ITF 40th Congress
Vancouver
14 – 21 August 2002

Resolutions

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RESOLUTIONS

Resolution No. 1: Globalising Solidarity

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

1. NOTES that a substantial part of the Mobilising Solidarity programme approved at the 39th ITF Congress in New Delhi in 1998 has been successfully implemented;

2. NOTES too that the threats posed by the uncontrolled globalisation of the world economy have grown substantially and that effective international trade union action in defence of workers' rights is urgently needed;

3. NOTES too that the implementation of the programme has significantly improved the effectiveness of the ITF and the solidarity relations between ITF affiliates;

4. NOTES that this has included the development of major new initiatives such as the ITF summer schools, new ITF publications, and improvements in the ITF web site;

5. NOTES that this has included significant shifts in ITF activities including greater attention to campaigns;

6. GIVES its strong approval to the achievements of the programme so far as reported;

7. NOTES that there is still much to do to fully meet the objectives of Mobilising Solidarity not just in transport, but in the world economy as a whole;

8. REAFFIRMS its commitment to continuing to build greater solidarity within ITF unions and continuing to improve the working methods of affiliates in the direction called for in the Mobilising Solidarity programme;

9. CALLS on all ITF affiliates to appoint mobilising solidarity coordinators who will work to strengthen the implementation of the programme;

10. AUTHORISES the ITF Executive Board, in the light of the debate at this Congress, to authorise the continued implementation of the principles and policies laid out in Delhi as a programme for Globalising Solidarity in the period 2002-2006 and to report to the next Congress on progress made.
Resolution No. 2: Developing an ITF Campaign Strategy.

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

1. **RECALLING** that the programme adopted by the Delhi Congress Mobilising Solidarity proposed a major shift in ITF activities towards global campaigns,

2. **NOTING** that this has been successfully implemented, for instance through:
   - the Road Transport Section action days on Fatigue Kills
   - the Railway Action Days on public service and safety first
   - the Civil Aviation Section Campaign against Air Rage
   - the Dockers' Section Campaigns against Cargo Handling by Seafarers and against non union ports
   - global action by seafarers' unions to mark World Maritime Day.
   - the action day Women Transporting the World

3. **NOTING** that the ITF Flag of Convenience Campaign has been further developed to include regional and subregional Weeks of Action, many of them involving unions which had not before been directly engaged in ITF campaign activity,

4. **EXPRESSING** its congratulations to affiliates who have participated in this campaign work, which has usually involved a wide variety of activities, tailored to national conditions, but under a clear unifying global campaign theme with a strong ITF identity,

5. **NOTING** that these activities have taken place in all regions and have often helped to provide a higher national profile to ITF affiliated unions,

6. **NOTING** that some lessons can be learned from the campaigns implemented so far, for example that:
   - ITF Campaigns need to be rooted in issues of real concern to trade union members
   - ITF campaigns should mobilise activities and action by affiliates
   - Common campaign themes needs to be relevant to unions in both developed and developing countries.
   - Slogans, materials and symbols need to work in a wide range of languages and cultural environments
   - Translating materials into local languages is very important
   - Unions and the ITF need a well developed communications/press strategy for each campaign
7. NOTING that ITF campaigns can achieve a number of goals, in addition to their explicit policy objectives. For example:

- Creating increased public and media attention for ITF affiliates
- Raising the profile of ITF unions to governments and employers by demonstrating that they are part of an international movement
- Demonstrating to union members the relevance and value of being part of the ITF
- Linking union activists with their colleagues in other countries
- Strengthening national unions by highlighting their global relationships
- Building confidence and generating skills in global campaigning.

8. NOTING that the results of an evaluation of Mobilising Solidarity by the ITF Secretariat shows that these campaigns achieved widespread participation and that unions were able to develop a growing range of more imaginative campaign tactics. Through these campaigns both affiliates and the ITF secretariat developed more experience and skills in global campaigning and built a strong momentum for regular action,

9. NOTING too that the evaluation has shown areas which need to be strengthened, for example:

- Focusing campaigns mainly within individual sections generates greater commitment by the unions but we need to ensure that the experience gained in different campaigns is effectively shared between sections
- There is a need for some cross sectional campaigns linking issues which are shared by different ITF sections
- The number of successful major global campaigns which can be organised in a year has to be limited, due to the pressure such campaigns impose on ITF resources for things like translation, printing, design work, media work etc and the workload on ITF affiliates
- Affiliates can only be expected to participate in a limited number of campaigns each year, particularly those with membership in more than one section. Having too many and often overlapping campaigns risks generating ‘campaign fatigue’
- Having campaigns on the same issue for too long may also risk a campaign running out of steam
- The issues around which the campaigns are generated are not always equally relevant to all national circumstances. There is a need for campaigns to have more flexibility for unions to adapt themes to their
own priorities while retaining an international identity for the campaign.

10. NOTING that in future there is likely to be a growing demand for campaign techniques to be applied to assist strategic disputes, organising drives and corporate campaigns,
11. CALLS ON the ITF Executive Board, in consultation with the sections, regions, and other relevant parts of the organisation, to evaluate the lessons learned from ITF campaigns so far and to develop an ITF Campaign Strategy, which could include:

- Carrying out consultations with affiliates on their experiences
- Holding Campaign Strategy Workshops involving concerned unions, the ITF Secretariat and, if necessary, outside campaigning experts
- Establishing a more systematic way of evaluation of the strengths and weaknesses of campaigns and their outcomes
- Looking at more effective internal coordination
- Developing more guidance materials and training to assist affiliates participating in campaigns
- Establishing an overall ITF campaign strategy for the next inter-Congress period
Resolution No. 3: Global Action Days

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

1. NOTES that the ITF has been at the forefront of campaigning on issues of relevance to all transport workers through the medium of worldwide action campaigns in the various industrial sections including shipping, civil aviation, ports, railways and road transport;

2. NOTES also that these campaigns have greatly assisted transport trade unions worldwide in their national campaigns to highlight issues relevant to their members and to drive home the message that in the transport industry we are all part of a powerful and influential international family of unions;

3. STRESSES that the benefit of these action days is beyond question as evidenced by the degree to which more and more affiliates from every corner of the globe are participating with great enthusiasm and imagination that benefits all those who take part;

4. BELIEVES however that it might now also be appropriate to consider the organisation of a 'global transport action day'. When such a global transport action day is organised there may be a need to restrict the use of individual sector based action days and other similar activities which as more and more initiatives are launched run the risk of action day overload;

5. BELIEVES FURTHER that such an approach would bring transport workers' trade unions together in the spirit of solidarity around a common theme and represent a better use of resources for the affiliates and the ITF;

6. RESOLVES therefore to request the Executive Board to develop a campaign strategy in consultation with the ITF's Industrial Sections to include global themes and to establish a network of national co-ordinators specifically for the purpose of coordinating global transport action days around agreed all embracing themes.
Resolution No. 4: International Action Days

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

1. NOTES that the work programme defined in Delhi at the 39th Congress of the ITF and entitled "Mobilising Solidarity" has been partially implemented through the successful international days of action which have furthered the development of solidarity and co-operation among ITF affiliates,

2. BELIEVES that we must now organise a second phase to consolidate and strengthen links between affiliates,

3. INVITES affiliates to share the information in their possession, particularly on company relocation and other types of social dumping,

4. REQUESTS the ITF to co-ordinate this information network and to fight these company strategies,

5. CALLS ON the ITF to carry out a periodic renewal of the programme of international days of action and the use of methods and issues able to mobilise each section, with the objective of achieving our aims.
Resolution No. 5: Responding to the Rise of Logistics in the International Freight Transport Industry

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

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

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

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

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

5. Mergers and alliances, however, increasingly tend to be between the ‘core business’ parts of the transport industry and are aimed at delivering seamless global distribution, marketing or route networks. Even in parts of transport such as road haulage where small operators will continue to make up the majority of the industry, these operators will increasingly have to work as feeders to, or under the franchises of, these global brands. Other parts of the industry are being outsourced and are themselves coming under the control of global companies specialising in ancillary transport activities.

Logistics: the Seamless Freight Transport System

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

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

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

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

The Transport Chain

10. The emergence of the inter-modal logistics companies does not just involve a restructuring of transport operators. It is dictating massive transport infrastructure investment decisions. An increasing proportion of this investment is private. It is increasingly being oriented way from the needs of national economies or local communities and towards the supply chain needs of international corporations. Major investment of infrastructure and new technology is being focused on global transport hubs. Logistics is increasing the transport and communications technology gap between the industrialised countries and the developing world.

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

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

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

14. Railways. The new demands of logistics, including the development of regional port/airport hubs, requires railways to adapt to new market conditions. Previously the role of the state-owned railways was purely that of a transport carrier. Today, within a complex logistics chain, they have to
take on new functions for which insufficient investment is provided by the public purse. North American railways have reoriented their operations, through various mergers, to reflect the continent-wide market created by NAFTA. In December 1999, European Union transport ministers agreed to liberalise the railways to allow the setting up of a Trans European Railway Freight Network, opening up rail freight to new 'authorised' companies. As yet these trends mainly affect the industrialised countries, which are involved in forging regional economic blocs. However, similar developments are taking place in the transition countries (eg CEE countries) where due to external pressures, very one-sided liberal policies are being pursued.

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

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

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

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

19. The development of an intermodal logistics approach to transport has gone hand in hand with intensified pressures on working conditions, work practices and employee rights. Workers in all the transport modes have experienced:
• increasing levels of automation particularly aimed at speeding up
turnaround times
• removal of longstanding protections against casual labour (especially in the
ports)
• increased labour flexibility
• pressure on working hours and shift systems
• massive reductions in Manning levels
• massive increases in work intensity
• increased attacks on union organisation
• pressures to reduce wage costs
• pressures to ignore or break national regulations and laws

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

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

This 40th Congress therefore RESOLVES that the ITF should:

• Continue to oppose privatisation and deregulation whenever it has a
  negative impact on transport services or the conditions of transport workers
• Maintain its demand for a central role for government regulation and
  public policy in passenger and freight transport
• Develop a strategy to deal effectively with intermodal transport companies,
  including a cross sectional approach within the ITF.
• Promote information and education about logistics among affiliates
• Defend workers, passengers and the general public against the erosion of
  safety standards in the process of industry restructuring
• Promote international trade union coordination within logistics companies,
  including working together with other global union federations concerned
  with logistics, such as UNI
• Promote union organisation in transport related sectors of work created by the emergence of logistics companies, including sectors of non-mobile work, which frequently have a predominantly female workforce.
• Promote solidarity among workers in the transport chain and to guard against company strategies to pit different groups of workers against each other
• Promote core labour standards for all workers in the transport chain
• Challenge the strategy of companies and international institutions to expand the self-employed/owner-operator, small business or ‘informal’ work as a means of undermining trade unions.
Resolution No. 6: Changes in the International Trade Union Movement: Moving forward with the Wider Trade Union Movement

1. This 40th Congress of the ITF RECOGNISES the major changes which are taking place in the global economy and which provide both challenges and opportunities for the trade union movement,

2. The Congress APPRECIATES the growing movement for greater corporate responsibility including respect by global capital for international standards of behaviour on both social and environmental questions which has been reflected in, amongst others, the ILO Declaration on Fundamental Rights adopted in 1998, in the Global Compact launched by the United Nations in 1999, the Global Reporting Initiative and the recent revision of the OECD Guidelines on Multinational Enterprises. All of these make reference to ILO Core Labour Standards including those covering freedom of association, child labour, discrimination, and forced labour,

3. RECOGNISES too the growing pressure from the international trade union movement, led by the ICFTU and the global union federations, for much closer links between the moves to liberalise international trade in both goods and services through the World Trade Organisation and respect for the ILO's core labour standards and the failure of the 2001 WTO Doha conference to achieve any significant linkage between trade liberalisation and social questions, which increases the concern of trade unions and civil society in general about the consequences of globalisation,

4. WELCOMES the use of the term 'global unions' to describe all the organisations which together make up the free independent and democratic international trade union movement,

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

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

6. BELIEVES that historical divisions between international bodies which organise democratic trade unions are looking increasingly out of date,
7. NOTING the rapid spread of international ownership, privatisation and deregulation of transport undertakings, the rise of logistics which links together transport modes, the development of multinational companies which cover many different industries, and the increasing subcontracting out of services traditionally done by employees of transport bodies to companies which may have their principal interests in other industries such as security or catering

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

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

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

11. RECALLS that many of the recent examples of effective international solidarity have been most effective when there was close communication and mutual support between ITF affiliates, the national trade union centre, the ITF, the ICFTU and other global union federations,

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

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

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

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

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

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

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

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

The Congress:

• REAFFIRMS support for the Millennium Review process which should include proposals for a coordinating structure for international trade union cooperation, which provides a better balance between the national centre-based and the industry-based wings of the movement than the current structures, and which seeks an end to the ideological splits in international trade union structure;
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• STATES its strong commitment to the development of regional activity in coordination with national centres and other industrial trade unions through a close working relationship between the ICFTU and ITF, on the basis of equality within all regions, including Europe, where the ETUC should establish closer working links with the global level.

• BELIEVES that the fundamental principle for effective trade union structures should be the ability to deliver effective services to national member organisations, and underlines that the ITF, representing the special interests of workers in different branches of transport, is an effective provider of such services. It therefore strongly supports the continued existence of the ITF as a separate organisation while developing ever closer links with other national and international trade union bodies;

• CALLS ON the ITF to work to conclude framework agreements or other instruments with key transport undertakings which commit them to observance of fundamental trade union and human rights including, as a minimum, those established as core labour standards in the ILO Declaration on Fundamental Rights; and supports the establishment of global structures for establishing dialogue with key transnational transport companies in cooperation with other global union federations where transport is only one part of a company's operations.

• CALLS ON the ITF Secretariat to develop model clauses on the socially and environmentally sustainable transport of goods that can be used by other trade union organisations engaged in the negotiation of framework agreements and related instruments;

• ASKS all affiliates to explore, via their national ITF Coordinating Committee and/or their national trade union centre, as appropriate, the establishment of close working relations in organising new categories of worker, including informal workers, the establishment of decent conditions for the transport of goods and passengers, and the retention and expansion of trade union membership and trade union conditions for workers when services are contracted out;

• CALLS ON all affiliates to organise, in cooperation with the ITF, education programmes about the potential instruments and tools which the global economy offers to exert influence on the behaviour of international companies and national governments
Resolution No. 7: The Popular Movement to Reform the Globalisation Process

1. NOTES that the process of economic globalisation is having a major impact on workers, communities and populations all around the world. It has led to an acceleration in economic inequalities between rich and poor, within and between countries, a reduction in the influence of governments compared to that of corporations and a cut in the importance of public services,

2. NOTES that international financial institutions such as the World Bank and the International Monetary Fund have actively promoted privatisation and economic liberalisation through structural adjustment programmes which have concentrated on the privatisation of services and the introduction of competition irrespective of national circumstances or the wishes of democratic governments,

3. NOTES the emergence of a consensus in favour of liberalised trade relations led by bodies such as the World Trade Organisation and supported by other inter-governmental agreements and bodies such as the OECD, the European Union, the Free Trade Area of the Americas and Asia Pacific Economic Cooperation (APEC),

4. NOTES that these developments have undermined national and local democratic processes which has led to widespread public concern and generated an active and broad based international movement protesting against this process. This movement includes trade unions, environmental and other groups and has targeted the institutions promoting globalisation, leading to mass protests in Seattle, Prague, Davos, Quebec and elsewhere,

5. NOTES that globalisation and liberalisation have resulted in a loss in decent jobs and have led to a growth of insecure and unprotected forms of employment outside union protection, particularly in forms of work classified as informal,

6. NOTES in particular the encouragement of 'informal work' in the transport sector through developments such as self employment and contract work, which often replaces direct employment and which is frequently used as a means to take workers out of social protection and union organisation,

7. NOTES the involvement of the work of the Global Unions group including the ICFIU, the ITF and other global union federations to ensure that core labour standards are fully respected when international trade liberalisation is negotiated and to exclude key public services from the process of privatisation and liberalisation,
8. NOTES AND ENDORSES the work of the ITF in putting pressure on institutions such as the World Bank to take full account of the views of trade unions,

9. NOTES the developments in the programme and activities of the WTO and ENDORSES the work of the ITF in monitoring these activities and pressuring for more transparency,

10. NOTES the work of the ICFTU in promoting policies in favour of sustainable development in its dialogues with such bodies,

11. NOTES that the ITF has worked with the ICFTU in forums like the UN Commission on Sustainable Development to promote the concept of a sustainable transport industry serving the development needs of countries and communities, operating to high safety standards, minimising environmental damage, and providing decent working conditions and employee rights,

12. NOTES the engagement of the international union movement in initiatives in favour of decent work and core labour standards such as the UN Global Compact, Global Reporting Initiative, OECD Guidelines for Multinational Enterprises and the negotiation of framework agreements with multinational companies,

13. RECOGNISES that the protest movement against economic globalisation has mainly focused on:

- Loss of democratic control over major economic decisions
- Loss of public services and the changing role of the state
- Growth of economic disparities between rich and poor
- Growth of insecure forms of employment
- Massive debt and impoverishment of developing countries
- Environmental degradation

14. NOTES that these protest actions have involved a wide variety of organisations such as environmental groups, consumer organisations, anti-poverty groups, human rights groups, Third World development organisations and a host of single issue bodies and that this movement has intensified in the light of the failure of the WTO's Doha conference to establish clear links between trade and labour standards,

15. RECOGNISES that on the contrary, deadlines and detailed negotiation procedures for the GATS agreement were fixed,

16. NOTES that, while trade unions share many of the same concerns as these organisations and protestors, they have often had cause to be cautious of them. Unlike unions whose mandate comes from their members, these
organizations sometimes lack a clear mandate and often represent trade unions as only being concerned with narrow sectional interests,

17. RECOGNISES, nevertheless, that trade unions and many other organisations in the socially progressive anti-globalisation movement share many common criticisms of the process of economic globalisation, and welcomes initiatives such as the World Social Forum which bring together a wide range of organizations in a common movement,

18. RECOGNISES that many of the solutions to the prime concerns of trade unions can only be addressed by changes in the overall political environment which can only be achieved by widely based popular pressure,

19. RECOGNISES that trade unions also need to pay attention to the needs of all workers who suffer from the effects of economic liberalism,

20. NOTES that many affiliates work closely with various NGOs and pressure groups at the national level in their own countries,

21. NOTES that the ITF in many of its own campaigns has managed to develop positive alliances with non trade union bodies such as environmental organisations, transport safety organisations, and human rights organisations.

This Congress therefore:

• REAFFIRMS its support for the engagement of the international union movement in dialogue with multilateral institutions such as the World Bank, WTO and OECD, aimed at putting forward trade union views concerning the impact of the activities and programmes of these bodies
• REAFFIRMS that it is necessary for the ITF and its affiliated unions to intensify efforts (education, seminars, etc) to provide information on WTO issues to enable affiliates to properly understand the effects of WTO policies and to participate more effectively in the discussions in their respective countries.
• CALLS UPON Governments and international bodies to develop structures and mechanisms to ensure more effective social controls over the process of globalisation.
• SUPPORTS a strategy, wherever appropriate, of working with NGOs which are supportive of trade union goals, and to develop broad alliances to join active mass campaigns aimed at fighting the poverty and disempowerment caused by economic globalisation.
• REAFFIRMS its support for the concept of sustainable development, including a sustainable transport industry, which insists upon democratic accountability in economic decision making, consultation with trade unions, and recognition of the need for decent and secure employment and trade union rights.
• STRONGLY SUPPORTS ITF involvement in the movement to control globalisation, for example through the World Social Forum in Porto Alegre, and its activities, while supporting too the global unions efforts to secure greater respect for trade union concerns in the work of the World Economic Forum

• SUPPORTS the development of an action programme during the next inter-Congress period 2002-2006 building active links, where appropriate, with passenger, community, environmental, human rights, women’s and other organisations in order to develop a broad based political campaign capable of challenging many of the assumptions behind structural adjustment and corporate led economic globalisation put by governments and international institutions.
Resolution No. 8: Organising Workers in Informal and Unprotected Work

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

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

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

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

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

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

This ITF Congress, therefore:

- NOTES the rapid expansion in numbers of workers in informal/unprotected work in most regions of the world accompanied by a reduction in the number of jobs covered by labour legislation, collective bargaining and trade union membership.
• NOTES that this problem is at its most acute in sectors such as agriculture, textiles and clothing, catering and commerce, where homework and streetwork have become widespread, that it has been encouraged by the privatisation of public services and deregulation and that it is growing in importance in parts of the transport industry.

• NOTES that there is widespread confusion about the definition of informal work and that in reality it covers a wide range of different forms of employment, each of which properly relates to the economic sector concerned.

  REJECTS the use of the term 'informal sector' and declares that all workers in transport, whatever their legal status, are transport workers.

• NOTES that many employers, governments and international financial institutions see the creation of informal work as a means of undermining social protection, weakening trade unions and increasing 'labour flexibility';

• NOTES that structural change, deregulation and privatization, together with the increasing use of subcontractors, has resulted in thousands of transport jobs in developed and developing countries being 'informalised' by the increased use of casual and 'temporary' work by people who are often legally classed as self employed;

• SUPPORTS the struggles of all transport unions to defend jobs and working conditions, to bring all workers under effective legal, trade union and collective bargaining protection, and to end the division of the workforce.

• SUPPORTS attempts to bring all workers in the transport industries, whatever their legal status, under the protection of trade union organisations and the efforts of trade unions to limit the use of informal employment.

• NOTES the efforts of NGOs and other community organisations to assist the organisation of informal workers and supports any such efforts which are carried out in full cooperation with the trade union movement.

• CALLS ON governments to ensure that laws providing basic labour standards and protections are applied to all workers in all forms of employment.

• CALLS ON all ITF affiliates to carefully examine their own structures, strategies and working methods to ensure that they assess the importance of informal work within their own branch of transport and take the necessary steps to help ensure that informal workers are effectively covered by legal and trade union protection.

• CALLS ON the ITF to look at successful strategies and methods that have been used by trade unions and others for pursuing these goals, and to develop education materials and programmes to assist affiliates.
Resolution No. 9: Globalisation and Transport Workers

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

NOTES:

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

That globalisation is in itself an ambivalent process: on the one hand it can generate new opportunities for social equality and the economic improvement of millions of people, while on the other hand, it can induce further and more brutal forms of exploitation, of dependency between North and South, between geographic regions or, within those regions, between different countries or social groups;

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

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

1. That trade unions, the world over, aim at defending the interest of workers based on values such as solidarity and equality. For this reason they must promote development that increases personal freedom, the ability and possibility to choose one's own future and the right to enjoy education and lifelong learning. In order to contrast globalisation based exclusively on
economic and financial issues the international trade union movement must aim at globalising the union of rights;
2. Therefore, in the hope that one day effective international regulations on social, human and trade union rights will be enforced at regional and international level in the wake of a renewed campaign by national unions and international federations, the ITF CALLS ON its affiliates to promote and adopt as a matter of priority at all levels of its organisation, in all national and international organisms and institutions as well as at all industrial levels, the following guidelines aimed at directly influencing working conditions in transportation and creating harmonised issues capable of reducing the "social dumping" generated by competition:

a. To consider personal rights, the rights of citizens, the rights of transport workers and the rights stemming from work as basic unalienable rights;

b. To secure respect for the professional and social status of workers enacting all necessary measures so as to ensure that this recognition, be it professional certification or licence, becomes part of the worker's cultural patrimony and a tool towards providing job opportunities;

c. To ensure the prevention of risks, to protect the health of workers from harmful agents and stress, to certify the safety of workers in the workplace by guaranteeing levels of excellence with regard to industrial environmental structures and the adoption of the mechanisms necessary to protect the lives of transport workers who in the course of there are particularly vulnerable and exposed to acts of terrorism;

d. To invest in women by promoting equal opportunities, facilitating active participation in activities such as politics and trade unionism and involvement in all social and economical aspects of everyday life as a means to affirm the concept that "growth is freedom" as well as the value of democracy;

e. To promote the right to lifelong learning as a means to achieve personal growth, to become a driving force in the world of work, to fight unemployment and expulsion from the production cycle, as well as contributing to the dignity and self-esteem of workers themselves.
Resolution no. 10: International Solidarity and Transport Workers

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

1. NOTING the aspiration of companies to become increasingly international,

2. NOTING that by globalising their activities, companies often escape national limitations imposed through collective agreements and labour legislation,

3. NOTING ALSO that there are many examples all over the world of national trade unions being confronted with the fact that they are subjected to competition for jobs with trade unions in other countries,

4. OBSERVING that international capital is not slow in using this wage competition,

5. OBSERVING FURTHER that instead of creating trade union alliances against social dumping, workers compete for jobs using their pay and employment conditions,

6. CONSIDERS that the ITF has a key role in bringing together trade unions from all over the world to study and create networks aimed at confronting the imbalance between capital and labour,

7. CONSIDERS ALSO that the ITF has a key role in influencing politicians around the world to strengthen and increase wage earners' capacity to combat social dumping,

8. BELIEVING that there is a clear need to undertake comparative studies of differences in pay and employment conditions of transport workers all around the world,

9. BELIEVING FURTHER that through such surveys, ITF affiliates will be better prepared to confront globalisation and its negative effects on employment conditions and jobs,

10. BELIEVING ALSO that it is equally important through this type of survey to ascertain what means are available to support trade unions that are threatened by social dumping - if necessary through international trade union solidarity action,

11. MAINTAINING that the entire trade union movement the world over has made a mutual trade union pledge never, under any conditions, to sell itself at a price other than that which we have agreed on, and that by
keeping this pledge, we can jointly maintain a decent life for all members,
This Congress therefore RESOLVES:

a. To urge ITF Sections to conduct international surveys of the pay and conditions of workers in their Section.

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

c. To request the ITF to report back on its actions to affiliates by 31 December 2003.
Resolution No. 11: Wage dumping and the negative consequences of globalisation

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

1. NOTES that competition on the basis of labour and social standards (i.e. wage dumping) continues to be an issue that confronts many transport workers trade unions, particularly in shipping, but increasingly in other industries such as civil aviation, road transport and the railways;

2. NOTES also that wage dumping is not just an issue between transport workers from developed and less-developed countries as is commonly assumed but between high wage cost and low wage cost countries irrespective of the level of economic development and of particular significance in respect to the European Union and other economic and political blocs;

3. BELIEVES that there is a great deal of misunderstanding prevalent even on the trade union side about what wage dumping represents and consequently what the concerns of the trade unions are to the extent that social dumping is being misrepresented as a xenophobic attitude towards foreign or guest workers being employed or having access to jobs;

4. RECALLS that Resolution no. 1, on Transport Workers and the Global Economy adopted by the ITF 39th Congress in New Delhi correctly highlights the relevant issues of concern to transport workers trade unions facing the rapidly globalising economy and the effects of competition from lower cost workers;

5. RESOLVES THEREFORE that an ITF campaign should be launched aimed at educating and influencing those who do not understand the issues and to secure support for polices designed to ensure that workers are not discriminated against on the basis of nationality and receive terms and conditions that are no less favourable and do not undermine those prevailing for workers who are nationals of the country where the work is being carried out.
Resolution No. 12: Globalisation

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

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

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

3. CALLS UPON THE ITF TO:

   a. Encourage the negotiation of framework agreements with employers that ensure some form of commonality of conditions with an emphasis on decent work and good employment rights;

   b. Extend ITF campaign actions to include a wide range of tactics, including, where appropriate, the naming and shaming of companies/employers that flagrantly abuse minimum standards and fail to apply employment standards based on ILO core conventions and the ILO's Decent Work Programme;

   c. Work with the ICFTU and unions in other Global Union Federations (GUFs) to organise and promote an international “Globalisation Day” which would highlight the problems facing our members who struggle daily with harsh effects of globalisation in which all sections of the ITF and its affiliates can participate, and;

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

   e. Consider working with NGOs (non government organizations) friendly to the trade union movement in furtherance of these objectives.
Resolution No. 13: Organising in transport

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

1. NOTES that globalising of the labour market has resulted in an increased need for employment protection for those who work in the transport industry, particularly because of the increasingly dominating position of large transnational companies,

2. CONSIDERS that the action needed to produce this protection demands a rallying of international trade union capacity of a kind never previously experienced,

3. NOTES at the same time that the number of trade union members in the so-called industrialised part of the world is falling, and that it is clear that groups such as young people and migrant labour join unions to a lesser extent,

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

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

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

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

8. RESOLVES

   a. That the ITF should urge its affiliated unions to organise their trade union activities in conjunction with their international activities,

   b. That the ITF should urge its affiliated unions to intensify their recruitment of new members in general, with specific reference to young people, migrant labour and women,
c. That the ITF should design its activities so as to facilitate its affiliates' recruitment of new members.
Resolution No. 14: Women transport workers

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

1. NOTING that

   a. There are more women working in the transport sector than ever.

   b. That more women than men are employed in informal work, that more women are working throughout their reproductive years and that women, especially younger women, are more likely to be unemployed.

   c. That women transport workers are at the lower end of a segregated labour market and continue to be concentrated in a few occupations, to hold positions of little or no authority and to receive less pay than men.

2. NOTING FURTHER that

   a. More women are being organised into transport trade unions - making up at least 12 per cent of transport sector membership - and that the transport workforce is becoming more diverse and complex.

   b. That despite this, gender perspectives are rarely prioritised, and that in collective bargaining, the concerns of women are often relegated to a secondary status.

3. CONSIDERING that

   a. The sale of publicly-owned and run services have led to a deterioration in working conditions which have impacted seriously on women transport workers - who in many sectors are becoming marginalised in casual and informal employment.

   b. Legislation does exists in many countries to protect family rights - including reproductive rights and breast-feeding breaks - but that in reality these rights are either not delivered for women transport workers in accordance with ILO Conventions, or are undermined.

4. BELIEVES that

   a. The maintenance of comprehensive trade union rights, in accordance with ILO Conventions, is essential to protect the livelihoods of women workers.

   b. Efforts to improve conditions for women workers tend to have positive results for male colleagues.

5. Congress RESOLVES:
a. To ensure that trade unions continue to evolve into organisations that can respond to the demands of a changing workforce, by paying particular attention to the trade union training of young people and women leaders as well as to strategic planning for those already holding leadership positions.

b. To support the ITF's continuing education activities and reinforce the ITF's network of women workers, providing network members with tools and materials to ensure a constant flow of information between women trade unionists.

c. To call for a gender analysis of the effects of regional economic integration on the employment of transport workers, to be used as a basis for future campaigning positions with respect to women's basic rights.

d. To collect data on transport companies that use blatantly discriminatory practices and to mount publicity campaigns to expose these companies.

e. To support March 8th as a Global Unions campaign day and to use ITF campaigning opportunities to activate, recruit and organise women transport workers.

f. To organise future events in the region to examine gender and youth issues, which involve both men and women.
Resolution No. 15: Trade Union Rights

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

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

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

1. The States Parties to the present Covenant undertake to ensure:
   a. The right of everyone to form trade unions and join the trade union of his choice, subject only to the rules of the organisation concerned, for the promotion and protection of his economic and social interests. No restrictions may be placed on the exercise of this right other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;
   b. The right of trade unions to establish national federations or confederations and the right of the latter to form or join international trade union organisations;
   c. The right of trade unions to function freely subject to no limitations right other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others;
   d. The right to strike, provided it is exercised in conformity with the laws of the particular country.

2. This Article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces or of the police or of the administration of the State.

3. Nothing in this Article shall authorize State Parties to the International Labour Organisation Convention of 1948 concerning Freedom of Association and Protection of the Right to Organise to take legislative measure which would prejudice, or apply the law in such a manner as would prejudice, the guarantees provided for in that Convention.

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

6. CALLS ON all affiliates to campaign in their countries to persuade their own Governments to take sanctions against the Governments of countries that permit such attacks on human rights.
Resolution No. 16: Peace

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

1. CONDEMNING the terrorist attacks in New York and Washington on 11 September 2001 which used civil aircraft as weapons, and expressing deepest sympathy to the workers and the people in general who were made victims of this atrocity,

2. EXTENDING condolences to the innocent citizens who lost their lives in military operations,

3. CONDEMNING state violence and repression against the Palestinian people,

4. CONDEMNING terrorist activity against Israeli citizens, including suicide bombings,

5. CALLS ON all parties to urgently put in place a process that ensures the peaceful coexistence of both a Palestinian and an Israeli state,

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

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

8. RESOLVES to protest any act of terror and war which threaten the lives of workers and civil society, to aim at resolving conflicts by non-violent means, and to take actions for creating a peaceful society in every country.
Resolution No. 17: AIDS

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

1. ACKNOWLEDGING the significant role the ITF is playing in combating the HIV/AIDS scourge.

2. AWARE that the HIV/AIDS pandemic affects our workplaces within the transport sector in many ways.

3. REALISING that transport workers especially the mobile workers are particularly vulnerable to the HIV/AIDS scourge due to nature and conditions of their work.

4. NOTING that women are particularly vulnerable to HIV/AIDS infection due to economic and social inequalities, the accepted traditional gender roles and their inherent subordinate position to men in the world of work.

5. NOTING that the workers spend more time at their workplaces than in their homes/houses.

6. NOTING the poor state of the health facilities available to transport workers, especially the mobile groups, while at work.

7. REALISING that the rapid spread of HIV/AIDS in the transport industry can be slowed down by sustained sensitisation programmes involving information and education coupled with advocacy for the elimination of the social economic conditions that put the working population at risk of HIV infection.

8. AWARE that proper use of antiretroviral drugs can and indeed has helped to prolong lives of people living with HIV/AIDS.

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

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

11. RESOLVES that:

a. All ITF affiliates, especially their leaderships, demonstrate their resolve to fight HIV/AIDS through supporting education and research programmes and availing themselves of all information that may assist ITF in its endeavours to fight the pandemic.
b. All ITF affiliates work hand in hand with employers and governments to put in place appropriate policies on HIV/AIDS at the workplace so as to prevent the spread of the infection and protect infected workers or those who are perceived to be living with HIV/AIDS from discrimination.

c. The ITF should urge and assist all its affiliates to intensify information, education and communication on HIV/AIDS preventive measures.

d. The ITF should spearhead the formulation of, and encourage its affiliated unions to negotiate, effective workplace policies based on the ILO Code of Practice on HIV/AIDS and the World of Work, aimed at prevention, care and support and a healthy work environment. Confidentiality, non-discrimination and the principle of no screening for employment purposes need to be included in these workplace policies.

e. The ITF should encourage employers to strengthen and maintain health facilities in their organisations by putting more resources into them and putting up clinics/hospitals where none exist.

f. The ITF should call upon all manufacturers and governments worldwide to avail and make antiretroviral drugs more affordable.

g. The ITF should call upon governments and employers to accept the underlying work related causes - such as sustained periods away from home - that render transport workers more vulnerable to HIV infection, and address these issues.

h. The ITF should call upon governments to educate people so that they are aware of how to protect themselves and others from HIV infection, particularly being mindful of the fact that it is easier for a man to pass the infection to a woman than a woman to a man.

i. The ITF should make the strongest representations to governments to:
   (1) Make sure that women are educated to a standard that enables them to secure well-paid job so that they do not have to rely on an infected male partner for their livelihood.
   (2) Make sure that the access to these jobs is not barred by patriarchal male attitudes.
Resolution No. 18: Future structure and activities of the ITF in the Americas

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

1. NOTING that the decision of the first ITF Interamerican Conference held in Miami from 14-16 July 1998 to establish an ITF Interamerican structure has not yet been implemented as a result of concerns expressed by some North American affiliates.

2. WELCOMES the work which has been done by the ITF Interamerican office in Rio de Janeiro to provide services for all ITF affiliates in the Americas and calls on the office to continue to work to promote bilateral contacts between affiliates throughout the region.

3. BELIEVES that the objective of establishing an integrated Interamerican structure is still valid in view of the increasing pressure by governments in the region for closer economic integration in particular through the Free Trade Area of the Americas.

4. CALLS on the ITF to promote closer relations between unions in the United States and Canada and unions in Latin America and the Caribbean.

5. EXPRESSES THE HOPE that ITF affiliates in the USA and Canada will participate, if they wish, in future Latin American and Caribbean activities, including the work of the sections and in meetings of the Latin American and Caribbean Regional Committee with a view to the eventual creation of an Interamerican Regional Structure.
Resolution No. 19: Welfare Fund

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

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

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

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

   a. Financing of any such work as sanctioned by the Executive Board for the purpose of promoting, advancing and protecting by any such means as the Executive Board in their absolute discretion may decide, the interests of seafarers generally or groups of seafarers, or of assisting individual seafarers, or otherwise of protecting or promoting seafarers' interests in the economic, social, occupational, educational or cultural fields; and

   b. Payment of money to the ITF Special Seafarers' Department to finance that Department's activities;

   c. Making of donations to any seafarers' charity which has been established and is controlled by the Executive Board.

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

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

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

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

8. URGES the continuance of consultations with the FPC on all matters relating to the Welfare Fund's operation and expenditure.
Resolution No. 20: Shipping

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

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

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

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

4. **DEPLORES** such practices and calls on all affiliates to campaign for minimum standards that will improve pay and conditions, and end the advantage to be gained by employers by adopting these unfair and exploitative tactics.
Resolution No. 21: ITF Standard Collective Agreement

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

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

2. NOTING that the number of live ITF Standard Agreements has dropped dramatically and such a number does not currently exceed 92 Agreements out of a total of around 5,000,

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

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

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

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

7. REAFFIRMS existing ITF policy as established by the relevant section of the Delhi Policy and strongly believes that the ITF Standard Agreement, which in the past has been instrumental in fighting FOC vessels, should be revived and be applied in cases where an ITF agreement is obtained as a result of industrial action — boycott or threat of such an action.
Resolution no. 22: Crewing agents in shipping

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

CONSIDERING

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

2. That the main international tool managing and controlling the labour market are the Manning Agents for maritime workers;

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

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

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

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

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

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

CALLS UPON the ITF to:

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

10. Propose in the appropriate international instances and organisations the definition of a specific International Convention regulating the work of Manning Agents, identifying legal and illegal practices, minimum standards of respectability and professionalism as well as the principle of joint responsibility with shipowners in matters concerning the conditions of employment of maritime workers.
Resolution No. 23: Health and safety on board ship

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

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

2. ACKNOWLEDGES that sea-going ships are an extreme working environmental risk for the seafarers and an environmental risk for the surroundings, and that it is therefore necessary that we work intensively to improve the safety at sea as well as the preventive working environment on board all ships,

3. NOTES THAT negative influences and unjustifiable conditions must be prevented, so that everyone on board can remain in a good state of health. The effects of dangerous chemicals, noise, lifting heavy loads and working under extreme temperature conditions must be limited as far as possible and the risk of accidents must be reduced to an absolute minimum,

4. RESOLVES that crew on board all ships must obtain a minimum of preventive working environmental training,

5. FURTHER RESOLVES

a. To work towards all ships establishing a working environmental/safety organisation with the purpose to agree on rules to prevent industrial injuries and a bad working environment,

b. To encourage the preventive efforts it is being stressed that the organisation of the ship should be built up in a way so that the daily management will also be responsible for the working environment and safety work. A safety representative should be elected among the common seafarers and in cooperation with the management of the ship he will form the working environmental committee on board,

c. To request the ITF's governing bodies to prioritise this effort in all organisational matters in the upcoming inter-Congress period.
Resolution no. 24: Persons in distress at sea

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

1. NOTES that it has long been a practice that seafarers go to the assistance of persons in distress on the seas and that this became a tenet of customary international law and has been expressly addressed in the United Nations Convention on the Law of the Sea (UNCLOS) and the International Maritime Organisation's (IMO) Convention on the Safety of Life at Sea (SOLAS);

2. NOTES ALSO that the International Conventions place an express obligation on ship's Masters to render assistance to persons in distress;

3. NOTES FURTHER that the IMO has promulgated the International Convention on Maritime Search and Rescue, 1979 (SAR);

4. CONSIDERS that a search and rescue incident only ends when the person/s in distress are safely landed ashore and that the applicable International Conventions place a duty on States to allow such persons to be landed at the most appropriate port, having due regard to the specific circumstances of each case;

5. CONSIDERS ALSO that the status of persons in distress can only be determined after the event and, then, only by the competent authorities rather than by seafarers;

6. DEPLORES the fact that the long established tradition of assisting persons in distress, which has been expressly provided for in international law, has been challenged by the machinations of the Australian Government in the case of the MV TAMPA where short term electoral considerations were allowed to negate the provisions of applicable international law;

7. DEPLORES ALSO the fact that the actions of the Government of Australia will place lives at risk;

8. DEPLORES FURTHER the reports that the Australian authorities monitored communications between the crew of the TAMPA, the MUA and the ITF;

9. IS OF THE VIEW that there are 3 distinct issues raised by the TAMPA case which should be addressed separately:

   a. The smuggling of migrants by sea;
   b. Persons in distress; and
   c. The processing of rescued persons

10. BELIEVES that the smuggling of migrants by sea has been addressed in the recently adopted United Nations Convention Against Transnational
Organized Crime and its related Protocol Against the Smuggling of Migrants by Land, Sea and Air;

11. BELIEVES ALSO that the International Convention on Maritime Search and Rescue addresses the issue of persons in distress and that search and rescue incidents begin from the moment a distress call is made and only end when those at peril have been landed ashore. Moreover, seafarers should not be required to make any determination of the status of the people they rescue;

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

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

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

15. CALLS on the ITF, using its good relationship with the various international agencies to ensure the full implementation of applicable International Conventions and that port and coastal States discharge their obligations to permit the landing of persons rescued from the sea. This may require a clarification of the interpretation of the IMO SAR Convention, to ensure that all are aware when a search and rescue operation begins and when it ends. In doing so, the fundamental nature of the Master's discretion, albeit, in consultation with the SAR Centre, should be preserved.
Resolution no. 25: Piracy and armed attacks on merchant ships

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

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

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

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

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

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

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

7. CALLS on developed nations to increase support and assistance to developing countries and to take all other appropriate measures in accordance with the ITF policy on piracy and armed robbery against ship to end the scourge of today's shipping industry.
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Resolution no. 26: ILO high-level tripartite group on maritime labour standards

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

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

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

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

4. MINDFUL that the success of this new approach with a view to formulating a single comprehensive new instrument on maritime labour standards would much depend not only on the seafarer members of the Group but also on all ITF seafarer affiliates,

5. WELCOMES the establishment of the ILO High-level Tripartite Working Group on Maritime Labour Standards

6. CALLS ON all ITF seafarer affiliates to:

   a. Give their maximum assistance and support to the seafarer members of the above group, and

   b. Provide throughout this process substantial input with a view to obtaining the best results for the benefit of seafarers worldwide.
Resolution No. 27: Education and training for maritime officers and ratings

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

1. CONSIDERS training and education as an important factor for maritime safety and the harmonious development of the maritime industry, including its employment dimension.

2. CONSIDERS ALSO that the industry should be able to attract and retain suitably qualified new entrants and that it is essential that the maritime skills base in traditional maritime countries be retained.

3. NOTING that maritime transport remains of the utmost importance in the global economy and is an environment friendly mode of transport, its image has been consistently questioned during the last decades, in particularly when involved in maritime accidents by the constantly increasing employment of improperly qualified seafarers of all ranks.

4. NOTING ALSO that the maritime industry is one of the most dangerous professions, and work accident prone activities in the world, the danger presented by low, poor or non education, is rendered even greater by the increase in maritime traffic, in the technological complexity of ships, as well as by the increasing pressure on vessels and their crews, at sea or in port.

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

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

7. REQUESTS ALSO the ITF Secretariat to take into account the need to make the industry more attractive so that it is able to attract suitably qualified new entrants.
8. FURTHER REQUESTS the Seafarers Section Committee to consider what measures can be taken to ensure the retention of a maritime skill base in traditional maritime countries.
Resolution No. 28: Civil Mobilisation of Greek Seafarers

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

1. NOTING WITH DEEP CONCERN that the Greek Government has broken a 100% successful and legally organized four days strike action of Greek seafarers which began on 18 June 2002 by issuing on 21 June a civil mobilisation order, which effectively meant that the seafarers concerned faced imprisonment and/or financial penalties if they did not return to work,

2. BEING AWARE that the Greek Government had already acknowledged that the PNO demands – increase of pension levels to 80%, to include all allowances and benefits for which deductions for the pension scheme are made, increase in the auxiliary pension by 1.5% per year, the doubling of benefits of the Provident Funds for officers and ratings and the creation of an independent Unemployment Fund – were fair and just, but that a deal to boost pensions from 60% to 70% of the basic working wage, including the Sunday allowance (effective from 1 January 2003) fell through, thus leading to the decision by the PNO to the strike action,

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

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

5. CALLS UPON the Greek Government to repeal the civil mobilisation order of Greek seafarers with immediate effect and begin serious negotiations in good faith with PNO to address the PNO’s demands with regard to improve social and pension standards for Greek seafarers
Resolution No. 29: CSL – Australian Seafarers

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

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

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

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

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

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

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

7. Calls on CSL and in particular the honourable Paul Martin to apply the same standards of protection to Australian maritime workers as Canadian seafarers have in their domestic trade.
8. Determines to campaign against CSL actions against Australian maritime workers.
Resolution No. 30: Maritime Security and the Rights of Seafarers

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

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

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

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

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

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

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

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

8. CALLS ALSO on the ITF Secretariat and the United States seafarers’ trade unions to make appropriate representations to the relevant United States Agencies and Governmental Organisations if the proposed measures could unreasonably impact on seafarers’ human rights and their ability to secure and enjoy Decent Work at Sea.
Resolution No. 31: Cargo handling by seafarers

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

1. OBSERVING that shipping lines continue their policy of moving certain cargo handling activities from port workers to seafarers in order to reduce labour costs of terminal operators and, via reducing labour costs, reducing tariffs for cargo handling;

2. NOTING the threat to the employment of port workers as a result of attempts by shipping lines to have cargo handling activities carried out by seafarers;

3. NOTING ALSO the threat to safety if cargo handling activities are carried out by seafarers not trained to do this work and who do not have the time to carry out port workers’ work;

4. RE-AFFIRMS ITF’s longstanding policy aimed at stopping shipping lines instructing seafarers to carry out cargo handling or other work, traditionally and historically carried out by port workers;

5. CALLS ON all seafarers, not to carry out port workers’ work, unless the port workers unions concerned agree;

6. CALLS ON seafarer unions to continue their efforts to include a cargo handling clause similar to the cargo handling clause in ITF (approved) agreements for ships sailing a FOC, in their own national agreements;

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

8. REITERATES its support for port workers' unions to defend the employment of port workers.
Resolution No. 32: Access to the market for port services in the European Union

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

1. NOTING that the European port workers’ unions have already declared at various forums (European Commission and Parliament) their deep concern about the effects that the Community Directive on "Market Access to Port Services" will have on European ports,

2. RECALLING and CONFIRMING the attached resolution on the EC proposals for a Directive on Market Access to Port Services, as unanimously adopted at the ITF Dockers’ Section Meeting in London on 16 and 17 July 2001,

3. NOTING that the Directive imposes an extremely bureaucratic system on all ports, violates principles of proportionality between ports and infringes recognised trade union rights as provided in ILO Conventions 137,

4. DECLARES that it is not against encouraging maritime traffic and is in favour of fair competition and the creation of a level playing field. However, continues to stress that it is not appropriate to introduce a Directive that would entail the deregulation and consequent casualisation of employment in the ports, a fall in wages, the gradual deregulation of collective bargaining and the loss of our social conquests, allegedly to promote competition,

5. NOTING FURTHER that a framework for free competition already exists in all European ports and that port workers are highly qualified and IS OF THE OPINION that the introduction of mechanisms to increase competition and productivity should focus on improving port infrastructure, improving professional training to increase the efficient transport of goods, and promoting good industrial relations, which this Directive does not help at all,

6. HAVING ANALYSED the Directive in detail, this Congress CONCLUDES that the Directive, if introduced with the draft text as adopted by the Council of Transport Ministers or the European Parliament will establish a situation in which all service providers have the right to employ whoever they like to load and unload cargo on the docks, without reference to other requirements that may be in place and that this will constitute a violation of ILO Convention 137,

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

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

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

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

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

12. THEREFORE, CONTINUES TO BE OF THE OPINION that ships’ crews should not carry out cargo handling nor any other loading or unloading task traditionally or historically performed by dockers,

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

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

15. CALLS ON the ITF and ETF Secretariats to:
a. Prepare and coordinate actions in relation to the agenda of the European Parliament;
b. Initiate the serious reconsideration of the current text of the Directive; and
c. Initiate a social dialogue that this time includes the ETF.
Resolution No. 33: International Dock Workers’ Council (IDC)

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

1. AWARE of the urgency of building international solidarity between port workers’ unions in the face of an international offensive against organised labour in the ports,

2. NOTING that the ITF is the only effective organisation capable of sustaining and developing the rights and interests of all transport workers,

3. FURTHER NOTING that the interests of port workers can be seriously weakened by division, and that any weakness will be exploited by employers,

4. NOTING WITH CONCERN that the IDC, a body created recently by a small number of dockworker organisations has had the effect of weakening international solidarity between port workers and with other transport workers,

5. DECLARES that any division between trade union organisations of port workers both nationally and internationally can only weaken unions at a time when jobs and working conditions are threatened by casualisation, deregulation and privatisation,

6. CALLS ON all affiliates to do everything possible to avoid continuing divisions in the international organisation of port workers,

7. CALLS ON the Secretariat to widely distribute information on the work of its Dockers’ Section to dockers’ unions worldwide.
Resolution No. 34: Solidarity with the ILWU

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

1. CONSIDERING the ILWU’s traditional support for other ITF affiliates and its contributions to international solidarity and the ITF Flag of Convenience Campaign

2. NOTING WITH GREAT CONCERN the current attempts by the Pacific Maritime Association (PMA) to break the power and strength of the ILWU, which already has been criticized by the ITF as a serious case of union busting

3. NOTING WITH GREAT CONCERN reports of the USA Government to consider the introduction of new legislation aimed at restricting and even eliminating ILWU’s legal rights to collective bargaining and to strike

4. DEPLORING reports of plans by the US Administration to use troops to operate the ports in case of a strike, which would be a most serious violation of ILO standards

5. RECALLING the ITF’s International Solidarity Contract by which affiliated port workers unions pledged support and solidarity for disputes arising from union busting

6. REAFFIRMING the Resolution in support of the ILWU adopted by the ITF Dockers’ Section Meeting and the Fair Practices Committee in June 2002

7. RESOLVES to give maximum support and solidarity to the ILWU in its present struggle, and to other unions affected by union busting policies by employers and governments and to take whatever action they can within their national laws until the ILWU achieves a fair settlement.
Resolution No. 35: Training and competence of engineers on small vessels

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

1. RECOGNISING that on the occasion of reported mishaps and sea damage to ocean going vessels with a main engine of under 750 KW, such mishaps are traceable to the machinery itself.

2. NOTING that no conditions are made in the STCW-F agreement on the education or competence of those employed in the maintenance and supervision of technical machinery on ocean going vessels.

3. RESOLVES that the ITF should campaign within the IMO for the ratification and entry into force of the STCW-F Convention and thereafter campaign for the setting of special regulations in the STCW-F Agreement which advance the rights of engineers of ocean going vessels under 750 KW.

4. RESOLVES FURTHER that governments should not use the STCW-F Convention to reduce the existing higher standards.
Resolution No. 36: Flags of Convenience in the Fishing Industry

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

1. CONSIDERING that recent years have seen a continuous deterioration of the working and social conditions of fishing industry workers.

2. CONSIDERING that the proliferation of flags of convenience in the fishing industry is one of the main causes of this deterioration in health and safety and working conditions in general.

3. CONSIDERING the increase in the number of vessels that use ports in countries other than where they are registered.

4. CONSIDERING that it is necessary to organise a system that permits full inspection of these vessels in order to ensure there is a minimum number of crew members and that health and safety conditions are in place to safeguard the crew.

5. CONSIDERING that it is necessary to organise an international instrument that ensures compliance with such conditions through a system that provides for the inspection of vessels on arrival in ports, and establishes standards similar to those contained in the PARIS MEMORANDUM OF UNDERSTANDING ON PORT STATE CONTROL on merchant shipping, signed in Paris on 26 January 1982.

6. CONSIDERING that it is necessary to ensure the application of the provisions contained in ILO Convention 178 to all fishing vessels.

7. RESOLVES that the ITF should urge the competent international organisations to attain the said objectives and urge all affiliated trade unions to demand to do the same in their own countries.
Resolution No. 37: ITF Collective Agreement for FOC Fishing Vessels

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

1. RECOGNISES the aim to secure fishers employment rights and working and living conditions by collective agreements;

2. NOTES that no FOC fishing vessels are covered by the ITF Fisheries Standard Collective Agreement for FOC Fishing vessels;

3. FURTHER NOTES with concern the fact that few fishers serving on FOC fishing vessels are organised or covered by collective agreements;

4. CALLS on the ITF Fisheries Section Committee to review the ITF Fisheries Standard Collective Agreement for FOC Fishing Vessels, including whether it is appropriate to have such an instrument.
Resolution no. 38: Wages in the fishing industry

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

1. CONSIDERING that the piecework system of payment, in which workers take economic risks that are inappropriate given the level of income generated by the work and take responsibility for part of employers' overhead costs, belongs to a bygone age.

2. CONSIDERING that the piecework system of payment causes insecurity among workers because they cannot know how much they will earn prior to embarkation, prejudicing their social and family situation.

3. CONSIDERING that the piecework system of payment encourages excessively long working hours, longer than those that are legally permitted, and unsafe working conditions.

4. CONSIDERING that the piecework system of payment encourages predatory and irresponsible fishing practices by making workers' income exclusively dependent on the income obtained from the fish caught.

5. RESOLVES that the ITF should promote, through its affiliated unions, negotiations and collective agreements, the replacement of the piecework system of payment by one that guarantees a basic wage and the payment of a productivity bonus dependent on the size of the catch.
Resolution No. 39: STCW-F Convention

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

1. RECOGNISES that under the STCW-F Agreement on the education training, certification and watch keeping of the crew of fishing vessels, fewer demands are made on fishermen than are made on seafarers in accordance with STCW,

2. RESOLVES that with regard to the various technological equipment and multifarious tasks which must be performed on fishing vessels, no fewer demands shall be made in the STCW-F Agreement for fishermen than are made for seafarers in STCW,

3. RESOLVES also to promote the ratification and entry into force of the STCW-F Convention and thereafter to seek its revision and upgrading in line, as far as is relevant, with the 1995 STCW Convention.
Resolution no. 40: Health and safety of engineers in vessels

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

1. RECOGNISING that it has been evident in scientific research, that engineers and others working in the engine room of ocean-going vessels and are vulnerable to specific health risks due to noise pollution and pollution, such as that caused by carbon monoxide, cancer causing toxins, fuel oil, lubricants and soluble substances etc.,

2. RESOLVES that the ITF campaign within the IMO that it sets down regulations on the design and operation of vessels with to prohibit health risks of those working in the engine room of ocean going vessels.
Motion no. 41: World Fish Resources

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

1. **NOTES with deep concern the depletion and over exploitation of fish stocks on a global basis;**

2. **CONSIDERS that although there is an over capacity in the world fishing fleet, the most significant reasons for the present situation are illegal, unregulated and unreported fisheries operations, especially those involving flag of convenience vessels, the lack of proper control and the changes in the ecosystem due to pollution;**

3. **CONSIDERS ALSO that the existing fish resources are the property of the population of the coastal State, that they should be exploited in a sustainable manner and for the benefit of the population of the region to which fish stocks belongs, with special consideration being given to communities dependent on fishing;**

4. **URGES all fishing nations to:**
   a. Refrain from introducing individual transferable quota systems (ITQ’s), which leads to the capitalisation of national resources, and to abolish ITQ systems where they have been introduced;
   b. Ratify and implement all relevant international instruments regarding fisheries management, including but not limited to the FAO’s Code of Conduct for Responsible Fisheries and the FAO Action plan on Illegal, Unregulated and Unreported Fisheries;
   c. Expand the level of port State control on fishing vessels in all ports, including free ports and to those operating within their EEZ with special emphasis being given to the operation of fishing vessels flying flags of convenience; and

5. **Resolves that the ITF Fisheries Section and the ITF Secretariat should:**
   a. Initiate a global campaign in co-operation with the national unions to organise fishers, including small scale fishers and secure their membership within the ITF;
   b. Generally improve the level of co-operation with existing small scale fishers organisations;
   c. Organise a series of seminars for fishers and fishers’ organisations in all ITF regions;
d. Prioritise the proper establishment and work of regional ITF fisheries sections; and

e. Continue to seek to influence the fisheries related work of the IMO, ILO, FAO and OECD in order to promote the views of the ITF Fisheries Section.
Resolution no. 42: Measures to reduce driving fatalities

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

1. CONSIDERING the high percentage of fatal accidents in which professional drivers are involved throughout the world.

2. CONSIDERING that recent years have seen a tendency for this percentage to increase in many countries.

3. CONSIDERING that this is, therefore, a high-risk industry, both for its workers and for other road users.

4. CONSIDERING that driving has a very high death rate, in both relative and absolute terms, even in comparison with industries generally considered as dangerous (mining, construction, fishing).

5. CONSIDERING that scientific studies have shown that self-employed workers, in general, exploit themselves more than most companies exploit their employees.

6. TAKING INTO ACCOUNT that there is a concrete risk that the European Union Working Time Directive consolidates social dumping between employed and self-employed workers, with destructive effects for both groups of workers.

7. APPROVES the establishment of a trade union strategy that specifically promotes a drastic reduction in the accident rate among professional drivers, and that the following should be among the initiatives taken:

   a. Conduct research into the accident and death rates of professional drivers;

   b. Fight for legislation that establishes simple, practical and easily verifiable standards for employees and the self-employed and that reconciles the inherent need for flexibility with the requirements of labour and roads legislation in this high-risk industry.

   c. Step up our driving hours campaign to set acceptable maximum limits on total working time and maximum driving spells and ensure adequate rest periods and breaks to eliminate driver fatigue. Forty hours a week are enough! This fight should involve international mobilisation to exercise pressure and bring our proposals to the attention of the general public.

   d. Campaign for tougher enforcement measures on driving hours legislation, vehicle maintenance standards and safety, achievable...
schedules and running times etc., with meaningful penalties on employers who fail to comply with these responsibilities.

e. Publish press releases relating to events such as the World Day of Health and Safety as part of the campaign “Fatigue Kills – Reduce working hours now!” in order to highlight the connection between working conditions of professional drivers and the death and accident rate in the industry as well as of other road users. Support affiliated unions who implement measures relating to such events.

f. Present proposals to adjust the pendulum of Legal Responsibility LOADER/CONTRACTOR/DRIVER, and promote changes to the law in each country to make the whole supply chain legally responsible rather than only the driver.

g. Promote adequate wages that allow drivers to avoid working excessively long hours

h. Promote training in the industry, including health education

i. Promote the establishment of mechanisms that allow professional drivers to take early retirement at the age of 55.
Resolution No. 43: Goods transport by road

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

1. Each country has different rules governing working time, working conditions and pay road haulage.

2. New legislation in certain geographical areas has tended to harmonise certain conditions downwards.

3. In the knowledge that the ITF is sensitive to environmental problems and is concerned for the safety of professional drivers and for all road users, and does everything it can to improve working conditions, THIS CONGRESS REQUESTS the ITF to take all the measures necessary to change national and international law in order to achieve our main objectives.
Resolution No. 44: Buses

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

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

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

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

5. SEES one of the main beneficiaries of such a policy to be increased use of buses. Buses have many advantages, including:

   a. Flexibility - routes can be easily and rapidly changed to adapt to changing patterns of passenger use and demand;
   b. Cheapness - relatively inexpensive in capital investment terms;
   c. Accessibility – providing truly local public transport access to almost all areas served by the road network, and providing an essential transport service to the poor, elderly, infirm and disabled as well as to the socially excluded groups in society.

6. BELIEVES that there must be fair regulation embracing social standards as well as the right of the relevant authorities to provide urban transport services themselves or through companies owned and controlled by them without having to compete for contracts and that there must not be a free-for-all that has taken place in the UK in the past, where operators vie for the most profitable routes at the expense of the ones which are socially desirable. Local bus services should be regarded as an essential public service, accountable to the local community through their elected representatives, and not run merely for profit.
7. CALLS FOR the highest standards of pay and working conditions for staff, on buses, and proper regulation of working times to ensure good health and safety levels.
Motion no.45: Multinational bus companies

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

1. WELCOMES the formation of an ITF World Council for the Unions in North America and the United Kingdom representing workers employed by FirstGroup, the UK-based Transnational Transport Operator.

2. REQUESTS that a Working party be set up under the auspices of the ITF to investigate and study the working conditions of school bus drivers, following considerable cooperation and solidarity action between the ITF, the IBT in the United States and the TGWU following industrial disputes by staff of FirstGroup.

3. NOTES that United Kingdom-based transnational Transport Operators are currently the second and third largest operators of school bus operations in North America and these companies are typically unwilling to grant the same facilities to Unions and their members in North America currently enjoyed by their United Kingdom counterparts.

4. NOTES that the school bus sector of passenger transport in North America currently employs some 440,000 school bus drivers, added to 155,000 bus staff in the United Kingdom, where FirstGroup are about to trial one hundred US Yellow School buses in an experiment designed to replicate the North American system of scholars transportation.

5. NOTES that North American school bus drivers endure many struggles in their pursuit of workplace justice but that transnational companies, such as FirstGroup attempt to thwart union organising drives. Once represented, the workers must overcome companies' low wage scales, an unwillingness to provide health insurance, and a persistent view of the job as 'part-time.'

6. BELIEVES that the formation of an ITF World Council would lead to a positive conclusion in both understanding and representing the thousands of working women and men in this transport sector.
Resolution No. 46: Multinational companies in urban transport

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

1. NOTING that industrial concentration and mergers to form big companies are an important economic and financial feature of the urban passenger transport sector today.

2. NOTING ALSO that if those strategies had not caused increased pressure on the working conditions and wages of the employees of the passenger transport companies as a result of the increase in competition and the systematic opening of markets, the ITF would not have to step up the systematic monitoring it has already implemented through the multinationals network.

3. Therefore requests the ITF to:

   a. Conduct or commission more detailed studies on major companies to enable us to anticipate and react to company initiatives that harm workers’ interests.

   b. Set up working groups within the relevant ITF structures to deal with specific passenger transport problems (with clearly defined objectives).

   c. Explore the possibilities of establishing World Councils of transport transnational corporations, either jointly with the companies or as an adjunct of ITF section and cross-section work. Such councils should focus on the development of minimum standard policies and good practice codes for companies that operate in more than one country.
Resolution no 47: Railway Safety

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

1. RECOGNISING that safe and environmentally friendly railway transportation is universally important in the 21 century,

2. RECALLING the Resolution No.10 (on Railway Day of Action) adopted at the ITF 39th Congress which was held in New Delhi in 1998 and the ITF International Railway Workers' Action Day which has a common theme of railway safety,

3. RECOGNISING that railways should be operated based on the basic principle of "safety first, not profit", and that investigating the cause of an accident and taking safety measures from a scientific perspective are important to promote safety,

4. RECOGNISING that there is an inherent danger in fragmenting and privatising a previously unified railway system,

5. OPPOSING management policy of shifting the sole responsibility of accidents to the railway workers concerned,

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

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

Resolution A to Amend the Constitution: Women Transport Workers

The 40th Congress of the ITF, meeting in Vancouver from 14 to 21 August 2002, RESOLVES to amend the Constitution as follows:

i. PREAMBLE

a. Amend paragraph (2) as follows:

b. Delete: “colour, nationality, sex, race or creed.”

c. Replace with: “gender, nationality, race or colour, age, sexual orientation, disability or beliefs”

d. This proposal is intended to modernise the language of the Constitution and better reflect the concerns of younger members.

ii. RULE I: AIMS AND METHODS

a. Amend paragraph (2) (a) to add a reference to core labour standards, as follows:

b. “To promote universal recognition of Conventions Nos. 87 and 98 of the International Labour Organization, concerning respectively Freedom of Association and Protection of the Right to Organise and to Bargain Collectively, and other fundamental labour standards and relevant instruments of that Organization;

c. This proposal is intended to reflect the international trade union movement’s commitment to the Fundamental Conventions of the International Labour Organization, concerning respectively the areas of freedom of association, the abolition of forced labour, discrimination and the elimination of child labour.

iii. RULE IV: CONGRESS

a. Add the following after paragraph (5):

b. “Organisations shall aim to ensure that the number of women delegates shall be at least proportional to their share of the union’s membership. Nevertheless, each delegation consisting of more than three persons shall aim to include at least one woman delegate”
c. This proposal is intended to encourage unions to increase women’s participation in the ITF’s most important decision-making body. The proposal does not require unions to include women in their delegations but is made with the understanding that it is part of a gradual approach to achieve better representation of women at Congress.

iv. **RULE VII: PRESIDENT AND VICE-PRESIDENTS**

a. Delete: “The President and four of the Vice-Presidents shall each come from a different electoral group and one shall be a woman”

b. Replace with: “Of the six positions, at least one shall be a woman and five shall come from different electoral groups”.

c. The Women’s Committee proposes the re-wording as the current paragraph’s wording may not be clear and could be taken to mean that the President could never be a woman or that more than one woman could not be elected to these positions.

v. **RULE XII: WOMEN TRANSPORT WORKERS’ CONFERENCE AND COMMITTEE**

a. Amend paragraph (1) to read:

b. A Women Transport Workers’ Conference shall be held prior to each Ordinary Congress.

c. This amendment would treat the ITF women’s structures in the same way as the ITF Section structures. It would give the decisions taken by the Women’s Conference and the election of the Women’s Committee status equivalent to that of Section Committee elections held during Congress i.e subject to final ratification by the Plenary Session.

vi. **RULE XII: WOMEN TRANSPORT WORKERS’ CONFERENCE AND COMMITTEE**

a. Amend paragraph (3) as follows:

b. Delete: “The Women Transport Workers’ Committee shall be elected by Congress”.

c. Replace with: “The Women Transport Workers’ Conference shall elect a Committee”
d. This amendment has the same intention as the one above, at (v).
vii. **RULE XII: WOMEN TRANSPORT WORKERS’ CONFERENCE AND COMMITTEE**

a. Also amend paragraph (3) as follows:

b. After the sentence which ends “… and inform interested affiliates thereof”, insert:

c. “To this end the Committee may propose to the General Secretary that meetings and/or conferences be convened. The General Secretary shall submit to the Management Committee at each meeting a schedule of such meetings proposed for approval. In urgent cases the General Secretary shall be authorised to call meetings after consultation with the President of the ITF.”

d. *This amendment is also intended to bring the women’s structures into line with those laid out for the Sections (current Rule XIII). Meetings and conferences during the inter-Congress period would be dealt with in the same way as those of the Section.*
Resolution B to Amend the Constitution: Gender Mainstreaming

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

1. RESOLVES to amend the Constitution as follows:

2. At the end of Rule I, Paragraph 2, c, to add:

   “including equal opportunities for all, and gender mainstreaming in all ITF activities”

3. This amendment is intended to resolve the fact that equal opportunities policies cannot be "neutral", they respect differences between men and women and can only be successful if they are an integral and explicit part of trade union policy which those involved on all levels of trade union activity feel committed to. As early as 1995 a resolution was adopted by the 4th Worldwide Women’s Conference in Beijing calling upon the nations of the world to implement the principle of gender mainstreaming. By now, many countries, among them the member states of the European Union, have committed themselves to this principle. Not just the national governments but also the trade unions worldwide are called upon to contribute, within the limits of their possibilities, to making this political approach a reality.
WOMEN TRANSPORT WORKERS’ CONFERENCE: CONCLUSIONS

The meeting of the ITF’s Women Transport Workers’ Conference, taking place in Vancouver on 11 and 12 August 2002,

1. Endorses the practical and campaigning approach adopted by the ITF Women’s Committee in carrying out its work programme over the last four years,

2. Recognises the role of the ITF’s education programmes in supporting and promoting women to participate and play a leadership role in unions, both locally and globally,

3. Recalls that the underlying aim of the ITF’s work for women is to bring about concrete improvements in the lives of women transport workers worldwide,

4. Considers that the issues outlined in the Conference document “Women and trade unions in the globalised transport industry” must be given priority in the fight to achieve this aim, and notes in particular that:

   • Globalisation affects women transport workers in ways that differ from their male colleagues because many of the “new” areas of work are areas where women are recruited - but which offer jobs that are often low quality – i.e. they are low paid, can be part-time or temporary, are insecure, and non-union organised.

   • At the same time, downsizing and restructuring in response to aggressive and completely unfettered competition, alongside privatisation and reductions in social benefits in the wake of government restructuring, create fear and lowered expectations in the workforce,

   • These tendencies pit worker against worker, and women against men, creating a working environment of intimidation and fear, in which workers often feel powerless to act. Strong trade union organisation, with its resultant ability to fight back, is key. In the globalised economy, strong international trade union organisation is more important than ever for women transport workers.

5. Resolves to improve the lives of women transport workers by delivering freedom from fear, through trade union strength and solidarity, and in particular, calls on the ITF:

   i. To continue to support measures to strengthen ITF trade unions by improving women’s involvement in unions and the workforce through
the use of structural and constitutional measures, as well as education and training (including leadership training)

ii. To seek strong support from male colleagues in these aims, building alliances with them, and where appropriate, equipping both male and female colleagues through gender sensitisation programmes

iii. To support further surveys of ITF unions with the aim of identifying areas where women transport workers involvement needs to be improve

iv. To continue to support March 8th International Women’s Day as a campaign day, for Women Transporting the World, part of the Global Unions campaign day, asking ITF unions to sign up for the day over the next four years, and to use ITF campaigning opportunities to activate, recruit and in particular, organise unorganised women transport workers, in particular developing innovative ways of organising cross-border workforces

v. To develop a gender analysis of the effects of globalisation on the employment of transport workers, to be used as a basis for future campaigning positions around women transport workers’ basic rights

vi. To push for gender equality to go to the top of the international trade union agenda in discussions about core labour standards

vii. To work to combat intimidation and violence

viii. To collect data on transport companies which use blatantly discriminatory practices and to mount publicity campaigns to expose those companies

ix. To work in multinational companies and trans-national alliances to develop gender codes of conduct, to include positive action programmes aimed at combating occupational segregation

x. To work with other global union federations to identify one or more multinational company/ies to run education and organising projects focused on women in the supply and transport chain

xi. To work with other global union federations to set up a logistics group or conference which would prioritise gender issues

xii. To join or set up a call-centre group, focused on extending best practice organising and code-of-conduct policies
xiii. To research teleworking in transport urgently, with the aim of identifying any moves by companies towards this practice as well as pointing out the dangers for service to consumers of this kind of fragmentation.

xiv. To support an inter-sectional initiative to organise non-mobile workers and to extend these initiatives to other ITF sections.

xv. To promote work with the aviation and maritime sections to ensure that social benefits such as maternity provisions are not lost as a result of cross-border recruitment, strengthening existing work with the ILO and other appropriate bodies to create international rules on this issue.

xvi. To carry out a survey of all affiliates with the aim of identifying the extent and nature of informal work in the transport industry,
6. Agrees resolutions on:

- Violence against women – a social problem
- Immigrant women workers in transport
- Women Workers’ Rights
- Women and Globalisation - Air Afrique

7. Agrees to extend support to Workers Out – 2nd World Conference of Lesbian and Gay Trade Unionists in Sydney, Australia from October 31- November 2, 2002.
### What happened to the Congress Motions?

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<td>Multinational bus companies</td>
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<td>Motion 50</td>
<td>Multinational companies in urban transport</td>
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<td>Motion 51</td>
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<tr>
<td>Emergency Motion 1</td>
<td>Civil mobilisation of Greek seafarers</td>
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<td>Solidarity with the ILWU</td>
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<tr>
<td>Emergency Motion 3</td>
<td>CSL and Australian seafarers</td>
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<td>Emergency Motion 4</td>
<td>Maritime security and the rights of seafarers</td>
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### Motions to Amend the Constitution

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