

M. S. HODA
(INDIA)



ITF

REPORTS

1958-1959

AND

PROCEEDINGS

OF

26th CONGRESS

BERNE, 20-30 JULY 1960

INTERNATIONAL TRANSPORT WORKERS' FEDERATION
MARITIME HOUSE · OLD TOWN · CLAPHAM · LONDON, S.W.4

X 6533

Contents

OBITUARY	...	1
INTRODUCTION	...	3
I. GOVERNING BODIES AND INTERNAL ORGANIZATION	...	5
The Congress	...	5
General Council	...	7
Executive Committee	...	10
Management Committee	...	11
Regional Affairs Committee	...	11
The President and Vice-President	...	12
Auditors	...	12
Publications	...	12
The Secretariat	...	13
I.T.F. Representation	...	14
II. MEMBERSHIP	...	17
Expulsion	...	17
Suspensions	...	17
Lapse of membership	...	18
Withdrawal	...	18
New affiliations	...	18
List of affiliated organizations	...	20
III. RELATIONS WITH AFFILIATED UNIONS	...	33
Cuban organizations	...	33
Ghana organizations	...	33
Italian Seafarers' Federation	...	34
Greek organizations	...	34
Tanganyika transport workers	...	35
IV. DISPUTES AND INDUSTRIAL ACTIONS	...	37
Restrictive legislation in East Africa	...	37
Railway strikes in British East Africa	...	37
London bus strike	...	37
Venezuelan airlines strike	...	38
Employment of non-white bus crews in South Africa	...	38
Uruguayan port workers	...	38
Greek railwaymen's working hours	...	39
S.A.S. dispute	...	39
Indian port strike	...	39
Trade union rights in Japan	...	40
Interference with Suez Canal shipping	...	40
Mexican pilots' dispute	...	41
Japanese - Korean fishing dispute	...	41
Canadian loggers' dispute	...	41
Italian seafarers' strike	...	41
Eastern Airlines flight engineers' strike	...	42
Nigerian Airways dispute	...	42
Joint Action by Indian and Pakistani seafarers	...	42
Canadian seafarers' strike	...	43
V. REGIONAL ACTIVITIES	...	45
I.T.S.-I.C.F.T.U. co-operation in regional activities	...	45
I.T.F. regional administration	...	47
Africa	...	48
Asia	...	50
Latin-America	...	52
VI. SECTIONAL ACTIVITIES	...	57
Seafarers' Section	...	57
Special Seafarers' Section	...	62
Dockers' Section	...	66
Railwaymen's Section	...	70
Road Transport Workers' Section	...	80
Civil Aviation Section	...	86
Fishermen's Section	...	90
Inland Navigation Section	...	99
Combined Sectional Activities	...	102

VII. RELATIONS WITH INTERNATIONAL TRADE UNION ORGANIZATIONS ...	105
International Confederation of Free Trade Unions ...	105
Committee of I.T.F. Unions in the European Community ...	105
International Federation of Air Line Pilots' Associations ...	107
Public Services International ...	107
VIII. RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS ...	109
International Labour Organization ...	109
United Nations Economic Commission for Europe ...	113
United Nations Economic Commission for Africa ...	116
United Nations Economic Commission for Latin America ...	116
United Nations Economic Commission for Asia and the Far East ...	116
United Nations Transport and Communications Commission ...	117
Conference of European Ministers of Transport ...	117
European Atomic Energy and Coal and Steel Communities ...	118
Inter-governmental Maritime Consultative Organization ...	118
IX. MISCELLANEOUS ...	121
Spain ...	121
I.L.W.U. Pacific Dockers' Conference ...	121
FINANCIAL REPORT ...	123
REPORT ON THE I.T.F.'S TASK IN THE LESS-ADVANCED REGIONS ...	132
REPORT ON THE REDUCTION OF WORKING HOURS ...	143
AGENDA ...	151
PROPOSALS OF THE AFFILIATED ORGANIZATIONS ...	152
OPENING CEREMONY ...	163
PRESIDENTIAL ADDRESS ...	166
REPORT ON ACTIVITIES (DISCUSSION) ...	170
FINANCIAL REPORT (DISCUSSION) ...	206
REGIONAL AFFAIRS (DISCUSSION) ...	209
REDUCTION OF WORKING HOURS (DISCUSSION) ...	224
AMENDMENTS OF THE CONSTITUTION (DISCUSSION) ...	229
ELECTION OF GENERAL COUNCIL, EXECUTIVE COMMITTEE, AND MANAGEMENT COMMITTEE ...	247
ELECTION OF GENERAL SECRETARY ...	255
DATE AND PLACE OF NEXT CONGRESS ...	260
CONCLUSION OF THE CONGRESS ...	260
REPORTS OF SECTION CONFERENCES AND COMMITTEE MEETINGS:	
Credentials Committee ...	263
Resolutions Committee (first report) ...	264
Road Transport Workers' Section ...	267
Civil Aviation Section ...	270
Dockers' Section ...	273
Seafarers' and Dockers' Sections ...	277
Resolutions Committee (second report) ...	279
Fishermen's Section ...	280
Inland Transport Workers' Sections ...	282
Railwaymen's Section ...	285
Seafarers' Section ...	289
Inland Navigation Section ...	298
LIST OF DELEGATES ...	301
INDEX ...	309

OBITUARY

A. Adamczyk, former leader of the Polish Transport Workers' Union and former member of the I.T.F. General Council, died on 15 May 1959 aged 59.

W. P. Allen, former President and General Secretary of the British Associated Society of Locomotive Engineers and Firemen, died on 4 May 1958 aged 69.

W. Backman, President of the Finnish Railwaymen's Union from 1949 to 1957, died on 26 December 1959 aged 64.

J. G. Baty, former General Secretary of the British Associated Society of Locomotive Engineers and Firemen and sometime member of the Management Committee, died on 5 April 1959 aged 63.

H. Both, who for several years prepared the lay-out of the I.T.F. Journal, died on 8 September 1959 aged 49.

J. Brannigan, General Secretary of the Scottish Horse and Motor-men's Association and deputy member of the I.T.F. General Council, died on 18 July 1959 aged 59.

C. Charassiades, formerly a leader of the Greek Railwaymen's Federation and a former member of the I.T.F. General Council, died on 10 November 1959.

G. Devaux, Belgian railwaymen's leader and Chairman of the I.T.F. Railwaymen's Section, died on 15 November 1958 aged 57.

R. Grimm, one of the founders of a Swiss transport workers' organization, which later became part of the Swiss Transport Workers' Union, died on 8 March 1958 aged 77.

K. Hamada, former leader of the All-Japan Seamen's Union, died in March 1958.

I. Haugen, President of the Norwegian Seamen's Union and a member of the I.T.F. Executive Committee died on 20 June 1958 aged 63.

H. Kageyama, President of the All-Japan Seamen's Union, died on 2 February 1959 aged 58.

L. J. W. Keller, former General Secretary of the Rhodesian Railway Workers' Union, died on 10 September 1959 aged 74.

G. Martelli, President of the Italian Federation of Bus, Tram and Inland Navigation Workers—C.I.S.L., died on 11 October 1959 aged 61.

P. D'Mello, General Secretary of the Transport and Dock Workers' Union of Bombay, died on 20 June 1958 aged 42.

A. R. Mosher, Honorary National President of the Canadian Brotherhood of Railway, Transport and General Workers, died on 26 September 1959 aged 78.

H. Parry, Assistant General Secretary designate of the British Transport Salaried Staffs' Association, died on 3 September 1959 aged 53.

P. Perrin, former Assistant General Secretary of the Swiss Railwaymen's Federation, died on 24 June 1958.

L. Riaza, who represented the exiled Spanish transport workers' organizations within the I.T.F. and who was a member of the General Council, died on 27 March 1959 aged 55.

Mrs. José Spirig, a member of the Secretariat from 1946 to 1952, died on 5 January 1958 aged 30.

J. W. Stafford, former President of the British National Union of Railwaymen and an I.T.F. Auditor, died on 6 January 1959 aged 63.

K. O. Svendsen, Treasurer of the Danish Locomotive Engineers' Union, died on 5 April 1958 aged 60.

INTRODUCTION

The two years covered by this report have not been without their disappointments, but on the whole we can look back on our work with some satisfaction. The total affiliated membership has fallen, but that was due to unusual circumstances, and there is consolation in the fact that some fifty unions joined the I.T.F. in 1958 and 1959. In terms of membership, most of these unions were not very strong, for the majority came from what we now know as the "regions"—from Africa, Asia and Latin America, but they signify a further advance by the I.T.F. into the less-developed parts of the world, and it is there that the international trade union movement has its most important tasks.

The emphasis placed on "regional activities" for the past few years has been so strong that I fear sometimes that familiarity will breed complacency, that we shall become so used to hearing why regional activities are essential that repetition will dull the sharpness of the message. Nothing would be more disastrous. We have hardly begun our work in the regions. We can point to new affiliations from Africa, Asia and Latin America with some pride, and certainly they are welcome. Yet every new affiliation represents a further obligation. Affiliation is just the beginning, the means by which we establish contact, a foundation for our main duty which is to help and guide transport workers' unions to a position of strength and influence from which they can represent their members' interests effectively in all matters affecting them. I sometimes hesitate to look at a map of the world. Like looking down from the top of a mountain, it can be very unnerving. Huge areas of the world are undergoing political and economic transformation at tremendous speed, and the need for strong trade unions is desperately acute. And here are we, the I.T.F., a vast organization by most criteria but, at the same time, minute when resources are weighed against responsibilities. We have agreed time after time that we must expand our work in the regions, and as far as I can see, that necessity will persist and grow in urgency. Indeed, we shall find it increasingly difficult to keep pace with the problem, let alone make progress towards its solution. If at the I.T.F.'s 1960 Congress regional activities yet again dominate our discussions, it will be a fair reflection of the dominant place they now hold among all the matters which exercise our minds and energies.

Nevertheless, the I.T.F. would suffer greatly if its sectional work was reduced as a result of the growth in regional activities. A glance at the reports of the various sections would show that industrial problems still abound. It was an industrial action, furthermore, which at the end of 1958 brought the I.T.F. more fame (or, in some quarters, infamy) than it has enjoyed for many a year. This is not the place to dwell on a particular industrial question, but I want just to make the general point that the boycott of Panlibhon shipping provided a lesson in international solidarity which made the world aware that transport

workers could act together in a just cause. It was a show of strength, and the response to the I.T.F.'s call was a great encouragement. When we come face to face in future with a seemingly massive problem, it will be some comfort to remember that action and to know that problems diminish when the will to overcome them is strong and indivisible.

And now I leave the report which follows to speak for itself. It is admittedly and inevitably incomplete, but I trust it will serve to indicate the breadth of our interests and the vital importance of our activities.

Omer Becu,
General Secretary.

I.

GOVERNING BODIES AND INTERNAL ORGANIZATION

Congress

The I.T.F.'s 25th Biennial Congress was held in Amsterdam from 23 to 31 July 1958. Its composition was unprecedented: for the first time, the number of extra-European countries represented at Congress exceeded the European. Indeed, it was the largest of all I.T.F. Congresses, comprising 223 delegates and 62 advisers from 110 unions in forty countries. There were in addition many official guests from the Dutch administration and embassies in Holland, a number of fraternal delegates and observers, and several old friends of the I.T.F. to whom a special invitation had been sent, including Mrs. Lily Krier and M. Leick (Luxembourg), J. Brautigam, F. Landskroom, R. Laan, Snr., L. Veenstra, A. Staal and A. Treurniet (Netherlands), and K. Weigl (Austria).

The fact that Congress was larger than ever before did not impair its efficiency and in fact its business was completed a day earlier than planned. It met for the last time under the Presidency of Hans Jahn, whose retirement was marked by the presentation to him of the I.T.F. Gold Badge. Badges were also awarded to Mrs. Krier, K. Weigl, J. Brautigam, G. Joustra, J. Jarrigion, A. Thaler and A. Treurniet.

The resolutions adopted by Congress are summarized below:

Affiliation fees: It was decided that affiliation fees should be at the rate of 5d. per affiliated member.

Transport policy: Congress accepted the I.T.F. report on European transport co-ordination and integration, asked the Executive Committee to create the appropriate machinery for the continued discussion of these questions, and advocated trade union representation on bodies concerned in the move towards European unification.

Spain: Congress deplored the continued suppression of human rights in Spain and pledged its support to those fighting for their restitution.

Flags of convenience: (a) Congress proposed a general boycott of Panlibhonco ships not covered by acceptable collective agreements; (b) called for an international meeting of seafarers', owners' and government representatives to discuss the problem; and (c) called on I.M.C.O. or any other appropriate international agency to work out an agreed definition of the concept of a 'genuine link' between ships and the flags they fly.

Port workers' right to strike: Congress pledged support to port workers in East Africa whose right to strike was denied by legislation.

Manning of locomotives: Congress reaffirmed its belief that in principle locomotives should be manned by two men; set down conditions under which departures from this principle could be made; and affirmed that the benefits of technical advances should accrue to the workers.

Freedom of association in East Africa: Congress deplored the legislative restrictions on trade unions' freedom of action in East Africa.

Freedom of association in Japan: Congress called on the Japanese Government to meet its obligations as a member of the I.L.O. and to remove restrictions on trade unions in publicly-owned industries.

Ecuadorean railwaymen: Congress pledged its support to those striving in Ecuador to re-establish the railwaymen's trade union movement and asked the Ecuadorean authorities to see that the unions were granted the rights laid down in legislation.

Trade union freedom in Argentina: Congress pledged its support to democratic trade unions in Argentina, and particularly to its affiliate, the locomotivemen's union 'La Fraternidad', in their fight against totalitarian elements and against draft legislation which threatened to rob the democratic unions of their autonomy.

Flight crew complement: Congress declared its opposition to the policy on crew complement adopted by the International Federation of Air Line Pilots' Associations and to that pursued by the American Air Line Pilots' Association. It pronounced its readiness to resist these policies, if necessary by industrial action; affirmed that the I.T.F. policy on crew complement adopted at Vienna should be implemented, subject to changes in operating techniques; and called for an early meeting to co-ordinate action on the implementation of the I.T.F.'s policy.

Territorial waters: Congress deplored unilateral action by states to extend their territorial waters and urged the continued observance of the traditional three miles limit.

General Council

At the beginning of 1958 the General Council comprised :

<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
Austria, Saar, Switzerland	A. Thaler (Austria) W. Svetelsky (Austria) H. Düby (Switzerland)	<i>R. Freund</i> (Austria) <i>A. Flätgen</i> (Saar) <i>E. Hofer</i> (Switzerland)
Belgium, Luxembourg, Netherlands	R. Dekeyzer (Belgium) H. J. Kanne (Netherlands) Ch. J. Leurs (Luxembourg)	<i>D. Harms</i> (Netherlands)
Denmark, Finland, Iceland, Norway	I. Haugen (Norway) G. Widing (Finland) E. Borg (Denmark)	<i>S. F. Andersen</i> (Denmark) <i>O. Askeland</i> (Norway)
France	F. Laurent	<i>R. Lapeyre</i>
Germany	H. Jahn Ph. Seibert A. Kummernuss H. Hildebrand	<i>F. Schreiber</i> <i>P. Pröh</i> <i>O. George</i> <i>J. Steldinger</i>
Great Britain and Ireland	D. S. Tennant F. Cousins W. J. P. Webber T. Yates	<i>A. Hallworth</i>
Greece	S. Dimitricopoulos	<i>M. Petroulis</i>
Italy	E. Semenza	<i>G. Abate</i>
Sweden	S. Klinga	
Israel	Z. Barash	
Ghana, Kenya, Mauritius, Nigeria, Nyasaland, Rhodesia, South Africa, Tunisia, Tanganyika ...	L. Agonsi (Nigeria) C. Heymann (Ghana) M. A. Labinjo (Nigeria)	
Hong Kong, India, Japan	J. D. Randeri (India) T. Nishimaki (Japan) I. Koyanagi (Japan)	

Pakistan, Philippines, Malaya	R. S. Oca (Philippines)	
Argentina, Brazil, British Honduras, Chile, Colom- bia, Cuba, Ecuador, Mexico, Panama, Uruguay	F. Pomar (Cuba) S. de A. Pequeno (Brazil) W. Moreno (Chile)	V. Conde (Colombia)
Grenada, St. Lucia, Trini- dad, Jamaica	J. Knight (Grenada)	
Canada	F. H. Hall	W. J. Smith
United States	A. E. Lyon M. Quill	
Estonia, Poland, Spain (in exile)	L. Riaza (Spain)	N. Metslov (Estonia)

Note: There had been no nominations to seats held open for members from Egypt and Australasia.

I. Haugen of Norway died in June 1958.

M. A. Labinjo became a member of the General Council by virtue of his co-option to the Executive Committee.

A new General Council was elected at the 1958 Congress:

<i>Country or group</i>	<i>Members</i>	<i>Substitutes</i>
Austria, Switzerland	J. Matejcek (Austria) H. Düby (Switzerland)	W. Svetelsky (Austria) E. Hofer (Switzerland)
Belgium, Netherlands, Luxembourg	R. Dekeyzer (Belgium) Ch. F. Leurs (Luxembourg) H. J. Kanne (Netherlands)	D. Harms (Netherlands)
Denmark, Faroe Islands, Finland, Iceland, Nor- way	E. Borg (Denmark) G. Hauge (Norway) G. W. Widing (Finland)	K. Kjønksen (Norway) S. From Andersen (Denmark) P. Madsen (Denmark)
France	F. Laurent	R. Lapeyre
Germany	Ph. Seibert F. Schreiber A. Kummernuss H. Hildebrand	F. Eichinger Miss L. Raupp O. George H. Steldinger
Great Britain	F. Cousins S. F. Greene W. J. P. Webber T. Yates	D. S. Tennant A. Hallworth J. V. Bailey J. Brannigan
Greece	M. Petroulis	S. Dimitricopoulos

Italy	...	...	...	E. Leolini	<i>E. Semenza</i>
Sweden	...	...	...	S. Klinga	<i>G. Kolare</i>
Middle East	...	...	...	Z. Barash (Israel)	
Africa	...	...	...	C. Heymann (Ghana)	<i>H. M. Luande</i> (Uganda)
				W. M. Chakulya (Rhodesia)	<i>W. B. Otoo</i> (Ghana)
				J. D. Akumu (Kenya)	<i>E. N. N. Kanyama</i> (Tanganyika)
				M. Makinde (Nigeria)	<i>M. A. Labinjo</i> (Nigeria)
Ceylon, Hong Kong, India, Korea	...	...	...	J. D. Randeri (India)	<i>M. Kotwal</i> (India)
Japan	...	...	...	T. Nishimaki K. Suzuki	
Indonesia, Malaya, Pakis- tan, Philippines	...	...	...	R. S. Oca (Philippines)	<i>J. Jacob</i> (Indonesia)
				M. A. Khatib (Pakistan)	<i>E. Sano</i> (Philippines)
Australasia	...	...	...	J. Herlihy (New Zealand)	
Latin America	...	...	...	A. Bono (Argentina)	<i>M. Lopes</i> (Brazil)
				M. Meza (Mexico)	<i>T. H. Gutierrez</i> (Br. Honduras)
				E. Padilla (Colombia)	<i>M. Machin</i> (Uruguay)
				S. de A. Pequeno (Brazil)	
Caribbean area	...	...	...	J. Knight (Grenada)	
Canada	...	...	...	F. Hall	
United States	...	...	...	P. Hall M. Quill A. E. Lyon	
Estonia, Poland, Spain (exile)	...	...	...	L. Rianza (Spain)	<i>N. Metslov</i> (Estonia)

Note: *M. A. Labinjo* was a full member of the General Council whilst serving as a co-opted member of the Executive Committee. He resigned from the Executive Committee on 18 November 1959.

J. Curran became a full member of the General Council by virtue of his co-option to the Executive Committee in November 1959. *L. Rianza* died on 27 March 1959 and *J. Brannigan* died on 18 July 1959.

The General Council met once during the period covered by this report, namely on 31 July 1958 immediately following the close of the 1958 Congress. The meeting elected F. Cousins as the President of the I.T.F. and H. J. Kanne as the Vice-President. It also decided to accept a recommendation from the Executive Committee that the Indian Seafarers' Federation should be disaffiliated on the grounds that it had failed to meet its constitutional obligations to the I.T.F.

Executive Committee

The members of the Executive Committee at the beginning of 1958 were:

- H. Jahn (German railwaymen), *President*
- F. Cousins (British transport workers), *Vice-President*
- E. Borg (Danish transport workers)
- R. Dekeyzer (Belgian transport workers)
- H. Düby (Swiss railwaymen)
- I. Haugen (Norwegian seamen)
- H. J. Kanne (Dutch transport workers)
- M. A. Labinjo (*co-opted member*, Africa)
- F. Laurent (French railwaymen)
- S. de A. Pequeno (*co-opted member*, Latin America)
- A. E. Lyon (United States railwaymen)
- J. D. Randeri (*co-opted member*, Asia)
- A. Thaler (Austrian railwaymen)
- O. Becu (*General Secretary*)
- T. Yates (*Chairman of the Management Committee and thus serving on the Executive Committee in a consultative capacity*)

Note: Ingvald Haugen died on 20 June 1958.

The following members were elected to the Executive Committee by the 1958 I.T.F. Congress:

- F. Cousins (British transport workers), *President*
- H. J. Kanne (Dutch transport workers), *Vice-President*
- R. Dekeyzer (Belgian transport workers)
- H. Düby (Swiss railwaymen)
- G. Hauge (Norwegian seamen)
- S. Klinga (Swedish transport workers)
- F. Laurent (French railwaymen)
- A. E. Lyon (United States railwaymen)
- J. Matejcek (Austrian railwaymen)
- Ph. Seibert (German railwaymen)
- O. Becu (*General Secretary*)
- T. Yates (*Chairman of the Management Committee*)

At its meeting in December 1958, the Committee decided to co-opt the following members in accordance with Rule VIII, Paragraph 5 of the Constitution:

- M. A. Labinjo (Africa)
- T. Nishimaki (Asia)
- S. de A. Pequeno (Latin America).

M. A. Labino resigned from the Committee during its meeting in Rome in November 1959.

At its meeting in August 1959 the Executive Committee decided to co-opt a member from North America. (A co-opted member from North America sat on the Committee from January to November 1957 when the Executive Committee declared the seat vacant following the retirement of the person concerned from his union office.) At its meeting in November 1959 the Committee decided that the seat should be filled by *J. Curran*, President of the U.S. National Maritime Union.

Procedure for co-optation of members

Hitherto, the co-optation of members to the Executive Committee has taken place at the first ordinary meeting of the Committee after Congress. Those eventually co-opted have, of course, been unable to attend this meeting and the term of their office has been correspondingly briefer than that of the elected members. To remedy this position, the Committee decided at its August 1959 meeting in Copenhagen to seek nominations for co-opted seats on the Committee sufficiently early to permit the co-optation to be carried out at a special meeting of the Executive Committee immediately after Congress.

Executive Committee meetings

Meetings of the Committee were held from 17 to 20 March 1958 (Athens); on 21 and 22 July 1958 (Amsterdam); on 31 July 1958 (Amsterdam); 16 and 17 December 1958 (London); from 27 to 29 April 1959 (London); from 6 to 8 August 1959 (Copenhagen); and from 18 to 20 November 1959 (Rome).

Management Committee

At the beginning of 1958 the Management Committee comprised *A. Hallworth* (Associated Society of Locomotive Engineers and Firemen), *D. S. Tennant* (Merchant Navy and Airline Officers' Association), *W. J. P. Webber* (Transport Salaried Staffs' Association) and *T. Yates* (National Union of Seamen). These members were re-elected at the 1958 Congress.

T. Yates has been Chairman of the Management Committee throughout the period covered by this report.

The Management Committee met on 21 February 1958, 18 April 1958, 20 June 1958, 21 November 1958, 30 January 1959, 9 April 1959, 26 June 1959, and 2 October 1959.

Regional Affairs Committee

At its meeting in December 1958 the Executive Committee decided its Standing Sub-Committee on Regional Affairs should be renamed the "I.T.F. Regional Affairs Committee". The membership of the

former Sub-Committee and the Regional Affairs Committee remained the same throughout the period covered by this report: F. Cousins (President), H. J. Kanne (Vice-President), F. Laurent, A. E. Lyon, the General Secretary and, *ex officio*, the Chairman of the Management Committee (Sir Tom Yates). The present Director of Regional Affairs, P. de Vries, has attended meetings of the Committee since his appointment.

At the April 1959 meeting of the Executive Committee approval was given to a report proposing that the two main tasks of the Regional Affairs Committee should be (a) to deal with requests for assistance from unions in the less developed areas of the world and to report thereon to the Executive Committee; and (b) generally to direct regional activities, including the activities of regional offices and sub-offices, and to prepare plans for regional activities for the approval of the Executive Committee. With regard to (a) it was agreed that the Management Committee should continue to deal with requests for assistance which could not await a meeting of the Regional Affairs Committee and which did not involve more than a certain limit of expenditure. With regard to (b) it was agreed that the Regional Affairs Committee should have authority to appoint staff to regional offices, with the exception that the appointment of the directors of such offices should remain the prerogative of the Executive Committee.

It was further agreed that ordinary meetings of the Regional Affairs Committee should take place immediately before meetings of the Executive Committee. Meetings have been held on 27 and 28 April 1959 (London), 5 August 1959 (Copenhagen), and 17 November 1959 (Rome).

President and Vice-President

At a meeting of the General Council held in Amsterdam on 31 July 1958 F. Cousins (British Transport and General Workers' Union) was elected President of the I.T.F. and H. J. Kanne (Dutch Inland Transport Workers' Union), Vice-President.

Auditors

At the beginning of 1958 there was one auditor, R. J. Gunter of the British Transport Salaried Staffs' Association. (T. Hollywood, who was elected an auditor at the 1956 Congress, died in November 1957 and was not replaced.) The 1958 Congress elected Brothers Gunter and C. W. Evans (National Union of Railwaymen) as auditors.

Messrs. Hesketh, Hardy, Hirshfield and Co. have continued to act as the I.T.F.'s accountants.

Publications

The English edition of the *I.T.F. Journal* has been published monthly, as have the Japanese version (issued from Tokyo) and the

Spanish-language publication, *Transporte* (issued from Mexico). The German edition of the *Journal* has been issued every other month.

The English edition of the *Press Report* has been issued twice a month, the versions in French, German and Swedish rather less frequently. An *I.T.F. Asian Newsletter* has been published from the I.T.F. Asian Secretariat in Singapore since August 1959: it is cyclostyled and will be produced as regularly as the various claims on the Asian Representative's time permit.

The Executive Committee agreed in principle at its November 1959 meeting to resume the publication of a Swedish edition of the *Journal*, initially on the basis of an issue every other month. Detailed arrangements, including those of costs, were left to the General Secretary and Management Committee in consultation with Scandinavian affiliates.

The study of transport policy questions produced by the Transport Advisory Committee (once known as the Experts' Committee) and approved by the Amsterdam Congress was published in French and German at the end of 1958 and in English early in 1959. A Swedish version appeared in October 1959 and a Spanish translation of the first two parts was serialized in *Transporte*. Free copies of the printed study, entitled in English *Transport Policy Problems at National and International Level*, were sent to affiliated unions; extra copies could be, and have been, bought. The study was also made available for sale to the general public and was reviewed extensively in a wide range of periodicals.

The Secretariat

O. Becu was re-elected General Secretary of the I.T.F. at the 1958 Congress.

R. C. Coutts, who had been seconded from the American Train Dispatchers' Association to act as the I.T.F. Director of Regional Affairs, was compelled to return to his union duties in May 1958. P. de Vries, former President of the Dutch Seafarers' Union, was appointed Director of Regional Affairs by the Executive Committee at its meeting in December 1958.

R. Santley was appointed Secretary to the Seafarers' Section at the meeting of the Executive Committee held on 31 July 1958. His appointment had been recommended by the Seafarers' Section Conference which met during the 1958 Congress.

Miss Asser, private secretary to the General Secretary, retired in October 1959 after serving the I.T.F. for more than thirty-six years. Miss B. Mahilian joined the staff on 13 April 1959 and became private secretary to the General Secretary on Miss Asser's retirement.

I. Dahlbom, a translator, resigned in 1958 and was replaced by A. Selander, who joined the staff on 17 August 1959. Two shorthand-typists, Miss B. Boyde and Mrs. M. Robbins (née Sinclair), resigned and were replaced by Miss K. Larsson and Miss J. H. Bailey. A new research assistant, C. Iddon, was engaged on 16 March 1959, a new filing

clerk, B. Laughton, on 16 November 1959, and a new translator, O. Baeriswyl, on 16 December 1959.

At the end of 1959 the Secretariat in London comprised .

O. Becu, General Secretary
Miss M. Anderson, librarian
O. Baeriswyl, translator
Miss J. H. Bailey, shorthand-typist
G. Berger, translator-interpreter
Mrs. M. C. Blanchard, shorthand-typist
Mrs. U. Davis (formerly Miss U. Pausmer), shorthand-typist
Mrs. T. Dawn, shorthand-typist
E. Downing, research assistant
Mrs. G. Eady, copy-typist
K. Golding, Research and Publications Officer
C. Iddon, research assistant
H. Imhof, Section Secretary
Mrs. L. Kant, shorthand-typist
A. Klatil, Office Manager
Miss K. Larsson, shorthand-typist
B. Laughton, filing clerk
H. Lewis, reporter-translator
Miss B. V. Mahilian, private secretary
J. L. Merle, translator-interpreter
Mrs. E. Pearson, telephonist
Mrs. E. Pinnington (formerly Mrs. Pemberton), cashier
R. Santley, Section Secretary
A. Selander, translator
Miss N. Spatz, private secretary
E. Thomas, assistant librarian
P. de Vries, Director of Regional Affairs
Mrs. R. West, shorthand-typist
L. White, Acting Section Secretary and Special Officer

I.T.F. Representation

During the two years under review the I.T.F. was represented at the following meetings of affiliated unions and other trade union organizations :

1958

6 - 8 April	...	...	Annual Meeting of the British Union of Shop Distributive and Allied Workers, Margate—O. Becu
19 April	...	...	Inauguration of the Belgian Transport Workers' Union's new building, Antwerp—O. Becu
4 - 8 May	...	...	Belgian Railwaymen's Congress, Brussels—O. Becu
12 - 16 May	...	...	Annual Conference of the British Transport Salaried Staffs' Association, Llandudno—H. Imhof

- 16 - 18 May Congress of the Austrian Transport Workers' Union, Vienna—H. W. Koppens
- 17 - 20 May Congress of the Belgian Public Service Staffs' Union, Brussels—R. Dekeyzer
- 20 - 22 May Congress of the Swiss Railwaymen's Union, Lucerne—W. J. P. Webber
- 20 - 24 May Congress of the French Railwaymen's Federation, Nice—O. Becu
- 29 - 31 May Congress of the Netherlands Inland Transport Workers' Union, Utrecht—O. Becu
- 31 May - 1 June Congress of the Luxembourg Railwaymen's and Transport Workers' Union, Luxembourg—H. Imhof
- 1 - 6 June Congress of the German Transport and Public Service Workers' Union, Munich—H. Imhof
- 23 - 27 June Congress of the Public Services' International, Brussels—R. Dekeyzer
- 30 June - 1 July Meeting of the I.C.F.T.U. Consultative Council, Brussels—H. Jahn, F. Cousins, R. Dekeyzer, F. Laurent, O. Becu
- 22 - 27 September Anniversary Convention of the Canadian Brotherhood of Railway Employees and Other Transport Workers, Vancouver—W. J. P. Webber
- 9 - 12 October Greek Railwaymen's Federation, Athens—H. J. Kanne
- 29 - 30 October N.A.T.O. Free Trade Unions Conference, Paris—H. J. Kanne
- 7 December Anniversary Celebrations of the International Centre of Free Trade Unionists in Exile, Paris—F. Laurent
- 1959**
- 16 - 17 January Congress of the Netherlands Seafarers' Union, Utrecht—O. Becu
- 1 - 3 March Congress of the Italian Transport Workers' Union (F.I.L.T.A.T.), Salerno—H. Imhof
- 18 - 19 March Economic Conference of I.C.F.T.U., Geneva—H. Düby
- 26 - 28 April Congress of the Chilean Seamen's Union, Valparaiso—R. O. Borlaff
- 25 - 29 May Annual Conference of the British Transport Salaried Staffs' Association, Hastings—H. Imhof
- 26 - 29 May Biennial Convention of the Seafarers' International Union of North America, Montreal—E. Johansen
- 29 June - 4 July Study tour of Norway, Norwegian Railwaymen's Union—H. Imhof

6 - 18 July	...	...	Annual General Meeting of the British National Union of Railwaymen, Blackpool—O. Becu
13 - 16 August	...	...	Congress of the Spanish Trade Union Federation (in exile), Paris—F. Laurent
16 - 21 August	...	...	Congress of the Swedish Seamen's Union, Norrköping—O. Becu
23 - 28 August	...	...	Congress of the German Railwaymen's Union, Cologne—O. Becu
30 August - 2 September			Congress of the Danish Transport and General Workers' Union, Copenhagen—R. Santley
23 - 25 September	...	...	Congress of the Belgian Transport Workers' Union, Antwerp—O. Becu
1 - 4 October	...	...	Congress of the Austrian Railwaymen's Union, Vienna—H. Imhof
12 - 13 November	...	...	I.T.S. General Conference, Geneva—O. Becu
1 - 5 December	...	...	Inauguration of the Indonesian Railwaymen's Union Headquarters, Djakarta—J. Soares
3 - 12 December	...	...	Tenth Anniversary Congress of the I.C.F.T.U., Brussels—R. Dekeyzer, H. J. Kanne, F. Laurent, O. Becu, P. de Vries
18 - 19 December	...	...	Anniversary Congress of the Belgian Tramwaymen's Union, Brussels—H. Imhof

Owing to other commitments many invitations to attend meetings had to be declined. Written messages were sent where appropriate.

II.

MEMBERSHIP

The list of affiliated unions given below comprises 220 unions in 69 countries and a total affiliated membership of 5,236,629. Not all the I.T.F.'s affiliates affiliate to the I.T.F. on the basis of their complete membership; some unions organize other workers in addition to transport workers. The total membership of all the unions affiliated to the I.T.F. is, therefore, considerably more than the I.T.F.'s affiliated membership, and can be estimated at some seven millions.

At the end of 1957, the I.T.F. had 190 unions in 60 countries, and a total affiliated membership of 5,738,833. Thus in 1958 and 1959 the number of unions has increased and the membership fallen. This can be attributed largely to the withdrawal of the American International Brotherhood of Teamsters, which was affiliated on the basis of 500,000 members, the expulsion of the Indian Seafarers' Federation, the suspension of two other organizations, and the fact that the membership of certain organizations became non-effective with their failure to pay affiliation fees over a long period. Against this, new affiliates (50 in all, including one re-affiliation) were drawn in the main from less-developed countries, and their membership is not normally very large.

It will be seen from the chapter on relations with affiliated unions that the position of the Ghanaian and Cuban organizations within the I.T.F. has still to be clarified. They have in the meantime been retained on the list of affiliated organizations.

Expulsion

At its meeting on 31 July, 1958, in Amsterdam, the General Council decided that the Indian Seafarers' Federation should be expelled from the I.T.F. on the grounds that it had failed to meet its obligations as an affiliate.

Suspensions

Two organizations have been suspended from membership by the Executive Committee in accordance with Rule V (3) of the I.T.F. Constitution: the American Air Line Pilots' Association (in December, 1958) and the Maritime Transport Council of Australia (in April, 1959).

The grounds for the suspension of the American Air Line Pilots' Association are given in the report of the Civil Aviation Section. It will be noted that the Executive Committee also recommended that this organization should be expelled by the General Council, and that the organization has decided to appeal to the General Council against the Executive Committee's action and recommendation.

The Maritime Transport Council of Australia was suspended on the grounds that it would be in the I.T.F.'s interests to secure the individual and direct affiliation of Australian maritime organizations.

Lapse of membership

The Executive Committee has decided to report a number of unions to the General Council for failure to meet their financial obligations to the I.T.F. In most cases the I.T.F. has ceased for some time to have any contact with these organizations, and their membership is, therefore, non-effective. They have not been included in the list of affiliated unions. The Executive Committee has acted under Rule V (2) of the I.T.F. Constitution.

Withdrawal

It was reported to the April, 1959 meeting of the Executive Committee that the American International Brotherhood of Teamsters had decided to withdraw from the I.T.F. until its difficulties with the United States national centre were resolved.

New affiliations

MARCH 1958

Canadian Air Line Flight Attendants' Association
Unión Ferroviaria Nacional (Costa Rica railwaymen)
Jamaica Seamen's Association
Train Guards' Union (Nigeria)
Nigerian Port Authority Clerical Workers' Union
Mechanical Transport Department Workers' Union (Sudan)
National Maritime Union of Ceylon

JULY 1958

Finlands Skeppsbefälsförbund (Finnish ships' officers)
Foroya Fiskimannafelag (Faroe Islands fishermen)
Svenska Stewardsföreningen (Swedish ships' stewards)
Nigerian Ports Authority Workers' Union
National Marine Engineers' Beneficial Association (U.S.A.)
Nihon National Railway Locomotive Engineers' Union (Japan)
Unione Italiana Marittimi (seamen)
Airway Workers' Union (Nigeria)

DECEMBER 1958

Air Line Dispatchers' Association (U.S.A.)
Guiana Air Transport Trade Union
Federated Marine Stewards and Pantrymen's Association of Australasia
Federated Clerks' Union of Australia
National East African Seamen's Union (Kenya)

APRIL 1959

Professional Radio Employees' Institute of Australasia
Federación Nacional de Trabajadores Marítimos y Portuarios del Ecuador (seamen and dockers)
Comité de Empresa " Braniff International Airways " (Ecuador air staff)
Sociedad de Choferes Profesionales de Defensa Social " Bolivar Cornejo " (Ecuador motor drivers)
Lots- och Fyrmannaförbund (Finnish pilots and lighthousemen)

Syndicat National des officiers de l'aviation marchande (French civil aviation officers)
Sindicato Independiente Portuario Ferrocarrilero y Anexos (Honduras dockers and railwaymen)
Hong Kong Chinese Seamen's and Maritime Employees' General Union
Calcutta Port Shramik Union
National Union of Seamen of India, Calcutta
General Workers' Union of Malta
Asociación Sindical de Pilotos Aviadores (Mexican air line pilots)
Sindicato de Trabajadores de la Compania de Aviación "Faucett"
(Peru civil aviation staff)
Federación Nacional de Trabajadores Ferroviario del Perú (Peru railwaymen)
Sindicato de Obreros Portuarios del Estado de Zulia (Venezuela dockers)

AUGUST 1959

Persatuan Buruh Kereta Api (Indonesian railwaymen)
Fédération des syndicats d'ingénieurs, cadres, techniciens et agents de maîtrise des chemins de fer de France et d'outre-mer (French railway salaried staff)
General and Port Workers' Union, Aden
Indian Flight Engineers' Association *
Unione Italiana Pescatori (Italian fishermen)
Unione Italiana Lavoratori Portuali (Italian dockers)
Scandinavian Association of Flight Engineers

NOVEMBER 1959

Vereniging van KLM Boordwerktuigkundigen (KLM flight engineers)
Nigerian Railway Permanent Way Workers' Union
Amalgamated Transport & General Workers' Union of Uganda
Serikat Buruh Penerbangan (Indonesian civil aviation staff)
Caribbean Air Transport Trade Union
International Longshoremen's Association (U.S.A.)
Flight Engineers and Navigators Association (Pakistan)
Zanzibar and Pemba Dockworkers and Stevedores Union

* Re-affiliation of a union whose previous membership had become non-effective.

List of Affiliated Organizations

Country	Organization	31st December		
		1957	1958	1959
Aden ...	General and Port Workers' Union	—	—	3,500
Argentina ...	La Fraternidad (locomotive-men)	20,000	20,000	20,000*
Australia ...	Flight Stewards' Association	200	200	200
	Australasian Airline Flight Engineers' Association ...	152	152	140
	Federated Clerks' Union of Australia	—	—	2,788
	Federated Marine Stewards and Pantrymen's Association of Australasia	—	—	2,000
Austria ...	Professional Radio Employees' Institute of Australasia ...	—	—	250
	Gewerkschaft der Eisenbahner (railwaymen)	70,000	100,000	100,110
Belgium ...	Gewerkschaft der Bediensteten im Handel, Transport und Verkehr (transport workers)	20,360	25,100	25,100
	Belgische Transportarbeidersbond (transport workers) ...	28,000	23,000	23,000*
	Secteur cheminots de la C.G.S.P. (railwaymen) ...	31,900	27,000	27,000
	Centrale belge du personnel des tramways, vicinaux et autobus (passenger transport workers)	11,000	11,000	11,000
Brazil ...	Secteur aviation civile de la C.G.S.P. (civil aviation) ...	500	500	500*
	Centrale des métallurgistes de Belgique (civil aviation) ...	775	900	900
	Confederação Nacional dos Trabalhadores em Transportes Terrestres (transport workers)	192,000	50,000	50,000*
British Guiana	British Guiana Seafarers' Union	213	130	130*
	Guiana Air Transport Trade Union	—	100	110
British Honduras	British Honduras Development Trade Union	440	440	440*

<i>Country</i>	<i>Organization</i>	31st December		
		1957	1958	1959
Canada ...	Canadian Brotherhood of Railway, Transport and General Workers ...	34,040	33,209	33,134
	Railway Labor Executives' Association ...	125,000	125,000	125,000
	Canadian Airline Dispatchers' Association ...	82	82	82*
	Canadian Air Line Flight Attendants Association ...	—	550	550*
Ceylon ...	National Maritime Union of Ceylon ...	149	184	184*
Chile ...	Confederación Marítima de Chile (seafarers and dockers)	10,500	10,500	10,500*
Colombia ...	Sindicato de Trabajadores Avianca (civil aviation) ...	1,023	1,023	2,881
	Unión de Trabajadores Fluviales Marítimos y Portuarios (seafarers and dockers) ...	8,000	8,000	8,000*
	Unión de Marineros Mercantes de Colombia (seafarers) ...	400	800	800*
Costa Rica	Unión Ferroviaria Nacional (railwaymen) ...	1,000	1,000	1,000*
Cuba ...	Federación Marítima Nacional (seafarers) ...	9,500	9,500	9,500*
	Federación Nacional Hermandad Ferroviaria (railwaymen) ...	8,620	8,620	8,620*
	Federación Nacional de los Obreros del Transporte (transport workers) ...	16,800	16,800	16,800*
	Federación Aérea Nacional (civil aviation) ...	1,580	1,580	2,000
Denmark ...	Sømaendenes Forbund i Danmark (seamen) ...	6,030	6,030	6,030
	Søfyrbødernes Forbund i Danmark (ship firemen) ...	1,689	1,744	1,695
	Dansk Sø-Restaurations Forening (ship stewards) ...	1,000	1,000	1,100
	Dansk Arbejdsmands og Specialarbejder Forbund (transport workers) ...	40,000	40,000	40,000
	Dansk Jernbaneforbund (railwaymen) ...	10,198	9,964	9,809

Country	Organization	31st December		
		1957	1958	1959
	Dansk Lokomotivmands Forening (locomotivemen) ...	2,200	2,175	2,100
	Privatbanefunktionaerernes Forbund (staff private railways)	750	750	700
	Dansk Lokomotivmands Forbund (private railways' locomotivemen)	262	242	238
Ecuador ...	Sindicato de Estibadores Portuarios y Auxilios (dockers)	400	400	400*
	Federación Nacional de Trabajadores Marítimos y Portuarios del Ecuador (seamen and dockers)	—	8,000	8,000*
	Comite de Empresa " Braniff International Airways " (civil aviation)	—	25	25*
	Sociedad de Choferes Profesionales de Defensa Social " Bolivar Cornejo " (motor drivers)	—	260	260*
Egypt ...	Alexandria Mercantile Navy Staff Syndicate	575	575	575*
Estonia (exile)	Eesti Meremeeste Union (seafarers)	1,345	1,283	1,251
Faroe Islands	F ø r o y a Fiskemannafelag (fishermen)	—	3,135	3,135*
Finland ...	Finlands Sjömans - Union (seafarers)	7,174	7,462	7,488
	Finlands Maskinmästareförbund (ships' engineers) ...	1,300	1,300	1,300
	Finska Järnvägsmannaförbundet (railwaymen)	15,654	15,363	15,800
	F i n s k a Lokmannaförbund (locomotivemen)	5,010	5,091	5,021
	Finlands Bilbranscharbetareförbund (motor drivers and dockers)	5,500	4,400	5,100
	Finlands Skeppsbefälsförbund (ships' officers)	—	1,244	1,244*
	Lots - och Fyrmannförbund (pilots and lighthousemen)	—	500	500*

Country	Organization	31st December		
		1957	1958	1959
France	Fédération Nationale de la Marine Marchande F.O. (seamen)	7,650	7,650	7,650*
	Fédération des Officiers de la Marine Marchande F.O. (ships' officers)	2,500	2,500	2,500*
	Fédération des Ports et Docks et Assimilés F.O. (dockers)	6,200	6,200	6,200*
	Fédération Syndicaliste F.O. des cheminots (railwaymen)	31,000	31,000	31,000
	Syndicat National des officiers de l'aviation marchande (civil aviation)	—	1,051	1,085
	Fédération des syndicats d'ingénieurs, cadres, techniciens et agents de maîtrise des chemins de fer de France et d'outre mer (railway salaried staff)	—	—	15,820
	Fédération Nationale F.O. des Transports (transport workers)	5,500	5,500	5,500*
	Fédération des Travaux Publics et des Transports F.O. (civil aviation and transport workers)	9,000	9,000	9,000
	Syndicat National du Personnel Navigant de l'Aéronautique Civile (civil aviation) ...	700	700	700*
Germany	Gewerkschaft öffentliche Dienste Transport und Verkehr (transport workers) ...	110,612	108,729	108,440
	Gewerkschaft der Eisenbahner Deutschlands (railwaymen)	441,277	447,000	446,807
Ghana	Government Transport Workers' Union	1,000	1,000	1,000*
	Adra Brothers Transport Workers' Union	150	350	350*
	Kumasi Municipal Workers' Union	2,000	2,000	2,000*
	Ghana Railway Employees' Union	5,000	5,000	5,000*

Country	Organization	31st December		
		1957	1958	1959
	Accra Municipal Employees' Union	1,000	1,000	1,000*
	Secondi-Takoradi Municipal Transport Workers' Union	300	300	300*
	Ghana Motor Union	10,000	10,000	10,000*
	Ghana Public Works Employees' Union	15,000	15,000	15,000*
	Ghana National Maritime, Lighterage & Dockworkers' Union	4,350	4,350	4,350*
Great Britain	National Union of Seamen ...	60,000	60,000	60,000
	Merchant Navy and Air Line Officers' Association ...	14,500	14,500	15,500
	Radio Officers' Union ...	3,793	3,735	3,515
	Transport and General Workers' Union	250,000	350,000	350,000
	National Union of Railwaymen	345,979	347,564	332,108
	Associated Society of Locomotive Engineers and Firemen	73,078	70,000	65,400
	Transport Salaried Staffs' Association	86,783	86,214	86,214*
	Union of Shop, Distributive and Allied Workers ...	40,000	40,000	40,000
	Scottish Horse and Motor-men's Association	13,000	13,000	13,000
	Cardiff, Penarth and Barry Coal Trimmers' Union ...	250	202	202*
Greece ...	Pan-Hellenic Seamen's Federation	20,500	20,500	25,235
	Federation of Greek Dockers	10,000	15,100	9,500
	Fédération Panhellénique des Cheminots (railwaymen) ...	10,500	10,500	10,500*
Grenada ...	Grenada Seamen and Waterfront Workers' Union ...	448	517	608
Honduras ...	Sindicato Independiente Portuario Ferrocarrilero y Anexos (dockers and railwaymen)	—	1,200	1,200*

Country	Organization	31st December		
		1957	1958	1959
Hong Kong	Kowloon-Canton Railway Workers' Union	350	350*	350*
	Hong Kong Chinese Seamen's and Maritime Employees' General Union	—	2,606	2,998
Iceland ...	Sailors' and Fishermen's Union	1,760	1,724	1,724*
India ...	All India Railwaymen's Federation	283,742	316,693	316,693*
	Maritime Union of India ...	1,294	1,298	1,349
	Transport and Dock Workers' Union of Bombay	7,000	12,317	11,221
	Calcutta Port Shramik Union	—	20,000	20,000*
	National Union of Seamen of India (Calcutta)	—	—	22,105
	Indian Flight Engineers' Association	—	—	49
	Indonesia ...	Serikat Buruh Teknik dan Pelabuhan (dockers) ...	6,138	5,760	5,760*
	Persatuan Buruh Kereta Api (railwaymen)	—	—	30,000
	Serikat Buruh Penerbangan (civil aviation)	—	—	1,500
Irish Republic	Marine, Port and General Workers' Union	2,250	2,250*	2,250*
	Irish Transport and General Workers' Union	5,000	5,000	5,000
	Irish Pilots' and Marine Officers' Association	400	400	400*
Israel ...	Israel Seamen's Union ...	1,993	2,000	2,000*
	National Union of Government Employees, Railwaymen's Section	1,650	1,650	1,650*
Italy ...	Federazione Italiana Lavoratori del Mare (seafarers) ...	10,329	10,000	11,610
	Federazione Nazionale dei Lavoratori Portuali (dockers)	6,600	6,600	6,600*
	Sindacato Italiano Unitario Ferrovieri (railwaymen) ...	17,340	17,344	17,344*
	Sindacato Autonomo Unificato Ferrovieri Italiani (railwaymen)	33,192	33,934	34,000

Country	Organization	31st December		
		1957	1958	1959
	Federazione Nazionale Lavoratori Autoferrotranvieri ed Internavigatori (passenger transport and inland navigation)	22,000	25,000	25,000*
	Federazione Italiana Lavoratori Trasporti e Ausiliari del Traffico (transport workers)	20,000	20,000	20,000*
	Sindacato Nazionale Gente del Aria (civil aviation) ...	700	700	700*
	Unione Italiana Marittimi (seafarers)	—	5,570	5,570
	Unione Italiana Pescatori (fishermen)	—	—	2,500
	Unione Italiana Lavoratori Portuali (dockers)	—	—	2,781*
Jamaica ...	Jamaica Seamen's Association	980	980*	980*
Japan ...	All-Japan Seamen's Union ...	82,000	82,000	82,000
	National Railway Workers' Union	320,000	230,000	230,000
	Federation of Municipal Transport Workers' Unions	30,000	28,000	50,670
	Travel Bureau Trade Union	3,000	3,000	3,000
	National Railway Motive Power Union	—	50,000	53,250
Kenya ...	East African Railway Asian Union	4,273	2,500	2,500
	Transport and Allied Workers' Union	1,000	2,000	2,000*
	Railway African Union ...	12,000	5,984	5,984*
	Dock Workers' Union ...	1,000	1,000*	1,000*
	National East African Seamen's Union	—	568	568
Korea ...	Korean Federation of Railroad Workers' Unions ...	27,300	24,756	27,000
Luxembourg	Fédération Nationale des Cheminots et des Travailleurs du Transport Luxembourgeois (railwaymen and transport workers)	6,675	6,785	6,800
Malta ...	General Workers' Union of Malta	—	965	975

Country	Organization	31st December		
		1957	1958	1959
Mauritius ...	General Port and Harbour Workers' Union	1,652	1,652*	1,652*
	Bus Drivers' and Conductors' Union	125	125*	125*
Mexico ...	Sindicato Industrial de Trabajadores del Transporte Marítimo, Fluvial y Lacustre de la Republica Mexicana (seamen and dockers)	1,800	1,800	1,800*
	Sindicato Nacional de Trabajadores de Auto-Transportes y Conexos "Fernando Amilpa" (passenger transport)	50,000	50,000*	50,000*
	Sindicato Nacional de Estibadores, Alijo, Carcaduria, Marinos y Similares de la República Mexicana (dockers)	3,000	3,000*	3,000*
	Unión de Marineros, Fogoneeros, Mayordomos, Cocineros, Camareros y Similares del Golfo de Mexico (seafarers in Gulf of Mexico) ...	250	250	250*
	Association Sindical de Pilotos Aviadores (civil aviation) ...	—	—	500
	Netherlands	Nederlandse Bond van Vervoerspersoneel (inland transport workers)	41,422	40,042	40,711
Centrale van Zeevarenden ter Koopvaardij en Visserij (seafarers and fishermen) ...		14,756	13,643	14,450
Algemene Bond van Luchtvaartpersoneel (civil aviation)		1,188	1,333	1,425
Algemene Bond Mercurius (motor drivers)		1,757	1,668	1,595
Vereniging van KLM Boordwerktuigkundigen (civil aviation)		—	—	450
New Zealand	Federated Seamen's Union of New Zealand	2,000	2,264	2,264*

<i>Country</i>	<i>Organization</i>	31st December		
		1957	1958	1959
	Federated Cooks' and Stewards' Union of New Zealand	1,048	1,120	1,190
	North Island Waterfront Workers' Industrial Association of Workers ...	4,374	4,374	4,280
Nicaragua ...	Transportadores Unidos Nicaraguenses (transport workers)	3,000	3,000*	3,000*
Nigeria ...	Amalgamated Dock Workers' Union of Nigeria and the Cameroons	1,423	1,063	1,326
	Railway Technical Staff Association of Nigeria	1,536	1,536*	1,536*
	Nigerian Transport Staff Union	3,750	3,233	3,494
	Association of Locomotive Drivers, Firemen and Allied Workers of Nigeria ...	654	654*	654*
	Nigerian Railway Permanent Way Workers' Union ...	—	—	4,916
	Train Guards' Union ...	520	520*	520*
	Nigerian Port Authority Clerical Workers' Union ...	215	215*	215*
	Nigerian Port Authority Workers' Union	—	1,555	1,555*
	Airway Workers' Union ...	—	1,200	1,200*
Norway ...	Norsk Sjømannsforbund (seafarers)	46,000	46,771	47,534
	Norsk Styrmandsforening (mates)	4,636	4,731	4,673
	Det Norske Maskinistforbund (ships' engineers)	4,300	4,300	4,300
	Norsk Transportarbeiderforbund (transport workers) ...	23,495	23,594	22,974
	Norsk Jernbaneforbund (railwaymen)	21,803	21,600	20,842
	Norsk Lokomotivmandsforbund (locomotivemen) ...	2,264	2,175	2,102
	Norsk Jern- og Metallarbeiderforbund (civil aviation)	350	800	800*
Nyasaland ...	Nyasaland Railway Asian Union	110	86	86*
	Nyasaland Railway African Union	3,000	3,000	3,000

Country	Organization	31st December		
		1957	1958	1959
Pakistan ...	Nyasaland African Motor Transport Workers' Union	460	460	460*
	Pakistan Transport Workers' Union	25,000	25,000	25,000*
	Eastern Pakistan Railway Employees' League	40,000	40,000	40,000*
	Maritime Union of Pakistan Flight Engineers and Navigators Association	159	130	130*
Panama ...	Federación de Trabajadores Marítimos de Panama (seamen)	—	—	40
		700	700	700*
Paraguay ...	Liga de Obreros Marítimos de Paraguay (seamen)	3,000	3,000	3,000*
Peru ...	Sindicato de Trabajadores de la Compania de Aviacion "Faucett" (civil aviation)	—	250	270
	Federación Nacional de Trabajadores Ferroviario del Perú (railwaymen)	—	—	10,000*
Philippines	Philippine Transport Workers' Organization	28,635	28,000	30,546
Poland (exile)	Association of Polish Merchant Navy Officers and Seamen in London	375	398	398*
Rhodesia ...	Rhodesian Railway Workers' Union	5,010	5,020	4,035
	Railway African Workers' Union	8,015	2,700	2,700*
	Central African Road Services Workers' Trade Union	750	715	715*
St. Lucia ...	St. Lucia Seamen's and Waterfront Workers' Trade Union	300	303	303*
South Africa	South African Council of Transport Workers	3,000	3,000	3,000*
Spain (underground)	Sindicato Nacional Ferroviaria (railwaymen)	12,000	12,000	12,000
	Federación Nacional del Transporte UGT (transport workers)	10,000	10,000	10,000
Sudan ...	Mechanical Transport Department Workers' Union	—	—	100*

Country	Organization	31st December		
		1957	1958	1959
Sweden ...	Svenska Sjöfolksförbundet (seafarers)	19,851	21,318	21,771
	Svenska Maskinbefälsförbundet (ships' engineers) ...	2,614	2,672	2,242
	Svenska Transportarbetareförbundet (transport workers)	45,979	44,000	44,000
	Svenska Järnvägsmannaförbundet (railwaymen) ...	63,892	62,429	60,212
	Handelstjänstemannaförbundet (civil aviation)	3,069	3,590	3,711
	Sveriges Fartygsbefälsförening (masters and mates) ...	3,261	3,198	3,271
	Svenska Stewardsförening (ships' stewards)	—	662	662*
	Scandinavian Association of Flight Engineers	—	—	197
	Switzerland	Schweizerischer Eisenbahnerverband (railwaymen) ...	45,370	45,812	43,825
Verband der Handels-, Transport und Lebensmittelarbeiter der Schweiz (transport workers)		10,525	10,581	10,309
Schweizerischer Verband des Personals öffentlicher Dienste (civil aviation)		1,082	1,164	1,069
Tanganyika	Railway African Union ...	7,000	7,000	7,000*
	Dar es Salaam Dockworkers' and Stevedores' Union ...	2,150	918	918*
	Transport and Allied Workers' Union	1,000	5,000	5,000*
	Tanga Port, Stevedores' and Dock Workers' Union ...	1,079	601	601*
Trinidad ...	Seamen and Waterfront Workers' Trade Union	2,736	3,763	3,763*
	Caribbean Air Transport Trade Union	—	—	450*
Tunisia ...	Fédération Tunisienne des Cheminots (railwaymen) ...	3,000	3,271	3,271*
Uganda ...	Railway African Union ...	3,000	4,000	4,000*

Country	Organization	31st December		
		1957	1958	1959
United States	Amalgamated Transport General Workers' Union of Uganda	—	—	800
	Seafarers' International Union of North America	56,000	56,000	56,000
	National Maritime Union of America	48,600	48,600	38,000
	Radio Officers' Union	970	1,000	1,000
	American Radio Association	1,000	1,000	1,000
	International Organization of Masters, Mates and Pilots	10,000	10,000	10,000
	National Marine Engineers' Beneficial Association	—	8,000	8,000*
	Railway Labor Executives' Association	1,021,500	1,007,800	1,007,800
	Transport Workers' Union of America	75,000	75,000	75,000
	International Association of Machinists	27,515	35,000	35,000*
	Flight Engineers' International Association	4,000	3,000	3,000
	Airline Stewards' and Stewardesses' Association	4,000	6,000	6,500
	Airline Dispatchers' Association	—	635	740
	International Longshoremen's Association	—	—	80,000
	Uruguay ...	Federación Ferroviaria y Ramas Anexas del Uruguay (railwaymen)	6,000	6,000*
Unión Centros de Marinos (seafarers)		700	700	700*
Venezuela ...	Sindicato de Obreros Portuarios del Estado de Zulia (dockers)	—	—	900*
Zanzibar ...	Zanzibar and Pemba Dockworkers' and Stevedores' Union	—	—	450

*Estimate on previous figure.

III.

RELATIONS WITH AFFILIATED UNIONS

Limitations of space and time make it quite impossible to report in detail on the I.T.F.'s relations with all its affiliates over the past two years. With the great majority of its unions, the I.T.F. maintains a close and frequent contact embracing a wide range of activities of which the most common is the exchange or provision of information. Much of this contact is routine, the type of service which a union rightly expects from its International and which the I.T.F. provides virtually daily. It is a routine of prime importance, none the less so for the fact that it cannot be reported at length here. There are aspects to some examples of the I.T.F.'s relations with affiliates which bring them more appropriately under other headings in this report, for instance under the next chapter ; they are reported there. The brief reports which follow are of cases which are of special interest, particularly where the nature of a union's relationship with the I.T.F. has undergone a change in the period under review.

Cuban Organizations

The Cuban delegation to the 1958 Congress was only seated on the understanding that affiliation fees for the first half of 1958 and subsequent fees would be paid to the I.T.F. Latin American Office and not, as had been the practice, into a special account in Havana which was used to maintain an unauthorized "I.T.F. Sub-office" in that city. Fees for the first half of 1958 were paid during the Congress.

With the overthrow of the Batista régime in January 1959, the leadership of Cuban trade unions was radically changed. The General Secretary of the I.T.F. wrote to Dr. Fidel Castro shortly after the revolution had succeeded and expressed the hope that the new government would foster the growth of free trade unionism in Cuba. In February the Cuban Maritime Workers' Federation informed the Director of the I.T.F.'s Latin American Office that the international relations of Cuba's unions were to be the subject of a policy decision by the national centre but that in the meantime the Federation still regarded itself as a member of the I.T.F. In April, the same union cabled its good wishes to a meeting of the Fair Practices Committee and in July invited the I.T.F. General Secretary to attend its Congress. The General Secretary had to decline the invitation but cabled the I.T.F.'s greetings. In October the Cuban national centre asked for copies of the I.T.F.'s Constitution, publications and other documentation ; these were sent.

Little has been heard from or of the Cuban organizations other than the maritime workers.

Ghana Organizations

Over the last year, the Ghana trade union movement has been in the throes of complete reorganization. The national centre, the Ghana

T.U.C., has been reconstructed on lines similar to those of Israel's Histadrut and has been vested with much greater authority than it previously enjoyed. The individual unions are being reorganized on an industrial or semi-industrial basis. There will eventually be twenty-four national unions, six of which will have transport worker members. To our knowledge two such organizations have already been established: the Public Transport and General Workers' Union, whose General Secretary is Brother C. Heymann (formerly General Secretary of the Government Transport Workers' Union), and the Teamsters and Private Transport Workers' Union, whose General Secretary is Brother Otoo (formerly General Secretary of the Ghana Motor Union).

This reorganization of the transport workers' trade unions is so radical as to require a complete revision of their relationship with the I.T.F., involving their treatment as new organizations and fresh applications for affiliation. This position was discussed with Brothers Heymann and Tettegah (then General Secretary of the Ghana T.U.C.) when the Director of Regional Affairs visited West Africa in March 1959. Brother Heymann was then sure that the reorganization of the Ghana movement would not adversely affect the I.T.F. and indeed saw benefit to the I.T.F. in the fact that the reorganized unions would be stronger financially.

We have continued to correspond with Brother Heymann on the question of the affiliation of the new unions but no definite steps have yet been taken from Ghana to seek affiliation on the basis of the new trade union structure. The process of reorganization, however, is still far from complete and these matters cannot be pressed until it is.

Italian Seafarers' Federation

In July 1959, the I.T.F. was informed that the leadership of the Italian Seafarers' Federation (FeGeMare) had been reorganized and the former General Secretary replaced by an Acting Secretary, Dr. Giuseppe Lagorio. This move had been initiated by the national centre, the C.I.S.L., and supported by the union's local secretaries. Brother Lagorio visited the I.T.F.'s General Secretary in October and arrangements were made to place the relationship between the two bodies on a satisfactory, and in some respects improved, basis.

In December an Extraordinary National Conference convened by FeGeMare approved a proposal to merge with the Italian Seamen's Union (F.I.L.M.), a union which had severed its relations with the Communist national centre in 1957. The merger was subsequently endorsed by a joint meeting of the two unions where it was decided that the organization resulting from the merger should be known as the Italian Seafarers' Federation—F.I.L.M.-C.I.S.L. A cable from Brother Lagorio announced that the new organization wished to maintain affiliation with the I.T.F.

Greek Organizations

Four I.T.S.'s (the I.T.F., the International Metal Workers' Federation, the International Federation of Petroleum Workers, and the International Union of Food and Drink Workers' Associations) have joined together to organize seminars for Greek trade unionists. The seminar

syllabuses will in the first instance cover basic trade union practice but they will also cater for the special features of the industries from which the participants are drawn. All the I.T.F.'s Greek affiliates have offered their co-operation in the project. The first of the seminars for transport trade unionists is due to begin in February 1960. There will be three such seminars, each lasting for five days. It is hoped to supplement them by a more advanced course later. One of the lecturers is to be Brother Hendrickx of the Belgian Transport Workers' Union who accompanied the I.T.F. General Secretary on a visit to Greece during which the proposal to hold the seminars was put to the Greek unions.

The European Productivity Agency of the Organization for European Economic Co-operation has also decided to take part in the scheme.

Tanganyika Transport Workers

In July 1959, the Tanganyika Transport and Allied Workers' Union merged with building and commercial workers' unions to form a new organization, the Tanganyika Transport and General Workers' Union. The new union has been informed that the affiliation of a union to the I.T.F. cannot be devolved upon its successor and that a fresh application from the new organization will therefore be necessary.

IV.

DISPUTES AND INDUSTRIAL ACTIONS

Restrictive Legislation in East Africa

The 1958 Congress adopted two resolutions which deplored the restrictions on trade union freedom embodied in Kenyan and Tanganyikan legislation. Under this legislation, docks and railways in the two territories were classified as "essential services"; industrial disputes which arose in essential services were subject to a process of compulsory arbitration, the effect of which was to make strike action illegal. At the end of 1958 the legislation was amended so as to exclude services operated by the East African Railway and Harbours Authority (that is the railways and ports in Kenya, Uganda and Tanganyika) from the compulsory arbitration machinery. The authority has since proposed that disputes which cannot be settled through the joint negotiating machinery should be referred to an independent tribunal whose findings would be binding on both sides for at least six months. It is proposed that both sides should undertake not to carry out a strike or lock-out until this machinery had been fully used. The African unions have not yet agreed to these proposals.

Railway Strikes in British East Africa

Claiming that the management had failed to investigate grievances against a European supervisor or to start negotiations on demands for improvements in pay and working conditions, some 23,000 African railwaymen in Kenya struck for sixteen days in November 1959 and returned to work when the management conceded their main points. The Executive Committee learned of the dispute during its meeting in Rome and decided to grant the Kenya Railway African Union financial assistance. It also authorized the sending of an I.T.F. representative to Nairobi to investigate the situation and give the strike leaders help. The Director of Regional Affairs subsequently arrived in Kenya, advised the strike leaders as to the conduct and settlement of the strike and passed them the financial aid which the Executive Committee had granted.

Meanwhile, Uganda railwaymen had struck in support of their wage claims. Here too, the Executive Committee had agreed to give financial help which was later passed to the Uganda Railway African Union by the Director of Regional Affairs. The Uganda strike ended when the management agreed to immediate negotiations on the claims.

In Tanganyika, the railwaymen envisaged taking strike action if negotiations for wage increases and improvements in working conditions failed.

London Bus Strike

In May 1958, the British Transport and General Workers' Union organized a strike of its 50,000 members employed on London buses

after the employers had refused to meet the union's claim for a general wage increase, wishing instead to exclude busmen on certain services. The strike lasted for seven weeks and was so solidly supported that not one London Transport bus appeared until the strike ended in a settlement which was later to satisfy the union's demands. As a token of its support the I.T.F. made a contribution to the busmen's strike fund, a contribution which was largely reimbursed by contributions from a number of affiliates.

Venezuelan Airlines Strike

In May 1959 the I.T.F. assisted the Transport Workers' Union of America in obtaining a satisfactory settlement of a strike by American employees of Venezuelan Airlines (L.A.V.). At the I.T.F.'s request, affiliated civil aviation unions in Colombia, Cuba and Peru had refused to handle L.A.V. aircraft.

Employment of Non-White Bus Crews in South Africa

In June 1959, the South African Council of Transport Workers wrote asking the I.T.F. Road Transport Workers' Section Conference (Stockholm, 16 to 19 June) to adopt a resolution protesting against the Johannesburg City Council's plan to employ non-white bus crews under conditions of service and at rates of pay far inferior to those of white crews. The Council thought that such a resolution "would undoubtedly serve to focus public attention on the unethical procedure being pursued by the City Council with the connivance of the Government and expose this piece of flagrant cheap-labour exploitation for the hollow fraud that it is."

Unfortunately, the Council's letter arrived after the Section Conference had been held. It was instead considered at the August 1959 meeting of the Executive Committee which then adopted a resolution re-affirming the I.T.F.'s wholehearted opposition to racial discrimination in any form and assuring the Council that the I.T.F. would give it all possible support "in its efforts to prevent racial discrimination gaining further hold in its country."

Uruguayan Port Workers

Uruguay has been the scene of bitter rivalry between the free and the Communist port workers' organizations. In December 1958 a meeting of the Executive Committee was informed that the Communists had begun a campaign of violence and intimidation against the free dockers' trade union, the U.S.O.P. The Committee expressed its alarm at this development and assured the free Uruguayan trade unions of its support. The rivalry between the Communist and the free unions was further embittered in January 1959 when the government issued a decree, the effect of which was to transfer work previously performed by U.S.O.P. members to the Communist dockers' organization. Some three thousand U.S.O.P. members struck immediately and the government countered by ordering military forces to carry out the strikers' work. The U.S.O.P. and the democratic national centre (an I.C.F.T.U. affiliate) sought the I.T.F.'s help. The U.S.O.P. is not affiliated to the

I.T.F. but the issues clearly involved the life or death of a democratic trade union. It was therefore decided that the Assistant to the Director of the Latin American Office should go to Montevideo. On his advice the I.T.F. informed the government that unless the strike-breakers were withdrawn the ships they worked would be boycotted. A day later a "truce" was announced to allow discussions between the two sides. The discussions quickly resulted in an agreement to which the U.S.O.P., the national centre, the I.T.F. and the government were party and which provided for the withdrawal of the decree.

Greek Railwaymen's Working Hours

At its meeting in Athens in March 1958 the Executive Committee adopted a resolution regretting that the great majority of Greek railwaymen were denied the right to work no more than eight hours a day. The resolution drew attention to the fact that an I.L.O. Convention on the Eight Hour Day had been adopted as long ago as 1920, urged the Greek government to conform to the Convention and assured the Greek Railwaymen's Federation of the I.T.F.'s support in any action it took to have the government do so. A number of I.T.F. affiliates subsequently approached the Greek government in similar terms.

S.A.S. Dispute

On 1 March 1959 the S.A.S. airline locked out members of the Scandinavian Federation of Flight Personnel (the Federation comprised Swedish pilots and Swedish, Danish and Norwegian flight engineers and navigators). The Federation was in dispute with the company, the main issues being the proportion in which pilots should be drawn from the three Scandinavian countries grouped in the company, and claims by the pilots for large salary increases. Certain of the I.T.F.'s affiliates urged the I.T.F. to support the Federation (which is not affiliated to the I.T.F.) but after consultation with the Chairman of the Civil Aviation Section and the President of the Swedish Transport Workers' Union it was decided that the I.T.F. could not intervene. The Federation had failed to convince any of the three national centres concerned that its claims or its actions were reasonable. The lock-out ended on 23 March when the Federation accepted a settlement essentially the same as one it had previously rejected.

Since the lock-out, a number of Scandinavian civil aviation organizations, some of them newly-formed, have expressed interest in I.T.F. affiliation. The Scandinavian Association of Flight Engineers was admitted to the I.T.F. in August 1959.

Indian Port Strike

In June 1958 the All-India Federation of Port and Dock Workers organized a national dock strike in protest against the obstructionist tactics adopted by both employers and the government in dealing with the dockers' claims for improved conditions. The Bombay Transport and Dock Workers' Union, which is affiliated both to the Federation and the I.T.F., sought the I.T.F.'s support. There was clear evidence that the dockers' claims had lain unsettled for four years and that no serious attempt had been made by the employers to enter into negotia-

tions on them. The I.T.F. cabled the Prime Minister of India and appealed to him to use his influence to obtain a just settlement of the dispute. When, during the strike, government forces fired on dockers in Madras the I.T.F. protested to the Prime Minister and the Governor of Madras. The strike ended after two weeks when the Prime Minister assured the President of the Federation that the government was resolved to see justice done to the dockers and that he, the Prime Minister, would take personal responsibility for seeing that it was done expeditiously.

Trade union rights in Japan

At the end of 1959, the Japanese Government had still not ratified I.L.O. Convention 87 on Freedom of Association and Protection of the Right to Organize. The importance which the I.T.F. and its Japanese affiliates attach to Japanese ratification of this instrument rests not so much on the Convention itself as on the duty, implicit in ratification, to adapt any domestic legislation so as to ensure that there is no discrepancy between national laws and the provisions of the Convention. The Japanese laws governing trade union rights and activities in publicly-owned enterprises, which include the National Railways, severely restrict the autonomy of unions by laying down that members and officials of unions organizing public enterprise workers must be employed in the enterprise concerned. Thus if a union official is dismissed by, say, the National Railways, he is no longer able legally to hold office in the National Railways Workers' Union. This provision makes it all too easy for the management to oust from office those officials who, for one reason or another, prove a nuisance, and has been used to that end in the past. The Japanese Government is evidently aware that restrictive legislation of this kind sullies its international reputation, particularly as it is a member of the I.L.O. Governing Body, and has from time to time announced its intention to ratify Convention 87 (and amend its legislation accordingly). The General Secretary of the I.T.F. discussed these issues with leading members of the Japanese Government during the tour of the Far East which he made in March, 1959. Towards the end of 1959, the Japanese Government declared that it would propose ratification of Convention 87 to the Japanese legislature in the spring of 1960, and whilst this is yet another statement of intention, rather than action, the declaration was made firmly and without qualification.

Interference with Suez Canal shipping

In September, 1959, the General Secretary of the I.T.F. addressed a cable to the President of the United Arab Republic protesting against interference by the Republic with shipping passing through the Suez Canal. Ships carrying Israeli cargo had been detained on the grounds that a state of war existed between Israel and the United Arab Republic. The cable expressed the view that such unilateral action violated international law, and that the issues involved should be settled by international agreement. For those reasons and in view of the hardship which the Republic's action entailed for the seafarers concerned, the President was urged to cease interference with ships passing through the canal. Similar protests were sent by many of the I.T.F.'s seafarers' affiliates, but the interference has continued.

Mexican Pilots Dispute

The Mexican Airline Pilots' Association (A.S.P.A.) has for over a year been in dispute with the Government and large airlines who refused recognition of the union on the grounds that flying staff were "employees of trust" and thus could not organize in bona fide trade unions under Mexican labour legislation. This argument had been used to such effect for many years that efforts to form a viable pilots' union had collapsed almost at birth. The pilots, however, did not give up the struggle and in January 1959 struck against the largest of the airlines, Mexicana, when their newly-formed Association met the same opposition as its predecessors. The strike lasted six days and whilst it did not result in recognition the union survived with its membership and morale intact. The I.T.F. pledged the pilots its support and in April 1959 the A.S.P.A. became an I.T.F. affiliate. Subsequently the I.T.F., with the help of the I.T.S. Liaison Officer in Geneva, Brother Zofka, exerted some pressure on the Mexican authorities and even considered the possibility of lodging a complaint against the Mexican Government with the I.L.O. The government and airline front began perceptibly to crack and eventually the government amended its labour legislation so as to give the pilots a legal right to join, and negotiate through, their union. Several of the smaller airlines have recognized the A.S.P.A. and whilst, at the close of 1959, Mexicana Airlines had still to do so, the foundations of its defences had been so undermined as to make its surrender almost inevitable.

Japanese-Korean Fishing Dispute

The I.T.F., together with the I.C.F.T.U., has continued throughout the last two years to seek a satisfactory settlement of the dispute between Japan and the Republic of Korea over fishing limits. The I.T.F.'s prime concern has been to put an end to the hardship suffered by Japanese fishermen who have been detained in Korea for allegedly violating the 'Rhee Line' fishing limit. Despite the adoption of resolutions and a number of approaches to Korean government representatives the problem has still to be solved. Unfortunately the fishermen's fate is to a large degree dependent on political considerations and it is difficult to avoid the conclusion that they are being used as pawns in a diplomatic game.

Canadian Loggers' Dispute

In May 1959 the I.T.F. asked its affiliates to assist striking Canadian loggers' by not handling ships carrying timber cargoes from Newfoundland. The I.T.F.'s help had been sought by Canadian affiliates and the Canadian Labour Congress. The Congress wrote in September to thank the I.T.F. for its support and to say that no further action was needed since it was intended to prosecute the dispute by other means.

Italian Seafarers' Strike

In June 1959 a number of affiliates acted on a request from the I.T.F. that they should assist where possible in preventing the recruitment of crews to break an Italian seafarers' strike which began after deadlock in negotiations for a new collective agreement. The strike was settled in July.

Eastern Airlines Flight Engineers' Strike

The December 1958 meeting of the I.T.F. Executive Committee adopted a resolution pledging support to the U.S. Flight Engineers' International Association whose members on Eastern Airlines had struck in November against the company's proposal that flight engineers on pure jet aircraft should have a pilot's licence. The strike eventually ended after more than a month in an agreement under which the company's proposal was withdrawn.

Nigerian Airways Dispute

Members of the Nigerian Airways Workers' Union struck for two weeks in January 1959 following deadlock in negotiations with the airline company over claims for wage increases and improved working conditions. The I.T.F. gave the union financial help. The strike was not successful in that the strikers returned to work without a clear promise that their claims would be met to any extent. However, the union did succeed in having re-instated those workers whom the management had dismissed in the meantime for joining the strike. After the strike, the management continued to victimise a few of the strikers and, even worse, paid a bonus to workers who had not struck. The management's provocative action was strongly condemned in a resolution adopted by the April 1959 meeting of the I.T.F. Executive Committee.

Joint Action by Indian and Pakistani Seafarers

Following discussions which the I.T.F.'s General Secretary held during the visit he made to Asia early in 1959, it was agreed that the Indian and Pakistani seafarers' unions affiliated to the I.T.F. should join forces to claim improvements in the wages and working conditions of their countries' seamen.

These discussions were continued at a meeting held in London in June 1959 and attended by representatives of the unions concerned together with advisers from the I.T.F. and the British National Union of Seamen. At this meeting agreement was reached on the substance of the claims which were to be lodged simultaneously in India and Pakistan.

A comparison of Indian and Pakistani conditions with those of British seamen revealed that the gap between them had widened considerably since the war. For example, an able seaman on British articles had a basic monthly wage of £33.3.0d., on Indian articles, £12.7.0d. ; a British fireman, £33.5.0d. and an Indian, £11.2.3d. ; a British saloon steward, £32.5.0d. and an Indian, £13.17.0d. British conditions in matters such as holidays and other fringe benefits were also superior to the Indian. The total cost to the shipowner of an able seaman on British articles was £797.18.0d. per year as against £224.17.0d. on Indian articles.

However justifiable, the unions' proposals met extremely strong opposition in India from the owners. Moreover the unions' position there was made very difficult by the unfavourable employment situation, which brought a prospect of the owners' recruiting unemployed seamen from other countries where wages were even lower, and the possibility

of government intervention in the event of a strike.

At the end of December 1959 a settlement of the Indian claims was reached at a meeting of the Indian National Maritime Board. The settlement fell short of the union's hopes but was nevertheless a step in the right direction. Ratings' wages were increased by Rs. 13.50 per month, bringing the basic monthly wage for an able seaman to Rs.178.50. (An Indian rupee is worth approximately 1s. 6d. sterling or 21 U.S. cents). For the first time maximum ordinary working hours were laid down : 50 hours per week for day workers, 56 hours for watch-keepers and 60 hours in the saloon department, overtime being paid at the rate of time-and-a-quarter.

A settlement of the Pakistani claims had still to be reached at the close of the period covered by this report.

Canadian Seafarers' Strike

At the end of the period under review, the eight vessels which make up the Canadian National Steamships (C.N.S.) fleet were still immobilized by the strike begun by the Canadian District of the Seafarers' International Union of North America in the summer of 1957 following deadlock in wage negotiations. The company first attempted to recruit crews from the West Indies to replace the strikers but failed when the West Indian unions, at the I.T.F.'s request, decided to support their Canadian colleagues. Later the company tried to sell the fleet to Cuban interests but the sale was repudiated by the Cuban revolutionary government early in 1959. The vessels have twice been transferred to foreign registry but the union feels there are now prospects of the ships' returning to the Canadian flag with Canadian crews and working conditions.

V.

REGIONAL ACTIVITIES

Essentially, the I.T.F.'s "regional activities" are confined to three regions: Africa, Asia and Latin America. These are the regions most obviously in need of economic development and the regions to which the free international trade union movement must direct its attention. It must do so both to obviate the misery and injustice which accompanied the development of much of the "advanced" world and to alert the workers of the weak nations to the perils of seeking a quick, and eventually spurious, strength through the surrender of basic freedoms. It is a task more easily defined than fulfilled. Its sheer immensity and complexity, set beside the comparative meagreness of the international trade union movement's resources, are overwhelming, but there is no salvation in defeatism; realism dictates that the cost of failure or inertia would be catastrophic. If it is impossible to do everything everywhere (it is and always will be), it is imperative that what resources we have should be used with the utmost efficiency and that, after making reasonable provision for the inevitable emergency, they should be brought to bear on limited but vital objectives to be determined by discussion and consultation among the various bodies which compose the international trade union movement. This is a matter of procedure but it is precisely on this point that the free trade union movement has been weakest for years past. The I.C.F.T.U. and the I.T.S.s have always been ready to accept in principle that it would be disastrous for each unit of the movement to go its own way, each acting on its own initiative without much thought to what was being done by others in the same field. The difficulties have come not from differences over the principle of co-operation but on its application. It was not until 1959 that an intense and determined effort was made to devise a machinery for consultation and joint action on the part of the I.C.F.T.U. and the I.T.S.s and even then it was found necessary to revise the procedure first established when it proved difficult to operate speedily. Now, however, the machinery exists and properly used it should make for an efficiency and economy impossible to reach through individual effort. A short account of the developments which led to this happy result is to be found below. It is not the stuff headlines are made of but in the long term this agreement, seemingly unexciting and procedural, could have a significance far outweighing that of many of the more spectacular events which have occurred in the regions during the last two years.

ITS-ICFTU co-operation in regional activities

It was decided at a meeting of the I.C.F.T.U. Consultative Council held in June 1958 to set up a special committee of I.C.F.T.U. and I.T.S. representatives to study the co-ordination of regional activities. The committee never met, an omission which caused some concern when the I.T.S. Liaison Committee met in the following January. The Liaison Committee decided to convene an Extraordinary General

Conference of I.T.S.s which eventually took place on 12 and 13 February 1959 in Geneva. The Conference took a number of decisions which amounted to a drastic re-organization of previous liaison procedure both among the I.T.S.s themselves and between the I.T.S.s and the I.C.F.T.U.: the I.T.S. Liaison Committee was dissolved; Brother Zofka was appointed to take charge of liaison among the I.T.S.s and between the I.T.S.s and the I.L.O.; a trusteeship committee, comprising representatives of I.T.S.s with headquarters in Switzerland, was appointed to direct and supervise Brother Zofka's activities; it was agreed to collect subscriptions from all I.T.S.s at the rate of 2s. 6d. per 1,000 members per annum; and a sub-committee of representatives from seven I.T.S.s, including the I.T.F., was elected to consider co-operation with the I.C.F.T.U. in regional activities.

The sub-committee met in Geneva on 1 and 2 June 1959. The I.T.F. was represented by Brothers Düby and Yates (who took the chair), together with the General Secretary and the Director of Regional Affairs. The I.C.F.T.U. representatives were Brother Millard, Director of Organization, and Brother Nash, Chief of I.T.S. Relations Service. The I.T.F. proposed, and the meeting adopted, the following statement of principles:

1. That the I.T.S.s and the I.C.F.T.U. should exchange all relevant information with regard to regional activities;
2. That all existing regional offices of the I.C.F.T.U. and the I.T.S.s and the staffs of those offices should be at the disposal of those I.T.S.s carrying out or intending to carry out regional activities within the areas covered by such offices;
3. That the I.C.F.T.U. should supply the I.T.S.s with reports and information on social, economic, and political developments in the various regions;
4. That the I.T.S.s should be provided with two seats on the International Solidarity Fund Committee of the I.C.F.T.U.;
5. That the International Solidarity Fund Committee would, in principle, undertake to give financial assistance to I.T.S.s for regional activities;
6. That a joint I.T.S./I.C.F.T.U. ad hoc committee should be set up to discuss projects and programmes in the different regions (in this connection and in accordance with the arrangements made at the Extraordinary General Conference of the I.T.S.s held in Geneva in February 1959, it was understood that the I.T.S. Sub-committee for Regional Activities would continue to function and would form the I.T.S. side of the ad hoc committee);
7. That a General Conference of the I.T.S.s should be convened as soon as possible with a view to implementing any specific projects and programmes proposed by the joint ad hoc committee.

It was also agreed to set up a working party to prepare the ad hoc committee's work, the I.T.S. side of the working party comprising representatives from the I.T.F. and two other I.T.S.s. These arrangements were subsequently endorsed by the I.C.F.T.U. but they were evidently hard to operate, for no meeting of the I.T.S.-I.C.F.T.U. ad hoc committee or working party was held before the next I.T.S. General Conference, which took place in Geneva on 12 and 13 November 1959, preceded on 11 November by a meeting of the I.T.S. sub-committee on regional activities.

The result of the sub-committee meeting and the General Conference was a proposal to create an I.T.S.-I.C.F.T.U. Steering Committee to discuss and prepare plans for regional activities, the committee comprising representatives from five I.T.S.s—the I.T.F., the Metal Workers, Post and Telegraph International, Plantation Workers, and Clerical and Commercial Employees—together with as many representatives as the I.C.F.T.U. cared to choose. Before the Steering Committee takes final decisions on any project it is to consult with the I.T.S.s having a direct interest, but once decisions are taken they will not have to be endorsed by the I.C.F.T.U. Executive Board or an I.T.S. General Conference before they are implemented. The General Conference went on to approve the principles adopted at the I.T.S. sub-committee meeting in June regarding regional offices, the exchange of information and the I.C.F.T.U. International Solidarity Fund Committee. It was agreed that the I.T.S. representatives on the Solidarity Fund Committee should be drawn from the Food and Drink Workers' International and the International Metal Workers' Federation.

The proposals made at the General Conference were approved by the I.C.F.T.U. in December 1959. They are the product of determination on the part of the I.T.S.s, and the I.T.F. in particular, to come to some permanent arrangement with the I.C.F.T.U. so as to eliminate the waste of money, manpower and time which in the past has diluted the effect of the I.T.S.s' efforts in the regions. It is hoped that the process of trial and error is now completed and that the new machinery will be used to the full.

I.T.F. regional administration

The chapter of this report devoted to "Governing Bodies and Internal Organization" contains a reference to the Regional Affairs Committee, its creation, activities and terms of reference (see page 11). The Regional Affairs Committee is a permanent instrument for dealing with problems which, prior to its creation, had been treated on a makeshift basis. It marks the I.T.F.'s recognition that regional affairs now occupy a leading place in the I.T.F.'s activities and will become increasingly important in the future.

There has been one other important change in regional administration at I.T.F. headquarters. In May 1958, Bob Coutts had to leave the post of I.T.F. Director of Regional Affairs to return to his union, the American Train Dispatchers' Association, from which he had been granted leave of absence to serve with the I.T.F. He had not been with the I.T.F. very long but he had worked with such enthusiasm, good sense and good humour that he had quickly won the respect and affection of everyone with whom he dealt. He was succeeded at the end of 1958 by Pieter de Vries, former President of the Dutch Seafarers' Union.

Administration in the regions themselves is reported in the passages on Africa, Asia and Latin America. It will be seen that in Africa and Latin America we have suffered setbacks which it will take some time to repair, not least because however desirable it may be to act quickly, these are obvious cases for making use of the consultative machinery created to ensure co-ordination in the free trade unions' regional

activities. Our experiences in Africa and Latin America will at least serve to emphasize the difficulty of filling the posts of regional representatives and the scarcity of suitable candidates, a scarcity which is hardly surprising for their work demands a wide range of qualities and talents not easily found in one person. In Asia, too, there have been changes in administration but the causes were voluntary and the results happier.

The passages below also contain a short survey of activities in the regions. The general scene is tempestuous, quickly and constantly changing. These are times of unrest and gestation. New societies have been, and will be, born and we must play our part in moulding their character.

Africa

In March 1958, the Executive Committee approved in principle the opening of an I.T.F. branch office in Lagos, Nigeria. The office was to be in a building rented by the I.C.F.T.U., the I.T.F. being a sub-tenant. Lease agreements and other arrangements took some time but by the end of the year Brother Labinjo, then the I.T.F.'s Honorary Representative in Africa, had equipped the I.T.F.'s accommodation and opened the office. In November 1959, Brother Labinjo resigned his position as Honorary Representative and the Executive Committee decided to appoint a full-time paid African Representative. The appointment had still to be made at the close of the period covered by this report. The general question of staffing the Lagos Office is to be discussed with the I.C.F.T.U. with a view to co-ordinating the operation of both organizations' offices. Meanwhile arrangements have been made for the care of the office until an African Representative is chosen.

At the 1958 Amsterdam Congress the I.T.F. was urged by its East African affiliates to open an office in East Africa. This was not thought feasible by the Executive Committee but in April 1959 the Committee decided to appoint an East African Representative to maintain liaison among the East African affiliates, and between those affiliates and the I.T.F. headquarters. Here again, the appointment has yet to be made and will be the subject of consultation with other branches of the international movement.

It is particularly unfortunate that the I.T.F.'s efforts in Africa should be handicapped by the lack of a representative at a time when political developments in many parts of the continent are approaching a crucial stage. These political developments must inevitably affect the trade union scene and often politics and trade unionism are so closely bound as to become one. Theoretically this ought not to be so, but in the struggle against colonialism political rights must often be won before trade union rights can be secured. The trade unionist is by definition one who cares for his fellow men and their well-being and is willing to translate his concern into action; it would be remarkable if his concern was confined purely to industrial matters and did not extend to broader political fields. Trade unionists are therefore invariably a target for repression by authoritarian governments. This has certainly been the case, to the I.T.F.'s knowledge, in Central Africa where members of I.T.F. affiliates have been the victims.

Even when freedom has been won, the political influence on trade unionism can be strong. The period covered by this report has seen the growth in *Ghana* and *Guinea* of a campaign for an exclusively African international trade union movement, independent both of the I.C.F.T.U. and the W.F.T.U. This is primarily a matter for the I.C.F.T.U. but any substantial change in the attitude of African unions to the I.C.F.T.U. would be bound to have repercussions on the I.T.Ss. A reference to the I.T.F.'s affiliates in Ghana is to be found in the chapter on relations with affiliated organizations and from this it will be noted that the future of these unions in the I.T.F. has still to be decided. We feel that the African trade union movement would be mistaken to break its ties with the free international movement, but it would be equally mistaken for us to condemn recent developments off-hand, without first trying to understand and appreciate the fervent wish of our African friends to create a distinctly African "personality" and influence.

Ghana's neighbour, *Nigeria*, is on the threshold of independence and there too the movement towards an exclusively African international organization is of some significance, although not predominant. The I.T.F. has gained no fewer than five new affiliates from Nigeria in the last two years, an important success in view of the prominent role which that country is sure to play in African affairs after gaining its independence.

The I.T.F.'s relations with other West African unions are infrequent, but contact has recently been made with Sierra Leone organizations and increased attention is to be given to the countries under French influence.

In *British East Africa* 1959 was marked by great industrial unrest in the key railway and docks industries. The railway strikes in Kenya and Uganda towards the end of the year (see chapter on disputes and industrial actions) saw the unions weakened materially but strengthened in morale, in that their members gained greatly in spirit from the experience of militant solidarity which the strikes brought. Another source of encouragement to the I.T.F. has been the evident willingness of the unions in the various East African territories to come together and act in concert. In December 1958 the leaders of a number of East African transport workers' unions, most of them affiliated to the I.T.F., met to consider the establishment of their own regional organization. The I.T.F. had not been given notice of the meeting but, however unorthodox the procedure, the meeting was welcomed as an indication of the East Africans' eagerness to co-operate with one another. A further East African conference was planned by the unions but has yet to take place, the delay being due, no doubt, to the industrial problems which have lately demanded their full attention. But whereas the industrial problems have probably contributed to the postponement of a general conference they have prompted unity among the railwaymen's organizations, for the railways in the various East African territories are operated by one inter-territorial undertaking. It was against a background of common problems and an urgent need for unity that the unions organizing African railwaymen in Kenya, Uganda and Tanganyika met in September 1959 to form the National Congress of Railwaymen (East Africa) which will co-ordinate the unions' policies and activities. Despite the great difficulties facing them,

there is good reason to take an optimistic view of the future of our East African affiliates.

In *Central Africa* the outlook is much more uncertain, primarily because the political situation is so unsettled. The serious troubles which arose in Nyasaland and Northern Rhodesia from the African peoples' demand for secession from the Central African Federation had a grave effect on trade union activities. Many trade unionists had taken a prominent part in the Africans' campaign and were detained in consequence. The unions, never very strong materially, were deprived of some of their most active workers, not only by virtue of the detentions but by the diversion of their energies from industrial to political matters.

Of *South Africa* there is little to be said. It is impossible for the I.T.F. to gain affiliates from the non-white workers because they are not allowed to form unions, a legislative prohibition which is virtually unique in the non-Communist world. A reference to racial discrimination in South Africa is to be found in the chapter on disputes and industrial actions. How much longer the South African Government can maintain its bastion of prejudice and injustice against a rapid tide of enlightenment is a matter of speculation but the I.T.F., if it is to be true to its Constitution, must help to the utmost in the struggle to bring to South Africa a system of government under which all workers, whatever their race, may enjoy the benefits of free unionism.

The I.T.F. has had relatively little contact with transport workers' organizations in the North of Africa. Activity there is hardly helped by factors such as the Algerian War, the effects of which are felt far beyond Algeria itself, or the efforts to form an effective Arab trade union international. Nevertheless, the I.T.F. did succeed in gaining its first affiliate in *Sudan*, the Mechanical Transport Department Workers' Union, following a visit there by the then Honorary Representative in Africa early in 1958.

The Director of Regional Affairs made three visits to Africa during the period under review. In March he visited Ghana and Nigeria for discussions with affiliates there and to visit the I.T.F.'s Lagos Office. He attended the I.C.F.T.U. African Regional Conference in November 1959 and went to East Africa later the same month during the railway disputes there. (See chapter on disputes and industrial actions.)

Asia

At its meeting in April 1959 the Executive Committee decided to move the I.T.F.'s Asian Office from Tokyo to Singapore or Malaya. This decision had been contemplated for some time, not because there had been anything but the very best of co-operation from our Japanese affiliates, but because it was felt that Tokyo was not the most convenient location from which to serve the Asian continent. It was decided at the same time to make the Tokyo Office the I.T.F.'s Japanese Office, under Brother Suzuki. All these changes met with full understanding from our Japanese friends. As a result of consultation with the I.C.F.T.U. shortly after the Executive Committee meeting it was agreed that the I.T.F.'s Asian Representative, Brother Soares, should set up the I.T.F.'s Asian Secretariat in the I.C.F.T.U.'s Singapore Sub-office

and take charge of the office. Satisfactory arrangements were made regarding the sharing of expenses between the two internationals. Since 1 July 1959, Brother Soares has thus worked in a dual capacity. The Japanese Office has functioned since 1 June 1959, and has functioned well. As in many countries, the Japanese unions are not always of one mind on many matters and indeed are grouped in different national centres, but they have always taken great care to see that differences at national level do not mar their relationship with the I.T.F. The I.T.F.'s Japanese affiliates meet regularly and through their readiness to co-operate and, if necessary, compromise have ensured that the I.T.F.'s administration in Tokyo works smoothly. For this they deserve our sincere thanks.

The political situation in Asia has been relatively, if uneasily, stable in the period covered by this report. Relative, that is, to the years when Asia was shaken by the convulsions of the Chinese civil war and the Korean War. It would not be excessively optimistic to venture the opinion that the ideological appeal of Communism has declined, perhaps partly as a result of the blatantly imperialistic adventures of the Chinese Communists against India. Unfortunately any setbacks the Communists suffer in *India* cannot be fully used to the advantage of the free trade union movement there for so long as the Indian free trade unions fail to work in harmony. The rivalry between the two democratic national centres must have its effect on the I.T.F.'s activities in India and must be deplored for the very fact alone that it encourages a multiplicity of unions which devote more attention to their rivals than to the employers. There is some consolation, however, in the continuing loyalty and co-operation of two fine organizations, the Maritime Union of India and the Bombay Transport and Dock Workers' Union, and the promise shown by the National Union of Seamen of India. This union affiliated directly to the I.T.F. after the expulsion in July 1958 of the Indian Seafarers' Federation and recently emerged with great credit from a fierce wage dispute. (See chapter on disputes and industrial actions.)

Following the removal of the Asian Secretariat to Singapore, the I.T.F.'s Asian Representative was able to devote more of his time to the *Singapore* and *Malaya* region. Good relations have been founded with many organizations and the future for the I.T.F. in those two countries has brightened considerably. However, since both the Malayan and Singapore trade union movements are to be re-organized by the amalgamation of smaller unions into larger units, the I.T.F. may have to wait for that process to be completed before securing a significant number of affiliations.

In *Indonesia* political turmoil has not prevented a number of free trade unions from making considerable progress, notably the Indonesian Railwaymen's Union (P.B.K.A.) which affiliated to the I.T.F. in 1959. This union has steadily increased its membership at the expense mainly of its Communist rival and will be a real asset to the I.T.F. in the Asian region. Political instability in South East Asia, while perhaps less marked than in other periods since the Second World War, is still a factor to be reckoned with and in *Burma* has contributed to the growth of numerous factions in the trade union movement. Recently, however,

there have been signs that the air is clearing and the time might soon be ripe to explore the position at first hand.

Burma has now reverted to parliamentary government but in *Pakistan* government is in the hands of the military. The military administration, although immune from any democratic check on its authority, does not appear to have used its powers oppressively and our *Pakistan* affiliates have maintained their relations with the I.T.F. They continue, as do most Asian unions, to suffer from their financial weakness but the seafarers' leaders, for example, met no official hindrance when they joined with their Indian colleagues in pressing for increased wages and improved working conditions. The I.T.F. gained a new affiliate, the Flight Engineers' and Navigators' Association, from *Pakistan* during the period under review.

The military administration in *Thailand* is not nearly so benevolent and the I.T.F. has made little headway there. Contact was established early in 1958 with some transport workers' organizations in *Vietnam* when Brother Schellenberg of the Swiss Railwaymen's Federation took part in an I.C.F.T.U. mission to that country. He distributed I.T.F. literature and met some of the transport workers' leaders but nothing has been heard from them since.

In the *Philippines* the I.T.F. has a powerful and active affiliate, the Transport and General Workers' Organization, which takes a close interest in the I.T.F.'s work and is always ready to offer its co-operation.

A brief tribute has already been paid to our *Japanese* affiliates. Even at the beginning of the period under review they formed by far the largest national group of I.T.F. affiliates in Asia and since then they have been strengthened further by the affiliation of the Japanese locomotive engineers' union. Two issues have dominated their activities for the past two years: the struggle for trade union rights in publicly-owned industries, which has found expression in a campaign for ratification by the Japanese Government of I.L.O. Convention 87, and the dispute between Japan and the Republic of Korea over fishing limits. Both these issues are reported in the chapter on disputes and industrial actions.

Even from this necessarily sketchy description of the general developments in the Asian region, it will be apparent that the I.T.F. has a solid core of affiliates in Asia, and that although there has been no startling advance, there has been a real consolidation of the I.T.F.'s foothold in a vital continent. The I.T.F.'s General Secretary made a long tour of Asia early in 1959 and reported to the Executive Committee in April that there was a general wish to have a second Asian Regional Transport Workers' Conference. Much had happened since the first such conference was held in 1955 and in the view of the Executive Committee it was time to take stock of past experience and plan for the future. It was therefore decided to call a second Asian Regional Transport Workers' Conference in 1960. At the end of the period covered by this report preparations for the conference were in hand.

Latin America

The last two years have seen heartening progress in the general movement towards democratic government in Latin America, but

whilst the fall of any dictator is welcome it is a fact that the overthrow of a government, and particularly a dictatorship, brings in its train a confusion of political trends and cross currents through which the international trade union movement finds it difficult to pick its way with any certainty.

The uncertainty still exists, for example, in *Cuba*. The new leadership of the trade union movement is, like the new government, a lusty advocate of Cuban independence from outside influence and has severed its ties with the I.C.F.T.U. Inter-American organization (O.R.I.T.). As reported in the chapter on relations with affiliated unions, the position of the Cuban transport workers' unions in the I.T.F. has still to be clarified.

There is some similarity between the developments in Latin America and Africa. In both continents an appeal for continental unity has considerable attraction: in Africa the unity is directed against colonial oppression and in Latin America against the domestic oppression of the few, but nevertheless odious, dictatorships which still exist there. In both continents one country has become identified with the concept of continental unity: in Africa, Ghana and in Latin America, Cuba. And both countries have added weight to their call by demonstrating their ability to win their own independence, the first from a colonial power and the second from a corrupt dictatorship. One of the most formidable tasks facing the international free trade union movement—I.C.F.T.U. and I.T.Ss. alike—is to prove to unions in countries such as Ghana and Cuba that its policies are in no way inimical to national independence or liberation, or indeed to continental unity provided the motives are right, but that on the contrary there is much to gain from association with a world-wide movement whose ideals of social, economic and political justice for all are identical with those professed by the emerging democracies in Africa and Latin America.

If at the outset we have referred to Cuba it is because events there in the last year have captured the headlines, as much because the events symbolized a trend throughout Latin America as because the events were themselves dramatic. They serve, too, to light the difficult background against which the I.T.F. has to work and it is therefore doubly regrettable that towards the end of 1959 the I.T.F.'s regional administration in Latin America should have been beset with further difficulties.

Lorenzo Martinez, who had directed the I.T.F.'s Latin American Office in Mexico since 1955, had for some time been in poor health. The long distances to be travelled in Latin America are alone a great strain and for someone not at the peak of fitness, the work of a regional representative is intolerably arduous. It was reported to the November 1959 meeting of the Executive Committee that Brother Martinez felt obliged, because of his health, to resign his office. It was agreed that he should be asked to work at London headquarters once his health was restored, that the regional office should be moved from Mexico City to a more convenient location, and that in the meantime arrangements should be made to maintain relations with Latin American affiliates and the publication of the I.T.F.'s Spanish-language periodical from London. It was further agreed that the Director of

Regional Affairs should go to Mexico to discuss these decisions with Brother Martinez.

The effect of this setback was softened somewhat by the fact that the I.T.F. no longer relied solely on its Mexican Office for contact with all its Latin American affiliates. Brother Bob Houke, an American railwayman, had been appointed with effect from 1 November 1958 as assistant to the Director of the I.T.F. Latin American Office. At its meeting in April 1959 the Executive Committee decided that there was need to have a representative stationed in the south of Latin America. Brother Houke was asked to go to Montevideo and work from there. It was decided at the same time not to set up a sub-office in Montevideo, the aim of the new arrangement being to provide the southern affiliates with the personal services of an I.T.F. representative who would be unfettered by the need to look after the working of an office.

Brother Houke's duties have not been directly affected by the developments in the Mexican Office. He has continued to act mainly in the south of the continent but until a new Latin American office is established he might well have to extend his activities north of the area which has been his concern hitherto.

Even so, the south of the continent must not be neglected, dominated as it is by *Argentina*, a country of rich resources and for some years the scene of a violent political conflict. The I.T.F. never made a secret of its opposition to the Peron régime but it would be foolhardy to ignore the hold which Peronism had, and still has, on many of the country's workers and unions. The fall of Peron himself did not eliminate all the Peronists, whose influence is augmented by an unholy alliance with Argentina's Communists. The Governments which followed Peron have tried to wrest the unions from Peronist and Communist control but have all too often acted indiscriminately. The I.T.F. still has only one affiliate in Argentina, the Locomotivemen's Union 'La Fraternidad', but it is a sterling organization with a long tradition of democratic conduct and loyalty to its international. Towards the end of 1958 the Argentinian Government decided to prevent a railway strike over wage claims by placing the railwaymen under military laws. They were in effect conscripted into the armed forces and became subject to military discipline. Those railwaymen who resisted this novel manoeuvre were arrested, most of them members of the Argentinian Railwaymen's Union (unaffiliated to the I.T.F.). A vigorous protest against the Government's action was made in a resolution adopted at the December 1958 meeting of the I.T.F. Executive Committee. 'La Fraternidad' later found the situation and its implications so serious that it decided to send special representatives to the I.T.F. Executive Committee meeting in April 1959 because it feared that free trade unionism in Argentina was threatened with extinction. Aware that this was a matter affecting more than railwaymen, the General Secretary of the I.T.F. invited the I.C.F.T.U.'s General Secretary to attend the meeting and discuss joint action. The result was the organization of a mission to Argentina which included the two General Secretaries and an American railwaymen's representative, Brother Noakes. The mission went to Argentina in May 1959 and met the President of the Argentine Republic. It expressed its deep concern

at the government's actions and its conviction that a curb on trade union rights would be a denial of democracy. The mission evidently had some effect. The next month the Argentinian Government lifted a decree which had mobilized some 250,000 workers, mostly railwaymen, into the armed forces as a means of preventing them from taking strike action.

The immediate crisis was thus eased but there is still nothing like stability in Argentina, either economically or industrially. The I.T.F. has been particularly concerned at the position of the Seafarers' Union (S.O.M.U.) which, like many Argentinian unions, was placed under the control of a government official. This intervention in union affairs has been ended in most cases but persists in the Seafarers' Union whose members are in dispute with the government over a proposal to take control of seafarers' recruitment away from the union.

Brother Houke has visited Argentina on several occasions since his appointment but much remains to be done before free trade unionism has a firm hold there. It would be churlish, in concluding our remarks on Argentina, not to record the I.T.F.'s gratitude to Brother Maurice Dupont of the French Railwaymen's Federation who was a member of an I.C.F.T.U. mission which spent almost two months in Argentina at the beginning of 1958. It was no fault of his that the mission's work was later overtaken by events. Even so, he was able to provide the I.T.F. with a great deal of general information on the economic and social background to Argentina's problems.

The I.T.F.'s part in the Uruguayan port strike is reported in the chapter on disputes and various actions. On the whole, the I.T.F. stands in high regard in *Uruguay* although certain aspects of the domestic situation make for difficulties in gaining new affiliates. In *Paraguay*, on the other hand, there remains one of Latin America's few dictatorships. The Executive Committee at its meeting in April 1959 decided to call for an end to government interference in the affairs of the Paraguayan Seamen's Union, an I.T.F. affiliate, but got no response.

In *Chile* the genuine trade unions are under constant pressure from the Communists and to our regret it must be admitted that the affiliation of Chilean organizations to the I.T.F. has proved ineffective. The situation in *Peru* and *Ecuador*, to which Brother Martinez paid particular attention, is better although Ecuador has not been without its troubles. In April 1959 the Executive Committee protested to the President of Ecuador and the General Manager of the railways against anti-trade union actions. In March 1959 Brother Martinez assisted in the establishment of an Ecuadorean Maritime and Port Workers' Federation which was accepted into affiliation the next month.

The I.T.F.'s main concern in *Mexico* has been to assist the Mexican Pilots' Association in its struggle to achieve recognition from the government and the airlines. This dispute is reported in the chapter on disputes and industrial actions.

If there is little to report on the *Caribbean* it is because the I.T.F.'s relations with the unions there have on the whole remained as excellent as ever. At its meeting in March 1958 the Executive Committee agreed

to contribute towards the costs of delegates to a conference organized by the Caribbean area of the I.C.F.T.U.'s American regional organization which was to discuss questions affecting transport workers.

At its meeting in April 1959 the Executive Committee decided to convene a second Latin American and Caribbean Transport Workers' Conference. The first conference had been held in 1949 and a conference of Zonal Presidents in 1955. (The Zonal system had proved ineffective in practice.) It was thus time, in the Executive Committee's view, to assess in a full conference what had happened and lay down plans for future activities. However, when the Committee next met, in August 1959, it learned that the response to its decision from the Latin American affiliates had been disappointing in that very few were ready to meet all or most of their delegation's expenses. It was clear that if the conference was to have sufficient delegates to make it representative of the region, the I.T.F. would have to bear more of the costs than the I.T.F.'s funds could afford. It had originally been intended that the conference should be held in the autumn of 1959 but the Executive Committee was compelled to conclude that that was impossible and that the conference should be postponed. Affiliated unions were informed accordingly in September 1959. No new date for the conference had been fixed at the close of the period covered by this report.

Throughout the period under review, the I.T.F. has maintained close liaison with the I.C.F.T.U.'s Inter-American Organization (O.R.I.T.). In May 1958 the I.T.F. met the expenses of six transport workers delegates who attended an I.C.F.T.U.-I.T.S. seminar in Montevideo.

VI.

SECTIONAL ACTIVITIES

SEAFARERS' SECTION

SECTION COMMITTEE

The following were elected to the Section Committee at the Section Conference held in Amsterdam on 25th July 1958 :

<i>Country</i>	<i>Member</i>
Australia	J. Tudehope
Belgium	R. Dekeyzer W. Cassiers
Canada	H. C. Banks
Chile	W. Moreno
Cuba	R. M. Salabarría
Denmark	S. From Andersen
Estonia (exile)	E. Kuun N. Metslov
Finland	N. Wälläri N. Lynqvist
France	G. Gendron J. Phillips
Germany	H. Hildebrand
Great Britain	T. Yates D. S. Tennant
Greece	M. Petroulis D. Benetatos (<i>Substitute : P. Kalapothakis</i>)
Grenada	J. Knight
India	J. Randeri
Israel	Z. Barash
Italy	U. Romagnoli L. Mucci
Japan	Y. Nabasama
Netherlands	C. W. van Driel P. de Vries
New Zealand	J. Herlihy
Norway	G. Hauge L. Lerstad
Poland (exile)	J. Krainski
Philippines	R. S. Oca
Sweden	J. Thore (<i>One seat left vacant</i>)
Switzerland	E. Hofer
United States	J. Hawk J. Curran

A number of changes have since taken place in the composition of the committee :

In August 1958, *N. H. Akesson* (Swedish Navigating Officers' Union) was nominated to the seat left vacant for a further Swedish member.

A. de Boon replaced *P. de Vries* as one of the Netherlands' representatives in February 1959.

The organisation which *J. Tudehope* represented, the Australian Maritime Transport Council, was suspended from the I.T.F. by the Executive Committee in April, 1959.

U. Romagnoli ceased to be Secretary of the Italian Seafarers' Federation in July 1959 and was succeeded by *G. Lagorio*.

J. Krainski was succeeded by *W. Haduch* as Secretary of the Association of Polish Merchant Navy Officers and Seamen in London in June 1959.

SECTION OFFICERS

The Section Conference held in Amsterdam on 25 July 1958, elected *T. Yates* (British National Union of Seamen) as Section Chairman and *D. S. Tennant* (British Merchant Navy and Airline Officers' Association) as Vice Chairman.

The same meeting recommended the Executive Committee to appoint *R. Santley* as Secretary to the Section. The Executive Committee accepted the recommendation at its meeting on 31 July 1958.

SECTION CONFERENCE, APRIL 1958

A Seafarers' Section Conference took place in Geneva from 25 to 28 April 1958 on the eve of the 41st (Maritime) Session of the International Labour Conference. The main business of the Section Conference was to discuss the matters before the International Labour Conference.

The Section Conference also agreed that the time had come to undertake a revision of the International Seafarers' Charter adopted in 1944. It was decided to set up a committee of seven members to prepare the draft of a new Charter for consideration at a future Section Conference. It was felt that the costs of the committee, which would have to hold a number of meetings, should be borne neither from the I.T.F.'s normal budget nor by the unions with members on the committee, but instead should be shared among the unions in the Section in a manner to be determined when the total costs were known.

The Conference adopted two resolutions re-affirming the desire of the I.T.F. and its affiliated seafarers' organizations to play an effective rôle in the Inter-Governmental Maritime Consultative Organization when it was eventually established. (See also report on relations with international inter-governmental bodies.)

There was also a discussion of the runaway ship problem and several decisions were taken regarding the I.T.F.'s future activities on this matter.

SECTION CONFERENCE, JULY 1958

This Conference was held during the 1958 Biennial Congress. It approved the report on activities for the previous two years and elected the Section officers and Section Committee (see above).

The principal matters discussed were: the breadth of territorial seas—the Section re-affirmed its support of the traditional three-mile

limit; safety on board, with special reference to accidents in port—the Secretariat was instructed to conduct an enquiry into this problem; co-ordination of transport—this was the subject of a general discussion in Congress; and flag-of-convenience ships—this discussion was continued at the Joint Conference of the Seafarers' and Dockers' Sections held later during the Congress.

SPECIAL CONFERENCE ON FLAGS OF CONVENIENCE

A special Section Conference was held on 19 and 20 January 1959 in London to discuss flags-of-convenience shipping. Two days later a Joint Conference was held with the Dockers' Section to agree on the I.T.F.'s future policy towards these vessels. (See reports on Combined Section Activities and the Special Seafarers' Section.)

BRITISH-CANADIAN SEAFARERS' MEETING

Representatives of British and Canadian seafarers met during the January 1959 meetings on flags of convenience (see above) to discuss problems arising from the transfer of ships from Canadian registry to other registries, including the British. A written agreement on the unions' approach to the matter was concluded as a result of these discussions.

REVISION OF THE INTERNATIONAL SEAFARERS' CHARTER

The committee set up by the April 1958 Section Conference to consider and make recommendations on the revision of the 1944 International Seafarers' Charter comprised: T. Yates (Section Chairman) and D. S. Tennant (Vice-Chairman) *ex-officio*; N. H. Akesson (Sweden), W. Cassiers (Belgium), C. W. van Driel (Netherlands), H. Hildebrand (Germany), H. O'Neill (Great Britain), Th. Sönstebj (Norway), J. S. Thore (Sweden), and *ex-officio* O. Becu (General Secretary). The Committee held five meetings during 1959: on 9 and 10 February (London); on 4 and 5 May (London); from 29 June to 1 July (Antwerp); from 5 to 7 October (London); and from 14 to 16 December (Hamburg).

As a result of these meetings the draft of a revised Charter was prepared. This was to be circulated early in 1960 to affiliated seafarers' unions and their comments invited. Any such comments would be considered at a final meeting of the committee, after which a new draft would be circulated with a view to discussion at the Section Conference to be held during the 1960 Biennial Congress.

U.N. LAW OF THE SEA CONFERENCE

This meeting took place in Geneva from February to April 1958. The I.T.F. was represented at the Conference by virtue of the observer status enjoyed by the I.C.F.T.U. with U.N. bodies, the I.C.F.T.U. having delegated this status to the I.T.F. on this occasion. Two documents were distributed on behalf of the I.T.F. and the I.C.F.T.U., one dealing with nationality of ships (see the report of the Special Seafarers' Section) and the other with questions such as the breadth of territorial seas and fishing limits, the right of innocent passage, freedom of the

seas, jurisdiction in cases of collisions and other navigational incidents, and reservations in respect of hot pursuit.

The Conference resulted in the adoption of four conventions (Convention concerning Territorial Seas and Contiguous Zone, High Seas, Fishing and Conservation Measures, and Continental Shelf) and resolutions on various subjects.

A second Law of the Sea Conference has been scheduled for March-April 1960 in Geneva and is to deal with matters on which no settlement was reached at the first meeting, among them territorial seas and fishing limits.

INTERNATIONAL LABOUR MARITIME CONFERENCE

This meeting took place in Geneva in April and May 1958. The great majority of the seafarers' representatives, about one hundred in number, came from organizations affiliated to the I.T.F. There were also some representatives from Communist and other totalitarian countries, as well as from the Communist seafarers' organizations in France. These were barred from the unofficial meetings of the Workers' Group and initially also from the technical and other Conference committees. Towards the end of the meeting, however, it was necessary to agree to a compromise regarding the position of these representatives at the official meetings, but by that time the Conference's work had been almost completed.

The Conference adopted two Conventions, five Recommendations and various resolutions regarding the future work of the I.L.O. in the maritime sphere.

Wages, Hours, Manning

One particularly important result of the Conference was the revision, by a majority vote, of the Convention concerning Wages, Hours and Manning on Board. As amended, the Convention in effect permits the separate ratification of those parts of the Convention dealing with wages and hours and this will facilitate ratification by countries wishing to implement the clauses on working hours.

In addition, the Conference unanimously adopted a Recommendation on Wages, Hours and Manning which called, among other things, for an international minimum wage of £25 or \$70 per month or the equivalent in other currencies for all departments and all ships. The Recommendation, though a less binding instrument, sets higher standards than the Convention in wages and in other respects and is therefore of particular interest to the socially more advanced countries.

A resolution on working hours asked that seafarers be included in any measures or investigations undertaken by the I.L.O. as a result of the general discussions on a reduction of working hours to be held at the general session of the International Labour Conference in the following June.

Other results of the Conference

The Conference also adopted the following measures :

- (1) A *Recommendation* stating, among other things, that states

should endeavour to discourage their seafarers from joining vessels registered abroad unless certain conditions regarding their terms of employment were satisfied ;

(2) A *Recommendation* stating that the country of registration should accept the full obligations implied by registration and exercise effective jurisdiction and control over the safety and welfare of the seafarers concerned, and setting forth the conditions to be complied with in this respect ;

(3) Two *Recommendations* concerning medical questions, one prescribing the presence of a medical chest in every ship and its minimum contents, and the other dealing with arrangements to ensure that medical advice by radio to ships is available free of charge at any hour of the night or day ;

(4) A *Resolution* concerning jurisdiction over officers' certificates which affirmed the general principle that the state authorities which issued a certificate of competency are alone competent to suspend or cancel it ;

(5) A *Convention* concerning seafarers' identity documents, the purpose of which is to alleviate difficulties and inconvenience experienced by seafarers in connection with shore leave in foreign parts, travel in transit or repatriation ;

(6) *Resolutions* dealing with refugee seamen, seafarers' welfare, health and hygiene, crew accommodation and air-conditioning, manning, nuclear-powered ships, safety of life at sea, and limitation of shipowners' liability.

Joint Maritime Commission

The Conference elected a new Joint Maritime Commission, the seafarers' side of which is now entirely composed of members from I.T.F. affiliates with the exception of a member from Argentina, who represents an organization with which the I.T.F. has friendly relations.

J.M.C. TRIPARTITE SUB-COMMITTEE ON SEAFARERS' WELFARE

This Sub-Committee was set up by the I.L.O. on the seafarers' initiative. Its first meeting took place during November 1959 in Naples, the seafarers' side comprising five members, all from organizations affiliated with the I.T.F. They were John Hawk (U.S.A.), J. Randeri (India), D. S. Tennant (United Kingdom), substituting Sir Thomas Yates, C. W. van Driel (Netherlands) and N. Wälläri (Finland).

A detailed recommendation on seafarers' welfare was adopted by an International Labour Conference as long ago as 1936. This recommendation stated that seafarers' welfare should be conducted on a basis of international co-operation ; it has since been endorsed by resolutions adopted at various sessions of the International Labour Conference and Joint Maritime Commission which referred to the need for government participation in the financing of seafarers' welfare schemes and to the need for devoting special attention to those regions where welfare facilities were very poor.

The purpose of the Sub-Committee meeting in Naples was to bring about the speedy and systematic implementation of the principles

adopted in the past. A resolution was unanimously adopted requesting the I.L.O. to consider ways and means of expanding and intensifying its activities in the field of seafarers' welfare. The I.L.O. was also requested in the same resolution to undertake a detailed world-wide survey of existing welfare facilities including methods of administration and financing so that the Sub-Committee could study ways of inducing international co-operation on these matters, with special regard to areas or ports where welfare facilities were lacking or inadequate.

The Sub-Committee further requested that a meeting of the Joint Maritime Commission should be convened early in 1961, the agenda to include the question of seafarers' welfare ; that meetings of the Sub-Committee should be held regularly and frequently to consider the survey and study which the I.L.O. was to undertake, together with any other developments with regard to seafarers' welfare ; and that the next meeting of the Sub-Committee should be held immediately before the Joint Maritime Commission meeting in 1961. At the same time the Sub-Committee adopted a statement reaffirming the principles of the 1936 recommendation and asked the I.L.O. to undertake a special enquiry into welfare facilities for Asian seafarers in non-Asian ports.

SPECIAL SEAFARERS' SECTION

The period under review has seen a great deal of activity in the Special Seafarers' Section. In addition to the normal work of obtaining collective agreements, the Section has been occupied with industrial and diplomatic developments on a world-wide scale.

Seven meetings of the Fair Practices Committee have been held and four boycotts of individual ships operated.

FAIR PRACTICES COMMITTEE

The following were elected to the International Committee for the Promotion of Fair Practices at the Joint Conference of the Seafarers' and Dockers' Sections held in Amsterdam on 26 July, 1958 :

Seafarers

W. Cassiers (Belgium)
D. S. Tennant (Great Britain)
H. Hildebrand (Germany)
M. Petroulis (Greece)
P. de Vries (Netherlands)
Th. Sönstebj (Norway)
T. Yates (Great Britain) *ex officio*

Dockers

T. O'Leary (Great Britain)
R. Dekeyzer (Belgium)
E. Larsson (Sweden)
R. Laan (Netherlands)
A. Nicolaisen (Germany)

The following changes in the composition of the committee have taken place in the period under review :

J. Curran (National Maritime Union of America) and *P. Hall* (Seafarers' International Union of North America) were elected to the committee in November 1958.

C. W. van Driel replaced *P. de Vries* (both members of the Dutch Seafarers' Union) in February 1959.

U. Romagnoli (Italian Seafarers' Federation) was elected in April 1959. He left his union post in the following July and was replaced on the committee by his successor, *G. Lagorio*.

Sir Thomas Yates (Great Britain), the Chairman of the Seafarers' Section, has acted as Chairman of the Fair Practices Committee.

U.N. LAW OF THE SEA CONFERENCE

This Conference, held under United Nations auspices from 24 February to 25 April 1958 in Geneva, met to consider a draft report from the International Law Commission on the Law of the Sea. The section of the report which dealt with the nationality of ships embraced the general principle of a "genuine link" between a ship and the state in which it is registered.

The concept of a genuine link is of great importance to the I.T.F.'s campaign against Panlibhonco shipping. An I.T.F. representative therefore attended the Conference whilst this section of the report was discussed in order to make known the workers' views on this issue. Two documents summarizing the joint views of the I.T.F. and I.C.F.T.U. were distributed among the government delegations and attracted much attention.

The principle of the genuine link was eventually included in a Convention on the High Seas but, despite several attempts, it was subsequently found impracticable to define the principle precisely within the framework of the Convention. Nevertheless, the adoption of the principle itself in a measure which, subject to ratification, becomes part of international law is a great advance.

GENERAL BOYCOTT

The 1958 I.T.F. Congress adopted a resolution calling for a general boycott of all Panlibhonco vessels without acceptable collective agreements. The timing of the boycott was left to the Fair Practices Committee which approved plans for the action at a meeting in September 1958. In November, I.T.F. representatives met representatives of the International Metal Workers' Federation and the International Federation of Petroleum Workers, who gave their support to the proposed boycott. At a meeting later in November of the Fair Practices Committee, which was also attended by representatives of unions with an interest in the action, it was decided that the boycott should start at midnight on 30 November and last until midnight on 4 December 1958. All organizations were notified accordingly and informed that the boycott headquarters would be in the Dutch Seafarers' Federation's offices in Rotterdam.

Some 223 vessels were subsequently stopped by the action which was estimated to have affected over ninety per cent of the ships vulnerable to the boycott at that time. Furthermore, many vessels altered their speed so as to reach port after the boycott ended.

The boycott excited great public interest from the time it was announced to long after it had ended. It was recognized by governments, employers and unions as a unique exercise in labour solidarity. The

I.T.F.'s policy and the boycott's main aim, namely to spotlight the disastrous consequences of mass Panlibhonco registration and the need for government action, were explained at press conferences and through radio and television. Responsible shipping journals reviewed developments in detail and the result of all the attention given to the I.T.F.'s action was to achieve the public interest in, and concern at the Panlibhonco menace which the boycott was aimed to create.

COSTA RICA ENDS RUNAWAY REGISTRATIONS

Shortly after the boycott ended, it was announced that the Costa Rican National Assembly had considered the question of ship registrations and had decided that the Costa Rican flag should no longer be used for the sole purpose of evading normal responsibilities. Legislation was amended accordingly.

WASHINGTON GOVERNMENTAL MEETING

Government representatives from European maritime countries met representatives of the United States government in Washington in June 1959 to discuss shipping matters, including the question of Panlibhonco registrations. At its meeting in April 1959 the Executive Committee decided that an I.T.F. delegation should proceed to Washington to put the unions' case on the Panlibhonco question. The delegation comprised the General Secretary, Lawrence White (Special Officer) and Einar Johansen (I.T.F. Trustee in New York) and met numerous U.S. Senators, Congressmen and government officials to explain and advocate the I.T.F.'s views.

REVIEW OF I.T.F. POLICY

Conferences of the Seafarers' and Dockers' Sections were held in January 1959 to review I.T.F. policy on flags of convenience. A Joint Conference of the two Sections was then held; the conclusions of the individual Conferences were unanimously endorsed and it was left to the Fair Practices Committee to implement those decisions and formulate a working resolution from them.

The Fair Practices Committee met for this purpose on 13 and 14 April 1959 and adopted the following resolution:

“The International Fair Practices Committee of the I.T.F. meeting in London on 13 and 14 April 1959, considering the policy laid down by the Joint Conference of the Dockers' and Seafarers' Sections of the I.T.F. which met in London on 22 January 1959, regarding ships flying flags of convenience, whereby it was decided:

To seek to have established the appropriate collective agreements covering wages and working conditions and, where lacking, social security; such agreements to be concluded through the affiliated unions of the country in which actual control of the shipping operation is vested, and, where necessary, by the I.T.F. Seafarers' Section through its Fair Practices Committee;

Unanimously agreed on the detailed application and implementation of the policy ;

The meeting further agreed that :

- (a) only collective agreements concluded with the prior approval of the I.T.F. acting as clearing house will be recognized by the Fair Practices Committee ;
- (b) all existing collective agreements which are not in conformity with the present I.T.F. policy will be terminated as soon as the union under whose jurisdiction the shipping company comes signifies that they are ready to apply the present policy to those ships."

The basis for collective agreements covering ships flying flags of convenience was thus changed. The agreements were to be based not on the nationality of the crew but were instead to be related to collective agreements in the country where control of the ship in question was vested. This new policy made it necessary to decide which unions should have organizational jurisdiction over which ships and the Fair Practices Committee agreed that the I.T.F. Secretariat should operate as a clearing house on such matters.

NEGOTIATIONS WITH GREEK SHIPOWNERS

In July 1959 the I.T.F. was approached by the Greek Shipping Co-operation Committee (a Greek shipowners' body) which suggested discussions on the possibilities of concluding collective agreements for ships owned by the Committee's members. A meeting took place in London on 24 July where views were exchanged and the I.T.F.'s position explained. A second meeting was held in Athens on 26 October, arising from which the owners submitted a list of 242 ships for which they wished to have collective agreements. They also asked the I.T.F. to consider reducing contributions to the International Seafarers' Assistance, Welfare and Protection Fund from £1 per man per month to 10s. 0d.

It was decided at the Fair Practices Committee meeting in Antwerp from 30 November to 2 December 1959 that no such reduction could be made and this decision was communicated to the owners.

FIRST I.M.C.O. CONFERENCE

The first meeting of the Intergovernmental Maritime Consultative Organization took place in London in January 1959. The Liberian and Panamanian governments were represented and much of the conference was taken up with a debate on the question of whether Panama and Liberia should be recognized as genuine maritime countries ; the question has yet to be finally resolved. I.T.F. representatives attended the conference and submitted a statement setting out the I.T.F.'s views.

DOCKERS' SECTION

SECTION COMMITTEE

The Section Committee members are :

<i>Country</i>	<i>Member</i>
Austria	R. Gryc
Belgium	R. Dekeyzer
Denmark	E. Borg
East Africa	J. D. Akumu
Germany	H. Hildebrand
Great Britain	T. O'Leary
Greece	K. Stathopoulos
Italy	A. Maffei
Mexico	R. T. Contreras
Netherlands	R. Laan
Nigeria	A. E. Okon
Norway	K. Kjønksen
Philippines	R. S. Oca
Sweden	N. Petersen
West Africa	M. A. Labinjo.

Most of the members were appointed at the Section Conference held during the 1958 Amsterdam Congress. Others were nominated subsequently in response to a circular pointing out that there were still vacancies on the Committee. No meetings of the Committee have been held in the period under review.

SECTION CHAIRMAN

R. Dekeyzer (Belgium) was re-elected Chairman of the Dockers' Section by the Section Conference held during the 1958 Amsterdam Congress.

SECTION CONFERENCE, JULY 1958

This conference was held during the Amsterdam Congress of the I.T.F. The Conference reviewed the Section's activities over the preceding two-year period, dealt with various resolutions and discussed the role of dockers in the action against runaway ships.

Two resolutions were adopted for reference to Congress. One denounced the restrictions on the right to strike of dock labour and other workers in economically under-developed areas, such as Kenya and Tanganyika, and pledged the I.T.F.'s support to attempts to establish this right and to improve working and living conditions in the areas concerned. The other deplored the opposition to the holding of a tripartite regional conference for the North Sea ports under I.L.O. auspices and the threats to curtail the activities of the Inland Transport and other I.L.O. Industrial Committees.

Other matters dealt with by the Conference included O.E.E.C.-E.P.A. productivity seminars, training and education, holiday and study exchange schemes, co-ordination of transport, and the I.T.F. International Dockers' Programme.

The Section further elected its Chairman and Committee for the ensuing period.

SECTION CONFERENCE, JANUARY 1959

This conference, held in London, was entirely devoted to a discussion of the dockers' rôle in the I.T.F. campaign against flag of convenience shipping.

SECTION CONFERENCE, SEPTEMBER 1959

A full conference of the Section took place in Rotterdam at the end of September 1959. Thirty delegates from nine countries attended.

The subjects discussed were the I.T.F. International Dockers' Programme, conditions in Greek ports (a resolution was adopted pledging the support of the I.T.F. and its affiliates to attempts to improve conditions), piece-work and time-work, mechanization of dock work, vocational training, dockers' pensions, limitation of the weight of loads carried by one man, European Economic Community in relation to the port industry, safety of dock work, and holiday and study exchange schemes. These questions are further dealt with below.

A sub-committee was set up to deal with various aspects of these matters and is to meet as early as possible in 1960.

NORTH SEA PORTS

In previous reports to the Section we have described the special problems arising from the fact that the North Sea ports of Belgium, France, Germany and Holland are in direct competition with one another for the carrying trade to and from the European hinterland, and the bearing of these problems on the working and social conditions of dock workers in the ports concerned, notably Antwerp, Rotterdam and Hamburg.

At a regional conference held under I.T.F. auspices in Amsterdam in February 1955 a special programme of regional minimum standards covering wages, hours of work and various other aspects of dockers' working and social conditions, was adopted. Since then, various regional meetings have taken place with the object of reviewing the progress made in implementing the Amsterdam programme. Three of these meetings were held during the period under review: in London in January and April 1959 and in Rotterdam in September 1959.

The reports prepared for these meetings showed that some progress had been towards standardizing dockers' working conditions in the countries concerned, especially working hours. One difficulty is that in one country dockers prefer reductions of working hours to take the form of a shorter working day, whilst elsewhere they prefer a longer week-end. Also there are different conceptions of the methods of engaging labour and differences of emphasis in relation to social security benefits. The developments which are taking shape as a result of the new political and economic arrangements in Europe, such as the European Economic Community and the Free Trade Area, also have an important bearing upon the port industry.

It was agreed that various aspects of the questions considered in Rotterdam should be pursued by a sub-committee set up for that purpose.

JOINT SECTION CONFERENCES

References to joint meetings of the Dockers' and Seafarers' Section are to be found in the reports on Combined Section Activities and the Special Seafarers' Section.

INTERNATIONAL DOCKERS' PROGRAMME

This Programme, adopted in Vienna in 1956 and setting minimum international objectives in respect of wages, working hours, day and shift work, overtime, public and annual holidays, employment security and guarantee pay, retirement pensions, safety and welfare, and co-determination, was reviewed at the Section Conference held in Rotterdam in September 1959.

The Section noted that these objectives had been largely realized in the economically and socially advanced parts of the world, but that there were still regions where standards fell far short of those required by the Programme. It was agreed that for the present the Programme was not in need of revision, and that the sub-committee set up by the Section should continue to watch the progress made.

MECHANIZATION OF DOCK WORK

Mechanization of dock work, as part of the general question of port productivity, was discussed in some detail by the Section Conference held in Rotterdam in September 1959. The attitude of the Section has consistently been that to increase the efficiency of the port industry is in the interests of employers and workers alike, that there is a role both for management and labour to play in this connection, that dockers' organisations are prepared to play their part provided they are duly consulted on matters which concern labour, and that labour should be assured of an appropriate share of the benefits resulting from mechanization and other improvements in efficiency.

This attitude was reaffirmed by the Rotterdam Conference in a resolution which said that measures increasing productivity should also result in improvements in living standards and greater leisure for the workers concerned, that there should be no dislocation of the labour force or consequent hardship, that provision should be made for training or re-training in the skills required to meet technological developments, and that provision should also be made for severance pay and resettlement of labour displaced as a result of mechanization and similar measures.

VOCATIONAL TRAINING

An exchange of views and information on vocational training for dockers took place at the Rotterdam Section Conference in September 1959, in relation to the need for more systematic training to meet the demands of new developments in cargo-handling methods. Stress was also laid on the role training can play in promoting work safety.

Reports presented showed that more and more attention is being paid to these matters in different countries, both from the point of view of training new entrants to the industry and re-training those already employed.

The sub-committee set up by the Conference will follow up certain special aspects of the subject, such as ensuring that the training of young workers does not adversely affect the wage structure or the evaluation of key grades. Affiliated unions were to be invited to submit relevant information on this point.

HOLIDAY AND STUDY EXCHANGE SCHEMES

A report on this subject was considered at the Section Conference in Rotterdam in September 1959. The Section reaffirmed the view that affiliated unions should contact the I.T.F. when planning group visits or receiving such visits from other countries, in order to ensure that they conform to accepted trade union practice.

RETIREMENT PENSIONS

The I.T.F. International Dockers' Programme formulates the principle that on attaining the age of sixty-five and completing thirty years' employment in the port industry a man should receive a total pension equal to not less than seventy-five per cent of his wage, with the option of retiring on a pro rata pension after the age of sixty.

At the Rotterdam Conference it was stressed that the provision of old-age pensions was primarily a responsibility of the State, but that, where such pensions are inadequate, supplementary provision should be made on an industrial basis. The Conference considered whether the time had come, especially in view of the advance of mechanization, to fix the pensionable age below sixty-five, but after discussion it was agreed that in the present situation in the majority of countries the age limit of sixty-five, as set down in the Vienna Programme, should be retained.

MAXIMUM WEIGHT OF LOADS TO BE CARRIED BY ONE MAN

The demand formulated by the I.T.F. Dockers' Section in Oslo in 1948 that no docker should be required to lift or carry loads in excess of seventy-five kilogrammes (165 lb.) was once again discussed at the Rotterdam Conference.

After reviewing the attempts made over the years to realize this object through the I.L.O., and noting the various obstacles which prevent progress at the international level, the Section adopted a resolution which pointed out that in spite of mechanization there are still countries where port workers are required to manhandle loads of 100 to 120 kilogrammes, that the carrying of such loads is injurious to health, and that affiliated unions should press for the inclusion in collective agreements of clauses to the effect that dockers shall not be required to lift or carry loads exceeding seventy-five kilogrammes (165 lb.).

SAFETY OF DOCK WORK

On various occasions attention has been drawn to the Code of Prac-

tice on the Safety of Dock Work adopted by the I.L.O. as a result of I.T.F. representations. During a discussion on the subject at the Rotterdam Section Conference the possibility was considered of reports on the experience gained in the matter of safety in one country's dock industry being made available to others. It was agreed that affiliated unions should keep the I.T.F. Secretariat informed of the results of dealing with certain risks to health factors in dock work, after which such information would be circulated to affiliated unions for them to make use of as they thought fit.

In addition, unions will work for the implementation, where necessary, of the I.L.O. Code's provisions, while the Section will consider from time to time whether proposals should be prepared for submission to the I.L.O. for eventual incorporation in the Code.

CO-ORDINATION AND INTEGRATION OF TRANSPORT

When this question was discussed at the I.T.F. Amsterdam Congress—essentially in the context of the European transport system and of plans for greater economic and political unity in the European region—attention was drawn to the bearing which such developments also have upon the port and shipping industries. It was agreed that the matter should be further pursued in the Sections concerned.

The port industry aspects of this question were discussed at the Section Conference in Rotterdam, with special reference to developments related to the European Economic Community and Free Trade Area. It was agreed that certain points should be examined by the sub-committee set up by the Conference, with a view to the formulation of a sectional policy for future consideration.

PIECE-WORK AND TIME-WORK

At the Rotterdam Section Conference, a discussion took place on the relative merits of piece-work and time-work from the dockers' point of view. The Secretariat was instructed to collect information on the subject, with a view to resuming the discussion at a future conference.

RAILWAYMEN'S SECTION

SECTION COMMITTEE

The Section Conference held in Amsterdam in July 1958 during the I.T.F. Congress elected the following members of the Section Committee :

<i>Benelux</i>	G. Devaux (Belgium), <i>Chairman</i>
<i>Scandinavia</i>	M. Trana (Norway)
<i>Great Britain</i>	S. Greene
<i>Switzerland</i>	E. Haudenschild
<i>Germany</i>	F. Berger
<i>France</i>	R. Degris
<i>Austria</i>	R. Freund
<i>Italy</i>	B. Carella

United States
Cuba

W. P. Kennedy
F. Balbuena

Brother G. Devaux, who had led the Section since 1952, died on 15 November 1958 at the age of 57 after a long illness. The I.T.F.'s General Secretary, O. Becu, and the Section Secretary, H. Imhof, were among the many trade union representatives both from Belgium and abroad who attended the funeral in Brussels.

Nothing has been heard from Brother F. Balbuena since the Cuban revolution and he cannot therefore still be regarded as a member of the Committee.

The Section Committee decided at its meeting on 3 and 4 February 1959 that Brother R. Freund should act for the time being as Section Chairman. On the proposal of the Section Committee he was unanimously elected as the new Section Chairman at the Section Conference held in Salzburg from 16 to 19 September 1959. The new General Secretary of the Belgian railwaymen's union, A. Tonneaux, was elected, on the nomination of his union, to replace the late Brother Devaux on the Committee. In accordance with a decision taken at the 1958 Section Conference and on the proposal of unions in Central and South America, Brothers M. Castillo Quesada (Costa Rica), R. Barrigan Madalengoitia (Peru) and E. A. Escobar (Argentina) were elected in September 1959 to represent that region in the Section Committee. No nominations had been received for representatives from Africa and Asia. The election of such representatives is due to take place at the next Section Conference in July 1960.

The Committee met four times in the period under review to discuss current business.

MEETINGS

Amsterdam, July 1958.

This Section Conference took place in conjunction with the I.T.F. Congress. There were over 120 participants from 23 countries. The Conference elected the Section Chairman and Section Committee and approved the report on activities after a brief discussion. The question of the manning of locomotives in particular was dealt with extensively and this is the subject of a report in the section below on industrial problems. Other matters discussed were :

- (a) The position of railwaymen's unions in the case of strikes in neighbouring countries ;
- (b) The difficulties of affiliated unions in British East Africa ;
- (c) Solidarity with and support for Japanese railwaymen's unions ;
- (d) The international trade union activities of Wagons-Lits staff.

The decisions and resolutions adopted on these questions are not reproduced here. They are contained in the printed report of the 1958 Congress proceedings.

In electing the Section Committee the Conference noted with particular satisfaction that the United States Railway Labor Executives' Association, which embraces all American railwaymen's unions, had given further proof of its interest in the Section's work by nominating the President of the Brotherhood of Railroad Trainmen. Thus, a representative from the United States, in the person of Brother W. P. Kennedy, was elected to the Section Committee for the first time.

It was decided, on a proposal from South American and African delegates, to extend the composition of the Section Committee to cover all the regions. At the same time, it was generally understood that in view of the great distances, and corresponding expense, involved, regional representatives who were elected would not normally be in a position to attend Committee meetings. On the other hand, they would have the opportunity to assist the Secretariat and the Committee by correspondence and thus improve the relationship with them.

Salzburg, September 1959.

With the agreement of the Executive Committee, the Section Committee decided at its meeting in February 1959 to hold an International Railwaymen's Conference during 1959. Suggestions as to the Conference venue had come from the French, Greek and Austrian unions, and from these Salzburg was chosen; it was also decided that the Conference should take place from 16 to 19 September.

Over 120 delegates, observers and guests from 22 unions in 15 countries, including a delegation from the Republic of Korea, accepted invitations to take part. The Conference was honoured with the presence of the Austrian Minister of Transport and Electricity, Ing. K. Waldbrunner, the General Director of the Austrian Federal Railways, Dr. M. Schantl, Salzburg city and provincial representatives, the President of the Salzburg Chamber of Labour, and veteran trade unionists Thaler, Putz and Seifried. In his address Minister Waldbrunner, who is at the moment also the Vice-President of the Conference of European Ministers of Transport, stressed the importance of close co-operation between that governmental organization and the I.T.F. The hosts to the Conference, the Austrian Railwaymen's Union, organized the Conference arrangements splendidly and offered a programme and hospitality which the delegates will long remember.

At the heart of the Conference business stood the drafting of a new working programme, a report on which is to be found in the section below on industrial problems. Among other business were the elections which have been mentioned above. The following resolutions were unanimously adopted after a discussion of motions submitted to the Conference:

(a) Greek Railway Policy

The International Railwaymen's Conference of the I.T.F. at Salzburg from 16 to 19 September 1959,

HAVING HEARD a report from the delegation of the Greek Railwaymen's Federation concerning a draft amendment of the juridical status of the Greek State Railways which would primarily involve the closing-down of a large part of the rail network as well as an encroachment on the acquired rights of the personnel;

NOTES with considerable regret that a scheme which is liable to entail far-reaching internal changes on the railways, as well as having profound repercussions on the position of railwaymen, could have been elaborated at all without previous consultation of the trade union organizations concerned.

THE CONFERENCE RECALLS particularly the basic principles enunciated by the I.T.F. in the field of transport policy which imply a rational co-ordination of the various branches of the transport industry with due regard being paid to the specific tasks of each ;

IN RECOGNITION OF THESE PRINCIPLES THE CONFERENCE BELIEVES that the Greek railways should continue to fulfil their functions as a public service under the best possible conditions ; and that furthermore any change in the present juridical status of the transport industry should not be carried out without due consideration being paid to the acquired rights of the railwaymen ;

THE CONFERENCE CALLS UPON THE SECRETARIAT OF THE I.T.F. to remain in close contact with the affiliated Greek Railwaymen's Federation and to afford it all necessary assistance in its own endeavours to defend the interests of the railways as well as those of Greek railwaymen.

(b) *Discrimination Against African Railway Workers*

This International Railwaymen's Conference of the I.T.F., meeting in Salzburg from 16 to 19 September 1959,

HAVING CONSIDERED reports from a number of African affiliated organizations ;

NOTES that racial discrimination in respect of both pay scales and conditions of employment is still practised on a very large scale against non-white workers by certain railway administrations, despite long-standing recommendations to the contrary by governmental commissions and committees of inquiry.

THE CONFERENCE emphasizes that the proper development of industrial relations in the African continent demands that these practices be abandoned without delay, and that railwaymen of all races should be paid the rate for the job and enjoy conditions based solely on their skill and experience.

THE CONFERENCE THEREFORE URGES THE I.T.F. SECRETARIAT to devote special attention to this urgent problem and to take all appropriate measures to assist its African affiliates in removing such artificial barriers to their members' progress towards the enjoyment of conditions worthy of human beings.

(c) *The Working Week on the French National Railways (S.N.C.F.)*

The I.T.F. International Railwaymen's Conference, meeting in Salzburg from 16 to 19 September 1959,

RECALLS that the I.T.F. and its Railwaymen's Section have made repeated efforts to secure a strict limitation of the working week in the transport industry ;

RECORDS with satisfaction the results obtained over recent years by many affiliated organizations in bringing about a substantial reduction in the working week on the railways ;

NOTES with regret that despite the insistent efforts of the French affiliated organizations and despite the approaches made by the I.T.F. to the French Minister of Transport and Public Works, the working week on the French National Railways (S.N.C.F.) remains of 48 hours' duration although the law on the 40-hour week has been in existence since 1936. On the other

hand, this nationalized undertaking has in the course of the last ten years carried out a very thorough programme of modernization and rationalization which has resulted in a significant rise in productivity in general and in that of each employee in particular.

THE CONFERENCE CONSIDERS that the French affiliated organizations are fully justified in claiming, as a first step towards the reinstatement of the legal 40-hour week and without reduction in salary, a decrease in the working week from 48 to 45 hours on the French railway system so that, in France as elsewhere, modernization might be accompanied by favourable arrangements as to the staff's working conditions, thus permitting them to share in the beneficial results of technological progress; and

CALLS ON the competent bodies of the I.T.F. to intervene at every opportunity with the French Government with the aim of realizing as quickly as possible a substantial reduction in the working week throughout the French railways.

(d) *Dismissals of Peruvian Railway Workers*

This International Railwaymen's Conference of the I.T.F., meeting in Salzburg from 16 to 19 September 1959,

HAS LEARNED WITH INDIGNATION that the "Peruvian Corporation Ltd.", which operates the railways of Peru, has committed a flagrant violation of the country's labour legislation by proceeding with the dismissal of a number of its railway employees although a legal appeal against such layoffs had been lodged by their trade union and was still under consideration by the authorities.

THE CONFERENCE PROTESTS energetically against this high-handed action by the "Peruvian Corporation Ltd." and also draws attention to the anachronism that this allegedly national railway undertaking is in fact dominated by foreign financial interests.

THE CONFERENCE CALLS UPON THE I.T.F. SECRETARIAT to make representations to the Peruvian labour authorities concerning the conduct of the Corporation and to take whatever other action it may consider appropriate to assist the Peruvian railwaymen in their present struggle.

With the help of Brothers Steinocher and Stadlberger of the local branch of the railwaymen's union, the new Section Chairman, Richard Freund, was able to see that the heavy agenda was completed smoothly. The Conference decisions and the full texts of the resolutions were conveyed to affiliated unions in a circular of 28 September 1959.

INDUSTRIAL PROBLEMS

(a) *Manning of locomotives*

This is a question with which the Section has long been occupied; this report is concerned only with more recent developments. At the 1956 I.T.F. Congress in Vienna the Secretariat was instructed to prepare a policy which would take account of the varying viewpoints on this issue and which would serve as guidance to the unions in the future. Such a policy was prepared and approved in the form of a resolution at the 1957 International Railwaymen's Conference, held in Frankfurt, for consideration during the 1958 I.T.F. Congress. The draft of the resolution submitted to the 1958 Section Conference was again the subject of a lively discussion and was finally once more slightly amended by way

of a compromise. The final text was then further discussed by Congress itself and ultimately approved without opposition. The resolution then read as follows :

Resolution on manning of locomotives

This Congress of the International Transport Workers' Federation, held in Amsterdam from 23 July to 31 July 1958,

By virtue of its resolution of 1956 and the unanimous decision of the International Railwaymen's Conference of 1957

Is of the opinion that the problem of locomotives should be considered in a comprehensive manner. In this connection, all types of locomotives currently in use ought to be taken into consideration.

As a general principle Congress reaffirms that locomotives should be manned by two men.

Acknowledging, however, and with due appreciation of, the advance of technology, with particular reference to the transition from steam to diesel and electric traction, Congress is of the opinion that in certain countries and certain cases sound reasons can be invoked for the gradual extension of the operation of such locomotives by one driver only.

Congress therefore recommends affiliated unions to carefully consider all relevant conditions and prerequisites obtaining in their countries when judging the merits of one-man operation. Generally speaking, it should only be adopted after due consideration has been given to the following criteria :

- (a) whether the best safety devices are installed ;
- (b) the increased physical and mental strain on the driver is compensated by an appropriate reduction of working hours ;
- (c) hardships caused by redundancy and/or reduced possibilities of promotion are eliminated by special measures ;
- (d) the greatest attention is paid to the vocational training of locomotive staff and to periodical examinations of the health of this personnel ;
- (e) the increased responsibility of the driver is taken into account by a corresponding re-evaluation of his occupation ;
- (f) distances, technical characteristics, composition and speed of trains as well as topographical and climatic conditions of the country concerned are duly taken into account ;
- (g) a distinction is made as to whether the journey takes place by day or by night ;
- (h) agreements on the introduction or extension of one-man operation are concluded on a more permanent basis and cover a longer period in order to allow for an evaluation of the repercussions of one-man operation.

In view of the many and varied savings which are likely to be effected by the replacement of steam engines by modern electric or diesel traction units,

This Congress requests affiliated unions to claim on behalf of the personnel affected by the change-over the share in these savings to which these workers are entitled.

The technical progress which is expressed in general mechanization and automation and has become the dominating feature of the times in which we live should above all be utilized for the purpose of raising the standard of living of the workers.

The careful wording of the text to the effect that "in certain countries and certain cases" sound reasons can be invoked for the introduction of one-man operation is explained by the fierce struggle against the introduction of one-man operation in North and South

American countries, Japan and elsewhere. These struggles arise from the special conditions in those countries which are not arbitrarily comparable to those in European countries where one-man operation has been introduced. If one looks closely into the conditions in the railway industries of the U.S.A., Canada and, perhaps, Argentina, one can feel full sympathy and solidarity with the railwaymen's unions there in their defensive battle.

In recent years new developments have arisen in some countries. For example, an agreement on the manning of locomotives was concluded in Great Britain at the beginning of 1958 between, on the one hand, the British Transport Commission (which is responsible for the railways) and, on the other, the Associated Society of Locomotive Engineers and Firemen (A.S.L.E.F.) and the National Union of Railwaymen (N.U.R.). In general it upheld the system of two-man operation but recognized the long-established practice of one-man operation of electric trains, a practice which extends to some diesel locomotives. Excepted from one-man operation are passenger trains running non-stop for distances over 100 miles or for over two hours. The corresponding limits for goods trains are 75 miles and two hours. A driver on one-man operation may not work more than six hours a day or over a distance of 200 miles (passenger) or 150 miles (goods). No trains may be one-man operated between midnight and 6 a.m. unless they finish before 1 a.m. or start after 5 a.m. Diesel trains will be manned by two men in winter, the second man attending to the train heating system.

The situation in Canada, reported in the last Report on Activities, has developed very unfavourably. The report of the special commission of enquiry set up to investigate locomotive manning was one-sided to an astonishing degree and failed to pay any regard to the union's objections which were submitted after investigations made over a period of several months and which were backed by witnesses. The C.P.R. (Canadian Pacific Railways) subsequently announced its unilateral decision to begin the introduction of one-man operation from 11 May 1958. The union replied at the same time with a three-day strike. The negotiations on detailed arrangements for one-man operation and claims for wage increases, which had previously been broken off, were thereupon resumed and led to an agreement. Whereas the C.P.R. had wished to dismiss all firemen engaged after April 1953, the union succeeded in having this dead-line put back by three full years, to April 1956, and thus secured the continued employment of 500 additional firemen. Only seventy-three firemen had to leave their jobs and they were given precedence in filling other posts with the C.P.R.

Despite the concessions wrung from them, it is clear that the C.P.R., with great support to its cause from the government, has succeeded in breaching the vigorously defended front of the firemen's union, the Brotherhood of Locomotive Firemen and Enginemen. Other railroad companies in the U.S.A. and Canada have tried, and will try, to follow the C.P.R.'s example. On the other hand, in the States of Wisconsin and California the union has helped by political action in obtaining amendments to legislation which extend "full crew" provisions to cover diesel as well as steam locomotives.

In Switzerland, where the first step in the reduction of working hours from 48 to 46 hours per week took effect on 1 June 1959, there

was a related amendment to the provisions on one-man operation. In order to counter an increase in the number of locomotive staff and in view of the fact that in recent years almost all the Swiss Federal Rail-the ways' network has been equipped with automatic train control, the restrictions on one-man operation (distance, travelling time and night-time) were lifted. Henceforth, two-man operation will only be applied in cases where trainee drivers are being given practical instruction.

(b) The Railwaymen's Section working programme

The Section Conferences in October 1957 and July 1958 saw the completion of the Railwaymen's Section's working programme. The Section Committee meeting on 3 and 4 February 1959 considered what questions should have priority for discussion in the years ahead, their consideration being based on proposals from the unions and the Secretariat. Their conclusions were summarized in a resolution which, in its introduction, referred to the hard fight of railwaymen's unions for full employment, progressive wages and working conditions, and social security, and went on to enumerate the problems which the Section and the Secretariat should urgently consider. These were: efforts at national and international level to achieve co-ordination of transport; the financial situation of the railways; the transport policy aspects of economic integration developments; the social effects of technical developments and rationalization measures on the railways; and, finally, the influence of pipeline construction on the employment position in traditional forms of transport, the railways in particular. The Committee decided not to include the reduction of working hours as a special item in the programme on the grounds that this was a question which in any case would arise in relation to rationalization measures; a reduction of working hours was, furthermore, under way at that moment in many countries. It was also decided not to include an investigation into the relationship between railway administrations and unions in the case of industrial disputes, as was sought by one union, the Secretariat being asked instead to gather extensive information on the point in order to be able to give a full reply to any enquiry from the unions. In accordance with these directions, the Secretariat was instructed to prepare a report for the 1959 Section Conference and to lay down an appropriate basis for discussion of, and decision on, such a working programme.

This report (No. 59/Rw/3) was submitted to the unions in good time before the Conference. It was restricted to the questions of transport co-ordination, the financial situation of the railways, mechanization and automation, and pipelines. Prior to the preparation of the report the unions were asked to send the Secretariat a summary of their experiences and views with regard to the last two points; many unions sent these sufficiently early for them to be added to the report. On the other hand, the report did not deal with the transport policy aspects of efforts towards economic integration. There were two reasons for this: firstly, at the time the report was written the establishment of a Free Trade Area was still under way; and secondly, insofar as these problems concern the European Economic Community, they come within the competence of the Committee of I.T.F. Unions in the Community, a body whose establishment and activities are reported under

the chapter on "Relations with International Trade Union Organizations."

This report formed the basis of an extensive debate at the Salzburg Conference. It was clearly understood that the Section's decisions on certain points, notably transport co-ordination and pipelines, would have to be the subject of further discussions with other I.T.F. inland transport sections in order to arrive at an agreed point of view. This also applies to another proposal, not included in the report but approved at the Conference after the adoption of the resolutions, that the Railwaymen's Section should deal with the fixing of weights and dimensions for lorries insofar as this question is related to transport co-ordination.

The resolutions unanimously adopted by the Conference on problems listed in the working programme read as follows :

1. Financial and Technical Development of Railways

The International Railwaymen's Conference of the I.T.F. meeting at Salzburg from 16 to 19 September 1959,

NOTES that the much publicized deficits of most European railways have given rise to erroneous conceptions regarding the real importance of railways to national economies as well as concerning the efficiency of the personnel. As a consequence of deficits, railway administrations are inclined to adopt remedial measures which are frequently opposed to the economic interests of the community in general and which neglect the social interests of railway personnel, without, however, amounting to any noticeable progress towards a balancing of the accounts ;

STATES FURTHER that since the railways have been accepted as a public service by virtue of their historical development as well as on the basis of economic, social and political facts, their operation cannot be subject to purely commercial considerations ;

STRESSES the fact that the railways, although subject to obligations and required to fulfil the duties inherent in a public service, e.g. the opening-up of remote areas, the obligation to carry and to operate services as well as to publish rates, are nevertheless exposed to intense competition from private road transport and inland navigation carriers who, because of the present lack of co-ordination in the transport industry, do not have to assume the same extensive commitments towards the community.

THE CONFERENCE IS OF THE OPINION that a normalization of the accounts of the railways should be carried out in order to reveal their true financial position, thus making it possible for them to be compensated—out of the general funds of the State—for any services rendered primarily in the interests of the community ;

AT THE SAME TIME favourable credit facilities should be made available to the railways in order to enable them to continuously adapt themselves to the demands of goods and passenger traffic by modernizing their equipment and installations in accordance with technical progress. The railways, as an integrated undertaking, should be in a position to utilize any suitable means of transport and to carry out repair and new construction work themselves wherever this proves more economical.

THE CONFERENCE FURTHER BELIEVES that conditions of competition should be equalized and that the railways should, in the first instance, be relieved of the costs of their infrastructure ;

THE CONFERENCE CALLS UPON THE I.T.F. AND ITS AFFILIATED UNIONS to devote the utmost attention to these problems and to take all appropriate measures at international and national level with a view to their solution, particularly

- i) by urging railway administrations and competent authorities to enlighten public opinion as to the real causes of the unfavourable financial position of the railways and to carry out the normalization of accounts ;
- ii) by timely and comprehensive discussions between railway administrations and trade unions at all stages of planning of rationalization measures and technical developments. Social planning should be introduced for the dual purpose of preventing hardship and serving as the basis for the sequence of technical changes and other rationalization measures ;
- iii) with regard to the economic gains resulting from technological progress they should entail further improvements in the standard of living of railwaymen by a reduction of working hours without loss of wages, improvements in working and social conditions, as well as by increases in wages and salaries. Unions of railwaymen and other transport workers should pay particular attention to the harmonization of social and working conditions within the various branches of the transport industry in order to prevent any unfair competition which may be caused by inferior social and working conditions.

2. Pipelines

This International Railwaymen's Conference of the I.T.F., meeting in Salzburg from 16 to 19 September 1959,

HAS NOTED the structural changes which are taking place in the European transport industry, particularly in the oil transport field, as a result of the construction of pipe-lines ;

DIRECTS THE ATTENTION of authorities and the general public TO THE FACT that this development will cause considerable losses to the traditional means of inland transport, as well as changes in the volume of traffic available to each branch of the inland transport industry, unless the pipe-lines be included in good time in an all-embracing transport policy ;

DEMANDS that the development of transport monopolies by big international oil trusts be effectively prevented by immediately bringing the construction and operation of pipe-lines under public control.

THE CONFERENCE BELIEVES that the European railways, by virtue of being public transport undertakings, are in the best position to undertake the construction and operation of pipe-lines in the interests of the community, and that the joint operation of railways and pipe-lines will be conducive to a rational siting of pipe-lines as well as to sensible and efficient collaboration between the two means of transport.

THE CONFERENCE REQUESTS THE I.T.F. EXECUTIVE COMMITTEE to take all appropriate steps, in consultation with affiliated unions, with a view to ensuring that the authorities intervene without delay in connection with the numerous pipe-line schemes in order to prevent their exploitation by powerful monopolies to the detriment of the community, as well as to safeguard the social interests of transport workers by appropriate co-ordinating measures.

ROAD TRANSPORT WORKERS' SECTION

SECTION COMMITTEE

The following members were appointed to the Section Committee at the 1958 Section Conference :

<i>Member</i>	<i>Substitute</i>	<i>Country</i>
H. Bakke	E. Aasen	Norway
E. Borg	E. Winther	Denmark
L. Brosch	A. Peham	Austria
F. Cousins	F. Eastwood	Great Britain
P. Felce	—	France
G. Hendrickx	J. Geldof	Belgium
S. Klinga	G. Carlsson	Sweden
H. W. Koppens	J. de Later	Netherlands
S. Koutio	O. Aarnio	Finland
E. Leolini	L. Gatti	Italy
H. Steldinger	A. Christ	Germany

Brother Koppens was re-elected Section Chairman. The composition of the Committee had remained unchanged at the end of the period under review.

Brother O. Askeland retired from the Presidency of the Norwegian Transport Workers' Union at the beginning of 1958 and withdrew at the same time from membership of the Committee. The Section Chairman and the 1958 Section Conference expressed to him the appreciation which he so deserved for many years of co-operation.

The Committee met twice. At the first meeting, from 9 to 11 December 1958, the agenda for the 1959 Section Conference was discussed. A resolution was adopted calling for the implementation of the General Agreement on Economic Regulations for International Road Transport. The resolution raised the related question of the weights and dimensions of road haulage vehicles and was directed to the attention of affiliated unions and the Inland Transport Conference of the E.C.E. which was to meet in Geneva immediately after the Committee meeting. Further references to these matters are to be found in the section below on industrial problems and in the chapter on relations with inter-governmental organizations. The second Committee meeting took place immediately before the Stockholm Section Conference and discussed Conference business.

A delegation comprising the Chairman and Secretary of the Section attended a meeting of the Road Transport Sub-committee of the Economic Commission for Europe in October 1958. These members, together with Brother Steldinger, formed a further delegation which represented the I.T.F. at a meeting called by the I.L.O. in April 1959 to prepare a model individual control document for drivers.

SECTION CONFERENCES

Amsterdam, July 1958

This Conference, held in conjunction with the I.T.F. Congress, re-elected the Section Chairman, elected the Section Committee, and approved the report on activities after a lively discussion.

The Conference had to decide upon a proposal from the Japanese Travel Bureau Trade Union which sought the establishment of a special Section within the I.T.F. for travel bureau workers. It also discussed the I.T.F. Agreement on Legal Assistance to Drivers Abroad and the problem of the civil liability of drivers. These matters are reported in detail in the printed record of the 1958 Congress proceedings. Finally, the Conference decided, in accordance with an invitation from Brother Klinga, to ask the Executive Committee to convene a Section Conference in Stockholm during the summer of 1959.

Stockholm, June 1959

Over 40 delegates and guests from 18 unions in 12 countries, including one delegate from the U.S.A. and one from Canada, attended this conference. Since the question of the affiliation of urban transport workers to one I.T.S. was to be discussed in connection with urban transport problems as a whole, the Public Services International was invited to send a delegation. The invitation was accepted, the delegation comprising four members of the P.S.I. Executive Committee. The Conference was honoured by a short visit from Arne Geijer, President of the Swedish national centre (L.O.) and the I.C.F.T.U. The Conference's hosts, the Swedish Transport Workers' Union, made every arrangement to ensure that the Conference ran smoothly and offered delegates the hospitality for which Sweden is renowned.

The Conference's work centred on an extensive report on "Problems of Urban Transport—the Trade Union View." Another report dealt with the question of night and Sunday work in road transport. Reference to both is to be found in the passages below on industrial problems.

A third report from the Secretariat contained an account of the position with regard to road transport problems under consideration by official international organizations. The decisions and resolutions adopted on this report are given in the chapter on relations with such organizations. Matters covered by the report were labour inspection in road transport (individual control document), civil liability of drivers, the implementation of the General Agreement on Economic Regulations for International Road Transport and co-operation with official governmental bodies.

INDUSTRIAL PROBLEMS

(a) I.T.F. Agreement on Legal Assistance to Drivers Abroad

A detailed account of the conclusion of this agreement among I.T.F. unions appeared in the last Report on Activities. Its purpose is to bring drivers in international transport the benefits of legal assistance from

the unions by close co-operation among them, irrespective of national frontiers.

With the exceptions of Denmark, Italy and Norway all the European unions have joined the Agreement. Entry to the Agreement is under consideration at the moment in those three countries.

From the point of view of administration, implementation of the Agreement is made somewhat difficult by the fact that every union must still make a bilateral agreement with other unions in order to avoid any ambiguities in matters of detail. In a circular of 30 December, issued on behalf of the Section Committee, all affiliated unions were requested to promote the conclusion of such agreements. The circular met with success. At the end of 1959 the following bilateral agreements were in force :

between	<i>Belgium</i>	and	Germany
„	<i>Germany</i>	„	Belgium Luxembourg Netherlands Austria Sweden Switzerland
„	<i>Luxembourg</i>	„	Germany Netherlands Sweden
„	<i>Netherlands</i>	„	Germany Luxembourg Austria Sweden Switzerland
„	<i>Austria</i>	„	Germany Netherlands Sweden Switzerland
„	<i>Sweden</i>	„	Germany Luxembourg Netherlands Austria Switzerland
„	<i>Switzerland</i>	„	Germany Netherlands Austria Sweden

In view of the importance which the Agreement holds for those drivers who work for a considerable part of the year abroad, it would be desirable if it were soon to cover completely all the areas under trade union influence. It must be understood, however, that it will only be possible to cater for every eventuality in the light of experience of the practical operation of the Agreement over a number of years.

(b) *Urban Transport Problems*

Following the discussions at the 1956 Section Conference, which was occupied mainly with the problems of one-man bus operation in urban transport undertakings, the wish was widely expressed at the 1958 Section Conference that the Section should deal once again with the various aspects of this branch of the transport industry, at the same

time giving attention to urban transport problems in general. In a circular of 10 September 1958, affiliated unions were asked to indicate which problems the Section should investigate. After a reasonable period had elapsed without any reaction from the unions, the Secretariat submitted its own proposals to the Section Committee and these gave rise to a full discussion at its meeting from 9 to 11 December 1958. It was finally decided to deal with the following three questions in a full report for the next Section Conference :

1. The question of International Trade Secretariat jurisdiction ;
2. Working conditions ;
3. The urban transport crisis.

The report was prepared in close consultation with Brother Geldof of the Belgian Bus, Tram and Suburban Railway Workers' Union who had been designated as rapporteur by the Section Committee.

The first part of the report was an account of previous developments and of the efforts to promote the unified international representation of these workers within the I.T.F. In view of this part of the report, it was decided, at the suggestion of the I.T.F. General Secretary, to invite to the Conference a delegation from the Public Services' International, which also numbers some urban transport workers' unions in its ranks.

The second part, dealing with working conditions, was restricted to workers actually employed on vehicles and reviewed, on the basis of replies to a questionnaire, problems of working hours, rest days and holidays, one-man operation, free Sundays and special allowances.

The third part was a sequel to the relevant passages in the study of "Transport Policy Problems at National and International Level", approved at the 1958 Congress ; reviewed the present urban transport situation, its economic aspects and its implications with regard to traffic policies ; and indicated possible regulatory measures.

The report provoked a very animated debate at the Conference. On the first part it was proposed that the Presidents and General Secretaries of the two I.T.S.s (the I.T.F. and the P.S.I.) should meet in an attempt to find a solution in the workers' interests. This proposal has since been approved by the Executive Committees of both organizations but at the end of the period under review it had not been possible to act upon it.

With regard to the second part, the Conference was of the opinion that working conditions in urban transport should be given greater importance at international level and that the Secretariat should further pursue the question of the deleterious effects on the workers' health of the nervous strain imposed by their type of work, and the related problem of old-age and invalidity provision. It also decided to express once again to the International Labour Organization the urgent wish that the working conditions of urban transport workers should be discussed at the I.L.O. Inland Transport Conference.

Opinion was divided in the discussion of the third and most extensive part of the report. There was agreement, on the other hand, that in the time available at such a Conference it would not be possible to prepare a statement of opinion on the very complex problems raised by urban transport difficulties which would be generally acceptable, and that it would therefore be necessary to include these questions in the Section's working programme for some time to come. The establishment of a committee to examine these problems more closely and work out a common basic approach was deferred; it was felt that the unions should first be asked to submit their views on the report and the various aspects of the traffic crisis to the Secretariat. On the basis of these views, consideration could then be given to the question of how the I.T.F. could contribute to a solution of these problems which would take due account of the urban transport workers' economic and social interests. A resolution, adopted with some abstentions, read as follows:

Public Transport Services and Urban Traffic Difficulties

WHEREAS the ever-growing difficulties in urban traffic severely hamper the systematic operation of public transport services and whereas commuter traffic in particular is thereby seriously affected, and

CONSIDERING that work in public transport undertakings at times entails such nervous strain that serious physical harm follows as a consequence,

THE INTERNATIONAL ROAD TRANSPORT WORKERS' SECTION CONFERENCE HELD UNDER THE AUSPICES OF THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION IN STOCKHOLM FROM 16 TO 19 JUNE 1959 STATES: Public transport still meets by far the greatest part of total transport demand in towns. The first step towards the solution of urban transport problems must therefore be to make public transport efficient and as free as possible from hindrance. Above all, this is indispensable for commuter traffic which is of great economic significance. Those who depend daily on the use of public transport between their home and place of work have a right to be able to make their journeys quickly and safely. The benefits of the shortening of working hours should not be forfeited by intolerably long travelling time just because public transport cannot make progress in streets congested by individual transport.

THE CONFERENCE CALLS UPON GOVERNMENTS to set up tripartite study groups to examine urban transport problems and their social and economic repercussions with a view to arriving at suitable solutions.

THE CONFERENCE ALSO CALLS ON THE AFFILIATED ORGANIZATIONS AND THE EXECUTIVE COMMITTEE OF THE I.T.F. to give continuous consideration to the problems involved so as to enable the I.T.F. to make a constructive contribution in the interests particularly of the workers concerned.

FURTHERMORE, THE SECRETARIAT IS INSTRUCTED to continue its efforts within the I.L.O. to have the question of the conditions of employment in urban transport undertakings placed on the agenda of the I.L.O. Inland Transport Committee, as has been demanded by the I.T.F. since 1951.

Immediately after the Conference, affiliated unions were asked in a circular (No. 35/RT/5) to give the report on these problems their close attention and submit their views to the Secretariat as soon as

possible. The unions were also requested to approach the authorities in the areas they covered and to seek the establishment of tripartite working parties (that is, including representatives of workers, employers and the authorities) at regional or national level with the purpose of studying and proposing measures to relieve the ever growing crisis in urban transport. Finally, the unions were asked to consider the possibility of joining the public transport operators' organizations in their countries.

At the end of the period under review there had been practically no response from the unions to the Conference decisions or the subsequent circular. On the other hand, the American Transport Workers' Union has sent extremely valuable information on the latest developments in the U.S.A.

(c) Night and Sunday Work in Road Transport

At the 1956 Section Conference in Stuttgart it was already apparent that it is difficult to discuss the various aspects of a restriction or ban on night and Sunday work in road transport without at the same time clearly defining the types of transport involved. It was therefore obvious that the proposal made by the Communist W.F.T.U. at the U.N. Economic Commission for Europe with the aim of securing a general ban on night and Sunday driving represented nothing more than yet another propaganda manoeuvre. The proposal would have died at birth if the government delegates at the E.C.E. Road Transport Subcommittee had accepted the I.T.F. representative's suggestion that the Communist proposal should simply be rejected as being out of order. Instead a "compromise" was found in that the proposal was referred to the International Labour Organization for a report; the I.L.O. in turn conducted an enquiry with the governments and, through them, the unions and international organizations.

The Section Committee thought it desirable to take the opportunity of discussing this question once again at the Stockholm Section Conference and to see whether general agreement could be found on the approach to the question of a free week-end (Saturday-Sunday) in long-distance road haulage. The Secretariat's report (No. 59/RT/2) drew a clear distinction between night-work and work at week-ends, which had to be judged from different criteria. There was also a summary of the countless activities on these matters undertaken by I.T.F. unions within the I.L.O. over many years. It was possible to supplement the report with the summarized views of a number of unions collected from replies to a questionnaire. From these it emerged that in general night driving could not be abolished in long-distance haulage and that long-distance haulage was subject to restrictions in almost all the countries over the week-end. The Conference unanimously adopted the following resolution:

Night and Sunday Work in Road Transport

THE INTERNATIONAL ROAD TRANSPORT WORKERS' CONFERENCE held under the auspices of the I.T.F. from 16 to 19 June 1959 in Stockholm,

NOTING the fact that long-distance road haulage in many instances and particularly over the week-end is so hampered by motorized

individual transport that road safety is impaired and

CONSIDERING that compliance with progressive working conditions in road transport is an essential feature of road safety and that these provisions should be more rigidly enforced.

ADVOCATES statutory prohibitions on driving where such measures appear to be in the interests of road safety and where they can contribute to more effectively securing minimum rest periods.

THE CONFERENCE RECOMMENDS affiliated unions to advocate adequate minimum rest periods, if possible at week-ends. On the other hand, general bans on night driving should be rejected. Recommendation No. 64 of the International Labour Organization should be generally used as the basis for the regulation of night driving in road transport in individual countries.

(d) Travel Bureau and Tourist Workers

As has already been mentioned, the 1958 Section Conference in Amsterdam had, in accordance with an Executive Committee decision, to consider a proposal from the Japanese Travel Bureau Trade Union seeking the establishment of a special I.T.F. Section for travel bureau workers. The Conference decided that for the time being the Road Transport Workers' Section should be the section to cater for these workers and the Secretariat was instructed to conduct an enquiry among affiliated unions to ascertain which unions organized them. It was later shown that only a few unions did so, the majority of these being railwaymen's unions which were of the opinion that this section of their membership should remain with the Railwaymen's Section. The Section Committee thereupon adopted the following decision :

No special section would be created for the personnel in travel agencies and tourist traffic within the Road Transport Workers' Section. Insofar as such personnel already belonged to individual affiliated unions of the I.T.F., it would be left to the sections concerned to inform the Secretariat of any particular problems of these workers which merited consideration.

It is felt that without creating special bodies to cater for these workers it will still always be possible to find ways to deal effectively and satisfactorily with problems affecting them and requiring attention at international level.

In conclusion it should be pointed out once more that important problems involving the Road Transport Workers' Section have been discussed by official international organizations during the period covered by this report. The results of these discussions are reported in the chapter dealing with those bodies.

CIVIL AVIATION SECTION

Fifteen new affiliations from fourteen countries added appreciably to the strength and influence of the Section over the past two years. Four of these unions are in Latin America and three in Asia but the I.T.F. has also gained new affiliations from Europe and North America. However, for reasons which are explained below and elsewhere in this report, what would otherwise have been a wholly successful period has been marred by a dispute which led to the suspension of the United States Air Line Pilots' Association in December 1958.

SECTION CONFERENCE

A Section Conference was held in Amsterdam on 26 and 29 July 1958. R. Lapeyre (France) did not seek re-election as Chairman of the Section, having decided to give way to a flying staff representative. D. S. Tennant (Great Britain) was elected Section Chairman, F. Verpoorten (Belgium) was re-elected as a Vice-Chairman, representing flying staff, and J. Steldinger (Germany) was elected as a Vice-Chairman representing ground staff.

The Conference adopted a resolution, subsequently endorsed by the 1958 Congress, re-affirming generally the principles of the I.T.F.'s policy on crew complement as laid down at the 1956 Congress in Vienna and advocating the implementation of that policy with due regard to changes in aircraft operational techniques which had taken place in the meantime. The resolution went on to deplore the approach to the crew complement issue adopted by the International Federation of Air Line Pilots' Associations (I.F.A.L.P.A.) at its conference in March 1958 and declared that the I.T.F., through its affiliates, would oppose I.F.A.L.P.A.'s policy, if necessary by industrial action. The Secretariat was instructed to call an early meeting to co-ordinate national action in furtherance of the I.T.F.'s crew complement policy. It was also decided that the same meeting should discuss I.F.A.L.P.A.'s proposed amendments to a statement on flight time limitations put before the 1956 I.L.O. Ad Hoc Civil Aviation meeting by the Workers' Group.

The Conference also considered the I.L.O.'s proposal to convene a tripartite Civil Aviation Conference in 1960 and recorded its disappointment at the omission of an item on crew complement from the draft agenda. It was decided to urge the I.L.O. Governing Body to include this question among the matters for discussion.

The Conference discussed a number of other questions, including the struggle for recognition by the Mexican pilots' union (see chapter on Disputes and Industrial Actions), ground staff job security, administration of the Section and the co-ordination of transport.

FLYING STAFF CONFERENCES

Two Flying Staff Conferences have been held in London, the first on 13 and 14 October 1958 and the second on 9 and 10 November 1959. Both were attended by representatives of all categories of flying staff, the first from six countries and the second from eight. The crew complement issue, which is the subject of a separate item below, dominated the discussions but another important matter decided at the second of the conferences was the I.T.F.'s relationship with three other international organizations, the International Radio Air Safety Association, the International Air Navigators' Council and the International Technical Institute for Flight Engineers. The General Secretary was authorized to consult with these bodies on technical matters when necessary, without the I.T.F.'s entering into a formal association with them. Other matters discussed included the Mexican pilots' dispute (see chapter on Disputes and Industrial Actions), the I.L.O. tripartite Civil Aviation Conference (see below), and cabin staff's conditions on jet aircraft, a report on which was to be sent to appropriate affiliates with a request for their comments.

MEETING ON FLIGHT ENGINEER PANELS

An ad hoc meeting of flight engineer representatives from organizations affiliated both to the I.T.F. and the International Technical Institute for Flight Engineers took place in London on 28 July 1959 to discuss flight engineer panel instrumentation with particular reference to new jet aircraft. A statement issued after the meeting stressed that engineering controls and equipment should be the direct responsibility of the flight engineer who should therefore be provided with a fully-equipped flight engineer's station. These views were brought to the attention of the I.C.A.O. Airworthiness Committee and will be placed before its next meeting in late 1960.

CREW COMPLEMENT—A.L.P.A. AND I.F.A.L.P.A.

The clash of opposing policies on aircraft crew complement, that is the manning of aircraft flight decks, has sharpened during the past two years to the point where it has become a major factor in industrial disputes, notably in the United States which experienced the most troubled period in the history of American aviation. The sheer volume of American air traffic, the fact that the majority of new jet aircraft have been and will be manufactured in America and operated by American companies, and the militancy with which the American Air Line Pilots' Association (A.L.P.A.) has pressed its crew complement policy have all contributed to making the United States the spectacular scene of a struggle which had its parallels in many parts of the world. There is not space enough here to summarize adequately all the many views held on this issue, but the I.T.F.'s policy is basically simple and can be put succinctly. It is that a specialist crew should be carried on all commercial aircraft, that is a crew, each member of which is engaged in a distinct function for which he is skilled and has been specially trained. If, however, evidence is produced to indicate that this or that specialist function may be delegated to another crew member or eliminated altogether without impairing safety, then any such evidence must be the subject of full discussions among all the parties concerned and must not be acted upon without the prior agreement of all trade unions whose members would be affected by a change in crew complement structure. Whether in fact a change in crew complement would impair safety can be, and often is, argued at length. That trade unions should be fully consulted on matters affecting their members is, on the other hand, a cardinal trade union principle. And that principle extends to consultation among the unions themselves.

When the 1958 Civil Aviation Section Conference discussed crew complement it was generally felt that the American Air Line Pilots' Association had failed to observe this principle: not only was A.L.P.A.'s crew complement policy at odds with that of the I.T.F. but it had pursued policies, which, according to a resolution adopted by the Conference, were "incompatible with good trade union practice." When this matter was further considered at the I.T.F. Flying Staff Conference in October 1958 a resolution was adopted re-affirming I.T.F. policy on crew complement and calling on all affiliates to press for its implementation. It was alleged at that same meeting that A.L.P.A. had continued to act against the interests of another I.T.F. affiliate, the U.S. Flight Engineers' International Association, by attempting to have the

flight deck of American aircraft manned exclusively by pilots. The Conference instructed the General Secretary to send a copy of its resolution to A.L.P.A. and to ask that organization to state clearly whether it was ready to conform to I.T.F. policy ; if no affirmative reply was received by 10 December 1958 it was recommended that A.L.P.A. should be expelled. The General Secretary wrote to A.L.P.A., in accordance with his instructions, on 15 October 1958. The President of A.L.P.A. replied on 27 October disputing the basis of the Flying Staff Conference's decisions but giving no undertaking with regard to I.T.F. policy. A few days later the I.T.F. General Secretary was invited by cable to attend A.L.P.A.'s Biennial Convention which began on 3 November 1958 but other commitments compelled him to decline.

These developments, together with the Flying Staff Conference's recommendation, were reported to the December 1958 meeting of the I.T.F. Executive Committee which agreed unanimously to suspend A.L.P.A. and to recommend its expulsion from the I.T.F. to the General Council. A.L.P.A. subsequently gave notice that it intended to appeal against this decision. These issues also involved the International Federation of Air Line Pilots' Associations (I.F.A.L.P.A.) whose largest affiliate is A.L.P.A. The I.T.F. and I.F.A.L.P.A. had adopted a joint statement on crew complement in 1955 which, in the view of the 1958 Section Conference and Flying Staff Conference, I.F.A.L.P.A. had violated by adopting a resolution in March 1958, the force of which was to demand the right for pilots alone to decide which form crew complement should take. The December 1958 meeting of the Executive Committee decided, on the recommendation of the October 1958 Flying Staff Conference, that the I.T.F. should terminate its relations with I.F.A.L.P.A.

The outcome of the crew complement struggle is still far from decided. In some countries the position of specialist crew members has been assured, at least temporarily, whilst in others the prospects are unfavourable or uncertain. For example, B.E.A. is resisting union pressure to have a flight engineer on Comet jet aircraft.

I.L.O. TRIPARTITE CONFERENCE ON CIVIL AVIATION

In May 1958 the Governing Body of the I.L.O. decided to convene a tripartite Civil Aviation Conference in 1960. It was also decided to set up a Working Party comprising representatives of the I.L.O., I.C.A.O., workers, governments and employers to assist in preparing the Conference and to consider in detail the scope of the two draft agenda items : a review of conditions of employment in civil aviation ; and hours of duty and rest periods for flying staff. The omission of crew complement from the draft agenda gave rise to disappointment which was expressed first at the 1958 Section Conference and again at the November 1959 Flying Staff Conference where it was decided to press the I.L.O. to repair the omission either by making crew complement a separate agenda item or having the issue discussed in the Director General's review of working conditions. The I.T.F. succeeded in having both its nominees accepted as the workers' representatives on the Working Party. These representatives were the Chairman of the I.T.F. Civil Aviation Section, D. S. Tennant, and one of its Vice-Chairmen,

F. Verpoorten. The Working Party met from 23 to 26 November 1959 in Geneva.

AIR UNION

Following a decision by airline companies in Belgium, France, Germany and Italy to pool their resources in a consortium to be known as "Air Union", a conference of I.T.F. affiliates with an interest in this development took place in Brussels on 23 June 1959. A provisional committee of two representatives from each country was formed to exchange information and prepare a further conference. R. Lapeyre of France was asked to act as secretary to the committee.

ADMINISTRATION

With the authority of the Executive Committee, meeting in August 1959, L. White was appointed Acting Secretary to the Civil Aviation Section. He began his duties in the following month. The Executive Committee further decided to review this matter after the next Conference of the Civil Aviation Section.

FISHERMEN'S SECTION

CONFERENCES

The Section met on three occasions during the period under review: in Geneva in June 1958 in connection with the 42nd International Labour Conference, in Amsterdam the following July during the I.T.F. Biennial Congress, and again in Geneva in June 1959 on the eve of the 43rd International Labour Conference.

The next conference of the Section will take place during the 1960 I.T.F. Congress in Berne.

CHAIRMAN OF THE SECTION

At the Section Conference held during the Amsterdam Congress in July 1958, P. de Vries (Netherlands) was elected Chairman of the Section for the ensuing period.

FISHERMEN'S QUESTIONS AT THE I.L.O.

The efforts made for many years to bring the fishing industry to the attention of the International Labour Conference have finally produced a tangible result. The last two years have seen adoption, after two readings, of three conventions dealing with important social aspects of the industry, namely Minimum Age for Admission to Employment as Fishermen, Medical Examination, and Articles of Agreement.

The events leading up to the discussion of these fishermen's instruments by the I.L.O. have been described in detail in previous reports. In the final stage the wholehearted support received from the Workers' Group of the Conference and the Workers' Group of the Committee on Fishermen, under the leadership of Brother Dekeyzer (Belgium), was the decisive factor in bringing about the adoption of all three conventions by votes well in excess of the two thirds majorities required by

I.L.O. procedure. We give below the principal points of the three conventions.

MINIMUM AGE

The Convention on Minimum Age for Admission to Employment as Fishermen, which was slightly amended during the second discussion, provides that children under the age of fifteen shall not be employed on fishing vessels. The only qualifications are that children may occasionally take part in activities on board fishing vessels during school holidays and that national laws or regulations may provide for the issuing of certificates permitting the employment of children not under fourteen years of age. These exceptions are subject to conditions which ensure that such activities are not harmful to health or normal development, do not prejudice attendance at school, and are not intended for commercial profit.

MEDICAL EXAMINATION

The Convention on Medical Examination states that no person shall be engaged for employment in any capacity on a fishing vessel unless he produces a medical certificate attesting to his fitness for the work for which he is to be employed. Persons under twenty-one are to be examined once a year, older persons as the appropriate authority decides. The Convention was adopted without amendment.

ARTICLES OF AGREEMENT

The Convention on Fishermen's Articles of Agreement provides in effect that fishermen shall be covered by contracts and employment records similar to those in use for merchant seamen. During the second discussion two amendments were agreed to in order to facilitate adoption by a substantial majority: one allows exemptions from the provisions concerning individual agreements in cases where the competent authority is satisfied that the matters dealt with in the Convention are adequately regulated by collective agreement; the other states that, except as otherwise provided, effect may be given to the Convention by national law or collective agreement.

FUTURE I.L.O. WORK FOR FISHERMEN

Another important result of the 1958 and 1959 I.L.O. conferences was the unanimous adoption of two resolutions which requested that the I.L.O.'s work for fishermen should be effectively continued. One of the problems in bringing fishermen's questions before the I.L.O. has always been the lack of machinery of the kind existing for many other industries within the I.L.O., such as the Joint Maritime Commission and the various Industrial Committees.

In recent years this difficulty has been accentuated by growing opposition to the creation of new machinery within the I.L.O. However, the need to make some kind of provision for fishermen was recognized in Geneva, even in employers' circles, and found expression in the support given to the resolutions. The setting up of a smaller type of committee is envisaged, similar to the Committee of Experts which in 1954 prepared the ground for the three international instruments

described above. The Governing Body is expected to deal with the matter in the near future and to select for consideration some of the questions which were mentioned in the 1958 resolution, namely : safety at sea, competency certificates, holidays with pay, accident, sickness and unemployment insurance, medical care on board, vocational training and repatriation.

INTERNATIONAL FISHERMEN'S PROGRAMME

In the Report on Activities 1956-57, reference was made to work proceeding on a revision of the International Fishermen's Programme adopted in Oslo in 1948. This work was completed at a conference of the Section held in Geneva in June 1958, on the eve of the International Labour Conference which for the first time took action on matters affecting the fishing industry.

The new Programme will form the basis of the activities of the Fishermen's Section in the coming years. In addition to various aspects of conditions of employment of fishermen, including matters such as manning standards, crew accommodation, medicine chests and medical aid, the Programme refers to some of the more general and technical aspects of the industry, e.g., the relation between the prices fetched by fish when landed and those paid by consumers, measures to promote the consumption of fish, such as efficiency in transport and retailing, and new fishing techniques.

As the Section meets for the first time in Berne since the adoption of the Programme, the full text is reproduced in an Annex to the section report.

TERRITORIAL SEAS AND FISHING LIMITS

This is a question which has engaged the attention of the Fishermen's Section on various occasions, for instance at the conference in Bergen, Norway, in September 1957. The view of the Section has been that as far as territorial waters are concerned, the traditional three-mile limit should be observed and that with regard to the fishing limits a certain degree of flexibility was advisable in the case of countries whose national economies were particularly dependent on fish conservation, always provided that any changes in existing demarcations should not be made unilaterally but by international agreement.

In the meantime, the first Law of the Sea Conference of the United Nations has taken place (Geneva, February-April 1958), where territorial waters and fishing limits formed one of the subjects on the agenda. Though no agreement was reached at this inter-governmental conference, discussion centred on proposals for extending the traditional limits. The question is to come up for further consideration at a second U.N. Law of the Sea Conference in 1960. The next conference of the Fishermen's Section of the I.T.F. offers an opportunity of considering the new ideas from the workers' standpoint.

SAFETY OF LIFE AT SEA

At the conference held in July 1958 during the Amsterdam Congress, the Section stressed the special dangers of the fishermen's occupation

and the use of new types of vessel, gear and techniques in fishing. There had latterly been a high incidence of casualties among fishing boat crews and the importance of equipping vessels with modern safety devices was strongly pressed. It was noted that the question of safety was covered in the new I.T.F. International Fishermen's Programme and agreed that the I.T.F. Secretariat should endeavour to collect and disseminate informative and photographic material to affiliated unions on the subject of safety for fishermen.

In the Report of the Seafarers' Section mention is made of the work proceeding on a revision of the International Seafarers' Charter. This also contains articles on safety of life at sea, and in those relating to the scope of safety regulations it is observed that they should as far as practicable apply also to fishing craft. It is intended that the Charter's ideas on safety of life at sea should be borne in mind by the seafarers' representatives on national delegations to the 1960 I.M.C.O. Conference. The fact that in most cases the seafarers' organizations affiliated with the I.T.F. at the same time embrace fishermen means that the interests of the latter can be covered in the same way.

ANNEX TO REPORT OF FISHERMEN'S SECTION

ITF International Fishermen's Programme 1958 Revision

Preamble

1. The Preamble to the first International Fishermen's Programme, adopted by the I.T.F. in Oslo in 1948, opened with the observation that there was scarcely a category of workers who, from the social point of view, received a harder deal than the fisherman. Though changes have taken place in the decade which passed since the adoption of the original Programme, the statement of 1948 still holds. The occupation of the fishermen is still among the most arduous and hazardous in the world. As a community, fishermen still live in conditions of austerity and insecurity.
2. True, there are parts of the world and sectors of the industry where today the picture is brighter than it was when the first International Fishermen's Programme was written, where fishermen after making the home port with a good haul have something to show for it. But basically, we repeat, many of the unfavourable features of the situation persist, still a worthwhile return for the fishermen's labour is often a matter of chance, still the lot of the fisherman on board is a very grim one, still the fisherman lacks for the most part the social security which has become a commonplace in most other occupations.
3. The reasons for the exceptional position of the fishermen are not far to seek. They perform their work, usually, in small craft, which often have to travel to distant waters. The result of their labour is sometimes good, sometimes, in spite of all their efforts and the help of modern devices, very poor. Even if the catch is good, they may find on arriving home that there is little or no demand for it. In these circumstances the fisherman tends to become an individualist, and individualists are not easy to win for collective ideas.
4. Nevertheless, fishermen have come to realize that collective effort, through trade union organization, is the key to the betterment of their lot. In many countries today we find strong trade unions of fishermen; in others they are still in process of formation. As their trade unions grow in strength, fishermen can hope to secure for themselves and their families living and working conditions comparable to those of other sections of labour.
5. The backwardness of the fishing industry from the social point of view is apparent also in the international sphere. Although the International Labour

Organization has been in existence for close on forty years, though international conventions and other instruments have been adopted by the hundred for shore occupations, though many of these apply to the maritime industry, the fishing industry has been practically excluded from all international social legislation, in much the same way as it is excluded in other spheres.

6. Nevertheless, a small step forward is being taken in 1958. This year's International Labour Conference has on its agenda an item covering three fishermen's questions on which international instruments are to be adopted, namely the minimum age of entry into the fishing industry, medical examination of fishermen, and articles of agreement for fishermen. This small beginning is due to the concerted pressure exerted by fishermen's union, through the I.T.F., upon the I.L.O. By continuing this pressure, and bringing about the establishment of permanent machinery for the fishing industry within the I.L.O., there must be developed an international social code for the fishermen comparable to that secured for other industries, thus fulfilling a promise held out in a resolution adopted by the Maritime Session of the International Labour Conference held in Seattle in 1946.
7. Much of what was said in the already-mentioned International Programme of 1948 has to be repeated today. Owing to the nature of the industry, all its phases, from the catching and preserving of fish at sea, to the handling and distributing of fish ashore, have their own problems. Scientific and technical progress, no doubt, in the shape of new fishing techniques, new vessel designs and new ways of processing fish, offer tremendous possibilities both of multiplying the harvest of the sea and of preserving it in good condition and delivering it in attractive forms to the consumer. Modern science and law-making are also concerned with problems such as the long-term assurance of world fish supplies and the prevention of the exhaustion of fish stock by over-fishing. But is there the same solicitude to cope with the social problems of the fishing industry, with the effects of these developments upon the living and working conditions of the fishermen ?
8. Fish should be a commodity which is not a luxury but a staple food, obtainable in abundant quantities at prices which the whole community can afford. Yet the contradiction still occurs that there is no market for fish while people go hungry. At other times the heaviest landings are still insufficient to satisfy demand. Especially disturbing is the continuing phenomenon of wide gaps separating the prices for which fish is sold at the point of landing and those fetched at the retail point where it reaches the consumer. Such shortcomings are no doubt partly inherent in the character of the industry, but there is no doubt either that much could be done by determined and systematic planning and organization to remove the most glaring of them.
9. After reviewing the progress made since 1948 and considering the need for further endeavours to improve the social lot of fishermen, both in the more advanced countries and in those areas of the world which are still in process of development, the Fishermen's Section of the I.T.F., meeting in Geneva, on 2 and 3 June 1958, resolves to reaffirm the International Fishermen's Programme in the following terms :
 - A. *Measures of a General Character*
10. Speedy and energetic action is needed to ensure a healthy development of the fishing industry and to remove the defects which hamper it. As far as possible, the industry should rely on itself in performing the tasks incumbent upon it ; as far as necessary, it should seek the co-operation of governments in achieving its objectives. Here are some measures of a general character which are recommended for earnest consideration :
11. (1) Establishment of central fishery boards by governments in all countries. These boards should be representative of all interests concerned (employers and workers, authorities and general public), and their functions should be decentralized to the extent required by the structure of the fishing industry, the size of the country, and the number of fishing ports concerned.

12. (2) Marketing of fish by auction, and establishment of a minimum price structure. Measures should be taken to ensure a fair price to the consumer and a sustained demand for fish and to prevent excessive additions to the price of fish as a result of middlemen's profits, for example, by the fixing of maximum prices.
13. (3) Provision by State or local authorities of facilities for the freezing and cold storage of fish and the dehydration plant for the disposal of fish unsuitable for human consumption; utilization of deep-freeze techniques on board fishing vessels.
14. (4) Encouragement of industries for processing, curing and canning of fish; use of up-to-date methods for promoting the consumption of fish, such as advertising campaigns, attractive retailing, etc.
15. (5) Utilization of new principles in fishing vessel designs and fish catching techniques; general encouragement of scientific research in the fishing industry; study of the effects of new developments on social and economic conditions in the industry.
16. (6) Encouragement of the formation of fishermen's co-operatives, with the function of providing ice, stores, clothing such as rubber boots, oilskins, etc., on advantageous terms.
17. (7) Provision, in the shape of credit facilities and the like, to ensure the replacement and modernization of fishing tonnage and fishing gear to the extent commensurate with the needs of the industry.
18. (8) Registration of undertakings engaged in the distribution and trading phases of the industry, the issue, renewal and termination of licences to depend upon observance of the relevant statutory conditions.
19. (9) Transport equipment used for moving fish to distribution centres shall be of the highest standards; fish retailers shall have the installations necessary for ensuring the freshness and quality of their wares.
20. (10) International and regional consultations at governmental level, with representation of workers' organisations, to exchange information and experience on operating methods and results, industrial relations, scientific research and other matters pertaining to fisheries, and to consider concerted action in the domain of fishing.
21. The above are measures of a general character which should contribute to an efficient organization of the industry. They are prerequisites for ensuring what should be recognized as the first obligation of any industry: a satisfactory level of working conditions for those who seek their livelihood in it.
22. Below we set out a programme of demands relating to fishermen's conditions of employment. As an international programme it represents what even the least developed countries can afford, without prejudice to higher standards which are possible in more advanced countries. By establishing minimum standards below which no country should fall, and which will be subject to review at appropriate intervals of time, it will lay a foundation on which higher standards can be built in the more developed areas of the world, pending the time when standards can be raised to higher levels in the world as a whole.
23. As a right fundamental to all others, fishermen demand freedom of association and recognition of their trade union organizations as collective bargaining agencies. They call for the establishment in all countries of joint industrial machinery based on equal representation of the employers and the workers of the industry, which experience over the years has shown to be the best method of ensuring satisfactory industrial relationships.
24. The following are, without prejudice to better conditions existing in any country, the fishermen's international minimum demands under the various headings of conditions of employment:

B. Programme of International Demands

Wages

25. The practice of remunerating fishermen wholly or largely by a share of profits, with a fixed payment playing only a secondary role, does not assure

these workers of a fair reward for their labours at all times. In addition it fails to provide a satisfactory basis for the establishment of a scheme of social security benefits.

26. Though the formula to be adopted may be left to national arrangements, the method of remuneration should embody the following principles :
27. There should be a guaranteed wage, preferably weekly, or otherwise fortnightly or monthly, which shall constitute a fair living wage having regard to the standards of the country concerned.
28. The poundage, payable over and above the guaranteed wage, should be a percentage of the gross product of the sale of catch, providing an incentive to land the largest possible catch and a reward for extra effort.
29. Though preference should be given to poundage on gross proceeds, where poundage is calculated on the net proceeds of the catch the deduction made from gross proceeds should be a fixed percentage, in order to avoid all ambiguity as to the rights of the crew.
30. Earnings of skippers should be subject to a guaranteed minimum and should bear a reasonable relation to those of other ratings.
31. Earnings of chief engineers or motormen should not be less than those of mates.

Other Emoluments

32. The practice of allowing crews the product of the sale of by-products, such as liver, oil, and roe, and chitterling money, should be maintained. These payments should be based on ruling market prices.
33. The practice of granting crew members a small allowance of fish should also be maintained.

Family Allowances

34. The principle of children's allowances, increasingly recognized in modern society, should be applied also to fishermen.

Food

35. Except on boats engaged on short trips of one or two days only, the crew's food should be provided by the owner or at his expense. It should be adequate in quantity and quality and properly prepared.

Hours and Manning

36. During journeys to and from fishing grounds where possible three watches should be worked on deck and in the engine room.
37. At the fishing grounds, where longer hours are necessary to take in the catch, there should be a rest of not less than eight consecutive hours in a period of twenty-four hours.
38. As compensation for the seven-day week at sea, one day off should be granted in port for every six days spent at sea, in addition to and paid for in the same way as annual leave. There should also be compensation for hours worked in excess of the working day or week regarded as normal in shore occupations.
39. Manning in the deck department should be such that the working hour limits set out above are observed by all categories on board and a certificated officer is on watch at all times. In larger vessels engaged on longer voyages the skipper should not be required to take part in the regular watch routine. In the engine room, similarly, there should always be a person on duty holding a certificate or possessing the required knowledge and experience.
40. The standards set forth are necessary for the welfare of the crew and for the safety of navigation and should be guaranteed by legislation or collective agreement.

Continuous employment

41. Provision should be made for the establishment of continuous employment schemes for fishermen on the lines of those existing in the port, maritime, and other industries.
42. Under such schemes both employers and workers of the fishing industry should be officially registered. It should be compulsory for owners and employers to engage crews through official employment exchanges or, where the system is preferred, through hiring halls established by fishermen's unions or by unions in conjunction with employers of the industry. Officers should be engaged by the owner, ratings by the skipper.
43. Continuous employment schemes should provide for the payment, from a fund financed by the industry, of allowances to registered fishermen for periods of involuntary unemployment during which they remain at the disposal of the industry.
44. Crews should be engaged for periods of not less than six months, or for a season if shorter, with the provision that crew members may terminate employment subject to twenty-four hours' notice. In case of discharge, twenty-four hours' notice prior to arrival in the home port should be given and the reasons for the discharge entered in the log-book.

Unloading fish

45. The unloading of fish is the work of specialized shore labour. It should only be performed by members of the crew if no such labour is available and should then be paid for at the rate for the job.

Annual leave

46. Fishermen should be entitled to an annual holiday with pay, on the basis of at least one day for each month during which a man has been in the service or at the disposal of the industry. It should be compulsory upon the owner to grant such holiday and upon the man concerned to take it.
47. Holiday pay should include a supplementary payment, in addition to wages, to enable fishermen to meet the extra expense of a holiday away from home for themselves and their families.

Work in port

48. Crew members should only be called on to work in port in exceptional circumstances or while a vessel is laid up for repairs or overhaul. During such employment they should receive at least the guaranteed wage.

Welfare

49. Provision should be made for recreation facilities on board vessels (especially libraries) and for welfare arrangements ashore (clubs, etc.) analogous to those provided for merchant seamen.

Towage fee

50. Where a vessel suffers loss of earnings through having to take another vessel in tow, members of the crew should receive an equitable share of the insurance money which is paid.

Social Insurance

51. Fishermen should be covered by a comprehensive scheme of social insurances. The benefits should be at least equal to those enjoyed by workers in general, while the industry should provide for additional benefits in consideration of the special hardships and hazards of the fisherman's calling.
52. The scheme should be financed by contributions from the State, the owners and the men. Where there are special arrangements for the industry, State, owners and men should be represented on the bodies administering them.

53. Provision should be made for maintenance during unemployment, sickness, or accident, and for payment of pensions in case of incapacitation and attainment of the retirement age. In case of death, pensions should be payable to widows, orphans and other dependants of the deceased. There should also be free medical care, hospital treatment and rehabilitation.
54. In case of loss of effects owing to shipwreck, collision, fire or other causes, whether the ship is lost or not, fishermen should receive a payment equal to one month's guaranteed wage. In case of unemployment following shipwreck, etc., there should be an additional payment of up to two months' guaranteed wages.

Accommodation and Hygiene

55. Fishing vessels should not be allowed to put to sea unless they comply with certain specified requirements concerning accommodation (floor or sleeping space, etc.). The authorities should make compliance with these requirements an explicit condition when granting subsidies for the building of fishing vessels.
56. New tonnage should conform to the provisions, as far as applicable, of I.L.O. Convention No. 92 concerning Crew Accommodation. Existing tonnage should also conform as far as practicable to the standards of the said Convention, but in any case the following minimum requirements should be observed.
57. Crews' quarters should as far as practicable be situated amidships and aft. There should be a ventilated locker for each member of the crew. Bed and bedding should be supplied by the owner for all men. Beds should be provided with spring mattresses and sufficient bed clothes according to climatic conditions. Mattresses should have special covers, to be changed after every voyage. No straw mattresses should be issued.
58. There should be adequate sanitary accommodation on board : wash basins, shower baths, one water closet to eight men. Quarters should be regularly fumigated.
59. Eating utensils should be provided by the owner. Plates, cups, etc., should be of china or heat-proof material. Cooking utensils should be of aluminium or non-flaking material. An electric refrigerator should be carried. Where voyages last longer than seven days, bread should be baked on board.

Medical aid at sea

60. Special arrangements should be made to deal with cases of illness or injury on board fishing vessels. A medicine chest should be carried on board, the contents of which should be legally prescribed and regularly inspected, in accordance with the Recommendation adopted on the subject by the Maritime Session of the International Labour Conference, 1958. There should be an officer on board holding a first-aid certificate.
61. In addition, all possible steps should be taken to be able to deal with emergencies by means such as hospital ships operating within reach of fishing vessels, helicopter services for transporting casualties, medical advice by radio, etc.

Safety

62. Proper attention should be given to the safety of fishing vessels, by providing the most up-to-date and efficient means of saving life at sea, such as inflatable life-rafts. All life-saving equipment, including rations and other contents of life-boats and rafts, should be regularly and adequately inspected.
63. The size of lifeboats and rafts should be as ample as permitted by the construction of the vessel. Life-boats should be fitted on both sides of the keel with ropes or grips affording handhold in case of capsizes ; they should also carry a radio SOS transmitter. There should be regular training and instruction, on board and ashore, in the use of life-saving equipment. Larger vessels engaged on longer voyages should carry telegraphic and telephonic radio equipment and an officer qualified to operate it. In other

vessels the requirement could be reduced to the carrying of an alarm installation.

Vocational training

64. A sound training is of great importance to both the fishermen and the industry itself. There should be some legislative provisions on the subject. It is desirable that boys entering the industry should have a period of pre-sea training at a fishery or nautical school.
65. Skippers and mates should hold navigation certificates issued by a State-supervised body. Engineers and motormen should also hold the appropriate certificates. As far as practicable, there should also be uniformity in the standards of qualification required in the different countries.

Minimum Age

66. The minimum age for entrants to the fishing industry should be 18 years for firemen and 16 years for others.

INLAND NAVIGATION SECTION

SECTION COMMITTEE

The following panel was set up in Amsterdam in July 1958, to be consulted on inland navigation questions: A. Peham (Austria, substitute R. Gryc), L. Eggers (Belgium), G. Piquemal (France), H. Hildebrand (Germany), Th. Smeding (Holland, substitute P. Mol), K. Rebsamen (Switzerland). Seats for Britain, Pakistan and the Scandinavian group were left open.

H. Hildebrand was elected Chairman of the Section for the ensuing period.

SECTION CONFERENCE, JULY 1958

This conference of the Inland Navigation Section was held during the I.T.F.'s Amsterdam Congress. Representatives from Austria, Belgium, Germany, Great Britain, the Netherlands and Switzerland, as well as an observer from the Finnish Seamen's Union, took part.

The report for 1956-57, as well as a note on the first half of 1958, were approved. A discussion took place on the position with regard to implementation of the I.L.O. agreement on conditions of employment of Rhine boatmen. (Belgium, the only outstanding country, was in August 1959 reported to have ratified the Convention.) Note was also taken of the development towards bipartite regional regulation of working conditions in Rhine navigation (see below).

During a discussion on the question of towing by motor vessels and the experiments being made with push-vessels, it was agreed that technical progress could not be held up, but that it was imperative through appropriate trade union representation to safeguard workers' interests, particularly in the matter of manning standards.

Attention was drawn to the problem of the very high noise level in the engine room of motor vessels and the adverse effects upon the nervous condition of the personnel concerned. Unions, it was agreed, should press strongly for improved insulation against noise in the engine room.



Both German and Austrian representatives referred to problems in Danube shipping and the need to deal with them on a regional level. The hope was expressed that a regional meeting could be arranged by the I.T.F. in the near future.

With reference to a report which was before the Congress on the co-ordination and integration of European transport, the Section endorsed the passages relating to inland navigation problems. In this connection attention was drawn to the harmful nature of a system of trans-shipment which was being used on the German railways to compete against inland navigation.

RHINE SHIPPING

In previous reports mention has been made of attempts to bring about a standardization of working conditions in Rhine shipping by means of regional bipartite negotiations. A first meeting on these lines took place between representatives of Rhine employers and Belgian, French, Dutch and German workers in Scheveningen, Holland, in November 1957. (Switzerland, it will be noted, did not take part, the Swiss employers because they opposed the principle of regional bipartite negotiations, the Swiss union because they were unwilling to be associated with negotiations in which confessional trade unions were included).

A first result of the negotiations was reached in Antwerp in April 1958 in the form of an agreement—applying therefore to the Rhine shipping of Belgium, France, Germany and the Netherlands—on the question of working hours and travelling time. It provided that for the months of March to October the thirteenth hour should be paid for at the normal hourly rate and the fourteenth hour compensated by time off; from November to February the eleventh hour to be paid for in cash and the twelfth to be compensated by time off; during two transition periods, namely the first half of February and the latter half of October, the twelfth hour to be paid for. A special provision stated that in the case of Germany the twelfth and thirteenth hours should be paid for in cash and the fourteenth hour compensated by time off. The significance of the agreement lay in the fact that it laid the foundation for a regional regulation of working conditions in Rhine shipping.

Following various exploratory meetings between employers' and workers' representatives, a further step was taken at Strasbourg in December 1959, when the agreement was reviewed and amended so as to provide for a uniform ten-hour day, on the basis that hours could be extended to fourteen a day from March to October and to twelve hours from November to February, subject to payment of the additional hours at the normal hourly rate. The agreement represented another step towards the ultimate equalization of travelling time and working time.

DANUBE SHIPPING

As mentioned above, the conference of the Section held during the Amsterdam Congress referred to problems existing in Danubian shipping. One problem mentioned was the inadequacy of the daily allowance when working abroad; others concerned unsatisfactory manning standards and the training of young persons for employment in Danube

shipping. The difficulties are much complicated by the fact that inland craft travel from Germany and Austria to reaches of the Danube in countries—Czechoslovakia, Hungary, Yugoslavia, Rumania—where the workers' and employers' organizations are Communist-controlled.

At the request of the Austrian and German unions a Danube Conference was held under the auspices of the I.T.F. Inland Navigation Section in Regensburg, South Germany, on 10 and 11 December 1959. Subjects dealt with included working hours, travelling time, minimum rest periods, minimum manning scales, as well as social security protection for crews of Danube vessels when travelling outside Germany and Austria through Communist-controlled countries.

The conference set up a study committee to undertake an investigation and further preparation of these questions on the basis of certain directives. These directives, in addition to providing for mutual support and assistance in trade union matters, called for the regulation of matters such working hours, travelling time and shift duty by international agreements similar to those negotiated for Rhine shipping in Antwerp in April 1959 and in Strasbourg in December 1959.

In view of the rapid development of international traffic on the Danube, it was agreed that the study committee should set to work as soon as possible in 1960. The Austrian and German unions further agreed to co-ordinate their policies on wages and working conditions in inland ports on the Danube.

OTHER INLAND NAVIGATION PROBLEMS

Advantage was taken of the discussions on Rhine shipping to exchange views on various technical developments in inland navigation, namely the introduction of push-boats and the practice of towing by motor vessels, and the effects upon working conditions with respect to manning standards and continuous navigation. The need for full trade union consultation on such developments, and for the unions in the different countries to follow a joint policy in regard to them, was stressed.

On the same occasion the Dutch union put forward a suggestion that the introduction of a health card or book containing medical data of boatmen and their families on board would be of considerable use while on the move.

REGIONAL DECENTRALIZATION

From the above account of the Section's activities it is apparent that they have been largely concerned with questions of a regional nature. This raises difficulties of a practical character, as the regions within the I.T.F. are numerous and it is not possible for the Secretariat to deal with too many problems at the same time in detail, especially when it is considered that the I.T.F. comprises six other sections besides that for inland navigation.

So far we have dealt with the situation to the best of our ability, and have been greatly helped by the co-operation of the affiliates concerned. But sooner or later it will be necessary to make more permanent arrangements. On the one hand, it necessary to devise machinery which

can deal effectively with affairs of a regional nature, not only in the inland navigation industry but also in others; on the other hand it is essential that such machinery should function in conjunction with the I.T.F.'s headquarters in order that regional developments may not diverge from the over-all policy of the I.T.F.

COMBINED SECTIONAL ACTIVITIES

Seafarers' and Dockers' Sections

Joint Conferences of the Seafarers' and Dockers' Sections were held on 26 July 1958 (during the Amsterdam Congress) and on 22 January 1959 (in London) to discuss flags-of-convenience shipping. (See the report of the Special Seafarers' Section.)

Inland Transport Workers' Sections and Transport Advisory Committee

The decision taken at the 1955 I.T.F. Inland Transport Workers' Conference which led to the setting up of an Experts' Committee with the task of preparing a comprehensive report on transport problems was reported in the last Report on Activities. It proved possible to lay a first draft of the report before the 1956 Congress in Vienna. Subsequently, the 1957 Inland Transport Workers' Conference in Frankfurt was able to discuss a detailed review of co-ordination problems and to give the Committee directions as to its future work. At the 1958 Congress the Committee's work could be brought to an end. Final consideration of the report took place at a meeting of the inland transport Section Committees held in London on 15 and 16 April 1958 and at the 1958 Congress itself the report and a related resolution were adopted after discussion. The Congress debate is recorded in the report of the 1958 Congress proceedings and a further reference is to be found in the passage of this report on "Publications".

The Committee's task was fulfilled with the completion of this extensive study amounting to some 150 printed pages which has been discussed, sometimes in great detail, in transport newspapers and journals following its publication at the end of 1958. To the applause of Congress, the I.T.F.'s General Secretary expressed to the four experts, Brother Gilbert, Dr. Kühne, Mikkelsen and Seton, the I.T.F.'s thanks and appreciation for the work they had done. The Congress resolution, unanimously adopted, on the report "Transport Policy Problems at National and International Level" read as follows:

Resolution on co-ordination

This Congress of the International Transport Workers' Federation, held in Amsterdam from 23 July to 31 July 1958,

Welcomes the report of the I.T.F. on problems of transport policy at national and international levels as calculated to serve as a guidance to unions affiliated with the I.T.F. in their efforts to bring about real co-operation between the means of transport.

Congress notes that this report in its first part on the co-ordination of inland transport shows a basic conception which will serve as a guidance to affiliated unions on both the national and international planes. The exposition in the second part of special

problems of co-ordination and in the third part of transport problems arising in the course of the economic integration of Europe will enable the unions further to handle these problems and to come to a mutual viewpoint stretching beyond national boundaries, thus facilitating the creation of the common European transport market for which the I.T.F. unions are striving.

Congress requests the Executive Committee to create appropriate regional machinery for the continued discussion of these problems at European level which will guarantee co-operation within the 'I.T.F. Common Market Transport Committee' as well as ensure attention to the transport problems of other European countries and affiliated organizations.

Congress calls upon national governments and international institutions to provide affiliated unions (having regard to their strength and the importance of transport problems) with appropriate representation within the framework of moves towards European economic unification and thus demonstrate that the aim of European unification is to promote the welfare of the working man.

The inland transport sections (Railwaymen, Road and Inland Navigation Workers) have not met together since then but it can be assumed that the discussion of a number of problems of concern generally to these sections—such as the question of pipelines, co-ordination problems and others—will make it increasingly necessary in future to hold combined meetings of the three Section Committees and combined conferences. The Executive Committee is considering at the moment procedure for facilitating appropriate discussion of such problems.

VII.

RELATIONS WITH INTERNATIONAL TRADE UNION ORGANIZATIONS

International Confederation of Free Trade Unions (I.C.F.T.U.)

The I.T.F. was represented at the Sixth World Congress of the I.C.F.T.U. in Brussels from 3 to 11 December, 1959, by Brothers Dekeyzer, Kanne and Laurent, together with the General Secretary and the Director of Regional Affairs.

One important matter discussed at the Congress was the affiliation to I.T.S.s of unions which did not belong to a national centre. Two motions submitted to the Congress expressed disquiet at this practice. One, from Costa Rica, described the present I.T.S. policy as "bad" and called for discussions between the I.C.F.T.U. and the I.T.S.s on the issue. The I.T.S.s had already considered this motion at the I.T.S. General Conference held in November, 1959, and decided that whilst there was no objection to discussions, they could not concede that their present policy was in any way "bad". In the first place, there had been cases where national centres had actually encouraged an I.T.S. to seek the affiliation of an independent union in the hope that affiliation to the national centre would follow. Secondly, the I.T.S.s saw the danger that if a union had to belong to a national centre before it could belong to an I.T.S., the I.T.S.s might feel obliged to admit *any* union which met that condition. If so, the I.T.S.s would admit unions which would otherwise be rejected, for many national centres affiliated to the I.C.F.T.U. include unions under Communist influence. These views were communicated to the I.C.F.T.U. before the Congress and found acceptance, for the Costa Rican resolution was amended by the deletion of the reference to the I.T.S.s' "bad" policy. A resolution from the Asian Regional Organization in similar terms was not proceeded with.

Reference to the I.T.F.'s relations with the I.C.F.T.U. are made in many places elsewhere in the report. Particular attention is drawn to the report on regional activities.

Committee of I.T.F. Unions in the European Community

In a resolution on problems posed by European integration, the October 1957 I.T.F. Inland Transport Workers' Conference asked the Executive Committee to discuss with affiliated unions all measures necessary to the solution, with the unions' co-operation, of transport policy problems within the European Economic Community and the other European countries. The Executive Committee, however, felt that any initiative in this direction should come from the unions and not the Committee.

The European Economic Community established by the Rome treaties became a reality on 1 January 1958. The transport workers'

unions in the six countries (Belgium, France, Germany, Italy, Luxembourg and the Netherlands) were thus faced with new, difficult and important problems. These problems are discussed in the I.T.F.'s study of "Transport Policy Problems at National and International Level", to which reference is made in several other chapters of this report, and the third part of which is devoted wholly to transport problems within the Community.

On 16 January 1958 the trade union centres of the six Community countries decided at a meeting in Dusseldorf to establish a "European Trade Union Secretariat" with the aim of co-ordinating general trade union policy within the Community. The International Trade Secretariats were only invited to the Dusseldorf Conference on the basis that they could send observers if they wished. As a result of this development there was not long to wait before the transport workers' unions in the six countries also took action. They requested the I.T.F. to convene a conference of inland transport workers' unions without delay. The I.T.F. General Secretary was not opposed in principle to the request but wished the Executive Committee to take a decision on this development before a date for the conference was set. It was therefore agreed that the conference should not be held under the I.T.F.'s auspices but the I.T.F. was invited to send an observer. Representatives of most of the I.T.F.'s affiliates in the Community area met in Brussels on 6 March 1958 under the chairmanship of Brother Dekeyzer of the Belgian Transport Workers' Union, the I.T.F. being represented by its General Secretary. The meeting nominated a provisional committee with Brother Laan (Netherlands) as chairman and Th. Rasschaert (Belgium) as secretary. It was also decided to convene a Constituent General Conference of Community transport workers' unions on 28 May 1958. At this Conference a lengthy resolution was adopted stressing the necessity for close co-operation among the unions on transport matters in order to be able to make a real contribution to the formulation of a common transport policy within the Community. The resolution also called for adequate representation of the unions in the various Community bodies dealing with transport problems. The Conference elected a co-ordinating committee of two members from each country which comprised :

<i>Germany</i>	Ph. Seibert and O. George
<i>Belgium</i>	R. Dekeyzer and G. Devaux
<i>France</i>	P. Felce and F. Laurent
<i>Netherlands</i>	R. Laan and H. J. Kanne
<i>Italy</i>	A. Tricase and B. Constantini
<i>Luxembourg</i>	A. Bousser and J. Leurs

In addition, the committee was to include two representatives of the I.T.F. Secretariat. The Chairman, Brother Laan, the Vice-Chairmen, Brothers Felce and Seibert, an I.T.F. representative and the Secretary form the management committee of the new body, later to be named the "Committee of I.T.F. Unions in the European Community" (abbreviated in German to G.V.G.). The I.T.F. was represented at the General Conference by the General Secretary, O. Becu, and the Section Secretary, H. Imhof.

The first meeting of the co-ordinating committee took place on 29 July 1958 in Amsterdam during the I.T.F. Congress. It was decided

that the organization should be mainly financed by special contributions from the unions. The I.T.F. Executive Committee meeting on 21 and 22 July 1958 had already decided, having had a report on developments from the General Secretary, that the I.T.F. should make a contribution equal to 20 per cent of the G.V.G.'s established budget. The co-ordinating committee also prepared a provisional constitution. It later proved possible to solve the secretarial problem when Brother Rasschaert was engaged by the European Trade Union Secretariat, and the G.V.G. met half the costs. This combination of functions worked favourably for the unions from the point of view of expense as well as in other respects. Thus the organizational conditions were created for the unions to be able to deal effectively with the transport problems arising with the common market.

There has been no lack of work for the G.V.G. since. It is thanks to the Committee that trade union representatives have been taken on to the important Experts' Committee provided for in Article 83 of the Community Treaty. This success was particularly significant as, unfortunately, it transpired that there was only one representative of a transport workers' union on the important Economic and Social Council of the Community which has 101 members. The G.V.G. also prepared a statement of its views on the so-called "Kapteyn Report" on the co-ordination of European transport and later dealt closely with the discussions which the Community transport authorities devoted to the prevention of discriminatory practices in transport. On 10 October 1958 there was a Coal and Steel Community meeting in Luxembourg to provide information on transport matters at which a representative of the Inter-state Commerce Commission in Washington reported on that body's work. A further informative meeting took place on 19 and 20 November 1959 in Brussels. Here, for the first time, there was an opportunity to meet with the heads of the Economic Community transport authorities and learn from them of the problems to be dealt with in the immediate future. At the end of the period covered by this report, the G.V.G. was engaged in drawing up a programme for the holding of a trade union seminar on transport problems. Changes have taken place in the composition of the co-ordinating committee: the late G. Devaux has been replaced by A. Charlier, and O. George, who withdrew from the committee, by H. Jacobi.

International Federation of Air Line Pilots' Associations

At its meeting in December 1958 the Executive Committee accepted a recommendation made by a meeting of the I.T.F. Flying Staff Sub-Section in October 1958 that the I.T.F. should break off relations with the International Federation of Air Line Pilots' Associations (I.F.A.L.P.A.). The Sub-Section had decided that I.F.A.L.P.A. had failed to abide by the terms of a statement on aircraft crew complement which it and the I.T.F. had jointly adopted in 1955. (This matter is treated at greater length in the report of the Civil Aviation Section).

Public Services International

At the invitation of the I.T.F., a delegation from the Public Services International attended the Conference of the I.T.F. Road Transport Workers' Section held in Stockholm from 16 to 19 June 1959. The

Conference discussed at some length the international representation of urban transport workers, some of whom are affiliated to the I.T.F. and others to the P.S.I. The August 1959 meeting of the Executive Committee considered and endorsed a suggestion made at the Conference that the Presidents and General Secretaries of the two Internationals should meet to discuss the possibility of achieving a unified representation of urban transport workers at international level. This suggestion was put to the P.S.I. and accepted in November. The meeting had still to be arranged when this report was prepared.

VIII.

RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

International Labour Organization

Of all the official international organizations, it is the I.L.O. with which the I.T.F. has most to deal. There is an almost constant exchange of correspondence on a wide range of topics, there is close collaboration on research into matters in which the I.T.F. has an interest, there are meetings to be prepared and attended. Indeed if all the I.T.F.'s activities involving the I.L.O. were to be reported under this heading some of the Section reports would be almost denuded. Much of the Seafarers' Section report, for example, is taken up with an account of the 1958 Maritime Session of the International Labour Conference and the J.M.C. Sub-committee on Seafarers' Welfare. There are numerous references to the I.L.O., and to what it has done or will or should do, in the reports of most of the other Sections. Whether they should appear here or elsewhere in this report has often of necessity to be decided arbitrarily. And even when this section is read together with others it is still not possible to report completely on all the I.T.F.'s dealings with the I.L.O. without making the report impossibly long. Under the sub-headings which follow, a few specific and important aspects of the I.T.F.'s relations with the I.L.O. are reported in some detail.

(a) Industrial Committees

A resolution adopted by the Executive Committee at its meeting in December 1958 expressed the I.T.F.'s concern at a proposal made within the I.L.O. to re-organize the I.L.O.'s industrial activities, the effect of which, it was feared, might be to curtail the activities of the I.L.O.'s Inland Transport Committee. The General Secretary was instructed to "take the necessary action to support the continued holding of I.L.O. meetings of the Industrial Committee type" and to "convey to the I.L.O. the transport workers' views on this matter." The move which aroused the Committee's concern was the result of steadily mounting and concerted pressure from the employers' side in the I.L.O. against Industrial Committee activities, pressure taken to the point of attempting to frustrate their work and to reduce or cut off their funds. It must be conceded that some I.T.S.'s had weakened the case against the employers' arguments by neglecting to play a very active part in the activities of the Industrial Committees in which they were interested, but the I.T.F. and its affiliates, on the contrary, had always given high priority to the Inland Transport Committee and its work. Any restriction of its activities would have been a severe blow. The Extraordinary Conference of I.T.S.s' held in Geneva on 12 and 13 February 1959 provided another opportunity to discuss the Industrial Committees and their future rôle, this time in the presence of Sir Alfred Roberts, Chairman of the Workers' Group on the I.L.O. Governing Body, and

senior I.L.O. officials. A statement was then approved expressing alarm at the employers' tactics and aims and declaring the free trade unions' opposition to any re-organization of the Industrial Committee structure which would entail the Committees' disbandment or serious interference with their work. It was also decided that governments should be urged to make more funds available for industrial activities. These views were conveyed to the Director-General of the I.L.O. by a small delegation headed by Sir Alfred Roberts. The delegation asked that the I.T.S.'s' statement should be submitted to the March 1959 session of the Governing Body. There, the Workers' Group, led by its Chairman, fought hard and successfully in defence of the Industrial Committees. The Governing Body eventually approved a motion from the Workers' Group proposing (1) that the composition of the Industrial and analogous Committees should be revised and (2) that provision should be made for one ad hoc meeting a year on an industry to be selected from a list of industries suitable for such meetings. This decision left the essential fabric of the Industrial Committee structure intact, a fact which the I.T.F. General Secretary subsequently noted with pleasure in a letter to the I.L.O. Director-General.

(b) I.L.O. Inland Transport Committee

This is an I.L.O. Industrial Committee to which the I.T.F. attaches great importance. A detailed account of the discussions at the last session of the Committee, in March 1957, and the agenda envisaged for the next session, which it can be assumed will be held in the first half of 1961, appeared in the report on "Combined Sectional Activities" in the last Report on Activities. The very thorough nature of the documentation presented to such a Conference by the International Labour Office makes it necessary for the Governing Body to decide on an agenda in good time. Enquiries have already shown that the following two main topics are likely to be dealt with :

General conditions of work of railwaymen. Social consequences of changing methods and techniques on the railways and in road transport.

On the instructions of the Stockholm Road Transport Workers' Section Conference, held in June 1959, the I.L.O. was approached both verbally and in writing with a proposal that conditions of employment in urban and suburban transport should also be dealt with, a proposal which has been put forward on previous occasions since 1951. Unfortunately it appears that this urgent problem is yet again to remain undiscussed at the next Inland Transport Committee meeting. (See also the report on Sectional Activities.)

(c) Labour inspection in road transport—individual control document for drivers

The March 1957 session of the I.L.O. Inland Transport Committee unanimously adopted a long resolution on the necessity for labour supervision in road transport and on the ways in which such supervision should be carried out. The resolution stated that at national level employers should be compelled to keep adequate records of the use made of the workers employed on their vehicles and that these records should be in a form approved by the authorities. National legislation

should furthermore prescribe the keeping of an individual control document for road vehicle workers. The main points with regard to the type of individual control document were enumerated in a special annex to the resolution. In conclusion, it was stated that the installation of tachographs was desirable as a check on the entries in an individual control document, a model for which the I.L.O. was asked to prepare.

The keeping of an individual control document in international traffic is prescribed in Article 21 of the General Agreement on Economic Regulations for International Road Transport, which is discussed in more detail below. The competent committee of the Economic Commission for Europe has likewise requested the I.L.O. to work out a model individual document.

The I.L.O. convened a small conference of representatives from governments and international organizations for this purpose from 20 to 24 April 1959. The I.T.F.'s Road Transport Workers' Section was represented by Brothers Koppens and Steldinger, of the Section Committee, and the Section Secretary. In a circular of 30 December 1958, affiliated European road transport workers' unions were asked to approach their governments and to attempt to have a trade unionist nominated to their government's delegation. Unfortunately the move proved abortive in every case.

Three different drafts were submitted to the conference : from the French and Dutch governments and from the I.L.O. The I.T.F. delegation urged that the employees' entries in the document should take the form of a graphic representation and not words and figures, and that the graphic representation, although of pocket size, should show the 24 hours of any one day in one column. The delegation also urged the conference to recommend the governments to prescribe tachographs for international traffic. It is safe to say that on the whole the results achieved at the conference were satisfactory. In only one respect were they not so : together with the Dutch, Belgian and German governmental representatives, the I.T.F. delegation demanded that the issuing of control documents in any form should be officially registered in order to prevent abuses. Regrettably, this proposal failed to find majority support but in practice some governments may well decree the necessary regulations of their own accord. The Stockholm Section Conference gave the draft model control document its approval in a resolution which read as follows :

Individual Control Document for Drivers and The Use of Tachographs

THE INTERNATIONAL ROAD TRANSPORT WORKERS' CONFERENCE held under the auspices of the I.T.F. in Stockholm from 16 to 19 June 1959,

AFFIRMS that laws and agreements which are intended to secure progressive working conditions in road transport can only become fully effective if their implementation can be assured by efficient labour inspection. For this purpose it is essential that drivers keep suitable control documents in order to enable duty and rest periods to be checked at any time. Such measures are also indispensable in the interests of road safety ;

NOTING a Report on the results of the meeting convened by the International Labour Organization to prepare the model of a uniform control document to be used in road transport in all countries,

STATES that in principle the models prepared by that meeting represent an excellent basis for the attainment of the desired ends insofar as they concern the keeping of a daily control sheet, a corresponding weekly report and appropriate instructions.

THE CONFERENCE REGRETS, however, that in this connection no reference has been made to the importance of appropriately registering control documents issued, a provision which alone can prevent any possible wide misuse of the documents; and that the meeting did not see its way to insert in its recommendation a reference to the need for the obligatory introduction of suitable tachographs as a supplement to the individual control document in international road transport.

THE CONFERENCE RECOMMENDS affiliated unions to advocate in their countries the introduction of an individual control book on the I.L.O. model. They are further recommended to urge that the issuing of control books should be registered and that, as a supplement to the control book, use should be made of tachographs of an approved type in international road transport with an appropriate authority responsible for their supervision.

The draft document was sent to the governments and to the I.L.O. Governing Body together with a report of the meeting where it was prepared. The German and Dutch delegates to the E.C.E. Road Transport Sub-committee have since submitted that practical experiments have revealed difficulties in using the proposed graphical representation if 24 hours are to be covered in one line, and that instead two lines, each covering twelve hours, would be needed. As far as the I.T.F. is concerned, this amendment is not open to any great objections.

(c) Civil Liability of Drivers

This problem has been reported extensively in the previous two Reports on Activities. It therefore suffices to report only the recent developments here. The report on this question prepared within the I.L.O. by a group of experts was passed to the governments with a request that they should seek the views of workers' and employers' organizations on its contents. Since the investigations into the question of civil liability had been prompted by the I.T.F., it was thought important that the unions should so compose their comments as to convey the desirability of solving the problem at international level. It seems, however, that the unions' influence failed to prevail. In submitting their views to the I.L.O. most of the governments expressed the wish that no further steps in this matter should be taken for the time being. The proposals then put before the Governing Body by the International Labour Office were inclined towards leaving the problem in abeyance. The I.T.F. thought quite otherwise: that now, after all the conditions for further discussion of the problem and its final solution through the adoption of a recommendation or resolution had been met, the question should not be shelved yet again. The I.T.F. wrote in these terms to the Chairman of the Workers' Group on the Governing Body, Sir Alfred Roberts, but although the Group represented the I.T.F.'s views energetically they were rejected by the majority of the government delegations and by the employers' group. However, the Section Committee was not yet willing to give up the fight. At its meeting in December 1958, it instructed the Secretariat to send a circular to affiliated unions requesting information on cases where drivers had been found liable for damages by a court or had been compelled by their employers to share liability or damages. These cases would then be summarized and brought to the attention

of the International Labour Office. This decision was confirmed by the Stockholm Section Conference which asked the Secretariat to approach the I.L.O. again, on the basis of the documentation received, and to seek the resumption of discussions on this issue.

At the close of the period under review, further details of cases were still awaited. Another approach to the I.L.O. will be made early in 1960.

Transport Division of the U.N. Economic Commission for Europe (E.C.E.)

(a) General

In December 1957, this organization celebrated ten years of activity, an anniversary which gave a number of government delegations an occasion to assess the work it had done. There was general agreement that the great efforts made by the E.C.E. merited praise, stress being laid on the success achieved in promoting international traffic, road safety and many aspects of co-operation among the different branches of the transport industry. The I.T.F. is represented in the E.C.E. on behalf of the I.C.F.T.U., which enjoys consultative status A, that is the highest form of consultative status, within the United Nations Economic and Social Council. Since a great part of the E.C.E. Inland Transport Committee's work is devoted to road transport questions, it is on these matters that the I.T.F.'s co-operation with the E.C.E. is largely concentrated.

In exceptional cases, where the agenda warrants, the I.T.F. also takes part in meetings dealing with technical railway or inland navigation problems. In the period covered by this report the I.T.F., in addition to being concerned with road transport questions, has confined its attention to the discussions on the technical and economic aspects of electrification and dieselization on the railways.

(b) General Agreement on Economic Regulations for International Road Transport.

This agreement, the first of its kind, was signed by eleven countries as long ago as 17 March, 1954. The aim of the agreement was to bring order and uniformity to the conduct of international road transport, both transport for hire and reward and on own account. Nevertheless, at the end of the period under review the agreement had still not taken effect because the five ratifications or declarations of adherence required had not been made, only France, Italy, Norway and Greece having already taken the necessary action.

This agreement is very important to the unions for both economic and social reasons. Its economic provisions and the checks envisaged for compliance with them would contribute to placing the undertakings in a position to apply progressive wages and working conditions to the drivers they employ. Furthermore, a special annex to the agreement (Annex A) sets out the most important standards to be observed in working conditions. By these standards, no more than nine hours per shift may be spent at the wheel and provision must be made for a regular rest period of ten hours (exceptionally, eight) a day away from

the vehicle. A stop in the sleeping cabin of a vehicle is not considered as a rest period. It is these aspects of the agreement which have led the I.T.F. to strive its utmost for the past years to promote the entry of the agreement into force. That this effort has still to succeed shows that the unions' influence on their governments' attitudes is still not decisive.

The stagnation of the position with regard to ratification of or adherence to the agreement does not mean that nothing has been done since 1954—on the contrary, much has been done. A whole series of annexes were drafted, and others amended or adapted to developments, as a result of the strenuous activity of a special working party. Its work is almost completed but can only be brought to an end when the agreement comes into force and takes practical shape. It is therefore particularly important that a fifth country should ratify or join the agreement and that further countries should do so subsequently so that the areas covered by the agreement may form a geographical entity.

The real source of the difficulties is to be found in one of the Annexes, the Annex F2 on goods tariffs in road transport. This stipulates that the only tariffs which may be applied are those which have been duly made public beforehand. Compliance with these tariffs must be supervised by giving the appropriate authorities access to the documents concerned. Special agreements with special concessions or rebates are forbidden. These are sensible provisions and are the only measures which could effectively combat price-cutting or excessive charges, according to the state of the market ; nevertheless they have been categorically rejected by some of the governments even though similar measures have been the rule for many years past on the railways.

The Road Transport Workers' Section Committee, at its meeting in December 1958, adopted a resolution which, in the clearest of terms, called on the governments to put the agreement into force at long last. The unions were requested to exert pressure on the governments and to oppose any raising of the limits on the weights and dimensions of vehicles " until the necessary prerequisites for economic operation, safety of traffic and the appropriate social policy have been created by means of the implementation of the General Agreement and an effective supervision of its application ". This resolution was conveyed by the Section Secretary to the conference of the E.C.E. Inland Transport Committee, meeting the same month, but to no avail. The various views on this matter seemed to be so irreconcilable as to give the fleeting impression that it would be decided to drop the Agreement altogether !

The position was discussed once again at the Stockholm Road Transport Workers' Section Conference where the following resolution was unanimously adopted :

*Delay in implementation of the General Agreement on Economic Regulations
for International Road Transport.*

THE INTERNATIONAL ROAD TRANSPORT WORKERS' CONFERENCE held under the auspices of the I.T.F. in Stockholm from 16 to 18 June 1959,

CONSIDERING the great economic and social importance attaching to the settlement of international road transport problems and being conscious that it is precisely within this field of transport operations that compliance with internationally established standards of the length of working time, rest

periods and working time spent at the wheel of a vehicle is indispensable for road safety, and

CONSIDERING that efforts towards the creation of such a European Agreement go back to the pre-war period and that the General Agreement of the United Nations Economic Commission for Europe was already signed over five years ago, but still cannot enter into force because of a lack of ratifications,

STATES that :

1. The transport workers' unions regard it as shameful that an Agreement urgently required by virtue of the huge development of international road transport, an Agreement on the contents of which a considerable amount of work in meetings, effort and money has been spent, nevertheless cannot be put into force because some governments evidently are not prepared to approve the provisions in the Annex to the Agreement on freight rate policies.
2. The Conference expressly supports the texts concerned and in particular the provisions on the obligation to publish rates. This attitude is in accord with the principles on rate policy in goods transport adopted by the I.T.F. Congress 1958 in approving the report on "Transport policy problems at national and international level".
3. The Conference could raise a number of points with regard to Annex A of the Agreement, which regulates working conditions, for social development has not stood still since the signing of the Agreement in 1954. However, the Conference refrains at the present time from doing so since it wishes to avoid anything which could delay implementation.

THE CONFERENCE CALLS ON I.T.F. UNIONS IN EUROPE to direct the attention of trade union centres in their countries to this unsatisfactory state of affairs and in conjunction with them do all they can to cause their governments to follow the example of France, Italy, Norway and Greece and to ratify the Agreement.

This resolution was conveyed in a circular to affiliated unions. They were asked to take immediate and energetic action in support of the agreement and most have responded to the request. The atmosphere at the December 1959 session of the Inland Transport Committee was noticeably better. One factor contributing to the improvement was the presentation by the E.C.E. Secretariat of a very impressive and persuasive report which indicated the ways open to the delegations of overcoming the impasse they faced. It was agreed unanimously to convene a special meeting of the Road Transport Sub-Committee and to ask that body, on the basis of the report, to explore every possibility of reaching agreement and take decisions accordingly. This meeting is due to take place in the middle of February 1960.

(c) Co-ordination of transport

At its meeting in December 1957, the E.C.E. Inland Transport Committee decided to ask its Secretariat to prepare a report summarizing the problem of transport co-ordination in all its aspects and in doing so to make reference to previous decisions and conclusions arrived at on these matters by the committee and its subsidiary bodies. This report appeared during the summer of 1958. It was extremely comprehensive and gave a most interesting account of the current state of affairs. The Inland Transport Committee decided that the report should be sent in the first instance to a small committee of experts which was requested to draft a questionnaire with a view to having the governments' and international organizations' comments on the report presented, to some degree, in a given order. The trade unions were represented on this experts' committee by the Secretary to the I.T.F.'s Road Transport and

Railwaymen's Sections. The questionnaire was issued by the E.C.E. at the beginning of March 1959 together with a request for comments on the report. The date by which comments were to be received was set as 1 September the same year. The I.T.F. Secretariat asked some of its affiliates employing economic specialists to help in the preparation of its comments but the short time available proved inadequate for this procedure with the result that the comments eventually sent to the E.C.E., after having been approved by the I.C.F.T.U. Secretariat, were in essence the responsibility of the I.T.F. Secretariat alone. Since our remarks on certain points arose from the discussions and decisions taken at the September 1959 International Railwaymen's Conference, the resolutions on the financial situation of the railways and on pipelines adopted at that meeting (see the report of the Railwaymen's Section) were annexed to our comments.

Due largely to the fact that some comments were received so late as to preclude close examination, the Inland Transport Committee decided to postpone discussion of the report. It decided instead to ask its Secretariat to summarize the comments and to cover adequately the salient features of transport co-ordination in countries with a planned economy. The I.T.F. believes that with a measure of good will on the part of the government delegations this development will serve to narrow substantially the differences of approach to important problems of co-ordination. This would be of great significance not only to the solution of the problems themselves but to the general efforts towards European integration.

U. N. Economic Commission for Africa (E.C.A.)

This body was created by the United Nations Economic and Social Council at its meeting in April 1958. Its headquarters are in Addis Ababa and its work will include discussion of some important transport problems.

U.N. Economic Commission for Latin America (E.C.L.A.)

This body is devoting increasing attention to transport problems. A number of reports have been prepared on the economic situation of certain countries. Representatives of the road transport undertakings and services in Central America meet from time to time under the Commission's auspices. Here too it can be seen that road transport problems are in the main predominant. At the same time it should be noted that there is a very strong movement towards economic unity in the region in which, as in the case of European integration, transport problems will play a key part.

U.N. Economic Commission for Asia and the Far East (E.C.A.F.E.)

As far as its Transport Division is concerned, this body has the same structure as its counterpart in Europe. It has an Inland Transport Committee and sub-committees for each branch of that industry: railways, road transport and inland navigation. The Railway Sub-Committee is dealing with technical and financial problems, and a special training

centre for officials in the operational and signalling departments has been set up in Lahore (Pakistan) with the co-operation of the Technical Assistance Board. The Road Transport Sub-Committee is considering problems concerning the construction and financing of roads and motorways and held a seminar in Tokyo on road safety during 1959. The Inland Navigation Sub-Committee is discussing the various aspects of waterway construction, operational and traffic safety and the problems of push-propulsion. In co-operation with the International Labour Organization, a training centre in ships' diesel engines has been established in Burma. The committee is at the moment considering extending its activities to include shipping. It is also dealing intensively with transport co-ordination problems.

The I.T.F.'s relations with this body are confined to an occasional exchange of documents. The question of more active co-operation is to be the subject of a proposal from the I.T.F.'s General Secretary to the International Trade Secretariats in the near future.

U.N. Transport and Communications Commission

In concluding the reports on United Nations bodies, it should be pointed out that the Transport and Communications Commission was wound up in 1959 on the grounds that in future more weight would be placed on the work of the regional economic commissions.

Conference of European Ministers of Transport (C.E.M.T.)

(a) General.

Prompted by its experiences at the 1957 Rome meeting of this organization, the I.T.F. approached the President of the Conference at the end of the same year and after reviewing the various facets of co-operation between the two organizations requested him to consider fresh and more fruitful ways by which co-operation might be achieved. Subsequently, the I.T.F. was invited to Paris for a discussion with the President, Mr. A. Angelini (Italy), on 26 April 1958. The President submitted proposals for a new form of co-operation which would extend to participation in the working parties and meetings of the Ministers' Deputies. On the other hand, there would not in future be a "hearing" for international organizations at the Ministers' Conference itself. The I.T.F. was asked to give its written views both on these proposals and the problems before the C.E.M.T. in general as soon as possible and this was done in a long memorandum on 10 June 1958. The same points and request were put by the C.E.M.T. to the other international organizations concerned. All the replies were then considered at a joint meeting of the Ministers' Deputies and representatives of the international organizations on 24 September 1958 and the new procedure on co-operation was generally welcomed. The I.T.F. made the reservation that all the organizations should be treated on the same basis and that in particular the International Chamber of Commerce should not be granted any privileges; that was agreed. However, notwithstanding this agreement we feel bound to record that one working party, which is to investigate the burden borne by branches of the industry in the form of taxes, wages and social insurance, has already discussed and decided

on the basic features of its procedure without inviting the I.T.F.'s participation, despite a previous indication that the I.T.F. was likely to be consulted. Similarly, the I.T.F. has not been consulted on the work before the road safety working party. The Secretary to the Road Transport and Railwaymen's Sections protested energetically against these practices at the meeting of the Ministers' Deputies on 22 September 1959 and expressed the wish that the international organizations should at least be officially informed of the outcome of discussions, since they were no longer invited to the Ministers' meetings, themselves. This request has since been met.

It can readily be seen that the C.E.M.T.'s work is assuming ever greater significance. This is mainly due to the fact that the need to harmonize the views of the individual governments, which on important matters of transport policy still differ widely, is becoming increasingly urgent by virtue of developments in the economic and political fields. It should also be appreciated that in the short period of its existence the C.E.M.T. has earned general and considerable recognition for the work it has done.

(b) The C.E.M.T.'s working programme

The following problems are among the main matters under consideration by the C.E.M.T.: the co-ordination and financing of transport investments, road safety, pipelines, the development of combined transport, weights and dimensions of road vehicles, and fiscal, wage and social charges on the carriers. These are questions on which the I.T.F., too, expresses its views periodically in reports.

European Atomic Energy and Coal and Steel Communities

Relations with these organizations are maintained through the Committee of I.T.F. Unions in the European Community. The founding of this organization and its activities are reported in the chapter on relations with international trade union organizations.

Inter-Governmental Maritime Consultative Organization (I.M.C.O.)

The first assembly of this body took place in London in January 1959. Its business was largely concerned with procedure and included the election of a Council (16 members) and a Safety Committee (14 members). An attempt by the Liberian and Panamanian Governments, strongly supported by the U.S. Government, to secure representation on the Safety Committee was defeated. Both these Governments joined the organization too late to be eligible for election to the Council.

The countries elected to the Council were: Argentina, Australia, Belgium, Canada, Federal Germany, France, Greece, India, Italy, Japan, the Netherlands, Norway, Sweden, the United Kingdom, the United States and the U.S.S.R. Those elected to the Safety Committee were: Argentina, Canada, Federal Germany, France, Greece, Italy, Japan, the Netherlands, Norway, Pakistan, the United Arab Republic, the United Kingdom, the United States and the U.S.S.R. At the beginning of 1960 34 countries in all belonged to I.M.C.O.

At the first assembly I.M.C.O. assumed responsibility for the administration of the Convention on Safety of Life at Sea (1948) and of various other international maritime instruments. An international conference to consider the revision of the 1948 Convention has been arranged for May to June 1960 in London. This Conference will also consider the collision regulations.

The I.T.F., together with the I.C.F.T.U., has from the outset sought consultative status with I.M.C.O. and has been concerned generally to ensure that seafarers' organizations should play an effective part in I.M.C.O.'s work on matters in which they have an interest. A decision on I.M.C.O.'s relations with non-governmental organizations has been deferred until the beginning of 1960. However, the I.T.F. General Secretary attended the first assembly as an observer on behalf of the I.C.F.T.U. and presented a statement outlining the I.T.F.'s views on questions with which I.M.C.O. would or should deal.

IX.

MISCELLANEOUS

Spain

At its meeting in December, 1958, the I.T.F. Executive Committee adopted the following resolution on the political situation in Spain :

Oppression in Spain

This meeting of the Executive Committee of the International Transport Workers' Federation, held in London on 16 and 17 December, 1958,

HAS LEARNED with disgust, but not surprise, that the Spanish Franco régime is still pursuing its violent campaign against all freedom of thought, expression or action, and as part of that campaign arrested in November a large number of Spanish democrats whose sole crime was to oppose the tyranny of their country's present régime.

The Executive Committee, on behalf of the seven million transport workers throughout the free world whom it represents,

DECLARES that by actions such as these the Franco régime parades the emptiness of any claims it may present to be numbered among the free countries of the world, and reveals clearly that its sole support resides in the use of repression ; further, the Committee

CALLS UPON the Spanish rulers to release those arrested and imprisoned for their opposition to dictatorship, and ASKS affiliated organizations to address similar protests, directly and through their governments, in order that the Franco régime should recognize to the full the anger and hostility which its oppressive actions evoke in the free and democratic world.

I.L.W.U. Pacific Dockers' Conference

The I.T.F. Executive Committee was informed at its meeting in April, 1959, that the Communist-dominated International Longshoremen's and Warehousemen's Union of America and the Australian Waterside Workers' Federation had sponsored a Pacific Dockers' Conference which was due to be held in Tokyo from 11 to 13 May, 1959. Invitations had been extended to a number of Asian dockers' unions, and the Japanese Dockers' Union had agreed to be the conference host. The Executive Committee adopted a resolution declaring that the aim of the conference was to further the Communist cause, and warned free dockers' union that they should not give the conference their support. The resolution was widely publicised through the I.T.F.'s Asian Office. The Conference was subsequently held. A number of resolutions of a political character were adopted, and the I.T.F. was attacked for its "lack of consultation" with dockers' unions in the campaign against Panlibhon shipping. More significant than the resolutions was a decision to set up a "Permanent Liaison Committee" consisting of one representative from the I.L.W.U. and one each from Australia, Communist China, Indonesia, Japan and Soviet Russia. It was also proposed to hold a second conference during 1960.

Financial Report

for 1958 and 1959

Introduction

Following our customary procedure we take a look at the figures of income and expenditure for the preceding three years and the following table will enable us to make a comparison :

	<i>Total Income</i>	<i>Expenditure</i>	<i>Surplus (+) or Deficit (-)</i>
	£	£	£
1957	56,548	51,697	+3,500
1958	56,501	56,521	- 20
1959	63,055	56,563	+6,492

The considerable increase in total income in 1959 over 1958 is of course accounted for by the application of the new affiliation fee rate of 5d. per member which took effect from 1 January 1959.

As for expenditure, while this has risen from 1957 to 1958, our 1959 figure shows scarcely any increase.

Looking at Table 1 which gives income and expenditure for 1958 and 1959, we see that some items increased in 1959, notably "Salaries and Allowances", "Publications, Library and Stationery" and "Postage, Telephone and Telegrams". These are all items which have a tendency to increase, in some degree owing to the usual inflationary rise in prices but to a greater degree because of the steadily increasing volume of work being accomplished by the Secretariat. Of items which conversely show a decrease in expense, we would mention "London Office" expenses and explain that an increase of the charge to the International Seafarers' Assistance, Welfare and Protection Fund and a charge for the first time to the Edo Fimmen Free Trade Union Fund for rent and other office services accounts for the lower figure. With regard to "Travelling Expenses", this item was unusually high in 1958 owing to representation expenses in connection with visits to Canada and the United States.

Normally in a Congress year the figure for "Meetings and Conferences" is higher than the same item in the following year. That this is not the case on this occasion is due to the extra expense incurred by the cost of five meetings in 1959 of the Committee engaged on the revision of the International Seafarers' Charter. It is anticipated, however, that all or most of the cost of the total of six such meetings will be reimbursed to the Secretariat by a voluntary levy upon affiliated seafarers' organizations in the present year.

Special Funds

Tables 2 to 6 give particulars of the special funds operated by the I.T.F. during 1958 and 1959.

The Edo Fimmen Free Trade Union Fund, Table 3, which plays such an important part in the work of the I.T.F., is greatly hampered in its efforts to carry out many very vital projects by insufficient funds. It will be seen that, but for the decision taken at the Executive Committee meeting in April 1960 to transfer £3,000 from the 1959 surplus of the General Fund to the Edo Fimmen Free Trade Union Fund, this Fund would have ended 1959 with a deficit of £2,612. This means that the decision of the Amsterdam Congress to increase the affiliation fee to a flat rate of 5d. per member per year with the effect of replacing the contribution formerly made by affiliates on a voluntary basis to the Edo Fimmen Free Trade Union Fund, has, with the allocation to the Fund of 25% of such free income in 1959, not yet achieved the desired result of sufficiently making provision for the expenditure to date. On the other hand, it is clear that a higher allocation than 25% would almost certainly cause the General Fund to show a deficit.

With regard to the other funds, we are prepared to let the figures speak for themselves and would only call attention to the explanatory note at the foot of Table 6.

In conclusion we should like to put on record that the solidarity of our affiliates during the two years under review has continued to be a source of inspiration to us in the pursuance of our tasks.

O. BECU,

General Secretary.

June 1960.

BALANCE SHEET AS AT 31 DECEMBER 1958

CURRENT LIABILITIES

	£	£
SUNDRY CREDITORS:		
General Accounts	2,114	
Advances	3,320	
Amounts owing on Current Accounts	4,754	
Affiliation Fees Prepaid	44	
Dutch Trade Union Centres	704	
	10,936	
FUNDS:		
Edo Fimmen Free Trade Union Fund	5,315	
International Fair Practices Campaign Fund	—	
Seafarers' International Assistance, Welfare and Protection Fund	63,546	
Relief Fund	4,558	
Trade Union Foundation Fund	21,095	
Victims of Oppression Assistance Fund	2,311	
	96,825	
General Fund	2,540	99,365

AUDITORS' REPORT:

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books. We have examined the annexed Balance Sheet, the Income and Expenditure Account of the General Fund and the other Fund Accounts which are in agreement with the books. We have issued a detailed Supplementary Report to the Executive and Management Committee of the Federation under even date. Subject thereto, in our opinion and to the best of our information and according to the explanations given to us (i) the Balance Sheet gives a true and fair view of the state of the Federation's affairs as at 31st December 1958, (ii) the Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Expenditure over Ordinary Income for the year ended on that date, (iii) the other Fund Accounts give a true and fair view of the balances thereon as at 31st December 1958.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.
Chartered Accountants.
Auditors.

Norwich House,
13 Southampton Place,
London, W.C.1.
27th November 1959.

CURRENT ASSETS

	£	£
CASH AT BANKS AND WITH AGENTS	50,081	
3 GOLD BARS	897	
CASH IN HAND, LONDON	498	
(including Foreign Currency)		51,476
SUNDRY DEBTORS:		
Affiliation Fees due	4,415	
Amounts due on Current Accounts	10,198	
Fund Contributions Receivable	7,207	
Staff Savings Account	1,695	
Advances	7,322	
Interest Receivable	315	
Income Tax Recoverable	26	
Prepayments	875	
	32,053	
STOCK OF PAPER AND STATIONERY		100
		83,629

FIXED ASSETS

FURNITURE, FIXTURES AND OFFICE EQUIPMENT:		
At cost less Sales	£7,663	
Additions during year	318	
	7,981	
Less: Accumulated Depreciation £4,481		
Sales during year	19	
	4,500	
MOTOR CAR at Cost	1,831	3,481
Addition during year	2,095	
	3,926	
Less: Cost of Car Sold	1,831	2,095
LIBRARY at Nominal Value	1	1
		5,577
ASSETS HELD FOR TRADE UNION FOUNDATION FUND:		
£18,800 3 1/2% War Loan, at Cost	18,800	
4 Gold Bars	6,773	
	25,573	
Less: Advances made pending realization of Fund Assets	4,478	21,095
		£110,301

BALANCE SHEET AS AT 31 DECEMBER 1959

CURRENT LIABILITIES

	£	£
STRY CREDITORS:		
General Accounts	16,256	
Advances	4,698	
Amounts owing on Current Accounts	3,956	
Affiliation Fees Prepaid	116	
Dutch Trade Union Centre	—	25,026
FONDS:		
Edo Fimmen Free Trade Union Fund	388	
Seafarers' International Assistance, Welfare and Protection Fund	51,057	
Relief Fund	4,980	
Trade Union Foundation Fund	14,572	
Victims of Oppression Assistance Fund	2,311	
General Fund	73,308	77,540
	4,232	

AUDITORS REPORT:

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit. In our opinion proper books of account have been kept by the Federation so far as appears from our examination of those books. We have examined the annexed Balance Sheet, the Income and Expenditure Account of the General Fund and the other Fund Accounts which are in agreement with the books. We have issued a detailed Supplementary Report to the Executive and Management Committee of the Federation under even date. Subject thereto, in our opinion and to the best of our information and according to the explanations given to us (i) the Balance Sheet gives a true and fair view of the state of the Federation's affairs as at 31st December 1959, (ii) the Income and Expenditure Account of the General Fund gives a true and fair view of the Excess of Ordinary Income over Ordinary Expenditure for the year ended on that date, (iii) the other Fund Accounts give a true and fair view of the balances thereon as at 31st December, 1959.

(Signed) HESKETH, HARDY, HIRSHFIELD & CO.

*Chartered Accountants.
Auditors.*

Norwich House,
13 Southampton Place,
London, W.C.1.
22nd June, 1960.

£102,566

CURRENT ASSETS

	£	£
CASH AT BANKS AND WITH AGENTS	55,110	
3 GOLD BARS	897	
CASH IN HAND, LONDON	450	
(including Foreign Currency)	—	56,457
SUNDRY DEBTORS:		
Affiliation Fees due	3,062	
Amounts due on Current Accounts	7,543	
Fund Contributions Receivable	3,119	
Staff Savings Fund Loan Account	2,985	
Advances	9,246	
Interest Receivable	348	
Income Tax Recoverable	48	
Prepayments	762	
STOCK OF PAPER AND STATIONERY	27,113	50
	83,620	

FIXED ASSETS

	£	£
FURNITURE, FIXTURES AND OFFICE EQUIPMENT:		
At Cost, less Sales	7,962	
Additions during year	599	
Less: Accumulated Depreciation	8,561	
Sales during year	2	
	5,483	3,078
MOTOR CAR at Cost	2,095	
Less: Amount written off	800	
	1,295	1
LIBRARY at Nominal Value	—	4,374

ASSETS HELD FOR TRADE UNION FOUNDATION FUND:

£18,076 7s. 10d. British Transport 3% Stock	12,277	
1978/88	6,773	
4 Gold Bars	19,050	
Less: Advances made pending realization of Fund Assets	4,478	14,572

£102,566

TABLE 1.

**INCOME AND EXPENDITURE
FOR THE YEARS 1958 AND 1959**

	1958 £	1959 £
INCOME		
1. Affiliation fees	55,589	82,656
Less: Allocation to Edo Fimmen Free Trade Union Fund		20,664
		61,992
2. Other income	912	1,063
	£56,501	£63,055
 EXPENDITURE		
I. SALARIES AND ALLOWANCES		
1. Salaries and National Insurance	25,888	26,567
2. Reports and Translations	215	272
II. RENTS, RATES AND OFFICE EXPENSES		
3. London Office	3,833	3,597
4. New York Representation	978	1,080
5. Insurance	30	30
III. TRAVELLING AND ENTERTAINMENT EXPENSES		
6. Meetings and Conferences	10,901	10,097
7. Travelling Expenses	3,818	3,113
8. Entertainment Expenses	416	491
9. Motor Car Expenses	298	546
IV. PUBLICATIONS, LIBRARY AND STATIONERY		
10. Journals and Reports	5,691	5,961
11. Subscriptions	304	348
12. Library	86	97
13. Stationery and Office Sundries	579	620
V. POSTAGE, TELEPHONE AND TELEGRAMS		
14. Postage	592	618
15. Telephone and Telegrams	1,154	1,376
VI. ACCOUNTANCY, LEGAL AND GENERAL EXPENSES		
16. Accountancy Fees	550	550
17. Bank Charges	50	79
18. General Expenses, Donations and Miscellaneous	513	496
19. Affiliation Fee payable	625	625
	£56,521	£56,563
Depreciation on Furniture, Fixtures and Office Equipment	£1,000	
Depreciation on Motor Car	800	
Transfer to Edo Fimmen Free Trade Union Fund	3,000	4,800
		£61,363

TABLE 2.

EDO FIMMEN FREE TRADE UNION FUND

	£	£
Balance at 1 January 1958		7,435
CONTRIBUTIONS:		
Received from affiliated unions in 1958		10,486
Special contributions (including R.L.E.A. (U.S.A.) in 1958, £9,286)		10,560
Received from affiliated unions in 1959		4,067
Allocation of 25% of 1959 affiliation fees		20,664
Transfer from General Fund		3,000
		56,212
EXPENDITURE IN 1958 AND 1959:		
African Region		
Grants to unions	2,117	
Contribution towards attendance of union dele- gates at Amsterdam Congress	1,325	
Representation expenses, Ghana	150	
Travelling expenses in region of Director of Regional Affairs	1,332	
Individual donations	52	
Sundries	20	
Asian Region		
Grants to unions	200	
Contribution towards attendance of union dele- gates at Amsterdam Congress	447	
Participation in I.C.F.T.U. Indian mission	472	
General Secretary's travelling expenses on Asian mission	1,034	
Individual donations	154	
European Region		
Grants to unions	7,013	
Contribution towards Transport Committee of I.T.F. Affiliates in Common Market Countries	1,428	
General Secretary's expenses I.T.S. discussions in Athens	119	
Travelling expenses in region of Director of Regional Affairs	392	
Sundry travel expenses	148	
Latin-American Region		
Grants to unions	512	
Contributions towards attendance of union dele- gates at Amsterdam Congress	590	
Participation in I.C.F.T.U. mission to Argentina	600	
General Secretary's expenses on Latin-American mission	665	
Sundry travel expenses	126	
Other sundries	6	
Regional Offices		
African Regional Office, Lagos	2,383	
Asian Office, Tokyo (including Singapore mission), 1958	4,653	
Japanese Office, Tokyo, 1959	2,853	
Asian Secretariat, Singapore, 1959	3,430	
Latin American Office, Mexico (including represen- tation Montevideo 1959)	18,986	
Attendance of Regional Officers at Amsterdam Congress	1,412	
		52,619
Carried forward ...		56,212

	Brought forward	£	£
Head Office Expenses		52,619	56,212
Emoluments Director of Regional Affairs (1958) ...		439	
Emoluments Director of Regional Affairs (1959) ...		1,395	
Secretarial and office services		600	
Rent, telephone, stationery and office sundries ...		239	
Miscellaneous travel, motor car expenses, entertainment		532	
			55,824
Balance at 31 December 1959			£388

TABLE 3.

RELIEF FUND

		£
Balance at 1 January 1958		4,338
Interest		1,316
		5,654
Grants and miscellaneous expenses		674
Balance at 31 December 1959		£4,980

TABLE 4.

VICTIMS OF OPPRESSION ASSISTANCE FUND

		£
Balance at 1 January 1958		2,335
Sundry individual grants		24
Balance at 31 December 1959		£2,311

TABLE 5.

INTERNATIONAL FAIR PRACTICES CAMPAIGN FUND

		£	£
Balance at 1 January 1958			5,534
Contributions in 1958			1,817
			7,351
EXPENDITURE IN 1958:			
Representation outside headquarters		870	
Meetings, travelling expenses, allowances of Committee members		5,442	
Compensation for loss of wages of Finnish dockers		162	
		6,474	
Balance of Fund at 31 December 1958 transferred to International Seafarers' Assistance, Welfare and Protection Fund		877	
			7,351

TABLE 6.

**INTERNATIONAL SEAFARERS' ASSISTANCE, WELFARE
AND PROTECTION FUND**

(formerly Seafarers' International Welfare Fund)

	£	£
Balance at 1 January 1958		28,426
CONTRIBUTIONS RECEIVED IN 1958		39,378
CONTRIBUTIONS RECEIVED IN 1959		24,990
MEMBERSHIP FEES RECEIVED IN 1959		1,489
Transfer from International Fair Practices Campaign Fund		877
		95,160
GRANTS:		
Belgian Transport Workers' Union (for De Mick Sanatorium)	8,000	
Bangkok Mariners' Club	2,500	
Dreadnought Hospital, Greenwich	1,800	
East African Seamen's Union	100	
Finnish Seamen's Union	2,500	
German Seamen's Home, South Shields	299	
Home and Overseas Hostels	100	
Indonesian Technical and Harbour Workers' Union	500	
International Radio Medical Centre, Rome	1,000	
New York Seamen's Club	2,500	
Norwegian Seamen's Union	4,009	
National Union of Seamen (U.K.)	2,000	
Pakistan Transport Workers' Union	2,000	
12 crew members "Sophie C"	250	
	27,558	
Printing of Panlibhonco Manifesto	504	
General Boycott action expenses	847	
Cost of meetings (1959), travelling expenses, allowances of Committee members and sundry meeting expenses	6,397	
London office expenses	7,586	
Representation expenses outside headquarters (1959)	602	
Legal charges in connection with new Fund Con- stitution and Rules	609	
	16,545	
		44,103
Balance at 31 December 1959		£51,057

NOTE: At a meeting of the Fair Practices Committee on 23 January 1959, it was agreed to accept the recommendation of the Welfare Fund Sub-Committee that following the adoption of the new Rules applying to the International Seafarers' Assistance, Welfare and Protection Fund, there was no longer any necessity to operate from two funds. Accordingly, as from 1 January 1959 all monies received and previously allocated to the Seamen's International Welfare Fund and the Fair Practices Campaign Fund are applied to the above Fund and all disbursements previously charged to the two former funds are charged to the above Fund.

Report on the I.T.F.'s Task in the Less-Advanced Regions

In dealing with the task of the I.T.F. in the less advanced countries, it seems useful to examine once more whether the trade union movement has an obligation to fulfil in this respect, and also whether we have to mutually accept this responsibility. We think there is no room for doubt that both these questions must be answered in the affirmative.

It is universally accepted that our basic task is to support internationally actions and aspirations capable of bringing about higher standards of living, social justice, equality of opportunity and the protection of human rights, human freedom and human dignity. Many times in the past we have discussed *why* it is so essential for us to be concerned with the progress and developments of the less advanced areas—and it has been emphasized over and over again that there is the duty imposed by the ideals of humanity, social justice and progress, and international solidarity. However, apart from these fundamental principles, it is also a matter of enlightened self-interest; the existence of poverty, exploitation, sub-standard conditions anywhere is a threat to decent conditions and freedom everywhere. World events have rendered us sufficiently sophisticated to recognize that our own interest and, in a broader sense, the interest of mankind is at stake.

If we accept this, then we must determine how the I.T.F. can best meet this challenge, taking into account the fast-moving, ever-changing economic and political scene. In order to do so, we will try here (1) to identify the basic needs of these areas; (2) to review in an historical perspective the I.T.F.'s attempts to meet these needs; and (3) to draw a few conclusions as to how the I.T.F. can fulfil its task by meeting these needs more effectively in future.

Basic Needs

In tackling regional activities, we must recognize the existence of a unique phenomenon in the areas which are industrializing today, a phenomenon which has been called the "triple revolution": the revolution of rising expectation; the revolution of rising resentment against inequalities; and the revolution of rising determination to be free and independent of former rulers or dictators. This triple revolution has left its mark on the trade union movement of these areas—and we will try to highlight the problems thus created as well as the already existing ones.

The labour movement of these areas is often engaged in the process of fighting for national independence; it often faces the government as the major employer; it faces a strong move for rapid industrialization (often at the workers' expense); it also meets outside attempts to either control the unions or destroy them; it finds itself prey to a world-wide Communist organization which is attempting to influence and gain

control of the workers' organizations to further Communist ends; and lastly, it often finds itself fighting the crippling factors of poverty, illiteracy, inexperience and lack of trained leadership.

The needs therefore become apparent: there is the need to train trade union leaders, there is the need to educate the rank and file, there is the need to build financially strong, well-organized trade union organizations—capable of promoting and defending the members' interests. This then becomes our task but it is also our task to foster among the leaders and the workers a determination to build free and democratic trade unions as the most effective instruments for promoting and protecting the workers' interests. Actually, we have recognized these needs for a long time; we have even recognized our task for a long time—but the big question is and will be to find out how to best meet these needs so as to be able to carry out our task in the most effective way. Then too we must find the resources to enable us to do so. Many years of practical experience have helped us to sight our objective more clearly and plan our programme accordingly, though many times we have been forced to alter our plans in the face of changing circumstances. In view of this, we thought it worthwhile to review our past experience in regional affairs.

Historical Review

The I.T.F. was the first international organization to undertake regional activities; to recognize the need of the stronger and more privileged to help the weaker. As far back as 1928 the leaders of the I.T.F. felt that the I.T.F. should place an increasing emphasis on activities outside of Europe, stressing the special need for activities on a regional scale—with sub-secretariats to be set up in the different regions in recognition of the existence of specific area problems. Limited action was taken to implement this policy as it was realized that such activity required resources beyond the I.T.F.'s potential at that time. However, one office had been set up in the Far East, and, during the war, a Branch Office was opened in New York.

After the war, at the I.T.F. Congress in 1946, the plan to set up regional offices was reintroduced and it was suggested that the E.C. consider how many such regional secretariats should be set up and where. It was felt that one office should be set up for each of the following areas: North America, Latin America, Europe, Middle East, Far East, South Pacific. Though all these secretariats were and would be necessary, it was impossible at that time to specify when they could be set up. To engage in regional activities would require considerable financial means, which the I.T.F. was then unable to supply from its own resources.

From 1946-48 the I.T.F. took a considerable interest, particularly in seamen's affairs, in the Caribbean area, West Indies, Middle East and Far East where large reserves of seamen militated against decent wages and conditions and individual competition precluded effective trade union activity. To spearhead the organization of effective unions in these areas, it was decided to encourage the holding of a Caribbean Conference, to plan for a Middle East Conference (which had to be abandoned due to the war in Palestine) and to convene a Pacific

Conference in Sydney (April 1948) but this too had to be abandoned owing to the fact that various Australian unions were not prepared to participate unless satisfactory relations were resumed between the I.T.F. and the W.F.T.U.

As a result of a special seafarers' mission to the Far East, however, the E.C. decided to establish an Asian Seafarers' Secretariat, the object of which was to promote the formation and consolidation of seafarers' trade unions in this region so as to prevent unbridled exploitation of Asian seafarers and the consequent threat to seafarers' standards generally. Valuable work had already been done in India and good headway was also being made with such a scheme in Bombay. The Singapore Office was set up at the beginning of 1948, headed by Mr. George Reed, but was forced to close mid-1949 due to Mr. Reed's health. Nonetheless, while in the Far East, Bro. Reed visited India, Pakistan, Hongkong and Singapore helping to bring together seamen's organizations, smoothing over rivalries, and supporting the establishment of seamen's registration bureaus to eliminate grievous exploitation.

In 1949 a Regional Information Office was established in Bombay to maintain close contact with the Indian transport workers' movement. Bro. D. Mungat was Honorary Secretary. Publications were issued monthly and educational activity was stressed. To help finance this and other work, appeals were sent out to affiliates—beginning the special contributions earmarked for regional activities.

The changes taking place in Latin America at this time caused the I.T.F. to turn its attention to this complicated continent. Though by "regional activities" we normally mean the attempts to help economically less advanced countries, we also include the special case of Latin American countries—some of which have reached a high level of economic and social development—because political and economic circumstances have rendered them largely isolated from the free trade unions of the world—though perhaps today we can say this is only true historically.

In 1948 a democratic Inter-American Confederation of Labour was formed—which later became the I.C.F.T.U. Inter-American Regional Organization (O.R.I.T.)—at which point the I.T.F. reactivated its contacts in Latin America and sent Bro. Gomez on an extensive trip through Latin America, contacting 26 different trade union organizations. As a result strong ties were established or reestablished and as of 1 January 1949, the I.T.F. Press Report was issued in Spanish and distributed through Latin America. The interest demonstrated led to the holding of an I.T.F. Latin American Transport Workers' Conference in September 1949 and the setting up of a Latin American Sub-secretariat under the auspices of the Cuban transport workers in Havana. At the beginning of 1948 there were only 3 Latin American affiliates (Argentine seamen, Chilean seamen and dockers, Mexican tramwaymen) but this figure jumped to 12 at the end of 1949, with many more expressing their interest and exploring the possibility of affiliating.

At this time too plans were in progress for an office in the Near and Middle East—but these were laid aside due to the outbreak of war and tensions. In addition, the E.C. recognized the growing importance of Africa and its developing trade unions and it was decided to

begin developing close contacts with the African transport workers' movement.

The I.C.F.T.U. was formed at this time and the I.T.F. advocated the greatest possible cohesion and unity in the international trade union movement with close cooperation in regional work between the I.T.S's. and the I.C.F.T.U.—the aim was to cooperate and complement. A joint I.T.S./I.C.F.T.U. Conference was held in 1950 to establish machinery for consultation and cooperation. The I.T.F. welcomed the I.C.F.T.U.'s. immediate recognition of the need for regional machinery and felt that the only way to tackle this vast problem efficiently and adequately was to do so in conjunction with the I.C.F.T.U.—pooling resources of the I.C.F.T.U. and the I.T.Ss.

To finance wider regional activities, the I.T.F. introduced in 1953 international solidarity stamps to be sold by affiliated organizations for the purpose of raising a fund for assisting the weaker trade unions. The stamp was continued through 1956 when contributions were put on a more systematic basis to allow for long-term planning.

The great interest in Latin America and the strong desire to establish a truly effective organization resulted in a decision to send Bro. Gomez to Havana to strengthen the new Secretariat in 1951. Bro. Gomez travelled extensively in Latin America, making many useful contacts. The Secretariat was hardly beginning to get into its stride, however, when General Batista took over in Cuba and in 1953 the E.C. concluded that the office should be closed down as it could not function properly under existing political conditions.

Attention was also turned to the Far East where in 1950 Bro. Soares became head of the Bombay Office, replacing Bro. Mungat who became I.C.F.T.U. Asian representative. The General Secretary visited India in 1952 to assist in the amalgamation of seafarers' and railwaymen's unions. Viewing the growing interest in Asian railwaymen's problems, the E.C. decided to hold an Asian railwaymen's conference in Tokyo in 1953. A number of difficulties arose, however, which led to its postponement and in January 1954, the E.C. decided on a general Asian Transport Workers' Conference to be held towards the end of that year. Here again, difficulties and delays necessitated postponement but considerable progress was made, and when the General Secretary visited Japan in October 1954, he was able to agree with the Japanese organizations that the Conference should be held in April 1955. The Conference was attended by 39 delegates from 26 organizations (7 affiliates, 19 non-affiliates) in Hongkong, India, Indonesia, Japan, Malaya, Pakistan and the Philippines. The total membership represented at the Conference was 952,584 (596,605 affiliated and 355,979 non-affiliated). Pursuant to the resolution of the Conference, the E.C. (June 1955) approved the opening of an I.T.F. Regional Office in Tokyo, in cooperation with the affiliated Japanese unions and temporarily under the direction of Bro. Soares. A programme of work was initiated, including the publication of a newsletter and press report in English and Japanese.

As our carefully laid plans to build up a Latin American Sub-secretariat with headquarters in Havana had run to a dead end, it was necessary to begin all over again. On hearing that O.R.I.T. was to hold a Congress early in 1955, the E.C. decided to avail itself of the

opportunity to convene a Latin American Transport Workers' Conference. Latin America was divided into six zones, to work through an office in Mexico. A conference of Zonal Presidents was held in Mexico in October 1955, which set up a Regional Office Consultative Council and also decided on the publication of a Spanish-language journal. The Conference was overshadowed by the great tragedy of Bro. Gomez's death which had occurred three days before the Conference he had worked so hard to set up and which, according to one of his last wishes, he wanted to proceed as scheduled. Bro. Martinez remained in Mexico to keep things going in order that results already achieved should not be lost.

The need for doing everything possible to promote regional development was acutely felt at the 1956 Congress in Vienna. A special report on the "Intensification and Extension of Activities in all Countries for the Promotion of Free Trade Unions" was submitted to the Congress emphasizing the great need for the less advanced areas to receive assistance and encouragement from countries politically, economically and socially more advanced, to benefit from their knowledge and experience. It was decided to arrange as much as possible for the exchange of information and experience—through all methods possible. The solution was not to be a half-hearted one based on sentimentality, but practical steps to help our friends in these regions to develop economically and socially, so that they may occupy their place in the I.T.F. as a natural right.

The plan was: first to send delegations to the countries concerned, to discuss the needs and possibilities on the spot; to be followed up by conferences on a regional basis with the idea of bringing the unions of the regions into closer contact with one another and tightening their relationship with the I.T.F. Next was to set up an I.T.F. office for the region, with the task of promulgating I.T.F. policies and programmes in the regions, helping the unions and training and educating trade union cadres. Such offices would be run by persons with a full appreciation of regional conditions and needs and a profound attachment to the I.T.F. as a whole. Ultimate speculation envisioned a world-wide network of regional organizations, each functioning on a regional basis and able to render effective service in connection with regional questions and problems. On this level the regional organizations would enjoy a fair measure of autonomy.

The Congress then approved the plan to extend and intensify regional activities, to place this work on a systematic financial and administrative basis within the I.T.F., to set up a special committee to draw up regional projects, and to send delegations to appropriate regions in accordance with a systematic plan of campaign, to perform the necessary field work preparatory to the holding of regional conferences, the setting up of regional offices and the speediest possible development of fully-fledged regional organizations under the auspices of the I.T.F.

As a result of decisions taken at the Vienna Congress, various steps were taken. First the E.C. was empowered to coopt up to four members to represent the regions. Then a sub-committee was set up to work out a basic programme of activities. The sub-committee recom-

mended that a Director of Regional Affairs be appointed and Bro. R. Coutts took up these duties in September 1957.

The following missions were undertaken to perform the necessary field work preparatory to holding regional conferences, setting up regional offices, etc.: Bros. Dekeyzer, Coutts, Meza and Martinez toured various Latin American countries in April-May 1956 to strengthen the ties with the transport workers' movement and prepare the ground for a Latin American Conference.

The General Secretary went on an extensive tour of Africa in January-February 1957, accompanied by Bro. Golding. Talks were held with officials and members of some 50 transport workers' organizations, national centres, government and employers' representatives. As an outcome of the mission, Bro. Labinjo was nominated as the coopted member of the E.C. for the African region and consideration was given to establishing an I.T.F. Regional Office for Africa. Bro. Labinjo was then sent on several fraternal missions plus a tour of the Sudan. In March 1959 it was decided to set up the African Office in Lagos along with the I.C.F.T.U. and Bro. Labinjo was made honorary I.T.F. representative.

Though the Bombay Office was closed in 1955 as Bro. Soares had been shifted to the new Asian Office in Tokyo, the rest of the Asian region was not neglected. Bro. Soares undertook two missions to Singapore in 1957, spending about 3 months there, to assist attempts to unify the seafarers' movement there and to assist the seamen's organizations in their dealing with the authorities, especially in connection with registration and employment schemes for seamen. In October 1957 Bro. Soares visited Indonesia to strengthen contacts with affiliated and non-affiliated transport workers' organizations. In November 1957, Bro. Coutts participated in a joint I.T.F./I.C.F.T.U. mission to Japan to mediate in the critical railway situation and to induce the Japanese Government's ratification of the I.L.O. Convention on freedom of association and on the basic right of all workers to strike. Following this visit, Bro. Coutts toured in India and Pakistan contacting affiliates and attempting to bring about the unification of railwaymen's and seafarers' organizations. Three months later we participated in a joint I.T.F./I.M.F./I.C.F.T.U. mission to India to ascertain the condition of the Indian trade union movement and to extend its good offices with a view to developing and promoting more cooperative efforts between the two democratic and I.C.F.T.U.-affiliated trade union centres—I.N.T.U.C. and H.M.S. Discussions were also held on amalgamating all Indian railwaymen into one federation.

Thus by the time of the 1958 Congress, though we had barely scratched the surface of all work urgently needed, we were able to report to Congress the existence of offices in Tokyo and Mexico, plans for one in Lagos, numerous missions resulting in strengthening ties—as observed in the growth of affiliates from the regions. In the two-year period 1956-57, the I.T.F. gained 47 new affiliates, 42 coming from Africa, Asia and Latin America. This pattern was continued in 1958 and 1959 as most of our new affiliates come from the regions. In terms of membership and finances the majority of these unions are not very strong, but as always the potential is tremendous and represents the

continued extension of the I.T.F. into every corner of the free world.

Recent activities are reported in detail in the Report on Activities (Chapter V, Regional Activities) to this Congress, but for the purposes of this review, the following are the most significant items: the appointment of Bro. Pieter de Vries as the new Director of Regional Affairs (replacing Bro. Coutts who was forced to return to his own union mid-1958); in the Far East, the opening of the Singapore Office; the General Secretary's tour of Asia in 1959; Bro. Soares' visits and activities in Singapore, Malaya, Indonesia and Burma; the active programme of the I.T.F. Japanese Office under Bro. Suzuki; and the I.T.F. Second Asian Transport Workers' Conference to be held in Bombay this autumn. Latin America has witnessed the postponement of the Latin American Transport Conference planned for 1959, the closing down of the Mexican office but the establishment of Bro. Houe as roving representative, based in Montevideo, plus a visit of the General Secretary to Argentina and of Bro. de Vries to Mexico. In Africa, our Lagos Office is without a representative, following the resignation of Bro. Labinjo; Bro. de Vries paid several visits to West and East Africa—which amongst other things led to the successful settlement of the three railwaymen's disputes.

Thus though we have had several set-backs, there has also been some progress and the potential is great. In certain respects, the I.T.F. has made tremendous progress, gaining a respected foot-hold in parts of the world sorely needing attention, but also present in these critical areas are many opposing or parallel forces—rendering the situation complex. Oft times the real problem is lost sight of in these areas and energy is expended on local rivalries. But time is growing short and we must work to eliminate this waste and plan for the future.

Conclusions

We would like to conclude by making a few points which reflect the lessons we have learned from our past experience in regional activities.

The first is centered around the obvious: the I.T.F. is no longer the only international actively engaged in regional affairs. The I.C.F.T.U. has been working in this field for nearly ten years and now many other I.T.Ss. are becoming interested. Experience has demonstrated that much money and energy is wasted by unilateral activities, but yet we are all working towards the same end: to help the workers in the less advanced areas create a strong, free and democratic trade union movement. Recognizing the role international labour must play in helping our brothers, it is evident that we all have a common challenge and a mutual responsibility which means that we should join forces to coordinate our efforts and resources if we wish to meet this challenge effectively and efficiently.

We therefore must examine in the first instance whether the structure of the international free trade union movement is geared to the task. The question is: are we really sufficiently equipped to meet this challenge? We know that the I.C.F.T.U. is reworking its own structure to bring it up-to-date, to make it serve the job it has to do. But we would like to suggest that it is high time to examine not only the

structure of the I.C.F.T.U. but also that of the entire free world trade union movement—to streamline it to enable it to perform the work it must do in the less advanced areas of the world. (Perhaps this also applies to other work as well but it certainly goes for this particular field—which in our view is most important, if not the most important under present circumstances.) We are living in a modern age, a fast-moving one, and we must adapt our machinery accordingly now—before it is too late!

A start has been made by the setting up of an I.T.S./I.C.F.T.U. Steering Committee (See Report on Activities, Chapter V) whose object is to plan, programme and coordinate activities. The idea is to discuss problem areas, set up priorities, decide on a course of action—joint action by the I.C.F.T.U. and the I.T.S. involved—which might take the form of a joint mission, a joint representative, a joint office, financial assistance, etc. Fund for such activities will be provided to a great extent by the International Solidarity Fund. This system is aimed not only at getting the internationals to cooperate and coordinate—but also at getting the national unions of one country to cooperate with each other and with the trade union centres. The idea is to encourage the national unions to programme over-all organizing drives through the national centres. In areas where so many are unorganized joint campaigns, including publicity, could be most effective.

However, the question still remains as to whether we are doing enough, whether we are going about it properly, and whether we are utilizing our resources to the maximum extent possible. The Committee is a good start but even though it is still very young, it has already manifested inherent shortcomings. If we are all prepared to accept the challenge of developing our trade union movement regionally, and if we are all genuinely interested in seeing this job done in the right way—we must all be prepared not only to cooperate but to accept the obligations of such cooperation, through joint decisions, joint authority and joint control.

For many years there was a deliberate shying away from working too closely with another international—each one zealously guarding its own sovereignty. But today we should all recognize that the I.T.Ss. and the I.C.F.T.U. are sufficiently mature to stand as equal partners to fulfil our common aim, yet each retaining its own autonomy.

This perhaps sounds incompatible but it is not—the I.C.F.T.U. and the I.T.Ss. are fundamentally working towards the same aim but there is a clear distinction between the task they have to perform and also between the responsibilities they have to carry. Generally speaking, the I.C.F.T.U. has a broader task and responsibility, that is to deal with matters of general trade union policy and to provide general trade union education, training, etc.; while the I.T.Ss. have to deal with their own industry and with the promotion of the interests of the workers engaged in that industry. We are all part of the same movement and we must all recognize and accept this—even the trade union centres which preach non-alignment and appear to make a distinction between the principles of the I.C.F.T.U. and the I.T.Ss.

Considering the above, we would suggest that the E.C. be authorized to approach both the I.C.F.T.U. and the I.T.Ss. with a view to con-

vening a group to study closely the present structure of our movement and to have it make recommendations aimed at changing the structure into a workable vehicle for fulfilling the aspirations of workers all over the world in this historic epoch!

Another point which we would bring up is that the setting up of regional organizations is not always the cure. Regional organizations will be essential—but only when the unions of the region concerned are able to man and support such a system. At this time what is needed are on-the-spot representatives who can be called upon to assist the unions of the area and also to keep in close contact with the local situation. With the lack of adequate manpower even the duties of running an I.T.S. office may often take up too much time which could be spent more profitably on so-called field work. Until we have sufficient men and money, the wisest course, as we see it now, is to appoint roving representatives whose task is to cover the unions of a particular area.

We have discovered how wasteful it is merely to send financial assistance to organizations who are in need—because unfortunately these financially needy organizations are also in need of experience, technical know-how and guidance. Frankly, we just do not have enough money to allow our friends to use it freely to learn by trial and error. Actually we have something to offer that is more needed by them than just hard cash—and that is the experience and training in administering a union, conducting an organizing campaign and negotiating a collective agreement. This experience we should pass on and we must pass on if we want our less advanced brothers to progress rapidly and to take their rightful place in the I.T.F., in the labour movement and in the world.

Actually those who are building today have the advantage over those who were organizing 50 or more years ago—in those years there was no wealth of experience and know-how to draw on, there was no international organization ready to assist morally and financially those who were in need. Great sacrifices were called for and progress was slow. But despite the many difficulties and hardships, despite the appalling wages and working conditions the trade union movement had to face in those days, its development could not be thwarted thanks to the spirit of those pioneers and their willingness to make sacrifices.

Today, however, we should plan on rapid progress and this of course creates problems. This should not be a great deterrent if our “building” brothers, notwithstanding generally appalling wages and conditions, recognize that they too will have to make sacrifices and if they understand that their future lies within themselves and that they must be ready to work for it—to volunteer their time and effort.

Together therewith the international trade union movement must also volunteer its time and effort and find personnel who are specifically qualified to play a role in the international scene. It is its task to find such men and it is the task of all I.T.F. affiliates to find such men in their own ranks and make them available to the I.T.F.!

Missions we have conducted recently, particularly Bro. de Vries' recent one to East Africa, have conclusively demonstrated the value of on-the-spot assistance, but have also shown that three-week visits are



not enough. What is needed are representatives who are prepared to remain for several months, even years, to help the unions in the area to get on their feet, to guide, train and strengthen their leaders—then we will find ourselves with strong organizations capable of setting up and maintaining regional organizations with men and money.

Today we have Bro. Houke in Latin America as a roving representative; he is doing an excellent job and travelling extensively, but it is a tremendous continent for one man to cover. Bro. Soares' sphere is Asia and he is doing valuable work with the unions in the area plus publishing a Newsletter and Press Report. We need more such men, in Asia, Latin America and Africa—and it is our task to find them. And it is also our task to set them to work within the framework of a united international free trade union movement.

Report on the Reduction of Working Hours

Demands for reductions in working hours continue to occupy an important place, both at national and international level, in discussions between employers and workers.

In the course of my introduction to this item on the agenda I intend first to say something on the I.T.F.'s efforts with regard to the forty-hour week, and then to review briefly general developments in the reduction of working hours and the prospects before railwaymen in this respect. Finally, I shall seek to justify generally the trade union's call for shorter working hours. At the conclusion of these remarks there remains the question of whether there is a definite limit to the reduction of working hours. I should like at this point to anticipate the answer to this question and say that full employment is no bar to further reductions in working hours as long as the efficiency of the economy can be raised through improved techniques.

The I.T.F.'s activities with regard to the forty-hour week

The 1935 International Labour Conference adopted a convention on the introduction of the forty-hour week. Care was to be taken to see that the reduction of working hours did not cause a fall in standards

The I.T.F. was calling for the forty-hour week even before the of living.
second world war.

Following the end of the second world war the Railwaymen's Section took up the question of shorter working hours at its Conference in March 1947 in Brussels. The following demands were made in a resolution adopted then:

"Technological progress during the past quarter of a century, having led to a considerable increase in the efficiency of labour, makes possible the reduction of working hours to a maximum of 40 a week while maintaining a volume of production adequate for modern civilized life.

"The railwaymen's unions affiliated to the I.T.F. included the 40-hour week in their programme before the war, and nothing can alter their determination to achieve this improvement in conditions, which they consider to be necessary for the cultural and social progress of the working class.

"The economic consequences of the war having led to a substantial, and in many cases even a serious, lowering of the standards of living of the working class in a great many countries, the Conference decides to postpone limiting working hours on the railways to a maximum of 40 a week."

In subsequent discussions (in May 1948 in Utrecht and in October 1949 in Paris) it was stated that a reduction in the working week remained an urgent necessity in view of the increased demands made on transport workers.

At the I.T.F.'s 1950 Congress in Stuttgart transport workers' unions were asked to take steps to secure the introduction of the forty-hour week. An investigation was suggested to ascertain where and why more than forty-eight hours per week were still worked in rail and road transport.

The 40-hour week was also discussed at the 1954 Joint Conference of Road Transport, Inland Navigation and Railwaymen in London. Although the view was expressed that the demand for the 40-hour week might still be premature, since in numerous countries the 48-hour week had still to be attained, it was agreed that the 40-hour week was a necessity :

- (a) in the interests of social progress;
- (b) to combat unemployment in some countries;
- (c) to utilize the economic benefits of technical advances.

The Congress therefore adopted the following resolution :

"The Congress stresses the vital importance of a strict limitation and regulation of working hours and rest periods in transport.

"Disregard of the Convention of 1919 on the Eight Hour Day, while at the same time the density of traffic and speed on road and rail have become ever greater, has had devastating effects both upon the safety of transport and road users and upon the personal safety of the workers employed in transport. The alarmingly high and rapidly growing figures of accidental deaths and injuries, with all their material, financial and personal consequences, are due, to a large extent, to inadequate regulation of working hours and rest periods, or to disregard of the appropriate regulations.

"The Congress urges affiliated organizations and the authorities concerned to examine regulations relating to hours and rest periods now in force, with a view to improving them in the interest of traffic safety, and in addition, to ensure that the strictest possible observance of regulations with regard to hours and rest periods shall be ensured by effective measures for supervision and control.

"Further, Congress declares that the present stage of technological development calls for a reduction of working hours to forty a week, with full compensatory adjustment of wages. It calls upon all transport workers and their trade unions to strive unremittingly for the reduction of working hours in order to bring about, as soon as economic conditions in their country permit, or social conditions make it necessary, the realization of the 40-hour week."

Support for this aim has also been expressed by regional conferences of the Dockers' Section in 1947 and 1955.

General developments in the reduction of working hours

By 1955, continual efforts on the part of the trade unions had made it possible to achieve the following average working weeks :

Federal Germany	48.8 hours
France	44.7 hours
Britain	46.4 hours
Ireland	45.1 hours
Norway	44.3 hours
Switzerland	47.7 hours
Canada	41.0 hours
U.S.A.	40.7 hours
Australia	40.0 hours

Federal Germany still had the longest working hours. In the period from 1956 to 1958 the German trade unions succeeded in reducing working hours from almost 49 to 45 per week.

In other countries, too—with the exception of France, where working hours in the same period rose slightly from 44.7 to 45.1 hours per week—working hours have been further reduced :

	1955	1958
Great Britain	46.4	45.3
Ireland	45.1	44.8
Norway	44.3	44.2
Canada	41.0	40.2
United States	40.7	39.2
Switzerland	47.7	46.8

Working hours, and developments in the reduction of working hours, on the railways

It is difficult to say much about the position regarding the reduction of working hours on the railways in countries where the I.T.F. has affiliated unions. I have been told by Brother Becu that although the I.T.F. Secretariat has asked affiliated unions to keep the I.T.F. informed continually of developments in the reduction of working hours in their countries it is impossible to give a precise account of the situation since in some cases the appropriate data is far from complete. This is partly due to the fact that the I.T.F.'s affiliated unions in some countries are not very strong and have no full-time permanent staff at their disposal.

It is, however, of the utmost importance to our international trade union work to have complete information on the latest developments. We must therefore do all we can to obtain an exact picture in the future.

I can, nevertheless, give a short review of developments on some West European railways between 1957 and 1959. Exceptions to the normal regulations on working hours and so-called "stand-by duties" have been disregarded.

The regulations on working hours in European countries are not in fact the very best, as far as the railways are concerned. The 40-hour week has been generally introduced in Australia, Canada, U.S.A., and New Zealand. And even in those countries efforts are now being made to reduce working hours even further in view of the high level of productivity.

Many delegates will be interested to hear that in the U.S.A. working hours for some grades are calculated more on the basis of miles worked than hours as such, or on a combination of both. For example, in 1952 the working week for passenger-train locomotive engineers averaged 37.6 hours by this method of calculation whilst goods-train engineers averaged 64.2 hours pre week. Unfortunately, constant changes in this system make a precise description impossible here.

This is the position in a number of European countries :

1. *Austria*

The 45-hour week was introduced generally on the state and private railways with effect from 1st April 1959.

2. *Belgium*

The 45-hour week has been applied on the state railways since 1957. The unions are demanding a further reduction to forty hours and the introduction of the five-day week.

The 45-hour week has been worked on the suburban railways since 1st January 1958.

3. *Denmark*

Working hours were reduced from 48 to 45 per week in March 1959.

4. *France*

The statutory 40-hour week has existed in France since 1936, but in practice 48 hours are worked per week on the railways, eight hours being paid as overtime at time and a quarter.

The French railwaymen's unions have demanded a reduction in the actual working week from 48 to 45 hours in order finally, and in the foreseeable future, to attain the 40-hour week which has existed on paper since 1936.

5. *Federal Germany*

The 45-hour week was applied generally to administrative grades on the German Federal Railways from 1st June 1958. The 45-hour week has been applied to all railwayment since 1st January 1959, with the exception of those employed in so-called stand-by duties.

The total working week for those on stand-by duties is 56 hours.

The 45-hour week was introduced on German private railways with effect from 1st April 1959.

6. *Great Britain*

At the moment the working week is 44 hours. The three railwaymen's unions, all of which are affiliated to the I.T.F., are demanding the introduction of the 40-hour week for some 440,000 railwaymen and a 38-hour week for clerical workers.

7. *Italy*

The 46-hour week has been generally applied to the railways since 1st April 1960. Those railwaymen who prior to 1st June 1960 had to work more than 48 hours per week have had their hours reduced to 48 per week with effect from that date.

8. *Luxembourg*

The 45-hour week was introduced in 1957. The number of rest days was raised by 21 full or 42 half-days.

9. *Norway*

The 45-hour week was laid down by law in 1958. The first step was implemented in March 1959 and the second, completing the total reduction, in March 1960.

10. *Sweden*

The 45-hour week was laid down in 1957. It was implemented by stages, the last taking place at the beginning of 1960.

11. *Switzerland*

The working week was reduced from 48 to 46 hours on 1st June 1959.

Arguments supporting the trade union's demand for a 40-hour week

1. After considering these figures one comes to the conclusion that our trade union activities have brought us quite a good way along the road towards reduced working hours. Clearly, the 40-hour week cannot be realized in every country at the same time. This is prevented both by the varying technical conditions and the different possibilities for recruiting further workers. We must therefore take account of the fact that the 40-hour week will only be attained in the individual countries gradually.
2. We have assumed that the trade union's demand for a reduction of working hours and the implementation of the 40-hour week will lead to a real reduction of working hours. Shorter working hours should not entail workers merely receiving overtime payments for two, three or four hours of what used to be their normal working week. An increase in overtime payments and the same total working time does not serve our purpose.
3. Technical developments have led to a continual increase in the intensity of work. Hourly norms for piece-rate work in industry become ever larger. At the same time greater demands are put on the transport system. The increased application and improvement of machines as a technical aid to the worker cannot eliminate hard and strenuous work (and in many cases have the contrary effect). The adverse effects of the demands thus made on the workers can only be nullified if one succeeds in maintaining their efficiency through the reduction of working hours and increased paid leave.
4. The unions again gave priority to the demand for the 40-hour week in 1955. If one follows the public discussions on the issue one notes that the principle of the 40-hour week finds favour but opinions differ as to the time and the way in which the 40-hour week should and can be pursued.
5. If one reads accounts of the way of life in typical working-class areas in the great industrial cities before the first world war and compares the standard of living normal in those days with that of today it becomes difficult to justify the assertion that the present eight-hour working day has had adverse effects on people's behaviour during their leisure, as against the time when ten, twelve or fourteen hours were the normal thing.
6. The constant increase and improvement in the supply of goods and services which have accompanied economic growth and rising productivity demand a higher level of consumption if the course of the economy is not to be disturbed. The prerequisites for such a growth in consumption are:
 - (a) increased wages and salaries;
 - (b) more free time.

The results of rationalization and mass production must be applied in such a way as to give the workers the best possible

share in the benefits of economic progress. For this it is not enough to have higher wages and salaries alone. True, these offer the possibility of higher consumption but the possibility can only be put to use if the necessary amount of free time is also available.

7. In addition to these economic aspects, medical grounds are also playing an ever greater role. The high stress in work processes induced by improvements in production techniques demands greater periods of rest (shorter daily or weekly working hours and longer leave) if the worker's strength is not to be sapped.

Medical authorities have voiced warnings against the adverse consequences of too high a demand on workers. An institute in Austria which studies questions of leave has expressed the view that considerable increases in leave are needed in order to counteract the great burden imposed by modern production techniques.

8. A final consideration is that the development of an industrial economy based on the division of labour, with production processes split up into numerous individual jobs has led to a widespread social isolation of the individual. Present-day production techniques have increasingly eliminated the team work which was usual previously and have made the factory worker an isolated unit in production.

This essential feature of modern production also has adverse effects, however, on social life in the community. The natural gregariousness of human beings and their ability to make contact with their fellows are impaired by this isolation in the automated production line. The will to create a community and make efforts on its behalf are, however, a basic prerequisite for the existence of our modern society. More leisure must therefore also serve the end of restricting to a minimum the social isolation which modern work techniques in part connote.

Level-crossing keepers, locomotive engineers, lorry drivers, etc., are examples of the social isolation imposed for operational reasons and to those workers these considerations are fully applicable.

9. The reduction of working hours has special significance for the transport industry. Here, an excessively long period of duty implies heightened danger to traffic safety. Too great a demand on the workers leads to over-tiredness which can cost valuable human lives. This is all the more true at a time when improved technical facilities have been created to bridge long distances at ever greater speeds. As speeds rise it becomes clearly essential for all transport workers to maintain their full powers of reaction and where possible improve them further by shorter working hours, more rest days and longer paid leave.

Reduction of working hours and full employment

The introduction of the 40-hour week has been discussed for years now. We have come nearer to its realization and can reckon with certainty that the time is no longer far away when a working week of forty hours or shorter will be generally introduced.

The essential premise on which the shortening of the working week to forty hours is based is the fact that technical progress has led to a substantial rise in workers' efficiency, thus making it possible to reduce normal working hours to forty per week without reducing production to below the level necessary to our modern way of life. The resolution adopted by the I.T.F. Railwaymen's Section in March 1947 put it like this:

The 40-hour week is not, however, the ultimate limit to which reductions in working hours can be pressed. The limit is flexible and recedes in step with technical progress and the development of productivity in the economy.

In what is basically a private enterprise economy, the Western countries have attained full employment of their productive forces. Under the 1946 Employment Act the United States Government is obliged to seek full employment and in the other Western nations governmental advocacy of full employment is an essential element of political common-sense.

It appears that nowadays sufficient knowledge and adequate economic means are available to maintain full employment over a long period, if one excepts temporary delays in the upswing as a result of structural changes in the economy.

Does full employment mean that we must renounce reductions in working hours? Certainly reductions in working hours would mean a drop in production and a deterioration in the provision of goods and services if techniques and productivity stood still. In Federal Germany the leading employers' organization has calculated that 400,000 to 500,000 new workers would have to be recruited if the level of production were to be maintained after a general reduction of one hour in the working week.

But developments flow ceaselessly. The apparatus of production is constantly being brought up to the most modern technical standards. Productivity rises continuously. Through this continual improvement in the efficiency of the economy and the workers, further reductions in working hours can be undertaken.

It will be increasingly possible to relieve working men and women of part of the burden of their daily work and to give them more time to themselves. To press for further reductions in working hours therefore remains one of the most urgent tasks before the I.T.F.'s affiliated unions.

Ph. Seibert,
Rapporteur.

AGENDA

1. OPENING AND WELCOMING ADDRESSES.
2. PRESIDENTIAL ADDRESS.
3. (a) Election of Credentials Committee.
(b) Election of Resolutions Committee.
4. STANDING ORDERS.
5. REPORT ON ACTIVITIES FOR THE YEARS 1958 AND 1959.
6. FINANCIAL REPORT FOR THE YEARS 1958 AND 1959.
7. AMENDMENTS TO THE CONSTITUTION OF THE I.T.F.
8. THE I.T.F.'S TASK IN THE LESS-ADVANCED REGIONS.
9. THE REDUCTION OF WORKING HOURS.
10. RESOLUTIONS AND PROPOSALS SUBMITTED.
11. AFFILIATION FEES.
12. ELECTIONS:
 - (a) General Council.
 - (b) Executive Committee.
 - (c) Management Committee.
 - (d) Committee of Auditors.
 - (e) General Secretary.
13. HEADQUARTERS.
14. DATE AND PLACE OF NEXT CONGRESS.

PROPOSALS OF THE AFFILIATED ORGANIZATIONS

I. AMENDMENTS TO THE CONSTITUTION

1. **Amendment of Rule VI, Paragraph 2, of the I.T.F. Constitution so as to provide for Congress to meet in ordinary session every three years**

This Congress resolves that Rule VI, Paragraph 2, of the I.T.F. Constitution shall be amended so as to read:

The Congress shall meet in ordinary session every three years on dates to be determined by the Executive Committee.

Submitted by the American Railway Labor Executives' Association, the Norwegian Seamen's Union, the Norwegian Transport Workers' Union, the Swedish Seamen's Union.

2. **Amendment of Rule VIII to provide for election of two persons to the Executive Committee from one country or region under certain circumstances**

- (a) This Congress decides to amend Paragraph 4 of Rule VIII by adding the following words:

"provided, however, that two persons belonging to the affiliated organizations of the North American region (consisting of the United States of America and Canada) may be elected to the Executive Committee."

Alternative Proposal

- (b) This Congress decides to amend Paragraph 4 of Rule VIII by adding the following words:

"provided, however, that two persons belonging to the affiliated organizations of one country may be elected to the Executive Committee if the total fully paid membership of such affiliated organizations exceeds 500,000."

Submitted by the American Railway Labor Executives' Association.

Comment from sponsor

At the present time there are two members of the Executive Committee from the United States of America. One such member was elected at the Congress in 1958 in the regular or normal manner and the other member was "coopted" by the elected members, under provisions of Paragraph 5 of Rule VIII, to provide additional or appropriate representation of the "geographical region" of North America.

The Railway Labor Executives' Association is in support of having two members of the Executive Committee who are from North America, but it strongly believes that both of them should be *elected* at the Congress. We support the desire of the North American maritime organizations and of the I.T.F. Executive Committee to have a representative of such maritime unions serve on the Executive Committee. However, such representative should, in our opinion, be a full-fledged, elected member instead of a "coopted" member.

The provisions of paragraph 5 of Rule VIII which authorize the elected members of the Executive Committee to coopt (or appoint) additional members were adopted at the Vienna Congress in 1956 for the purpose of providing a practicable and fair means of giving representation to affiliated organizations in the continents of Asia, Africa and Latin America where the trade union movement has not developed to the extent that such organizations are financially able to be fully represented at the Congress. Such a situation obviously does not apply as to North America. We invite attention to the following explanation by the General Secretary (page 267 of the English text of the proceedings of the Vienna Congress) which clearly shows the purposes of the proposal for coopting additional members :

“The General Secretary: For considerable time the Executive Committee had had in mind the question of extending the number of members of that Committee, for the very simple but important reason that the Executive Committee should comprise representatives from all parts of the world where the I.T.F. has affiliated organizations. The Constitution as it stands today is in that respect the Constitution which was in operation before the war, i.e., at a time when the I.T.F. was largely composed of European organizations only. However, owing to the rapid development of our International after the war and to its having become a really world-wide organization, the Executive Committee feels very strongly that brothers from those other continents should also be represented on the Executive Committee.

“Once that principle had been agreed to, further consideration had to be given to the way in which it could be done. That was no easy matter. In fact, the solution which is before you is to a certain extent one which can only be considered as of a temporary nature. The reason for that is that the Executive Committee could not see its way to allowing the affiliated organizations in the various countries to appoint themselves or to make nominations to Congress. As you will have noticed, very few organizations from three continents, namely Asia, Africa, and Latin America, are financially in the position to attend Congresses, and it would not be wise in the opinion of the Executive Committee to let nominations be made by the few representatives from these continents who from time to time are able to attend the Congress.

“It would also be an easy matter if we already had in operation the regional organizations, which could themselves discuss representation on the Executive Committee before Congress is held and to a certain extent make the necessary nominations for Congress to consider. As you know, however, our regional organizations are still far from being in operation and it is going to take some considerable time before they are. The Executive Committee, however, felt that we should not wait any longer before giving adequate representation on the Executive Committee to these other parts of the world. Consequently the Executive Committee could offer no other proposal than to coopt brothers from these various continents on to the Executive Committee and to have them so coopted by the duly-elected members of the Committee.

“The proposal, therefore, is that we should extend the Executive Committee by up to four members, the number four having been chosen in order to cover the continents which now have no representation.

"It may be that your Executive Committee will find that three would be enough, but we could go as far as four. We do not know yet what will be the opinion of the newly-elected members of the Executive Committee with regard to the procedure of cooption. However, the present Executive Committee had suggested that these members should only be coopted in consultation with the affiliated organizations in the continents concerned. In other words, it should not be left entirely to the judgment and wisdom of the Executive Committee. The affiliated organizations concerned should have a strong say in the matter."

We have put forward alternative proposal (b) for consideration in the event the Congress desires to also provide for two elected members of the Executive Committee from countries with large affiliated memberships such as Great Britain and Germany. Its adoption, in lieu of proposal (a) would satisfy our desire that two persons may be elected from North America instead of one being elected and one coopted.

3. Amendment of Rule VIII to permit substitutes for Executive Committee Members

This Congress decides to amend Rule VIII by adding a new paragraph to read:

"An elected member of the Executive Committee who is required to travel a long distance from one continent to another in order to attend a meeting of the Executive Committee may designate a substitute from his organization to attend and act for him at such a meeting."

Submitted by American Railway Labor Executives' Association.

4. Amendment of Rule IX of I.T.F. Constitution regarding the Management Committee

This Congress resolves to amend Paragraphs 1 and 2 of Rule IX of the I.T.F. Constitution so as to read:

- "1. There shall be a Management Committee composed of four members to be chosen at each Congress. Affiliated organizations in the country in which the I.T.F.'s headquarters are located shall nominate one member, as shall the affiliated organizations in each of three neighbouring countries. Nominations to the Management Committee shall be submitted to Congress for approval. Should the affiliated organizations in any of the countries concerned fail to agree upon their nominee, the names of all candidates for such a nomination shall be submitted to Congress which shall elect a member of the management Committee from among them.
- "2. If a seat on the Management Committee falls vacant between two ordinary sessions of Congress, the vacancy shall be filled through the nomination of a new member by the appropriate affiliated organizations. Should those organizations fail to agree upon a nominee, the names of

all candidates for nomination shall be submitted to the Executive Committee which shall elect a new member from among them."

Submitted by The I.T.F. Executive Committee.

Comment from sponsor

As they stand at present, paragraphs 1 and 2 of Rule IX of the I.T.F. Constitution limit membership of the Management Committee to representatives of affiliated organizations in the country where the I.T.F.'s headquarters are established. Those who framed the Constitution in this way were most probably motivated by the need to have members of the Management Committee within easy reach for meetings or consultation at short notice, a need which is clearly bound to arise from time to time in the case of a body whose main task is to supervise the day-to-day administration of the I.T.F. At a time when travel was neither so quick nor so easy as today, the need was most conveniently met by drawing the members of the Management Committee from the country where the I.T.F.'s headquarters were located. The present composition of the Management Committee was, in short, dictated by a practical necessity which overrode any other considerations. Any disadvantages in having the Management Committee composed nationally were outweighed by the one big advantage: a national committee could work quickly.

Conditions have changed radically in recent years. It is literally true that it is often possible to travel more quickly from one capital to another than to cross a big city in the peak hour. Consultation with someone abroad involves a telephone call, usually a simple and quick procedure. The reasons which once made it imperative to restrict membership of the Management Committee to one country have been invalidated by modern communications and it is now possible to consider other factors which had first to be ignored. Chief among them is the fact that at present the Management Committee is an anomaly: it is an important I.T.F. body which, unlike the other governing bodies, has a national, not international, membership. The Executive Committee and the General Council have been composed under a Constitution which specifically provides for international membership with carefully formulated checks to prevent any one national group becoming predominant. It would now seem appropriate to remedy the anomaly and make the Management Committee an international body, too. It can also be argued that by doing so the authority of the Management Committee would be enhanced, for it has in certain cases to take decisions of wide importance; its hand would be strengthened if there were no possible ground for attributing its decisions to any national interest or outlook.

At the same time, the Executive Committee would not wish to press its arguments to unreasonable lengths. A Management Committee of four members should be retained: the matters which the Committee handles are best handled by a small body. Improvements in communications have been such that the Committee could function with an international membership, but they are not so advanced that members can be drawn from different continents. The Executive Committee's proposal, that one member should come from the country where the I.T.F.'s headquarters are situated and the three remaining members from the three

neighbouring countries, is, in the Executive Committee's view, a sensible step by which the Management Committee becomes an international body and is yet able to work expeditiously.

In conclusion, it must be emphasized that the proposal in no sense derives from dissatisfaction with the present or previous Management Committees whose work deserves unqualified praise and gratitude.

II. GENERAL

5. Affiliation fees

This Congress resolves to increase the standard rate of affiliation fees to sixpence sterling per annum per member of affiliated organizations.

Submitted by The I.T.F. Executive Committee.

Comment from sponsor

When the Executive Committee and Regional Affairs Committee met in April 1960 to consider the Financial Report for 1959 and the Budget for 1960, they were compelled to conclude that the I.T.F. was faced with a clear choice: either regional activities would have to be restricted or more money found. The immediate problem was to maintain regional activities at the existing level. If they were to expand, income would have to be increased even more. The Edo Fimmen Free Trade Union Fund showed a deficit of some £2,600 at the end of 1959 and could only be restored to credit by transferring £3,000 from general funds. Furthermore, expenditure on regional activities in the first quarter of 1960 had continued to grow, adding point to the need for action in one of the two possible directions.

The Executive Committee felt that it would be quite wrong to restrict regional activities. It was in that field that the I.T.F. had its most urgent tasks and to retreat now would undo much that had been done already. The alternative was to increase income. This could be done either by increasing affiliation fees or relying on a response to appeals for special voluntary contributions. The latter method had been the rule prior to the 1958 Congress which, when deciding to adopt a flat rate of affiliation fee, had also decided that in future the I.T.F. should have a more predictable source of income than voluntary contributions, for however generous affiliated organizations had been, budgeting and planning had been made hazardous by continual uncertainty as to what money would be available. The Executive Committee felt that the 1958 Congress had been right to rest the I.T.F.'s finances on a firmer basis and that it would be mistaken now to revert to the previous practice. It therefore unanimously agreed to propose to the 1960 Congress that the extra income so vitally needed for regional activities should be obtained by an increase in affiliation fees and that the new standard fee should be 6d. per annum per member of affiliated organizations. The Executive Committee is aware that the proposed increase represents a further call on the good will and international spirit of the I.T.F.'s member-unions but is confident that, having drawn attention to the urgent need for our International to match its strength to its pressing commitments, its proposal will be accepted.

6. Change in domicile of I.T.F. headquarters

This Congress resolves that the I.T.F. headquarters be removed from London to Brussels.

Submitted by The I.T.F. Executive Committee.

Comment from sponsor

This proposal arose from a discussion at the April 1960 meeting of the Executive Committee on the need to increase the I.T.F.'s regional activities. One essential ingredient for the I.T.F.'s success in this field is a Secretariat adequate in numbers and quality to cope with the increased work which expansion would bring. Any extension of regional activities, or for that matter of any activities, would mean adding to the strength of the headquarters staff but recent years have seen growing difficulty in recruiting staff with the necessary qualifications, particularly staff with a good knowledge of several languages. This difficulty is evidently aggravated by having the I.T.F. headquarters in London, to the point where it is a real impediment to the expansion of the Secretariat, and would be alleviated if the I.T.F. headquarters were on the European mainland.

There are other reasons, too, why it would be desirable to remove the headquarters from London. One is the need to be within easy reach of the I.C.F.T.U., for as regional activities expand, so will the extent and intimacy of the I.T.F.'s links with the I.C.F.T.U. The Report on Activities for 1958 and 1959 includes a description of the machinery for consultation and cooperation between the I.C.F.T.U. and the I.T.Ss. arrived at November 1959. It provides a basis for joint action in regional activities between the two branches of the international trade union movement which should lead to a far more rational deployment of resources than hitherto. At the same time it will become increasingly necessary to be able to consult promptly, and if possible personally, with responsible I.C.F.T.U. officials. It was this consideration which led the Executive Committee to propose Brussels as the new location for the I.T.F.'s headquarters.

Finally, Brussels is in many respects a suitable venue for international conferences and meetings. If the Executive Committee's proposal is accepted it will be possible to convene more of these meetings at headquarters than has been the custom in recent years. This would not only bring a saving in expenditure but would have considerable administrative advantages.

7. Establishment of Coordination Committee

This Congress notes that the I.T.F. Congress held in Amsterdam from 23 to 31 July 1958 adopted a resolution on transport policy, the penultimate paragraph of which reads:

"Congress requests the Executive Committee to create appropriate regional machinery for the continued discussion of these problems at European level which will guarantee cooperation within the 'I.T.F. Common Market Transport Committee' as well as ensure attention to the transport problems of other European countries and affiliated organizations";

Decides to set up a "Coordination Committee on Transport Policy in Europe";

Requests the I.T.F. Executive Committee to compose this committee as follows:

- One representative from Scandinavia
- One representative from Great Britain
- One representative from Switzerland-Austria
- One representative from the Railwaymen's Section
- One representative from the Road Transport Workers' Section
- One representative from the Inland Navigation Section
- One representative from the I.T.F. Secretariat
- Two representatives from the Committee of I.T.F. Unions in the European Community;

Expresses the hope that through this committee coordination on transport policy in Europe within the I.T.F. will be achieved and ensured.

Submitted by Dutch Inland Transport Workers' Union
Dutch "Mercurius" Union.

8. Reduction of working hours

Whereas for some years past the development of rationalization and modernization has provoked a world-wide need for the reduction of working hours;

Whereas in France there is a statutory forty-hour week, whilst in the U.S.A. many collective agreements provide for even fewer hours and in Europe most transport workers work forty-five hours or less under recent legislation or collective agreements thus making the 48-hour week, set as an international standard by the I.L.O. as long ago as 1919, obsolescent;

Whereas the main objective of the trade union movement is to secure for workers a healthy and civilized standard of living by, in the main, gaining increases in wages and reductions in working hours; and

Whereas a reduction of working hours, although a matter of concern to all workers, is of particular importance to transport workers who have the responsibility of conveying people and goods safely and speedily, all the more so when, as in modern times, equipment is growing constantly in size and complexity;

This Congress believes that the time has come for transport workers of the world to join together within the I.T.F. in launching a campaign for the reduction of working hours, the most pressing need of today;

Proposes that a five-day and forty-hour week should be the immediate aim of the campaign;

Urges affiliated unions to prosecute the campaign both individually and in cooperation, where possible, with other affiliates;

Calls upon the I.T.F. Secretariat and workers' delegates to make every effort to bring about the introduction of an effective International Convention on the forty-hour week; and Appeals to governments to provide in legislation for a reduction of working hours.

Submitted by the Japanese National Railways Workers' Union, Japanese National Motive Power Union, Japanese Federation of Municipal Transport Workers Unions, Japan Travel Bureau Workers' Union.

9. Trade union rights in Japan

This Congress draws the attention of affiliated unions to a resolution on freedom of association in Japan adopted by the 1958 I.T.F. Congress in Japan;

Expresses its concern at the fact that, two years after the passing of that resolution, the trade union rights of Japanese workers in the public sector of industry remain restricted and that these restrictions bear heavily on three of the I.T.F.'s Japanese affiliates; Notes that although the pressure of international criticism, prompted largely by the I.T.F., together with the I.C.F.T.U., has led the Japanese Government to decide to ratify I.L.O. Convention 87 on Freedom of Association and Protection of the right to organize, the Government is reported to be contemplating the imposition of new restrictions on the unions in the public sector, such as a drastic limitation of the number of full-time union officers and more severe penalties for the infringement of laws;

Accepts that whilst the right to strike should in principle be accorded to every union as a legitimate part of its collective bargaining power, some restrictions on that right may be admissible in the case of certain types of transport workers by virtue of the public service which they render, provided that the rights of the workers are safeguarded by an impartial system of mediation or arbitration; Declares that the I.T.F. could not tolerate the imposition of any measures which run counter to the spirit of Convention 87 and which threaten the very existence of the unions concerned; and Calls upon the I.T.F.'s affiliated unions to support in every possible way the Japanese unions' campaign for fundamental trade union rights.

Submitted by the Japanese National Railways Workers' Union, Japanese National Motive Power Union, Japanese Federation of Municipal Transport Workers' Unions.

III. SEAFARERS

10. Rest periods for watch-keepers

Recognizing that fatigue reduces efficiency, This Congress urges that watch-keepers be afforded at least a six-hour period of rest before being required to keep watch after the

ship's departure from port and the necessary entry to this effect made in the official log book.

Submitted by the British Merchant Navy and Air Line Officers' Association.

11. Holding of a Second I.L.O. Asian Regional Maritime Conference

Whereas the first Asian Regional Maritime Conference, held in Ceylon in 1953, contributed greatly towards the improvement of Asian seafarers' conditions, particularly as a result of decisions adopted on matters such as seafarers' welfare facilities in port, the engagement of seafarers and the examination of maritime legislation; and

Whereas there is an urgent need for further consideration to be given at international level to matters affecting Asian seafarers, in particular social security in cases of sickness and unemployment, provision for old age, and vocational training;

This Congress requests the Governing Body of the I.L.O. to convene a second Asian Regional Maritime Conference as soon as possible.

Submitted by the All-Japan Seamen's Union.

IV. FISHERMEN

12. Meeting of the I.L.O. Committee for Fishermen

Whereas the establishment of minimum international standards for fishermen's working conditions had long been neglected until the adoption, at the 43rd International Labour Conference in 1959, of three Conventions concerning fishermen;

Whereas the adoption of these measures was the result of strong pressure by the I.T.F. over many years which also led, at the same Conference, to the creation of a special committee for the continuous study of matters affecting fishermen; and

Whereas these measures, however desirable, are but a first step towards an international code of social standards for fishermen similar to that obtained over many years, largely as a result of the I.T.F.'s efforts, for merchant seamen;

This Congress urges that the first meeting of the I.L.O. Committee on Fishermen should be held as soon as possible, thus preparing the ground for the realization of many of the aims set out in the I.T.F.'s International Fishermen's Programme.

Submitted by the All-Japan Seamen's Union.

V. RAILWAYMEN AND ROAD TRANSPORT WORKERS

13. One-man operation

This Congress recalls that a resolution on the manning of locomotives was adopted unanimously at the 1958 Amsterdam Conference;

Is of the opinion that the same considerations which motivated that resolution apply also to the operation of buses and other means of public passenger transport;

Regrets the increasing tendency towards one-man operation in many parts of the world, to the cost of the workers concerned;

Notes that the the hitherto normal practice of manning such vehicles by two men has, as its main aim, safety of operation;

Stresses again that safety of operation should never be jeopardized by the introduction of one-man operation and that the working conditions of those affected by the introduction of one-man operation should not be worsened.

Submitted by the Japanese National Motive Power Union, Japanese National Railways Workers' Union, Japanese Federation of Municipal Transport Workers' Unions.