 650 in January 2014, including 220 women. The network had most members in Europe, and the Arab World was its most active region.

35. **Steve Cotton** recognised that the ITF women's leadership programme, Leading Change, set up in 2011, had built capacity – giving space to women and supporting young women had paid real dividends. **Ann Anderson, CCWU, Guyana**, said that ITF women from across the Caribbean had become stronger, more effective leaders, who could use strategic planning and organising as essential tools.
36. **Steve Cotton** emphasised the work carried out to strengthen country unity. **Emmanuel Agbénou, FESYTRAT, Togo** said that in Togo, Niger and other countries, unions had worked together in strong and functioning coordinating committees; this was an important priority decided by African affiliates. **Steve Cotton** added that as part of this strategic work, unions in several Latin American countries, including Honduras, Peru and especially Venezuela, had been successful in working more closely together.
37. **Steve Cotton** introduced the group of ITF Inspectors, who took the stage and were applauded. **Jacqueline Smith, NSU, Norway**, said the Maritime Roundtable in 2012 had involved a new generation of union activists. Over the period, two new

flags of convenience were declared – the Turkish International Register and the Faroe Islands Register. The total number of FOC vessels covered by ITF-approved collective agreements increased to over 11,000 by the end of 2013. From 2010 to 2013, the ITF's 133 inspectors checked 37,000 vessels and recovered US\$132 million in back pay for crews.

38. **Steve Cotton** congratulated **Mary Liew, SMOU, Singapore**, on becoming a member of the ILO governing body. **Mary Liew** reminded Congress that the Maritime Labour Convention 2006 had reached the required figure of 30 ratifications from ILO member states in August 2012, coming into force in 2013. The ITF had been working for more ratifications of the ILO Work in Fishing Convention. The ILO had hosted Global Dialogue Forums on fishing and aviation. And the ITF had developed a cross-sectional code of practice on container cargo with the ILO, IMO and UN ECE.
39. **Steve Cotton** introduced **Christine Behle, VERDI, Germany**, who talked about the OECD code on multinationals to enforce standards. She said the ITF and UNI had made a complaint to the OECD over concerns in several countries where workers had been denied the freedom to join and organise trade unions. As a result, the company's global management was now obliged to meet the ITF and UNI regularly, and to address and resolve cases of potential trade union rights violations or victimisation against activists. DHL unions were developing an escalated organising strategy. **Steve Cotton** added that **Christine Behle** was revolutionising VERDI representation in the ITF and the union was becoming very active in all ITF sectors.

40. **Steve Cotton** said the ETF was unique in the ITF and thanked ETF general secretary Eduardo Chagas and his team for their tireless efforts in what was becoming a very difficult political environment. **Lars Lindgren, STF, Sweden, and ETF president**, described the ETF's work to influence legislation at the European Commission. This included organising a successful ETF action day in 2013 against the proposed 4th Railway Package, which would fully

Steve Cotton introduced the report, saying that since the last Congress, the ITF had delivered



liberalise national passenger railway services and separate infrastructure management and operations.

41. **Steve Cotton** introduced the ITF's campaigns to defend human and trade union rights. He cited the victorious return to work in Thailand in July 2014 of all rail union leaders who had been dismissed after raising serious safety concerns.
42. **Victor Crespo, SGTM, Honduras**, described how the ITF had helped workers set up a dockers' union in several ports. When he was elected general secretary, he and his family were threatened and he was fired from his job. To protect his family, he had to leave them after being attacked by three armed people at home. The ITF helped him go into exile in Nicaragua until enough international pressure had been built to allow him to return home. He expressed his gratitude to all the unions who helped him and said that, while Honduras remained the most violent country for trade unionists, he and other activists would continue the fight until they won.
43. **Antonio Fritz, ITF Latin America & Caribbean regional secretary**, added that there were armed military groups in the ports. Despite this, the unions were increasing efforts to unite the two ITF affiliates and to organise and sign CBAs.
44. In conclusion, **Steve Cotton** said the ITF was a family to be proud of. In Swaziland the ITF had helped to get Basil Thwala out of jail. Every victory was a victory for all and the ITF would not accept defeat. That was why it needed unity and a clear vision. Paddy Crumlin added that unions were the leadership of the ITF and gave each other hope and courage.
45. At this point, delegates from the floor described their unions' key highlights.
46. **Annie Sng, SMOU, Singapore**, said Steve Cotton's visit to Singapore in September 2013 to meet and engage transport workers spoke volumes about his leadership and vision. Leadership renewal was key to a union's survival, and unions needed to identify and mentor future leaders, especially among women and young people.

47. As a DHL worker, **Mohamed El Ghali, CGT, France**, thanked affiliates for the courage and determination of their campaigns worldwide, particularly in Turkey. He said the major problems in France were deregulation, poverty and cabotage, and that unions must fight against the downgrading of salaries and conditions in Europe.

48. **Eric Falempin, FETS-FO, France**, commented that austerity measures affected all workers and meant more deregulation, and that unions, with the ITF, would become more organised and fight back. Low cost operators had become the norm, and austerity was destroying the social fabric and economies.

49. **Carol NG, BAHKICCA, Hong Kong**, said that in Hong Kong, where it was legal, BA had forced the mainly female cabin crew to retire at 45 years of age. With the support of UNITE, the union took the age and race discrimination case to court in the UK and won, and 24 women were reinstated. **Oliver Richardson, UNITE, Great Britain**, said it was a seven-year struggle, and he applauded Carol's strength in representing her members for this achievement.

50. **Kinichiro Itoya, ZENKOKU-KOWAN, Japan**, thanked the ITF for its support when in 2011 an earthquake had struck, affecting 20,000 people and killing six union members. He said the ports of convenience campaign had spread globally. He asked for further ITF support for planned industrial actions, and urged ITF support for the dispute with Japan Airlines, which had dismissed 165 workers, including union officials.

51. **Mohamed Mateleh, GUPW, Jordan**, reported that their last strike at APM terminals in Aqaba had had a big impact. He thanked the ITF, particularly the Arab World office, for its solidarity, which had helped revitalise his union. He reaffirmed solidarity with people in Gaza.

52. **Hamdan Al Haidari, Labour Committee of Aden Container Terminal, Yemen**, said the union's relationship with the ITF began in 2012 when they went on strike. Several colleagues were imprisoned and only released with ITF solidarity and financial support. He asked the ITF to help them fight through the courts to stop the smuggling of the petrol produced by Yemen.


53. **Shiva Gopal Mishra, AIRF, India**, said 1.1 million workers were employed on Indian railways and he reminded the audience that the AIRF was established in 1924 and affiliated to the ITF in 1929. The government had threatened private investment in the industry, and the unions had to fight it. Solidarity was the only issue Congress should be talking about.

54. **Alagu Balasubramaniam, UNEPASS, Malaysia**, expressed concern about issues for migrant workers. With so many working in transport there was an opportunity to support them and increase their union membership, both in their country of work and their home country.

55. **Aziz Kiirya, ATGWU, Uganda**, thanked the ITF for its efforts in organising the informal sector. His union had signed memoranda of understanding with associations representing airport taxi and truck drivers, as well as some women living with HIV who had small businesses along the roads. The union was negotiating on their behalf and, in the past year, had organised almost 3,000 informal workers.

56. **Umesh Kumar, INTUC India**, said that, in his country, the eight national unions, their federations and the national co-ordinating committee for transport workers were trying to work together to fight for workers' welfare.

57. **Emmanuel Gustave Compaore, SUMAC, Burkina Faso**, said his union was a founder member of the federation of ASECNA unions. He described ASECNA as a multinational



Every victory was a victory for all and the ITF would not accept defeat

with 7,000 workers, active in navigation safety in 17 African member states. The union needed to organise and lobby and asked that the ITF kept up its work on multinationals.

58. **Richard d’Almeida, SYNATRAMAC, Benin**, said with the ITF’s help, they represented 6,000 workers. The union had been able to stave off privatisation but was struggling to fight FOC airlines. Thanks to ITF support, they had been able to organise and to fight privatisation in the sector.

59. **Terrence Tan, SMOU, Singapore**, addressed the decline in youth membership and described how young SMOU workers had won the support of the union executive to launch a series of outreach, networking and nurturing events, and to invest in informal networking and team building. He urged the ITF to organise more developmental exchange programmes with other international unions.

60. **Souley Zeinabou, SYNATRA, Niger**, said her union had participated in a series of solidarity actions and was thankful for being involved in the local SASK project, which had appointed a strong women’s co-ordinator and assisted with the training programme and capacity building. A project covering over 20 African countries had organised 400 moto-taxi drivers in the region and was also looking to organise tricycle taxi drivers.

61. **Lucien Razafindraibe, SYGMMA, Madagascar**, said his government had finally committed to ratifying the Maritime Labour Convention after five years of crisis. He was delighted by the ITF focus on fisheries, with all its unorganised workers, and welcomed the ITF/IUF fisheries programme.

62. **Joachim Mel Djedje-Li, SYMICOM, Ivory Coast**, underlined the importance of maritime workers in West Africa. This had given rise to a project with a seminar in 2010 and in September 2013 it had been extended to Nigeria. He hoped the ITF would continue to support this project.

63. **Yuji Matsuoaka, JR-Rengo, Japan**, expressed his thanks for the condolences and warm support



received at the time of the 2011 earthquake. He reported that Japanese unions had fought for and achieved a law in 2013 on public transport policy.

64. **Marcel Zante, FSTATB, Burkina Faso**, said the SASK project had helped West African countries achieve agreements, including in his country. They wanted an agreement to harmonise the text for West Africa. He thanked the ITF for the reintegration of ex-FIOST unions and asked for continuing ITF support.

65. **Taeko Uchida, KOHKUREN, Japan**, explained the background to her union’s motion on Japan Airlines, which urged the company to start negotiations for the prompt reinstatement of dismissed members. She called on Congress to support the motion and asked for wider ITF support.

66. **Jose Arturo Ruiz Thramppe, USTAC, Guatemala**, said that there were approximately 20 murders a day in Guatemala. In the previous two years, 500 bus drivers had been murdered. The government claimed these deaths were the result of a power struggle between youth gangs, but the truth was that there was a political campaign against trade unionists. The ILO had stressed that Guatemala and Colombia were among the most dangerous countries for union activists, but unions could still grow stronger. He was proud that his union had contributed to the release of Victor Crespo, and he urged that solidarity with the unions continue.

The ITF’s 43rd Congress was held in Sofia, Bulgaria. This was the first time Congress had been held in Eastern Europe

67. The report was adopted.

FROM GLOBAL CRISIS TO GLOBAL JUSTICE, TRANSPORT WORKERS FIGHTING BACK

68. **Stuart Howard, ITF assistant general secretary**, introduced the debate on the Congress theme document. The report represented a plan for the ITF’s next four years’ work. It grew out of wide consultation with regions, sections and working groups. The report set out four essential levers of power to magnify the ITF’s muscle – build union strength in key global and regional hubs and along transport corridors; increase union organisation and international co-ordination in the global and regional operators in freight and passenger transport; activate union membership and draw on unions’ unique legitimacy as mass democratic organisations to influence governments and employers; and respond to the shifting geography of the global economy by building union power in the growing, new economic powerhouses, such as Dubai and Hong Kong.

69. In the ensuing panel discussion, **Tony Sheldon, TWU, Australia**, spoke about his union’s campaign to fight for safe rates, to hold to account those employers with the economic power to make decisions in the supply chain and have

control over the employers that TWU members work directly for. The high number of deaths worldwide in heavy vehicle incidents was caused by the economic squeeze to what were “sweat trucks”. In Australia, 33 percent of all road movement was retail-related and created by just two retail companies; neither directly employed a truck driver but tens of thousands of workers were economically employed by them. In the last year, the TWU had mapped 267 non-unionised companies working for these mega-retailers. The mega-retailers used their market dominance in the supply chains to set low rates of pay, incentive-based pay, unpaid working time, unreasonable demands and outsourcing, all of which led to fatigue, poor vehicle conditions, speeding and drug use, with the ultimate result of injuries and vehicle crashes. Unions needed to work with their allies in politics and the general public, and identify other allies, such as transport companies who were subject to downwards pricing pressures. Unions needed a very clear strategy and clear targets to organise workers across the supply chains.

70. **Steve Turner, UNITE, Great Britain**, spoke about the four levers strategy in relation to UNITE’s port hub project, which stretched beyond working with the best organised groups to the logistics zones employing hundreds of thousands

of workers. Many of non-union, on short or zero hour contracts, employed through agencies on minimum wages. Modern ports were interdependent, and with 85 percent of global trade conducted through supply chains, unions had opportunities to exploit their vulnerabilities – to choke off supply to key sectors, and transform just-in-time to just-too-late for companies whose stock sequencing is completely dependent on union members. There was the potential to develop a network of interdependent workers who understood the real power they had. He described a pilot project in the UK with IndustriALL, which brought together shop stewards across organised workplaces and companies, based on an activists’ training programme. It was developing hub relationships with sister unions across Europe and beyond. It was also completing research to better understand supply chain interdependency and identify the real economic employer, to develop leverage to force disputes higher up the chain to the real decision makers.

71. **Simon Sang, DWU, Kenya**, spoke about building union power in the northern corridor, starting with the hub of Mombasa Port. A key issue was tackling casualisation, and in five years to 2011 they changed the terms of service for all 5,100 workers to permanent contracts. The government decided to privatise the Kenya Ports Authority, so for two years to 2011 the union had fought an ultimately successful campaign by mobilising its allies to defeat

the plans. They were now battling privatisation of Mombasa Port again under the new government but were in a stronger position because of the previous experience. They were trying to create a transport sector trade union federation with adequate capacity to handle administration and organising.

72. **Ivan de la Guardia, UCOC, Panama**, reported on the close co-ordination over the past year between all the unions in the Panama Canal, which was being enlarged and becoming increasingly important as a hub. He touched on the problems for dockers, who were facing a potential strike to get the representation they wanted, and for civil aviation workers. The canal administration was violating all workers’ rights and the union had been forced to file a complaint against the government with the ILO. Panama was an important multi-modal hub but this should not be at the expense of workers’ rights.

73. The floor was opened to debate.

74. **Tim Beaty, IBT, USA**, welcomed the presence of the All-China Federation of Trade Unions observers at Congress. He said Amazon was beginning to revolutionise parts of the logistics system. It was not interested in social dialogue and was anti-union, and he congratulated VERDI and other unions for taking on the company, citing the organising of its warehouse workers in Germany, and added that as the company expanded, so did union campaigns against it. Amazon had expanded into medium and small markets, and was setting up warehouse distribution centres in Poland and the Czech Republic to recruit scab labour in case German unions successfully organised in the company.

75. **Tony Sheldon** added that Amazon was an indirect employer of thousands of drivers and warehouse workers, and that in Australia the union had tried to negotiate charters with such economic employers.

76. **Katarina Wesenick, VERDI, Germany**, described the campaign to organise thousands of Amazon workers in eight centres. They had held several strikes, but Amazon was an example of the future of online commerce and logistics and unions were running to catch up with them. Standards would

Simon Sang of the DWU, Kenya, spoke about the importance of building union power



fall quickly if unions did not succeed. She was pleased to be working with UNI and the ITF on it and her union would propose that they worked together to tackle Amazon.

77. **Paddy Crumlin** agreed on closer working with UNI, other GUFs and the ITUC, and said unions would in future need to create single union institutions to make sure there was no duplication of scarce union resources.
78. **Tony Sheldon** said the TWU was negotiating with Woolworths for access to 2,500 workers and a further 2,000 to 3,000 home delivery drivers over the next two to three years. This compared with Coles, where the union had to resort to direct action to highlight the fact that, to organise drivers in any company, unions needed pressure to be applied in the supply chain. Many employers were coming on board, giving an opportunity to leverage employer against employer.
79. **Steve Turner** added that it was rare now to be negotiating with an employer in control of its finances, and that most control was higher up the supply chain with the economic employers, such as big banks and hedge funds, who had no interest in organised labour and in an instant could wipe millions out of a contract with the knock-on effect on workers. Unions needed to organise across sectors, not just within individual employers, and target the economic employers wherever it hurt them most. Otherwise, the next generation would see no point in the organised labour movement.
80. **Enrique Omar Suarez, SOMU, Argentina**, thanked the ITF for its help while maritime activists faced persecution over establishing the new Paraguayan union SOMUPA. He said the union would continue to work with Bolivian colleagues under the FOC campaign to help organise workers and set up a proper union there, and would need ongoing ITF support. He said 400 million tons of grain and soya were transported along Bolivia's waterways yet workers had no CBAs.
81. **Ivan de la Guardia, UCOC, Panama**, agreed that Latin America required more well-defined work to make workers stand united and that there

needed to be more cooperation between unions in the region and a strategy to encompass all areas.

82. **Martin Mayer, UNITE, Great Britain**, was inspired by the safe rates campaign to find a solution to the race to the bottom and asked how the principles of the Australian strategy could be transferred to road haulage unions in other countries.
83. **Tony Sheldon** gave some similar examples of targeting the economic employer – the jobs for justice campaign in North America to hold building owners responsible for employing outsourced janitors; UNITE's campaign to target the economic retailer employer responsible for small goods manufacturing, which had resulted in better wages and conditions; and the ITF/ETF's cross-border campaign in Eastern Europe to target the retailers who were the economic employers. In Australia there was a campaign to target employers to apply the different laws in the seven states and territories, in order to make roads safer.
84. **Jacqueline Smith, NSU, Norway**, spoke in support of a workers' capital project, as put forward by the MUA in the document. She said that globally, workers' pension fund accumulations rivalled the global banking system as a source of capital. A lot of this capital was workers' money, essentially deferred wages. Workers' capital, both in pension funds and across the global financial markets, should be invested in ways that conformed to labour movement values and which set standards on co-operative industrial relations and respect for trade union rights. She welcomed the ITF's investment of resources in this area and its joint work with UNI and IndustriALL. She cited union efforts to gain influence over the investment decisions of the Government Pension Fund of Norway, which invested in many publicly listed transport companies in the world, and owned over one percent of all global funds. She also highlighted the ITF's success at demonstrating to shareholders in key target companies that when labour standards were being breached, so were corporate governance standards: union busting was a bad business strategy.

Many employers were coming on board, giving an opportunity to leverage employer against employer

85. **Steve Turner, UNITE, Great Britain**, said every union had a responsibility in its own country to stand up against multinationals who thought it was acceptable to treat workers and unions more favourably in one country and be anti-union and treat workers badly in another. He cited UNITE's campaign in the UK to get justice for cleaners in city corporations by organising the financial institutions themselves and getting them to take responsibility for the wages paid by the hiring agencies; and the inspiring fast food campaign in the US, which brought together people in the community and unions to make fast food chains take responsibility for how their franchisees treated their workers.
86. **Joe O'Flynn, SIPTU, Ireland**, welcomed the strategy on economic employers and stressed that such global strategies were not limited to big unions – all unions could benefit from implementing it. He said his union only won the bitter Dublin dock dispute because of ITF and RMT international solidarity.
87. **Mick Doleman, MUA, Australia**, said the major resource companies, particularly those in oil and gas, were ruthless, and highlighted the anti-union Chevron, the world's fifth largest company. When the company embarked on an offshore campaign on the North West shelf of Australia, they were made an offer by the collective trade union movement of a compact for best practice. Chevron refused because of the requirement by the unions that the company employ more Australian indigenous workers. He said Chevron had responded to industrial action



Tony Sheldon (TWU, Australia) addressed Congress on a number of issues

by suing the MUA. He vowed his union of 15,000 members would fight Chevron to the end and called for assistance from the ITF family.

88. **Tony Sheldon** commented that no matter what their size, all unions had to have the will to fight and needed to know what a win looked like, adding that Congress had the capacity to help. **Steve Turner** urged unions to go back, start fighting and start organising; they needed to own the theme document, engage in it and fight to make it happen. **Simon Sang** added that support from ITF and other GUFs would help unions back home, while **Ivan de la Guardia** commented that solidarity was vital to unions everywhere.
89. **Abdulgani Serang, NUSI, India**, highlighted three issues – the challenge of organising the unorganised, where strong unions needed to support smaller ones; the need for more proactive cross-sector interaction; and the need to ensure more capacity building in supply chain programmes.
90. **Munindra Saikia, NFIR, India**, commented that the complexity of the Indian railway system and the global economic crisis meant that rail workers were badly treated and there was a rise in the number of accidents. The government had made a lot of anti-union decisions and in this environment workers' organisations needed unity.

91. **Frank Moreels, BTB, Belgium**, who was also speaking on behalf of **FNV Bondgenoten** in the Netherlands, asked for the ITF's help in their campaign against IKEA's social dumping in Europe. He said IKEA no longer worked with transport companies who respected collective agreements or paid decent salaries to their truck drivers in Belgium or the Netherlands. Instead, it used companies who hired drivers from Eastern Europe to work for weeks or months in Belgium or the Netherlands, where they were poorly paid and had to live, sleep and work in their trucks. He urged delegates to tell IKEA management to stop social dumping in Europe, via LabourStart.
92. **Mara Meire Amaro, SINA, Brazil**, thanked the ITF and affiliates in the region for their support, which had enabled her union to sign an agreement guaranteeing stability for all employees in the new concession airports in Brazil up to 2018. The union was working to win the same rights for all workers in private companies as those enjoyed by civil workers. She stressed the importance of women's rights to strengthen the union.
93. **Alagu Balasubramaniam, UNEPASS, Malaysia**, drew the ITF's attention to complaints that some GUFs were trying to poach affiliates from other sectors, including transport affiliates, which, if true, would damage solidarity. **Paddy Crumlin** responded that the ITF had good relations with other GUFs, and that the Council of Global Unions brought together twice a year all global unions to resolve

problems and explore opportunities to work more closely together. The ITF would raise the matter there.

94. **Alain Sutour, CGT, France**, said that unions needed a co-ordinated movement around the world to carry out the fight back that was so desperately needed.
95. **Asbjørn Wahl, FAGFORBUNDET, Norway**, said thousands of workers today had their lives made better by the ITF and its unions but that there were still a number of crises, including an environmental and climate change crisis. He agreed that unions had to adapt to deal with change, but they could not adapt to this crisis. He described public transport as a necessary tool to save the planet.
96. **Sheikh Mohammad Iqbal, PMNOA, Pakistan**, reminded Congress it was almost a decade since he had raised climate change at the Durban Congress and he thanked David Cockroft for taking forward the union agenda on the issue.
97. **Sudhakar Ramchandra Apraj, MBPTOGEU, India**, was pleased to represent a new ITF affiliate and to participate in Congress. His union represented workers in all India's major ports but it was the only one in Mumbai port organising the unorganised sector, particularly the large ship-breaking industry, where workers had not been given drinking water and were being paid only a dollar a day. With private ports coming to India and a freeze on recruitment in the port industry since 1984, jobs were declining and there was growing labour exploitation.
98. **Steve Cotton** welcomed the contributions made and said the theme document belonged to everyone. It had firm goals and targets, and section conferences and committees had to be clear that these were priorities that needed to be delivered over the next four years.
99. The Congress theme document was *adopted*.

All unions had to have the will to fight and needed to know what a win looked like

REPORT OF THE CREDENTIALS COMMITTEE

100. Introducing the report of the meeting on 11 August, **Agis Tselentis PNO, Greece**, chair of the Credentials Committee, advised that the credentials of all but 20 organisations were in order. Those 20 were registered to attend with observer status unless they completed affiliation during Congress. There were 594 delegates and 610 advisers from 378 unions, 13 of which were represented by proxy, in 112 countries, with a voting strength of 4,114. The committee had also noted that there were 93 female delegates and 155 female advisers, and only eight unions were not compliant with recommendations on women's representation in Congress delegations. There were 77 young delegates and 162 young advisers so far registered, and only 29 unions were not compliant with recommendations on young workers' representation in Congress delegations. There was only one nomination for the election of the post of general secretary.

101. The report was *adopted*.

REPORT OF THE RESOLUTIONS COMMITTEE

102. Introducing the report of the meeting on 11 August, **Mark Dickinson, NI, Great Britain**, chair of the Resolutions Committee, set out the motions to be referred to section conferences. Emergency motions 1, 2 and 3 met the criteria of being urgent and would be referred to the civil aviation section conference.

103. The report was *adopted*.

ADDRESS BY FORMER ITF GENERAL SECRETARY

104. Former ITF general secretary **David Cockroft** said the ITF had become a more powerful, democratic and global organisation since he first joined in 1985. The ITF was now stronger and more dynamic, thanks to the remarkable team of people who had worked with and supported him to make it happen, including Steve Cotton and Paddy Crumlin.

105. **David Cockroft** affectionately remembered many of the colleagues with whom he had worked, including the late Umraomal Purohit of the AIRF, the first ITF president from Asia. He said the ITF was getting ever better at action. The FOC campaign and the remarkable IBF negotiation structures were unique and the result of a strong dockers' section. He said it was the mutual support of dockers' unions worldwide, co-ordinated through the ITF, which meant that the trade union movement was still effective in the global supply chain. Two victorious disputes were crucial and had been won, with ITF support – the MUA and wharfies against Patrick Stevedores in Australia in 1998, and the success at ending the lockout of the entire ILWU West Coast membership in the USA in 2002. He highlighted ITF achievements in founding the ETF, securing a reference to the ITF in its constitution, and hoped

Congress would agree to include a specific reference to the ETF in the ITF constitution. In conclusion, he recalled the successful campaigns for the release from prison of ITF union leaders Mansour Osanloo in Tehran in 2011 and Said El-Hairech in Morocco in 2012, and expressed his pride at having served as ITF general secretary.

106. *Plenary was then suspended, reconvening after the intervening Conferences.*

ITF staff and volunteers were on-hand throughout Congress to ensure everything went smoothly



107. **Mark Dickinson, NI, Great Britain**, gave the second report of the Resolutions Committee, which gave information on drafting and additional emergency motions. In line with the mandate from the committee, he had dealt with one urgent matter after the committee's final meeting. This concerned the right to strike in Argentina and he had agreed to add Argentina to the list of countries in paragraph 16 of motion 1; he recognised the nine Argentinian supporting unions. He reported that the Executive Board, at its meeting immediately before Congress, had agreed to extend the committee's mandate, with terms of reference to be developed to include reviewing the resolutions process, looking at best practice, making recommendations to the Executive Board and supporting the achievement of the four-year work programmes adopted at Congress.

MOTION 1 HUMAN AND TRADE UNION RIGHTS

108. Introducing the motion, **Luc Cortebeek, ACV Belgium and ILO workers' group chair**, said workers' rights had to be defended and that the freedom to organise was fundamental. The right to strike had been recognised at an international level and came under the remit of convention 87. Since 2012, employers had attacked the right to strike, arguing that it was not covered by the convention and that every country had to enshrine the right in domestic legislation. They were using the global crisis to weaken unions' position around the globe. Since 2012 the ILO workers' group had been challenging the position of the employers and had tried to arrive at a solution. The employers' stance was purposefully damaging the ILO and this could not be allowed to happen; the ILO was the only international organisation where workers had a say. In November this year a majority in the ILO governing body would be required, so ITUC organisations were encouraged to convince their governments to take the right decisions.

109. Moving the motion, **Martin Mayer, UNITE, Great Britain**, said transport workers around the world were

under attack. The right to strike effectively did not exist on New York public transit; in Seoul, strikers on the railways would face brutal repression by the security forces; in Croatia, the law said 90 percent of rail services must run during a strike; and the EU was trying to introduce minimum service requirements under the 4th railway package. When the RMT took strike action on London Underground, the London mayor had called for tough new laws so that a strike required 50 percent of the workforce to vote for action; a threshold, which if applied to politicians would see almost none of them elected. The neo-liberal agenda said economies could only be successful if there were no unions and no strikes; on the contrary, where there was no collective bargaining, the gap between rich and poor got worse. He stated that collective bargaining without the right to strike was collective begging and no more. He urged unions to sign the right to strike pledge.

110. **Julio Sosa, LA FRATERNIDAD, Argentina**, seconded the motion. Unions in Latin America and particularly Argentina had had serious difficulties with neo-liberal governments and been forced to fight against privatisations and lay-offs. There should be no limitations on workers' rights anywhere and he urged the ITF to defend these rights at all international bodies.

111. **Shiva Gopal Mishra, AIRF, India**, said that in India and elsewhere, collective bargaining had become very difficult and asked that the ITF and all GUFs should launch a one or two year international campaign to fight these attacks on workers' and union rights.

112. **M Raghavaiah, NFIR, India**, said ILO Conventions regarding freedom of association and other rights were ignored by various governments and denied by monopolies. When the Indian rail federations threatened to strike in January, the employers came to the table, with partial success.

113. **Kazuo Enomoto, JRU Japan**, said affiliates believed the ITF constitutionally stood for the defence of democracy and freedom

for transport workers. Union members were wrongly attacked as extremist, anti-social forces – the JRU was subjected to negative campaigns by the government and its allies in 2002 after seven JRU activists were charged with coercion and arrested. He urged all affiliates to extend solidarity to unions under attack.

114. **Nobuyuki Maeda, JR RENGO, Japan**, disagreed with the previous statement and stated that the JRU had already lost its court case and its appeals.
115. **Richard Jaubert, CGT, France**, observed that it was sometimes difficult to overcome local struggles and go beyond that, with employers doing anything to avoid bargaining. All unions should be coherent and send out a strong, consistent message to employers and professions about all the agreements unions had signed that were under attack.
116. **Katarina Mindum, SZH Croatia**, said that trade union rights and the power of the ILO was clear; her union supported the motion. Only this week, 300 railway workers had been dismissed, 30 of them worker representatives, who were protected by law in Croatia. Her union was prepared to fight in the courts and at the ILO over this attempt to smash trade unions.
117. **Jongin Kim, KRWU, Korea**, said there were new regulations in South Korea to minimise workers' rights, such as requiring employers to bring in outsourced workers if minimum service was not guaranteed. He asked the ITF to support them.
118. **Juan Manuel Trujillo, FSC-CCOO, Spain**, asked the ITF to write to the Spanish government to urge them to stop the repression of trade union freedoms fought for over 40 years. Spanish trade unions now had 300 union colleagues being prosecuted and 31 had been sentenced. Trade union activities under the conservatives had put Spain back years.
119. **Eduardo Hernández, SMC-UGT, Spain**, said not only the right to strike was being repressed, but colleagues were actually in prison; he endorsed the call for ITF action.

120. The motion as amended was *adopted*.

MOTION 2 RESPECT AND PRACTICAL ADHERENCE TO BASIC UNION AND DEMOCRATIC RIGHTS BY THE SWAZI GOVERNMENT, INCLUDING THE RIGHT TO A HEALTHY AND SAFE WORK ENVIRONMENT

121. Moving the motion, **Simanga Shongwe, STAWU, Swaziland**, spoke of his government's opposition to workers and their right to strike. He urged Congress to call on Swaziland to implement regional and international human rights, safety and environmental issues. He also thanked the ITF for its high-powered delegation, which helped get Basil Thwala released from jail.
122. **Zenzo Mahlangu, SATAWU, South Africa**, seconded the motion but said he had hoped for a harsher resolution in order to have a real impact on Swaziland, which was arresting and killing trade unionists. However, he supported the last paragraph of the motion and the thrust of the resolution.

123. The motion was *adopted*.

MOTION 3 FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND INTER-COMPANY UNIONS IN CHILE

124. **José Sandoval Pino, FENASICOCH, Chile**, said that when his union was founded in 1966 it could neither strike nor bargain and now, even in a democracy, those rights were still being denied in trade union legislation, because employers claimed they would hamper economic development. In 2012 the union filed a complaint to the ILO, because in law companies can bargain at individual plants rather than across the group. Workers demanding the right to strike or CBAs could be replaced the next day by those who weren't. He asked the ITF to support them by demanding new legislation from the Chilean authorities.

125. Seconding the motion, **Arlette Gay Schifferli, STCLA, Chile**, said Chile had abnormal legislation that only allowed for strikes in the second stage of negotiations, non-unionised workers were covered automatically by the clauses unions had bargained for, and each time unions had to start bargaining from scratch. She endorsed the request for ITF assistance.

126. The motion was *adopted*.

MOTION 5 SOLIDARITY WITH TRANSPORT WORKERS IN THE BOLIVARIAN REPUBLIC OF VENEZUELA

127. Moving the motion, **José Rosal, FBTTT, Venezuela**, said it was important that unions strongly reject foreign interference in Venezuela – that it should be the majority, the workers, who made the decisions which affected them. Venezuela was proving there were alternatives to neoliberalism, and there were national and international groups who did not like this.
128. **Esteban Barboza Palencia, SNTT, Colombia**, seconding, commented that Venezuela had recently seen transformations that benefited everyone, but the government faced strong internal opposition from the oligarchs. He asked ITF affiliates to support the progress made and oppose internal and external threats.
129. **Luis Fruto, SITRASERMAP, Panama**, said unions would strive for a single, united Latin America.
130. **Victor Crespo, SGTM, Honduras**, said we should be proud that someone from the labour movement was now leading Venezuela and was making the right efforts to protect the working class. We should try to implement the same model in other countries, workers being united in one single transport union.

131. The motion was *adopted*.

MOTION 6 SOLIDARITY WITH THE CUBAN PEOPLE

132. Moving the motion, **Peter Pinkney, RMT, Great Britain**, said the motion was not an attack on workers but on governments who criticised the Cuban government. Cuba had high literacy rates and low infant mortality rates. It was criticised for its human rights record, but there had been no disappearances or murders of trade unionists. There were US sanctions, no one else's. The RMT was proud to be friends with the Cuban workers.
133. **Benito Bahena y Lome, ATM Mexico**, seconded the motion, saying that Mexican transport workers supported the rights of Cuban transport workers and they wished to congratulate the work of the ITF to put an end to the embargo against Cuba. Mexican unions, backed by millions worldwide, demanded the freedom of the remaining "Cuban three", imprisoned in the US.
134. The motion was *adopted*.

MOTION 9 WORLD PEACE

135. **Peter Pinkney, RMT, Great Britain**, moved the motion and condemned the celebrations in the UK of the start of WW1, saying the celebrations should be for the end of the war. The RMT condemned all wars because it was poor people who were left with the devastation and wars bred extremism. The only wars people should be fighting were against poverty, injustice and capitalism.
136. The motion was seconded from the floor and then *adopted*.

MOTION 10 AN INTERNATIONAL CAMPAIGN AGAINST THE ANTI-UNION GULF STATES, ESPECIALLY IN THE AVIATION SECTOR

137. **George Turkieh, LCCA, Lebanon**, moving the motion, asked for support against the violation of rights, particularly women's rights, at Qatar Airways and Gulf Airways. These companies were growing at the expense of workers' rights.

138. **Kalthoum Barkallah, FNCT, Tunisia**, seconded the motion because those workers in the Gulf were being exploited and had no union rights. Women were abused and sexually harassed, even being searched in their own homes.

139. The motion was *adopted*.

MOTION 11 VIOLENCE AGAINST WOMEN

140. **Brigitta Paas, FNV, Netherlands**, moved the motion, saying that with the full support of the Executive Board, the ITF Women Transport Workers' Committee was determined to build a strong global programme of support for affiliates who committed to organise, campaign and bargain for the end to violence against women, together with the ILO and UN campaign on violence against women. The ITF action guide was produced in 2013 to help affiliates increase their capacity to deliver change. The development of the global programme would be a key priority over the next four years and had the potential to change the lives of millions of women transport workers. At the fringe event, male trade unionists had taken an oath to fight violence against women and she invited Mick Doleman to urge all the brothers present to do the same.

141. **Mick Doleman, MUA, Australia**, said in Bangladesh there were 8,000 acid attacks a year on women, while in Australia one woman was murdered every week and one third of all women worldwide had suffered violence. There were men determined to end this; it was a men's issue as men were the perpetrators. At his request, all the men at Congress stood to take the oath, dedicating it to Jenny Dowell, the Australian Manufacturing Workers' Union national secretary (foods and confectionery), who was murdered by her husband in 2013.

142. **Lana Payne, UNIFOR, Canada**, seconding, said the resolution spoke to the values of the trade union movement. Violence against women stood in the way of equality and unions could not be silent. Every step for equality and justice was a step towards stopping the violence against women.

143. **Alma Teresa González Avilez, ATM, Mexico**, said six women died each day in Mexico, which was the worst country in the world in terms of impunity. There could not be union rights without equal rights. Unions needed to send a strong message to governments to end the violence and fulfil their obligations to protect women. She invited unions to support the ATM's petition to the Mexican government and wanted an international instrument in the ILO.

144. **Abdulgani Serang, NUSI, India**, said that in July the union had changed its constitution to set up a women's committee for the first time in its 100-year history. He urged all the men who took the pledge to try to put similar structures in place in their unions where they did not already exist.

145. **Heiti Ariaty, Indonesia Railway Workers Union, Indonesia**, said her union was training women to be more active in the workplace so that there would be more women leaders to speak up for women's rights without fear of violence.

146. **Adam Panjri, PSUP, Pakistan**, said all religions gave women rights and violence against wives was violence against daughters, sisters and mothers also.

147. **Maryam Jummai Bello Yassin, NURTW, Nigeria**, said women were equal to men and should be given equal rights, and they should be given positions when they were better than men.

148. The motion was *adopted*.

MOTION FROM THE RESOLUTIONS COMMITTEE: PALESTINE

149. ITF president **Paddy Crumlin** explained that this was a composite of three motions put forward by the Resolutions Committee with the support of the Executive Board. There were two key parts to it: First, the response to the conflict in Gaza, which required transport workers to give practical, creative support to the affected transport workers – he urged unions to continue supporting the ITF's humanitarian aid to Gaza and announced the MUA would donate US\$20,000. Second, the

motion expressed the need for a permanent and just peace, and deliberately used the wording of a recent ITUC resolution.

150. **Nasser Younis, GUTW, Palestine**, said the Palestinian suffering had been going on for 70 years, with killings every day. Palestine was small in size but big in its suffering. It could take a taxi driver over four hours to travel 50 kms in the occupied territories; truck drivers could be stuck for hours at checkpoints, and wouldn't be paid for that time. The racial segregation wall was separating families, houses were being demolished, and unemployment was over 65 percent. Workers worked 14 hours a day year round but truck drivers lived below the poverty line. Rescue teams were still finding corpses under the rubble in Gaza and victims remained in hospitals in neighbouring countries. Four months earlier, with generous ITF donations, they had re-established the union HQ in Gaza, but it had been destroyed in the last attack. He looked forward to a Congress in Jerusalem when it was the capital of a free, independent Palestine. He made a presentation to the RMT as an expression of gratitude to the late Bob Crow.
151. **Said El-Hairech, UMT, Morocco**, reminded Congress that more than 1,962 civilians had been killed in the Israeli attacks, and houses and other buildings destroyed. The building of settlements must stop and existing ones be removed, and the wall must be dismantled. The only way for peace was to end the occupation. He commended the ITF's support and called on all independent, free unions worldwide to express solidarity, help them rebuild Gaza and boycott the products of companies involved in the settlements, to isolate them.
152. **Fátima Aguado Queipo, CC.OO, Spain**, said trade unionists were obliged to defend social justice and humanity and could not be silent when people in Gaza were living in an open prison. When ITF young workers met Palestinians in Amman they were shamed by what they heard about the bombings in Gaza and the hate that was spreading. All unions could do was respect international law and UN

resolutions, and support the boycott of the illegal settlements.

153. **Christine Behle, VERDI Germany**, said that, despite differences of opinion, everyone present agreed war was not the answer and violence against civilians was always unacceptable. There needed to be sustainable peace in the region and the ITF family needed to take action and support the motion.
154. **Roy Einar Nilsen, NTF, Norway**, commented that after visiting Palestine in 2013, he valued the respect, diversity and human dignity of Norway. He was deeply disappointed that the boycott of the settlements was not in the motion, but would support it.
155. **Nermin Al Sharif, GUDS, Libya**, said a third of the civilians killed in Gaza were children. She wanted the motion to be amended to call for a boycott of Israeli products and companies that did business with Israel, led by the ITF, and thanked South Africa for the example of its historic boycott.
156. **Paddy Crumlin** reiterated that the constitution did not allow for amendments at this stage.
157. **Johnny Havik, IE, Norway**, said the global trade union movement was a peaceful one. He condemned the utter destruction of civilian homes on 20 July and the shame of bombing sleeping children, and demanded an investigation into the mass murders of civilians and bombings of UN shelters as war crimes to bring those responsible to account. The most important demand was the lifting of the siege of Gaza.
158. **Benito Bahena y Lome, ATM, Mexico**, said his country's workers wanted him to point out the shameful and unacceptable words of an Israeli MP, who had said that Palestinian mothers should be assassinated for giving birth to snakes.
159. **Richard Jaubert, CGT, France**, said the CGT had always said it was unacceptable for the war to continue and that peace talks should be reopened. Unions should demand now that the fighting should stop. All union differences should be

forgotten and affiliates and the ITF should work together for peace.

160. **June Dube, SATAWU, South Africa**, said the killings, in particular of women and children, should be condemned.
161. **Mohamed Mateleh, GUPW, Jordan**, said people were imprisoned in Gaza because they were calling for freedom. The injured of Gaza were now in Jordan's hospitals, with injuries they had never seen before. He called for the ITF and unions to boycott Israeli products – it was not a political issue but a humanitarian one. This would create a worldwide echo.
162. **Adam Panjri, PSUP, Pakistan**, said the UN should be shamed for the lack of resolutions on terrorism against the people of the occupied territories. He urged an end to the illegal occupation.
163. **Paddy Crumlin** concluded the debate by saying that delegates had to get the commitment of their unions to provide material help. He said the ITF should send an Executive Board mission to Gaza as soon as possible to communicate the strength of Congress support and start implementing an action plan in the spirit of the motion.
164. The motion was *unanimously adopted*.

MOTION 12 **YOUNG WORKERS' ACTIVITIES**

165. **Fátima Aguado Queipo, CC.OO, Spain**, invited all young members to the platform, to great applause. Moving the motion, she said collective bargaining and trade unions were being targeted for attack and, over the four years since the Young Transport Workers' Committee had been established, it had become clear that it required someone to work in London permanently. Two secondments of staff from affiliates had shown what could be achieved, and their work had tripled the youth network. Sharon Li, SOS, Singapore, seconded the motion.
166. **Vera Visser, VERDI, Germany**, said this was very important and the young people were highly motivated.

167. **Christine Behle, VERDI, Germany**, asked Congress to recall how difficult it was for young trade unionists and said they needed the ITF's support urgently.

168. The motion was *adopted*.

MOTION 28 **PROMOTION OF ITF'S** **'OUR PUBLIC TRANSPORT'** **CAMPAIGN**

169. Moving the motion, **Ed Watt, ATU, USA**, said all unions had to fight privatisation and deregulation, and described the benefits of quality public transportation. One unit of investment in public transit yielded four units of economic benefit; it reduced carbon emissions and fossil fuel consumption, and provided good, green jobs. It had public health benefits – reduced respiratory diseases in urban centres, less obesity and reduced stress through less congestion. It also improved equality and social justice and saved households money. It was obvious we needed to build alliances with civil society to fight service cuts and fare increases, which would increase union jobs and union power. The ATU had designed a training course on organising passengers and building power and had produced fact sheets, which it was happy to share.

170. **Alain Sutour, CGT, France**, seconded the motion and said most people lived in cities, with more congestion; an efficient public transport system under public management was the proven solution, and also helped local governments make savings. He said UK railway costs were more than four times greater today than when the railways were under state control. This campaign needed to be rolled out.

171. **Chris Abbott, BCFMWU, Canada**, said British Columbia ferries had been privatised and communities were being eradicated due to cuts in service and steady increases in fees. Transport should be for the public and not a for-profit enterprise. **Asbjørn Wahl, FAGFORBUNDET, Norway**, said the campaign proposed was ambitious, to promote and expand public transport, and we also needed to do this to prevent climate change. Unions

needed to organise the unorganised and informal workers were a big challenge.

172. The motion was *adopted*.

EMERGENCY MOTION 2 **TTIP**

173. **Mark Dickinson, chair of the Resolutions Committee**, reiterated that this had been redrafted with the support of the movers and the Resolutions Committee had approved the revised text.

174. **Lars Lindgren, STF, Sweden**, moving, said the TTIP free trade agreement between Europe and the USA had arisen because of the stalled Doha round of the World Trade Organization (WTO) talks. Unions had been told the TTIP would create lots of job opportunities, but this was unlikely to be true. It would certainly have a negative impact on labour law, with a disputes resolution mechanism which meant multinationals would have the right to take legal actions in autonomous secret courts against states over loss of profits – the Philip Morris case against Australia illustrated how these things panned out in practice. The motion stated that the investor-state dispute settlement mechanism (ISDS) must be taken out of the agreement before negotiations continued and that ILO standards must be included.

175. Seconding, **Valle Karlsson, SEKO, Sweden**, said Sweden had unfortunately gone the furthest in Europe in privatisation and deregulation, often well beyond the EU rules, which was detrimental to the trade union movement.

176. **Fátima Aguado Queipo, CC.OO, Spain**, commented that trade unions in Spain had fought to resist the TTIP as it went hand in hand with the free trade treatment being finalised with Canada, and aimed to liberalise services. The three agreements would undermine the social welfare structures of Europe and privatise all public services, not just transport. Europe needed protection and investment, but this would exploit workers and pervert legislation. Unions needed a common front to act against these moves.

177. The motion was *adopted*.

EMERGENCY MOTION 3 **VULTURE FUNDS**

178. The motion was moved by **Enrique Omar Suarez, SOMU, Argentina**, who said transport workers in his country had suffered decades of persecution under military dictatorships and future generations were condemned to an economy that had no chance of developing because of the debts incurred by non-democratic governments. Hedge funds had purchased these debts at a very low price and were now trying to charge the nominal value, which meant multi-million dollar profits. The country had already paid this debt but the USA court was trying to condemn Argentina to no future development at all, when what Argentina wanted was to develop again its once-strong port, merchant marine and rail sectors. He said the motion represented the struggle of the entire Argentinian people, not just the transport sector.

179. **Ivan de la Guardia, UCOC, Panama**, seconded the motion, saying he understood the risk and danger these funds threatened and it was unacceptable that a foreign country's court could hand down a judgement that condemned a country to poverty forever. Colleagues should be aware that vulture funds could attack other countries in future and unions needed to jointly develop a solution to them.

180. **José Rosal, FBTTT, Venezuela**, commented that Venezuela was speaking up against these interventionist policies by foreign governments to bring countries to their knees. This could happen to any country at any time.

181. **Ricardo Ponzi, FNTTAA, Brazil**, spoke on behalf of unions in Mozambique and Angola to support the motion, as what was happening in Argentina could not be allowed to happen elsewhere.

182. **Severino Almeida Filho, CONTTMAF, Brazil**, added that guilt should not be associated with debt that countries had accumulated over decades; the trade unions had an obligation to change this concept.

183. The motion was *adopted*.

MOTIONS TO AMEND THE CONSTITUTION

184. ITF president **Paddy Crumlin** introduced the constitutional amendments moved by the Executive Board, stressing the importance of the constitution and the need for any changes to be carefully considered and dealt with transparently.

MOTION A TO AMEND THE CONSTITUTION: REFLECTING CURRENT PRACTICE TO BRING THE LANGUAGE OF THE CONSTITUTION UP TO DATE

185. **Paddy Crumlin** stated this was just a tidying up of language.
186. The motion was *adopted*.

MOTION B TO AMEND THE CONSTITUTION: STRENGTHENING THE EXECUTIVE BOARD AND MANAGEMENT COMMITTEE

187. **Paddy Crumlin** stressed that this was an important change to the constitution. The Executive Board took its role very seriously and had concluded that it needed to be more inclusive and have a wider breadth. This motion would bring the section chairs and chairs of the Women Transport Workers' Committee and Young Transport Workers' Committee on to the Executive Board, not to represent just their interests but to discharge their responsibilities in the best interests of the whole ITF. Sections and regions were accountable to their unions for organising and campaigning, but section chairs had a particular political responsibility to direct the secretariat.
188. **Maria Cristina Cadavid, ACAV, Colombia**, felt that compensatory measures were needed to ensure balanced representation on all ITF governing bodies and committees to support and guarantee the participation of regions.
189. **Paddy Crumlin** agreed that there was a constitutional gap and a need to create more direct linkages between the election of regional

chairs and representation on the Executive Board. This had been discussed but it had not been possible to find a formula for success, so the issue would be further considered by the Executive Board before the next Congress.

190. The motion was *adopted*.

MOTION C TO AMEND THE CONSTITUTION: VICE-PRESIDENTS

191. **Paddy Crumlin** said the robust discussions at the 42nd Congress during the presidential contest had shown there was an unhealthy perception that regions should vote as a block. It was an enormous contradiction to have a president who had also been a vice president, who continued to discharge his/her regional responsibilities. The motion provided an extra vice president to carry out those regional duties so that the president discharged his/her responsibilities on behalf of every region and every section of the ITF.

192. **Severino Almeida Filho, CONTTMAF, Brazil**, welcomed this important commitment to the ITF being a group of affiliates united in a strong federation.

193. The motion was *adopted*.

MOTION D TO AMEND THE CONSTITUTION: ETF

194. **Paddy Crumlin** said the ETF was an important singular entity and paid a large subscription to the ITF. He emphasised that the ITF was the sum of its affiliates.

195. The motion was *adopted*.

MOTION E TO AMEND THE CONSTITUTION: TO SUPPORT WORK TO IMPROVE MEMBERSHIP PROCESS

196. **Paddy Crumlin** said there had to be transparency in how fees were paid and concessions were awarded. The Executive Board needed guidelines to assist with this.

197. The motion was *adopted*.

MOTION F TO AMEND THE CONSTITUTION: INCREASING WOMEN'S REPRESENTATION AT CONGRESS

198. **Paddy Crumlin** commented that this had been an emergency motion submitted by the April 2014 Executive Board and had provoked a long, progressive discussion about how to ensure that unions increased women's representation at Congress. He called all women present to come to the front to be recognised.
199. In moving the motion, **Alicia Castro, AAA, Argentina**, welcomed the discussions throughout Congress that treated women as equals. However, the motion had been prompted by seeing the insufficient number of women signed up to Congress and would lead to better women's representation at future Congresses.

200. The motion was *adopted*.

ELECTION OF GENERAL SECRETARY

201. ITF president **Paddy Crumlin** reported that around 140 nominations had been received and all of them, from unions from every region and section, were for **Steve Cotton**.
202. **Steve Cotton** was then *unanimously elected* to the position of ITF general secretary.
203. **Steve Cotton** thanked Congress and said he was very honoured to become general secretary. He thanked the hosts for helping making this the best ITF Congress – and for making the Bulgarian unions stronger at the end of it. The opening film at Congress identified the global challenges and a new sense of global consciousness. The trade union movement, by being inclusive, going back to its roots, delivering the work programme, would build a better world for its members. This Congress was paperless and had developed a fringe so that everyone's voices could be heard. The buzz and energy came from the affiliates and would mean they really would deliver on the work programme. The ITF brought all the unique

members together in a unique and collaborative way, but he agreed it needed to do more to connect regional leaders with the Executive Board. He said the ITF staff had been brilliant and David Cockroft would be a hard act to follow. In his 21 years at the ITF, he had appreciated the support and friendship he received and he was overwhelmed by the confidence shown in him. Our job now was to deliver for the ITF.

204. **Steve Cotton** introduced **Jyrki Raina**, general secretary of the global union federation **IndustriALL**, saying that the closer work with GUFs and pushing the ILO was a new and better way of working.
205. **Jyrki Raina** said that in a globalised world without frontiers, workers on all five continents could successfully fight for decent hours, wages, workplaces and the right to join a union. They had to fight together the employers' challenge to the right to strike. He and Steve Cotton had identified aerospace, aviation, oil and transport, mining and maritime supply chains as areas for joint work to achieve an economic and social model that put people first. He said unions together should launch a new era of global solidarity.

GOLD BADGES

206. Eleven individuals received the ITF Gold Badge in gratitude for their service to the organisation. They were Susan Ayoyi (DWU, Kenya), Alicia Castro (AAA, Argentina), former general secretary David Cockroft, Bob Crow (RMT, Great Britain) posthumously, Stefan Heimlich (VERDI, Germany), Hylke Hylkema (NI, Netherlands), Martin Mayer (UNITE, Great Britain), Greg Myles (UNIFOR, Canada), Barbara Ruthmann (VERDI, Germany) posthumously and Amparo Sánchez (SMC-UGT Spain).
207. Individuals who had received Gold Badges between Congresses were, in 2012: Graham Stevenson (UNITE, Great Britain), Willi Haberzettl (VIDA, Austria), Jane Barrett (SATAWU, South Africa) and Robert Roach (IAM, USA). Tetsuya Oki, (RENGO, Japan) received the Gold Badge earlier in 2014.

CONFERENCE REPORTS

208. **Dave Heindel**, **SIU, USA**, introduced the Seafarers' Section Conference report, which was *adopted*.
209. **Enrique Carmona**, **CC.OO, Spain**, introduced the Civil Aviation Section Conference report, which was *adopted*.
210. **Ray Familathe**, **ILWU, USA**, introduced the Dockers' Section Conference report, which was *adopted*.
211. **Tsuneyasu Goto**, **STU SERVICE RENGO, Japan**, introduced the Tourism Services Section Conference report, which was *adopted*.
212. **Lena Dyring**, **NSU, Norway**, introduced the Joint Seafarers' and Dockers' Conference report, which was *adopted*.
213. **Asbjørn Wahl**, **FAGFORBUNDET, Norway**, introduced the Urban Transport Committee report, which was *adopted*.
214. **Martin Mayer**, **UNITE, Great Britain**, introduced the Road Transport Workers' Section Conference report, which was *adopted*. He also introduced the new chair, Tony Sheldon.
215. **Øystein Aslaksen**, **NLF, Norway**, introduced the Railway Workers' Section Conference report. The report was *adopted*.
216. **Katarina Mindum**, **SZH, Croatia**, asked for Congress' support for her union's battle over the 300 dismissed rail workers in Croatia (see report of Motion 1 debate). **Paddy Crumlin** responded that the secretariat would produce a statement expressing Congress' strong views about the developments. The report was *adopted*.
217. **Diana Holland**, **UNITE, Great Britain**, introduced the ITF Women Transport Workers' Conference report, which was *adopted*.
218. **Nick Bramley**, **NI, Switzerland**, introduced the Inland Navigation Section Conference report, which was *adopted*.
219. **Johnny Hansen**, **NSU, Norway**, introduced the Fisheries Section Conference report, which was *adopted*.

220. **Travis Harrison**, **UNIFOR, Canada**, introduced the ITF Young Transport Workers' Conference report, which was *adopted*. He also introduced the new co-chair, Sharon Li, **SOS, Singapore**.

FINANCIAL STATEMENTS AND AUDITORS' REPORT 2010-2013

221. **ITF general secretary Steve Cotton** introduced the financial statements and auditors' report, which were moved by the lay auditors.
222. **Simon Weller**, **ASLEF, Great Britain**, said they were pleased that the recommendations of the financial review group on the structural deficit were being implemented. He welcomed the establishment of an independent vetting group and the constructive relationship with – as well as a more transparent, systematic approach to – financial planning.
223. The statements and report were *adopted*.

AFFILIATION FEES

224. **ITF president Paddy Crumlin** moved the report with its recommendation that, during the period 2015 to 2018, the maximum standard rate for affiliation fees per member would be £1.55 in 2015, £1.60 in 2016, £1.65 in 2017 and £1.70 in 2018.
225. **Koji Matsuoka**, **KOKU-RENGO, Japan**, opposed these increases, but said his union would support the recommendation if the ITF made further efforts to decrease costs and become less dependent on the welfare fund.
226. **Paddy Crumlin** said affiliates had contributed to and owned the membership strategy, which would continue to be applied; and that implementing the Congress theme and motions would help ease the pressure on them. The recommendation was *adopted*.

MEMBERSHIP STRATEGY

227. ITF general secretary Steve Cotton invited Congress to mandate the Executive Board to implement the outcomes of the management committee membership working group, which was set up to address the issue of affiliates ensuring declaration of their full membership to the ITF.
228. **Torben Seebold, VERDI, Germany**, said the working group was working on recommendations for the Executive Board on a more transparent process and criteria for concessions.
229. **Yuri Sukhorukov, SUR, Russia**, expressed concerns that the constitutional provision allowing affiliates to be granted concessions was misinterpreted if these unions were then allowed to vote on their full, declared membership, rather than on their paid-up membership. Allowing this to happen was unfair to other affiliates and undermined the key equality principles under rule 4 in respect of voting rights.
230. **Paddy Crumlin** responded that this matter was indeed being considered by the membership working group.
231. The proposal was *agreed*.

ELECTION OF GOVERNING BODIES, AUDITORS, PRESIDENT AND VICE-PRESIDENTS

ELECTION OF THE PRESIDENT

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

ELECTION OF VICE-PRESIDENTS

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

Africa and Arab World: Zenzo Mahlangu (SATAWU, South Africa)
Asia Pacific: CA Rajasridhar (AIRF, India)
Europe: Lars Lindgren (STF, Sweden)
Latin America/Caribbean: Julio Sosa (La Fraternidad, Argentina)
North America: John D Baker (ILA, USA)
Women: Brigitta Paas (FNV, Netherlands) 2014-2016 and Ekaterina Yordanova (FTTUB, Bulgaria) 2016-2018

EXECUTIVE BOARD

234. The following were elected as board members:

Africa and the Arab World
Zenzo Mahlangu (SATAWU, South Africa)
Marcel Zante (FSTATB, Burkina Faso)
Said El-Hairech (UMT, Morocco)
Najeem Usman Yasin Alhaji (NURT, Nigeria)
Dorothy Nandera (ATGWU, Uganda)

Asia/Pacific
Paddy Crumlin (MUA, Australia)
CA Rajasridhar (AIRF, India)
Hanafi Rustandi (KPI, Indonesia)
Yasumi Morita (JSU, Japan)
Kazuya Fujii (SHITETSU-SOREN, Japan)
Kyeong Doo Yeom (FKSU, Korea)
Conrad Oca (AMOSUP, Philippines)
Mary Liew (SMOU, Singapore)
Leslie Devendra (SLNSS, Sri Lanka)

Europe
Lars Lindgren (STF, Sweden)
Brigitta Paas (FNV, Netherlands)
Ekaterina Yordanova (FTTUB, Bulgaria)
Roman Hebenstreit (VIDA, Austria)
Serge Piteljon (CGSP, Belgium)
Predrag Brazzoduro (SUC, Croatia)
Jan Villadsen (3F, Denmark)
Kaia Vask (EMSA, Estonia)
Arto Sorvali (AKT, Finland)
Patrick Hurel (FEETS-FO, France)
Christine Behle (VERDI, Germany)
Alexander Kirchner (EVG, Germany)

Len McCluskey (UNITE, Great Britain)
Steve Todd (RMT, Great Britain)
Remo di Fiore (FIT-CISL, Italy)
Igor Pavlovs (LSUMF, Latvia)
Nikolay Nikiforov (ROSPROFZHEL,
Russia, 2014-2016)
Yuri Sukhorukov (SUR, Russia,
2016-2018)
Miguel Ángel Cilleros Sánchez
(SMC-UGT, Spain)

Latin America and the Caribbean

Julio Sosa (La Fraternidad,
Argentina)
Severino Almeida Filho
(CONTTMAF, Brazil)
Arlette Gay Schifferli (STCLA, Chile)
Benito Bahena y Lome (ATM,
Mexico)

North America

John D Baker (ILA, USA)
Peter Kennedy (UNIFOR, Canada)
Sito Pantoja (IAM, USA)
Terri Mast (ILWU, USA)
Robert Scardelletti (TCU, USA)

Section, Women Transport Workers and Young Transport Workers chairs

Oliver Richardson (Civil Aviation)
Paddy Crumlin (Dockers)
Johnny Hansen (Fisheries)
Nick Bramley (Inland Navigation)
Øystein Aslaksen (Railway Workers)
Tony Sheldon (Road Transport)
David Heindel (Seafarers)
Tsuneyasu Goto (Tourism Services)
Diana Holland (Women Transport
Workers)
Sharon Li (Young Transport
Workers)
Travis Harrison (Young Transport
Workers, 2014-2016)
Julián Ariel Sosa Capello (Young
Transport Workers, 2016-2018)

ELECTION OF LAY AUDITORS

235. The following were elected as
auditors of the ITF:

Andy Bain (TSSA, Great Britain)
Mike Jess (NI, Great Britain)
Simon Weller (ASLEF, Great Britain)

LOCATION OF ITF HEADQUARTERS

236. Congress *agreed* that the ITF's
headquarters would remain in
London.

OTHER BUSINESS

237. A recommendation from the
Executive Board that the suspension
of the Ukrainian union UMTUF
remained in place was *agreed*.

238. Offers from Palestinian affiliates
and from TWU Australia to host the
next Congress, were *received*.

CLOSING

239. **ITF president Paddy Crumlin** asked
all ITF staff, local volunteers and the
technical team to come to the stage.
He congratulated the teams as well
as the interpreters on an inspiring
event. Congress host **Ekaterina
Yordanova** thanked everyone
involved and congratulated the new
ITF general secretary **Steve Cotton**.

240. **Paddy Crumlin** declared the
Congress closed.

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THE ITF'S
43rd CONGRESS**

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RESOLUTION 1 HUMAN AND TRADE UNION RIGHTS

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recalls that the ITF constitutionally stands for the 'defence of democracy and freedom' and subscribes fully to the aims and ideals of the International Labour Organization (ILO).
2. Acknowledges that ILO Conventions uphold trade union rights, particularly Convention 87 concerning Freedom of Association and the Protection of the Right to Organise and Convention 98 concerning the Right to Organise and to Bargain Collectively.
3. Further acknowledges that trade union rights are protected in international and regional legal instruments including: the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the European Convention on Human Rights, the African Charter on Human and People's Rights, and the American Convention on Human Rights.
4. Believes that trade union rights are human rights as stated in the Universal Declaration of Human Rights and their respect is a fundamental condition for democracy.
5. Considers that human rights are universal, inalienable, indivisible, and must be applied to all without discrimination of gender, nationality, race or colour, age, sexual orientation, disability or beliefs.
6. Affirms that the full exercise of all trade union rights is a fundamental right of all workers and a prerequisite for improving the employment conditions and the safety and the welfare of transport workers and users.
7. Believes that collective bargaining without the right to strike amounts to collective begging, and that the erosion of meaningful collective bargaining offers employers the power to abstract maximum wealth for themselves while paying the bare minimum to the mass of workers, thereby posing grave dangers for the survival of democracy itself.
8. Observes that the ITUC's global rights index released at its Congress in May 2014 revealed that in the past year: governments of at least 35 countries have arrested or imprisoned workers as a tactic to resist demands for democratic rights, decent wages, safer working conditions and secure jobs; that in at least nine countries murder and disappearance of workers were commonly used to intimidate workers; that workers in at least 53 countries have been dismissed or suspended for attempting to negotiate better working conditions; and that laws and practices in at least 87 countries exclude certain type of workers from the right to strike.
9. Notes that the ITF monitoring of human and trade union rights abuses in the transport sector suggests that the attack on rights is especially acute for transport workers, and that this tendency is linked to capital, the unbridled quest for greater profits, and governments' drive to defend the free movement of passengers and goods above and beyond the rights of the people involved in the transportation itself.
10. Further notes that transport workers, including but not limited to urban public transport workers, are one of the groups increasingly being excluded from the right to strike by way of outright bans or public service, essential services or minimum services requirements that severely limit that right.
11. Considers that big business, big finance and their political and institutional allies such as governments and their agencies together with the complicity of elements of the media have, especially since the beginning of the global financial crisis of 2007-2008, intensified their campaign on an international and national level to undermine and resist efforts by free and democratic trade unions to defend and expand trade union rights, and in some cases to mount concerted attacks on unions, portraying their activities as illegal or extremist.
12. Notes that the World Bank's recent Doing Business report subscribed to the view that reducing labour standards is something governments should aspire to.
13. Observes the increased use by employers of aggressive tactics to restrict trade union rights and activities, ranging from the use of specialist anti-union law firms and/or consultancies to the creation of yellow or fake unions to undermine representative organisations.
14. Notes the rising number of judicial attacks on trade union rights worldwide and particularly within the European Union following the decision taken by the European Court of Justice in the Viking case in 2007, where the ITF was the principal defendant.
15. Condemns the International Organisation of Employers' ideologically driven attack on rights, including freedom of association, collective bargaining, and the ILO's long-established right to strike.
16. Notes with concern the recent passage of national laws and regulations in several countries including Greece, Bolivia, Chile and Australia, restricting, among other things, the right to strike for transport workers in the public and/or private sectors, the imposition of unjustified minimum services legislation and essential services rules, the fragmentation of bargaining structures, and the establishment of governmental inquiries and royal commissions into trade unions as a pretext to neutralise their power through fines and threats of imprisonment.
17. Abhors the increasing interference in trade union activities faced by ITF affiliates in countries including, Iran, Korea, Turkey, Honduras, Swaziland, and the Philippines, ranging from the sacking, detention and arrest of trade union officials, to intervention in union premises, confiscation of union property, beatings, violence, harassment, long-term imprisonment, and murder.
18. Deplores the ongoing and complete denial of basic trade union rights to transport workers in countries including Qatar and the United Arab Emirates.
19. Congratulates ITF affiliates in these countries for their courageous defence of trade union rights in the face of repression, and recalls that these rights would not exist were it not for the historic fighters of our trade union movement.

20. Calls upon the ITF to:

- Ensure that the defence of trade union rights in the transport sector and beyond, including the right to strike, is added to its 2014-2018 work programme;
- Work in concert with its affiliates, the International Trade Union Confederation, the other Global Union Federations and relevant non-governmental organisations, to fight for, maintain and promote universal guaranteed trade union rights, ensuring that the strategic role of transport workers is understood to be an integral part of international trade union rights work;
- Demand international policy coherence on trade union rights through their meaningful recognition and application by, among others, states, employers, the World Bank Group, the International Monetary Fund, regional development banks, the World Trade Organization and partners to international free trade agreements; and
- Commit to providing timely solidarity and strong support for unions undergoing conflict and for unions whose fundamental rights are challenged, or are not respected, or are targeted via negative public campaigns led by employers, governments, their agencies and allies.

RESOLUTION 2 RESPECT AND PRACTICAL ADHERENCE TO BASIC UNION AND DEMOCRATIC RIGHTS BY THE SWAZI GOVERNMENT, INCLUDING THE RIGHT TO A HEALTHY AND SAFE WORK ENVIRONMENT

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that the establishment of an absolute monarchy in Swaziland has imposed on its people one of the most dictatorial and anti-democratic forms of government anywhere in the world. It is a form of government that denies its citizens the most basic democratic rights and protections, including the right to assemble and to elect representatives to government. Recently-held parliamentary elections failed to meet international standards and were subsequently snubbed by the electorate.
2. Notes that the Swaziland Government has been found responsible on numerous occasions of having violated fundamental workers' rights and international labour standards.
3. Notes that legitimate union protests have been met by police harassment, beatings and arrests, including the imprisonment of the STAWU legal officer Basil Thwala in July 2012, who was only released after an ITF mission held in February 2014.
4. Notes that the government has further denied workers the right of association by deregistering the national union centre, the Trade Union Congress of Swaziland (TUCOSWA).
5. Notes that the adult HIV/AIDS prevalence rate in Swaziland of 26 per cent in 2011, is at the highest level in the world, and that the citizens most affected are workers, and in particular road transport workers including bus operators and truck drivers.
6. Notes that the human and trade union rights violations in Swaziland have been reported by a number of international bodies, including the ITF, ILO, ITUC, SADC, AU, EU, UN, Amnesty International, and the Commonwealth.

7. Notes that the ITF has passed a number of resolutions calling on the Swazi authorities to desist from their violations of labour rights. These resolutions have been passed at conferences including: the ITF Africa Road Transport Section Conference held in Durban, South Africa, 24-25 July 2012, the ITF Road Transport Workers' Section Conference in Toronto, Canada, 12-13 November 2012, and the ITF Africa Regional Conference in Addis Ababa, Ethiopia, 22-17 September 2013.
8. Congratulates the ITF for the high level mission sent to Swaziland in February 2014, which resulted in the eventual release of Basil Thwala.
9. This Congress calls on the Swaziland Government to:
 - End the harassment of union members engaged in legitimate trade union activities;
 - Allow workers to enjoy full freedom of association, including the right to organise collectively, bargain and freely elect union leaders. Further, the government should respect all the ratified ILO conventions;
 - Fully recognise the Trade Union Congress of Swaziland and cease government interference in the formation and running of the trade union national centre, which should be granted the full practical enjoyment of its rights in accordance with ILO standards; and
 - Allow democratic institutions such as independent political parties to operate freely and to conduct free democratic elections.
10. This Congress calls on the ITF to:
 - Engage with regional and international human rights organisations and/or any other relevant bodies, including the ILO, SADC, AU, EU and the UN, for the purpose of holding the Swaziland Government accountable for its vehement denial to grant its citizens their inviolable, fundamental democratic rights;
 - Raise the issue of the dire safety, health and environmental conditions in the workplace with relevant international and regional environmental and safety bodies;

- Raise the issue of safety, health and environmental standards with institutions like the World Bank, African Development Bank etc, where compliance should be used as a condition for receiving loans; and
- Consider the development of practical, do-able programmes, to improve awareness on this matters among transport workers and employers in Swaziland, with the sole idea to limit workplace-related deaths of transport workers.

RESOLUTION 3 FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND INTER-COMPANY UNIONS IN CHILE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

Notes that:

1. Chile does not comply with International Labour Organization (ILO) Conventions 87 and 98 on freedom of association and collective bargaining, even though it ratified them on 1 February 1989. This is not only because of the precarious working conditions suffered by many workers, including transport workers, but also because, in practice, the country's legislation virtually prevents collective bargaining by inter-company unions, and instead encourages the creation of small unions that are often not so strong as bigger unions.
2. In addition, companies are allowed to extend benefits negotiated by unions to all their employees, whether they are union members or not, and in this way, give an unfair incentive to workers not to join a union, as they enjoy the gains made by union members without participating or paying union dues. Moreover, this scenario encourages management to place unreasonable pressure on their workers, actively encourage workers not to join unions and impose sanctions on workers who join unions.
3. The right to strike is violated by a series of perverse and restrictive criteria and procedures, as well as by legal provisions that allow employers to take various measures – for example, to replace workers who exercise their right to strike. The law allows employers to refuse to recognise and negotiate with inter-company unions and to negotiate with non-representative groups of workers.
4. No less worrying is that this weakening of trade unions allows employers to eliminate historic benefits and gains made by workers, which are not protected by the Labour Code.
5. The fragmentation of the unions, because of the prohibition, in practice, of collective bargaining by inter-company unions, the absence of effective and clear sanctions against employers who impede freedom of association, the restrictions on the right to strike, including the replacement of workers, and indiscriminate attacks on historic gains, caused by a Labour Code promulgated during a non-democratic period, violates ILO principles and stops workers creating strong and representative trade unions able to contribute to development and social justice in the country.
6. The trade union movement submitted a COMPLAINT to the ILO on 22 April 2013 and drafted a proposal for a parliamentary motion that outlines the need for fair labour legislation, that encourages unionisation and the creation of large and representative trade unions, especially inter-company unions, and that requires employers to undertake collective bargaining in accordance with the universal principles of the ILO.
7. Therefore declares that:
 - We oppose any act of discrimination by the Chilean state, irrespective of the government in power, against workers who want to negotiate collectively through their union;
 - We consider that the government and the legislature have discriminated against the right of inter-company unions to represent workers for collective bargaining purposes, as article 334 bis of the Labour Code grants employers the right to refuse to negotiate with trade unions that represent their employees, when it should require the company to conduct collective bargaining in good faith;
 - We denounce the absence of the right to strike in Chile and the use and abuse by companies of inconsistencies and procedures in the Labour Code that intentionally violate ILO principles in practice;
 - We regret that no Chilean government has advocated the elimination of these judicial abuses and called for amendment of the Labour Code so as to guarantee unrestricted respect for freedom of association and collective bargaining;

- We call on the national and international trade union movement to join forces to ask the government to organise discussion forums that can democratically decide on amendments to the Labour Code in order to protect workers, including the immediate repeal of article 334 bis A of the code, and recognition of the National Coordinating Committee for Inter-Company Unions; and
- We ask Congress to give its total support to Chilean trade unions, especially inter-company unions, in their fight to achieve genuine justice and respect for workers' rights and ask affiliates to express their support in the form of letters to the President of Chile.

RESOLUTION 4 SOLIDARITY WITH TRANSPORT WORKERS IN THE BOLIVARIAN REPUBLIC OF VENEZUELA

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

Considering:

1. That the sovereignty and independence of nations is a universal principle, and that each country must seek ways to fight the economic, political and social scourge represented by attempts to implement savage neoliberalism, which puts profits before the historic rights of citizens, which encourages speculative investments rather than production and sustainable development and which generates unemployment in order to force changes to labour laws and rob workers of historic rights won despite threats of mass dismissals.
 2. That the Bolivarian Republic of Venezuela, under the leadership of President, Supreme Commander Hugo Rafael Chávez Frías, established a clear economic agenda that included public participation in decision-making in all aspects of government, including in public and social investment; strengthened health services; completely eradicated illiteracy, as shown by UNDP data; reduced infant mortality; promoted unrestricted respect for democracy, including the Constitutional Referendum for all elected posts; promulgated the women's protection law and a requirement for the 50 percent participation of women in public office; and promulgated the Organic Labour Law, which, among other things, prohibits and punishes outsourcing, makes collective-bargaining compulsory and grants job security to stop employers carrying out unfair dismissals in order to impose their neoliberal agendas.
 3. That the President of the Republic, Nicolás Maduro Moros is a worker president, a metro bus conductor and member of one of the sectors organised by the ITF, who has taken practical action to demonstrate his government's commitment to maintaining and developing the democratisation of the government and the defence of socialism in the 21st-century, as implemented by Supreme Commander Hugo Rafael Chávez Frías, and which
- has resulted in attacks from right-wing groups that break the laws and constitutional order (coup d'état and assassination).
4. That during the pseudo-peaceful demonstrations organised by groups from within the country and abroad, there were physical attacks against defenceless workers who were simply doing their job of keeping the public transport system operational, safe and efficient. There were also attacks and vandalism against public transport vehicles (setting alight), with the aim of causing a social crisis out of nothing.
 5. That such attacks resulted in injuries to 35 colleagues and the depredation and destruction of various transport vehicles, including railway carriages and urban transport vehicles that workers have recovered so they can continue to serve citizens.
 6. That the Venezuelan trade union movement understands the need to unite forces and unite all workers and that, with the help of the ITF, it has formed the Bolivarian Federation of Transport Workers, which is in the process of organising the merger of transport unions in each sector of the industry, and in this way, unifying all brothers and sisters at the national level who are together fighting to improve living conditions, defend democratic institutions, guarantee work as a social process and defend the country.
- We agree to:
7. Recognise the inalienable right of peoples to determine in a sovereign way their institutions and to democratically elect their government, without interference from other governments.
 8. Repudiate the neoliberal agenda that has resulted in unemployment for dozens of millions of brothers and sisters in Europe, Asia, Africa and the Americas and condemn the elimination of historic rights that workers have won through heroic struggles.
 9. Reject attacks against transport workers in any country.

10. Call on all trade unions of transport workers to unify their activities at the national level and to try and unify their structures or at least create federations and confederations that will help their struggle for better living conditions and job security for their members.
11. Congratulate Venezuelan trade unions and call on them to recruit the Bolivarian Republic of Venezuela's hundreds of thousands of transport workers.
12. Recognise the ITF's commitment at regional and world levels to promote unity in defence of its affiliates and the continuous struggle against unemployment and precarious work.

RESOLUTION 5 SOLIDARITY WITH CUBAN PEOPLE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledging the important resolution passed at the 42nd Congress in Mexico City, in particular its welcoming of the commitment Cuba has shown to international solidarity and its belief that the ITF must play its part in promoting cooperation and engagement with Cuba and in seeking an end to the embargo of Cuba, which is identified by the United Nations as illegal.
2. Welcomes the symbolic gesture where the president of Cuba, Raul Castro, shook the hand of the president of the USA, Barack Obama, at the recent funeral of Nelson Mandela.
3. Recognises the sovereignty of the Cuban people and their right to determine their own destiny free from outside interference.
4. Noting particularly the historic ITF delegation led by ITF president Paddy Crumlin and general secretary David Cockroft, together with Bob Crow from the RMT and Antonio Fritz from the ITF regional office, which met with the Executive Board of the SNTTP and its subsequent delegation to the ITF Executive Board.
5. Observing the positive links established by ITF affiliates with Cuban workers, including Latin American civil aviation unions, railway workers, dockers and others, and the active implementation of the Mexico City resolution.
6. Noting that one of the impediments to a long-term reconciliation is the continued imprisonment in the US of the remaining three members of the Cuban Five.
7. Calls all affiliates to continue this work at affiliate and secretariat level to ensure that the Mexico City resolution is fully realised.

RESOLUTION 6 CONDEMNATION OF VULTURE FUNDS' ACTIONS TO UNDERMINE ARGENTINA'S ECONOMY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Considering that the US Supreme Court's 16 June 2014 decision has rejected Argentina's appeal in its case against vulture funds that bought up devalued debt at rock-bottom prices from the original creditors and are pursuing repayment at full value through legal means, in such a way that even a tiny success rate can bring them considerable gains on their small initial 'investments'.
2. Mindful of the fact that one of these vulture funds, NML Capital, a subsidiary of Elliott Management Corporation, is the largest shareholder (22 percent) of the passenger transport multinational National Express, whose US division, Durham School Services, is an anti-union firm.
3. Taking into account that NML Capital purchased Argentine bonds at a value close to US\$50 million in 2008, and the US courts decision would allow it to cash more than US\$800 million, securing a 1,600 percent yield in only six years.
4. Recalling that Elliott Management Corporation and its CEO and founder, Paul Singer, has already been condemned by the ITF for the seizure of the Argentine school-ship frigate ARA Libertad in Ghana in 2012.
5. Recalling also that earlier court rulings in favour of vulture funds had already elicited strong criticism from many governments, GUFs and even the IMF.
6. Noting with concern that by upholding the interests of a small minority of rogue speculators, the US courts have endangered the orderly repayment of Argentina's debt to over 90 percent of its creditors, who voluntarily accepted a substantial write-off of their debt following the country's sovereign default over a decade ago.
7. Recognising the importance of not allowing vulture funds to paralyse the debt-restructuring efforts of developing countries or to deny states the right to protect their people under international law.

8. Convinced of the need to prevent a serious threat, not only to Argentina and its workers but to all countries in the world and their capacity to stimulate their economies and create jobs.
9. Condemns the ruthless profit strategy of vulture funds that are aimed at undermining Argentina's economy, with a primary direct effect on the country's workforce.
10. Condemns the US Supreme Court's 16 June 2014 decision rejecting Argentina's appeal in the case against vulture funds
11. Joins the international call on relevant regulatory bodies to reject the court's decision and begin work to create a fair, independent and transparent arbitration mechanism for sovereign debt that would help the development of national economies, thus improving employment levels.

RESOLUTION 7 WORLD PEACE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recognises that the current crisis of capitalism has brought a deep period of instability to the world.
2. Believes that the growing rivalries between imperialist powers have intensified as a result of the crisis and that this has led to those powers seeking to expand the territories under their economic and financial dominance through wars of aggression.
3. Notes that the wars on Libya and Mali were undertaken against the wishes of the people of those countries, in direct contradiction to the interests of the membership of ITF affiliates, and in the interests of a particular class.
4. Further notes the continued aggression shown towards Syria, and calls for an end to imperialist aggression of all kinds.
5. Rejects aggressive military alliances such as NATO and calls for a world of peace, based on mutual respect, and free cooperation amongst sovereign nations.

RESOLUTION 8 PALESTINE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Is horrified by the continuing conflict in Gaza, which has resulted in 1,962 deaths, mainly of civilians.
2. Commits its support to the ITUC Call to Action on Gaza, which states that:

The overwhelming majority of the dead and injured in Gaza are civilians, trapped with absolutely nowhere to run. In recent days, civilian and UN infrastructure, including homes, schools, hospitals and the territory's only power plant, have been destroyed, which will have grave ramifications for the Palestinian population now and long after this latest military operation ceases. There is nothing that can justify these excessive and indiscriminate attacks.

Workers and their families are joining the gathering voices around the world, which are calling for an immediate negotiated ceasefire and an end to the blockade imprisoning 1.9 million people. We also call on the international community to provide urgently needed humanitarian aid to Gaza, including food, water, medical aid and generators. However the only way for there to be a lasting peace and mutual understanding between the people of Israel and Palestine is for the occupation of the Palestinian territories to end.

We therefore call on all governments to help broker an immediate negotiated ceasefire. The attacks on civilians are against international law and we support the call of the UN for accountability and justice. Therefore, we call for an immediate ban on all transfer of weapons, directly or indirectly. But it can't end there. The international community, not just the US and Egypt, must take immediate action to force the parties to the table and conclude a negotiated settlement that ends the occupation and that instils in both sides confidence in security and respect.

3. Congratulates the ITF and its affiliates for their rapid response in providing medical and humanitarian supplies to Gaza, and calls on all affiliates to support the ITF-Gaza fund.

4. Endorses the ITUC Berlin Congress statement, May 2014, Building Workers' Power: Peace and Democracy, which states:

We denounce the occupation of Palestine by Israel, and will mobilise for a just and sustainable peace between Israel and Palestine, in accordance with the legitimacy of international law, and in particular Resolutions 242 and 338 of the UN Security Council.

We call for:

- An end to the construction of illegal Israeli settlements and removal of existing settlements, Israel's withdrawal from all Palestinian lands, in line with the 4th of June 1967 borders and the dismantling of the illegal separation wall.
 - These demands will support equity, justice, and the achievement of a comprehensive peace, confirming the right of the Palestinian people to self-determination and the establishment of a free and independent Palestinian state with east Jerusalem as its capital.
5. Commits itself to fully endorse the ITUC Congress resolution with an active international trade union campaign.

RESOLUTION 9 ITF POSITION ON THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that the International Transport Workers Federation (ITF) represents 700 national trade unions from 150 countries, and defends the interests of more than 4.7 million members all over the globe.
2. In response to the negotiating mandate given to the parties (EU and USA) to negotiate a Transatlantic Trade and Investment Partnership (TTIP), with the aim of further liberalising trade between the EU and US, the ITF adopts the following position.
3. The ITF takes note of reports on the potential benefits of an agreement of this magnitude, including enhanced diversity, an improved global regulatory framework, investment flows and growth that could help improve the situation for workers in the aftermath of the financial crisis, and for regaining the momentum of stalled multilateral talks. However, the ITF notes that even the most ambitious projections released by the European Commission about job creation and growth are modest. Moreover, the ITF notes that the EU and US are already relatively open towards each other in terms of investment and trade, as reflected in existing low tariffs. The ITF also advocates fair trade and sustainable globalisation and calls for negotiators to mitigate negative consequences should the TTIP reduce trade within the EU internal market with southern Member States or with other EU trading partners from the African, Caribbean and Pacific Group of States (ACP) or least developed countries (LDC).
4. The ITF demands that the following two conditions are fulfilled before the negotiations proceed. Firstly, the investor-state dispute settlement mechanism (ISDS) must be excluded from the negotiations, given that both the EU and US have mature legal systems. Companies should not be given so much power over national law and politics. The countries themselves must be able to take political decisions without being afraid of multi-national companies taking the state to court. Secondly, the ITF calls for the agreement to include legally binding recognition of ILO core labour standards and minimum EU standards on social and labour rights to avoid social dumping. To this end, EU negotiators should demand that their US counterparts ratify all ILO core labour standards. European and national laws and regulations containing provisions on social security, collective bargaining, working time, employment conditions, public health, information and consultation rights and other protections should not be considered as non-tariff barriers to trade and must not be challenged by the TTIP.
5. The ITF calls on the European Commission and their US counterpart to conduct transparent negotiations that include timely and comprehensive consultation of the European social partners for transport, so that they may assess the likely impacts of the TTIP in their sectors.
6. The ITF calls for the transport sector to be recognised as a crucial sector that ensures industrial growth and as such must have a special position in the TTIP negotiations.
7. The ITF approaches claims made by the European Commission about job gains with caution, in particular as regards the quality of jobs to be created, and holds that market opening offers should not be made until a rigorous sustainability impact assessment, including social and environmental criteria, has been undertaken in consultation with the social partners.
8. The ITF opposes further liberalisation of provisions concerning the supply of services through the presence of natural persons ('Mode 4') as it would risk promoting exploitative labour relations for migrants and put pressure on local wages and working conditions. The ITF demands that the negotiations shall not challenge the Community acquis in labour and social laws. The right of all persons to equality before the law and protection against discrimination constitutes a universal right. Provisions to prevent abuses of workers' rights, such as unequal treatment of cross border workers, many of them women, need to be pursued in consultation with trade unions.

9. The ITF considers that the TTIP must incorporate strong environmental provisions.
10. The ITF maintains that the agreement should not oblige the opening or liberalisation of public procurement. Public authorities should be able to use social and environmental criteria when purchasing goods or services to ensure the use of public money in support of sustainable, local, social and economic development, particularly taking into account ILO Convention 94 concerning labour clauses in public contracts. Such a policy should by no means be considered a barrier to trade.
11. The ITF takes a strategic long-term view of the TTIP and calls for negotiators to ensure it is the 'gold standard' agreement to influence future bilateral agreements.

RESOLUTION 10

AN INTERNATIONAL CAMPAIGN AGAINST THE ANTI-UNION GULF STATES, ESPECIALLY IN THE AVIATION SECTOR

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Noting the sizeable and global expansion of anti-union airlines based in the Arabian Gulf – including Qatar Airways, Emirates and Etihad. These airlines are backed by considerable sovereign wealth, and they employ over 70,000 workers who have no union.
2. Noting that other airlines from across the Arab World do recognise and negotiate with ITF affiliates.
3. Noting that unionised airlines both in the region and globally are experiencing an unfair financial competitive disadvantage and loss of routes to the Gulf airlines, which impacts on the jobs and union membership of ITF civil aviation affiliates.
4. Further noting the ITF Women's Conference decision to address the particular abuses carried out by Qatar Airways, which amounted to the systematic control of women's lives and attacks on women's fundamental human and civil rights.
5. This Congress:
 - Calls upon the ITF Civil Aviation Section to start an international campaign against the anti-union Gulf States, especially in the aviation sector, aimed at ensuring respect for the right to organise;
 - Condemns the practices of Qatar Airways, where human, gender and trade union rights violations have been uncovered and publicised;
 - Applauds the action by ITF women for the International Women's Day 8 March 2014 campaign, which included a strong message of support, solidarity and sisterhood to the women transport workers at Qatar Airways; and
 - Calls on the ITF to launch an extensive campaign on Qatar Airways, to include petitioning and campaigning, both online and offline, working closely with the ITUC

Rerun the Vote campaign, which calls on FIFA to move the 2022 World Cup unless Qatar reforms its abusive track record in labour rights.

RESOLUTION 11 **PROMOTION OF ITF'S** **'OUR PUBLIC TRANSPORT'** **CAMPAIGN**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes with grave concern the continued attacks on public transport workers and their trade union organisations through further privatisation, deregulation and liberalisation.
2. Welcomes those affiliates of the ITF who have been fighting back through strike actions, mass mobilisations or political lobbying.
3. Further notes the urgency of developing an ITF transport policy as an alternative to the neoliberal offensive, which puts profit before people and discards the promotion of public transport systems.
4. Recognises that public investment in public transport infrastructure and network expansion creates good quality green jobs and for every US\$1B invested contributes US\$4B to the wider economy.
5. Notes the employment benefits of new public transport infrastructure projects, including:
 - Construction jobs during the building phase of new infrastructure, and manufacturing jobs relating to the supply of new trains, trams, ferries and buses; and
 - Long-term jobs in public transport operations and maintenance.
6. Noting that public transport is on average 2.5 times more energy efficient than private cars and only 10 percent of urban transport energy consumption is linked to public transport, believes that encouraging modal shift from private cars to public transport has huge beneficial effects environmentally, eg reduced carbon gas emissions, reduced dependency on fossil fuels, less atmospheric pollution etc.
7. Agrees that public accountability and control of our public transport is best served through municipal and national public ownership rather than the neoliberal model of competition and private ownership for profit.

8. Emphasises the need to build stronger unions through organising campaigns and education for members to meet these challenges.
9. Calls upon the ITF and its affiliates, which represent public transport workers, to develop a comprehensive programme under the proposed Our Public Transport campaign, which will incorporate the following four criteria:
 - Campaigns against further privatisation, deregulation and liberalisation of public transport systems, for the remunicipalisation and renationalisation of public transport systems which already have been privatised;
 - Development of an alternative public transport policy against the neoliberal agenda, which includes promotion of the environmental and economic benefits of investment in public transport and services;
 - Projects to organise unorganised workers; and
 - Projects to organise passengers in defence of public transit.

RESOLUTION 12 **VIOLENCE AGAINST WOMEN**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. States that UN research points to one in three women experiencing violence in their lifetime, and that this tendency runs through daily life through every society on our planet.
2. Recalls that one of the principle aims of the ITF Constitution is 'to assist affiliated organisations to defend and promote internationally the economic, social, occupational, educational and cultural interests of their members, including equal opportunities for all.'
3. Acknowledges that the ITF, prompted by the Women Transport Workers' Committee, has been marking 25th November, UN International Day for the Elimination of Violence against Women, since the decision to do so at its Vancouver Congress in 2002.
4. Congratulates the Women's Committee on its pioneering work in this field, including its education initiatives and the publishing of its action guide on violence against women.
5. Notes that many ITF unions, including the ATM in Mexico, Unifor in Canada, FTTUB in Bulgaria and MUA in Australia, have launched initiatives and conducted campaigns to: raise awareness, encourage reporting of crimes, support survivors of crime including workplace violence and domestic abuse, achieve collective bargaining and employer policy improvements, work with community groups, and increase pressure for improved legislation.
6. Observes, however, that ITF affiliates have been reporting an increase in the level of violence that women transport workers are experiencing in the workplace and at home.
7. Places special emphasis on the problem of impunity for 'femicide', or female homicide, in Mexico, which was raised at the ITF Mexico City Congress in 2010 and which has resulted in thousands of women's deaths going uninvestigated and unpunished.

8. Calls on the ITF to:

- Campaign for an international instrument at the level of the ILO that covers workplace violence;
- Support its affiliates in Mexico by launching a campaign of pressure directed at the federal government, with the aim of ending impunity for the violent abuse of women;
- Encourage ITF affiliates to launch or participate in workplace surveys to measure the impact of workplace and domestic violence in the workplace; and
- Encourage affiliates to negotiate bargaining language on violence against women to be inserted into collective agreements.

RESOLUTION 13 **YOUNG WORKERS' ACTIVITIES**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledges the young transport workers of today as the present and future leaders of the labour movement.
2. Acknowledges the progress which has been made in increasing the participation of young transport workers in the work of the ITF, originally initiated at the 2006 Durban Congress.
3. Acknowledges that the industrial sections have managed to increase young transport workers' activities.
4. Acknowledges the increasing level of young transport workers' activities in most of the ITF's regions.
5. Acknowledges the successes of organising the Young Transport Workers' Conference, the two young transport workers' summer schools and the other young transport worker programmes.
6. Acknowledges that young transport workers' committees in many unions and other organisations in several countries have been successfully formed and recognised.

This Congress also:

7. Notes the increasing importance of young activists and the need to train them to take on and hold heavier responsibilities.
8. Notes that the various sections and regions have significantly different issues and needs.
9. Notes that having proper young transport workers' structures set up in the individual sections and regions would be important and beneficial in addressing these specific concerns.
10. Notes that there is much potential for future young transport worker programmes to be embarked upon, but there are limited resources to do so.

This Congress further:

11. Calls on the ITF to promote all affiliates to create youth structures within their union in order to increase young transport workers' activities.

12. Acknowledges that having full time coordination in the secretariat will greatly benefit the call to have greater emphasis on young transport workers' matters.

13. Calls on ITF affiliates at ITF Congress to support the secretariat in ensuring that there is a young transport workers' coordinator to strictly focus on and continue developing the young transport workers' work programme, in order to have more ownership and commitment towards the success of today's and tomorrow's union leaders. Admin support should be provided on a needs basis. Primary tasks include, yet are not exclusive to:

- Contributing to the young transport workers' programme in the ITF's industrial sections, departments and regions, both by supporting the work that is already in motion and by promoting the work in areas where there is room for growth and improvement;
- Liaising with ITF affiliates, supporting young transport workers' organising activities and focusing on organising young transport workers in all affiliated unions in a more structured manner;
- Liaising between the ITF secretariat, Executive Board, Young Transport Workers' Committee and affiliates;
- Continuing to map membership statistics in terms of young transport worker members and grow the global Young Transport Workers' Network;
- Support the secretariat in creating the 'young transport workers' advisory group', which is designed to continue to engage a number of committee members who have left their committee position behind in the young transport workers' programme;
- Ensuring the implementation of a young transport workers' event at each regional conference and on the global level during the inter-Congress period;
- Furthering the young transport workers' 'global engagement programme', which aims to make the work of the ITF more relevant

to young transport workers and integrate young transport workers issues into the priority work programme of the ITF;

- Supporting young transport workers' involvement in measurable organising and campaigning projects, initially through priority projects such as global delivery (SCALOP team), ports of convenience (Dockers Section), LATAM (Civil Aviation Section), quality of public services (Road Transport Section), and expanding into other industrial work, including the women transport workers' work programme;
 - Ensuring the crucial link between the work taking place through ITF headquarters with the regional priority programme and supporting young transport workers' involvement regionally;
 - Developing close cooperation with other Global Union Federations (GUFs), and their respective young workers' programmes, initially where cooperation in general already exists (for example UNI, IndustriALL, IUF, PSI) and later expanding into other programmes;
 - Developing and promoting a proactive scheme of internships for young transport workers to further support the work programme; and
 - Developing methodology to raise external funding for such young transport workers' empowerment work in order to protect the ITF's resources.
14. Calls on the ITF Executive Board and Management Committee to urgently determine the means by which this resolution can be practically implemented and financially sustained, and to receive regular updates from the secretariat on progress at each Executive Board.

RESOLUTION 14 **ATTACKS ON FUNDAMENTAL RIGHTS OF GREEK SEAFARERS**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recalling Article III of the Maritime Labour Convention (MLC) 2006, on Fundamental Rights and Principles, which states that 'Each member shall satisfy itself that the provisions of its law and regulations respect, inter alia, in the context of this Convention, the fundamental rights to freedom of association and the effective recognition of the right to collective bargaining.'
2. Noting that the above-mentioned Convention has entered into force for Greece on 04 January 2014.
3. Recalling further the Declaration concerning the aims and purposes of the International Labour Organization (ILO) adopted at Philadelphia on 10 May 1944, Article I of which states, 'the fundamental principles on which the Organization is based and in particular that freedom of expression and of association are essential to sustained progress' and furthermore that the effective recognition of the right of collective bargaining constitutes a basic objective of the ILO.
4. Being aware that the Greek government, in implementing the requirements of the MLC at national level, issued on 05 July 2013 – through a ministerial decision – a regulation, Article 6 of which provides that 'in case there is not in existence an applicable maritime collective bargaining agreement which is in force, the terms and conditions of a seafarer's employment are agreed freely by the contracting parties and are incorporated in the written employment contract.'
5. Being also aware that, in an attempt to attack the inalienable and constitutionally protected right to strike of Greek seafarers, the Greek government produced draft legislation, which provides that whenever strike actions are called, there shall be a minimum service for the islands concerned.

6. Mindful that Greek seafarers have had imposed upon them the undemocratic and antisocial measure of civil mobilisation four times in the history of the Greek seafaring movement.
7. Conscious that both the above actions of the Greek government constitute a flagrant violation of ILO fundamental rights and principles and, in addition, a direct attack on Greek seafarers' trade union rights.
8. Condemns and denounces Greek government actions, which run contrary to national and international provisions.
9. Asks the ITF secretariat to:
 - Convey this motion to the ILO director-general, with a request to take effective and expeditious steps with the Greek government on the matters raised therein; and
 - Formally protest to the Greek government and in particular the minister of shipping and the Aegean, drawing his attention to Greece's international obligations.

RESOLUTION 15 **SHIPBOARD WORKLOAD, FATIGUE AND MANNING**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recognising that impaired performance as a result of excessive workload and fatigue caused by under-manning of ships and long periods of service are a widespread problem within the maritime sector, which results in accidents endangering the lives of seafarers, the safety of shipping and the protection of the marine environment.
2. Further recognising that shipboard manning levels are often set at unrealistically low numbers by national governments to attract ship owners to their registry to gain a competitive advantage.
3. Noting that the International Maritime Organization (IMO) has recently addressed the problem of under-manned ships by adopting IMO Resolution A. 1047(27) Principles of Minimum Safe Manning, which came into force on 1 January 2014, and which takes into consideration the actual operating conditions existing aboard a particular ship to ensure it is sufficiently, effectively and efficiently manned to provide safety and security of the ship, safe navigation and operations at sea, safe operations in port, prevention of human injury or loss of life, the avoidance of damage to the marine environment and to property; and to ensure the welfare and health of seafarers through the avoidance of fatigue.
4. Noting further that the IMO in a companion move amended the SOLAS Convention, Chapter V, Regulation V/14 to require that national governments shall establish manning levels following a transparent procedure that takes into account the Principles of Minimum Safe Manning in IMO Resolution A. 1047(27).
5. Concerned that not all ship owners and national governments are fully aware of, and will actively implement, the new provisions for establishing appropriate manning levels, which take into account actual operating conditions existing aboard ships, in a transparent procedure capable of being monitored.

6. Calls upon:

- The ITF secretariat to make all affiliates representing seafarers fully aware of the new international requirements for determining manning levels;
- The ITF secretariat to initiate a campaign to ensure that ship owners and flag state administrations responsible for establishing manning levels adhere to the new international requirements in an open and transparent process; and
- The ITF secretariat and all affiliates representing seafarers to insist that that national regulatory authorities fully implement the new provisions regarding the establishment of shipboard manning levels and that documentation be carried on board indicating in a transparent manner the operating conditions or limitations and that shorter periods of service are taken into account in establishing the minimum safe manning levels.

RESOLUTION 16 **FAIR TREATMENT OF SEAFARERS**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Being aware that the continuing problem of seafarers being denied the fundamental human right of shore leave as well as basic due process protection during the investigation of maritime accidents is having an impact on the recruitment and retention of seafarers.
2. Recognising that the lack of fair treatment of seafarers will affect the future quality of the maritime workforce that international trade depends upon and threatens the future safety of shipping and the environment.
3. Noting that many of the most experienced seafarers are declining assignments to ships trading into certain port states because of their hostile environment toward seafarers.
4. Concerned that seafarers are in a uniquely vulnerable situation. By the nature of their employment they may interface with the legal systems of multiple national states in the course of a single voyage. In the event of an incident, a seafarer can be faced with interrogation and possible criminal charges under unfamiliar or unknown laws or procedures in a foreign country. In some states, even incidents that do not involve criminal intent or even any fault on the part of the seafarer can lead to criminal prosecution.
5. Aware that, in high profile incidents involving pollution, the motivation for the state to prosecute can be to satisfy the political needs of the administration in a blame culture that needs to identify and punish a scapegoat. In other instances, the motivation for prosecution can be to divert attention from the responsibility of the state itself for its role in the incident. The result can be a seafarer prosecuted in a political show trial where justice is not the primary objective. Such actions blacken the reputation of the entire maritime industry to serve political motives rather than impartial justice.

6. Noting that when the full power and resources of the state are directed against an individual seafarer in what can be a politically charged environment in a foreign country, there is a compelling need to ensure that fundamental human rights to due process are respected.
7. Recalling that it has been eight years since the Legal Committee of the International Maritime Organization (IMO) at its 91st session adopted the resolution defining the principles of Fair Treatment of Seafarers in April of 2006 and agreed to keep the guidelines under review.
8. It is clear that the adoption and implementation of the guidelines regarding the Fair Treatment of Seafarers by member states of the IMO is less than satisfactory. Keeping the guidelines under review implies that action can be taken to address continuing unsatisfactory conditions.
9. Therefore, be it resolved, that the ITF secretariat shall take all necessary actions to reconvene the Joint IMO/ILO ad hoc Expert Working Group on Fair Treatment of Seafarers, not only to review the principles of Fair Treatment in the event of a maritime accident, but to expand its scope to include rights to shore leave and shore-based facilities, and to focus on ways to achieve mandatory application of the guidelines by requiring member states to adopt and implement the principles pertaining to the Fair Treatment of Seafarers as a matter of their national policy.

RESOLUTION 17 EMPLOYMENT SCAMS

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes with concern the continuing problems caused by fraudulent crewing agencies offering non-existent jobs to seafarers.
2. Recalls that such scams often prey upon the most vulnerable, by making tempting promises of work on cruise ships or other vessels, usually offering a job involving travel and then requesting money for visa or work permit applications.
3. Urges the ITF to work with other international stakeholders and engage in a 'name and shame' campaign to expose such practices and to do its utmost to ensure that those behind such operations are brought to justice.
4. Calls upon the ITF to work to ensure that seafarers are made aware of the problems and the precautions that should be taken to prevent themselves from being ripped off by criminals preying upon the unsuspecting.

RESOLUTION 18 EUROPEAN SHIPPING

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recalling the European Transport Workers' Federation (ETF) 2009 Congress (Ponta Delgada) Resolution No. 8 entitled A Charter for EU Seafarers.
2. Noting with deep concern that European bona fide first register shipping as a whole continues to decline, whilst European/EU owned and controlled tonnage under flags of convenience (FOCs) is steadily increasing.
3. Mindful that flag of convenience shipping represents a form of capital which is not subject to social and democratic control and that, furthermore, European owners using the FOC device, deprive seafarers of jobs in the European region, resulting, in some countries, in high unemployment rates.
4. Commends the work done by the ETF Maritime Transport Section and its Steering Committee in their efforts – despite the extremely difficult and negative climate – to effectively face the challenges posed, particularly with regard to the European Union, as a result of laissez-faire policies introduced by the European Commission in response to shipowners' demands.
5. Is of the firm belief that there is an urgent need for the re-orientation of European and EU shipping to a new direction which – as a minimum – would ensure, amongst other provisions, the following:
 - More and better jobs at sea for European seafarers, officers and ratings;
 - Redefinition of 'Community seafarer' in the context of the State Aid Guidelines, so that they serve the purpose for which they have been introduced, including the non-granting of such state aid to flag of convenience tonnage, controlled by EU shipowners;
 - Improve training, recruitment, job prospects and retention of European seafarers, officers and ratings, thus ultimately preserving European know-how and maritime skills;

- Achieve safer and quality employment conditions on vessels trading in European waters, including maximum hours of work and minimum hours of rest;
- Revival of the Manning Directive, so as to create the legislative framework for the implementation of the ITF Common Policy on European Ferry Services, the so called 'Athens Policy', aiming at achieving a level playing field in the intra-community ferry sector;
- Reinforce national collective bargaining mechanisms and oppose any attempt whatsoever aimed at deconstructing such mechanisms as provided in ILO core instruments;
- Determine transparent and mandatory adequate manning scales, which can effectively combat fatigue and stress of seafarers and ultimately protect safety of life at sea;
- Promote the concept of Fair Transport amongst shipowners and/or the EU legislators; and
- Transposition of both the IMO/ILO Guidelines on the Fair Treatment of Seafarers in the Event of a Maritime Accident and the IMO Code for the Investigation of Marine Casualties and Incidents into EU law.

Calls upon:

6. European governments and European institutions, as well policy makers concerned, to firmly engage with European seafarers in the promotion, as soon as possible, of the above-mentioned minimum set of proposals for a sustainable maritime industry in Europe.
7. The ITF secretariat to provide its expertise and ITF seafarer affiliates to express their support for and solidarity with their European colleagues for the achievement of the above aims.

RESOLUTION 19 **CRISIS IN MERCHANT MARINE** **WITH PARTICULAR REFERENCE** **TO PAKISTAN**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes with concern:

- That the ITF has successfully campaigned against FOC registers for over six decades, yet the world's FOC tonnage continues to increase while the tonnage registered under national flags decreases, and that Pakistan's national flag today comprises of nine ships only as compared to 71 ships in 1970;
- The loss of employment for seafarers on vessels of their national flag, forcing them to seek work on FOC-registered ships;
- The present financial crisis, which makes it impossible for developing countries, particularly Pakistan, to make any further investments towards procuring any more ships and strengthening its national fleet;
- That the huge flight of capital from the developing/developed countries is a major cause of the country's own financial problems/poverty;
- The Shipping Protocol between Pakistan and India;
- The lack of adequate accommodation for cadets; and
- The criminalisation of seafarers.

2. Highly appreciates the ITF for extending support and assistance to distressed seafarers worldwide.

3. Resolves to:

- Exert pressure on governments to avoid the flight of capital through their nationals' trend towards investing in FOC registers, and to bring their ships back to the national flag, with the aim of increasing job opportunities for seafarers, particularly in developing countries such as Pakistan;
- Press upon the government of Pakistan the need to further reduce the indiscriminate training scheme for officers and ratings;

- Encourage the governments of India and Pakistan to fully implement the Shipping Protocol dated 14 December 2006, to promote the role of ports and shipping in regional cooperation in South Asian transportation;
- Ensure reasonable cadets' accommodation space is made compulsory on all new merchant ships and press for an exemption from tonnage calculations for all ships, including new buildings, to prevent a skills shortage;
- Make all attempts to phase out substandard ships; and
- Adopt ways and means to reduce the abuse and criminalisation of seafarers, as well as to address endemic fatigue in the sector.

RESOLUTION 20

CHILEAN INTERNATIONAL REGISTRY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that Chilean seafarers' unions affiliated to the ITF and present at the ITF Americas Regional Conference in 2013 denounced the plans of the Chilean government in conjunction with the National Shipowners' Association to establish a Chilean International Registry (RICH).
2. Reiterates its support for Chilean maritime unions as follows:
 - We oppose any initiative that has not been subject to consultation with the seafarers' organisations that will be directly affected by this measure;
 - We believe that the government initiative would destroy sources of work for thousands of workers in the National Merchant Navy;
 - We are aware that the introduction of the RICH in Chile would encourage vessels from the national registry to switch to this new registry, while we, the trade unions, would lose our collective bargaining agreements and years of union struggle;
 - We note that the measure would allow for the employment of cheaper foreign seafarers instead of Chileans, especially as the pay of Chilean seafarers is about 34 percent higher than the TCC or IBF rates of the ITF, thereby encouraging social dumping amongst workers;
 - We regret the fact that we have had to learn about the introduction of this measure from unofficial sources and that, in the working groups, the government has not given consideration to the unions of the seafarers affected; and
 - We recognise that a measure of this nature could be assessed by the trade unions and that we definitely support any proposal subject to proper public scrutiny that is directed at combining growth and development, provided that consideration is given to the participation of seafarers in working groups and that it includes social clauses for the development of the Merchant Navy that are also beneficial to the workers.

3. We therefore ask Congress to lend its full support to Chilean seafarers' organisations, in the defence of their interests, and to express its rejection of such measures via the ITF secretariat and/or regional offices, through letters addressed to the government and the National Shipowners' Association.

RESOLUTION 21

INLAND NAVIGATION LABOUR ILO INSTRUMENTS

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledging the fact that inland navigation is one of the green industry sectors and the cheapest transport sector (the cost for its fuel is two to five times less than that for railway transport and 40 to 60 times less than that for motor transport), which could, through its development, increase the number of quality jobs, especially within densely populated territories alongside the great rivers in developing countries.
2. Recalling Resolution 41, ITF 42nd Congress, Mexico City, 2010, which asked the ITF to take measures for establishing inland navigation international minimum labour standards.
3. Calls on the ITF to supply the ILO with arguments in favour of adoption by the ILO of a comprehensive Convention on inland navigation labour, accompanied by a more detailed Recommendation.

RESOLUTION 22 FISHING INDUSTRY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

- Notes that:
 - Fishery resources account for an important part of food protein production. It is worth recalling that the global output of the fishing catch was 16.8 million tonnes in 1950 and its output peaked at 86.4 million tonnes in 1996. In 2010 the global recorded fishing catch was 77.4 million tonnes;
 - The European Union is the third biggest global power in fishing, behind China and Peru. In 2013 Europe imported more than 70 percent of the fishery produce that it consumed;
 - The marine fishing catch is still subject to illegal, unregulated and unreported (IUU) fishing. Only the catch is taken into account, yet Council Regulation (EC) No. 1005/2008 of 29 September 2008 defining IUU fishing does not establish any social requirements;
 - Growing market demand and difficulties in implementing effective surveillance and control measures are factors that act as incentives to the outlaws of IUU fishing; and
 - On 24 March 2014, the EU Council unveiled a set of measures addressing trade in fishing products with Belize, Cambodia and Guinea, proven practitioners of IUU fishing. It will no longer be permitted for the catch made by vessels flying the flag of any of these three countries to be imported into the EU, while EU vessels will not be allowed to fish in the waters of those countries.
- Notes further that it is both inadequate and tragic to 'protect' marine waters through purely environmental policies while allowing vessels flying a substandard flag to continue to ply their trade and to achieve legal market penetration with products resulting from human exploitation.
- Moves that in their claims and negotiations, all transport unions must adopt a new approach based on models put forward in the context of corporate social responsibility.

- Moves that training on the understanding and implementation of this model for activists should be promoted and should include the new challenges that are arising alongside continuing globalisation and transport deregulation.
- Further moves that, in order to perfect their image as respected negotiating partners, in the long term unions must also learn to work with the voluntary groups that revolve around transport activities: users/customers, environmental groups, and research and development teams.
- The ITF Fisheries Committee further notes with deep concern that fishers working in the fishing industry worldwide are suffering intolerable exploitation and/or human rights abuses on a large scale. This is also a major contributory factor to IUU fishing.
- Denounces the actions of many fishing companies and governments worldwide, who are turning a blind eye to such unacceptable practices in the fishing industry.
- Notes further that the issue of combating exploitation and abuse, together with raising working conditions to a decent level, should be the primary trade union approach.
- Observes further that the majority of fishers are not represented by a bona fide trade union.
- Proposes that the ITF maintains its Catcher to Counter campaign as an industrial tool to be used in organising fishers in target areas.
- Calls upon the ITF to allocate appropriate resources, including progressing the debate about flags of convenience in fishing and conducting a seminar, or a series of seminars, which would also include continuing the ongoing work to develop the role of the ITF Inspectorate in this industry. This debate must also include a review of the system of support and assistance that fishers may access as part of the ITF family.

RESOLUTION 23 NEOLIBERAL RAIL POLICIES

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

- Notes that neoliberal policies of fragmentation, liberalisation and privatisation that first became popular at end of the 1980s still remain a driving trend in the rail industry, despite the fact that the economic crisis that swept across the globe in 2008 has begun to raise questions about neoliberalism's validity as the dominant ideological paradigm for global capitalism.
- Recognises that the 23-day strike in December 2013 by the ITF-affiliated Korean Railway Workers' Union (KRWU) and the international solidarity actions organised in support of it by the ITF and unions around the world were not only a struggle against the Korean government's attempts at rail fragmentation and privatisation, but also a declaration that the world's railway workers will no longer back down in the face of neoliberal rail policies.
- Further recognises that, like the Korean government, governments and inter-government organisations including the European Commission are pursuing neoliberal rail reforms, but that unions are fighting back.
- Stresses that governments and rail industry employers around the world are using operational deficits that are inevitable in maintaining public rail services as pretexts for implementing structural reforms that threaten workers' employment and conditions.
- Emphasises that sharing information about industry trends, including the problems caused by neoliberal fragmentation, liberalisation and privatisation, as well as organising solidarity actions targeting key employers and governments, can strengthen national and international campaigns against neoliberal rail policies, and help to unite these campaigns into a global movement.
- Calls on the ITF secretariat and ITF affiliates to significantly strengthen the communication and solidarity among unions around the world who are fighting against neoliberal rail policies by:

- Establishing a system for regular communication between rail unions who have been, or are currently engaged in, fights against neoliberal policies;
- Strengthening information sharing and exchange of strategies between affiliates, particularly in cases where the experiences of unions who have fought neoliberal policies in the past can be important resources to unions facing similar campaigns in the present;
- Committing to joint solidarity actions against key governments and employers; and
- Creating a system for mobilising and carrying out such actions.

RESOLUTION 24 TRANSPORT AND MOBILITY IN MEXICO CITY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that the mobility problem cannot be separated from the chaotic growth that has occurred in the major cities of the world, to which Mexico City is no exception. Deemed to be the second most congested city in the world, Mexico City struggles with traffic difficulties that affect economic activity, reduce global competitiveness, and steal hours of life from millions of Mexicans, thereby reducing their quality of life.
2. As Mexico City expands (in 2010, more than eight million people lived in the Federal District according to the Mexican National Institute of Statistics and Geography – INEGI), the needs for mobility, highway administration, transport and quality of life increase. The accelerated growth of the urban infrastructure of Mexico City has even seen a growth in emissions of polluting greenhouse gases, 76 percent of which originate from transport. Thus, transport has a very considerable impact on the sustainable development context through global environmental pressures and through its associated social effects.
3. Transport and the ability of people to move around constitute basic necessities, meaning that Mexicans depend on efficient transport and mobility systems to take them from their homes to their workplaces. In Mexico City, according to data from the Federal District Office for Transport and Highway Management (SETRAVI), the number of metropolitan journeys amounts to 4.2 million per day, while the total length of the traffic network in the Federal District exceeds 10 thousand kilometres – figures that testify to the terrible wear and tear that this infrastructure suffers and to the importance of the issue of mobility in Mexico City.
4. Another factor is the number of cars in circulation, which is growing every day (by 496 cars per day in 2013), meaning that distances travelled require more time (four to six hours of difficult travel), as well as generating greater physical and emotional exhaustion.
5. For Mexico City, the issue of mobility is important for as long as there are plans for modern, flexible transport. With the Sustainable Transport Award bestowed on Mexico City in 2013, the issue has generated enormous interest with regard to public policies designed to raise awareness and to generate a new culture of mobility. If sustainable mobility means a system allowing people and goods to be carried at a lower economic, social and environmental cost than is currently the case, by reducing the use of private vehicles as a means of transport and of oil as an energy source, this indicates that we are seeking to change human behaviour so as to safeguard the quality of life of this and future generations.
6. The importance of transport in Mexico City is now undeniable, meaning that it is one of the sectors that must undergo urgent change, as we know that 30 per cent of journeys made in Mexico City are made in private cars, the form of transport that has caused damage and congestion in cities, leading to the phenomenon of generated traffic. On the other hand, there is a need to promote investment in public transport and non-motorised mobility so as to ensure that they attract journeys no longer made in private cars.
7. Currently, the city provides mobility through the following public transport systems: Metro, light railway, suburban trains, trolleybuses, Metrobus, Mexibus, Eco Buses, microbuses, minibuses and taxis, among others. Alongside these, we also have the recent use of bicycles, which is now another alternative helping to reduce car use as well as to bring down emissions of atmospheric pollutants. However, these services have various problems resulting in low-quality, poorly-planned public transport.
8. This is why the essential requirement in Mexico City revolves around promoting and developing sustainable public transport, namely transport that is technically viable, that adequately meets the travel needs of the population, that generates smooth, fast and uncomplicated flows of people, that does not increase pollution readings, that has an institutional support structure, and that is financially viable to build and maintain over time. Yet the most important element relates to human beings.

9. To this end, the Mexican Tramway Workers' Alliance is promoting the development of electric transport with the tramways, light railways and trolleybus networks, as these are the means of transport that are convenient, safe, efficient and non-polluting; they also tackle problems of administration, maintenance, accessibility, coverage, scheduling and security. It is a means of transport for future mobility.
10. This is why we are asking for the support of the ITF in order to encourage the use of such transport in our city. Priority is being given to a mobility model that minimises social and environmental costs and maximises the overall benefits for society, meaning that electric public transport (trolleybuses, light railway and/or hybrid buses) constitutes a future option that is a genuine alternative to the serious growth in private transport and the anarchy of franchised public transport (microbuses, minibuses and taxis), which is aggravating environmental pollution and is now even costing human lives. We therefore ask you send support through a missive to Dr Miguel Ángel Mancera Espinosa, federal district head of government (gobiernodf@df.gob.mx), so as to highlight the benefits of increasing the number of electric vehicles, and thereby continuing to help the environment, in line with the aims of the ITF at a global level.
11. We are aware that achieving a higher quality of life in Mexico City will ultimately resolve the problems of poor transport planning. We stress the need for adequate urban mobility meeting future needs, together with a vision for the city to be designed so as to become a friendly and inclusive place whose priority is transport sustainable for all, just as the major cities of the world are changing mobility in transport.

RESOLUTION 25 UNFAIR DISMISSAL BY JAPAN AIRLINES

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledges that 84 cabin attendants and 81 pilots were dismissed by Japan Airlines (JAL), while the company went through a corporate rehabilitation program under the bankruptcy protection law, and among the dismissed 165 workers, 71 cabin attendants and 70 pilots filed separate lawsuits demanding the nullification of their dismissal, firstly in the Tokyo District Court and then in an appeals court. Congress also notes that the Tokyo High Court upheld the decisions of the Tokyo District Court and ruled that the dismissal of the 165 workers was valid on 3 June (for the cabin crew case) and 5 June 2014 (for the pilots case).
2. Notes that the Tokyo High Court did not mention the ILO recommendations issued in June 2012 and in October 2013 in its ruling on the cabin crew case at all, and that in the ruling on the pilots case, the court stated that 'the ILO recommendations do not require the government institutions of Japan take any concrete measures, nor do they mention those who have played a central role in union activities should not be dismissed.'
3. Further notes that the then CEO of JAL testified in court that the dismissal was not necessary from a corporate management perspective. In addition, the court judged that the dismissal was valid on the grounds that the company's rehabilitation program referred to the necessity of job cuts – without the testimony of the dismissed that the company's job reduction targets had already been met before the workers were dismissed being examined to prove its appropriateness.
4. Observes with great concern that if, in general, the court does not thoroughly examine evidence in relation to job cuts born in the process of restructuring under the bankruptcy law, and thereby fails to make findings of facts, then the basic rights of workers could be infringed and undermined.
5. Notes that the court ruled that the criteria of 'age' and 'sickness records' used by JAL to select those to be dismissed were reasonable.
6. Is further concerned that those dismissed include the incumbent presidents and many activists of the unions concerned, which has weakened the unions.
7. Notes that Japan Airlines Cabin Crew Union (CCU) made a complaint to the ILO Committee on Freedom of Association, with support from organisations such as the ITF and the IFALPA, and that the committee made recommendations to the Japanese government 'to instruct the company to negotiate with the unions concerned for the reinstatement of the dismissed workers.'
8. Observes that the negotiations between JAL and the concerned unions have not taken place in effect for the reinstatement of those dismissed, while the company has recruited 1820 cabin attendants since the unfair dismissal and has now started recruiting aspiring pilots who have no flying experience.
9. This Congress urges the Japanese government to implement the ILO recommendations and calls on ITF affiliates to support the dismissed workers by JAL in their struggle to win the swift reinstatement of all.

RESOLUTION 26 AVIATION SAFETY AND SECURITY AFTER MH17

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Knowing that transport workers worldwide are deeply shocked by the tragic crash of Malaysia Airlines Flight 17 (MH17) on 17 July 2014, which was a scheduled flight from Amsterdam to Kuala Lumpur.
2. Considering that our sisters and brothers were amongst the 298 innocent people who were killed, our members across the globe have been immediately affected by this act of terror. Our thoughts are with all those touched by these terrible events.
3. Further considering that, whoever was responsible for the downing of Flight MH17, it was clearly an act of terrorism and should be investigated properly and the issue should be decided scientifically. Flight crash investigators should be provided with the necessary means and conditions to determine what caused the crash from traces left on the debris.
4. Knowing that, although the shooting down of a Ukrainian military plane before the tragic crash of MH17 had already highlighted the dangers of flying over the conflict zone, there were no compulsory avoidance measures for this dangerous flight route. A number of other airlines have opted to voluntarily avoid the area since the conflict started, but some others have not, mindful that airlines diverting traffic would have meant spending more on fuel, and thereby cutting their profits.
5. Considering that, thanks to ongoing liberalisation, deregulation and the cut-throat competition that has been created in the international aviation industry, cost-cutting has been relentless over the last two decades. Under these harsh market conditions, immense commercial pressures have pushed some airlines to take risks – ie to put the lives of aviation workers and passengers on the line – in order to protect their profits and competitiveness.

6. Calls on ICAO to design proper procedures in order to avoid major and long-term armed conflicts and warzones that could endanger the security and safety assessment of flight routes, so that they will not be left to the decision of individual airlines. In the current state of the globalised world, ICAO Council should be allowed to make decisions ensuring the security and safety of aviation workers and passengers alike.
7. Calls for new levels of co-operation between governments, industry and aviation unions. It is imperative that those who experience the day-to-day realities of operating air transport, and those whose lives are put at risk, have their voices properly heard.

RESOLUTION 27 MALAYSIA AIRLINES

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Considering that less than five months after the unsolved disappearance of Malaysia Airlines flight MH370, the airline has again been thrown into turmoil by the tragic crash of MH17 in eastern Ukraine.
2. Knowing that this is a time for reflection and a time for solidarity, members of the ITF affiliated unions, whether crews in the air or ground staff, feel a very personal and direct empathy for the horrors of this crash that killed 298 innocent people, including 15 crew members.
3. Considering that Malaysia Airlines' future is now in doubt, which should not be the case. Once again, aviation workers are suffering very personally the economic consequences of an external shock. Aviation workers are expected to foot the bill directly with their jobs and conditions.
4. Further considering that Malaysia's international trade links depend on aviation, and its people and substantial parts of the country's economy rely on air services. If the government wants to avoid deeper economic consequences it needs to protect its national airline, which forms the backbone of the country's aviation industry.
5. Calls for positive measures from the Malaysian government acting in the public interest, as it should not allow the industry to become a further casualty of an act of terror. As the global family of aviation unions, we expect the government to commit to actively engage in supporting its civil aviation industry.
6. Calls on the Malaysian government – and all governments around the world – to agree that air travel can no longer be regarded simply as a commercial business. The costs of security and the vulnerability of the sector to political events must mean that air travel is given special treatment.
7. Calls on the government and our Malaysian affiliate the MASEU to work together to find appropriate and effective local solutions to protect the jobs and working conditions of the mourning Malaysia Airlines workforce.

PROGRESSION OF MOTIONS SUBMITTED TO THE ITF'S 43RD CONGRESS

Motion number	Title	Discussed by	Outcome	Resolution number	Notes
1	Human and trade union rights	Plenary	Adopted as presented	1	
2	Respect and Practical Adherence to Basic Union and Democratic Rights by the Swazi Government, including the Right to a Healthy and Safe Work Environment	Plenary	Adopted as presented	2	
3	Freedom of Association, Collective Bargaining and Inter-Company Unions in Chile	Plenary	Adopted as presented	3	
4	Attacks on Fundamental Rights of Greek Seafarers	Seafarers' Section Conference	Adopted as presented	14	
5	Solidarity with Transport Workers in the Bolivarian Republic of Venezuela	Plenary	Adopted as presented	4	
6	Solidarity with the Cuban People	Plenary	Adopted as amended	5	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
7	Support for Palestine	Plenary	Withdrawn	n/a	
8	Middle East	Plenary	Withdrawn	n/a	
9	World Peace	Plenary	Adopted as amended	7	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
10	An International Campaign against the Anti-Union Gulf States, especially in the Aviation Sector	Plenary	Adopted as presented	10	
11	Violence against Women	Plenary	Adopted as presented	12	
12	Young Workers' Activities	Plenary	Adopted as amended	13	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
13	ITF Executive Board Meetings Open to All Affiliates	Plenary	Withdrawn	n/a	
14	Mexico City Policy: National Flags; Mutual Respect and Solidarity	Joint Seafarers' and Dockers' Conference	Withdrawn	n/a	
15	The Role of Labour-Supplying Unions in the Negotiation Process for Vessels in the Worldwide Trade	Joint Seafarers' and Dockers' Conference	Referred to Fair Practices Committee	n/a	

Motion number	Title	Discussed by	Outcome	Resolution number	Notes
16	On the Need to Review ITF Policy for Flag of Convenience Vessels	Joint Seafarers' and Dockers' Conference	Referred to Fair Practices Committee	n/a	
17	Pensions for Seafarers Working on FOC Vessels	Joint Seafarers' and Dockers' Conference	Mover not present therefore motion fell	n/a	
18	Chilean International Registry	Joint Seafarers' and Dockers' Conference	Adopted as presented	20	
19	Seafarers' Welfare	Seafarers' Section Conference	Mover not present therefore motion fell	n/a	
20	Shipboard Workload, Fatigue and Manning	Seafarers' Section Conference	Adopted as amended	15	Refer to report of the Seafarers' Section Conference (43SConfReport)
21	Fair Treatment of Seafarers	Seafarers' Section Conference	Adopted as amended	16	Refer to report of the Seafarers' Section Conference (43SConfReport)
22	Employment Scams	Seafarers' Section Conference	Adopted as presented	17	
23	European Shipping	Seafarers' Section Conference	Adopted as presented	18	
24	Crisis in Merchant Marine with Particular Reference to Pakistan	Seafarers' Section Conference	Adopted as presented	19	
25	Inland Navigation Labour ILO Instruments	Inland Navigation Section Conference	Adopted as presented	21	
26	Fishing Industry	Fisheries Section Conference	Adopted as amended	22	Refer to 2nd report of the Resolutions Committee (43RComReport2)
27	Neoliberal Rail Policies	Railways Section Conference	Adopted as presented	23	
28	Promotion of ITF's 'Our Public Transport' Campaign	Plenary	Adopted as presented	11	
29	Transport and Mobility in Mexico City	Urban Transport Section Conference	Adopted as presented	24	
Emergency motion 1	Unfair Dismissal by Japan Airlines	Civil Aviation Section Conference	Adopted as presented	25	Refer to 1st report of the Resolutions Committee (43RComReport)
Emergency motion 2	Aviation Safety and Security after MH17	Civil Aviation Section Conference	Adopted as presented	26	Refer to 1st report of the Resolutions Committee (43RComReport)

Motion number	Title	Discussed by	Outcome	Resolution number	Notes
Emergency motion 3	Malaysia Airlines	Civil Aviation Section Conference	Adopted as presented	27	Refer to 1st report of the Resolutions Committee (43cRComReport)
Emergency motion 4	ITF Position on the Transatlantic Trade and Investment Partnership (TTIP)	Plenary	Adopted as presented	9	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
Emergency motion 5	Condemnation of Vulture Funds' Actions to Undermine Argentina's Economy	Plenary	Adopted as presented	6	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
Resolutions Committee	Palestine	Plenary	Adopted as presented	8	Refer to 2nd report of the Resolutions Committee (43cRComReport2)
A	Reflecting Current Practice to Bring the Language of the Constitution Up to Date	Plenary	Adopted as presented	n/a	
B	Strengthening the Executive Board and Management Committee	Plenary	Adopted as presented	n/a	
C	Vice-Presidents	Plenary	Adopted as presented	n/a	
D	ETF	Plenary	Adopted as presented	n/a	
E	To Support Work to Improve Membership Processes	Plenary	Adopted as presented	n/a	
F	Increasing Women's Representation at Congress	Plenary	Adopted as amended	n/a	Refer to Amendments to Motions document (43cMotionsAmendments)

REPORT OF THE CREDENTIALS COMMITTEE

1. The Credentials Committee met on 11 August 2014. Members are:

Africa/Arab World
Lucien Razafindraibe
(SYGMMA, Madagascar)

Asia/Pacific
CA Rajasridhar (AIRF, India)
Mary Liew (SMOU, Singapore)

Europe
Agis Tselentis (PNO, Greece)
Flemming Smidt (3F, Denmark)
Jaine Peacock (UNITE, Great Britain)
Torben Seebold (VERDI, Germany)

Latin America/Caribbean
Ann Anderson (CCWU, Guyana)

North America
Ingo Esders (ILA, USA)
Leslie Dias (UNIFOR, Canada)

Observers
Simon Weller,
Membership Vetting Group
Diana Holland,
Women Transport Workers' Committee
Travis Harrison,
Young Transport Workers' Committee

2. The Committee elected Agis Tselentis of PNO, Greece as its chair and *agreed* that the chair should also act as the Committee's rapporteur.

3. The Committee accepted the recommendations of the Executive Board and *agreed* to:

- Recommend to Congress that the credentials of all affiliated unions that had paid affiliation fees to the end of 2014, or had payment plans agreed by the Membership Vetting Group (MVG) to settle outstanding affiliation fees, should be approved; and to

- Recommend that Congress mandate the Credentials Committee to implement the decisions of the Membership Vetting Group.

4. The Committee noted that, for the first time, a live process was in place, enabling data to be updated after the Committee meeting. The most recent available data would be annexed to the report.

5. The Committee then examined the credentials of those delegates who had registered by 10:00 on Monday 11 August 2014 and found that the credentials of 304 organisations were compliant with Rule XVII, paragraph (4) of the ITF Constitution and could be approved immediately; and the credentials of 19 organisations with Membership Vetting Group approved payment plans could also be approved immediately.

6. The credentials of 20 organisations found to be non-compliant with Rule XVII, paragraph (4) would be registered to attend with observer status. The Committee empowered the chair and the Membership Vetting Group to alter the status of any of these organisations that completed affiliation fee payments during the Congress.

7. The Committee further empowered the chair and the Membership Vetting Group to examine and determine the credentials of any delegations that arrived after 10:00 on Monday 11 August and to act on the Committee's behalf.

8. The Committee noted that three affiliated organisations, which submitted their proxy nominee at least four weeks before the beginning of Congress, were compliant with Rule XVII, paragraph (4) and would be represented at Congress by proxy (See table 1 below).

Table 1.

Union:	Union nominated to hold proxy:
1. Medium and Small Union Group for Transport Workers, Japan	National Federation of Dockworkers' Unions of Japan (ZENKOKU-KOWAN), Japan
2. National Federation of Automobile Transport Workers' Unions (ZENJIKO-ROREN), Japan	General Federation of Private Railway & Bus Workers' Unions (SHITETSU-SOREN), Japan
3. Sindicato de Capiteas e Oficiais da Marinha Mercante (SINCOMAR), Portugal	Sindicato dos Engenheiros da Marinha Mercante (SEMM), Portugal

9. The Committee noted two affiliated unions, which submitted their proxy nominee at least four weeks before the beginning of Congress, but were not compliant with Rule XVII, paragraph (4), so would not be represented at Congress by proxy (See table 2 below).
10. The Committee also noted that 10 affiliated organisations, which submitted their proxy nominee within the last four weeks, would be represented at Congress by proxy (See table 3 below).
11. A delegate list based on the Committee's recommendations and the chair's subsequent action is to be distributed. It shows the presence of 594 delegates and 610 advisers from 378 unions (13 of which are organisations represented by proxy) in 112 countries. The total voting strength is 4,114.
12. The Committee noted that 93 female delegates and 155 female advisers had so far registered. Committee members were pleased to note that only eight unions were not compliant with the recommendation in Rule IV, paragraph (5) of the ITF Constitution, that each delegation comprising more than three persons shall aim to include at least one woman delegate.
13. The Committee acknowledged the Executive Board Motion (F) to increase women's representation at Congress, together with amendment no. 6 to increase women's representation not only at Congress but also in the ITF's structures and those of its member unions.
14. The Committee also noted that 77 young delegates and 162 young advisers, at the age of 35 or under, had so far registered. Committee members were pleased to note that only 29 unions were not compliant with the recommendation in Rule IV, paragraph (5) of the ITF Constitution, that each delegation comprising more than five persons shall aim to include at least one young worker.

Table 2.

Union:	Union nominated to hold proxy:
1. Greek Federation of Loaders and Unloaders, Greece	Pan-Hellenic Seamen's Federation (PNO), Greece
2. Sindicato da Mestranga e Marinhagem de Camaras da Marinha Mercante, Portugal	Sindicato da Mestranga e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ), Portugal

Table 3.

Union:	Union nominated to hold proxy:
1. Aviation Workers' Union of Russia, Russia	Communication Workers' Union of Russia, Russia
2. Trade Union of Railwaymen and Transport Construction Workers of Kirgizia, Kyrgyzstan	Trade Union of Railwaymen and Transport Construction Workers of Russia, Russia
3. Aviation Radar, Radionavigation and Communication Workers' Union of Russia, Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia, Russia
4. Motor Transport & Road Workers' Union of Russia, Russia	Trade Union of Railwaymen and Transport Construction Workers of Russia, Russia
5. Independent Trade Union of Marine Transport of Azerbaijan Republic, Azerbaijan	Seafarers' Union of Russia, Russia
6. Seafarers and Maritime Workers' Union of Western Russia, Russia	Seafarers' Union of Russia, Russia
7. Federal Union of Air Traffic Controllers of Russia, Russia	Seafarers' Union of Russia, Russia
8. Iranian Merchant Mariners Syndicate, Iran	Federazione Italiana Trasporti (FIT-CISL), Italy
9. Federazione Italiana Sindacati Addetti Servizi Commerciali Affini Turismo (FISASCATI), Italy*	Federazione Italiana Trasporti (FIT-CISL), Italy
10. UILTRASPORTI, Italy	Federazione Italiana Trasporti (FIT-CISL), Italy

*Delegate attending part of Congress, handing proxy to FIT-CISL for any votes that take place after delegate leaves

15. Lists of affiliates who were found to be non-compliant with either gender or youth parity are attached.
16. The Committee noted that one nomination for the election of the general secretary had been received from affiliates, in compliance with Rule XVII, paragraph (4).
17. The Committee *agreed* that nominations for positions within the ITF's structures would only be accepted on the basis of the nominee's union being in compliance with Rule XVII, paragraph (4), or having a Membership Vetting Group approved payment plan in place.
18. The Committee also *agreed* that movers and seconders of motions would only be accepted from attendees with delegate status and therefore whose affiliated organisation was in compliance with Rule XVII, paragraph (4) or had a Membership Vetting Group approved payment plan in place.

Agis Tselentis,
chair

FIRST REPORT OF THE RESOLUTIONS COMMITTEE

1. The Resolutions Committee met on 11 August 2014. Members are:

Africa/Arab World

George Turkieh (LCCA, Lebanon)
Tabudi Abner Ramakgolo (SATAWU, South Africa)

Asia/Pacific

George Abraham (AEIG, India)
Mich-Elle Myers (MUA, Australia)
Jose Raul Lamug (AMOSUP, Philippines)

Europe

Mark Dickinson (NI, Great Britain) (chair)
Brigitta Paas (FNV, Netherlands)
Katrien Verwimp (ACV-Transcom, Belgium)
Jan Villadsen (3F, Denmark)
Fátima Aguado Queipo (FSC-CC.OO, Spain)
Katarina Mindum (RTUC, Croatia)

Latin America/Caribbean

Ivan de la Guardia (UCOC, Panama)

North America

Owen Herrnstadt (IAM, USA)
Travis Harrison (UNIFOR, Canada)

2. The Committee elected Mark Dickinson of Great Britain as its chair and *agreed* that the chair should also act as the Committee's rapporteur.

3. The Committee noted that the Executive Board had considered a report of the informal Resolutions Working Group and had provided recommendations to the Resolutions Committee.

4. The Committee also noted that the Executive Board had agreed upon a deadline of 5pm on Monday 11 August 2014 for the submission of emergency motions.

5. The Committee noted that Motion 14: Mexico City Policy: National Flags, Mutual Respect and Solidarity had been withdrawn by the movers. As the motion had been withdrawn the amendment to this motion would not be discussed.

6. The Committee also noted the following editorial error in amendment 4 to Motion 15 in the Amendments to Motions document (43cMotionsAmendments):

i. Amend paragraph 6 by deleting the text which is struck through and adding the text which is underlined, as follows:

Table 1.

Motion	Title	Amendments
1	Human and Trade Union Rights	None
2	Respect and Practical Adherence to Basic Union and Democratic Rights by the Swazi Government including the Right to a Healthy and Safe Working Environment	None
3	Freedom of Association, Collective Bargaining and Inter-Company Unions in Chile	None
5	Solidarity with Transport Workers in the Bolivarian Republic of Venezuela	None
6	Solidarity with the Cuban people	None
10	An International Campaign Against the Anti-Union Gulf States especially in the Aviation Sector	None
11	Violence against Women	None
12	Young Workers' Activities	None
13	ITF Executive Board Meetings Open to All Affiliates	None
28	Promotion of ITF's 'Our Public Transport' campaign	None
A	Reflecting Current Practice to Bring the Language of the Constitution up to Date	None
B	Strengthening the Executive Board and Management Committee	None
C	Vice Presidents	None
D	ETF	None
E	To Support Work to Improve Membership Processes	None
F	Increasing Women's Representation at Congress	Amendment 6

Therefore, urges the ITF Seafarers' Section to implement the standards as set out in the Guidelines adopted by FPC-SG on November 2011 on the Mexico City Policy Implementation, that will allow beneficial ownership affiliated unions and affiliated unions from all labour supplying countries to claim an active role in the negotiation process for FOC vessels, and where possible, bilateral relationships should be cultivated between national flag unions and labour supply unions, comparable bilateral relationships for National Flag merchant vessels in the worldwide trade, so that labour supply seafarers will continue to have adequate protection and social benefits at the workplace, and additionally, at the place of domicile which is reasonably and justly in the best interest of the seafarers.

7. The Committee *agreed* to refer the motions in Table 1 to the ITF's 43rd Congress plenary.
8. The Committee noted that the movers of Motions 7, 8, and 9 were in discussion about the content of the motions, and *agreed* to consider the referral of these motions at the next meeting of the Committee.
9. The Committee *agreed* to refer the motions in Table 2 to the Joint Seafarers' and Dockers' Conference.
10. The Committee *agreed* to refer the motions in Table 3 to the Seafarers' Section Conference.
11. The Committee *agreed* to refer the motion in Table 4 to the Inland Navigation Section Conference.
12. The Committee *agreed* to refer the motion in Table 5 to the Fisheries Section Conference.
13. The Committee *agreed* to refer the motion in Table 6 to the Railway Workers' Section Conference.
14. The Committee *agreed* to refer the motion in Table 7 to the Urban Transport Committee.
15. The Committee noted that a number of emergency motions had already been received. It was *agreed* that the motions listed in Table 8 (attached as **Annex 1**) met the criteria of being of a truly urgent nature and should be referred to the Civil Aviation Section Conference.

Table 2.

Motion	Title	Amendments
15	The Role of Labour-Supplying Unions in the Negotiation Process for Vessels in the Worldwide Trade	Amendment 4 Amendment 5
16	On the Need to Review ITF Policy for Flag of Convenience Vessels	None
17	Pensions for Seafarers Working on FOC Vessels	None
18	Chilean International Registry	None

Table 3.

Motion	Title	Amendments
4	Attacks on Fundamental Rights of Greek Seafarers	None
19	Seafarers' Welfare	None
20	Shipboard Workload, Fatigue and Manning	None
21	Fair Treatment of Seafarers	None
22	Employment Scams	None
23	European Shipping	None
24	Crisis in Merchant Marine with Particular Reference to Pakistan	None

Table 4.

Motion	Title	Amendments
25	Inland Navigation Labour ILO Instruments	None

Table 5.

Motion	Title	Amendments
26	Fishing Industry	None

Table 6.

Motion	Title	Amendments
27	Neoliberal Rail Policies	None

Table 7.

Motion	Title	Amendments
29	Transport and Mobility in Mexico City	None

Table 8.

Motion	Title
Emergency 1	Unfair dismissal by Japan Airlines
Emergency 2	Aviation safety and security after MH17
Emergency 3	Malaysia Airlines

16. The Committee discussed three other emergency motions on sectional issues. It was *agreed* that these did not meet the criteria of being of a truly urgent nature and would therefore not be discussed.
17. The Committee *agreed* to arrange a further meeting following the deadline for the receipt of emergency

motions, at which other emergency motions would be discussed. A further report would be presented to Congress following this meeting. The Committee mandated the chair to deal with any emergency motions submitted for discussion at section conferences that took place before the next meeting of the Committee.

ANNEX 1

EMERGENCY MOTION 1 UNFAIR DISMISSAL BY JAPAN AIRLINES

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledges that 84 cabin attendants and 81 pilots were dismissed by Japan Airlines (JAL), while the company went through a corporate rehabilitation program under the bankruptcy protection law, and among the dismissed 165 workers, 71 cabin attendants and 70 pilots filed separate lawsuits demanding the nullification of their dismissal, firstly in the Tokyo District Court and then in an appeals court. Congress also notes that the Tokyo High Court upheld the decisions of the Tokyo District Court and ruled that the dismissal of the 165 workers was valid on 3 June (for the cabin crew case) and 5 June 2014 (for the pilots case).
2. Notes that the Tokyo High Court did not mention the ILO recommendations issued in June 2012 and in October 2013 in its ruling on the cabin crew case at all, and that in the ruling on the pilots case, the court stated that ‘the ILO recommendations do not require the government institutions of Japan take any concrete measures, nor do they mention those who have played a central role in union activities should not be dismissed.’
3. Further notes that the then CEO of JAL testified in court that the dismissal was not necessary from a corporate management perspective. In addition, the court judged that the dismissal was valid on the grounds that the company’s rehabilitation program referred to the necessity of job cuts – without the testimony of the dismissed that the company’s job reduction targets had already been met before the workers were dismissed being examined to prove its appropriateness.
4. Observes with great concern that if, in general, the court does not thoroughly examine evidence in relation to job cuts born in the process of restructuring under the bankruptcy law, and thereby fails to make findings of facts, then the basic rights of workers could be infringed and undermined.

5. Notes that the court ruled that the criteria of ‘age’ and ‘sickness records’ used by JAL to select those to be dismissed were reasonable.
6. Is further concerned that those dismissed include the incumbent presidents and many activists of the unions concerned, which has weakened the unions.
7. Notes that Japan Airlines Cabin Crew Union (CCU) made a complaint to the ILO Committee on Freedom of Association, with support from organisations such as the ITF and the IFALPA, and that the committee made recommendations to the Japanese government ‘to instruct the company to negotiate with the unions concerned for the reinstatement of the dismissed workers.’
8. Observes that the negotiations between JAL and the concerned unions have not taken place in effect for the reinstatement of those dismissed, while the company has recruited 1820 cabin attendants since the unfair dismissal and has now started recruiting aspiring pilots who have no flying experience.
9. This Congress urges the Japanese government to implement the ILO recommendations and calls on ITF affiliates to support the dismissed workers by JAL in their struggle to win the swift reinstatement of all.

Submitted by:

Japan Airlines Cabin Crew Union (CCU)

EMERGENCY MOTION 2 AVIATION SAFETY AND SECURITY AFTER MH17

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Knowing that transport workers worldwide are deeply shocked by the tragic crash of Malaysia Airlines Flight 17 (MH17) on 17 July 2014, which was a scheduled flight from Amsterdam to Kuala Lumpur.
2. Considering that our sisters and brothers were amongst the 298 innocent people who were killed, our members across the globe have been immediately affected by this act of terror. Our thoughts are with all those touched by these terrible events.
3. Further considering that whoever was responsible for the downing of Flight MH17, it was clearly an act of terrorism and should be investigated properly and the issue should be decided scientifically. Flight crash investigators should be provided with the necessary means and conditions to determine what caused the crash from traces left on the debris.
4. Knowing that, although the shooting down of a Ukrainian military plane before the tragic crash of MH17 had already highlighted the dangers of flying over the conflict zone, there were no compulsory avoidance measures for this dangerous flight route. A number of other airlines have opted to voluntarily avoid the area since the conflict started, but some others have not, mindful that airlines diverting traffic would have meant spending more on fuel, and thereby cutting their profits.
5. Considering that thanks to ongoing liberalisation, deregulation and the cut-throat competition that has been created in the international aviation industry, cost-cutting has been relentless over the last two decades. Under these harsh market conditions, immense commercial pressures have pushed some airlines to take risks – ie to put the lives of aviation workers and passengers on the line – in order to protect their profits and competitiveness.

6. Calls on ICAO to design proper procedures in order to avoid major and long-term armed conflicts and wars that could endanger the security and safety assessment of flight routes, so that they will not be left to the decision of individual airlines. In the current state of the globalised world, ICAO Council should be allowed to make decisions ensuring the security and safety of aviation workers and passengers alike.
7. Calls for new levels of co-operation between governments, industry and aviation unions. It is imperative that those who experience the day-to-day realities of operating air transport, and those whose lives are put at risk, have their voices properly heard.

Submitted by:
Transport Workers Union (TWU),
Australia

EMERGENCY MOTION 3 **MALAYSIA AIRLINES**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Considering that less than five months after the unsolved disappearance of Malaysia Airlines flight MH370, the airline has again been thrown into turmoil by the tragic crash of MH17 in eastern Ukraine.
2. Knowing that this is a time for reflection and a time for solidarity, members of the ITF affiliated unions, whether crews in the air or ground staff, feel a very personal and direct empathy for the horrors of this crash that killed 298 innocent people, including 15 crew members.
3. Considering that Malaysia Airlines' future is now in doubt, which should not be the case. Once again, aviation workers are suffering very personally the economic consequences of an external shock. Aviation workers are expected to foot the bill directly with their jobs and conditions.
4. Further considering that Malaysia's international trade links depend on aviation, and its people and substantial parts of the country's economy rely on air services. If the government wants to avoid deeper economic consequences it needs to protect its national airline, which forms the backbone of the country's aviation industry.
5. Calls for positive measures from the Malaysian government acting in the public interest, as it should not allow the industry to become a further casualty of an act of terror. As the global family of aviation unions, we expect the government to commit to actively engage in supporting its civil aviation industry.
6. Calls on the Malaysian government – and all governments around the world – to agree that air travel can no longer be regarded simply as a commercial business. The costs of security and the vulnerability of the sector to political events must mean that air travel is given special treatment.
7. Calls on the government and our Malaysian affiliate the MASEU to work together to find appropriate and effective local solutions to protect the jobs and working conditions of the mourning Malaysia Airlines workforce.

Submitted by:
Malaysian Airline System Employees'
Union (MASEU)

SECOND REPORT OF THE RESOLUTIONS COMMITTEE

1. The Resolutions Committee met on 13 August 2014. Members are:

Africa/Arab World

George Turkieh (LCCA, Lebanon)
Tabudi Abner Ramakgolo
(SATAWU, South Africa)

Asia/Pacific

George Abraham (AEIG, India)
Mich-Elle Myers (MUA, Australia)
Jose Raul Lamug
(AMOSUP, Philippines)

Europe

Mark Dickinson
(NI, Great Britain) (chair)
Brigitta Paas (FNV, Netherlands)
Katrien Verwimp
(ACV-Transcom, Belgium)
Jan Villadsen (3F, Denmark)
Fátima Aguado Queipo
(FSC-CC.OO, Spain)
Katarina Mindum (RTUC, Croatia)

Latin America/Caribbean

Ivan de la Guardia (UCOC, Panama)

North America

Owen Herrnsstadt (IAM, USA)
Travis Harrison (UNIFOR, Canada)

2. The Committee noted that, following discussion between members of the Resolutions Committee and the movers of Motions 7, 8 and 9, the Resolutions Committee proposed a new motion for consideration (attached as **Annex 1**) by the Congress plenary. The Committee further noted that, although the movers of Motion 9 had agreed to the deletion of paragraph 5, their motion stood as amended and a revised version (attached as **Annex 2**) would still be discussed by the Congress plenary.
3. The Committee also noted that Motion 13 had been withdrawn by the mover.
4. The Committee referred the following emergency motions (attached as **Annex 3**), which had been received by the deadline set by the Executive Board, to Congress plenary:

Emergency 4

ITF Position on the Transatlantic Trade and Investment Partnership (TTIP)

Emergency 5

Condemnation of Vulture Funds' Actions to Undermine Argentina's Economy

5. The Committee agreed that three other emergency motions that had been received by the deadline did not meet the criteria of being of a truly urgent nature, and would therefore not be discussed.
6. The Committee noted that following discussion with the movers of Motions 6, 12 and 26, some changes to the text had been agreed. The revised motions are attached as **Annex 4**.
7. The Committee *agreed* to mandate the chair to deal with any other matters that arose following the meeting.
8. The Committee noted that, at its meeting held immediately prior to the Congress, the Executive Board had *agreed* to extend the mandate of the Resolutions Committee elected at Congress, with terms of reference to be developed that included conducting a review of the resolutions process, to look at best practice, make recommendations to the Executive Board and support the achievement of the four-year work programmes adopted at Congress.

ANNEX 1

MOTION FROM THE RESOLUTIONS COMMITTEE: PALESTINE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Is horrified by the continuing conflict in Gaza, which has resulted in 1,962 deaths, mainly of civilians.
2. Commits its support to the ITUC Call to Action on Gaza, which states that:

The overwhelming majority of the dead and injured in Gaza are civilians, trapped with absolutely nowhere to run. In recent days, civilian and UN infrastructure, including homes, schools, hospitals and the territory's only power plant, have been destroyed, which will have grave ramifications for the Palestinian population now and long after this latest military operation ceases. There is nothing that can justify these excessive and indiscriminate attacks.

Workers and their families are joining the gathering voices around the world, which are calling for an immediate negotiated ceasefire and an end to the blockade imprisoning 1.9 million people. We also call on the international community to provide urgently needed humanitarian aid to Gaza, including food, water, medical aid and generators. However the only way for there to be a lasting peace and mutual understanding between the people of Israel and Palestine is for the occupation of the Palestinian territories to end.

We therefore call on all governments to help broker an immediate negotiated ceasefire. The attacks on civilians are against international law and we support the call of the UN for accountability and justice. Therefore, we call for an immediate ban on all transfer of weapons, directly or indirectly. But it can't end there. The international community, not just the US and Egypt, must take immediate action to force the parties to the table and conclude a negotiated settlement that ends the occupation and that instils in both sides confidence in security and respect.

3. Congratulates the ITF and its affiliates for their rapid response in providing medical and humanitarian supplies to Gaza, and calls on all affiliates to support the ITF-Gaza fund.

4. Endorses the ITUC Berlin Congress statement, May 2014, Building Workers Power: Peace and Democracy, which states:

We denounce the occupation of Palestine by Israel, and will mobilise for a just and sustainable peace between Israel and Palestine, in accordance with the legitimacy of international law, and in particular Resolutions 242 and 338 of the UN Security Council.

We call for:

- An end to the construction of illegal Israeli settlements and removal of existing settlements, Israel's withdrawal from all Palestinian lands, in line with the 4th of June 1967 borders and the dismantling of the illegal separation wall.
 - These demands will support equity, justice, and the achievement of a comprehensive peace, confirming the right of the Palestinian people to self-determination and the establishment of a free and independent Palestinian state with east Jerusalem as its capital.
5. Commits itself to fully endorse the ITUC Congress resolution with an active international TU campaign.

**Submitted by:
Resolutions Committee**

ANNEX 2

MOTION 9 WORLD PEACE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recognises that the current crisis of capitalism has brought a deep period of instability to the world.
2. Believes that the growing rivalries between imperialist powers have intensified as a result of the crisis and that this has led to those powers seeking to expand the territories under their economic and financial dominance through wars of aggression.
3. Notes that the wars on Libya and Mali were undertaken against the wishes of the people of those countries, in direct contradiction to the interests of the membership of ITF affiliates and in the interests of a particular class.
4. Further notes the continued aggression shown towards Syria, and calls for an end to imperialist aggression of all kinds.
5. Rejects aggressive military alliances such as NATO and calls for a world of peace, based on mutual respect, and free cooperation amongst sovereign nations.

**Submitted by:
National Union of Rail, Maritime and Transport Workers (RMT), Great Britain**

ANNEX 3

EMERGENCY MOTION 4 ITF POSITION ON THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP)

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that the International Transport Workers Federation (ITF) represents 700 national trade unions from 150 countries, and defends the interests of more than 4.7 million members all over the globe.
2. In response to the negotiating mandate given to the parties (EU and USA) to negotiate a Transatlantic Trade and Investment Partnership (TTIP), with the aim of further liberalising trade between the EU and US, the ITF adopts the following position.
3. The ITF takes note of reports on the potential benefits of an agreement of this magnitude, including enhanced diversity, an improved global regulatory framework, investment flows and growth that could help improve the situation for workers in the aftermath of the financial crisis, and for regaining the momentum of stalled multilateral talks. However, the ITF notes that even the most ambitious projections released by the European Commission about job creation and growth are modest. Moreover, the ITF notes that the EU and US are already relatively open towards each other in terms of investment and trade, as reflected in existing low tariffs. The ITF also advocates fair trade and sustainable globalisation and calls for negotiators to mitigate negative consequences should the TTIP reduce trade within the EU internal market with southern Member States or with other EU trading partners from the African, Caribbean and Pacific Group of States (ACP) or least developed countries (LDC).
4. The ITF demands that the following two conditions are fulfilled before the negotiations proceed. Firstly, the investor-state dispute settlement mechanism (ISDS) must be excluded from the negotiations, given that both the EU and US have mature legal systems. Companies should not be given so much power over national law and politics. The countries

themselves must be able to take political decisions without being afraid of multi-national companies taking the state to court. Secondly, the ITF calls for the agreement to include legally binding recognition of ILO core labour standards and minimum EU standards on social and labour rights to avoid social dumping. To this end, EU negotiators should demand that their US counterparts ratify all ILO core labour standards. European and national laws and regulations containing provisions on social security, collective bargaining, working time, employment conditions, public health, information and consultation rights and other protections should not be considered as non-tariff barriers to trade and must not be challenged by the TTIP.

5. The ITF calls on the European Commission and their US counterpart to conduct transparent negotiations that include timely and comprehensive consultation of the European social partners for transport, so that they may assess the likely impacts of the TTIP in their sectors.
6. The ITF calls for the transport sector to be recognised as a crucial sector that ensures industrial growth and as such must have a special position in the TTIP negotiations.
7. The ITF approaches claims made by the European Commission about job gains with caution, in particular as regards the quality of jobs to be created, and holds that market opening offers should not be made until a rigorous sustainability impact assessment, including social and environmental criteria, has been undertaken in consultation with the social partners.
8. The ITF opposes further liberalisation of provisions concerning the supply of services through the presence of natural persons ('Mode 4') as it would risk promoting exploitative labour relations for migrants and put pressure on local wages and working conditions. The ITF demands that the negotiations shall not challenge the Community acquis in labour and social laws. The right of all persons to equality before the law and protection against discrimination constitutes a universal right. Provisions to prevent abuses of workers' rights, such as unequal treatment of cross border

workers, many of them women, need to be pursued in consultation with trade unions.

9. The ITF considers that the TTIP must incorporate strong environmental provisions.
10. The ITF maintains that the agreement should not oblige the opening or liberalisation of public procurement. Public authorities should be able to use social and environmental criteria when purchasing goods or services to ensure the use of public money in support of sustainable, local, social and economic development, particularly taking into account ILO Convention 94 concerning labour clauses in public contracts. Such a policy should by no means be considered a barrier to trade.
11. The ITF takes a strategic long-term view of the TTIP and calls for negotiators to ensure it is the 'gold standard' agreement to influence future bilateral agreements.

Submitted by:
Svenska Transportarbetareförbundet,
Sweden

EMERGENCY MOTION 5 CONDEMNATION OF VULTURE FUNDS' ACTIONS TO UNDERMINE ARGENTINA'S ECONOMY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Considering that the US Supreme Court's 16 June 2014 decision has rejected Argentina's appeal in its case against vulture funds that bought up devalued debt at rock-bottom prices from the original creditors and are pursuing repayment at full value through legal means, in such a way that even a tiny success rate can bring them considerable gains on their small initial 'investments'.
2. Mindful of the fact that one of these vulture funds, NML Capital, a subsidiary of Elliott Management Corporation, is the largest shareholder (22 percent) of the passenger transport multinational National Express, whose US division, Durham School Services, is an anti-union firm.
3. Taking into account that NML Capital has purchased Argentine bonds at a value close to US\$50 million in 2008, and the US courts decision would allow it to cash more than US\$800 million, securing a 1,600 percent yield in only six years.
4. Recalling that Elliott Management Corporation and its CEO and founder, Paul Singer, has already been condemned by the ITF for the seizure of the Argentine school-ship frigate ARA Libertad in Ghana in 2012.
5. Recalling also that earlier court rulings in favour of vulture funds had already elicited strong criticism from many governments, GUFs and even the IMF.
6. Noting with concern that by upholding the interests of a small minority of rogue speculators, the US courts have endangered the orderly repayment of Argentina's debt to over 90 percent of its creditors, who voluntarily accepted a substantial write-off of their debt following the country's sovereign default over a decade ago.
7. Recognising the importance of not allowing vulture funds to paralyse the debt-restructuring efforts of developing countries or to deny states the right to protect their people under international law.

8. Convinced of the need to prevent a serious threat, not only to Argentina and its workers but to all countries in the world and their capacity to stimulate their economies and create jobs.

9. Condemns the ruthless profit strategy of vulture funds that are aimed at undermining Argentina's economy, with a primary direct effect on the country's workforce.
10. Condemns the US Supreme Court's 16 June 2014 decision rejecting Argentina's appeal in the case against vulture funds.
11. Joins the international call on relevant regulatory bodies to reject the court's decision and begin work to create a fair, independent and transparent arbitration mechanism for sovereign debt that would help the development of national economies, thus improving employment levels.

Submitted by:

Asociación Argentina de Aeronavegantes (AAA)

Asociación del Personal Aeronáutico (APA), Argentina

Asociación de Pilotos de Líneas Aéreas (APLA), Argentina

Asociación de Señaleros Ferroviarios Argentinos, Argentina

Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante, Argentina

Centro de Jefes y Oficiales Navales de Radiocomunicaciones, Argentina

Sindicato La Fraternidad, Argentina

Sindicato de Obreros Maritimos Unidos (SOMU), Argentina

Unión del Personal Superior de Empresas Aerocomerciales (UPSA), Argentina

Unión Ferroviaria, Argentina

ANNEX 4

MOTION 6 SOLIDARITY WITH CUBAN PEOPLE

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledging the important resolution passed at the 42nd Congress in Mexico City, in particular its welcoming of the commitment Cuba has shown to international solidarity and its belief that the ITF must play its part in promoting cooperation and engagement with Cuba and in seeking an end to the embargo of Cuba, which is identified by the United Nations as illegal.
2. Welcomes the symbolic gesture where the President of Cuba, Raul Castro, shook the hand of the President of the USA, Barack Obama, at the recent funeral of Nelson Mandela.
3. Recognises the sovereignty of the Cuban people and their right to determine their own destiny free from outside interference.
4. Noting particularly the historic ITF delegation led by ITF president Paddy Crumlin and general secretary David Cockroft, together with Bob Crow from the RMT and Antonio Fritz from the ITF regional office, which met with the Executive Board of the SNTTP and its subsequent delegation to the ITF Executive Board.
5. Observing the positive links established by ITF affiliates with Cuban workers, including Latin American civil aviation unions, railway workers, dockers and others, and the active implementation of the Mexico City resolution.
6. Noting that one of the impediments to a long-term reconciliation is the continued imprisonment in the US of the remaining three members of the Cuban Five.
7. Calls all affiliates to continue this work at affiliate and secretariat level to ensure that the Mexico resolution is fully realised.

Submitted by:

National Union of Rail, Maritime and Transport Workers (RMT), Great Britain

MOTION 12

YOUNG WORKERS' ACTIVITIES

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Acknowledges the young transport workers of today as the present and future leaders of the labour movement.
2. Acknowledges the progress which has been made in increasing the participation of young transport workers in the work of the ITF, originally initiated at the 2006 Durban Congress.
3. Acknowledges that the industrial sections have managed to increase young transport workers' activities.
4. Acknowledges the increasing level of young transport workers' activities in most of the ITF's regions.
5. Acknowledges the successes of organising the Young Transport Workers' Conference, the two young transport workers summer schools and the other young transport worker programmes.
6. Acknowledges that young transport workers' committees in many unions and other organisations in several countries have been successfully formed and recognised.

This Congress also:

7. Notes the increasing importance of young activists and the need to train them to take on and hold heavier responsibilities.
8. Notes that the various sections and regions have significantly different issues and needs.
9. Notes that having proper young transport workers' structures set up in the individual sections and regions would be important and beneficial in addressing these specific concerns.
10. Notes that there is much potential for the future young transport worker programmes to be embarked upon, but limited resources to do so.

This Congress further:

11. Calls on the ITF to promote all affiliates to create youth structures within their union in order to increase young transport workers' activities.

12. Acknowledges that having full time coordination in the secretariat will greatly benefit the call to have greater emphasis on young transport workers' matters.

13. Calls on ITF affiliates at ITF Congress to support the secretariat in ensuring that there is a young transport workers' coordinator to strictly focus on and continue developing the young transport workers' work programme, in order to have more ownership and commitment towards the success of today's and tomorrow's union leaders. Admin support should be provided on a needs-basis. Primary tasks include, yet are not exclusive to:

- Contributing to the young transport workers' programme in the ITF's industrial sections, departments and regions, both by supporting the work which already is in motion and by promoting the work in areas where there is room for growth and improvement;
- Liaising with ITF affiliates and supporting young transport workers' organising activities and focusing on organising the young transport workers in all the affiliated unions in a more structured manner;
- Liaising between the ITF secretariat, Executive Board, Young Transport Workers' Committee and affiliates;
- Continuing to map membership statistics in terms of young transport worker members and grow the global Young Transport Workers' Network;
- Support the secretariat in creating the 'young transport workers' advisory group', which is designed to continue to engage a number of committee members who have left their committee position behind in the young transport workers' programme;
- Ensuring the implementation of a young transport workers' event at each regional conference and on the global level during the inter-Congress period;
- Furthering the young transport workers 'global engagement programme', which aims to make the work of the ITF more relevant to young transport workers and

integrate young transport workers issues into the priority work programme of the ITF;

- Supporting young transport workers' involvement in measurable organising and campaigning projects, initially through priority projects such as global delivery (SCALOP team), ports of convenience (Dockers Section), LATAM (Civil Aviation Section), quality of public services (Road Transport Section), and expanding into other industrial work including the women transport workers' work programme;
- Ensuring the crucial link between the work taking place through ITF headquarters with the regional priority programme and supporting young transport workers' involvement regionally;
- Developing close cooperation with other Global Union Federations (GUFs), and their respective young workers programmes, initially where cooperation in general already exists (for example UNI, IndustriALL, IUF, PSI) and later expanding into other programmes;
- Developing and promoting a proactive scheme of internships for young transport workers to further support the work programme; and
- Developing methodology to raise external funding for such young transport workers' empowerment work in order to protect the ITF's resources.

14. Calls on the ITF Executive Board and Management Committee to urgently determine the means by which this resolution can be practically implemented and financially sustained, and to receive regular updates from the secretariat on progress at each Executive Board

Submitted by:

Asociación Argentina de Aeronavegantes, Argentina

Federación de Servicios a la Ciudadanía de CCOO (FSC-CCOO), Spain

Singapore Organisation of Seamen, Singapore

ver.di, Germany

MOTION 26 **FISHING INDUSTRY**

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that:

- Fishery resources account for an important part of food protein production. It is worth recalling that the global output of the fishing catch was 16.8 million tonnes in 1950 and its output peaked at 86.4 million tonnes in 1996. In 2010 the global recorded fishing catch was 77.4 million tonnes;
- The European Union is the third biggest global power in fishing, behind China and Peru. In 2013 Europe imported more than 70 percent of the fishery produce that it consumed;
- The marine fishing catch is still subject to illegal, unregulated and unreported (IUU) fishing. Only the catch is taken into account, yet Council Regulation (EC) No. 1005/2008 of 29 September 2008 defining IUU fishing does not establish any social requirements;
- Growing market demand and difficulties in implementing effective surveillance and control measures are factors that act as incentives to the outlaws of IUU fishing; and
- On 24 March 2014, the EU Council unveiled a set of measures addressing trade in fishing products with Belize, Cambodia and Guinea, proven practitioners of IUU fishing. It will no longer be permitted for the catch made by vessels flying the flag of any of these three countries to be imported into the EU, while EU vessels will not be allowed to fish in the waters of those countries.

2. Notes further that it is both inadequate and tragic to 'protect' marine waters through purely environmental policies while allowing vessels flying a substandard flag to continue to ply their trade and to achieve legal market penetration with products resulting from human exploitation.

3. Moves that in their claims and negotiations, all transport unions must adopt a new approach based on models put forward in the context of corporate social responsibility.
4. Moves that training on the understanding and implementation of this model for activists should be promoted and should include the new challenges that are arising alongside continuing globalisation and transport deregulation.
5. Further moves that, in order to perfect their image as respected negotiating partners, in the long term unions must also learn to work with the voluntary groups that revolve around transport activities: users/customers, environmental groups, and research and development teams.
6. The ITF Fisheries Committee further notes with deep concern that fishers working in the fishing industry worldwide are suffering intolerable exploitation and/or human rights abuses on a large scale. This is also a major contributory factor to IUU fishing.
7. Denounces the actions of many fishing companies and governments worldwide, who are turning a blind eye to such unacceptable practices in the fishing industry.
8. Notes further that the issue of combatting exploitation and abuse, together with raising working conditions to a decent level, should be the primary trade union approach.
9. Observes further that the majority of fishers are not represented by a bona fide trade union.
10. Proposes that ITF maintains its Catcher to Counter campaign as an industrial tool to be used in organising fishers in target areas.
11. Calls upon the ITF to allocate appropriate resources, including progressing the debate about flags of convenience in fishing and conducting a seminar, or a series of seminars, which would also include continuing the ongoing work to develop the role of the ITF Inspectorate in this industry. This debate must also include a review of the system of support and assistance that fishers may access as part of the ITF family.

Submitted by:

Fédération Générale des Transports et de l'Équipement – CFDT, France

Maritime Union of New Zealand (MUNZ), New Zealand

New Zealand Merchant Service Guild Industrial Union of Workers (NZMSG), New Zealand

CIVIL AVIATION SECTION CONFERENCE REPORT

1. The Civil Aviation Section Conference took place on 12 August 2014 to consider the following agenda:

AGENDA ITEM 1: ELECTION OF RAPPOREUR, SCRUTINEERS AND TELLERS

2. Enrique Carmona (FSC-CC.OO, Spain) was elected Rapporteur.

Dario Castillo (FETHLAN, Chile) and Christina Weber (VERDI, Germany) were elected Scrutineers.

Juan Nuñez (USO-STA, Spain) and George Turkieh (LCCA, Lebanon) were elected Tellers.

AGENDA ITEM 2: CONGRESS THEME DOCUMENT

3. The global assault on transport workers throughout the world continues at an unprecedented pace.

4. Transport corporations and the governments they control are seeking to eliminate the right of workers to form a union and engage in collective bargaining. They are also seeking to remove much needed health and safety regulations and prohibitions against discrimination.

5. The Conference recognises this assault on transport workers and stresses the urgent need to respond to these assaults with innovative tactics and strategies that result in immediate and long-term action oriented programmes.

6. In adopting the Congress theme document, as presented, delegates to the Conference urged the secretariat and the entire Section to:

- Raise our voices even louder to raise fundamental human rights and other labour matters before all international and domestic regulatory bodies, such as ICAO and the ILO. We will never tolerate any policies or regulations that can have a negative impact on any worker classifications;
- Demand safety and health for air transport workers in all agreements and international forums and the right for workers to bring unsafe conditions to management without fear of retaliation;

- Promote successful union anti-violence campaigns to provide positive work practices to other unions/countries to eliminate violence and human trafficking;

- Stop the practices of low fare operators and Middle Eastern airlines that exploit workers who are employed by airlines facing economic hardship;

- Stop the prosecution of workers who assert their fundamental human rights to join a union, engage in collective bargaining, and work in an environment free of discrimination and unsafe and healthy conditions; and

- Stop all forms of gender-based discrimination in the industry.

AGENDA ITEM 3: FOUR YEAR WORK PROGRAMME

7. The Conference adopted the Section related priorities for 2014-2018, as presented, with the following additions and comments:

- Create a committee to ensure that occupational health and safety in relation to air-quality in aircrafts and airports is properly prioritised in campaigning and influencing regulatory bodies;
- Ensure that eliminating bleed air contaminates in aircraft cabins is a priority so we can stop the daily poisoning of air crew and passengers through aircraft design, alternative air circulation solutions and proper filtering of bleed air;
- Develop mapping and research of airport service providers, such as ground handling, refuelling etc – in coordination with other Global Union Federations if necessary – and develop a specific work programme;
- Craft an organising strategy for Air Traffic System (ATS) unions in the Caribbean;
- Continue sharing the successes of the ITF LATAM network organising campaign, its methodologies and results in other regions such as Asia Pacific, in order to build on the experience gained;

- Support training, promotion and apprentice programmes against the ongoing deskilling trend. We must contribute to rebuilding a skilled workforce;
- Integrate women and young workers into the Section work plan and support efforts at encouraging family friendly policies and provisions in collective agreements;
- Research the role fatigue plays in aviation incidents/accidents with the aim of avoiding these in the future;
- Support global organising campaigns, like the IAM's campaign to organise workers at Delta Air Lines. After decades-long battles run by fiercely anti-union Delta against ITF affiliate unions, a victory at Delta will be a victory for all workers who face fierce anti-union campaigns everywhere in the world;
- Improve the ATS activities of the Section through an engagement with CANSO;
- Include fatigue risk management as an integral part of the Section's work on safety; and
- Campaign against precarious work and for skilled work on a global scale.

AGENDA ITEM 4: MOTIONS

8. The Conference considered the motions referred by the Resolutions Committee, as follows:

EMERGENCY MOTION 1: UNFAIR DISMISSAL BY JAPAN AIRLINES

9. Introduced by Taeko Ushida (JRU, Japan) with comments made by Koji Matsuoka (Japan) expressing Koku-Rengo's concerns. The Conference adopted the motion, as presented.

EMERGENCY MOTION 2: AVIATION SAFETY AND SECURITY AFTER MH17

10. Introduced by Tony Sheldon (TWU, Australia). The Conference adopted the motion, as presented.

EMERGENCY MOTION 3: MALAYSIA AIRLINES

11. Introduced by Kamarul Zaman Saisi (MESA, Malaysia). The Conference adopted the motion, as presented.

AGENDA ITEM 5: ELECTIONS

12. The Conference agreed to support the Section Committee's proposal to extend the number of ordinary members from six to seven and elected the following positions:

Chair
Oliver Richardson (UNITE, UK)

Vice Chair
Joseph Tiberi (IAM, USA)

Women Transport Workers' Representative
Wadha Salman Da'abis (GTUWATT, Jordan)

ANNEX 1 CIVIL AVIATION SECTION COMMITTEE

As of 12 August 2014

Section officers	
Chair	Oliver Richardson (UNITE, UK)
Vice Chair	Joseph Tiberi (IAM, USA)
Women Transport Workers' Representative	Wadha Salman Da'abis (GTUWATT, Jordan)
Young Transport Workers' Representative	Ines Medina (CC.OO, Spain)
Africa/Arab World	
Chair (Africa)	Zelege Mena (TCWTUIF, Ethiopia)
Chair (Arab World)	Abdullah Al-Harjji, (KAC, Kuwait)
Asia/Pacific	
Chair	George Abraham (AEIG, India)
Europe (ETF Civil Aviation Section)	
Chair	Enrique Carmona (FSC-CC.OO, Spain)
Latin America/Caribbean	
Chair	Ricardo Frecia (AAA, Argentina)
North America	
Chair	Owen Herrstadt (IAMAW, United States)
Ordinary members	
	Frauke Bendokan (VERDI, Germany) Jo-Ann Davidson (FAAA, Australia) Richard D'Almeida (FESTA, Benin) Francisco Lemos (SINA, Brazil) Sara Nelson (AFA-CWA, USA) Anneli Nyberg (PARAT, Norway)/ Christian Haanæs, (NKF, Norway) – 2 years each Antonia Panayotova (FTTUB, Bulgaria)

Young Transport Workers' Representative
Ines Medina (CC.OO, Spain)

Ordinary members
Frauke Bendokan (VERDI, Germany)
Jo-Ann Davidson (FAAA, Australia)
Richard D'Almeida (FESTA, Benin)
Francisco Lemos (SINA, Brazil)
Sara Nelson (AFA-CWA, USA)
Anneli Nyberg (PARAT, Norway)/ Christian Haanæs (NKF, Norway) – 2 years each.
Antonia Panayotova (FTTUB, Bulgaria)

13. The Conference agreed the composition of the Civil Aviation Section Committee, attached as Annex 1.

AGENDA ITEM 6: ANY OTHER BUSINESS

14. There were no other items for discussion.

DOCKERS' SECTION CONFERENCE REPORT

1. The Dockers' Section Conference took place on 12 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. Ray Familathe (ILWU, USA) was elected Rapporteur.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

3. The Section secretary gave a presentation, which focused on the Section's priorities and four year work programme within the broader context of the organisation's strategy set out in the Congress theme document. The Conference received many speakers from the floor in response to the presentation, incorporating agenda items 2 and 3. The main issues raised were:

- Privatisation in ports;
- Responding to and organising in GNTs;
- Strengthening solidarity capacity; and
- Port automation.

4. The common theme with all of these issues was the attempt by companies to reduce worker and union strength in ports run and managed by large international corporations as well as smaller privatised ports, while increasing profits. Publicly managed ports also posed challenges, especially as many faced privatisation. The discussion highlighted responses to these issues, including the following strategies:

- Union coordination;
- Close cooperation between different transport sectors to address the changes to the industry;
- Consolidate relationships with seafarers and seek their active support in tackling ports of convenience;
- Improve relationships between unions in countries and regions, including with Chinese trade unions;
- Build solidarity of workers and unions across GNTs; and
- Oppose automation that aims to break unions and require minimum standards for the introduction of automation, including: the right to negotiate all new jobs, training, and sharing the benefits of automation including shorter working hours and social clauses.

5. It was also noted that the Section needed to focus on key campaigns, prioritise and win them before moving on to new challenges.

6. The Conference adopted the Congress theme document, as presented.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

7. The discussion for this agenda item was taken in conjunction with agenda item 2, as above.

8. The chair summarised the discussion and highlighted the need for the Section to be prepared to face the challenges that had been raised through effective research and mapping, communications and networking to strengthen the GNT Campaign especially. Resources had to be made available for the work programme and these should also be directed to implementing it in the regions.

9. The Conference adopted the Section related priorities and work programme for 2014-2018, as presented.

AGENDA ITEM 4 MOTIONS

10. There were no motions referred to the Conference by the Resolutions Committee. However, the Section discussed Annex 2 of the Congress theme document on automation, submitted by the MUA.

AGENDA ITEM 5 ELECTIONS

11. The following were elected by the Conference:

Chair

Paddy Crumlin (MUA, Australia)

1st Vice Chair

Ray Familathe (ILWU, USA)

2nd Vice Chair

Torben Seebold (VERDI, Germany)

*Women Transport Workers'
Representative*

Monique Verbeeck (BTB, Belgium)

*Young Transport Workers'
Representative*

Anthony Dailey (SITREBALCRI,
Panama)

Ordinary members

Arasu Duraisamy (SPWU, Singapore)
Joe Fleetwood (MUNZ, New Zealand)
Kinichiro Itoya
(ZENKOKU-KOWAN, Japan)
P M Mohammed Haneef (CPSA, India)
Marc Loridan (BTB, Belgium)
Steve Biggs (UNITE, Great Britain)
Aleksejs Holodnuks (UTAF, Latvia)
Niek Stam (FNV, Netherlands)
Jose M Pavez Vega Artime
(UGT, Spain)
Said El-Hairech (UMT, Morocco)
Simon Sang (DUK, Kenya)
Daniel Owusu-Koranteng
(MDU, Ghana)
Alvin Sinclair (BITU, Jamaica)
Roberto Coria (SGGM, Argentina)
Mark Gordienko (ILWU, Canada)
John D Baker (ILA, USA)

Agreed Observer

Vasilij Kozarenko (DUR, Russia)

12. The Conference agreed the composition of the Dockers' Section Committee, attached as Annex 1.

13. The Conference agreed on the below nominations for the FPC Steering Group:

Africa /Arab World

Said El-Hairech (UMT, Morocco)

Asia/Pacific

PM Mohammed Haneef (CPSA, India)
Masaya Tamada,
(ZENKOKU-KOWAN, Japan)
Joe Fleetwood (MUNZ, New Zealand)

Europe

Marc Loridan (BTB, Belgium)
Pantelis Stavrou (FTPAW, Cyprus)
Aleksejs Holodnuks (UTAF, Latvia)
Niek Stam, (FNV, Netherlands)

Latin America /Caribbean

Michael Annisette
(SWWTU, Trinidad & Tobago)

North America

Mark Gordienko (ILWU, Canada)

AGENDA ITEM 6 ANY OTHER BUSINESS

14. The Section secretary informed the Conference that Paula Hamilton, the dockers' assistant secretary, was moving to another team in the ITF on a three-year secondment. She thanked her for her contribution and her hard work for the Dockers' Section.

15. The chair, on behalf of the Dockers' Section, thanked Lars Lindgren for his contribution and his commitment to his role as he was standing down as 1st vice chair to the Committee.

16. There were no other items for discussion.

ANNEX 1 DOCKERS' SECTION COMMITTEE

As of 12 August 2014

Section officers	
Chair	Paddy Crumlin (MUA, Australia)
1st Vice Chair	Ray Familathe (ILWU, USA)
2nd Vice Chair	Torben Seebold (VERDI, Germany)
Women Transport Workers' Representative	Monique Verbeeck (BTB, Belgium)
Young Transport Workers' Representative	Anthony Dailey (SITREBALCRI, Panama)
Africa/Arab World	
Chair	Judith Abuka (DUK, Kenya)
Ordinary member	Simon Sang (DUK, Kenya)
Ordinary member	Daniel Owusu-Koranteng (MDU, Ghana)
Ordinary member (Arab World)	Said El-Hairech (UMT, Morocco)
Asia/Pacific	
Chair	Yong Soo Chi (KFPTWU, Korea)
Ordinary member	Arasu Duraisamy (SPWU, Singapore)
Ordinary member	Joe Fleetwood (MUNZ, New Zealand)
Ordinary member	Kinichiro Itoya (ZENKOKU-KOWAN, Japan)
Ordinary member	PM Mohammed Haneef (CPSA, India)
Europe	
Chair	Terje Fenn-Samuelsen (NTF, Norway)
Ordinary member	Marc Loridan (BTB, Belgium)
Ordinary member	Steve Biggs, UNITE (Great Britain)
Ordinary member	Aleksejs Holodnuks (UTAF, Latvia)
Ordinary member	Niek Stam (FNV, Netherlands)
Ordinary member	Jose M Pavez Vega Artime (UGT, Spain)
Latin America/Caribbean	
Chair	Mayo Urugaio Fernandes (CONTTMAF, Brazil)
Ordinary member	Alvin Sinclair (BITU, Jamaica)
Ordinary member	Roberto Coria (SGGM, Argentina)
North America	
Chair	John D Baker (ILA, USA)
Ordinary member	Mark Gordienko (ILWU, Canada)

FISHERIES' SECTION CONFERENCE REPORT

1. The Fisheries' Section Conference took place on 13 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. Johnny Hansen (NSU, Norway) was elected Rapporteur.

Flemming Smidt (3F, Denmark) and Hideo Ikeda (JSU, Japan) were elected Scrutineers.

Helen McAra (NZMSG, New Zealand) and Lucien Razafindraibe (SYGMMA, Madagascar) were elected Tellers.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

3. The Conference welcomed the strategies laid out in the Congress theme document, which had been unanimously adopted by plenary.
4. Kenji Takahashi, JSU, Japan thanked the ITF and affiliates for the support and solidarity that was shown towards Japan after the earthquake three and a half years ago. The Conference noted that it was expected that the seafood processing industry was still affected but progress was being made and normal service was expected to resume shortly, with the ongoing support of governments.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

5. The ITF/IUF fisheries programme leader gave a presentation on the work taking place within the Section and at the IUF, which highlighted the struggles faced against unscrupulous organisations exploiting workers and the successes of the programme so far. The presentation then identified the way forward using Papua New Guinea as an example.
6. The Conference congratulated and thanked the programme leader for the work done in making the programme a success to date.
7. Several speakers from the floor discussed the four year work programme and priorities, with the following points raised:
 - In Bangladesh there were over 100 deep sea vessels and rice and fish were the main source of income. They had over 3,500 workers in

the industry but only 150 members because the income was very low and most workers were unable to afford the union fees. Other unions were experiencing similar problems, in particular low wages and working conditions;

- Several countries gave assurance that they were pushing for the ratification of ILO Convention 188, as this was a priority for the social protection of workers in the fishing industry;
- A point was raised about keeping fisheries welfare in Indonesia on the work programme for the next four years;
- Concern was raised regarding detained Sri Lankan fishers in India and vice versa, which was a result of neither government having a proper system to deal with the issue;
- The ITF had already commenced work on a maritime women's leadership programme, which would be opened up to women workers in the Fisheries Section in the future; and
- Madagascar hoped to be moving towards ratification of ILO Convention 188 in the near future and had started to approach new companies with the objective of signing CBAs, but needed the European affiliates to support these aims.

8. In Liberia the West Africa Fisheries (WAF) project supported by the World Bank has had an adverse effect on the livelihood of fishers in West Africa. The Conference requested that further information be provided to the secretariat on this project to be better placed to address this issue.

AGENDA ITEM 4 MOTIONS

9. The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 26: Fishing industry

10. **Helen McAra, (NZMSG, New Zealand)** gave a presentation and introduced the motion.
11. The Conference adopted the motion with the following amendment:

Paragraph 11:

Calls upon the ITF to allocate appropriate resources, including progressing the debate about FOC in fishing and conducting a seminar, or a series of seminars, which would also include continuing the ongoing work to develop the role of the ITF Inspectorate in this industry. This debate must also include a review of the system of support and assistance that fishers may access as part of the ITF family. as discussed in Stockholm in 2008, and, arising from that, the appointment of a new FOC-inspector who would also monitor exploitation in the fishing industry and help ensure the success of the campaign. This must also include a review of the system of support and assistance that fishers may access as part of the ITF family.

12. The revised motion is attached as **Annex 2.**

AGENDA ITEM 5 ELECTIONS

The following were elected by the Conference:

Chair

Johnny Hansen (NSU, Norway)

1st Vice Chair

Lucien Razafindraibe (SYGMMA, Madagascar)

2nd Vice Chair

Kenji Takahashi (JSU, Japan)

3rd Vice Chair

Juan Manuel Trujillo (CC.OO, Spain)

4th Vice Chair

Jorge Vargas (SOMU, Argentina)

Women Transport Workers'

Representative

Tracey Mayhew (SIU, USA)

Young Transport Workers'

Representative

Jose Emiliano Moreira (SOMU, Argentina)

Ordinary members (Europe)

Michel Claes (BTB, Belgium)

Arni Bjarnason (FFSI, Iceland)

Petr Oshinski (SUR, Russia)

France TBC

The Conference agreed the composition of the Fisheries Section Committee, attached as **Annex 1.**

AGENDA ITEM 6 ANY OTHER BUSINESS

Citra Mina

Kirill Buketov, IUF representative, and Honorio Aguilar, ITF inspector, Philippines, thanked the Conference for the assistance on the Citra Mina campaign and asked for continued support in the struggle for union rights and recognition in the seafood industry by signing the petition. The Conference also agreed to support the Citra Mina struggle.

Slave Trade Labour

A film on slave trade labour in Thailand was shown at the Conference, which was produced by The Guardian newspaper.

ANNEX 1 FISHERIES' SECTION COMMITTEE

As of 13 August 2014

Section officers	
Chair	Johnny Hansen (NSU, Norway)
1st Vice Chair	Lucien Razafindraibe (SYGMMA, Madagascar)
2nd Vice Chair	Kenji Takahashi (JSU, Japan)
3rd Vice Chair	Juan Manuel Trujillo (CC.OO, Spain)
4th Vice Chair	Jorge Vargas (SOMU, Argentina)
Women Transport Workers' Representative	Tracey Mayhew (SIU, USA)
Young Transport Workers' Representative	Jose Emiliano Moreira (SOMU, Argentina)
Africa/Arab World	
Chair	Lucien Razafindraibe (SYGMMA, Madagascar)
Vice Chair	Adam Darmane (FESYTRAT, Togo)
Vice Chair	Manuel Deliquene Vuende (SINTMAP, Mozambique)
Vice Chair (Arab World)	Vacant
Asia/Pacific	
Chair	Kenji Takahashi (JSU, Japan)
Vice Chair	Kyeong Doo Yeom (FKSU, Korea)
Vice Chair	Sonny Pattiselanno (KPI, Indonesia)
Vice Chair	Helen McAra (NZMSG, New Zealand)
Europe (ETF Fisheries Section)	
Chair	Juan Manuel Trujillo (CC.OO, Spain)
Vice Chair	Flemming Smidt (3F, Denmark)
Vice Chair	Jacques Bigot (FGTE-CFDT, France)
Women Transport Workers' Representative	Sylvie Roux (FGTE-CFDT, France)
Ordinary member	Michel Claes (BTB, Belgium)
Ordinary member	Arni Bjarnason (FFSI, Iceland)
Ordinary member	Petr Oshinski (SUR, Russia)
Ordinary member	France TBC
Latin America/Caribbean	
Chair	Jorge Vargas (SOMU, Argentina)
Vice Chair	Luis Panteado (CONTTMAF, Brazil)
Vice Chair	Eric Alberto Riffo Paz (SIOMOT, Chile)
Vice Chair	Lucrecia Ruiz (SICONARA, Argentina)
North America	
Chair	Vacant

ANNEX 2 MOTION 26 FISHING INDUSTRY

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Notes that:

- Fishery resources account for an important part of food protein production. It is worth recalling that the global output of the fishing catch was 16.8 million tonnes in 1950 and its output peaked at 86.4 million tonnes in 1996. In 2010 the global recorded fishing catch was 77.4 million tonnes;
- The European Union is the third biggest global power in fishing, behind China and Peru. In 2013 Europe imported more than 70 percent of the fishery produce that it consumed;
- The marine fishing catch is still subject to illegal, unregulated and unreported (IUU) fishing. Only the catch is taken into account, yet Council Regulation (EC) No. 1005/2008 of 29 September 2008 defining IUU fishing does not establish any social requirements;
- Growing market demand and difficulties in implementing effective surveillance and control measures are factors that act as incentives to the outlaws of IUU fishing; and
- On 24 March 2014, the EU Council unveiled a set of measures addressing trade in fishing products with Belize, Cambodia and Guinea, proven practitioners of IUU fishing. It will no longer be permitted for the catch made by vessels flying the flag of any of these three countries to be imported into the EU, while EU vessels will not be allowed to fish in the waters of those countries.

2. Notes further that it is both inadequate and tragic to 'protect' marine waters through purely environmental policies while allowing vessels flying a substandard flag to continue to ply their trade and to achieve legal market penetration with products resulting from human exploitation.

3. Moves that in their claims and negotiations, all transport unions must adopt a new approach based on models put forward in the context of corporate social responsibility.

4. Moves that training on the understanding and implementation of this model for activists should be promoted and should include the new challenges that are arising alongside continuing globalisation and transport deregulation.
5. Further moves that, in order to perfect their image as respected negotiating partners, in the long term unions must also learn to work with the voluntary groups that revolve around transport activities: users/customers, environmental groups, and research and development teams.
6. The ITF Fisheries Committee further notes with deep concern that fishers working in the fishing industry worldwide are suffering intolerable exploitation and/or human rights abuses on a large scale. This is also a major contributory factor to IUU fishing.
7. Denounces the actions of many fishing companies and governments worldwide, who are turning a blind eye to such unacceptable practices in the fishing industry.
8. Notes further that the issue of combatting exploitation and abuse, together with raising working conditions to a decent level, should be the primary trade union approach.
9. Observes further that the majority of fishers are not represented by a bona fide trade union.
10. Proposes that the ITF maintains its Catcher to Counter campaign as an industrial tool to be used in organising fishers in target areas.
11. Calls upon the ITF to allocate appropriate resources, including progressing the debate about flags of convenience in fishing and conducting a seminar, or a series of seminars, which would also include continuing the ongoing work to develop the role of the ITF Inspectorate in this industry. This debate must also include a review of the system of support and assistance that fishers may access as part of the ITF family.

Submitted by:

Fédération Générale des Transports et de l'Équipement – CFDT, France

Maritime Union of New Zealand (MUNZ), New Zealand

New Zealand Merchant Service Guild Industrial Union of Workers (NZMSG), New Zealand

INLAND NAVIGATION SECTION CONFERENCE REPORT

1. The Inland Navigation Section Conference took place on 14 August 2014.
2. The Conference stood for a minute's silence in remembrance of Juan Carlos Pucci and Gunter Lehninger.

AGENDA ITEM 1 ELECTION OF RAPPOREUR

3. Nick Bramley (NI, Switzerland) was elected Rapporteur.

Ivan de la Guardia (UCOC, Panama) and Terry Snee (AIMPE, Australia) were elected Scrutineers.

Joris Kerkhofs (ACV-Transcom, Belgium) and Julio Gonzalez Insfran (CPOFPCM, Argentina) were elected Tellers.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

4. The Conference welcomed the strategies laid out in the Congress theme document, which had been unanimously adopted by plenary.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

5. At the start of the meeting, a film was shown to the Conference on the work being done in Paraguay on inland navigation.
6. Garcia from Paraguay thanked the Conference for the support and solidarity on helping to build the trade union for the social protection of workers in the inland navigation industry, and opened up an invitation to the Conference to visit, so that they could see how their contribution had helped develop the union.
7. Suarez from Argentina also thanked the ITF and the Latin American regional office for the support in making the project a success.
8. Many speakers from the floor discussed the Section's Four Year Work Programme and priorities with the following points raised:
 - Providing solidarity to other unions, particularly to emerging unions;
 - Improving working conditions in this industry, focusing on health and safety;

- Unemployment and loss of jobs;
- Organising workers in this sector, providing training and skills on how to better negotiate with employers;
- Cross-sectional work is needed to develop this sector;
- Map and evaluate the possibility of a Central Africa waterways corridor project, in cooperation with the sub-regional ITF office;
- Establishment of the tug-boat network in identified key hubs in cooperation with the Dockers' Section; and
- Increase cooperation with the Inland Transport Sections to support the affiliates involved in urban public services on rivers.

9. The chair highlighted areas of success over the last four years, which included: the establishment of the Working Time Agreement in Europe; the employment of an inspector to visit river cruise vessels in Europe; increased dialogue in the EU; consolidation of ITF/ETF as a social partner with employer organisations and bodies such as the Rhine Commission; the establishment of SOMUPA as an independent and democratic trade union in Paraguay; health and safety guidelines; mapping in public transport; the ILO report on living and working conditions in Europe with the hope to continue across other regions; and increased ITF membership by eight percent.

10. The chair also highlighted some areas that had not yet been achieved as envisaged, such as cross-regional communication and the Duisburg project.

11. The Conference adopted the Section related priorities for 2014-2018, as presented.

AGENDA ITEM 4 MOTIONS

12. The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 25: Inland Navigation Labour ILO Instruments

13. The Conference adopted the motion, as presented.

AGENDA ITEM 5

ELECTIONS

14. The following were elected by the Conference:

Chair

Nick Bramley (NI, Switzerland)

1st Vice Chair

Julio Benjamin Gonzalez Insfran
(CPOFPCM, Argentina)

2nd Vice Chair

Chaudhary Ashiqul Alam (BNSF,
Bangladesh)

3rd Vice Chair

Arthur Mtambo (TGWUM, Malawi)

*Women Transport Workers'
Representative*

Valérie Latron (CFDT, France)

*Young Transport Workers'
Representative*

Jorge Alejandro Vargas (SOMU,
Argentina)

AGENDA ITEM 6

ANY OTHER BUSINESS

Panama Canal

15. A film was shown on the expansion of the Panama Canal and representatives from the Panama Canal unions informed the Conference regarding the campaign and requested solidarity to support them in the fight against the Panama Canal Authority. The Panama Canal unions thanked the ITF and Latin American Regional Office.
16. The ILWU pledged its continued support to this project, including any cross-sectional intervention that may be required.
17. The Section secretary informed the Conference that the ITF had handed a freedom of association complaint to the ILO director-general at a meeting earlier that week.
18. The Conference agreed to support the struggle related to the attack on working conditions due to the expansion of the Panama Canal.

JOINT SEAFARERS' AND DOCKERS' CONFERENCE REPORT

1. The Joint Seafarers' and Dockers' Conference took place on 13 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. Lena Dyring, NSU, Norway was elected Rapporteur.

AGENDA ITEM 2 FOUR YEAR WORK PROGRAMME

3. The chair introduced the Congress theme document and Section priorities and informed the Conference that it was their responsibility to determine the way forward and the work to be carried out over the next four years.
4. Many speakers from the floor discussed the work plan and priorities for the next four years and the Conference adopted the related priorities for 2014-2018, as detailed below:

FOC Campaign

- Completed at least two major joint maritime organising and/or campaigning initiatives getting seafarers more active in their unions;
- Effective implementation of MLC;
- Seafarers' pay and conditions improved through increased coverage under ITF agreements and continuing dialogue with key industry players; and
- Mexico City Policy being implemented.

Inspectorate Review Implementation

- Improved secretariat support for the inspectorate;
- Have in place measurement and mentoring of ITF inspectors and coordinators;
- Tools in place to manage under-performance of ITF inspectors and coordinators;
- Have in place new selection and appointment procedures for ITF inspectors and coordinators; and
- Established FOC/POC Campaign Coordinating Committees, where possible.

FOC – POC Interface

- FOC-POC strengthened at all levels – local, national, international; and
 - Two targeted FOC-POC organising initiatives activating seafarers and dockers delivered.
5. The chair summarised the discussion, reiterating that we needed to build strong unions regionally to have the capacity to fight going forward.

AGENDA ITEM 3 MOTIONS

6. The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 14: Mexico City Policy: National Flags, Mutual Respect and Solidarity

7. The Conference noted that this motion had been withdrawn at the request of the union responsible for submitting it.

Motion 15: The Role of Labour Supplying Unions in the Negotiation Process for Vessels in the Worldwide Trade

8. AMOSUP introduced the motion and Amendment 5. PNO introduced Amendment 4 to the motion and stated that it was a very delicate issue that needed more debate than this conference could provide and therefore requested it be referred to the FPC for further consideration and discussion. The chair of the Resolutions Committee introduced an additional text for the amendment, which had been an attempt to reach a compromise.
9. The responses to the motion and subsequent amendments were equally divided between support for the motion and concern that the Mexico City Policy already existed and further debate was necessary.
10. The Conference agreed that the motion be referred to the Fair Practices Committee for further discussion.

Motion 16: On the Need to Review ITF Policy for Flag of Convenience Vessels

11. The Conference noted that the implementation of the Mexico City Policy was still taking place, therefore, following a recommendation from the chairs to establish a sub-committee comprising of FPCSG members

of both Seafarers' and Dockers' representatives to meet to discuss further and report back to the FPCSG and FPC, the motion was referred to the Fair Practices Committee.

Motion 17: Pensions for Seafarers Working on FOC Vessels

12. There was no mover for this motion, therefore the motion fell.

Motion 18: Chilean International Registry

13. The Conference adopted the motion, as presented.

**AGENDA ITEM 4
ELECTIONS**

14. The Conference noted the results of both the Seafarers' and Dockers' Section Conferences for ex officio officers, as follows:

Dockers' Section Chair
Paddy Crumlin (MUA, Australia)

Dockers' Section 1st Vice Chair
Ray Familathe (ILWU, USA)

Dockers' Section 2nd Vice Chair
Torben Seebold (VERDI, Germany)

Dockers' Section Women's Representative
Monique Verbeeck (BTB, Belgium)

Dockers' Section Young Transport Workers Representative
Anthony Dailey (SITREBALCRI, Panama)

Seafarers' Section Chair
David Heindel (SIU, USA)

Seafarers' Section 1st Vice Chair
Tomas Abrahamsson (SEKO, Sweden)

Seafarers' Section 2nd Vice Chair
Conrad Oca (AMOSUP, Philippines)

Seafarers' Section Women Transport Workers Representative
Lena Dyring (NSU, Norway)

Seafarers' Section Young Transport Workers Representative
Lars Turner (IOMMP, USA)

15. The Conference agreed the composition of the Fair Practices Committee (FPC), attached as **Annex 1**.

16. The Conference also agreed the composition of the FPC Steering Group, attached as **Annex 2**.

**ANNEX 1
FAIR PRACTICES COMMITTEE (FPC)**

As of 13 August 2014

Section officers	
Dockers' Section Chair	Paddy Crumlin (MUA, Australia)
Dockers' Section 1st Vice Chair	Ray Familathe (ILWU, USA)
Dockers' Section 2nd Vice Chair	Torben Seebold (VERDI, Germany)
Dockers' Section Women's Representative	Monique Verbeeck (BTB, Belgium)
Dockers' Section Young Transport Workers Representative	Anthony Dailey (SITREBALCRI, Panama)
Seafarers' Section Chair	David Heindel (SIU, USA)
Seafarers' Section 1st Vice Chair	Tomas Abrahamsson (SEKO, Sweden)
Seafarers' Section 2nd Vice Chair	Conrad Oca (AMOSUP, Philippines)
Seafarers' Section Women	Lena Dyring (NSU, Norway)
Transport Workers' Representative	Lars Turner (IOMMP, USA)
Seafarers' Section Young Transport Workers Representative	
Africa/Arab World	
Seafarers' Section Regional Chair	Joachim Mel Djedje-Li (SYMICOM, Ivory Coast)
Dockers' Section Regional Chair	Judith Abuka (DUK, Kenya)
Seafarers' Representative	Seddik Berrama (FNNT, Algeria)
Seafarers' Representative	Lucien Razafindraibe (SYGMMMA, Madagascar)
Seafarers' Representative	Douglas Eromobor (MWUN, Nigeria)
Seafarers' Representative	Nomsa Cele (SATAWU, South Africa)
Seafarers' Representative	Vacant - Tanzania
Dockers' Representative	Daniel Owusu-Korateng (MDU, Ghana)
Dockers' Representative	Simon Sang (DUK, Kenya)
Dockers' Representative	Said El-Hairech (UMT, Morocco)
Dockers' Representative	Adewale Adeyanju (MWUN, Nigeria)
Dockers' Representative	Veronica Metsatywa (SATAWU, South Africa)
Asia/Pacific	
Seafarers' Section Regional Chair	Yasumi Morita (JSU, Japan)
Dockers' Section Regional Chair	Yong Soo Chi (KFPTWU, Korea)
Seafarers' Representative	Terry Snee (AIMPE, Australia)
Seafarers' Representative	SM Shafiqur Rahman (BSA, Bangladesh)
Seafarers' Representative	Tung Tong Chung (MNOG, Hong Kong)
Seafarers' Representative	Abdulgani Serang (NUSI, India)
Seafarers' Representative	Hanafi Rustandi (KPI, Indonesia)
Seafarers' Representative	Hiroyuki Watanabe (JSU, Japan)
Seafarers' Representative	Kyeong Doo Yeom (FKSU, Korea)
Seafarers' Representative	Helen McAra (NZMSG, New Zealand)
Seafarers' Representative	Sheikh Mohammad Iqbal (PMNOA, Pakistan)
Seafarers' Representative	Johnny Oca (AMOSUP, Philippines)
Seafarers' Representative	Thomas Tay (SMOU, Singapore)
Seafarers' Representative (rotating seat)	Ioteba Tekee (KIOSU, Kiribati) / Fepuali Kitiseni (TOSU, Tuvalu)
Seafarers' Representative	Lu Wang-Chun (NCSU, Taiwan)
Dockers' Representative	Mick Doleman (MUA, Australia)
Dockers' Representative	Li Chi Yung, HKSTLSA, Hong Kong
Dockers' Representative	PM Mohammed Haneef (CPSA, India)
Dockers' Representative	Satyo Utomo (JICT, Indonesia)
Dockers' Representative	Masaya Tamada (ZENKOKU-KOWAN) Japan
Dockers' Representative	Chi Yong Soo (KFPTWU, Korea)
Dockers' Representative	TBC - Malaysia
Dockers' Representative	Joe Fleetwood (MUNZ, New Zealand)
Dockers' Representative	TBC - Pakistan
Dockers' Representative	Douglas Gadebo (PNGMWIU, Papua New Guinea)
Dockers' Representative	Robert Oca (PWUP, Philippines)
Dockers' Representative	Argsy Durgisamy (SPWU, Singapore)
Dockers' Representative	Palitha Atukorale (JSS, Sri Lanka)
Dockers' Representative	Yao-Chang Yang (TDWF, Taiwan)
Europe	
Seafarers' Section Regional Chair	Agis Tselentis (PNO, Greece)
Dockers' Section Regional Chair	Terje Fenn-Samuelsen (NTF, Norway)
Seafarers' Representative	Ivan Victor (BTB, Belgium)
Seafarers' Representative	Neven Melvan (SUC, Croatia)

ANNEX 2 FPC STEERING GROUP

As of 13 August 2014

Section officers	
Dockers' Section Chair	Paddy Crumlin (MUA, Australia)
Dockers' Section 1st Vice Chair	Ray Familathe (ILWU, USA)
Dockers' Section 2nd Vice Chair	Torben Seebold (VERDI, Germany)
Dockers' Section Women's Representative	Monique Verbeeck (BTB, Belgium)
Dockers' Section Young Transport Workers' Representative	Anthony Dailey (SITREBALCRI, Panama)
Seafarers' Section Chair	David Heindel (SIU, USA)
Seafarers' Section 1st Vice Chair	Tomas Abrahamsson (SEKO, Sweden)
Seafarers' Section 2nd Vice Chair	Conrad Oca (AMOSUP, Philippines)
Seafarers' Section Women	
Transport Workers' Representative	Lena Dyring (NSU, Norway)
Seafarers' Section Young Transport Workers Representative	Lars Turner (IOMMP, USA)
Africa/Arab World	
Seafarers' Section Regional Chair	Joachim Mel Djedje-Li (SYMICOM, Ivory Coast)
Dockers' Section Regional Chair	Judith Abuka (DUK, Kenya)
Seafarers' Representative	Lucian Razafindraibe (SYGMMA, Madagascar)
Dockers' Representative	Said El Hairech (UMT, Morocco)
Asia/Pacific	
Seafarers' Section Regional Chair	Yasumi Morita (JSU, Japan)
Dockers' Section Regional Chair	Yong Soo Chi (KFPTWU, Korea)
Seafarers' Representative	Abdulgani Serang (NUSI, India)
Seafarers' Representative	Tung Tong Chung (MNOG, Hong Kong)
Seafarers' Representative	Thomas Tay (SMOU, Singapore)
Dockers' Representative	P M Mohammed Haneef (CPSA, India)
Dockers' Representative	Masaya Tamada (ZENKOKU-KOWAN, Japan)
Dockers' Representative	Joe Fleetwood (MUNZ, New Zealand)
Europe	
Seafarers' Section Regional Chair	Agis Tselentis (PNO, Greece)
Dockers' Section Regional Chair	Terje Fenn-Samuelsen (NTF, Norway)
Seafarers' Representative	Simo Zitting (FSU, Finland)
Seafarers' Representative	Remo di Fiore (FIT-CISL, Italy)
Seafarers' Representative	Yuri Sukhorukov (SUR, Russia)
Seafarers' Representative	Mark Dickinson (NI, Great Britain)
Dockers' Representative	Marc Loridan (BTB, Belgium)
Dockers' Representative	Pantelis Stavrou (FTPAAW, Cyprus)
Dockers' Representative	Aleksejs Holodnuks (UTAF, Latvia)
Dockers' Representative	Niek Stam (FNV, Netherlands)
Latin America/Caribbean	
Seafarers' Section Regional Chair	Severino Almeida (CONTTMAF, Brazil)
Dockers' Section Regional Chair	Mayo Uruguaio Fernandes (SINDCONF, Brazil)
Seafarers' Representative	Marcos Castro (CCUOMM, Argentina)
Dockers' Representative	Michael Annisette (SWWTU, Trinidad & Tobago)
North America	
Seafarers' Section Regional Chair	James Given (SIU, Canada)
Dockers' Section Regional Chair	John D Baker (ILA, USA)
Seafarers' Representative	Donald Marcus (IOMMP, USA)
Dockers' Representative	Mark Gordienko (ILWU, Canada)

RAILWAY WORKERS' SECTION CONFERENCE REPORT

1. The Railway Workers' Section Conference took place on 13 August 2014.
2. Øystein Aslaksen (NLF, Norway) chaired the meeting.

REPORT OF THE SECRETARIAT

3. A film highlighting key developments and activities in the ITF Inland Transport Sections since the last Congress in 2010, was shown to the meeting.

AGENDA ITEM 1 ELECTION OF RAPPORTEU

4. Øystein Aslaksen was elected Rapporteur.
5. Wayne Butson (RMTU, New Zealand) and Marion Carstens (EVG, Germany) were elected Scrutineer and Teller.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

AGENDA ITEM 4 MOTIONS

6. It was agreed to discuss agenda items 2, 3 and 4 together.
7. **Mac Urata, Section secretary, ITF Inland Transport Sections**, referenced the Congress theme document, *From global crisis to global justice – transport workers fighting back*, and informed the Conference of the three priorities for the ITF Railway Workers' Section for 2014-2018, namely:
 - Challenging further privatisation and liberalisation;
 - Promotion of safety first policy; and
 - Organising strategies for railway workers.
8. The following speakers were invited to address the Conference on each of the priorities for the Section:
 - **Janina Malinovska, assistant Section secretary, ITF Inland Transport Sections**, spoke on liberalisation of the railway sector, which causes outsourcing and casualisation

of jobs and safety issues. Union campaigns against privatisation were highlighted;

- **Ho Joon Song, KRWU, Korea**, introduced Motion 27 (Neoliberal Rail Policies), which called for a more systematic and coordinated union response to railway privatisation and liberalisation;
 - **Claire Clarke, senior section assistant, ITF Inland Transport Sections**, spoke on the importance of organising strategies for railway workers and outlined the Section direction in this area; and
 - **Øystein Aslaksen, NLF, Norway**, spoke on railway safety and introduced the draft ITF railway safety statement, urging affiliates to use the tools in the policy.
9. Twenty six delegates from Argentina, Belgium, Botswana, Brazil, Bulgaria, Democratic Republic of Congo, France, Germany, India, Indonesia, Japan, Korea, New Zealand, Nigeria, Russia, South Africa, Tunisia, Turkey, UK, Ukraine and Venezuela participated in the discussion. Issues raised included:
 - Railway privatisation is not effective for the railways. Privatisation means deterioration of working conditions, a reduction in jobs, lack of investment, an increase in accidents, closure of peripheral routes, deterioration of health and safety due to cost-cutting measures and outsourcing. Examples of privatisation in different countries show that similar models are followed. There are practices of state-owned railway companies advancing privatisation in other countries;
 - Outsourcing and casualisation of jobs is a growing phenomenon in the railway industry, even where privatisation is not taking place. It is essential to fight against outsourcing. In some cases, companies are using this strategy to reduce union power;
 - International financial organisations such as the World Bank and regional authorities, including the European Commission, are promoting privatisation. A global strategy – coordinated by the ITF – is needed to pressure World Bank policies;

- Under the neo-liberal financial environment, even national or re-nationalised railway systems may experience line closures, job cuts and fragmentation of operation;
- Attacks on trade unions by employers and governments are increasing through legislation that restricts union activities. The right to strike is a fundamental right for workers. Unions are campaigning to protect the social rights of railway workers. ITF support is needed in lobbying international bodies, including the ILO, to ensure that the right to strike is guaranteed and that the core ILO conventions are ratified;
- Railway multinationals are expanding their operations. Establishment of regional and sub-regional alliances between unions should be considered in order to coordinate joint actions. Opportunities for union representatives to participate in company dialogue forums, such as the European Works Council, should be explored (in particular for representatives from countries not covered by such structures);
- Railway unions are campaigning against railway privatisation at a local level, developing alternatives and building alliances with civil society organisations. Development of concrete strategies and union support at international level are also needed. The ETF campaign against the 4th Railway Package is an example of sub-regional coordination and action;
- Exchange of information and experiences relating to railway privatisation is a vital part of this response. Networking can also be used to provide essential international solidarity for union campaigns. The Section should provide the appropriate platforms to support this;
- ITF Action Week can give a powerful boost to union campaigns, by providing unions with a united global voice;
- Trade union membership is decreasing as a result of restructuring and reforms in the railway industry. Introduction of technology and automation in some railway systems impacts on the number of railway workers;

- Poor safety is a growing problem for railway workers. There is a necessity to create a solid safety culture in workplaces, eliminating the existing blame and 'clean hands' cultures. There should be focus on the human and social elements of railway safety, in addition to the technical aspects. One aspect of railway safety that needs attention is safety at level crossings;
- Education and projects are crucial in building union capacity and assisting union actions against privatisation, on railway safety and organising;
- Railway unions must communicate effectively with young workers, understand their issues, and build strong young union leaders; and
- Climate justice should be given more attention in Section work.

10. A number of participants commented that a half-day Section Conference at the Congress did not provide enough time to discuss political strategies.
11. The Conference *fully supported* the Congress theme document, as adopted in the plenary.
12. The Conference *adopted* the Section related priorities for 2014-2018, as presented.
13. The Conference *adopted* Motion 27 (Neoliberal Rail Policies), as presented.
14. The ITF statement on railway safety was *adopted in principle* by the Conference (content.yudu.com/htmlReader/A312bm/Railway-Safety/index.html).
15. **Wol-san Liem, KRWU, Korea**, gave a verbal report on the outcomes of the fringe meeting, 'Fighting Rail Privatisation', which took place on Tuesday 12 August. The Conference *endorsed* the report, which outlined the formation of a network within the Railway Workers' Section to strengthen communication and solidarity among unions around the world who are fighting against neoliberal rail policies. The report will be circulated in writing after the Congress and will include a contact person form for unions.

AGENDA ITEM 5 ELECTIONS

16. The following were elected by the Conference:

Chair

Øystein Aslaksen (NLF, Norway) was re-elected unanimously

Vice Chair

Julio Sosa (LA FRATERNIDAD, Argentina) was re-elected unanimously

Vice Chair

Serge Piteljon (CGSP, Belgium) was re-elected unanimously

Vice Chair

CA Rajasridhar (AIRF, India) was re-elected unanimously

Women's Representative

Gaebepe Molaodi (BRAWU, Botswana) was elected unanimously

Young Workers' Representative

Veronika Szilagyi (VDSzSz, Hungary) was re-elected unanimously

17. The Conference agreed the composition of the Railway Workers' Section Steering Committee, attached as **Annex 1**.

AGENDA ITEM 6 ANY OTHER BUSINESS

18. There were no other items for discussion.

ANNEX 1

RAILWAY WORKERS' SECTION STEERING GROUP

As of 13 August 2014

Section officers	
Chair	Øystein Aslaksen (NLF, Norway)
Vice Chair	Julio Sosa (LA FRATERNIDAD, Argentina)
Vice Chair	Serge Piteljon (CGSP, Belgium)
Vice Chair	CA Rajasridhar (AIRF, India)
Women's Representative	Gaebepe Molaodi (BRAWU, Botswana)
Young Workers' Representative	Veronika Szilagyi (VDSzSz, Hungary)
Africa	
Chair (Africa)	Tbc
Vice Chair	Raphael Benjamin Okoro (NUR, Nigeria)
Vice Chair Mozambique)	Helena Ernesto Cuna (SINPOCAF,
Vice Chair	George Fuki Mbumu (STRC, DR Congo)
Arab World	
Chair	Mohamed Haytoun (UMT, Morocco)
Asia/Pacific	
Chair	Wayne Butson (RMTU, New Zealand)
Vice Chair	Pinyo Rueanpetch (SRUT, Thailand)
Vice Chair	CA Rajasridhar (AIRF, India)
Vice Chair	Erdene Khombor (FMRWU, Mongolia)
Women's Representative	Diptiben G Shukla (NFIR, India)
Young Workers' Representative	Diki Susetyo (SPKA, Indonesia)
Europe (ETF Railway Transport Section)	
Chair	Guy Greivelding (FNCTTFEL, Luxembourg)
Vice Chair	Maarten Gutt (FZZP PKP, Poland)
Vice Chair	Maria Cristina Marzola (FILT-CGIL, Italy)
Women's Representative	Daniela Zlatkova (FTTUB, Bulgaria)
Young Workers' Representative	Katalin Mathe (VDSzSz, Hungary)
Latin America/Caribbean	
Chair	Julio Sosa (LA FRATERNIDAD, Argentina)
Vice Chair Brazil)	Helio de Souza Regato de Andrade (FNTE,
Vice Chair	Edison Alvarado (FENTRAFEVE, Venezuela)
Vice Chair	Karina Benemerito (UF, Argentina)
North America	
Co-Chair	Bob Orr (UNIFOR, Canada)
Co-Chair	Jo Condo (TCU, USA)

In addition, the Chair (or in his/her absence, one of the Vice Chairs) of the ITF Urban Transport Committee, jointly set up with the ITF Road Transport Workers' Section, participates in meetings of the Committee. A representative of all Working Groups established by the Section is invited to the Steering Committee to report on its activities.

ROAD TRANSPORT WORKERS' SECTION CONFERENCE REPORT

1. The Road Transport Workers' Section Conference took place on 13 August 2014.
2. Martin Mayer (UNITE, Great Britain) chaired the meeting.

REPORT OF THE SECRETARIAT

3. A film highlighting key developments and activities in the ITF inland transport sections since the last Congress in 2010, was shown to the meeting. **Mac Urata (secretary, ITF Inland Transport Sections)** emphasised three areas of activity where there had been successes in the last four years – promotion of workers' rights in Iran, organising wins at UPS and DHL in Turkey, and the development of a new ILO/IMO/UNECE code of practice on container safety.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

4. Martin Mayer was elected Rapporteur.
5. Juan Luis Garcia Revuelta (CC.OO, Spain) and Tim Beaty (IBT, USA) were elected Scrutineer and Teller.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

6. It was agreed to discuss agenda items 2 and 3 together.
7. **Mac Urata** referenced the Congress theme document, *From global crisis to global justice – transport workers fighting back* and informed the meeting of the three priorities for the ITF Road Transport Workers' Section for 2014-2018, namely:
 - Organising unorganised workers – including international drivers and precarious workers;
 - Health and safety, including ILO tripartite meeting 2015; and
 - Safe rates.
8. Keynote speakers were invited to address the Conference on each of the priorities for the Section:
 - **Tony Sheldon, TWU, Australia,**

spoke on the Safe Rates campaign in Australia to improve the working conditions of workers in the trucking industry. The campaign seeks to hold those at the top of the transport chain, who set rates and conditions, accountable for safety along the entire transport supply chain;

- **Frank Moreels, BTB, Belgium,** informed the meeting of two organising projects that his union was supporting; one in Kenya, which incorporates cross-sectional cooperation with the dockers' union and one for non-resident truck drivers in Europe. He also highlighted the campaign by BTB and FNV Bondgenoten (Netherlands) on IKEA, which is utilising cheap labour to transport its products; and
 - **Martin Mayer, UNITE, Great Britain,** gave an overview of the ITF work on health and safety. He referenced different aspects of this work, including cooperation with academics and highlighted several topics, including ergonomics, stress, fatigue, violence at work, and container safety.
9. Twenty three delegates from Argentina, Bangladesh, Barbados, Belgium, Brazil, Chile, Democratic Republic of Congo, France, India, Japan, Korea, Nepal, Niger, Nigeria, Paraguay, South Africa, Togo, Uganda, UK and USA participated in the discussion. Issues raised included:
 - Attacks on trade unions by employers and governments are increasing through legislation that restricts union activities. The right to strike is a fundamental right for workers. ITF support is needed in lobbying international bodies, including the ILO, to ensure that the right to strike is guaranteed and that the core ILO conventions are ratified;
 - The organising projects in West Africa and East Africa are examples of proactive solidarity for road transport unions through the use of international road transport workers' cards. These models of trade union cooperation along the major corridors should be promoted to other sub-regions. Steps are also being taken to establish dialogue with the regional economic groups, such as ECOWAS and EAC, with the objective of establishing sub-regional standards;

- In Latin America, bi-lateral cooperation between unions has assisted cross-border organising and initiated social dialogue on the national level. Unions are also fighting back against legal attacks on workers;
 - The need to organise informal road transport and contract workers is a high priority, but there are challenges. The ITF informal workers' project is building union capacity to organise informal workers, in particular to reach out to women and young workers in the sector;
 - The ITF Action Week is a mega tool to assist union organising, by giving visibility to national union campaigns at the global level and providing a strong united voice to transport workers. Achievements arising from the campaign include changes in legislation, organising wins and negotiations with employers;
 - Fatigue remains a serious issue for road transport workers. Unions are highlighting fatigue in their health and safety campaigns. The ITF Fatigue Kills campaign should be reinforced;
 - Unions are seeking to utilise the Safe Rates model outside Australia in order to ensure decent wages and rest time that guarantees safety on the roads, as well as to build power and leverage along the supply chain. Unions in Korea, UK and USA indicated their support for the concept;
 - A global response to the issue of container safety is needed, including promotion of the ILO/IMO/UNECE code of practice that is due to be approved in 2014. Emphasis on 'chain of responsibility' and 'chain of information' should be a vital part of the ITF cross-sectional campaign on this issue;
 - Consolidation and coordination of different road transport sectors – including taxi, buses, municipal drivers – empowers unions and strengthens their position in negotiating stronger CBAs;
 - Global mutual support and coordination among unions in the same multinational company (eg National Express, DHL) are important to put pressure on the company and to assist organising campaigns and solidarity actions;
 - Road transport plays a key role in the transportation of goods, connecting ports, warehouses and retailers. There is therefore opportunity to block the flow of goods to gain union demands. Organising along supply chains and cooperation between unions in different transport modes is crucial in order to build trade union power and bring together workers in different sectors;
 - Due to unfair contracts and a lack of trade union rights, the working life of owner-drivers is described as 'slavery on wheels';
 - Trade unions should organise and protect migrant workers. This should be a priority for Section affiliates in order to maintain standards of employment and working conditions;
 - More women are taking jobs in the road transport sector. However, workplace needs such as ergonomics and access to toilet facilities are not always considered. Women in transport are facing violence both from passengers and co-workers. Trade unions should take a lead on organising and empowering women. ITF assistance is needed in this area;
 - Road safety impacts on road transport workers and users. Road transport workers need proper wages and working conditions, including adequate rest and manning. Incidents involving hazardous goods can have very serious environmental and human consequences;
 - Employers are using the economic situation to attack working conditions. Road transport unions are taking initiatives to promote health and safety programmes that include violence at work, access to toilet facilities, shift work, rest facilities and HIV/AIDS; and
 - The TTIP North America – European Union secret trade agreement, which gives multinational companies extraordinary power, is a threat to workers' rights.
10. The Conference *fully supported* the Congress theme document, as adopted in the plenary.
 11. The Conference *adopted* the Section related priorities for 2014-2018, as presented.
- ### AGENDA ITEM 4 MOTIONS
12. There were no motions referred to the Conference by the Resolutions Committee.
- ### AGENDA ITEM 5 ELECTIONS
13. The following were elected by the Conference:

Chair
Tony Sheldon (TWU, Australia) was elected unanimously

Vice Chair (goods)
Frank Moreels (BTB, Belgium) was elected unanimously

Vice Chair (passenger)
Benito Bahena Lome (ATM, Mexico) was elected unanimously

Women's Representative
Wilma Clement (BWU, Barbados) was re-elected unanimously

Young Workers' Representative
Roy Einar Nilsen (NTF, Norway) was elected unanimously
 14. The Conference *agreed* the composition of the Road Transport Workers' Section Steering Committee, attached as **Annex 1**.
 15. The Conference also *agreed in principle* to create a new working group on hubs and corridors in the Section. Details would be submitted by Unite, UK for further discussion at the next meeting of the Road Transport Workers' Section Steering Committee.
 16. **Tony Sheldon** addressed the Conference as the new chair of the Section. He thanked delegates for their support and confirmed his strong commitment to take the Section forward over the next four years.

AGENDA ITEM 6 ITF GOLD BADGE PRESENTATION

17. Steve Cotton (ITF acting general secretary) presented retiring chair Martin Mayer (UNITE, UK) with the ITF Gold Badge and paid tribute to his leadership and commitment over many years.
18. The meeting also expressed appreciation to Asbjørn Wahl (Fagforbundet, Norway), and Tabudi Ramakgolo (SATAWU, South Africa) who were retiring as vice chairs of the section after 16 years and eight years of service respectively.

AGENDA ITEM 7 ANY OTHER BUSINESS

19. There were no other items for discussion.

ANNEX 1 ROAD TRANSPORT WORKERS' SECTION STEERING COMMITTEE

As of 13 August 2014

Section officers	
Chair	Tony Sheldon (TWU, Australia)
Vice Chair (Passenger)	Benito Bahena Lome (ATM, Mexico)
Vice Chair (Freight)	Frank Moreels (BTB, Belgium)
Women's Representative	Wilma Clement (BWU, Barbados)
Young Workers' Representative	Roy Einar Nilsen (NTF, Norway)
Africa	
Chair	Tbc
Vice Chair	Zeinabou (Souley) Habou Barma (SYNATRA, Niger)
Vice Chair	Zerihun Alemu Mengesha (TCWUIF, Ethiopia)
Arab World	
Chair	Kaied JT Awad (GUTW, Palestine)
Asia/Pacific	
Chair	Zainal Rampak (TWU, Malaysia)
Vice Chair	Rick Burton (TWUA, Australia)
Vice Chair	Kripashanker Verma (INTWF, India)
Vice Chair	Noboyuki Takamatsu (UNYU ROREN, Japan)
Women's Representative	Chutima Boonjai (BMTA-SEWU, Thailand)
Young Workers' Representative	Stanley Ho Wai Hong (HKD, Hong Kong)
Europe (ETF Road Transport Section)	
Chair	Roberto Parrillo (ACV-Transcom, Belgium)
Vice Chair	Juan Luis Garcia Revuelta (CCOO, Spain)
Vice Chair	Joergen Aarestrup Jensen (3F, Denmark)
Women's Representative	Myriam Coulet (FO Transports, France)
Latin America/Caribbean	
Chair	Benito Bahena (ATM, Mexico)
Vice Chair	Joao Batista da Silva (Fetropassageiros, Brazil)
Vice Chair	Pablo Hugo Moyano (FNTCOTAC, Argentina)
Vice Chair	Wilma Clement (BWU, Barbados)
North America	
Co-Chair	Len Poirier (UNIFOR, Canada)
Co-Chair	Ken Hall (IBT, USA)

In addition, the chair (or in his/her absence, one of the vice chairs) of the ITF Urban Transport Committee, jointly set up with the ITF Railway Workers' Section, participates in meetings of the Committee. A representative of all working groups established by the Section is invited to the Steering Committee to report on its activities.

SEAFARERS' SECTION CONFERENCE REPORT

1. The Seafarers' Section Conference took place on 12 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. David Heindel (SIU, USA) was elected Rapporteur.

Marcel van den Broek (NI, Netherlands) and Mike Murphy (AMO, USA) were elected Scrutineers.

Kam Soon Huat (SOS, Singapore) and Henrik Berlau (3F, Denmark) were elected Tellers.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

3. The Conference welcomed the strategies laid out in the Congress theme document, which had been unanimously *adopted* by plenary.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

4. Many speakers from the floor discussed the Section's four year work programme and priorities with the following points raised:

- Addressing aggressive employers who were attempting to take away the working conditions, including pensions and benefits, previously fought for;
- Recruiting younger workers in trade unions;
- Getting more women actively involved in union work, including younger women;
- Manning and fatigue and the shortage of skilled cadets;
- The oil and gas industry must continue to be a priority, in particular in Africa;
- Lack of jobs in the African region needed to be addressed and support was asked for to map the skills and training required to increase job opportunities;
- Cross-sectional interaction between the different transport sectors;
- Recruitment of unlicensed and untrained seafarers; and
- The undermining of manning levels

by the use of riding squads.

5. The Conference *adopted* the Section related priorities for 2014-2018, as presented.

AGENDA ITEM 4 MOTIONS

6. The Conference considered the motions referred by the Resolutions Committee, as follows:

Motion 4: Attacks on Fundamental Rights of Greek Seafarers

7. The Conference *adopted* the motion, as presented.

Motion 19: Seafarers' Welfare

8. There was no mover for this motion, therefore the motion fell.

Motion 20: Shipboard Workload, Fatigue and Manning

9. The Conference *adopted* the motion with the following amendments:

Paragraph 1:

Recognising that impaired performance as a result of excessive workload and fatigue caused by under manning of ships and long periods of service is a widespread problem within the maritime sector that results in accidents endangering the lives of seafarers, the safety of shipping and the protection of the marine environment.

Paragraph 6.3:

The ITF Secretariat and all affiliates representing seafarers to insist that national regulatory authorities fully implement the new provisions regarding the establishment of shipboard manning levels and that documentation be carried on board indicating in a transparent manner the operating conditions or limitations that were and shorter periods of service are taken into account in establishing the minimum safe manning levels

10. The revised motion is attached (Annex 2).

Motion 21: Fair treatment of seafarers

11. The Conference *adopted* the motion with the following amendment:

Paragraph 3:

Noting that many of the most experienced ~~officers and crew members~~ seafarers are declining assignments to ships trading into certain port states because of their hostile environment towards seafarers.

12. The revised motion is attached (Annex 3).

Motion 22: Employment scams

13. The Conference *adopted* the motion, as presented.

Motion 23: European shipping

14. The Conference *adopted* the motion, as presented.

Motion 24: Crisis in merchant marine with particular reference to Pakistan

15. The Conference *adopted* the motion, as presented.

**AGENDA ITEM 5
ELECTIONS**

16. The Conference elected the following by acclamation:

Chair

David Heindel (SIU, USA)

1st Vice Chair

Tomas Abrahamsson (SEKO, Sweden)

2nd Vice Chair

Dr Conrad Oca (AMOSUP, Philippines)

Women Transport Workers' Representative

Lena Dyring (NSU, Norway)

Young Transport Workers' Representative

Lars Turner (IOMMP, USA)

17. The Conference *agreed* the composition of the Seafarers' Section Committee, attached as Annex 1.

**AGENDA ITEM 6
ANY OTHER BUSINESS**

Norwegian Second Register (NIS)

18. The Conference received a report on the situation in Norway, where a committee was considering the possibility of allowing the Norwegian Second Register (NIS) to be permitted to operate within Norwegian territorial waters and on

the Norwegian Continental Shelf. The committee's report was scheduled to be made available on 1 September 2014. In view of the urgency, the Seafarers' Section Conference *agreed* that the joint chairs of the FPC, in consultation with the Norwegian unions, should be mandated to take all necessary measures to respond to the situation.

Schengen Visa

19. Following an intervention by the SUR, the Conference agreed that the facilitation of shore leave for all seafarers, including those visiting the EU for transit, joining and leaving their vessels in connection with their professional duties, is of paramount importance, and recognised the need for the simplification of the Schengen Visa Code and Regulation 539/2001 and the ratification of ILO Convention 185.

Ebola

20. **Freeman Gueh, USPOGUL, Liberia** asked the Conference to note that the spread of ebola posed a danger to seafarers on board vessels going into West Africa. He advised that there was going to be a meeting on 1 September 2014 to launch an awareness programme for the region and asked for the support of the ITF through the regional offices. The Conference requested that more information on the meeting be provided to the Secretariat.

Bullying and Harassment

21. **Mark Dickinson, NI, Great Britain** asked that the Conference note that materials produced by ETF/ECSA were available, which included best practices and a short film.

**ANNEX 1
SEAFARERS' SECTION COMMITTEE**

As of 12 August 2014

Section officers	
Chair	David Heindel (SIU, USA)
1st Vice Chair	Tomas Abrahamsson (SEKO, Sweden)
2nd Vice Chair	Dr Conrad Oca (AMOSUP, Philippines)
Women Transport Workers' Representative	Lena Dyring (NSU, Norway)
Young Transport Workers' Representative	Lars Turner (IOMMP, USA)
Africa/ Arab World	
Chair	Joachim Mel Dejdje-Li (SYMICOM, Ivory Coast)
Vice Chair	Adeola Olusola Sadiq (NMNOWTSSA, Nigeria)
Vice Chair	<i>Vacant</i>
Vice Chair (Arab World)	<i>Vacant</i>
Asia/Pacific	
Chair	Yasumi Morita (JSU, Japan)
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)
Europe (ETF Maritime Transport Section)	
Chair	Agis Tselentis (PNO, Greece)
Vice Chair	Jacek Cegielski (NSZZ, Poland)
Vice Chair	Yuri Sukhorukov (SUR, Russia)
Advisor	Remo di Fiore (FIT-CISL, Italy)
Advisor	Mark Dickinson (NI, Great Britain)
Advisor	Tomas Abrahamsson (SEKO, Sweden)
Latin America/Caribbean	
Chair	Severino Almeida (CONTMAF, Brazil)
Vice Chair	Enrique Omar Suarez (SOMU, Argentina)
Vice Chair	Michael Anisette (SWWTU, Trinidad & Tobago)
Vice Chair	Julia Becerra (CCUOMM, Argentina)
North America	
Co-Chair	Jim Given (SIU, Canada)
Vice Chair	Mike Murphy (AMO, USA)
Vice Chair	Marshal Ainsley (MEBA, USA)

ANNEX 2

MOTION 20 SHIPBOARD WORKLOAD, FATIGUE AND MANNING

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Recognising that impaired performance as a result of excessive workload and fatigue caused by under manning of ships and long periods of service are a widespread problem within the maritime sector, which results in accidents endangering the lives of seafarers, the safety of shipping and the protection of the marine environment.
2. Further recognising that shipboard manning levels are often set at unrealistically low numbers by national governments to attract ship owners to their registry to gain a competitive advantage.
3. Noting that the International Maritime Organization (IMO) has recently addressed the problem of under-manned ships by adopting IMO Resolution A. 1047(27) Principles of Minimum Safe Manning, which came into force on 1 January 2014, and which takes into consideration the actual operating conditions existing aboard a particular ship to ensure it is sufficiently, effectively and efficiently manned to provide safety and security of the ship, safe navigation and operations at sea, safe operations in port, prevention of human injury or loss of life, the avoidance of damage to the marine environment and to property; and to ensure the welfare and health of seafarers through the avoidance of fatigue.
4. Noting further that the IMO in a companion move amended the SOLAS Convention, Chapter V, Regulation V/14 to require that national governments shall establish manning levels following a transparent procedure that takes into account the Principles of Minimum Safe Manning in IMO Resolution A.1047(27).
5. Concerned that not all ship owners and national governments are fully aware of and will actively implement the new provisions for establishing appropriate manning levels that take into account actual operating conditions existing aboard ships, in a transparent procedure capable of being monitored.
6. Calls upon:
 - The ITF secretariat to make all affiliates representing seafarers fully aware of the new international requirements for determining manning levels;
 - The ITF secretariat to initiate a campaign to ensure that ship owners and flag state administrations responsible for establishing manning levels adhere to the new international requirements in an open and transparent process; and
 - The ITF secretariat and all affiliates representing seafarers to insist that national regulatory authorities fully implement the new provisions regarding the establishment of shipboard manning levels and that documentation be carried on board indicating in a transparent manner the operating conditions or limitations and that shorter periods of service are taken into account in establishing the minimum safe manning levels.

Submitted by:

Mike Murphy, American Maritime Officers (AMO) on behalf of ITF Maritime Safety Committee

ANNEX 3

MOTION 21 FAIR TREATMENT OF SEAFARERS

The 43rd Congress of the ITF, meeting in Sofia, Bulgaria from 10-16 August 2014:

1. Being aware that the continuing problem of seafarers being denied the fundamental human right of shore leave as well as basic due process protection during the investigation of maritime accidents is having an impact on the recruitment and retention of seafarers.
2. Recognising that the lack of fair treatment of seafarers will affect the future quality of the maritime work force that international trade depends upon and threatens the future safety of shipping and the environment.
3. Noting that many of the most experienced seafarers are declining assignments to ships trading into certain port states because of their hostile environment toward seafarers.
4. Concerned that seafarers are in a uniquely vulnerable situation. By the nature of their employment they may interface with the legal systems of multiple national states in the course of a single voyage. In the event of an incident, a seafarer can be faced with interrogation and possible criminal charges under unfamiliar or unknown laws or procedures in a foreign country. In some states, even incidents that do not involve criminal intent or even any fault on the part of the seafarer can lead to criminal prosecution.
5. Aware that, in high profile incidents involving pollution, the motivation for the state to prosecute can be to satisfy the political needs of the administration in a blame culture that needs to identify and punish a scapegoat. In other instances the motivation for prosecution can be to divert attention from the responsibility of the state itself for its role in the incident. The result can be a seafarer prosecuted in a political show trial where justice is not the primary objective. Such actions blacken the reputation of the entire maritime industry to serve political motives rather than impartial justice.
6. Noting that when the full power and resources of the state are directed against an individual seafarer in what can be a politically charged environment in a foreign country, there is a compelling need to ensure that fundamental human rights to due process are respected.
7. Recalling that it has been eight years since the Legal Committee of the International Maritime Organization (IMO) at its 91st session adopted the resolution defining the principles of Fair Treatment of Seafarers in April of 2006 and agreed to keep the guidelines under review.
8. It is clear that the adoption and implementation of the guidelines regarding the Fair Treatment of Seafarers by member States of the IMO is less than satisfactory. Keeping the guidelines under review implies that action can be taken to address continuing unsatisfactory conditions.
9. Therefore, be it resolved, that the ITF secretariat shall take all necessary actions to reconvene the Joint IMO/ILO ad hoc Expert Working Group on Fair Treatment of Seafarers to not only review the principles of Fair Treatment in the event of a maritime accident, but to expand its scope to include rights to shore leave and shore based facilities, and to focus on ways to achieve mandatory application of the guidelines by requiring member states to adopt and implement the principles pertaining to the Fair Treatment of Seafarers as a matter of their national policy.

Submitted by:

Mike Murphy, American Maritime Officers (AMO) on behalf of ITF Maritime Safety Committee

TOURISM SERVICES SECTION CONFERENCE REPORT

1. The Tourism Section Conference took place on 12 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. Tsuneyasu Goto (SERVICE RENGO, Japan) was elected Rapporteur.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

3. The Conference *adopted* the Congress theme document as presented and made the following comments:

- The Section should target companies aiming to serve particularly airports, city and long distance transfers, business road shows etc. These services come generally as packages and are provided by companies such as Zip Line and Thomas Cook;
- In some countries major multinational tourism companies do not have much presence and small and medium sized companies dominate the market. The Section should also support organising initiatives in countries such as Nepal; and
- In many developing countries corruption of officials, precarious work and high rates of incidents and accidents are major problems that need to be tackled by the Section.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

4. The Conference *adopted* the Section related priorities for 2014-2018, as presented, with the following additions and comments:

- The Section should conduct research into the working conditions of workers in the newly emerging packages from 'Air to Sea'. These companies are growing rapidly in Barbados and other countries in the Caribbean;
- The commercial sexual exploitation of women and children in tourism and human trafficking should be a priority;
- The Section should work towards bringing more pro-labour regulation to the industry;

- The ETF has a dossier on safe host training and all-inclusive tourism companies. This is a work in progress but it is well placed in Europe and should be developed at global level by the Section; and

- The European Tourism Liaison Committee (ETLC) has a dossier on safe host training and all-inclusive tourism companies. This is a work in progress that needs coordination at the global level by the Section.

AGENDA ITEM 4 MOTIONS

5. There were no motions referred to the Conference by the Resolutions Committee.

AGENDA ITEM 5 ELECTIONS

6. The following were elected by the Conference:

Chair

Tsuneyasu Goto (SERVICE RENGO, Japan)

Vice Chair

Brigitta Paas (FNV, Netherlands)

Women Transport Workers' Representative

Similal Singh (NFIR, India)

Young Transport Workers' Representative

Alina Milusheva (FTTUB, Bulgaria)

Ordinary member

David Messiah (ABWU, Antigua and Barbuda)

Ordinary member

Luis Machuango Macuacua (SINTIHOTS, Mozambique)

Ordinary member

Hsi-Fan Tang (TTLU, Taiwan)

7. The Conference *agreed* the composition of the Tourism Services Section Committee, attached as **Annex 1**.

AGENDA ITEM 6 ANY OTHER BUSINESS

8. There were no other items for discussion.

ANNEX 1

TOURISM SERVICES SECTION COMMITTEE

As of 12 August 2014

Section officers	
Chair	Tsuneyasu Goto (SERVICE RENGO, Japan)
Vice Chair	Brigitta Paas (FNV, Netherlands)
Women Transport Workers' Representative	Similal Singh (NFIR, India)
Young Transport Workers' Representative	Milena Tachinova (FTTUB, Bulgaria)
Ordinary members	
Ordinary member	David Messiah (ABWU, Antigua and Barbuda)
Ordinary member	Luis Machuango Macuacua (SINTIHOTS, Mozambique)
Ordinary member	Hsi-Fan Tang (TTLU, Taiwan)

URBAN TRANSPORT COMMITTEE REPORT

1. The Urban Transport Committee took place on 14 August 2014.
2. In the absence of Stefan Heimlich (chair of the ITF Urban Transport Committee, VERDI, Germany), ED Watt (ATU, USA) chaired the meeting.
3. **Rosa Pavanelli, PSI general secretary, addressed** the meeting. She explained that the challenges facing ITF affiliates were similar to the issues being dealt with on the PSI agenda – for example: attacks on workers' rights, in particular the right to strike, high unemployment rates as a result of the economic crisis, the policies of the IMF and World Bank and the consequences of austerity measures. She stressed that unions needed to develop alternatives to these challenges and build workers' power, campaigning to protect the right to strike.

AGENDA ITEM 1 ELECTION OF RAPPOREUR

4. It was agreed that the newly-elected chair of the Committee would be the Rappporteur.
5. Wayne Butson (RMTU, New Zealand) and Tim Beaty (IBT, USA) were elected Scrutineer and Teller.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

6. It was agreed to discuss agenda items 2 and 3 together.
7. **Mac Urata, Section secretary, ITF Inland Transport Sections**, referenced the Congress theme document, *From global crisis to global justice – transport workers fighting back* and outlined the three priorities for the ITF Urban Transport Committee for 2014-2018, namely:
 - Strategic union programmes on passenger multinationals;
 - Our Public Transport campaign; and
 - Implementation of the memorandum of understanding with UITP.
8. He highlighted that the ITF's campaign on passenger multinationals will continue. There have been successful cases of international solidarity and union coordination but more needs to be done.

Based on the MOU signed with the UITP in 2013, a working group will be set-up to focus primarily on violence at work and research on new modes of transport, for example, BRT. The Our Public Transport campaign, to be launched at the Congress, calls for campaigns against further liberalisation of public transport, promotion and expansion of public transport, and protection of workers' rights including the right to strike; promotion of alternative transport policies against neo-liberalism; and organising campaigns to build stronger unions. There will also be opportunity for coordination with other GUFs on joint issues such as tax justice.

9. Ruwan Subasinghe, ITF legal advisor, added his remarks by inviting delegates to sign up to the international campaign www.right2strike.org, which would be launched once the motion on human and trade union rights was adopted in the plenary.
10. Eighteen delegates from Brazil, France, Germany, India, Korea, Luxembourg, New Zealand, Nigeria, Norway, South Africa, Swaziland, UK and USA participated in the discussion. Issues raised included:
 - Multinationals such as National Express, Veolia/Transdev are notorious for their anti-union policies. For example, drivers at SuperShuttle in Denver, USA – a subsidiary of Transdev – are fighting to gain a first contract with the company in the face of anti-union attacks. International solidarity and coordinated union actions are therefore of high importance;
 - The right to strike is often restricted in urban transport due to the requirement to provide essential services. ITF support is needed in lobbying international bodies, including the ILO, to ensure that the right to strike is guaranteed and that the core ILO conventions are ratified. There are challenges in some countries like Swaziland where international labour standards are not observed and trade unionists are arrested for participating in strike actions;
 - With growing populations in urban areas, the provision of public services, including transport, will be essential. Privatisation has not improved services. Public transport has a social character and must be accessible for all groups in society. Unions therefore need to take a leading

role to defend, safeguard and re-nationalise public transport and campaign for investment. It is crucial to join forces around public transport and unite globally in order to fight globally against privatisation. There have been successful examples where transport systems have been brought back into state ownership. It is important to work with other GUFs, and in particular PSI, as part of the campaign against liberalisation;

- Outsourcing is a growing phenomenon in public transport, even where privatisation is not taking place. It is essential to fight against outsourcing;
- Exchange of information and experiences of campaigns against privatisation and promotion of public transport play a vital role in the union response;
- Unions need to consider development of alliances with civil society organisations such as passenger groups in order to promote public transport and cooperate on climate change issues;
- Campaigning on tax justice is a central tool to fight against austerity measures imposed by governments in response to the global economic crisis;
- The campaign to promote public transport goes hand in hand with climate change policies, and so this link needs to be strengthened. Unions need to take a lead, as there will be no jobs on a dead planet. Reduction of private vehicles and promotion of public transport will increase the development of jobs in transport, and decrease pollution and CO2 emissions. Urban transport unions are encouraged to join the activities of the ITF working group on climate change;
- Safety can often be the first victim of cost-cutting measures. In passenger transport this can impact not only on transport workers but also on users and passengers. More attention should therefore be given to safety in the work of the Committee; and
- The growing popularity and expansion of BRT systems around the world should be monitored.

11. Nick Bramley, chair of the ITF Inland Navigation Section, NI, Switzerland, noted that ferries are part of urban transport systems in some areas. He proposed that consideration should be given on how inland navigation and maritime coastal unions can be integrated into the activities of the Urban Transport Committee.
12. Mac Urata re-emphasised the importance of highlighting climate change and the right to strike in the work programme;
13. Rosa Pavanelli suggested some possible areas for joint work between the ITF and PSI, for example in the areas of climate change and protection of public service workers, who may be the first to respond in times of disaster.
14. The meeting fully supported the Congress theme document, as adopted in the plenary.
15. The meeting adopted the related priorities for the Urban Transport Committee for 2014-2018, as presented.

AGENDA ITEM 4 MOTIONS

16. The meeting unanimously adopted Motion 29 (Transport and Mobility in Mexico City), as presented. Mac Urata appealed to unions to write letters to the Mexico City authorities as requested in the motion.

AGENDA ITEM 5 ELECTIONS

17. According to the decision of the joint meeting of the Road Transport Workers' Section Steering Committee and Railway Workers' Section Steering Committee in June 2014 to elect three vice-chairs, the following were elected by the meeting:

Chair
Asbjørn Wahl (FAGFORBUNDET, Norway) was elected unanimously

Vice Chairs
Maya Schwiegershausen-Güth (VERDI, Germany) was elected unanimously

June Dube (SATAWU, South Africa) was re-elected unanimously

Ed Watt (ATU, USA) was re-elected unanimously

18. The meeting agreed the composition of the presidium of the Urban Transport Committee, attached as Annex 1, which includes the chair of the ETF Urban Public Transport Committee. Mac Urata encouraged delegates from the other regions to consider building their regional urban transport structures.
19. Asbjørn Wahl, FAGFORBUNDET, Norway, addressed the meeting as the new chair of the Urban Transport Committee. He thanked delegates for their support and confirmed his strong commitment to take the Committee forward over the next four years. The other members of the newly-elected Committee also addressed the meeting.
20. The meeting expressed its deep appreciation to Stefan Heimlich, VERDI, Germany, who was retiring as chair of the Committee after four years of service. He will be receiving the ITF Gold Badge.
21. Steve Cotton, ITF acting general secretary, then addressed the meeting. He highlighted that urban transport has the potential to be a growth area for the ITF. The work programme for the Committee therefore provided big opportunities for wins for urban transport workers.

AGENDA ITEM 6 ANY OTHER BUSINESS

22. There were no other items for discussion.

ANNEX 1 PRESIDIUM OF THE URBAN TRANSPORT COMMITTEE

As of 14 August 2014

Committee officers
<i>Chair</i> Asbjørn Wahl (FAGFORBUNDET, Norway) was elected unanimously
<i>Vice Chairs</i> Maya Schwiegershausen-Güth (VERDI, Germany) was elected unanimously
June Dube (SATAWU, South Africa) was re-elected unanimously
Ed Watt (ATU, USA) was re-elected unanimously
Europe (ETF Urban Public Transport Committee)
<i>Chair</i> Alain Sutour (CGT Transports, France)

WOMEN TRANSPORT WORKERS' CONFERENCE REPORT

1. The Women Transport Workers' Conference took place on 14 August 2014.

Opening Ceremony

2. **Diana Holland, chair of the ITF Women Transport Workers' Committee (UNITE, Great Britain)**, welcomed all participants to the conference and thanked Ekaterina Yordanova and the FTTUB for hosting Congress, in particular as it is led by a woman.
3. **Steve Cotton, ITF acting general secretary**, welcomed participants to the conference. He confirmed the ITF's commitment to the women's work programme and unconditional support for the Say No to Violence against Women campaign.
4. **Ekaterina Yordanova, FTTUB, Bulgaria**, introduced the speakers from Bulgaria.
5. **Margarita Popova, vice president of Bulgaria**, welcomed the participants and encouraged women to take active roles in unions, to support each other for leadership positions and to strive together for peace, which will not be achieved without social justice.
6. **Jordanka Fandakova, Mayor of Sofia**, welcomed participants and stated how teamwork and strong partnerships can bring good results for women. She highlighted the Say No to Violence campaign –and the FTTUB's campaign exhibition on Sofia's Lovers' Bridge – as well as work done with the FTTUB to support women in the city's transportation.
7. **Ann Anderson, CCWU, Guyana**, nominated Diana Holland as Rapporteur for the Conference. Diana Holland introduced Ann Anderson and Kalthoum Barkallah (FNCT, Tunisia) as the vice chairs of the women's committee, Brigitta Paas (FNV, Netherlands) as the women's vice president, Alison McGarry as ITF women transport workers' coordinator and Jodi Evans as ITF assistant women transport workers' coordinator.

AGENDA ITEM 1 ELECTION OF RAPPOREUR

8. Diana Holland (UK) was elected Rapporteur. Monique Verbeeck (BTB, Belgium) and Saki Riswan (India) were elected Scrutineers. Terri Mast (ILWU, USA) and Susan

Ayoyi (DUK, Kenya) were elected Tellers.

AGENDA ITEM 2 CONGRESS THEME DOCUMENT

9. The Conference *adopted* the Congress theme document. The theme document incorporated the objectives arising from the Women Transport Workers' Conference in Delhi in January 2014.

AGENDA ITEM 3 FOUR YEAR WORK PROGRAMME

10. The Conference *adopted* the related priorities for 2014-2018, as presented.
11. **Alison McGarry, ITF women transport workers' coordinator**, referred the conference to the Congress theme document, the women's policy document From global crisis to global justice: women transport workers fighting back, the report from the ITF Women Transport Workers' Conference in New Delhi and the 2014-2018 work programme.
12. **Alison McGarry** outlined the 2010-2014 Making a Difference priority programme, the challenges facing women transport workers and the proposed 2014-2018 priority programme.
13. The report on activities (2010-2014) and the four year plan were presented by the following women:
 - **Seema Mohan**, India dockworkers organiser, TDWU, India;
 - **Fátima Aguado**, joint chair, ITF Young Transport Workers' Committee, CC.OO, Spain;
 - **Zeinabou Habou Barma**, informal workers' project, SYNATRA, Niger;
 - **Mary Liew**, Asia Pacific Women Transport Workers' Committee representative, SMOU, Singapore;
 - **Tracey Mayhew**, Fisheries Women Transport Workers' Committee representative, SIU, USA;
 - **Arlette Gay Schifferli**, Latin America Women Transport Workers' Committee representative, STCLA, Chile;
 - **Kalthoum Barkallah**, vice-chair of Women Transport Workers' Committee, FNCT, Tunisia;

- **Susan Ayoyi**, Africa Women Transport Workers' Committee representative, DUK, Kenya;
 - **Mich-elle Myers**, Asia Pacific Women Transport Workers' Committee representative, MUA, Australia;
 - **Olga Vakulenko**, Europe Women Transport Workers' Committee representative, ROSPROFZHEL, Russia;
 - **Wilma Clement**, Road Transport Women Transport Workers' Committee representative, BWU, Barbados;
 - **Alicia Castro**, ITF Executive Board and Latin America Women Transport Workers' Committee representative, AAA, Argentina;
 - **Elaine Bernard**, Labour and Worklife programme, Harvard University;
 - **Brigitta Paas**, ITF Women Transport Workers' Committee vice president, FNV, Netherlands;
 - **Sheela Naikwade**, MSTKS, India;
 - **Leslie Dias**, North America Women Transport Workers' Committee representative, UNIFOR, Canada;
 - **Alma Teresa González Avilez**, Latin America Women Transport Workers' Committee representative, ATM, Mexico;
 - **Valérie Latron**, Europe Women Transport Workers' Committee representative, CFDT, France; and
 - **Kalpna Desai**, ITF ports of convenience coordinator, TDWU Mumbai, India.
14. **Diana Holland** outlined the new ITF women's programme, *From global crisis to global justice*, which focuses on organising, strengthening women's representation and campaigning on violence against women and our public services. She encouraged all participants to send in 'NO' to violence photos to women@itf.org.uk to continue to build the campaign.
15. The following issues for women were raised in the plenary discussion:
- Support for the ITF's global campaign against violence against women and for actions that unions are already taking. This issue was

raised by over half of the speakers;

- Violation of human and labour rights in Qatar airways;
 - Solidarity with Palestine – the ending of violence and the removal of checkpoints;
 - There was concern about reduced health and safety consciousness, bullying and harassment, sexual harassment, age and gender discrimination, wage inequalities, maternity rights and access to childcare, provision for women workers with responsibility for caring for older dependants, privatisation and declining working conditions, and support for women's career development and job opportunities;
 - Education and training on leadership, violence against women, organising, HIV/AIDS, bullying and harassment, health and safety;
 - Development of regional networks;
 - Ebola outbreak in West Africa;
 - Human trafficking; and
 - Stopping gender segregation of toys to encourage more women into the transport industry.
16. The Conference *agreed* to express its support for the ITF Qatar Airways campaign and that there would be a call for the World Cup to be withdrawn from Qatar.
17. **Alison McGarry**, ITF women transport workers' coordinator, thanked all the participants for their contribution. **Alison McGarry** agreed that health and safety, work life balance, maternity rights and older women workers' issues would be incorporated in the 2014-2018 work programme.
18. The following statement was adopted by the Women Transport Workers' Conference in Delhi in January 2014, and provided the priorities for the 2014-2018 work programme:

This Congress congratulates the ITF Women Transport Workers' Committee and ITF Worldwide Women Transport Workers' Conference 2014, for ensuring the ITF work programme with women transport workers 2010-2014 made a real difference in workplaces, communities,

unions and regions across the globe.

Congress further recommits to mobilising and organising women transport workers to tackle the disastrous effects of globalisation including economic and climate change crises facing women transport workers and to strengthen unions to meet these challenges.

To this end, Congress instructs the ITF Women Transport Workers' Committee and ITF women's department to work with ITF affiliates, sections, regions and the ITF secretariat to implement the Action Plan 2014-2018. The Action Plan is outlined in the conclusions and recommendations of the ITF Women Transport Workers Conference included in 'Global crisis to global justice: women transport workers fighting back' which prioritises organising women transport workers; the elimination of violence against women transport workers; tackling under-representation and developing women transport workers' leadership at all levels; and combatting the effects of the global crises on women transport workers worldwide:

i. Recognition of the powerful achievements of Women Transport Workers worldwide, including mobilisation on 8th March and 25th November ensuring support and resources for on-going struggles, including:

- Action to organise 'informal' and young women transport workers or women in 'non-traditional' transport roles
- Action to tackle and end under-representation of women transport workers in transport unions and ensuring full recognition of women transport workers in the ITF and its affiliates

ii. Organising women transport workers to build strong unions by sharing and developing best practice with ITF affiliates in industrial sections and world regions. Focusing on organising strategic women workers in the transport supply chain, particularly in logistics' technological and administrative hubs and corridors where women workers are concentrated. Working with affiliates' organising campaigns, which target precarious women workers in jobs such as cleaning, catering and call centres.

iii. *Pro-actively fighting the effects of the crises on women transport workers across the globe through mobilising and campaigning for 'Our Public Transport'. Building alliances with communities to promote sustainable transport, which enables women to access employment, childcare and health services.*

iv. *Strengthening ITF affiliates' campaigns to combat violence against women at the global and regional level, including building alliances with global organisations that are at the forefront of this work, involving both women and men transport workers and supporting an ILO Convention on gender-based violence and sexual harassment in the workplace. The ITF Women Transport Workers' Committee to take forward plans to hold a major ITF Conference on Violence against Women Transport Workers during 2014-2018.*

v. *Supporting transport unions, ITF sections and regions to implement action on equality and women's representation, including leadership development programmes, quotas, strengthening Women's Committees, Conferences and Coordinators and continuing to monitor outcomes and women's participation.*

vi. *Linking with the ITUC 'Count us in' Campaign and expanding the ITF Women's Leadership programme 'Leading Change' to support ITF affiliates to build new, diverse and representative generations of leaders at all levels who strategise, motivate, mobilise and mentor sisters to build strong unions for the next generations.*

ITF Women are part of a global movement of women on the march. There can be no compromise on women's rights. We are building stronger unions with women in leadership at all levels. ITF unions must stand firm for women's equality and gender justice, and take action to advance the demands and aspirations of women at work, in the community and in the union.

19. The Conference endorsed this statement to go forward to Congress.

AGENDA ITEM 4 MOTIONS

20. Following the Violence against Women fringe event, where the MUA led the male participants to take the 'not violent, not silent' pledge, the Conference agreed to request that the same pledge be taken in plenary in support of Motion 11 on Violence against Women.

21. **Diana Holland** clarified that there had been an error in the Spanish translation of Motion F, Increasing Women's Representation at Congress, and that the wording should read: *'Each delegation consisting of three or more persons shall aim to include one woman.'*

22. There were no motions referred to the Conference by the Resolutions Committee.

AGENDA ITEM 5 ELECTIONS

23. **Diana Holland** announced the representatives for the sections and the regions – except for Europe, where a ballot vote would take place immediately after the Conference. Only one nomination for young workers' representative was received and she was elected.

24. There was a proposal that the Women Transport Workers' Conference should be able to directly elect the woman vice-president, rather than this being decided by the Executive Board. Ekaterina Yordanova was recommended for this position, in support and thanks for all her work at Congress.

25. In response, it was felt that while this has been an excellent Congress and this would be an expression of gratitude to Yordanova, the normal procedures should be followed. The position is not currently vacant and there was also concern about potentially losing a designated women's position on the Executive Board if this proposal was agreed.

26. **Diana Holland** confirmed that currently the women on the Executive Board decide who will become the woman vice president. She suggested that the proposal to change the procedures be left, but noted the strong feelings and stated that there could be further discussion. She

committed to there being a clear process in the future, with which everyone is content.

27. The Conference agreed that the Women Transport Workers' Committee should produce a paper on the current election procedures. This paper will also recommend amendments so that by the next Congress improved election procedures would be in place.

28. The women listed in the table overleaf were elected by the Conference.

29. The Conference agreed the composition of the Women Transport Workers' Committee, as above, together with the following positions for confirmation at regional electoral groups.

Executive Board representatives

Africa/Arab World
Dorothy Nandera (ATGWU, Uganda)

Asia/Pacific
Mary Liew (SMOU, Singapore)

Europe
Kaia Vask (EMSA, Estonia)

Latin America/Caribbean
Arlette Gay Schifferli (STCLA, Chile)

North America
Terri Mast (ILWU, USA)

AGENDA ITEM 6 CONFERENCE CLOSING SESSION

30. **Diana Holland** thanked Alicia Castro for her amazing contribution to the ITF Women Transport Workers' Committee and to the struggle to demonstrate that another world is possible.

31. **Paddy Crumlin**, ITF president, stated his commitment to the three key priorities for the women's work programme, including the inclusion of more women leaders and representatives, organising women in precarious employment and the campaign to end violence against women transport workers.

32. **Paddy Crumlin** thanked Amparo García Sánchez, UGT, Spain, and Susan Ayoyi, DUK, Kenya, for their great contribution to the Women Transport Workers' committee and

presented them both with Gold Badges. Crumlin also thanked Mary Akpan, NUATE, Nigeria, Elena Rodriguez, UGT, Spain, and Jacqueline Smith, NSU, Norway, for their work on the Women Transport Workers' Committee.

33. Wilhelmina Trout, World March of Women, encouraged all participants to take part in preparations for regional action in 2015 and led a call for justice for women everywhere.
34. Diana Holland thanked all participants and closed the Conference.

WOMEN ELECTED BY CONFERENCE

Chair	Diana Holland (UNITE, UK)
Vice Chair	Kalthoum Barkallah (FNCT, Tunisia)
Vice Chair	Ann Anderson (CCWU, Guyana)
Young Transport Workers' Representative	Jasmin Labarda (AMOSUP, Philippines)
Section Representatives	
Civil Aviation	Wadha Salman Daabis (GTUWATT, Jordan)
Dockers	Monique Verbeeck (BTB, Belgium)
Fisheries	Tracey Mayhew (SIU, USA)
Inland Navigation	Valérie Latron (CFDT, France)
Railway Transport Workers	Gaebepe Molaodi (BRAWU, Botswana)
Road Transport Workers	Wilma Clement (BWU, Barbados)
Seafarers	Lena Dyring (NSU, Norway)
Tourism Services	Similal Singh (NFIR, India)
Africa/Arab World	
Regional Representative	Maryam Jummai Bello Yassin (NURT, Nigeria)
Regional Representative	Kate Sanyane (SATAWU, South Africa)
Regional Representative	Yvonne Adanlete Lawson (SYNTRAPAL, Togo)
Regional Representative	Kalthoum Barkallah (FNCT, Tunisia)
Asia/Pacific	
Regional Representative	Mich-Elle Myers (MUA, Australia)
Regional Representative	Heity Ariaty (SPKA, Indonesia)
Regional Representative	Wang Mei-Yuan (TTLU, Taiwan)
Regional Representative	Sheela Naikwade (MSTKS, India)
Asia/Pacific	
Regional Representative	Silke Mader (VERDI, Germany)
Regional Representative	Nuria Belenguer (SMC UGT, Spain)
Regional Representative	Susanne Gallhagen (Kommunal, Sweden)
Regional Representative	Diana Holland (UNITE, Great Britain)
Regional Representative	Olga Fedorenko (VPMU, Ukraine)
Regional Representative	Olga Vakulenko (ROSPROFZHEL, Russia)
Latin America/Caribbean	
Regional Representative	Laura Cordoba (FNTCOTAC, Argentina)
Regional Representative	Ann Anderson (CCWU, Guyana)
Regional Representative	Alma Teresa González (ATM, Mexico)
North America	
Regional Representative	Leslie Dias (UNIFOR, Canada)
Regional Representative	Sara González (IAM, USA)
Regional Representative	Catina Sicoli (SIU, Canada)

YOUNG TRANSPORT WORKERS' CONFERENCE REPORT

1. The Young Transport Workers' Conference took place on 14 August 2014.

AGENDA ITEM 1 ELECTION OF RAPPORTEUR

2. Travis Harrison (UNIFOR, Canada) was elected Rapporteur.
Christina Scott (MUA, Australia) and Jackie Smith (NATCA, USA) were elected Scrutineers.
James Harris (MUA, Australia) and Sebastian Maturano (La Fraternidad, Argentina) were elected Tellers.

AGENDA ITEMS 2 AND 3 CONGRESS THEME DOCUMENT AND FOUR YEAR WORK PROGRAMME

3. The co-chairs introduced both documents. From the four year work programme, the three main components of the 'global engagement programme' were highlighted: reaching out to affiliates through sections and regions, developing mentoring and leadership, and fighting climate change. It was proposed to discuss both agenda items in the format of a general debate, which was agreed. Contributions were received from South Africa, India, Liberia, Spain, Tunisia, Argentina, Uganda, Australia, Brazil, Egypt, Barbados, Honduras, Philippines, Norway, Russia, Lebanon, Croatia, France, Japan, Maldives, and Germany.
4. During the general debate it was agreed to form a working group, to develop a road map to take forward the commitment on the Palestine project.
5. The Conference adopted both documents as proposed.

AGENDA ITEM 4 MOTIONS

6. There were no motions referred to the Conference by the Resolutions Committee.

AGENDA ITEM 5 ELECTIONS

7. The Conference elected the following positions:

Women Transport Workers' Representative
Jasmin Labarda (AMOSUP, Philippines)

Ordinary member
Bojana Manojlović (SUC, Croatia) and Patricia Lauder Garcia (FSC-CC.OO, Spain). Shared term of 2 years each

Ordinary member
Paulo Cestoni (UPSA, Argentina) and Giannina Fiora Del Fabro (Sindicato Lan Express, Chile). Shared term of 2 years each.

Ordinary member
Saber Besrou (FNCT, Tunisia)

Section Representatives

Civil Aviation
Inés Medina Barrios (FSC-CC.OO, Spain)

Dockers
Anthony Dailey (SITREBALCRI, Panama)

Fisheries
Jose Emiliano Moreira (SOMU, Argentina)

Inland Navigation
Jorge Alejandro Vargas (SOMU, Argentina)

Railway Transport Workers
Veronika Szilagyi (VDSzSz, Hungary)

Road Transport Workers
Roy Einar Nilsen (NTF, Norway)

Seafarers
Lars Turner (IOMMP, USA)

Tourism Services
Alina Milusheva (FTTUB, Bulgaria)

8. The Conference agreed the composition of the Young Transport Workers' Committee, attached as **Annex 1**.
9. The Conference recognised committee members who have left, or are about to leave, the Young Transport Workers' Committee, in particular outgoing co-chair Fátima Aguado Queipo, whose term would come to an end at this Congress.

AGENDA ITEM 6 ANY OTHER BUSINESS

10. There were no other items for discussion.

ANNEX 1

YOUNG TRANSPORT WORKERS' COMMITTEE

As of 14 August 2014

Section officers	
Joint Chair	Travis Harrison (UNIFOR, Canada) and Julián Ariel Sosa Cappello (LA FRATERNIDAD, Argentina). Shared term of 2 years each
Joint Chair	Sharon Li (SOS, Singapore)
Women Transport Workers' Representative	Jasmin Labarda (AMOSUP, Philippines)
Africa/ Arab World	
Regional Representative	Fatima Ajouz (LCCA, Lebanon)
Regional Representative	Joshua Soka Wilson (USPOGUL, Liberia)
Regional Representative	Andrew Dinaala Nthoneng (SATAWU, South Africa)
Regional Representative	Dorothy Nandera (ATGWUU, Uganda)
Asia/Pacific	
Regional Representative	Danny Cain (MUA, Australia)
Regional Representative	Preeti Singh (AIRF, India)
Regional Representative	Ragchaa Bayaraa (MTCPUW, Mongolia)
Regional Representative	Sharon Li (SOS, Singapore)
Europe (ETF Maritime Transport Section)	
Regional Representative	Vera Visser (VERDI, Germany)
Regional Representative	Kamil Butler (PSUPL, Poland)
Regional Representative	Alexandra Lindahl (STF, Sweden)
Regional Representative	Elina Karavan, MTWTU, Ukraine
Regional Representative	Byron McGinley (UNITE, Great Britain)
Regional Representative	Jonny Havik (INDUSTRI ENERGI, Norway)
Latin America/Caribbean	
Regional Representative	Serena Browne (BWU, Barbados)
Regional Representative	Julián Ariel Sosa Cappello (LA FRATERNIDAD, Argentina)
Regional Representative	Jessika Campos (SINA, Brazil)
Regional Representative	Horacio Calculli (AAA, Argentina)
North America	
Regional Representative	Travis Harrison (UNIFOR, Canada)
Regional Representative	Heather Honeycutt (AFA-CWA, USA)
Regional Representative	Dana Suechting (TWU, USA)
Regional Representative	Matt Dwyer, MEBA, USA)
Section representatives	
Civil Aviation	Inés Medina Barrios (FSC-CC.OO, Spain)
Dockers	Anthony Dailey (SITREBALCRI, Panama)
Fisheries	Jose Emiliano Moreira (SOMU, Argentina)
Inland Navigation	Jorge Alejandro Vargas (SOMU, Argentina)
Railway Transport Workers	Veronika Szilagyí (VDSzSz, Hungary)
Road Transport Workers	Roy Einar Nilsen (NTF, Norway)
Seafarers	Lars Turner (IOMMP, USA)
Tourism Services	Alina Milusheva (FTTUB, Bulgaria)

CONGRESS PARTICIPANTS LIST

COUNTRY

Organisation

*Lead Delegate

Delegate

Advisor

(S) Staff

ALGERIA

Fédération Nationale des Travailleurs des Transports – Union Générale des Travailleurs Algériens

Abdelkrim Ait Mohamed*

Ahmed Belkacemi

Jaddi Kamal

Seddik Berrama

Federation Nationale Travailleurs Ports

Algériens -UGTA

Adjabi Lazhari*

Boulassel Noureddine

Meliani Mohamed

ANGOLA

Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)

Ernesto Manuel Antonio

Guilherme Mutendele*

ANTIGUA & BARBUDA

Antigua & Barbuda Workers' Union

David Massiah*

ARGENTINA

Asociación Argentina de Aeronavegantes

Alejandro Kogan

Alicia Castro

Betiana Giselle Zaine

Gabriel Bellido

Gaston Castro

Gaston Ignacio Fernandez Palucito

Horatio Calculli

Juan Pablo Brey*

Asociación de Personal Aeronáutico

Edgardo Anibal Llano*

Rafael Mella

Centro de Capitanes de Ultramar y Oficiales de la Marina Mercante

Julia Liliana Becerra*

Roberto Jorge Alarcón (Co-ordinator)

Centro de Jefes y Oficiales Maquinistas

Navales

Gustavo Andres Mujica

Horacio Dominguez*

Maria Elena Castano

Daniel Ocampo

Jorge Fedenczuk

Centro de Patronos y Oficiales Fluviales, de Pesca y Cabotaje Marítimo

Cinthia Diaz

Jorge Bianchi

Julio Benjamín González Insfran

Federación Nacional de Trabajadores

Camioneros y Obreros del Transporte

Automotor de Cargas, Logística y Servicios

Vincente Osvaldo Guingold

Nicolas Moyano

Gingol Osuado

Gabriela Ruiz Vargas

Laura Cordoba

Carols Jure

Claudio Leiva

Pablo Moyano*

Juan Carlos Ruiz

Fernando Casas Ponce

Gabriel Marcelo Aparicio

Walter Ramon Sanchez

Franco Limpes

Oscar Limpes

Luis Velasquez

Luis Cordoba

Oscar Borda

Pablo Mansilla

Laura Lamona

Edgar Lujan

Claudio Lopez

Hugo Vulcano

Sindicato de Guincheros y Maquinistas de Grúas Móviles

Roberto Coria*

Sindicato del Personal de Dragado y Balizamiento

Jorge Daniel Aruto*

Juan Carlos Schmid

Sindicato de Obreros Maritimos Unidos

Agustin Suarez

Enrique Omar Suárez*

Jorge Alejandro Vargas

Rafael Grigera

Rigoberto Suarez Cardozo

Ruben Alejandro Moreira

Sindicato La Fraternidad

Diego Serrano

Julian Ariel Sosa Cappello

Julio Adolfo Sosa*

Nicolas Antonio Coria

Nicolas Octavio Galeano

Omar Aristides Maturano

Sebastian Omar Maturano

Sergio Rojas

Simon Ariel Coria

Unión del Personal Superior y Profesional de Empresas Aerocomerciales

Jose Leonetti

Pablo Fresco

Paolo Cestoni

Patricia Graciela Trotta

Ruben Fernandez*

Stella Alejandros

Unión Ferroviaria

Karina Benemerito

Sergio Adrian Sasia*

Dina Feller (S)

AUSTRALIA

Australian Institute of Marine & Power Engineers (AIMPE)

Martin Byrne

Terry Snee*

Australian Licensed Aircraft Engineers' Association

John Bursill

Stephen Purvinas*

Australian Maritime Officers Union

Jan Thompson*
Wayne Moore

Australian Rail, Tram & Bus Industry Union
Owen Doogan*

Australian Services Union
Clare Raffan*

*Flight Attendants' Association of Australia
(National Division)*
Jo-Ann Davidson*

International Trade Union Confederation (ITUC)
Sharan Burrow – Guest

ITF Sydney Office
Shannon O'Keeffe (S)

Maritime Union of Australia

Alisha Bull
Andrea Whitehouse
Angelo Dymock
Antonin Stonjek
Ben West
Bethany King
Bonnie Crow
Brian Gallagher
Chris Kelly
Christina Scott
Clem Clothier
Dan Crumlin
Dan Gourley
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Percio Rafael Duarte Díaz*

PERU
Sindicato Unico Tecnicos De Lan Peru (Sitalanpe)
Juan Carlos Talavera – Guest
Oscar Angosto – Guest

PHILIPPINES
Associated Labor Union
Cecilio Seno
Democrito T Mendoza
Eduardo M Borromeo
Gerard R Seno*
Giselu C Cadungog
Joannah Marie Angeles
Raymond DC Mendoza

Associated Marine Officers' and Seamen's Union of the Philippines
Conrado F Oca
Eduardo Ma R Santos
Elena V Jiloca
Emmanuel Partido
Felix Rebustes
Jasmin Costelo Labarda
Jesus P. Sale*
Johnny Oca Jnr.
Jose Raul Lamug

National Confederation of Transport Workers' Union (NCTU)
Jose Aguilar*

Philippine Airline Employees' Association - PALEA - TUCP
Gerardo Rivera*

Philippine Seafarers' Union, PSU (ALU-TUCP)
German N Pascua*
Michael C Mendoza
Orphelia Zabate

Port Workers' Union of the Philippines (PWUP)
Jose Eduardo L Oca Jr
Robert Ramon B Oca*

POLAND
National Maritime Section NSZZ 'Solidarnosc'
Andrzej Koscik
Jacek Cegielski*

National Section of Port Workers - NSZZ Solidarnosc
Dariusz Szklar*

Polish Seafarers' Union (Ogólnopolski Związek Zawodowy Oficerów I Marynarzy)
Henryk Piatkowski*
Kamil Butler

Seamen's & Fishermen's Trade Unions Federation
Jacek Dubinski*

Trade Union Federation of Polish State Railways' Employees
Maarten Gutt*
Maciej Chudkiewicz
Stanislaw Stolorz

PORTUGAL
Sindicato da Mestrança e Marinhagem da Marinha Mercante, Energia e Fogueiros de Terra (SITEMAQ)
Alexandre Delgado*

Sindicato dos Engenheiros da Marinha Mercante (SEMM)
João de Deus Gomes Pires*

ROMANIA
Tarom National Technical Trade Union
Marian Panfiloiu
Curdov Aurel
Stefan Vintila*
Vasile Hardei

Uniunea Sindicatelor Libere Metrou si Aviatie Civila (Free Trade Union of Metro and Aviation Workers)
Florian Crisu
Ionescu Mircea
Ion Radoi*
Marinela Angelescu
Vasile Petrariu

RUSSIA
Communication Workers' Union of Russia
Dmitry Vasilyevich Dozorin*

Dockers' Union of Russia
Elena Khoroshun
Vasilij Vasilevich Kozarenko*
Vladimir Kozarenko

*International Confederation of Water
Transport Workers' Unions*
Georgy Stoliarenko – Guest
Irina Chernenko – Guest
Sergey Stolyarenko – Guest

Seafarers' Union of Russia
Alexander Krasnoshtan
Alex Belyakov
Andrei Eremeev
Andrey Knyazev
Dmitrii Chetverkin
Igor Kovalchuk
Igor Pavlov
Irina Ustyumenko
Konstantin Makarov
Leonid Glushak
Marina Serova
Nikolay Eremenko
Nikolay Popov
Nikolay Sukhanov
Alexandra Alexandrova
Olga Ananina
Petr Osichansky
Sergey Fishov – Coordinator
Vadim Ivanov
Valeriy Berezinskiy
Yuri Sukhorukov*

*Trade Union of Railwaymen and Transport
Construction Workers of Russia*
Aleksandr Golobev
Anatolii Garashchenko
Gennady Kosolapov
Irina Zorina
Iurii Kalinin
Lyakhov Mikhail
Mikhail Mironov
Mikhail Pruzhina
Nelli Pogodina
Nikolai Sinityn
Nikolay Nikiforov*
Nikolay Shashkov
Olga Chemshit
Olga Vakulenko
Sofya Medvedeva
Vitaly Shatov
Vladimir Klenin
Yaroslav Sadivsky

SENEGAL

*Syndicat des Travailleurs des Transports
Routiers du Senegal CNTS-FC*
Momar Diagne
Néné Camara*

*Syndicat Unique des Travailleurs des
Transports Aériens et Activités Annexes du
Sénégal (SUTTAAAS)*
Alassane Ndoye*

SIERRA LEONE

Sierra Leone Seamen's Union
Parker Kamara*

SINGAPORE

National Transport Workers' Union
Fang Chin Poh*
Mei Feng Tan
Rosmani Bin Juraini

Port Officers' Union
Ang Kim Chye
Benjamin Tang*

Singapore Maritime Officers' Union (SMOU)
Annie Sng
Gwee Guo Duan
Mary Liew
Terence Tan
Thomas Tay*

Singapore Organisation of Seamen (SOS)
Daniel Tan Keng Hui
David Shoo*
Kam Soon Huat
Sharon Li
Shena Foo

Singapore Port Workers' Union
Ameer Hamzah*
Teng Hong Tan
Thangamani Sinniah

SLOVENIA

WSindikat Strojevodij Slovenije (SSSLO)
Rok Smon
Zdenko Lorber
Zlatko Ratej*

SOUTH AFRICA

*South African Transport & Allied Workers'
Union (SATAWU)*
Andrew Dinalaa
June Dube
Kate Sanyane
Tabudi Abner Ramakgolo
Veronica Metsatywa
Zenzo Mahlangu*

UASA - The Union
Shadrack Motloung*

World March of Women Organisation
Wilhelmina Trout – Speaker

SPAIN

ELA-Zerbitzuak
Cristina Santamaria Martin
Juan Carlos Polo de la Fuente*
Mohamed Arrachedi (S)

*Federación de Servicios a la Ciudadanía de
CCOO*

Ana Sánchez Navarro
Enrique Carmona
Fátima Aguado Queipo*
Ines Maria Medina Barrios
Juan Luis García Revuelta
Juan Manuel Trujillo
Manuel Nicolás Taguas
Manuel Polo Rubio
Mario Martin
Patricia Lauder Garcia
Rafael Vicente Mateo

*Federación de Servicios para la Movilidad y
el Consumo (SMC UGT)*

Amparo Sánchez
Eduardo Hernández
Elena Rodríguez
Emilio Cardero
Francisco Rodriguez
Jose Manuel Perez-Vega
Jose M Ortega – coordinator
Miguel Ángel Cilleros Sanchez*
Nuria Belenguer
Santos Nogales

*Unión Sindical Obrera Sector Transporte
Aereo (USO-STA)*
Juan Nunez
Rafael Fernandez*

SRI LANKA

National Union of Seafarers Sri Lanka
Palitha Atukorale*

Sri Lanka Nidahas Sewaka Sangamaya
Leslie Devendra*

SWAZILAND

Swaziland Transport & Allied Workers' Union
Simanga Shongwe*

SWEDEN

*Association of International Conference
Interpreters (AIIIC)*
Yvonne Tizard

LEDARNA

Antonio Ropero
Bo-Göran Nilsson*
Mats Fredriksson

Nordic Transport Workers' Federation
Peter Lökvist – Guest
Roy Solstad – Press

SEKO Facket för Service Och Kommunikation
Annica Barning – Co-ordinator

Janne Rudén
Jens Saverstam*
Kajsa Lackovic
Kenny Reinhold
Mats Ekeklint
Tomas Abrahamsson (S)
Valle Karlsson

Sjöbefälsföreningen
Hans-Dieter Grahl
Mikael Huss*

Svenska Kommunalarbetareförbundet
Anne-Li Rosengren
Astrid König
Cenneth Malmström
Ingall Eriksson
Mario Gavran
Susanne Gällhagen*

Svenska Transportarbetareförbundet
Christer Bengtsson
Gabriel Dahlander
Goran Nilsson – Coordinator
Lars Lindgren*
Magnus Falk
Magnus Larsson
Marcel Carlstedt
Marie Sjöhem

Martin Rohde
Patrick Markusson
Peter Winsten
Petri Perala
Tommy Wreeth
Ulf Persson
Wilfred Mandhla

Unionen
Helene Lundqvist
Leif Nicklagård*
Martin Johansson
Michael Collins
Nikta Nabavi

SWITZERLAND
IndustriALL Global Union
Jyrki Raina – Guest

International Labour Organisation
Guy Ryder – Guest
James Howard – Guest

*International Union of Food, Agricultural,
Hotel, Restaurant, Catering, Tobacco and
Allied Workers' Association, IUF*
Kirill Buketov – Guest

KAPERS Cabin Crew Union
Harry Kreienbühl*
Kristina Giretova

Nautilus International (Switzerland)
Nick Bramley*

SEV – Gewerkschaft des Verkehrspersonal
Barbara Spalinger*
Christian Suter
Giorgio Tuti
Peter Kappler

UNI Global Union (UNI)
Christy Hoffman – Guest

TAIWAN, CHINA
National Chinese Seamen's Union (NCSU)
Chang Shiew-Ling
Chen Te-tsun
Chu Hao Lin
Lin Yu-Jane
Lu Wang-Chun*

Taipei Travel Labour Union
Chi-Tzu Hsu
Hsi-Fan Tang
Hsiu Chuan Wang
Hsiu-Ying Huang
Jen-Te Wang
Jui Man Lao
Ma Chau*
Mei-Yuan Wang
Shien-Jen Chiou
Shu-Fang Tsai
Su Min Wong

Taiwan Dock Workers' Federation
Yao-Chang Yang*

TANZANIA
Tanzania Railway Workers' Union
Rose Banyikwa*

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*
Chutima Boonjai*
Sanan Boon Ngok

ITF Coordinating Committee of Thailand
Su-angcana Tungworachet – Guest

*State Railway Workers' Union of Thailand
(SRUT)*
Pinyo Rueanpetch*

Stella Maris
Apinya Tajit – Guest

*Transport Company Ltd State Enterprise
Employees' Union (TRAN-U)*
Prajuk Sukbandit*

TOGO
*Fédération Syndicale des Travailleurs des
Transports du Togo (FESYTRAT)*
Komlan Emmanuel Agbenou*

*Syndicat des Travailleurs des Compagnies de
Navigation Maritimes, Aériennes et de Transit
du Togo (STRANAVITTO)*
Hihideva Etsri Clumson-Eklu
Simeon Clumson Estri*

*Syndicat des Travailleurs du Port Autonome
de Lomé (SYNTRAPAL)*
Djolahé Gbadamassi*

TRINIDAD
Seamen & Waterfront Workers' Trade Union
Michael Annisette*

TUNISIA
*Fédération Nationale des Chemins de Fer
Tunisien*
Kalthoum Barkallah*
Mohammed Saidi
Sabeur Besrou

Union des Syndicats UMT des Transports
Ahmed Senbli*

TURKEY
*Birlesik Tasimacilik Çalışanlari Sendikası
(BTS) (United Transport Workers' Union)*
Ishak Kocabiyik*

*Deniz Çalışanlari Dayanisma Dernegi
(DAD-DER) Marine Employees' Solidarity
Association (MESA)*
Cem Argunsah
Cihan Hazar
Erdal Hascan
Eylem Pinar
Muzaffer Civelek
Sibel Cavusoglu
Unal Turkel
Ural Cagirci*

DISK
Kivanc Eliacik

*National Port and Land Stevedores Union
of Turkey (LIMAN-IS)*
Önder Avci*

*Railway Workers' Trade Union of Turkey
(DEMIRYOL-IS)*
Cemal Yaman
Ergun Atalay
Hakan Sükün
Hüseyin Ervüz
Huseyin Kaya*
K, Akay Bahali
Nuh Kale

*Trade Union of Revolutionary Land
Transportation Workers of Turkey (Nakliyat Is)*
Ali Riza Küçükosmanoglu*

Tüm Tasima İşçileri Sendikası
Göknur Mars
Gürel Yılmaz
Kenan Öztürk*
Muharrem Yildirim

Turkish Civil Aviation Union Hava-Is
Ali Kemal Tatlibal*
Murat Kallenci
Yasin Sevgili

*Türkiye Denizciler Sendikası (Seafarers'
Union of Turkey)*
Hasan Pekdemir*
Irfan Mete
Zerrin Isik

UGANDA
*Amalgamated Transport and General
Workers' Union*
Aziz Kiirya*
Dorothy Nandera

UKRAINE
*Marine Transport Workers' Trade Union
of Ukraine*
Andrii Sukhanov
Elina Karavan
Iryna Feshchenko
Mykhailo Kirieiev*
Mykola Polovniuk
Igor Sergeiev
Nataliya Yefrimenko
Oleg Grygoriuk
Olga Losinskaya
Olga Mudrova
Sergiy Rozhkov

*Trade Union of Railway Workers and
Transport Constructors of Ukraine*
Anatoliy Prokopenko
Mr. Orest Lohoshniak
Oleksandr Bukreiev
Sergey Ivanovich Ivanskyi*
Vadim Maryanovich Tkachov
Vyacheslav Zaloznykh

*Vil'na Profspilka Mashynistiv Ukrainy (VPMU)
(Ukrainian Free Trade Union of Locomotive
Engineers)*
Olga Petrovna Fedorenko
Semen Grigorevich Karikov*

URUGUAY

Unión de Trabajadores del Transporte Marítimo, Aéreo, Terrestre y Afines
Arlindo Torredo
Daniel Moreira
Francisco Del Gaudio*

USA

Amalgamated Transit Union
Bruce Hamilton
Ed Watt*

American Maritime Officers (AMO)
Christian Spain
J. Michael Murphy*
Thomas J Bethel

Association of Flight Attendants (AFA) - Communications Workers of America (CWA)
Heather Honeycutt
Sara Nelson*

Association of Professional Flight Attendants
Laura Glading*

ICMA
 Bruno Ciceri – Guest

Independent Pilots' Association
Luke Pyles*

International Association of Machinists & Aerospace Workers (IAM)
Joseph Tiberi
Owen Herrnstadt
Sito Pantoja*
Timothy Klima

International Brotherhood of Teamsters (IBT)
Timothy Beaty*

International Longshore and Warehouse Union (ILWU)
Greg Mitre
 Jeff Engels – Co-ordinator
Ray Familathe*
Terri Mast
William Adams

International Longshoremen's Association (ILA) AFL-CIO
Dwayne Boudreaux
Ingolf Esders
John D Baker*
Michael Baker

International Organisation of Masters, Mates & Pilots
Ake Selander
Donald J Marcus*
George Quick
Wayne Farthing

International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
Garry Bernath
Mark Haasis*

National Air Traffic Controllers' Association
Anna Jancewicz
Eugene Freedman
Jacqueline Smith
Patricia C Gilbert*

National Marine Engineers' Beneficial Association
Marshall Ainley*
Matthew Dwyer

Norsk Sjømannsforbund (Norwegian Seafarers Union)
Johan Oyen

Norwegian Seamen's Union
Lena Dyring

Seafarers' International Union of North America (SIU)
Daniel Duncan
Dave Heindel*
Enrico Esopa
Shwe Tun Aung
Tracey Mayhew

Service Employees' International Union
Tom Woodruff*

Transportation Communications International Union (TCU)
J M Parker
Joseph Condo
Richard Johnson
Robert A Scardelletti*

Transport Workers' Union of America
Thom McDaniel*

Speaker
 Elaine Bernard

UZBEKISTAN

Aviation Workers' Trade Union of Uzbekistan
Shawkat Zainabidinovich Mingaliyev*

VENEZUELA

Federación Bolivariana de los Trabajadores y Trabajadoras de Transporte Afines y Conexos
Adrian Oronoz
Edison Alvarado*
Jose Rosal

YEMEN

Employees and Workers Syndicate of Yemen Airways
Wahid Abdullah Al Qabaty*

General Union for Telecommunication and Transport Workers
Qassem Mehdi Haider
Saleh Mohamed Alwani*

Labor Committee of Aden Container Terminal
Hamdan Hameed Al Haidary*

Yemeni Aviation Engineers Syndicate
Ahmed Dhya Aldain Hail*

ZIMBABWE

National Airways Workers' Unions (NAWU)
Gideon Gonese
Mambo W Madzura*



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