

# ITF NEWSLETTER INFORMATIONS INFORMATIONEN INFORMATIONSBLAD

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## NEWS ABOUT THE ITF

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### Executive Board meets in Germany

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The Executive Board of the ITF met on 24 and 25 May at the German Railwaymen's Union's holiday home in Königstein (near Frankfurt am Main). Present were G.J.H. Alink (Netherlands), H. Alonso (Argentina), Z. Barash (Israel), D. Beattie (USA), R. Dekeyzer (Belgium), H. Duby (Switzerland, Vice President, who chaired the meeting), S.F. Greene (Great Britain), F. Hall (Canada), G. Hauge (Norway), R. Kamisawa (Japan), A. Kummernuss (Germany), F. Laurent (France), J. Matejcek (Austria), A.E. Okon (Nigeria), H. Pettersson (Sweden), F. Seibert (Germany), W. Smith (Canada). The Secretariat was represented by P. de Vries, General Secretary, and Hans Imhof, Assistant General Secretary.

The main business before the Board was to review the ITF's activities over the previous six months and the preparations for the ITF's 28th Congress. Two resolutions were adopted - on Ecuador and the Dominican Republic:

### ECUADOR

The Executive Board of the ITF, meeting in Frankfurt on 24 and 25 May 1965,

HAVING LEARNED with alarm and indignation of the repressive policies of the present government in Ecuador towards the free trade union movement and, in particular, towards the ITF's affiliate, the Ecuador Railwaymen's Union,

REQUESTS the General Secretary, in consultation with the ICFTU, to consider taking steps to bring the deplorable situation in Ecuador to the attention of appropriate bodies, such as the ILO.

DOMINICAN REPUBLIC

This Meeting of the ITF Executive Board, meeting in Frankfurt on 24 and 25 May, 1965

ALARMED by the recent events in the Dominican Republic, where fratricidal strife has brought about bloodshed and suffering among the people,

INSISTS on the inviolable character of the rights of national sovereignty and selfdetermination; and

URGENTLY APPEALS to the democratic spirit of the Dominican people to seek a settlement based on mutual tolerance and understanding, so as to avoid any further suffering and bloodshed among innocent persons.

The ITF Executive Board

VIGOROUSLY REAFFIRMS its support for the free Dominican trade union movement in the conviction that united strength will constitute its most effective weapon in raising the living and working conditions of the Dominican people and in warding off any attack on its free and democratic principles which are the very foundations of a genuine free trade union movement.

EUROPE  
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EEC Transport symposium in Bonn

The Committee of ITF Unions in the European Economic Community organized a European symposium on transport on 17 May in Bonn. This meeting, at which representatives of trade unions and employers in the transport industry as well as a number of personalities and experts, helped to clarify the present complexities of the EEC's common transport policy.

H.C. Seebohm, West German Minister of Transport, and L. Schaus, member of the EEC Commission, both spoke on transport policy, the former representing the point of view of the EEC Council of Ministers, the latter that of the Commission.

At a meeting the following day, the Committee of ITF unions, whose chairman is Philipp Seibert of the German Railwaymen's Union, stressed that the trade unions considered an integrated transport system an essential condition for the healthy development of European integration; however, they highlighted the danger of only integrating transport at the economic level, without taking into account the interests of workers in the industry. The implementation of measures to rationalize the different forms of transport ought to be put off no longer.

In two resolutions addressed to the EEC Commission, the ITF Committee underlined the need for an immediate objective study of the economic situation in international Rhine navigation.

This study should cover not only rates and costs, but also the part played by the port economy in price fixing in the different branches of transport.

In addition, social charges giving rise to unfair competition ought to be clearly established. Current work on normalization of railway accounts constituted a contribution towards financial rationalization of this branch of transport; this was of direct interest to railway workers and therefore justified active collaboration on the part of the trade unions in seeking solutions to any problems which arose.

The European transport trade unions stressed the need to improve the situation in transport in order to enable the industry to fulfil its obligations and to provide its employees with the social conditions appropriate to the times.

(Pieter de Vries, ITF General Secretary, attended the meeting as representative of the Secretariat.)

RAILWAYMEN
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JAPAN  
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Strikes by state and private railwaymen averted

Strikes scheduled by state and private railway workers to take place on 30 April were averted at the last moment when the National Railway Workers' Union agreed to have their dispute settled by binding arbitration, and the Federation of Private Railway Workers' Unions reached agreement with the employers on the basis of a ¥3,000 increase per month and an increase in starting pay of ¥1,400.

LUXEMBOURG  
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Railwaymen win improved holidays

New regulations relating to paid annual leave for railwaymen have recently been approved by the Luxembourg government:

First 5 years' service	- 18 working days
from the 6th year	- 21 working days
After age 42	- 24 working days
After age 50	- 26 working days

At least 10 days of the leave entitlement must be taken at one time.

In addition, new provisions have been made to allow time off for the performance of trade union duties. The Chairman of the central staff delegation as well as other employees with trade union responsibilities, are exempted from regular service, meanwhile retaining all seniority and pension rights.

ROAD AND PASSENGER TRANSPORT WORKERS

CANADA  
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Advances for Canadian bus workers

Members of the Canadian Brotherhood of Railway, Transport and General Workers employed by Colonial Coach Lines Ltd. have a new contract which provides substantial gains in wages and other benefits, effective from 15 November 1964. The company, which operates out of Ottawa, Toronto, Montreal, Kingston, Cornwall, Belleville and adjoining areas, has granted "sparemen" equal status with regular drivers with respect to guaranteed weekly pay and a five-day week.

The guaranteed minimum for drivers goes up from \$14 a day to \$16 in the first year, \$17 from 1 November 1965 and \$18 from 1 November 1966. The basic hourly rate remains at 60 cents an hour, but the mileage rate on top of this is increased from  $7\frac{3}{4}$  cents to  $8\frac{1}{4}$  cents in the first year,  $8\frac{3}{4}$  cents from 1 November 1965, and  $9\frac{1}{4}$  cents from 1 November 1966.

Employees in the ticket sales and baggage departments and in maintenance work receive  $30\frac{1}{2}$  cents an hour increase in three annual steps, and improvements were also gained in medical and hospital insurance, and in pension arrangements.

GREAT BRITAIN  
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Increases recommended for provincial busmen

The Committee of Inquiry set up by the Minister of Labour to look into the dispute over pay and conditions of about 111,000 employees of privately-owned bus companies outside London has issued its report. It recommends that drivers and conductors should receive an immediate increase of 15s. per week, with 13s. 6d. for semi-skilled maintenance workers, and the introduction of a 40-hour week by April next year. This represents an increase in pay of approximately  $6\frac{1}{2}$ %.

MALAYSIA - SINGAPORE  
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Bus workers secure retirement benefits

The Singapore Traction Company Employees Union has secured higher retirement benefits for its 3,200 members, extending these benefits to 2,000 employees who were not previously covered. Benefits are now as follows:

Employees with at least 5 years' service on 31 December 1955 receive a gratuity equivalent to 75% of two weeks' pay for each year of service up to September 1963, plus two weeks' pay for each subsequent year of service.

Employees with four years' service on 31 December 1955 receive 75% of one week's pay for each year of service up to 30 September 1964, and 75% of two weeks' pay per year of service from 1 October 1964 to 30 September 1966; all other employees receive 75% of half a week's pay per year of service for all service up to 30 September 1965, and 75% of two weeks' pay for service between 1 October 1965 and 30 September 1966.

From 1 October 1966 all employees receive two weeks' pay per year of service. Retirement is at age 60, extendable to 65 by mutual agreement and if medically fit.

PORT WORKERS

UNITED STATES  
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ILA supports bill to close port register

The International Longshoremen's Association is vigorously supporting a bill in the New York state legislature to close the port register for two years and to transfer port hiring halls from the Waterfront Commission to joint labour-management control. There have been 24,600 registered dock workers in the port of New York for the past six years, with a peak of 18,000 men needed only on Thursdays and Fridays. This means that a minimum of 6,600 unemployed dockers are available for work - "vastly disproportionate" to the need, the union claims.

SEAFARERS

INTERNATIONAL  
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IMCO Safety Convention

Germany and Canada have become the 27th and 28th countries to accept the International Convention for the Safety of Life at Sea, 1960, which entered into force on 26 May this year.

DENMARK  
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German solidarity with Danish shipmasters

The ITF-affiliated German Union of Transport and Public Service Workers recently assisted the Danish Shipmasters' Association, which is involved in a strike against the Switzer Salvage and Tugboat Company. After learning that German tugs were being used as strike-breakers, the ITF requested solidarity action from the German union, which has arranged with a number of German shipping companies for the withdrawal of tug services in the port of Copenhagen.

DENMARK

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Radio Officers threaten strike action

The ITF-affiliated Danish Radio Officers' Association reports that negotiations with the shipowners have broken down, and that unless satisfactory agreement is reached by 15 September the Association's members will be called out on strike on that date. They are claiming a substantial pay increase, and have rejected an offer of 11% from 1 April 1965 plus 2% from 1 April 1966. The Association states that many radio officers are being attracted away from Denmark by better conditions elsewhere, and that there is a serious shortage which can only be overcome by higher pay. A seagoing radio officer earns less than a radio operator in a coastal radio station. The dispute is now going to conciliation.

GREAT BRITAIN

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MNAOA Conference calls for retirement at 60

The annual Conference of the ITF-affiliated Merchant Navy and Airline Officers' Association has passed a resolution calling for the early reduction of the retiring age from 65 to 60, with a further reduction to age 55 eventually. The resolution also called for improved death benefits. The Conference also carried unanimously a resolution that no officer be expected to take charge of a seagoing watch on sailing day unless he had had a rest period of at least four hours during the preceding 12 hours.

ISRAEL

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New contracts for Israeli seafarers

The Israel Seamen's Union reports that it has obtained new agreements for its members, valid until December 1966. Seamen and officers receive a 12% increase in pay this year, plus a further 5% next year. A comprehensive pension scheme has also been drawn up. Details will be reported later.

UNITED STATES

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Unions obtain "Vietnam bonus"

Four American maritime unions - the National Maritime Union, the Masters, Mates and Pilots, the American Radio Association and the Brotherhood of Marine Officers - have obtained special bonuses and increased insurance payments for officers and crew of ships in the Vietnam area. The agreement, which is effective from 24 April this year, provides:

- Double pay in the designated area;
- A \$300 bonus if on a vessel which is attacked;
- A \$200 bonus if in a harbour under attack;
- Life insurance of \$20,000 while in the area, plus insurance of \$500 on personal effects.

CIVIL AVIATION WORKERS

GREAT BRITAIN  
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Agreement for BOAC stewards and stewardesses

BOAC cabin staff belonging to the Transport and General Workers' Union have ratified a new agreement which will give most of them an immediate increase of about 18%, which will rise to 28% in three years. A steward (second class) at present on the minimum salary of £671 will reach £782. For other grades the agreement means an increase of over 10% in the first year. All increases are backdated to 1 February this year. The strike threatened for 1 June has been called off.

ITALY  
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New cabin crew complement regulations

The Italian government has issued the following new regulations to airline companies on the manning of passenger aircraft:

Passenger aircraft must carry the following minimum number of crew trained in emergency procedures:

1	on aircraft capable of taking 10 to 44 passengers
2	" " " " " 45 to 99 passengers
3	" " " " " 100 or more passengers

Such crew members must be given comprehensive training in all emergency procedures, and this training must be approved by the Ministry of Transport and Civil Aviation.

PHILIPPINES  
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ITF seeks international support for striking airline workers

The ITF has passed on to civil aviation affiliates in the United States a request for international solidarity action from the Philippine Air Lines Employees' Association, whose members have been on strike against Philippines Air Lines for some three months. The union is specifically asking for a boycott of PAL aircraft in Honolulu and San Francisco.

GENERAL

ITALY  
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Transport union coordinating committee formed

Transport unions affiliated to the Italian national centre

CISL have formed a Trade Union Committee of Transport and Allied Workers with the aim of achieving a common approach to trade union problems and action. The Committee will function more or less informally, the chairmanship being taken in annual rotation by the leaders of the constituent unions. The first chairman is Enzo Leolini, General Secretary of the ITF-affiliated Federation of Transport and Allied Workers (FILTAT). The Committee will meet normally once a month, and may later set up a series of regional committees.

TRADE UNION RIGHTS

INDONESIA  
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Railway union suspended by government

Following a speech by the Indonesian Minister of Communications in March, in which he advocated the dissolution of the ITF-affiliated Railway Workers' Union PBKA, the activity of the union has been temporarily prohibited as from 1 April 1965. The suspension of recognition of this union has been decreed by the Director-General of the state railways.

JAPAN  
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ILO Convention 87 ratification finalized

On 17 May the Upper House of the Japanese Diet passed the bills concerning ratification of ILO Convention 87 on Freedom of Association and Protection of the Right to Organize together with related amendments to labour legislation. This brings to its culmination the historic struggle which the Japanese trade union movement has been waging for over seven years. Associated in this struggle have been the International Labour Organization, whose Fact-Finding and Conciliation Commission on Freedom of Association conducted a vital inquiry into the situation in Japan, with the active collaboration of the ITF.

Welcoming ratification, ICFTU General Secretary Omer Becu stated: "We realize that the accompanying legislation still contains certain provisions to which the Japanese trade unions object, but we are gratified to learn that a procedure has been created which gives hope that a satisfactory solution to this problem will be found; indeed, the controversial provision of the new legislation will not be enforced before an ad-hoc Commission has examined the problem and has made recommendations."

He also pointed out that "ratification should not be regarded as an end in itself, but rather as a beginning; in our view it must mark the beginning of a new era in the field of trade union rights and of the unconditional recognition of collective bargaining rights in Japan."



MALAYSIA  
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Government ban on strikes

The Malaysian government has issued two regulations under the Emergency (Essential Powers) Act of 1964, restricting trade union rights. The first, the Essential (Prohibition of Strikes and Proscribed Industrial Actions) Regulations, prohibits government employees from taking part in a strike, work-to-rule or other forms of industrial action. The penalty for contravention is two years' imprisonment or a \$5,000 fine, or both. Railwaymen, civil aviation workers and government-run ferry service employees are covered by this.

The second regulation, the Essential (Arbitration in the Essential Services) Regulations, establishes an Industrial Arbitration Court for private firms and industries.

Under this order the Minister of Labour will have power to intervene in an industrial dispute before or after it begins and order the parties concerned to refer their dispute to the court, whose rulings are legally binding.

The regulations do not apply to Singapore, which has autonomy in labour affairs.

PUERTO RICO  
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General strike follows emergency legislation

A general strike was called in Puerto Rico on 21 May following the passage of emergency legislation which would give the Governor power to enjoin striking unions if stoppages affect public welfare. This came after unsuccessful government efforts to halt a 12-day strike of bus drivers.

UNITED STATES  
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President backs union shop legislation

The US President has asked Congress to pass legislation repealing Section 14(b) of the Taft-Hartley Act which allows individual states to ban union shop agreements. The AFL-CIO has launched a campaign in favour of this measure. At present 19 states have enacted what are known as "right-to-work" laws, preventing unions and managements from agreeing that all employees should be union members.

PERSONALIA

Tor Aspengren, since 1958 President of the Norwegian Metalworkers' Union (whose railway workshop members are affiliated to the ITF), has been appointed Vice-President of the national centre LO.

J.A. Cornner, Assistant General Secretary of the British Radio

Officers' Union, retired on 24 March after over 35 years' service. He is succeeded by D.H. Lamb, who has been Organizing Secretary since 1941.

Paul Finet, first President of the ICFTU, and a leading personality in the Belgian trade union movement, died on 18 May in Luxembourg at the age of 68. He was a member of the High Authority of the European Coal and Steel Community, and one of the strongest supporters of European integration.

Peter Madsen, former head of the Danish Railwaymen's Union, celebrated his 70th birthday on 29 May. He retired from the union last June.

NEWS IN BRIEF

Great Britain: The Transport Salaried Staffs Association has had its claim for a further review of railway salaries turned down by the Railway Staff National Tribunal, the industry's arbitration body.

Unions in both Kenya and Uganda have protested against their respective governments' proposed legislation to deal with trade unions and trade disputes.

Pakistan: The governor of Bunarpara, East Pakistan has announced the setting up of a Commission to look into grievances of railway workers in the province.

The US National Maritime Union staged a massive demonstration against the s.s. "Oceanic" when she arrived in New York after her maiden voyage. The vessel, a luxury cruise liner owned by an unidentified syndicate believed to be composed of Greek, Italian and American financiers, is registered in Panama.

COST OF LIVING  
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January 1963 - 100 points

Netherlands - March 1965 - 109.35 points

FORTHCOMING MEETINGS  
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Fair Practices Committee	- Stockholm, 14,15 June 1965
Sub-committee on Railway Pay Structure	- London, 1,2 July 1965
Executive Board	- Copenhagen, 26,27 July 1965
XXVIII Congress	- Copenhagen, 28 July - 6 August 1965

ILO EXPERTS DISCUSS URBAN TRANSPORT WORKING CONDITIONS

The following are the Conclusions adopted by the meeting of experts on conditions of work in urban transport services, held under ILO auspices in Geneva from 10 to 19 May 1965. These Conclusions have now to be submitted to the ILO Governing Body. ITF Observers at the Meeting were Hans Imhof (ITF Assistant General Secretary), E. Oliver (USA) and J. Geldof (Belgium).

Regulation of Working Conditions

1. In view of the increasing difficulties due to traffic, the conditions in which the travelling employees carry out their duties and their particular responsibilities, it is desirable that the undertakings, while taking into account the operating requirements and their responsibilities in the field of management, should seek ways of securing working conditions as favourable as possible for these employees.

2. These special conditions should be established, according to the method followed in the country or city in question, by laws and regulations issued under them of general application or specifically applicable to urban transport, by collective agreements or arbitration awards, or by a combination of these methods.

3. It is essential that the provisions of the texts governing working conditions be adapted or revised periodically, with due regard both to the increase of traffic in urban transport and to the development of technical characteristics of vehicles.

4. It is highly desirable that the employers' and workers' organizations concerned participate in the preparation and revision of the regulations governing working conditions in urban transport.

5. Furthermore, it is essential that the implementation of the provisions governing working conditions be adequately supervised by the labour inspectorate, for instance in the developing countries.

Hours of Work

6. The term "hours of work" is normally understood in these conclusions in the sense given to it by the International Labour Conference, at its 25th Session in 1939, in the Convention concerning the Regulation of Hours of Work and Rest Periods in Road Transport (No. 67), particularly in its Article 4.

7. In addition to the time spent in work done during the running time of the vehicle, the time spent in subsidiary operations, the periods of mere attendance and the breaks for rest and interruptions of work mentioned in Article 4 of the Convention referred to in the preceding paragraph, it is desirable to consider including in hours of work, in accordance with the method applied in the country or city concerned, certain breaks and certain intervals separating periods of duty.

8. Urban transport employees in the great urban conglomeration are often compelled to live in a place distant from the point where they sign on for work, and it is therefore desirable that the undertaking should facilitate the travelling of the employees between their home and their point of taking up work and assign to each employee a fixed point for signing on and signing off, having regard, as far as possible, to their place of residence. Time spent travelling between this point and the actual place of signing on or signing off should be deemed to be part of the hours of work.

9. Where a reduction of hours of work is contemplated, the competent authorities or the parties concerned should be guided in particular by the principles laid down by the International Labour Conference, at its 46th Session in 1962, in the Recommendation (No. 116) concerning Reduction of Hours of Work, which indicates the 40-hour week as a social standard to be reached, by stages if necessary, and without reduction of wages.

10. In order to reduce the fatigue of employees, any reduction in average weekly hours of work should be made in the first place on daily hours of work. It may be considered preferable, however, particularly when the daily reduction is of only a few minutes, to have the daily reductions accumulate and to compensate for them by an additional period of rest as soon as they reach a certain total. It is not desirable to permit accumulation of several additional rest periods so obtained.

#### Overtime and Spreadover of the Working Day

11. Overtime is calculated at the end of the period determined in accordance with the method practised in the country or undertaking concerned.

12. In order to avoid the infliction of too heavy a burden on the employees through recourse to overtime, it is desirable that a limit should be fixed in respect of the amount of overtime worked per employee.

13. Subject to the possible provisions of laws or regulations issued under them or of relevant agreements that may be signed by employers and workers, overtime calculated in accordance with paragraph 11 should be compensated for by equivalent periods of rest, by increased pay or by both methods.

14. It is desirable that the period of time elapsing between signing on and signing off should constitute as short a spreadover as possible. As this occurs when the employees carry out their daily work at one stretch, it is desirable that the undertakings should seek to limit the number of daily periods of duty, as far as operating requirements permit.

15. The length of the daily spreadover must not jeopardise the uninterrupted period of rest that employees must have every day.

16. In particular, the undertakings will have to adopt the necessary measures to ensure that unforeseen extensions of duty beyond the scheduled time do not reduce the daily rest period below a minimum.

#### Night Work

17. Night work in urban transport should give the right to increased pay.

18. Subject to the preferences of the employees, each employee should benefit from a satisfactory alternation of night and day duties.

#### Rest and Holidays

19. The nature of work in urban transport makes it essential for the employees to have at least one full day of rest recurring at intervals of approximately one week.

20. Since the requirements of the service do not allow of the granting to all urban transport employees of a rest period on the day of rest generally observed, the undertakings should endeavour to establish a rota distributing as well as possible among the employees a certain number of rest days in the year and the light of practice coinciding with the rest days generally observed.

21. Increased pay should be granted to employees working during the rest day generally observed.

22. The considerations set forth in paragraphs 20 and 21 also apply to the official public holidays of the city concerned.

23. In view, in general, of the increasing difficulty of their work and the obligations by which they are bound, and in view also, in particular, of seniority and of the nature of certain duties, it is desirable that urban transport employees should have as long holidays as possible.

24. Since holidays with pay must be of a certain uninterrupted length to fulfil their purpose, it is essential that they should be actually taken, not compensated for in money, and that splitting them should be restricted as far as possible.

25. It is desirable that undertakings should draw up the list of departures on holiday after consulting the representatives of the staff, and that this list should be brought to the attention of those concerned as far in advance as possible.

26. In drawing up the rotas for annual holidays with pay the undertaking should endeavour to take into account the reasonable wishes of the employees and to arrange favourable dates for those with dependants. In those cases where either by agreement or custom, certain employees have acquired the right to priority in choosing the date of their annual holidays with pay or in cases where other agreed arrangements apply, these practices should be continued.

### Shift Rotas

27. The various duties to be assigned to teams of employees on travelling vehicles should be distributed as fairly as possible among all the members of the staff, the operating requirements and their variations being taken into account.

28. The shift rotas should be introduced after consultation with the representatives of the staff.

29. In the assignment of turns of duty by name the undertaking should take into account as far as possible the wishes of the employees, their age or family situation and other relevant factors. In those cases where certain employees have acquired by agreement or custom the right to priority in choosing the turns of duty that best suit them or in cases where other agreed arrangements apply, these practices should be continued.

30. It is desirable that possible disputes arising from the establishment of rotas or the assignment of turns of duty by name should be settled amicably within the depot or undertaking. Machinery to which the parties can resort for the settlement of disputes should be established.

31. In order to minimise overtime, it is desirable that the undertakings should have adequate staff to cover both normal and unforeseen requirements.

32. Motormen or drivers and conductors should not be called on to exchange their functions - where such a system is applicable - except when such an exchange does not subject them to a reduction in income or lessen their chances of promotion.

33. The use of one employee both as motorman or driver and conductor at the same time should be subject to consultation with the staff, to the adequate training of the employee concerned, to the adjustment of the equipment of vehicles and to the granting of additional pay. Moreover, staff to which such new functions will not be assigned, should be protected against any consequences detrimental to them which may result from such changes in the methods applied in the undertaking.

### Employment of Women

34. Subject to national legislative provisions and to international labour standards relating to the protection of women workers, maternity and the family, rules applied to women in respect of hours of work, periodic rest, annual holidays with pay, other conditions of work and the assignment of duties entered on the rota should not differ from those applicable to male employees. Moreover, the principle of equal wages for work of equal value laid down in many national legislations, and which the International Labour Conference, at its 34th Session in 1951, incorporated in the Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (No. 100) should be observed.

## Welfare

35. Since urban transport employees are frequently called upon to carry out long turns of service without returning home or even to a depot, the undertakings should provide them, at the end of the routes, at important relief points and at signing on and signing off points, with the necessary facilities to enable the travelling employees to satisfy the needs of nature, to spend brief breaks in adequate comfort, or to take quick meals without having to go to a commercial restaurant.

36. When the shift rota provides for intervals between two periods of service that are too short to allow the employees to go home, the undertakings should provide them with canteens, rest rooms and equipment for recreation in suitable places.

37. In cities where the housing situation is particularly difficult, undertakings should help their employees to obtain housing in the residential areas, provide them with such housing themselves when possible, and fix the signing on point of employees as near as possible to the place where they live.

## Harmful Consequences of the Intensity of Modern Urban Traffic

38. It is of the greatest importance that urban transport employees be provided with a permanent medical service responsible for supervising their health and ensuring the necessary medical care.

39. Urban transport employees, like the other inhabitants of cities, and perhaps to an even greater extent, are subjected to the harmful effects of noise and air pollution. In their work, they are also subjected to the difficulties resulting from the intensity and disorder of traffic in urban thoroughfares and the crowding, particularly at peak periods, of the vehicles on which they serve.

40. Since it is not yet possible to measure with sufficient certainty that part of the harmful consequences that must be attributed to the occupational activity of the urban transport employees, it is desirable that public authorities, undertakings and their associations and occupational associations of the workers concerned, as well as the appropriate governmental or non-governmental international organizations, should take steps so that the inquiries already started on this subject shall be hastened and extended, possibly in the form of pilot studies, and that the findings should be published and exchanged at the international level.

41. Without waiting for the findings of these inquiries, the competent national or local authorities and the medical services of undertakings should direct the medical examinations to which the workers in question are subjected towards these aspects of the living and working environment of the urban transport staff and follow among them the evolution of liability to diseases, accident proneness and other troubles that may be presumed to be due to the conditions of modern urban life.

42. If it should be established, or presumed with sufficient likelihood, that the working conditions of urban transport employees involve specific risks of harmful consequences, a reduction of exposure to these risks should be made; it could be effected by shorter hours of work or a shorter career.

43. It is also desirable that undertakings should, after consultation with employees' representatives, adapt timetables for the vehicles to the commercial speed that can actually be maintained in face of the variations in the congestion of the streets, so that employees should not be encouraged to endanger traffic safety by driving their vehicles at an excessive speed in order to make up for delays.

44. The work of urban transport employees could be lightened by proper arrangement of the working places on board the vehicles - with an adapted cabin for the motorman or driver - which would ensure their protection against noise, dust, air pollution and dazzle.

### Labour-Management Relations

45. The necessity for frequent adaptations of the work of employees to variations in operating requirements, the close connection between the interests of the undertaking and those of the staff, and the public service nature of urban transport make good labour-management relations and personal relations highly desirable at every level of the undertaking.

46. In accordance with the spirit of the relevant Conventions and Recommendations adopted by the International Labour Conference, it is desirable that appropriate machinery for consultation should be established to bring about effective co-operation between undertakings and their employees or the representatives of their employees, as well as between undertakings or associations of undertakings and urban transport workers' organizations, on all matters of common interest.

47. It is desirable that provision should be made in advance at every level of the undertaking for rapid and effective methods leading to the smoothing out of such difficulties as may arise between the undertaking and the employees or their representatives, so that too frequent recourse to the more general machinery for the settlement of disputes may be avoided.

### Future Measures

48. The putting into effect of the conclusions set forth in the preceding paragraphs would undoubtedly be likely to bring some relief to the working and living conditions of urban transport employees, but the Meeting is well aware that the problem raised can be solved only if town planning, technical, economic and other measures are taken at the same time to settle a problem that becomes each day more acute.

49. In these circumstances, the Meeting considers it most desirable that the International Labour Office should continue, in its own field, the study undertaken for the purpose of this



Meeting and, in other fields, draw the attention of the competent national authorities and international organizations to the following views expressed by the Meeting.

50. Among the most essential points it may be noted that the Meeting has given particular attention in the social field:

- (a) to the continuance of the studies undertaken by the Office with particular emphasis on statistical enquiries and bilateral or multilateral exchanges, the results of which would be summarised for publication;
- (b) to the campaign against air pollution and noise;
- (c) to the development of industrial medicine and of its preventive effects.

51. In other fields, the Meeting has stressed:

- (a) the necessity for co-operation between undertakings and constructors with a view to improvement of vehicles;
- (b) the improvement of traffic in cities. In this connection, the Meeting expressed a unanimous opinion that the possibility of granting priority to public transport should be studied without delay, by the competent authorities;
- (c) the improvement, by development or construction, of thoroughfares or lanes assigned to urban transport;
- (d) the concentration of major industrial and commercial areas that are difficult of access;
- (e) the staggering of work schedules in industry and commerce to bring about an appreciable reduction of peaks in traffic;
- (f) the importance of the public service concept and its consequences for the financial system of undertakings;
- (g) the necessity for a co-ordination, under the auspices of a competent authority, of the various means of urban transport.

52. The Meeting expresses the wish that the Inland Transport Committee of the I.L.O. should be informed of the present conclusions and of the work carried out in pursuance of them.

53. The Meeting requests the Governing Body of the International Labour Office to ask the Director-General to communicate these conclusions to the governments of States Members, requesting these governments to bring them to the attention of the authorities and employers' and workers' organizations concerned, and to give effect to those conclusions in every other respect.