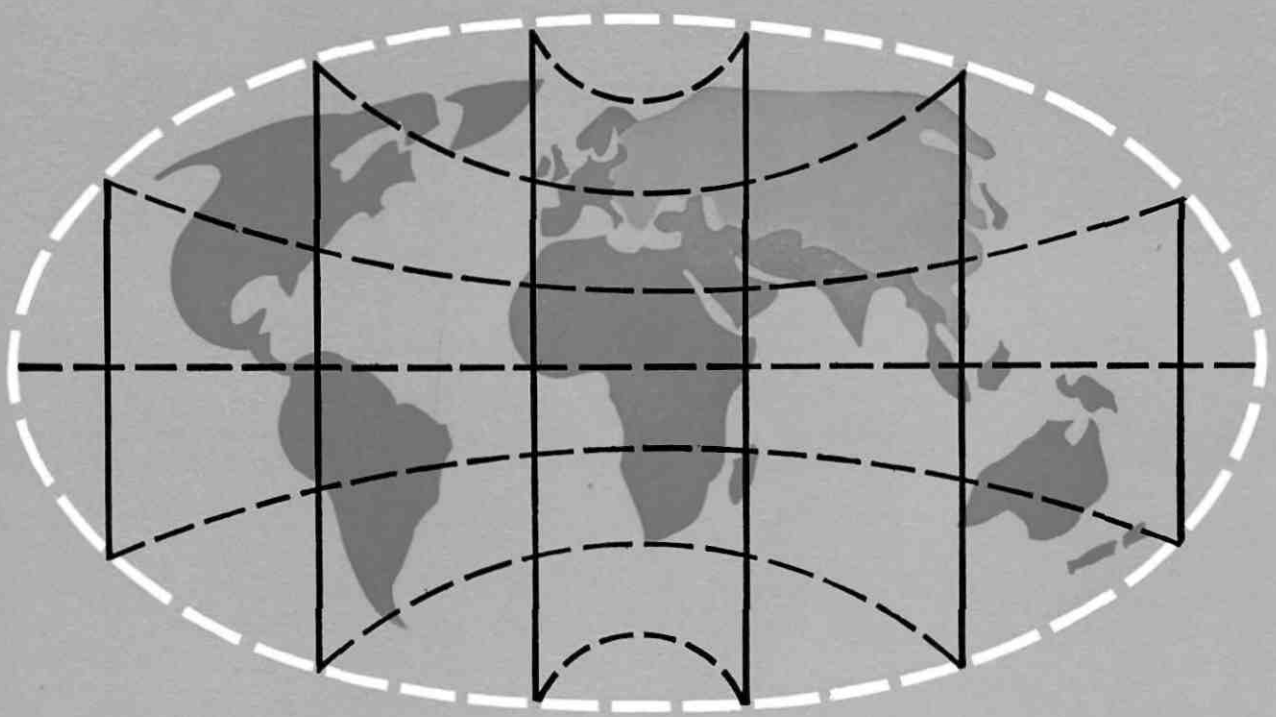
Vol XIII No 7/8 July/August 1953



ITF

INTERNATIONAL TRANSPORT WORKERS' FEDERATION

INTERNATIONAL TRANSPORT WORKERS' JOURNAL

Monthly of the ITF

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A fair deal for civil aviation personnel

by **Omer Becu**, General Secretary of the ITF

FROM THE HUMBLE AND HEROIC EXPLOITS of early pioneers, civil aviation has developed to its present day complexity and is obviously a permanent feature of life on this planet; the tremendous technical strides of the past decade and the promise of tomorrow's aircraft ensure that the industry, in its globe-girdling activities, will exert incalculable influence on the life of mankind. An interesting novelty has become one of the most important factors in modern civilization, since aviation is now regarded as an international business in which all nations who value not only their prosperity, but also their survival, must participate. Admittedly air travel to date has been the experience of the favoured few, but as costs diminish it will become the servant of increasing numbers of the world's populace.

Personnel problems of its own

What of the personnel engaged in the industry? Readily acknowledging the sterling work of ground crews – and no airline could operate without efficient maintenance and ancillary services – this article is confined to flying staff problems, which, although not more important, are more immediately urgent than those of ground personnel. Flying staff must possess a sound educational background, and maintain a high professional and medical standard; indeed in no other industry are such frequent technical and physical examinations necessary. Working conditions at the moment are good, but it is nevertheless essential, in its comparative infancy, to establish satisfactory international standards, both technical and social.

International representation inadequate

Although there had previously been several smaller international conferences, it was in December 1944, at the invitation of the United States, that representatives of fifty four nations assembled in Chicago to discuss on a global scale the varied problems of international cooperation in air matters. The Provisional International Civil Aviation Organization was set up in June 1945 and in April 1947 was converted into a permanent body, dropping the adjective 'provisional' from its title. Its chief task is the development of international rules to control and regulate civil air operations in the interest of safety and order in the air. One would assume that with this international watchdog guarding the interests of the industry all would be well, but it has become painfully clear that flying personnel – who must daily implement its provisions – have no adequate representation on the organization, and although certain agencies such as the International Federation of Air Line Pilots (IFALPA) and the Interna-

tional Airline Navigators' Council (IANC) have consultative status with it, they can have but little influence on its deliberations.

ITF Civil Aviation Conference

Such problems, amid others, engaged the attention of the Civil Aviation Section of the International Transport Workers' Federation (ITF) meeting in Paris on 10 and 11 June 1953 for a flying staff conference. Sixteen delegates representing organizations in Belgium, France, Germany, Great Britain, Holland, Sweden, Switzerland and the United States attended, and IFALPA sent an observer.

The Conference devoted considerable thought to the complex and fundamental problem of flight crew complement, complex because of the variety of aircraft types and routes flown, fundamental since until it is finally resolved, there are social problems that cannot receive adequate attention. Information supplied by delegates revealed that practices vary considerably in different countries even on identical routes with the same aircraft type; in some instances crew complement has been decided by operators more interested in economy than in public safety – the management of one well-known nationalized airline has offered extra pay to certain pilots if they will agree to perform radio duties in addition to their own, and the recent twenty four hour strike of Air France personnel was due to the hostility of French flyers to dual capacity-working. In another European country the Head of the Government Department legislating for the industry is also an administrative officer of its national airline! National regulations, where they operate, can be loosely interpreted and in many cases are based on ICAO recommendations which may often be unduly influenced by airline companies: where there are no national regulations little short of anarchy prevails. In an industry eminently capable of international treatment, it is nothing less than a tragedy that near-chaos should exist, and that regulations should permit collusion between aircraft manufacturers and airline operators in deciding the cockpit layout, thereby predetermining what flight personnel should be carried.

Minimum crew complement

The Conference felt that unless this vital problem was tackled immediately, we should in a few years be victims of poor standards and bad customs. Realizing its duty to the travelling public as well as to flight personnel, it decided that the minimum crew complement should be:

1 Captain
1 Co-pilot
1 Navigator
1 Engineer
1 Radio Officer, exceptions being permitted only after consultations with unions concerned. Particularly on long hauls where navigational accuracy and attention to the critical fuel factor are obviously of paramount importance, the use of specialist ability is essential for maximum safety and operational efficiency. Closely allied to the carriage of a radio officer is the question of 500 kc/s. equipment which the Conference regarded as vital for safety. The two following resolutions represent the ITF viewpoint:

I

'This Conference, having regard (1) to the need for maintaining at all times the highest possible safety standards in civil aviation, (2) to the necessity of an adequate supply of qualified specialist personnel being available in case of national emergencies, and (3) to the technical development which is rapidly taking place and the constant adoption of new types of aircraft for commercial operation:

'notes with concern that the crew complement regulations in force in various countries are of an unsatisfactory nature and allow to some extent the safety factor to be overruled by financial considerations:

'Having regard further to the fact that national regulations of various countries are in many respects based on the recommendations of ICAO, and that these recommendations are in some respects subject to undue influence by employers' representatives:

'Decides to bring the views of the Civil Aviation Section of the ITF as set out below to the knowledge of ICAO with a view to securing that future recommendations of ICAO, particularly on the subject of crew complement, be based as much on the experience of specialist flight crew members as they are at present on the commercial considerations of the employers:

Pilots

'That the number of pilots required to operate any aircraft in air transportation shall be sufficient to provide for adequate safety:

'That the minimum pilot complement which may be employed shall be two properly qualified and certificated pilots on all multi (two or more) engined aircraft engaged in commercial aviation.'

Navigators

'That a flight crew member holding the appropriate flight navigator's licence should be carried in addition to the other flight crew members required, and should act in the sole capacity of flight navigator on all transoceanic routes as well as on certain other routes where all interested bona fide organizations representing staff consider radio aids inadequate:

'That, subject to consultation with such bona fide organizations as are affected, an aircraft may proceed without a flight navigator provided that it is found that radio aids are such that the position of the aircraft can be accurately determined at least every 200 miles.'

Flight Engineers

'That a flight crew member holding the appropriate flight engineer's licence for the aircraft concerned should be carried and should act in the sole capacity of flight engineer on all aircraft,

a) having four or more power plants,
b) certificated for more than 80,000 lbs. maximum take-off weight,
c) where the appropriate authority finds the design of the aircraft used or the type of operation is such as to require engineer personnel.

'That where a flight engineer is carried as a member of the flight crew he should be provided with a separate station and suitable instruments and control apparatus.'

Radio Officers

'That a flight crew member holding a radio officer's licence and acting in the sole capacity of radio officer should be carried on all flights, except where the Government authority and the bona fide organizations representing staff concerned jointly agree that having regard to the circumstances of each case, the carriage of a specialist radio officer is not necessary:

'That the varying practices of dual-ca-

A part of the conference table showing delegates to the ITF's Paris Conference during a discussion on flight steward problems

pacity working which derive from the permissive nature of the national radio regulations of the various countries, and which reduce the safety factor, are viewed with concern and should in principle be opposed:

'That the national organizations concerned should take the necessary steps within their respective countries to bring pressure to bear on their parliaments or other appropriate authorities, with a view to ensuring that radio regulations be more closely defined and that the present tendency be reversed or checked.'

II

'This Conference, having given careful consideration to the available evidence on the use of 500 kc/s. equipment:

'Having taken note of the fact that certain air carriers have dispensed with this equipment and of the tendency of others to do likewise:

'Expresses its grave concern at this development, which, in its view, represents a far-reaching lowering of safety standards:

'Considers that the carriage on all overseas routes of 500 kc/s. equipment immediately usable for the transmission and reception of messages on 500 kc/s. is essential and that in order to obtain the maximum benefits from the telecommunications service this equipment shall be operated by a specialist radio officer; and

'Calls upon the Secretariat to impress these views on ICAO and to take such other consequential action, national and/or international, as may be necessary to ensure that national legislatures shall require the carriage of 500 kc/s. equipment in accordance with the terms of this decision.'

IFALPA have devoted much attention to the problem of crew complement, and while their views are not entirely coincident with those of the ITF, it was felt that the time was ripe for all aircrew categories to get together to determine a common policy. Compromise there might well have to be on both sides to arrive at a satisfactory formula, but as long as pilots presented one opinion, and non-pilot members another, the strength of the trade unions' arguments would be weakened, and certain Governments and employers would doubtless welcome such divided counsels. It was decided that an approach be made to IFALPA for discussions with a view to arriving at a resolution that would demand universal attention, and a subcommittee was appointed for any future consultation. This is to consist of delegates from Belgium (pilot), Holland (navigator), Switzerland (radio officer) and Great Britain (navigator and engineer) together with trade union officials from each country and two ITF representatives.

Model collective agreement for steward personnel

The Conference accepted, with minor adjustments, a model collective agreement for airline steward/stewardess personnel; this document is designed to act as a guide in the conclusion of national agreements. Several delegates stated that their organizations had already used the initial draft as the basis for negotiation, and the Conference was gratified to hear that practical results had been obtained.

1) *Flying Hours*
Maximum of eighty-five monthly, 255 hours quarterly and 950 hours annually.

2) *Ground Hours*
Maximum of thirty-six hours monthly and 108 hours quarterly.
All hours in addition to 1) and 2) to be overtime at double rate.

3) *Rest Periods*
Continental Operations: Maximum of thirty flying hours in any seven consecutive days; relief from all duties for not less than twenty-four consecutive hours from midnight to midnight at least once during such seven consecutive days.

Rest period of twenty-four hours after more than eight hours flying during any consecutive twenty-four hours.

Intercontinental and transoceanic operations: Rest period of twenty-four hours after twenty hours scheduled flying in any period of seventy-two consecutive hours.

Limitation of hours

The question of limitation of duty and flight hours of aircrew also loomed large in the discussions, and the following recommendations were accepted:

	SHORT HAUL		LONG HAUL	
	Flight Time	*Duty Time*	*Flight Time*	*Duty Time*
Week	32	40	60	80
Month	90	150	100	150
Quarter	255	—	255	—
Year	900	—	900	—

It was noted that this question is closely related to crew fatigue, and on neither issue is any international legislation in force. As with crew complement, practices vary; Great Britain has a clause written into its agreements for a maximum of 1,000 flying hours annually, France has a theoretical limit of 1,200, while the highest total for the KLM the (Netherlands) for 1950 was 1,171.

Accidents and flight fatigue

Employers' representatives argue that there is little factual evidence of any connection between aircraft accidents and flight fatigue, and it would appear they employ medical officers to back this view. Dr Slotboom, Chief Medical Officer of the KLM, is on record as saying that far from making 1,000 hours per year a maximum, he saw no reason why it should not be a minimum. The medical authorities of the International Air Transport Association (IATA), an organization of airline operators, claim that flight fatigue depends greatly on the mental load an aircrew member takes on board with him, the number of flight and duty hours being subsidiary factors.

IFALPA has gone into this problem, and has impressed its views – which differ little from those of the ITF – on ICAO, but without success. In 1951 ICAO merely recommended that the problem be further studied, and no discussion take place until studies are complete. Procrastination indeed! Flight personnel will not indefinitely tolerate such haphazard and piecemeal handling of vital matters, and the views of the KLM Air Crew Federation are pertinent:

'It is useless for ICAO to formulate standards and recommended practices for safe and orderly air transportation without ensuring that the human beings primarily responsible for their execution are adequately protected nationally and internationally from overwork and exploitation, so that they can tackle the complicated problems inherent in civil aviation with 100 per cent efficiency.'

Three instances were quoted at the Conference of young British aircrew officers having died in similar circumstances from heart failure at the end of a flight, and it was suggested there might be a connection between these incidents and excessive fatigue. Stomach ailments and slipped discs were cited as commonplace illnesses amongst pilots, and cockpit seating arrangements, largely a legacy of wartime construction, might contribute to crew fatigue. It was decided that the problem should form the basis of further research and that the next conference should consider whether any of the material collected is suitable for submission to the World Health Organization of the United Nations.

Lack of international legislation

In view of the confusion resulting from the lack of international legislation within the industry and the obvious dissatisfaction of aircrews on this score, the Conference sought remedial action. Two international agencies, the ICAO, and the International Labour Organization (ILO), exist for dealing with the technical and social problems respectively. No worker's voice is adequately heard on the former, and the latter, although created to deal with the social problems of all industries, has been unable, largely owing to its internal machinery, to devote much time to civil aviation.

Within the ILO, matters can be raised either through the Inland Transport Committee or at an International Labour Conference. With the Inland Transport Committee there are procedural difficulties. It meets biennially. Two matters only can be placed on the agenda, although discussion can take place on a wide range of subjects on the Director General's report. It is therefore obvious that unless existing machinery is overhauled, or new machinery created, years may elapse before aviation problems can receive just attention. At a meeting of the Inland Transport Committee in Nervi in December 1951 the ITF proposed that a special section for civil aviation be set up within the ILO, and that the Inland Transport Committee be split into industrial sub-committees and notably one for aviation. To date the ILO has not reacted.

ICAO, who feel increasingly capable of dealing with both technical and social questions, is watching the position very closely. Since the ICAO is represented at ILO meetings, it is desirable that the ILO should be represented at the ICAO conferences, preferably through a Committee of Experts. Technical problems can have social implications, and vice-versa, and the two following resolutions, which have been forwarded to the ICAO and the ILO, were unanimously adopted:

I

'This Conference is deeply conscious that the rapid development and the international character of the civil aviation industry call for an international approach to its social as well as its other

Meeting of the Executive Committee on June 29 and 30 at the Danish Transport Workers' Headquarter in Copenhagen. Seated: R. Dekeyzer, Belgium; O. Becu, General Secretary; R. Bratschi, Switzerland, President; H. Jahn, Germany; P. Tofahrn, Assistant General Secretary. Standing: P. Ferri-Pisani, France; W. Dorchain, Manager, ITF New York Office; H. Kanne, Netherlands; Th. Asser, Interpreter; T. Gómez, Spain; I. Haugen, Norway; A. Lyon, USA; A. Deakin, Great Britain; G. Clutterbuck, Interpreter, Mrs Ratna Mungat, W. Webber, Creat Britain; D. Mungat, ICFTU Asian Representative

problems:

'It therefore regrets that the International Labour Organization, created as it has been for dealing with the social problems of all industries, has so far devoted but little attention to civil aviation:

'The Conference realizes that the Inland Transport Committee of the ILO, which is no doubt the indicated agency for undertaking this task, is already preoccupied with numerous branches of the transport industry, but it nevertheless appeals to the ILO urgently to consider ways and means whereby its social duty may also be fulfilled in respect of the civil aviation industry:

'It accordingly invites the ILO to set up within its framework the necessary machinery for dealing with the social problems of civil aviation and in particular to seek recognition by and representation on the ICAO, on a reciprocal basis, in order that the two international agencies may consult together and deal effectively with the social and technical problems of civil aviation where these impinge upon one another'.

II

'This Conference regrets that under the present arrangements the personnel of the civil aviation industry are not adequately represented when matters of vital importance to their safety and well-being are discussed by the International Civil Aviation Organization:

'It suggests, with a view to remedying this situation, that the ICAO grant recognition to a Committee of Experts which should be representative of the two sides of the industry, management and personnel, and set up under the auspices of the International Labour Organisation on the lines of precedent already established in the maritime industry where through representation of the Joint Maritime Commission the ILO has been recognized as competent to safeguard the social aspects in inter-governmental discussions on international safety of life at sea:

'The Conference holds that technical problems rightly come within the jurisdiction of the ICAO, and social problems within that of the ILO, and that where technical problems have social implications, and social problems technical implications, arrangements are needed whereby the ICAO and the ILO accord one another recognition and representation on a reciprocal basis, in order to do justice to both the technical and social aspects of the civil aviation industry.'

Conjecture as to the reception that will be accorded these resolutions would be pointless; the suggestion that a Committee of Experts be appointed is a revolutionary one within the industry, but flying personnel cannot continue to sit idly by while pressing problems are disregarded, and the present confused position demands the creation of satisfactory, if novel, machinery in order that the industry be given a fair deal.

International Air Crew Charter needed

What of the future? Reference was made earlier to the proposed discussions with IFALPA, and the need for the closest collaboration between all aircrew categories cannot be over-emphasized, for until we speak decisively with one voice on vital problems, our efforts will continue to be abortive. Already each category has established its own Internatio-

nal (IFALPA for pilots, IANC for navigators, Flight Engineers International Association for engineer personnel and the International Radio Air Safety Association for radio officers). This we feel to be a retrograde step, since the uncoordinated presentation of sectional and restricted opinions weakens the solidarity of international trade unionism. The ITF does not claim the monopoly of trade union representation in the international field, but its machinery, particularly that for dealing with social questions, has been tested for almost sixty years whereas newly created bodies need time to acquire experience and could make serious errors. We aim at the establishment of an INTERNATIONAL AIR CREW CHARTER; the maxim that 'unity is strength' must henceforth be more than a pious platitude – it must be the keystone of all future activity.

Air buses in the near future

TWO-ENGINED HELICOPTERS cruising at 150 miles an hour will soon be flying metropolitan and intercity services according to a statement made at a recent meeting of air transport specialists.

The occasion was the sixth International Technical Air Transport Conference held in San Juan, Puerto Rico, at the end of April. Some 200 airline specialists attending the four-day discussions on the helicopter heard the prediction that, in the next five to seven years, the public may expect bus-sized helicopters carrying thirty passengers offering rapid transport free of traffic jams over distances up to 200 miles. Fares, it was stated, will be the same as on present airlines, plus the cost of automobile transport between airport and city. On metropolitan services the fares will be about the same as in taxi-cabs. Landing areas on roofs are also envisaged.

European Institute for the purchase of railway material

A PLAN to establish a European pool for the purchase of railway material is being considered by the railway administrations of a number of Western European countries.

The object of the plan is to set up a European Institute centralizing the purchasing of railway material and the allocation of orders to the industries of the member countries, each of which will contribute an agreed equal sum to the financial pool.

Staff employed on European railways at end of 1950 and 1951

Country	1950	1951	Increase (+) or decrease (—) %
Austria	77 190	74 877	—3.0
Belgium	88 522	87 689	—1.0
Denmark	28 123	27 828	—1.0
France	442 800	425 100	—4.0
Germany (Western Zones)	506 609	502 396	—0.8
Italy	169 374	165 801	—2.1
Luxembourg	5 408	5 211	—3.6
Netherlands	35 411	34 237	—3.3
Norway	26 346	26 711	+1.4
Sweden	69 435	66 824	—3.8
Switzerland	37 730	38 347	+1.5
Trieste	2 658	2 632	—1.0
Turkey	30 000	29 739	—0.9
United Kingdom	605 455	599 649	—1.0
Total of above countries	2 125 061	2 091 779	—1.6

ECE Annual Bulletin of Transport Statistics 1951

The transport coordination problem in Turkey

IN AN INTERESTING SURVEY of Turkey's transport position appearing in the latest issue of the United Nations *Transport and Communications Review*, the Research Department of the UN Transport and Communications Division points out that, until the Second World War, Turkey's status with respect to industrial growth, particularly transportation, was definitely that of an under-developed country. There was certainly no over-supply of transport facilities in relation to the actual or latent demand. Moreover, the Turkish Republic's policy of state control, as applied to the transport field, resulted in an extensive use of state agencies and afforded little opportunity for competition between the various means of transport.

More recently, however, the desirability for private enterprise to be included in the transportation industries has begun to be stressed, and with this has come a considerable expansion and differentiation of the country's transport system. This brings the question of the coordination of transport into the focus of public transport policy. As was stated in the report of an International Bank special mission to Turkey: 'The development of road transport will intensify competition between highways, railways and coastal shipping, and between public and private means of transport. Turkey will have a variety of complex problems to solve, such as whether a newly opened district should be served by rail or road; which type of access a newly developed port should have to its hinterland; whether important urban centres should be linked by rail or road along parallel or alternative routes; and whether feeder lines should be by rail or road. Rates and schedules are now inconsistent and conflicting and do not always meet the needs of the country. The existence of development programmes in all fields of transport makes the determination of priorities essential. It is thus apparent that the time has come to provide for the coordination of all transportation services.'

In order to promote this coordination, the mission recommended the establishment of a central body in charge of coordination policies in the form of a Transportation Co-ordination Commission to advise the Minister of Communications on routes, rates, schedules and safety regulations for all means of trans-

portation, also on priorities of new investments, repairs and replacements. It recommended further that the transport agencies should be given sufficient administrative and financial autonomy to be able to operate on a business budget. This meant that operating expenses, including provisions for amortization, should be paid out of current revenues.

In addition to bringing about a much needed revision of existing schedules and services, especially in regard to railways and coastwise traffic, the suggested coordination policy would lead to a substantial reduction in the number of governmental agencies in the transport field and a reorganization of others. Thus, for instance, the administration of ports would be separated from the shipping services and confined to a port authority.

New Unesco head is former railwayman

A former US railway trade unionist has been nominated to fill one of the top posts in the United Nations. He is Dr Luther Evans, until recently Librarian of the United States Congress, who once worked as a railway section hand in Texas. He and his father, a section foreman, were members of the Brotherhood of Maintenance of Way Employees.

Dr Evans has been nominated by the executive board of the United Nations *Educational, Scientific and Cultural Organization* (UNESCO) as Director-General of that body. He has served as a member of the United States delegation to UNESCO general conferences since 1947 and has played an important part in its deliberations.

Swedish taxi drivers 'armed'

ACCORDING TO REPORTS from Stockholm, Swedish taxi drivers may soon be armed with a new weapon to defend themselves against any clients showing signs of using violence.

The weapon, which was recently demonstrated before a number of interested parties, was designed by a police commissioner in collaboration with a scientist, and consists of a kind of truncheon combined with a tear-gas container. A slight pressure on a button will direct a stream of gas at any assailant, dazing him for a period of five to six hours. The 'kick', apparently, is obtained by the addition of a chemical which has the effect of stupefying the attacker.

Permanent European Transport Ministers' Conference

AMONG RECOMMENDATIONS made by the Conference of West European Transport Ministers which met in Paris from 29 to 31 January last is a proposal to establish a permanent *European Conference of Ministers of Transport,* in which all those countries represented at the original meeting would be invited to participate.

The report of the Paris Conference, which has recently been forwarded to the Council of the OEEC and the interested Governments, states that the objects of the proposed permanent Conference would be:

a) to take all measures aimed at achieving, within a general or regional framework, the best possible utilization and most rational development of such European inland transport as is of international significance; and

b) to coordinate and promote the work of international organizations with an interest in transport, with due reference to the activities in this field of supra-national organizations.

The Conference would consist of a Council of Ministers, which would meet as often as it deemed desirable, and a Committee of Deputies designated by the Ministers, which would meet in the intervening periods to prepare for sessions of the Council and to resolve such questions as may be remitted to it by the latter body.

The ITF has been informed by the President of the Conference that, where deemed appropriate by the Conference, representatives of the Federation may be heard by or participate in the work of the Committee of Deputies in a consultative capacity and, providing that the Council gives its consent may present the views of the Federation on matters concerning it before the Council of Ministers.

It is also proposed that, when effecting the preparatory studies necessary to its work or taking steps to implement its conclusions, the Council will, where appropriate, consult with the competent international organizations.

US railroad employees and their compensation

Year	Average number	Total payroll (millions)	Average annual earnings of employees	Average straight time hourly	
				rate (cents)	earnings (cents)
1952	1,226,663	$ 5,338[a]	$ 4,352[a]	184.5[a]	193.6[a]
1951	1,276,000	5,336[a]	4,182[a]	175.7[a]	184.1[a]
1950	1,220,401	4,594	3,765	156.9	164.5
1949	1,192,019	4,419	3,707	144.1	150.6
1948	1,326,597	4,769	3,595	131.3	136.8
1947	1,351,863	4,352	3,219	117.5	122.4
1946	1,359,263	4,171	3,068	117.7	116.4
1945	1,419,505	3,862	2,721	93.3	97.2
1944	1,414,776	3,858	2,727	93.0	96.8
1943	1,355,114	3,521	2,598	89.3	92.9
1942	1,270,687	2,932	2,307	83.5	87.0
1941	1,139,925	2,332	2,045	76.9	80.3
1940	1,026,848	1,964	1,913	74.2	77.5

a. Includes the full effect, including retroactive payments, of the various wage increases and cost-of-living adjustments made to employees during 1951 and 1952

Employment and wages on US railroads in 1952

RAILROAD EMPLOYMENT in the United States in 1952 averaged 1,226,663, some 50,000 less than in 1951 but 6,000 more than in 1950.

The railroad payroll at $5,338 million in 1952, on the other hand, was about the same as the payroll for 1951 and considerably exceeded the $4,594 million payroll for 1950.

The table on page 103 shows the average number of railroad employees, total payroll, average annual earnings per employee, and average straight time rate of pay and earnings per hour for each year, 1940 through 1952.

All the averages relating to employee compensation were at peak levels in 1952. This was true of wage rates per hour, and of both annual and hourly earnings per man. The straight time hourly rate represents the straight time rate per hour paid for, while straight time hourly earnings represent what the average employee actually earns per straight time hour worked. Road employees paid on mileage earn somewhat more, on the average, for an hour of work than the applicable hourly rate.

Annual earnings of $4,352 per railroad employee in 1952 were 4.1 per cent greater than the $4,182 average for 1951, and 15.6 per cent greater than in 1950. The 1952 average was 59.6 per cent higher than the 1944 wartime peak of $2,727, and more than two and one quarter times the prewar level of $1,913 in 1940.

The average straight time hourly rate of pay stood at 184.5 cents in 1952. This average was 5.0 per cent above the 1951 level, 17.6 per cent higher than in 1950, 98.4 per cent greater than in 1944, and nearly two and one half times the 1940 prewar rate.

Quarterly cost-of-living wage adjustments were first made effective for railroad employees in 1951. Average straight time rate and earnings per hour for 1951 and 1952 reflect not only the basic wage increases made effective in 1951 and 1952, but the cost-of-living allowances in both years as well.

The 1952 cost-of-living (escalation) wage adjustments consisted of an increase of 4 cents per hour, effective 1 January, a reduction of one per cent per hour on 1 April, an increase of two cents per hour on 1 July, and an additional two cents on 1 October. So, in 1952, the escalation provisions in railroad labor contracts provided for a net wage increase totalling seven cents per hour. The 1951 total cost-of-living allowance was also seven cents, thus producing a cumulative cost-of-living allowance of 14 cents per hour over the two-year period.

Because of a slight decline in the Consumers' Price Index, leading to a downward adjustment of one cent per hour on 1 January 1953, the hourly rate became 189.7 cents on that date.*)

The agreements entered into with the operating and non-operating employees in 1951 and 1952 contained provisions prohibiting the initiation prior to 1 October 1953 of further proposals for changes in rates of pay, subject to a so-called 'reopening' provision to the effect that if Government wage stabilization policy permits so-called annual improvement wage increases the parties might meet with the President of the United States, or his designee, on or after 1 July 1952, to consider the justification of further wage adjustments.

(From: *'A Review of Railway Operations in 1952'* published by the Association of American Railroads, April 1953)

*) A further decline in the consumers' price index resulted in an additional decrease of 3 cents per hour, effective 1 April 1953. As of that date, the cumulative cost-of-living allowance was 10 cents per hour.

Rail schedules revolutionized US time keeping

THE US RAILWAYMEN'S WEEKLY 'LABOR' reports that in the recent annual furore over American 'daylight saving time', the United States railroads played little part except quietly to adjust their time-tables.

Seventy years ago, however, there was a much more serious rumpus over setting United States clocks in some orderly manner. The country's railroads were in the centre of the fight. They were cursed and defied by some people, but applauded by most.

'Standard Time' as it is known today started as 'railroad time' in 1883. Not until 1918 was it officially recognized by the Government. In that year, the Interstate Commerce Commission was given the power to define the boundaries of the time zones which the railroads had adopted long before.

Before 1883 there were more than 100 different time standards in the United States. Each city had its own and sometimes more than one. Usually it was left to the most popular watch-repairer to decide what was correct time. In some cities, Kansas City and Boston among them, rival watch experts had loyal followings.

In the Buffalo railroad station there were three clocks. One was set on New-York time, used by the New York Central. Another was on Columbus, Ohio time, used by other roads. The third was set to local time for the convenience of the local population. Pittsburgh had an even worse problem, requiring six clocks in its station.

Then C. F. Dowd, principal of a 'young ladies' seminary' in Saratoga Springs, N.Y., instituted a campaign to do something about the problem. In 1869, he started writing letters to railroad presidents and when his idea took hold he distributed pamphlets suggesting definite time zones.

In 1872, a group of railroad superintendents, meeting to arrange summer passenger schedules, formed an organization to discuss time standards. This was the General Time Convention, later to be known, as it is today, as the Association of American Railroads.

For more than a decade there was just talk. Finally, in October 1883, the Time Convention decided it was time to act and fixed the hour of noon on Sunday the 18th of November for the adoption of Standard Time.

The Mayor of Bangor, Maine, among others, objected strenuously to such tampering with the 'immutable laws of God Almighty', and vetoed an ordinance to put the city on Standard Time. A Tennessee minister smashed his watch with a hammer on his pulpit to show his defiance of the Louisville and Nashville Railroad.

Some newspapers also objected, the Indianapolis Star demanding to know if everyone must eat, sleep and work, and even marry and die, on railroad time. But in most places there was agreement that the move was a wise one and the present three time zones in place of the former hundred soon became accepted.

Near-chaos on railways in Eastern Germany

by **Paul Tofahrn,** Assistant General Secretary

THE RAILWAYS IN THE SOVIET-CONTROLLED ZONE OF GERMANY are in a bad way. The Minister of Transport, Prof. Dr Ing. Reingruber, one of the few competent transport organizers left in Eastern Germany, was sacked on 1 April 1953, allegedly at his own request. That was but the prelude to a spate of 'socialist criticism and self-criticism' coupled with threats of disciplinary action against offenders.

Self-criticism

A conference of all sections of the railways was convened at Halle for 19 April this year to discuss the state of railway transport in the Zone. As a preface to this meeting, there appeared in the official organ of the 'Party', *Neues Deutschland*, on 11 and 12 April, two articles denouncing inefficiency over practically the whole range of railway operations. Goods wagons, we learn, are being needlessly checked, with a consequent waste of manpower and increase in costs (one wagon was subjected to no fewer than twelve checks on the journey from Erfurt to Schwerin); millions of marks are being wasted and operations slowed down in observing bureaucratic procedure; regional and district controls are uncoordinated and lack central direction; officials at all levels are afraid of assuming responsibility; statistics and reports on Socialist competitions are being falsified; etc.; etc. The list of charges is so long that one cannot help thinking that if, instead of setting out what was wrong, the writers had confined themselves to stating what was right, they would have had little to say.

From this welter of accusations emerges quite clearly that the railways in the Soviet Zone of Germany are mismanaged. When it is printed in the official Party organ that existing regulations prevent guards from exercising proper control over their trains, that staff is moved about in so haphazard a fashion, that the Station Master at Stendal has been transferred fifteen times since 1945, one can hear the very wheels of the trains thump out the syllables of the word 'mismanagement'.

Rigorous discipline

Of course, the Party and its writers propound their remedies. Dr Gerhard Dengler advocates amongst other things the simplification of administrative methods, the more general application of Soviet methods of operation (we had thought that this was the disease and not the cure), and a *more rigorous discipline*. What the German railwayman in the Eastern Zone needs, apparently, is more discipline – Soviet discipline of course. Dr Dengler's voice is reinforced by that of Günther Mittag who writes: 'Finally, discipline must be more rigorously applied on the railways. Every infringement must be punished.' And here, to swell the vengeful chorus, is no less a person than Herr Chwalek, former Minister of Labour, and since 1 April 1953 Minister for Railways. Speaking at the railwaymen's conference at Halle on 19 April 1953, he charged railwaymen with being behind with their target for 1952, with failure to run their trains on time, and to improve operational safety. These failings he attributes to a lack of a sense of responsibility and – here it comes! – discipline.

This constant harping on the theme of 'discipline' has an ominous ring. It can mean only one thing: the hunt for scapegoats is on. And the scapegoats will be found among those who shun the political instruction courses, the peace rallies and the numerous 'voluntary' organizations which absorb the workers' free time. According to Soviet concepts, technical and administrative blundering and poor or bad workmanship in all its forms have only one cause: political incompetence or indifference, or ideological resistance. Hence all failures, including accidents, are 'criminal'. That concept is a very necessary safeguard for the ruling clique which is responsible for the chaos and the consequent sufferings inflicted on the railway servants and the railway users.

Robbers and parasites

How much the ruling clique needs this safeguard is illustrated by another document, compiled and issued by the Railwaymen's Union of the German Federal Republic entitled *Review of the Present State of the Railways in the Soviet Occupied Zone of Germany*. This up-to-date survey, based on official documents of the Eastern German Reichsbahn – many of them secret – gives us a full factual account of conditions on the railways behind the Iron Curtain. The present state of affairs is entirely due on the one hand to Soviet depredations following the collapse of German armed resistance at the end of the war, on the other to the introduction of Soviet methods of production and operation, coupled with the complete failure of the Sovietized economy in Eastern Germany to make good the losses, or even to keep pace with normal deterioration of material and installations.

As a result of dismantling carried out by the Soviet Occupation Authorities, the rails of some 12,000 kms. of track, 11,000 points of all types, and 460,000 iron sleepers were carried away. On all treble track lines, the third track has disappeared, on eighty per cent of the double track lines, the second track has been removed. Four hundred intermediate block stations with passing loops have been dismantled. Marshalling yards were robbed with particularly disastrous results. Add the destruction and damage as the results of hostilities, and we can form a picture of what the German railwayman in the Eastern Zone was faced with in the immediate post-war period.

With the energy and efficiency characteristic of German technicians and workers, the railwayman would have overcome his main difficulties in a comparatively short space of time, as he has done in the Western Zone, *if he had been left alone*. This has been successfully prevented by his new Soviet masters introducing their own methods of operation and control, one of the worst aspects of which is the permeating of the whole railway organization with controlling officials whose only claim to positions of authority is their 'political competence'.

A decrepit railway

As a result of this interference, after some eight years of Communist 'management', sixty per cent of the permanent way is still unsafe for normal loads and speeds. The road bed is uneven – ballast filled with mud or cinders – causing the rails to ride high and accounting for an abnormally large number of breakages. Thirty per cent of the rails are worn beyond the safety limit. Rail feet, iron sleepers, fishplates, small iron fittings and other parts have been attacked by rust to a dangerous extent. Owing to the burning of lignite the track has become overlaid with ash, making it difficult to determine the full extent of the damage. Many wooden sleepers have been set smouldering by glowing ash and have slowly burnt themselves out.

In the locomotive department things are better, but not much. Boiler defects are frequent and inspectors find engines with the firebox crown worn down to 6/25th of an inch. Packing material is so poor that an engine will at best run three or four days without many of its pipes leaking. Main rods and connecting rods are not renewed until they break. Shunting locomotives are kept in use for months on end with their tyres loose – the workshops lack the means for repairing them. Lubricants are of poor quality and hot bearings are correspondingly numerous. Coaling plants, turntables, waterpumps, signal boxes and other installations are subject to breakdowns that in other times were prevented through proper maintenance. Timetables are based on the theory that locomotives are available for service from seventeen to twenty-two hours out of the twenty-four and up to twenty-eight or even thirty days per month. But the facts conform so little to the theory that timetables have become largely irrelevant to railway operation and have been replaced by the talent for improvisation of train movement controllers and train dispatchers.

To whatever department one turns the picture is dismal: over-aged ramshackle engines; machines and installations out of use for want of maintenance and means to repair them; materials inadequate in quantity and quality; shortage of tools; workshops, sheds, stations and offices in disrepair. Everywhere there is the constant need to resort to makeshift and very often to replace machines by muscle. The railwayman of Eastern Germany must make his industry function by the sweat of his brow. No wonder that, in the words of the writer in *Neues Deutschland*, he is 'apathetic and evinces a certain amount of opposition to penalties in the event of accidents'.

Obstacles to reconstruction

Of course, the railway managers of Eastern Germany have reconstruction plans. They would neither be railwaymen nor Germans if they had not. Their plans for 1952 were based on the presumed ability of the heavy industry to supply rails, points, small iron fittings, locomotives, wagons, passenger-carriages, machines, machine tools, etc. The General Manager's plan fell far short of what the regional officers applied for, but even so it was not fulfilled. In the civil engineering department only 61.4 per cent of the planned investments were carried out. In that department alone, a sum of 63.1 million marks was not used, the Sovietized industry being unable to supply the materials. The secret documents telling presumably the same sorry tale in other departments have not fallen into the hands of the correspondents of the West German Railwaymen's Union.

Meanwhile, things go from bad to worse, as is illustrated by a telegram sent on 15 March 1953 by the General Manager to all divisional chief civil engineers. Here is the text:

ON THE PERMANENT WAY THERE OCCUR DAILY AND TO AN UNHEARD OF EXTENT IRREGULARITIES SUCH AS DERAILMENT'S DUE TO DEFECTS IN THE PERMANENT WAY, BREAKAGE OF RAILS AND FISHPLATES, WHICH IMPEDE OR MAKE IMPOSSIBLE THE SMOOTH OPERATION OF TRAFFIC. FROM NOW ON AND UNTIL FURTHER NOTICE THESE INCIDENTS ARE TO BE REPORTED BY TELEPHONE TO HQ (NO. 31775) BEFORE 9 A.M. THE DAY AFTER THEIR OCCURRENCE.

LACK OF MATERIAL WILL NOT BE ACCEPTED AS AN EXPLANATION OF THEIR CAUSE.

Lack of material is making 'virtues' uncommon among railwaymen blossom forth – locomotive crews earn flags and public praise for efficiency by stealing cocks, speed gauges, and every other spare that can be screwed off an engine, by stealing packing material, oil and oil cans. Some forge reports on performance.

Soviet pattern of 'technical progress'

What of the much vaunted Soviet operation methods? Dismantlings have reduced line capacity by twenty to twenty-five per cent and the Soviet idea was to compensate this reduction by an increase in the weight of the trains. It did not work. In the not very numerous cases where the volume of freight made it possible regularly to assemble trains of 1,500 to 2,000 tons, difficulties were experienced in the smaller marshalling yards, where the sidings are not long enough. Often the locomotives for such heavy trains were not available and those employed broke down, frequently with severe damage. The difficulties became bigger still with trains of 3,000 tons. No overtake station had passing loops long enough for trains with 150 to 200 axles. The result was a slowing down instead of a speeding up of train movements. Also, the brakes were never meant for trains of this length, and breakages of couplings were frequent.

The Soviet methods consist of nothing more than the fullest exploitation of rolling stock, installations and men. The result is that locomotives are over-employed to such an extent that there is not enough time available for their maintenance in locomotive depots. Wagons are systematically overloaded with dire consequences. Passenger carriages do not stand still long enough to allow of proper cleaning and maintenance. Meanwhile passenger trains are equipped with radio sets blaring out political 'education', and with 'culture carriages' where professors of political science help passengers to while away the time.

So much for the management of the material assets. Let us now look at the railway staff.

Soviet pattern of 'social progress'

The strength of the staff increased from 245,000 in 1946 to 290,000 in 1952. The first striking change is the influx of women. They have been given forty per cent of the station staff jobs, twenty-five per cent of the train jobs, thirty per cent of the jobs in locomotive depots and railway work shops, and over thirty per cent of the jobs on the permanent way. Their absenteeism for health reasons varies between fifteen and twenty per cent of the working days.

The second striking change is the systematic replacement of skilled workmen in railway shops by unskilled and semi-

skilled men and women. The third change is the introduction of new accounting and working methods (socialist emulation!) requiring the establishment and manning of new large offices. The fourth is such an intense educational and political activity in schools and committees that on the average five per cent of the staff are withdrawn from productive work. And finally, the railway budget has to carry the cost of a big and complicated apparatus of 'trade union' and party offices and officials which contributes less than nothing to the proper functioning of the railway.

Then there are 'collective agreements'. These settle none of the conditions of employment, none of the rights of the workers. They contain 'individual and collective commitments' to ensure: premature fulfilment of the plan, increase of production, voluntary increase of work norms, voluntary overtime and other targets of the same kind. Many of these commitments, such as to use locomotives and machines with due care, are self-evident duties which workers in every industrial country assume, but in a Soviet country a technical failure is so easily construed into sabotage that East German railwaymen resent the 'collective agreements' as mere instruments of intensified exploitation and as traps. They hold the same view of 'socialist emulation' and 'activism', i.e. the German version of 'stakhanovism'. It all boils down to piece work at time rates, and to working at an ever faster pace or in ever lengthening working days.

According to the German system of railway staff administration, about forty per cent of the railwaymen have the status of civil servants and are entitled to pensions on a non-contributory basis. The remaining sixty per cent fall under the social security laws valid for all industrial workers. The railway workers in Germany had secured many decades ago the establishment by the railway undertaking of special social security institutions which ensured them benefits far more generous than those provided for by the social security laws. The East German railway authorities have done away with these special institutions and have put the railwaymen on a footing of equality with the other industrial workers, that is, they have levelled them down in respect of pensions, sick benefits, medical care, and hospital treatment. The accumulated capital and reserves of the railway provident funds have been handed over the general social security administration which is run by the Federation of so-called Trade Unions.

A railway journey in the Soviet Zone

The following description by Gerhard Grossmann of a railway journey in the Soviet-controlled Zone of Germany appeared in the 'Funktionär und Betriebsrat', an organ of the Union of Railwaymen in Western Germany affiliated to the ITF. It gives a vivid picture of travelling conditions on the railways of the Eastern Zone and should be read in conjunction with the preceding article 'Near-chaos on the Railways in Eastern Germany' to obtain the right perspective on transport conditions behind the Iron Curtain.

A West German station

The Rhine-Danube long-distance express rail-car No. 37 has just drawn into the station. Passenger despatch proceeds as smoothly as clockwork. I can see the passengers through the windows as they lean back comfortably in their upholstered seats, or take their places in the dining compartment at one of the tables covered with snow-white tablecloths. Through the loud-speaker a voice can be heard wishing the passengers a pleasant journey, and, in the space of three minutes, this gleaming wonder of our modern age is gliding out of the station.

An East German station

As I watch it recede, there suddenly appears in my mind's eye the picture of another station, that of Dresden in the Soviet Zone. Formerly the most important junction in Central Germany, with lines radiating north, east, south and west, today it merely serves as a transit station on one of the remaining trunk lines, the throughline Sofia – Bucharest – Prague – Berlin (East Sector). The picture I see is that of the Sofia Express, popularly known as 'the Satellite', because it passes through five conutries under Soviet domination. There is, however, an express rail-car, the FDT 51, from Prague to East Berlin, which also passes through Dresden. This is run primarily for the benefit of diplomats, couriers and prominent party politicians of the Soviet Zone. Such trains may be used by ordinary passengers from Dresden only when they have prudently armed themselves with a 'permit'.

This same permit, which is extremely difficult to obtain, must also be carried by any passenger wishing to travel to Berlin on the normal fast train D 55. This train, known as the 'Free German Youth Express' covers the 189 kms from Dresden to Berlin (East Sector) in the record time of four and a half hours. (Comparing this with pre-wars day, we find that the 'Henschel-Wegmann train' took a hundred minutes to travel the same distance, whilst a normal fast train took about two hours).

Something is missing

All members of the train crew, without exception, the driver, fireman, and guards, belong to the 'collective' of the 'Free German Youth' in the Dresden region of the Eastern Zone Railways. They are young men who impress one with their conscientiousness and take pride in fulfilling their 'production quotas'. Only one thing is missing – something which is found only in those who have 'grown grey in the Service': the experience that can come only from long years of tried and trusted service! The passengers think of this with a certain amount of trepidation when they entrust themselves to their care.

The travel permit at the same time serves as an effective bar to would-be travellers, it being naturally assumed

A dog's life

Anywhere in the world, life and work on a mismanaged railway is a sad tale of exasperation and frustation, overwork and underpayment, friction and injustice. But in Eastern Germany mismanagement is aggravated by political humbug and oppression, slavedriving and parasitism, social regression and scapegoat hunting. The Soviet-Quislings ruling the country are well on the way towards creating a form of human drudgery so low that African and Asian railwaymen under colonial rule would not wish to change places with their colleagues in Eastern Germany.

that nine out of ten of those taking a ticket to Berlin will endeavour to make their way to the Western Sector.

If after hours of nerve-racking waiting and queueing, possibly including a successful attempt at bribery, one finally emerges with the travel permit for D 55, and has paid the requisite fee – one can start one's journey.

Even before the train, made up of old corridor coaches, grinds to a halt, there is a concerted rush for the doors. Victory goes to those with the strongest elbows! An attentive observer could not fail to notice that, just before the train pulls out, a number of uniformed men join the train and disappear into a reserved compartment. At 0728 hours the 'Express' moves off – provided the connecting local trains have put in an appearance on time.

Music without charms

Passengers make themselves as comfortable as they can on the wooden seats – as comfortable, that is, as the crush permits. No sooner is the train in motion than the remote-controlled loud-speakers start blaring forth lively melodies of Soviet-German origin. Strident martial music alternates with still more strident slogans and 'pep-choruses' emitted at such strength that even the hardest of hearing cannot miss them. Obviously the railway administration in the Soviet Zone is anxious to supply its guests with proof that a joyful and confident mood – even if not too considerate and tender – is its rule, as it is everywhere in the Democratic German Republic.

While the train is gradually working up to a speed of something like sixty kms an hour, some members of the 'People's Police' appear at the door of the compartment and, with a polite but somewhat military salute, request the passengers to open up their luggage for inspection. It frequently happens that luggage has been left for safe-keeping in the reserved compartment of the 'People's Police' against a receipt. In that event, whether or when it will be seen again is an open question, as is so much else behind the Iron Curtain.

And railways without rails

If the passenger glances out of the window and looks along the line for approaching trains, he will discover that along vast stretches of track the ballast is still there but the rails and sleepers are missing – even today! These have long been sent off to Russia as 'reparations'. The frequent and serious delays, on which everyone who travels in the Soviet Zone must take his chance, are the result of this single-track running. Another thing which strikes the eye is the large number of home and distant signals which have been put out of service, and only too frequently covered in rust – a sight which constantly evokes an uneasy feeling of insecurity in the experienced traveller – a feeling in no way allayed by the memory of the number of minor accidents which have almost become the rule on the railways. The Press in the Soviet Zone, however, is not allowed to make any mention of these.

A sigh of relief

One is therefore thankful when the train arrives safely, even if after considerable delay (to be added to the 4½ hours scheduled) at the Berlin (East Sector) Station. (Actually this is the Schlesischer Station, a designation banned when the German frontier was fixed along the line of the Oder and Neisse).

And now the one and only thought of the afflicted passengers is to get out and across to the S-Bahn (the electric railway connecting the Eastern with the free sectors of Berlin), away from the swarm of Russian uniforms and the atmosphere of the Eastern Zone!

And when, after successfully negotiating a few intermediate stations, the S-Bahn reaches the Western Sector without mishap, one can almost hear a sigh of relief, as if a great load had fallen from the minds of those who, after all, had but travelled through a small part of their own vast mother country.

Britain's nationalized transport confounds the critics

EVER SINCE Britain's first post-war Labour Government set up the British Transport Commission in 1947, the various branches of the publicly-owned transport industry have been subjected to a sustained campaign of criticism and abuse by anti-labour propagandists. Inflated staffs, slacking, inefficiency, faulty organization and administration, more trains running late, were but a few of the oft-repeated accusations levelled against nationalized transport. Now, however, the critics have been effectively answered by the douche of cold facts contained in the recently-published annual report of the British Transport Commission.

In reply to the charges of inflated staff and slacking, the Report reveals that there are 7,570 fewer people working for British Road Services than was the case last year and that the total number of staff employed for every 100 tons carried has fallen by more than a quarter in only four years.

Turning to the nationalized railway network, the Report states that 'net ton miles hauled per total freight engine hour in traffic' – the best test of railway efficiency – 'rose in twelve months from 595 to 605'. That is thirty per cent better than in 1938.

In 1952, 68.3 per cent of express trains arrived on time or not more than five minutes late (against 59.6 per cent in 1951) and 74.8 per cent of the other trains arrived exactly on time (71.1 per cent in 1951).

As for the Conservative Government's decision to denationalize road transport, the Report has the following to say:

'The new Government's policy obviously necessitated the suspension of . . plans for integration, including long-distance feeder road-rail services, joint engineering services, and joint use of depots and equipment.

'The Commission emphasized to the Minister the gravely disturbing effect which, in their view, the proposals were likely to have on the efficiency of their services, their finances and their staff.'

Japan supplies Pakistan with rolling stock

THE FIRST DIESEL RAILCAR manufactured by a Japanese company, has arrived at Karachi. Capable of accommodating from 100 to 125 passengers, this locomotive unit is intended for short runs. It is understood that the Pakistan Government has ordered nine other railcars of a similar design.

British Railways Medical Services

by **H.H. Cavendish Fuller,** M.D., Chief Medical Officer, The Railway Executive

COMPLEMENTARY to the establishment of the National Health Service there has occurred in recent years a considerable development of industrial medical services provided directly by the managements of large industrial organizations for the benefit both of their own employees and of the efficiency of the undertaking itself. This important tendency to develop medicine as a factor in industrial efficiency was given a considerable impetus by the Report (February, 1951) of the Industrial Health Advisory Committee, set up by the Government in 1949, and it was in line with the recommendations of this body that a greatly reorganized, and largely new Railway Medical Service began to take shape rather more than a year ago. Opportunity was also taken when implementing on the railways the principles of the Committee's report, to effect at the same time some co-ordination and re-shaping of the medical services taken over from the former railway companies; as in most other branches of railway work, organization and practice in this field varied considerably as between one undertaking and another.

The purpose of this article is therefore briefly to show the purpose and pattern of the now developing British Railways Medical Service, with some examples of the way in which it works.

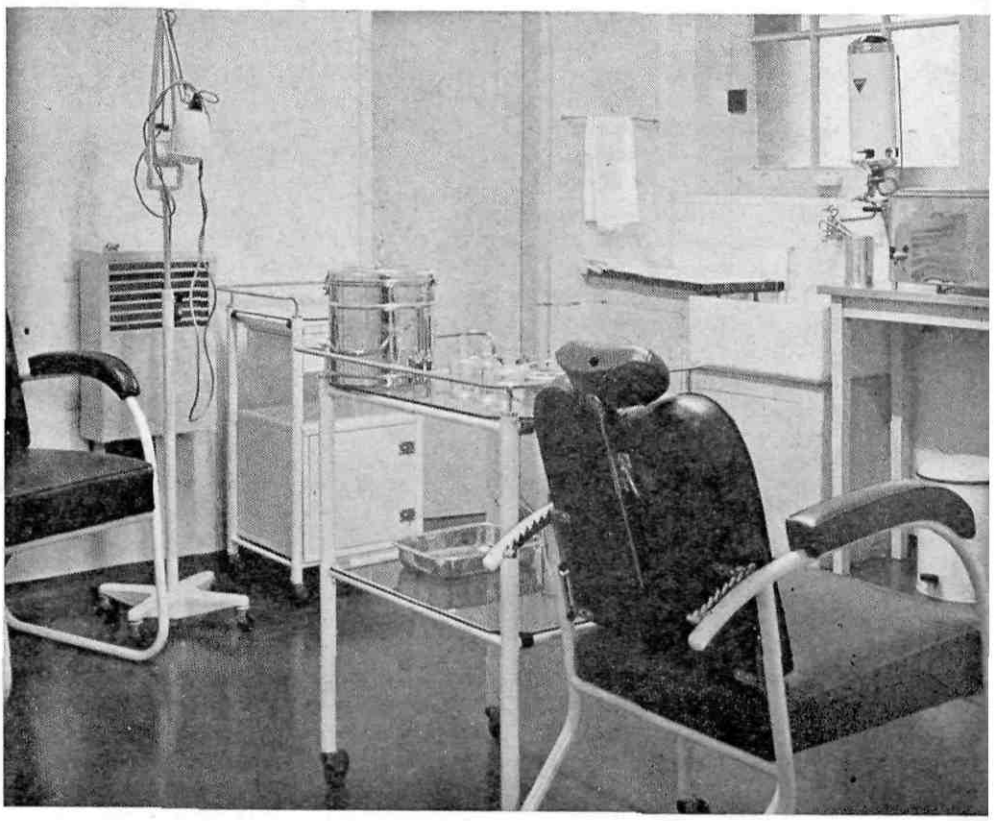
Historical

Before the grouping of 1923, the railway companies employed only a few whole-time medical officers, and relied mainly on general practitioners to give what service was considered necessary as the demand arose, chiefly from the requirements of such statutory measures as the Employers' Liability Act, 1880; Workmen's Compensation Act, 1897; and Factories Act, 1937. Appointments of railway medical officers are recorded from 1863, but expansion of the service was slow until 1915, when the Report of the 'Health of Munition Workers' Committee, 1915' was published.

Further development of the Railway Medical Service resulted from the outbreak of the second world war in 1939, although many other industries had recognised the value of industrial medicine much earlier, and had instituted a medical service to function in accordance with modern practice. Manpower soon became a factor of the utmost urgency, and as a means of increasing the output of munitions the Factories (Medical & Welfare Services) Order, 1940, was introduced. This Order required occupants of factories engaged on munitions work to appoint works medical officers if found desirable by the Inspector of Factories, and it was instrumental in producing a marked improvement in the health of the workers, and a consequent increased output of munitions.

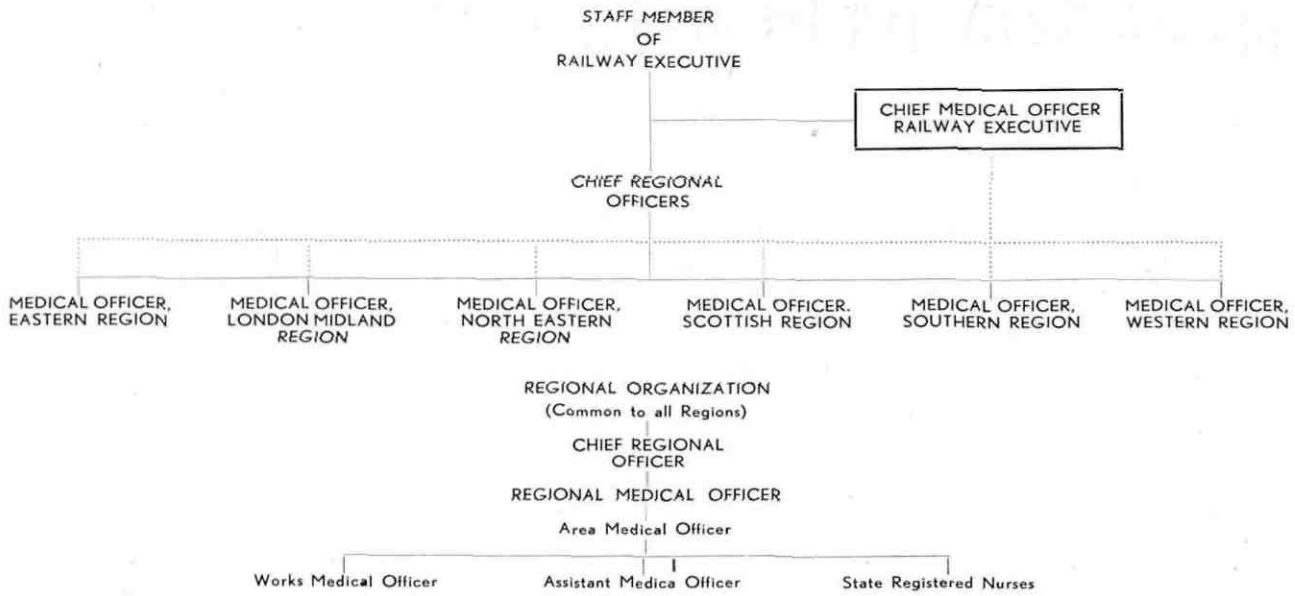
Progress since then has been such that today medicine occupies a well-defined position in industry generally, and basically concerns itself with improving the health and safety of the employees, so as to improve attendance, output and morale. The importance of its application to the railway industry, with its great variety of trades and its high proportion of employees having responsibility for the safety of the public, will be readily apparent to all.

Before nationalization each of the four railway companies included a Medical Service covering also all its ancillary undertakings, such as hotels and docks; this Medical Service consisted usually of two or three full-time medical officers and a varying number of part-time general practitioners. These medical men waged a losing war against a steadily increasing demand on their time, and it was not always appreciated, perhaps, that efficient work demands appropriate



A corner of the well-equipped surgery at the new railway medical centre, Cheney Road, King's Cross, London

ORGANIZATION OF BRITISH RAILWAYS MEDICAL SERVICES



time for its performance, and that there were much wider opportunities open for the development of the Medical Service.

In spite of such handicaps, the late Dr N. E. Moore instituted the Rehabilitation Unit at the LMSR Hospital, Crewe, and demonstrated many years ago his teaching which is followed extensively to this day; he also, in his writings, recorded the weakness of the existing organization, and indicated so accurately the requirements for the future.

It became clear in this period, therefore, that the medical officers of such a small establishment could only render a token service, and could cover only a very small proportion of the requirements of a normal Medical Service; consequently the accumulation of arrears became at times almost out of control. The medical officers were, furthermore, *unable to fulfil the essential requirements* of such a service of being readily available to the staff at all levels.

After Nationalization

It was expected that the Medical Service would be reorganized and developed on nationalization, but any efforts to proceed with such a change were delayed by the setting up on 1 June, 1949, of the Committee of Inquiry on Industrial Health Services, under Judge E. T. Dale, and expansion was not resumed until the report of the Committee was published on 26 February, 1951. The report encouraged employers to develop industrial medical services, and steps were taken to increase the personnel of the *Railway Executive Medical Services* shortly after. *It is clear, therefore, that* although the time available for development has been short, it has been possible to lay the foundations of a Medical Service fully worthy of British Railways.

Before recording how the service is being developed, it is perhaps desirable to be more precise as to what it does, and why. It does *not* compete with the National Health Service, but in relation to the special requirements of the railway industry, aims at the following:

a) to provide, equip, and supervise emergency First Aid Centres at all important places where there is a demand for them;

b) to advise and to supervise, from a *doctor's standpoint, the provision and* maintenance of First Aid equipment at all other points on the railway where a whole-time First Aid Centre is not required;

c) to assist and advise the voluntary Ambulance Associations (whose long-standing work in this field is such an invaluable tradition of the railway service) in the training of staff in First Aid, and in competition work;

d) to carry out initial and periodical medical examinations of railway staff in accordance with the requirements of the industry;

e) to conduct research into the incidence of 'occupational diseases' peculiar to certain types of railway work, and to develop measures of prevention and treatment;

f) to provide for the Chief Regional Officers and for departmental and district officers throughout British Railways, an advisory medical service forminganadjunctofstaffwelfare generally;

g) by these measures of research, prevention and treatment, to reduce the incidence and effect of accidents and ill-health of all kinds arising at or from railway work, and so to raise the health standard of railway staff and consequently the efficiency of the railway industry as a whole.

British Railways Organization

At the Railway Executive, the head of *the Railway Medical Service is the Chief* Medical Officer, who is responsible to the Member of the Executive for Staff matters. The Chief Medical Officer is responsible for the co-ordination of policy throughout the six Regions of British Railways, in each of which there is a Regional Medical Officer responsible to the Chief Regional Officer for the efficient day-to-day conduct of the medical services within the Region, including routine and special medical examinations; hygiene; first aid; advice on welfare; and on all other matters affecting the health of the staff.

Between the six Regions, the Medical Service has now been increased to forty-four whole-time medical officers. Expansion of the service has been restricted by the problems of instruction and training, and of the provision of accommodation in the new medical areas but, nevertheless, it continues, and nearly 200,000 examinations were carried out during the year 1951. (A special feature of railway medical work is the examination of all entrants to the permanent staff; nearly 92,000 candidates we e examined in 1952, of whom about 20,000 were rejected. In this connection, the immense importance of initial and of periodical subsequent examinations is now fully recognized, and further developments of the examination system are now under consideration. Much loss of efficiency in the railway service can be avoided by this means.)

Medical 'areas' have been instituted where there are the greatest aggregations of staff, and where, therefore, the need for a whole-time Medical Officer, readily accessible to the staff, would be most useful. The Medical Departments at Paddington, Swindon, Euston, York, and Derby have been extended to provide accommodation for additional medical officers undergoing special training in these Regions; area medical centres have been opened at Peterborough, Preston, Leeds, Newcastle and Motherwell, and others are in course of preparation at Hull, Darlington and Sheffield. A Medical Centre was opened at Kings Cross recently, and a similar scheme is in preparation at Liverpool Street.

It will be appreciated that the Medical Service – which also covers the medical requirements of all other Executives of the BTC except London Transport – has already become materially decentralized.

Medical coaches are in operation in some Regions, and afford a means of providing mobile medical accommodation in outlying districts, with the most economical use of the medical officers' time.

Area and Works Medical Officers

An Area Medical Officer, assisted by another Medical Officer in the case of a large area, *i.e.*, at present consisting of perhaps 20,000 staff, works in the Medical premises in the local administrative building, or close to it, and so is readily accessible to the district departmental officers. If there is a railway works in the vicinity, the Works Medical Officer will also come under his direction, and it is the duty of the latter officer to make himself familiar with the varied productions and processes of the works at which he is stationed. He is in the position to be known to the men and to give them opportunities of consulting him should occasion arise.

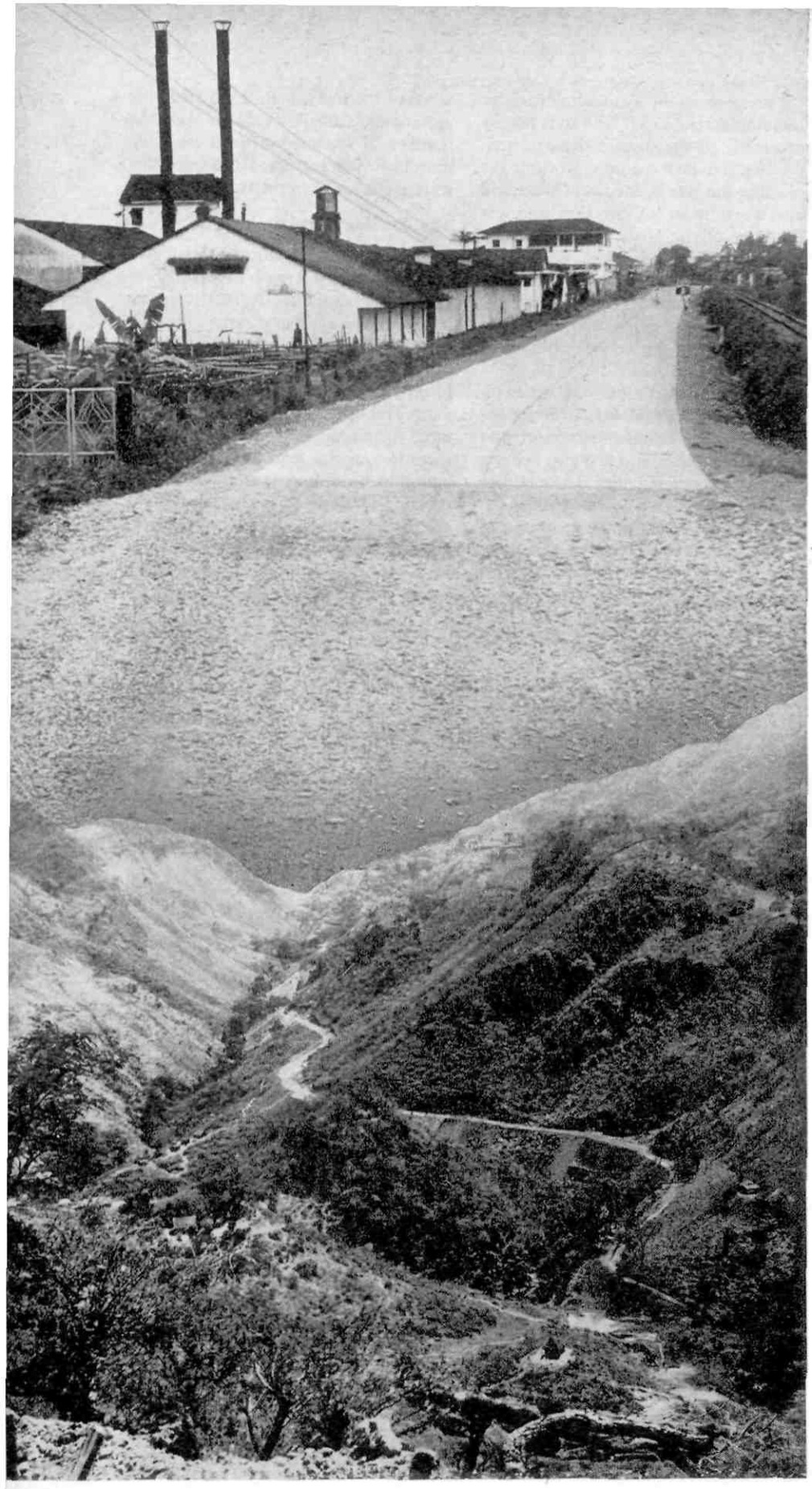
The Works Medical Officer enters into the staff life of the works in directions apart from the actual employment, and associates himself with first aid, welfare, and educational activities. The environmental duties of a Works Medical Officer are very varied, and a great deal of his time must be occupied in endeavouring to improve the conditions of work of the individuals apart from the requirements of the Factories Act; the number of the medical men available must be further increased to develop this service efficiently in the future.

The Nursing Service

Each Regional Medical Officer also has charge of the Region's Nursing Service, comprising State-registered nurses and a varying number of sisters-in-charge. State-registered nurses are in charge of the dressing stations in the factories, in the works, and in the termini, goods yards and other points where there is a large aggregation of staff, and where there is a special tendency to accidents owing to hazardous occupations. (The dressing stations at passenger termini are often called on, incidentally, to remove cinders from the eyes of youthful

(continued on page 128)

A railwayman who has sustained a minor injury is given immediate treatment at the Kings Cross railway medical centre



The International Bank aids the transport industry

An example of practical international cooperation

THE INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT (often called the World Bank) was established to provide and facilitate international investments for increasing production, raising living standards and helping to bring about a better balance in world trade. The Bank began its operations in 1946. Since then, it has made 70 loans, amounting to over $ 1,400,000,000 in 26 of its member countries and two of their overseas territories.

The fifty-three member-nations of the Bank are its stockholders, and the money which the Bank lends is provided partly by them. When a country becomes a member, it pays two per cent of

Top: *The highway between Buenaventuar, Colombia's most important Pacific port, and the Cauca valley, an area of agricultural and industrial importance, is being reconstructed with the aid of funds from the World Bank. This, and other important stretches, are being surfaced, graded, modernized, under a highway improvement programme for which the Bank lent Columbia $ 16.5 million in 1951.*

Bottom: *A 34-mile access road twists and turns across mountainous terrain to reach Chorrera del Guayabo, site of a dam and hydroelectric power plant now being built with the aid of a $ 12.545 million loan from the World Bank. The completed power plant will double El Salvador's existing power supply.*

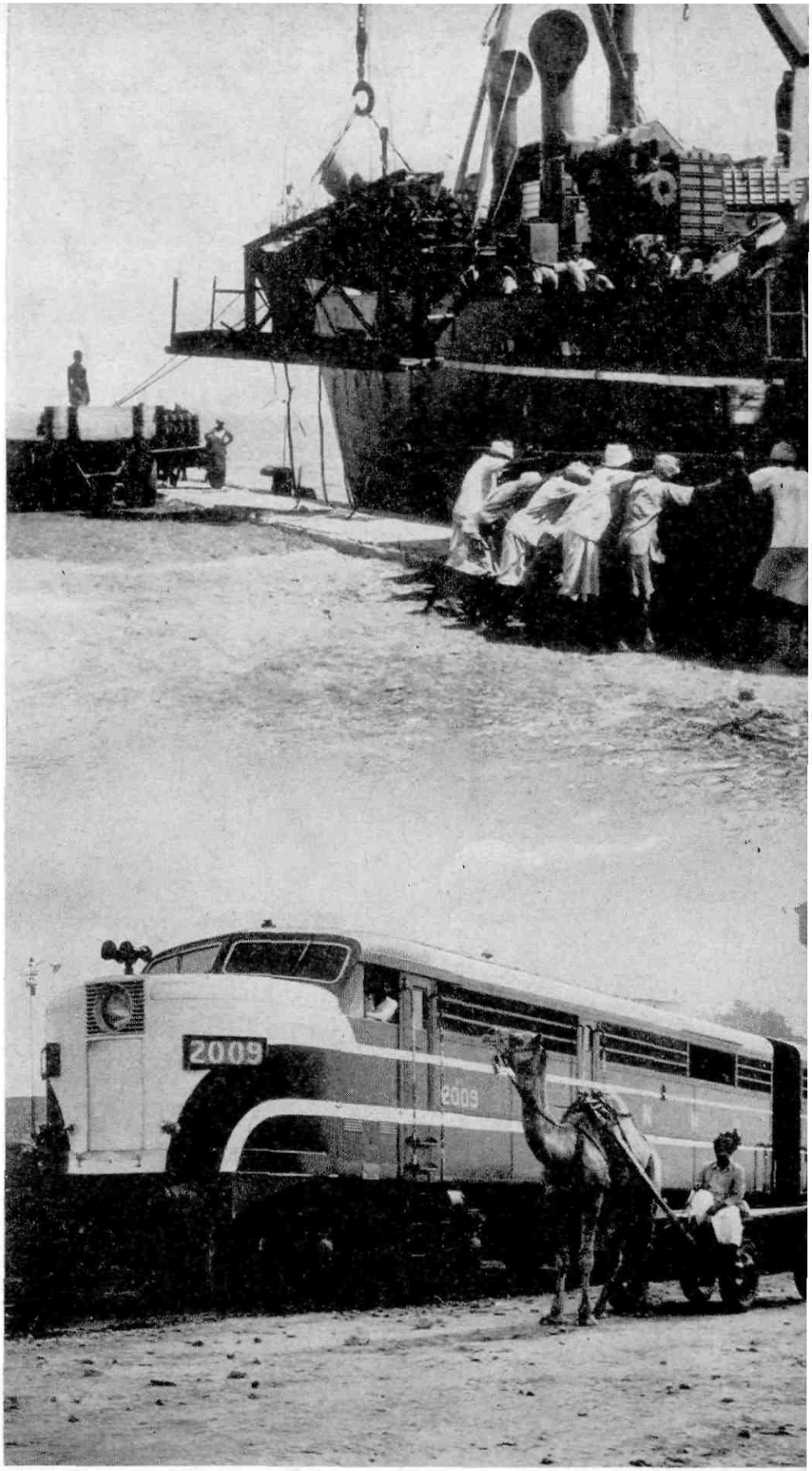
its stock subscription in gold or dollars, and eighteen per cent in its own currency. The remaining eighty per cent is not paid to the Bank and is subject to call only if the Bank should need some part of it to meet its obligations.

The Bank derives the remainder of its loanable funds from the sale of its own securities in the capital markets of the world. The total amount of the Bank's securities now outstanding is about $500 million. Of this amount, $450 million has been raised in the United States market, $15 million in Canadian dollars in the Canadian market, $14 million in pounds sterling in the United Kingdom, and the remainder in Swiss francs in Switzerland.

The Bank's first loans, amounting to almost $500 million, were made to help in the post-war reconstruction of France, the Netherlands, Denmark, and Luxembourg. Subsequent loans in Europe have been made to modernize and improve both production and transportation facilities.

In 1948, the Bank began lending in less developed countries. Most of its loans, and about half the money it has lent, have been used to provide foreign exchange for projects needed in those countries. The loans have been made principally for the creation or improvement of basic facilities, such as power, roads, railways, and irrigation.

The accompanying photographs illustrate some aspects of the Bank's activities in the transport field. Much of its work in this field is concerned with the provision of assistance to the underdeveloped regions of the world. The serious and complex problems created by the lack of adequate transport systems in



Top: *In 1950, the International Bank for Reconstruction and Development lent Ethiopia $5 million to buy equipment and materials for a road-rehabilitation program. Some of the equipment is shown above, arriving at the port of Djibouti, in French Somaliland. Ethiopia's roads were in bad shape, and an extensive rehabilitation programme was necessary. Repairs are being carried out by the Ethiopian Highway Authority.*

Bottom: *A World Bank loan of $27.2 million to Pakistan, made in March, 1952, has financed purchase of 37 of these diesel locomotives, 41 shunting locomotives, freight and passengers cars, and other equipment. The Bank's loan is being used in both East and West Pakistan.*

such areas are well stated in the following sketch of conditions in Latin America, which is taken from the 'Preliminary Survey of the World Social Situation' prepared by the United Nations: 'One of the most crucial problems affecting social development in Latin America is the lack of an adequate system of communications and transportation. This seriously hampers the improvement of the educational level of the rural populations. It is also one of the reasons for persisting poor health and malnutrition; without communication and transportation, health facilities and medical attention cannot be provided, and an efficient distribution of food supplies from surplus areas to deficit areas is made impossible.

'In most Latin-American countries, there are extensive territories isolated from the economic and cultural centres. In these territories, manufactured articles are expensive, food commodities are limited mainly to those locally produced, and educational and health facilities are generally inadequate. One of the central needs is to bring such isolated areas and their populations into the orbit of the economic and social life of the whole nation.

'Environmental factors have decidedly limited the spread of transport and communication facilities. Yet the prime obstacle is not environmental, but economic; wherever and whenever successful economic use of a key area has seemed possible, avenues of transportation and communication have developed.

'Adequate transportation and communication facilities are essential to provision of institutionalized services of all kinds. But such services do not spring up by themselves, and their costs can rarely, if ever, be borne by local populations. Road repair may be carried out cooperatively, as in the case of the *com-*

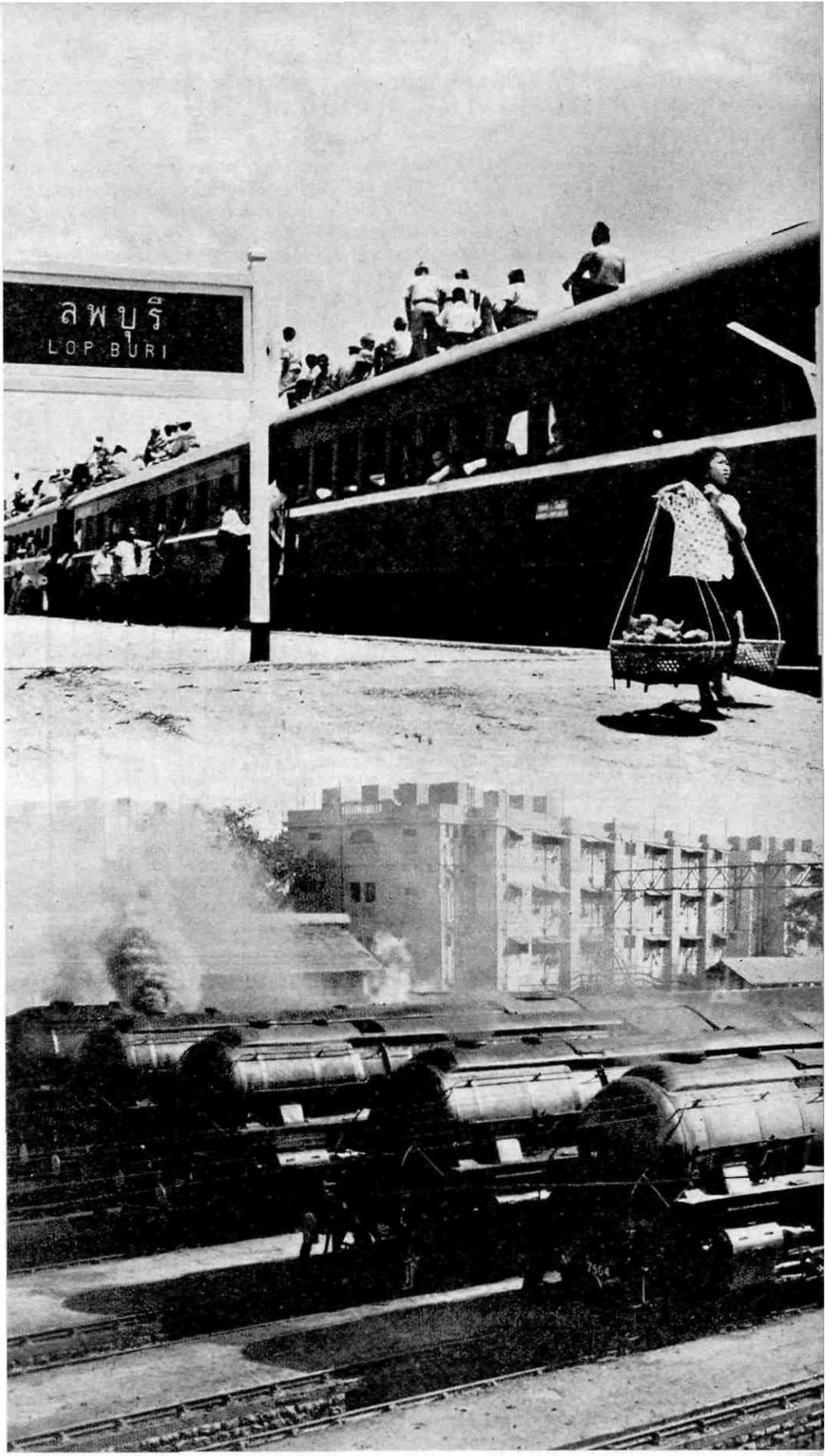
Top: *As the result of a World Bank loan of $5 million to Ethiopia, made in 1950, worn out bridges are being replaced with structures of stone and concrete. By 1954, the Ethiopian Highway Authority expects to have reclaimed about 900 miles of road, and to have carried out light maintenance on an additional 1,800 miles.*

Bottom: *The World Bank's $40 million loan to the Belgian Congo is helping improve river transport along the 2,900 mile Congo River, main travel artery of the Colony. This photo shows a dockside scene at the Congo's capital, Leopoldville.*

unidades of the Andean highlands. Or governments in countries where the cooperative labour tradition is strong may be able to foster collective work projects to improve roads, build bridges and other means of communication. But, by and large, modern means of transportation – roads, railways, and modern vehicles – must come as the result of economic development in pioneer areas, coupled with the governmental extension of controls and services into these newly-opened zones.

'Various types of mobile health, educational, religious, agricultural, and medical units are found to a limited extent. Such mobile units are probably the best technique for extending service to outlying rural areas, at least until it is possible to establish permanent centres.

'Although Cuba is better off in respect to communications than almost any other Latin-American country, the observations of the Economic and Technical Mission organized by the International Bank for Reconstruction and Development stress the importance of transportation in these terms: "perhaps the most pressing need..... is the development of an adequate network of farm-to-market roads.... there are very large areas in Cuba where commodities produced in one locality cannot economically be marketed even in neighbouring towns simply because no roads of any description exist.... The social consequences of inadequate local roads are probably no less serious; the isolation of individual farms and of whole communities not only tends to produce intellectual and social stagnation in those who are isolated, but also promotes the migration of people from areas of high potential productivity to areas which already experiencing overcrowding and unemployment".'



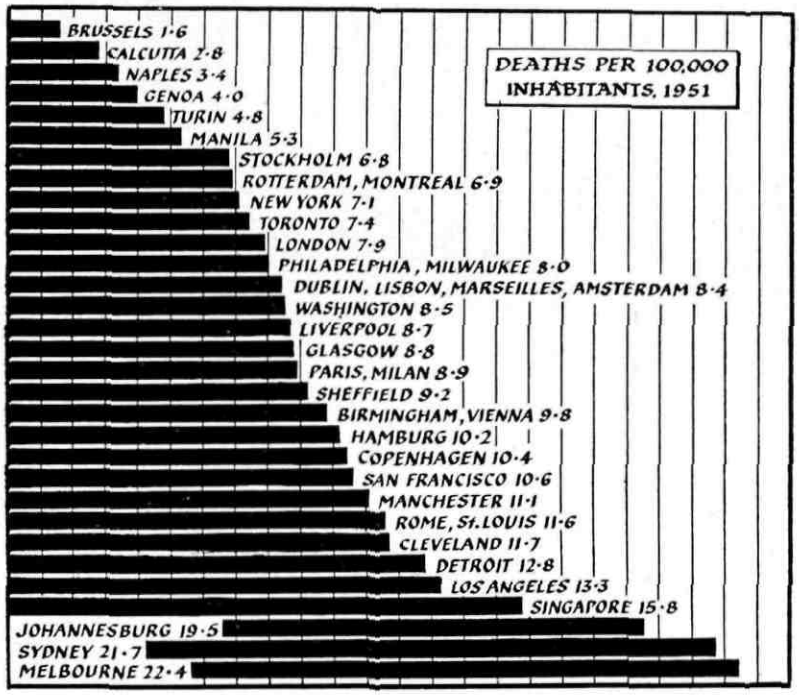
Top: *Thailand's rail system was badly damaged during the war. A loan from the World Bank, amounting to $3 million, is helping to re-equip the central railway workshops in Bangkok, and to finance purchase of signalling equipment.*

Bottom: *These locomotives, and over 400 like them, were financed by a $34 million World Bank loan to India, made in 1949. They have replaced equipment which suffered from overwork and poor maintenance during the war. At the same time that the Bank's loan was made, India met the cost of a number of other locomotives out of her resources.*

Traffic of the world's cities

A DOCUMENT, compiled by the Copenhagen police and entitled 'Traffic of the World's Cities', constitutes a unique source of international road accident statistics. Each year a mass of data is obtained relating to population, traffic density and road accidents in the major cities of the world. This is then analysed, tabulated and illustrated for the information of police, municipal authorities and road safety workers everywhere.

As might be expected, the resulting picture reveals the existence of wide variations. In the 1951 edition, for example, it is seen that the number of motor vehicles per 1,000 inhabitants ranged from nine in Madras to 538 in Detroit; the number of bicycles per 1,000 inhabitants ranged from one in Manilla to 667 in Copenhagen; the number of persons killed per 100,000 inhabitants ranged from 1.57 in Brussels to 22.41 in Melbourne; the number killed per 100,000 motor vehicles ranged from nineteen in Toronto to 582 in Bombay; the number of uniformed police per 100,000 population ranged from fifteen in Naples to 529 in Lisbon; parking offences per 1,000 motor vehicles ranged from six in Cairo to 2,078 in San Francisco.



Some of these variations, of course, are certainly due to local definitions and laws rather than to real differences in behaviour. The Danish publication, itself, points out this difficulty and stresses that valid comparisons are, in many cases, impossible. Statistics relating to intoxication provide an extreme example. In 1951, the number of intoxicated drivers reported per 100,000 motor vehicles ranged from four in Marseilles to 2,609 in Hamburg. The figure for New York was twenty, compared with 173 for Manchester and 1,126 for Copenhagen. According to the compilers, the value of such figures lies not in their statistical validity but in what they imply about preventive measures and enforcement in the various cities. That is, a small number of intoxicated drivers reported suggests a negative attitude towards the problem, whereas a high rate implies that strict regulations and police supervision are in force.

(Road Accident Statistical Review)

The ECE and the prevention of road traffic accidents

THE UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE (ECE) has issued a summary of the activities of the fourth session of its Working Party on the Prevention of Road Traffic Accidents, which met in Geneva from 1 to 5 June last.

Among the questions discussed by the Working Party the following received special attention: the international road safety manual, physiological and mental standards for drivers, accident statistics, regular publication of a catalogue of research activities on the prevention of road traffic accidents undertaken by European countries, first-aid posts, and the construction of vehicles.

International road safety manual

The Working Party put the finishing touches to a draft international road safety manual prepared by the World Touring and Automobile Association (OTA). This manual, which will be amended if necessary to meet the special requirements of each country, is intended for all categories of road users and contains general suggestions on road behaviour, the idea being to enable traffic to proceed with the minimum risk for all concerned. It is hoped that the World Touring and Automobile Association will give distribution to the manual.

Standards for drivers

The Working Party also examined the proposals of a sub-group of experts on physiological and mental standards for applicants for driving permits and for existing drivers. In view of the possible administrative implications of the adoption of these proposals, the Working Party amended some of them and decided to submit them for approval to the ECE Sub-Committee on Road Transport. Standards are recommended in respect of vision, hearing and certain diseases likely to affect the ability to drive a motor vehicle safely. It is also proposed

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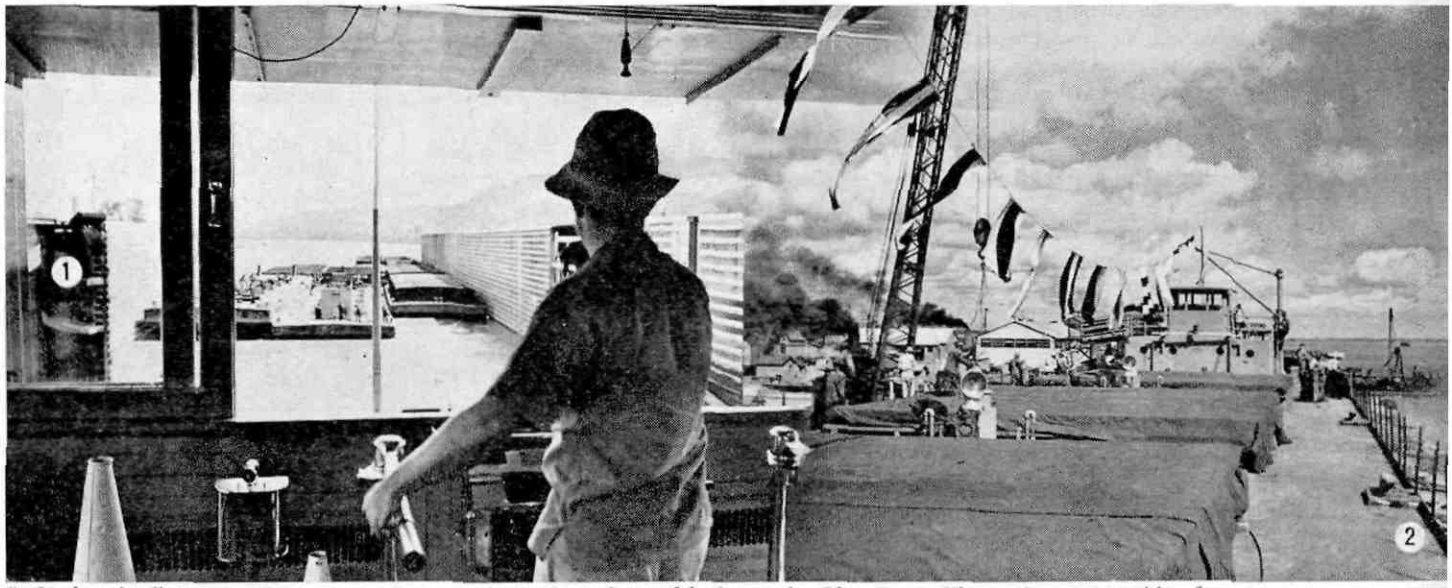


1) In the wheelhouse, a pilot manoeuvres a towboat through canal locks on the Ohio River. The towboat is capable of moving as many as 30 fully-loaded barges. 2) One of the many large self-propelled freight barges which ply along the Tennessee River

The inland waterways of the United States

THE INLAND WATERWAYS OF THE UNITED STATES play a vital role in the economic life of the country. Over rivers, lakes and canals moves a constant stream of cargoes – oil, iron and steel, coal, grain, minerals, industrial and agricultural equipment, canned foods, and many other products of mines, factories and farms.

The United States has, in all, eight major systems consisting of approximately 30,000 miles of inland waterways. They are the New England rivers, in the north-eastern section of the country; the Great Lakes system, forming part of the boundary between the United States and Canada; the rivers of the south-eastern United States, including the Tennessee Valley system; the rivers of the State of Florida, which juts out between the Atlantic Ocean and the Gulf of Mexico; the Mississippi River system in the central United States, including the great Ohio and Missouri Rivers; the sheltered intra-coastal waterways of the Atlantic Ocean and the Gulf of Mexico, over which traffic moves safe from ocean storms; the Sacramento-San Joaquin river system leading into the Pacific Ocean from California, and the Columbia River system in the Pacific Northwest.

As the United States grew, the importance of its waterways also developed. Although the old-time river boats, carrying both passengers and general cargo, have become virtually obsolete, the inland waterways have benefited from a tremendous increase in bulk cargo traffic, with commodities in raw or semi-manufactured form predominating. Today, an average of 700,000,000 tons of freight are annually carried over United States rivers, lakes and canals. The Mississippi River, for instance, moves more than ten times the traffic it moved less than 100 years ago. The five Great Lakes – Superior, Huron, Michigan, Erie and Ontario – carry more tonnage than the combined shipping of the Atlantic, Pacific and Gulf Coasts. Traffic through the Saulte Ste. Marie locks, joining Lakes Superior and Huron, is nearly twice that of the Panama and Suez Canals combined; whilst the St. Clair and Detroit Rivers account for more freight than the rivers Rhine, Thames and Seine together.

Constant improvements in locks, dams, piers, channels and other facilities; the installation of flood control and hydro-electric projects; and the construction of modern towboats, barges, tankers and other cargo vessels have contributed to the increasing importance of the inland waterways. At many terminals, modern loading and unloading devices make possible quick and effective interchange of rail, road and waterborne traffic.

The present inland waterways fleet consists of approximately 19,000 vessels, with a loading capacity of ten million tons. By far the greater part of the fleet is made up of modern Diesel or petrol-driven towboats and steel barges. Many of the latter are capable of carrying between 2,000 and 3,000 tons of cargo. On the Great Lakes, the industry has, in addition, developed specialized craft for the carriage of ore. On these, the bridge is situated well forward, thus allowing greatly increased cargo-space. Several large industrial concerns operate Great Lakes fleets of their own, e.g. the Ford Automobile Company, which can transport ore cargoes of up to 15,000 tons direct from the mines to company-owned port terminals. These craft are equipped with the most modern navigational and communication aids, including radar, echo-sounding apparatus, and radio-telephony.

While water cannot compete with rail

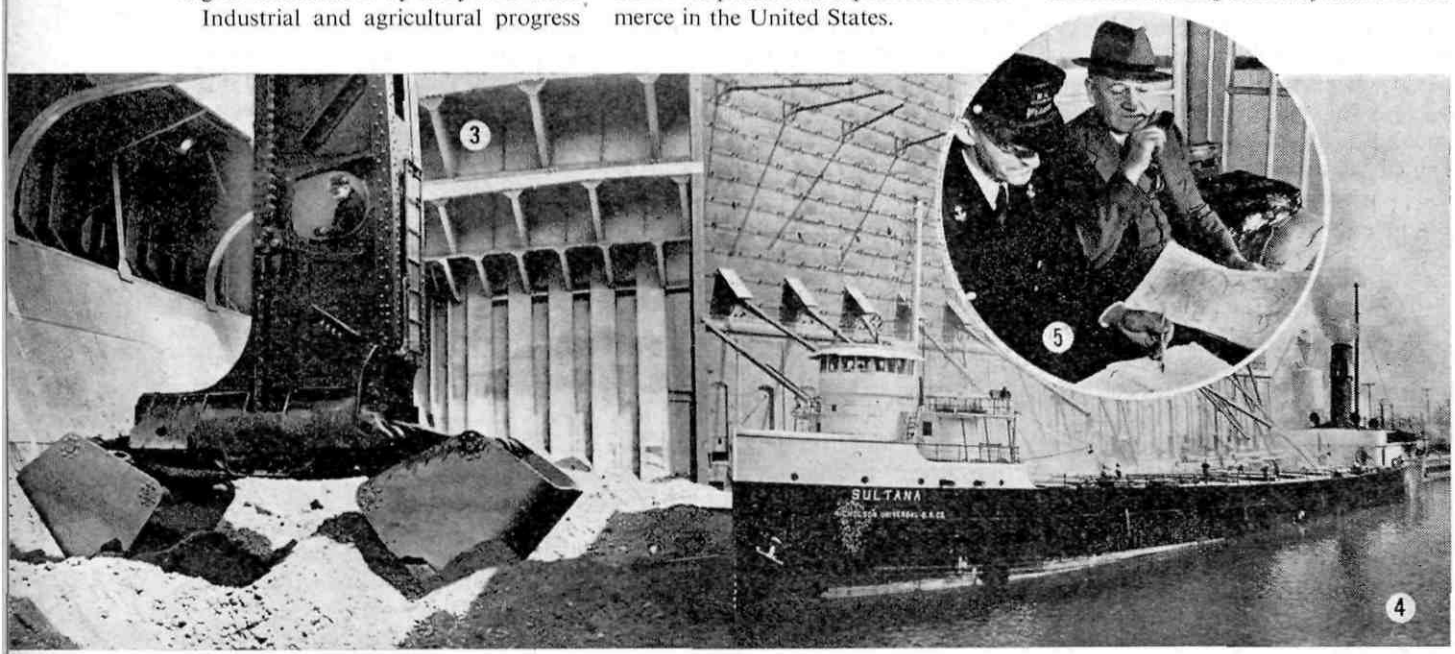
or motor transport in speed or total tonnage carried, it is the cheapest form of commercial transportation, and is peculiarly adapted to the movement of bulky and non-perishable commodities. The use of inland waterways has contributed greatly to the high levels of production and consumption maintained in the United States. The record peacetime output of steel, for instance, would not have been possible without a record movement of iron ore over the 1,800-mile Great Lakes system, from the western ore producing and shipping centres in the States of Minnesota and Michigan to the coal and steel producing centres in the central and eastern sections of the United States.

Although the Great Lakes account for a larger volume of traffic than all the inland waterways proper – i.e. rivers and canals – the latter are now also becoming increasingly important to United States commerce. Formerly, many of the larger American rivers were subject to large-scale flooding, which not only paralyzed inland shipping but devastated vast areas of the surrounding countryside. In consequence, the damming of the Mississippi, Ohio, Tennessee, Colorado and Columbia Rivers was undertaken as a vital national project, with the Federal Government aiding those States unable to bear the resulting financial burdens alone. The implementation of such schemes has revolutionized river transport, improving both regularity of service and safety of navigation to a degree undreamt of by early river men.

Industrial and agricultural progress has completely changed the appearance of life on the inland waterways. The majestic white steamers of the last century, wending their way past thickly-forested shores, have given way to modern, large and powerful towboats, barges, tankers and other vessels, carrying their floating cargoes to bustling ports throughout the land. But to the men who operate and load these craft, many of them the sons and grandsons of the river, lake and canal men of the past, work on the inland waterways is still a life-long profession. These men, who can look at a vessel as it glides towards them and tell its name, make and history, are playing and will continue to play an important part in the development and expansion of commerce in the United States.

US inland waterway commerce (1950)

	ton-miles	%
Great Lakes system	111,687,340,000	68.4
Mississippi River system (incl. Ohio River and tributaries	33,597,816,000	20.6
Canals	8,638,713,000	5.3
Atlantic Coast Rivers	6,497,249,000	4.0
Pacific Coast Rivers	1,686,494,000	1.0
Gulf Coast Rivers	1,228,645,000	0.7
Other waterways	7,720,000	0.0
	163,343,977,000	100.0



3) Cargo-handling is highly mechanized. Here a mechanical unloader removes iron ore from a vessel docked at the Great Lakes port of Gary, a steel manufacturing centre in the State of Indiana. Each 'grab' of the machine removes approximately 15 tons of ore

4) *A grain ship taking on a cargo of wheat at the Great Northern Elevator, in the city of Superior, Wisconsin, a busy inland port on the Great Lakes. This grain elevator is one of the world's largest and has a total storage capacity of more than 12,000,000 bushels*

5) These grizzled veterans of the pilot house are charting a new shift in a river bed

(continued from page 116)
that motor-coach and lorry drivers should undergo periodical medical examinations, which would become more frequent as they get older.

Research activities in European countries

The Working Party decided to publish regularly a catalogue of research activities on the prevention of road accidents undertaken by European countries. This will be published annually and will include a bibliography.

First-aid posts

The study relating to the organization of first-aid posts on roads was continued. Although it took no decision on the distance between such posts, the Working Party drew the attention of governments to the importance of indicating them by a uniform sign, namely, that shown in the Protocol on Road Signs and Signals to the World Convention on Road Traffic (1949), and recommended adoption of that sign even by countries which have not yet ratified the Protocol. At the suggestion of the Netherlands delegation, the Working Party stressed that advance indication of first-aid posts was highly desirable.

Construction of vehicles

Lastly, the Working Party reviewed the various technical problems examined by the ECE Working Party on the Construction of Vehicles which relate to the prevention of accidents.

With regard to the lighting of vehicles, the Working Party hoped that early agreement on headlights and passing lights would be reached at the European level, since no agreement at world level seemed feasible in the near future. It also considered that an attempt should be made to introduce some system of periodical inspection of headlights and brakes.

The Working Party recommended that the various countries should make it compulsory by law to fit two rear lights on vehicles, as well as a tail light and a reflector on bicycles, as a means of substantially increasing safety on the roads at night.

The Italian delegation having submitted a proposal concerning the position of the driver's seat, the Working Party decided to re-examine the question at a subsequent session, in the light of experiments now being conducted. It also requested the Working Party on the Construction of Vehicles to look into the question of types of wind-screen wipers which can be operated by hand in the event of mechanical failure.

The inland waterway industry in Belgium

IN A STATEMENT to the Chamber of Representatives, the Belgian Minister of Communications has recently given an up-to-date survey of the position of the country's inland waterway industry.

The Minister revealed that Belgium now has 1,765 km. (approx. 1,100 miles) of navigable inland waterways, including both rivers and canals. The inland waterway fleet comprises 6,082 vessels totalling 2,346,000 tons. Of these, 3,656 vessels of 1,203,000 tons are motorized, compared with 2,138 vessels of 564,000 tons in 1938. Efforts to modernize the fleet are to be continued, both by increasing motorization and introducing other technical improvements.

At the present time, between 20,000 and 25,000 persons are employed on board inland waterway craft. That figure, however, represents only a fraction of the total number of persons who are dependent, either directly or indirectly, on the industry for their livelihood.

During 1952, approximately 39,500,000 tons of freight were carried on Belgian inland waterways. Most traffic was international in character, only 17.1 per cent being of a purely internal nature. On an average, the inland waterways account for between one quarter and one third of all traffic inside Belgium and for a similar proportion of the country's international trade.

Dockers' hooks are dangerous

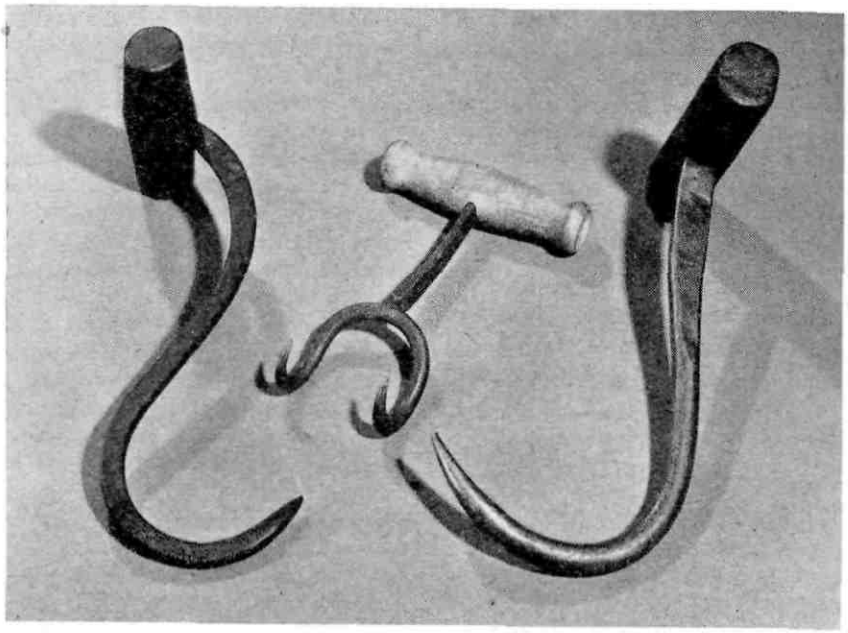
FEW LAYMEN watching dockers at work shifting heavy and bulky cargo with apparent ease and dispatch fully appreciate the amount of skill required to perform a dock worker's everyday tasks. To the casual onlooker – and there are frequently many such, fascinated by the sight of 'men at work' – it all seems just too easy, a mere matter of muscle and a hook. But there is a great deal more to it than that.

The use of the right hook at the right time, and in the right place, combined with the minimum expenditure of energy to achieve maximum results (that effort has to be kept up throughout a whole shift, not just for half an hour), – all these are not merely a knack, or a skill acquired after a few weeks on the job. It takes longer than that to turn out a dock worker, – much longer.

Skilled as he is, however, the dock worker, by the very nature of his work, is exposed to dangers from which other workers are fortunately free. His foot may slip on a greasy patch, or his hook fail to hold, with grievous consequences. In particular, cases where a docker, through no fault of his own, inflicts injuries on one of his work-mates are of regrettably frequent occurrence. Many of the operations in cargo-handling require a docker to team up with at least one of his mates, and it is on these occasions that the consequences of a hook slipping can be very serious. Only too often one can read cases such as the following (taken from the British Press): 'The plaintiff was unloading paper pulp from a hold in the steamer . . . . and had to take the whole weight of a bale (about 4 cwt.) when the small S-hook used by another worker to up-end it, slipped. The plaintiff's back was injured and he was now only fit for light work.' Or again: 'L . . . . . said that he was helping to load a ship with sacks of cattle food. He and another docker named B . . . . . were putting sacks into a rope sling. They were bending over a sack when B . . . . .'s hook ripped through the corner of the bag and caught the plaintiff's eye.'

Both these cases, in which the injured docker had brought a suit for damages on the grounds of negligence, raise the question of the efficiency of the different types of hook used by dockers.

In the first case quoted above, for example, it was contended that the use of a small S-hook instead of a 'colonial' type hook constituted negligence in that the latter would have been the proper



tool for the job. The judge, however, in deciding the case in favour of the defendants, pointed out that dockers provided their own hooks and became accustomed to a particular type. If the kind of hook used was suitable for the work on hand, it was better that it should be used than one of an unfamiliar pattern. He added that, however, much care was taken, hooks did occasionally slip out, but in the present case no evidence had been produced from which the Court could infer that the hook had been used in any way negligently.

The photographs reproduced here show three types of hook commonly used by dock workers in Great Britain. They are, from left to right, the case hook, the bag hook and the colonial hook. There are, of course, variations of these types in use throughout the world. *In a book on cargo handling prepared* by the US Navy Department, for example, five different types of hook are described. They are:

1) The Lumber Hook – a steel shaft about ten inches long, shaped like a question mark and tapering to a sharp point.
2) The Western Hook – similar to the lumber hook, but the shaft is only about eight inches long, and the curved part is smaller.
3) *The Wood Hook – a steel shaft about* three or four inches long with tapered, curved hook.
4) The Bag Hook – the shaft ends in claws, usually three or four, designed to prevent tearing of the bags.
5) The Cotton Hook – a steel shaft about eight inches long. The curved part is large to enable a deep bite to be obtained in the bale.

German merchant marine personnel

ACCORDING TO INFORMATION supplied by the ITF affiliate, the German Union of Transport and Public Service Workers, the total number of persons serving with the German merchant fleet on 1 January 1953 was 23,613. This figure includes all officers and ratings on German vessels of all kinds, including salvage vessels, survey ships and cable-laying vessels, but excluding those engaged in coastal fishing and other offshore activities such as dragging for scrap metal.

Of this total 13,631 were serving on passenger and cargo vessels, 4,120 were engaged in deep-sea fishing, whilst 3,553 were on coastal motor vessels. Salvage vessels, cable-laying ships and similar craft accounted for a further 1,608 the remaining 701 being engaged in whaling.

The total of 13,361 serving on passenger and cargo vessels was made up of 636 masters; 4,335 officers and senior ratings (including 1,144 deck personnel, 2,516 engine-room staff, 180 wireless operators, 164 electricians, twenty-four pursers and ten medical officers); and 8,660 ratings (4,531 deck, 2,003 engine-room, and 2,126 catering personnel).

Of the 3,553 serving on motor vessels engaged in coastal traffic, 995 were masters, 355 mates, fifty-six engineers, 2,059 ratings (1,977 deck, thirty-two engine-room, and fifty catering), the remaining eighty-eight being wives.

Those engaged in deep-sea fishing, numbering 4,120 ,included 192 skippers, 408 mates, 128 wireless operators, 481 engineers, 2,018 deckhands, 558 engine-room hands, together with 335 cooks and similar ratings.

Finally, of the 1,608 employed on salvage vessels, cable-laying ships and similar special-purposes craft, 273 were masters, 410 officers and senior ratings with 925 other ratings (411 deck, 140 engine-room and 374 catering).

To these figures should be added the number of German seafarers serving on non-German vessels. These amount to a further 1,314 (eighteen masters and 1,296 officers and ratings) bringing the total of German merchant marine personnel up to 24,927.

Polish seaman driven to suicide

THE ICFTU REPORTS that the conditions of police terror and spying into the private affairs of seamen which now obtain on Polish ships have led to several cases of suicide recently. The latest such case of which news has reached the ICFTU from reliable sources was that of the engine room storeman, Pelinko, on the ss. 'Pulaski', who slashed his wrists and jumped overboard as the ship was approaching Gdynia on its last voyage home.

One of the most obnoxious aspects of the present system on Polish ships is the political indoctrination conducted after working hours by the ship's trade union delegate and the political officer. Among other tasks of the latter is reporting to the secret police on any seaman whom he suspects of having had too close contact with foreigners while abroad, or even of having been too favourably impressed by conditions of life in non-Communist countries.

Maritime labour within the ILO during 1952

In its Seventh Report to the United Nations, the International Labour Organization gives a concise summary of the Organization's work in the field of maritime labour during the year 1952. *Since this provides a useful survey of the position at the end of that year, we are reproducing it below for the benefit of our maritime affiliates.*

THE REPORT STATES that a total of twenty ratifications of ILO maritime Conventions was registered during 1952. Of the pre-war Conventions, Italy has ratified the Officers' Competency Certificates Convention, 1936, and the Shipowners' Liability (Sick and Injured Seamen) Convention, 1936, and both Italy and Mexico have ratified the Minimum Age (Sea) Convention (Revised), 1936. Four of the Conventions adopted at Seattle in 1946 received ratifications. Portugal registered four ratifications, Italy three, and Norway and the United Kingdom one each. Of the three Seattle Conventions, which were slightly revised in 1949, all received ratifications by Cuba, two by Portugal and one each by Iceland and Ireland. The ratifications registered in 1952 bring the Certification of Ships' Cooks Convention, 1946, and the Accommodation of Crews Convention (Revised), 1949, into force in 1953.

The Accommodation of Crews Convention (Revised), 1949, which came into force on 29 January 1953, lays down detailed standards covering the size of berths, the amount of sleeping space per man, the maximum number of men per room, the number of baths and washbasins, the lighting, heating and ventilation to be provided, and messing and recreation facilities. It provides that sleeping rooms shall be situated amidships or aft and above the load line, and specifies a minimum of thirty square feet of floor area per man in ships of 3,000 tons or more. It declares that not more than four men shall occupy a room, except in certain specified circumstances, and it forbids arranging berths in more than two tiers. The minimum standard of lighting, the Convention stipulates, 'shall be such as to permit a person with normal vision to read on a clear day an ordinary newspaper in any part of the space available for free movement'. The Convention provides further that mess rooms shall be located apart from sleeping rooms, and that the crew shall have access to open deck space. It stipulates one bath tub or shower and one water closet for every eight crew members, and a wash-basin for every six. It also requires separate hospital accommodation in ships carrying a crew of fifteen or more and engaged in a voyage of more than three days. To enter into force the Convention had to be ratified by seven of twenty-three specified maritime countries and four of these had to be countries having at least one million gross register tons of shipping. The countries which have ratified are Cuba, Denmark, Finland, France, Ireland, Norway, Portugal and Sweden.

The Joint Maritime Commission met in May 1952. The main work of the ILO in regard to maritime labour has centred about questions which came before it; conditions of employment of Asian seafarers, conditions in the short sea trades of North-West Europe and fishermen's conditions (a matter dealt with in the Director-General's Report to the Joint Maritime Commission).

Following upon the ILO's investigations into certain aspects of conditions of work of Asian seafarers it has been decided to convene an Asian Regional Maritime Conference which will deal with methods of recruitment and engagement of Asian seafarers and welfare of Asian seafarers in Asian ports and will review the position as regards ratification of the maritime Conventions by Asian countries.

On the question of conditions in the short sea trades, a tripartite sub-committee of the Joint Maritime Commission is to consider in 1953 the need for a regional conference on hours of work in these trades.

As regards conditions of fishermen, the Joint Maritime Commission called upon the Governing Body, as soon as the views of Governments are known, either to set up a tripartite subcommittee of experts to consider which aspects of the question are ripe for international action, or to take other steps to have the question placed on the agenda of an early session of the International Labour Conference.

Other questions relating to the maritime work of the ILO have also come up during the year. The Governing Body is to give further consideration to the desirability of revising the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949, as a means of encouraging ratifications; and the Joint Maritime Commission suggested a study be made as to whether the Convention on the placing of seamen might require revision to ensure that, in the States which have ratified it, all recruitment of seafarers would in fact take place through official or approved employment exchanges.

The Joint Maritime Commission also attached great importance to the question of seafarers' welfare in ports, suggesting the ILO draw the attention of Governments to the Seamen's Welfare in Ports Recommendation, 1936, and collect information on the subject.

The ILO convened a meeting in September 1952 to consider international minimum standards of accommodation for migrants on board ship, as a result of which there will be further consultation of Governments.

The Governing Body has agreed to the convening during 1953 of the Joint ILO-WHO Committee on the Hygiene of Seafarers to consider the questions of radio appeals from ships for medical aid, ship's medical chests, certain aspects of the prevention and treatment of venereal disease, and the examination of seafarers to detect tuberculosis.

German merchant fleet

ACCORDING TO STATISTICS compiled by the German Shipowners' Association, the German sea-going fleet on 1 May 1953 comprised 590 cargo vessels, of 1,291,357 tons gross, and fifty-five tankers, of 153,505 tons; a total of 645 vessels, of 1,444,862 tons. This was an increase during April of ten vessels and 38,386 tons. Small vessels excluded from the above numbered 209, of 51,100 tons gross, while in addition there were 910 coasters, of 144,000 tons gross.

Seamen's welfare in India

by **J. F. Soares,**
Hon. Secretary,
ITF Indian Regional
Information Office

Seafarers relaxing in the recreation room of the Indian Seamen's Hostel, Madras

Though we live in an age of publicity, the Indian seaman has not, I fear, received the recognition that is his due. How many people, I wonder, realize that over 6,600 of these men lost their lives in the epic struggle to keep vital sea communications open in face of the ruthless Fascist U-boat warfare? The public does indeed owe a debt to this humble and long-suffering community, a debt which can best be discharged by contributing to seamen's welfare funds and by supporting the Government in the measures which are being taken for combating chronic unemployment, improving the system of recruitment and remedying the other evils from which Indian seamen have long suffered.

THESE WORDS formed part of a foreword, which the Hon. Mr Ismail I. Chundrigar, the pre-partition Minister of Commerce, wrote to a brochure, *Our Merchant Seamen*. That was in 1947. Eleven years earlier, in 1936, the ILO had a Recommendation concerning Seamen's Welfare in Ports. Undivided India – then the *Indian Empire* – voted for the adoption of this Recommendation, which advocates the creation in every important port of an official or recognized body to watch over the interests of seamen in ports and to endeavour to improve conditions; it also recommends the protection of seamen from the dangers to which they are exposed in ports (intoxicating liquors, drugs, prostitution, venereal diseases, and tuberculosis); the *provision of hostels, institutes and recreation facilities; and publicity of information useful to seamen.* It will be the purpose of this article to examine how far the requirements of this Recommendation are met in India and to describe welfare facilities available in the five major ports of this country viz: Bombay, Calcutta, Madras, Vizagapatam, and Cochin.

Existing facilities inadequate

In order to appreciate the woeful lack and the utter inadequacy of existing welfare 'facilities' in this country, it is well to remember that on any one day there can be found in port, in Calcutta 70–80 ships; in Bombay 35–50; in Madras 8–10; in Vizagapatam 4–6; and in Cochin 10–12. Assuming that each ship carries a complement of fifty men – officers and ratings combined – then it follows that the number of seamen 'visiting' Calcutta daily are 3,550–4,000; Bombay 1,750–2,500; Madras 400–500; Vizagapatam 200–300; and Cochin 500–600. These figures exclude the large resident seamen population of each port and particularly of Calcutta and Bombay which would number anywhere between 30,000 to 50,000. Do the existing facilities for welfare of seamen in the five ports meet the needs of even a small proportion of our seamen-visitors? Before we proceed to answer the question, it may be as well to define the terms 'welfare' and 'welfare work' in so far as they concern seamen.

What 'welfare work' means

In a narrow sense, the term 'welfare' could cover 'those steps taken to cater for the well-being of seamen when ashore in ports'. A wider interpretation of the term would include matters like the health, educational and other needs of seamen. 'Welfare work', according to the Graham White Committee, may be of three types – temporal, benevolent or samaritan, and spiritual.

a) *Temporal welfare:* covers activities directed towards the satisfaction of purely material needs and includes the pro-

vision of suitable accommodation and recreational facilities in ports.

b) *Benevolent or Samaritan welfare:* covers those activities relating to the relief of distress, and other assistance given to seamen, their families and dependants, including the provision of homes for aged seamen.

c) *Spiritual welfare:* covers the religious work done among seamen, such as the holding of services on board ship or in chapels or mission halls ashore, the visiting of seamen on board ship by chaplains and others attached to the various seamen's missions.

The historical background

As in the UK prior to 1940, the history of seamen's welfare in India is almost entirely a history of the work of the voluntary organizations, notably that of the Royal Bombay Seamen's Society and the Missions to Seamen. There was a spurt in such activities, inevitable in an atmosphere of war psychosis – immediately after World War I and during World War II – but largely the pace of welfare activities for seamen in India has remained leisurely and unprogressive; the Government's share in it being rather meagre.

Welfare activities on behalf of the seamen have been concentrated largely in Bombay and Calcutta – the two ports where a large number of seamen are permanently resident and to which also come thousands of visiting seamen. Madras, Cochin, and Vizagapatam have seamen's non-residentialc lubs maintained mainly through contributions from shipowners and the public. By and large these clubs and institutions provide amenities which only European seamen can afford and enjoy and – except in Bombay and to a smaller extent in Madras and Calcutta – welfare facilities in the shape of residential clubs for Indian seamen are non-existent. The boarding and *lathi* house systems for Indian seamen continue to prevail, and with them the evils of indebtedness, crimpage and corruption in recruitment – such common features of the seaman's life in India.

Money the stumbling block

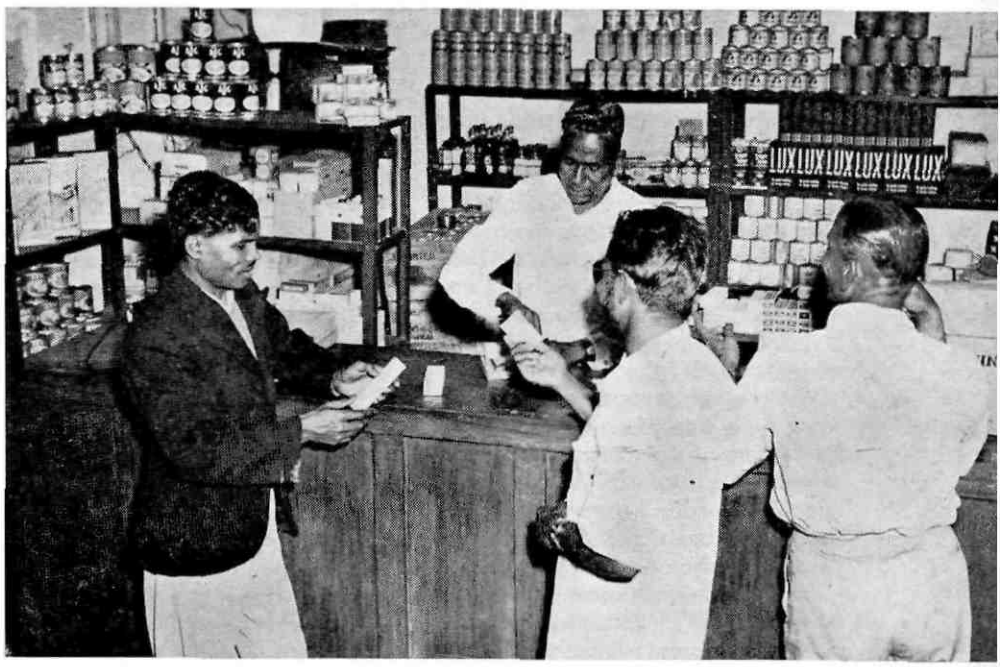
In detailing facilities available in each of the country's major ports, attention will be drawn to the precarious financial situation of the institutions and clubs and the need for augmenting their income from sources other than those open to them at present.

In India and particularly in Bombay – a city renowned for its generosity to all deserving causes – seamen's welfare has suffered mainly owing to the disinterestedness of the public which has not yet been made merchant navy conscious. This lack of interest in ships, seamen and shipping is reflected in the policies of the Government which, until recently, paid only lip service to the importance of this valuable adjunct of industry. This is evidenced by the fact that seamen's problems, as dealt with in ILO Maritime Conventions and Recommendations, have received scant attention at its hands. The Government, however, cannot be held solely responsible for this apathy and disinterestedness. Disunity among the seamen themselves has been an important contributory factor – for it has meant that no effective voice has been heard demanding ratification of conventions, or the laying down of policies on other matters concerning seafarers. When, as occasionally happens, the attention of the Government is drawn to these matters, financial difficulties are invariably pleaded or it is stated that seafaring labour should not make special claims on its finances and attention. And that of course is true.

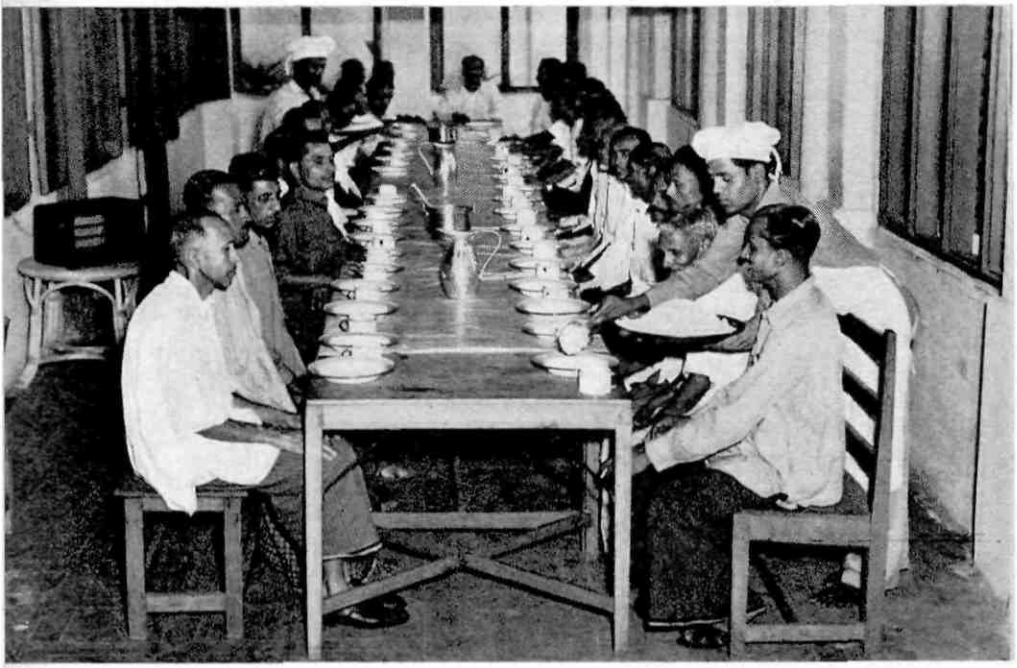
Seamen's welfare should, here as elsewhere, be primarily the concern of the industry itself, but it must be stated that there is little recognition of that fact. True enough, shipowners in India – and the term here refers to shipping companies' agents rather than to the shipowners, whether Indian or otherwise – have directly contributed considerable sums to the various welfare societies and funds which have made possible the meagre welfare facilities now available in the country. The Indian Sailors' Home Society in Bombay, for example, received in 1952 an amount of Rs. 18,000 in contribution from them, an amount equal to one-third of its income. The societies running welfare establishments in Vizagapatam and Cochin were also in receipt of contributions from shipowners' agents. But, by and large, the continuance of existing facilities – particularly of those clubs and hostels catering for the needs of 'visiting' seamen – has been made possible only by the seamen themselves, utilizing facilities provided mainly, as will be seen later, through expenditure on food, rest and refreshments.

Governmental help essential

It is in the matter of this last item, namely 'refreshments', that the Government can do much to help increase the pace and scope of seamen's welfare. For given the encouragement, facilities and some consideration by way of a reduction in excise and terminal duties on alcoholic beverages – mostly beer and ales – the existing institutions, notably the Prince of Wales Seamen's Club and the Indian Sailors' Home Society in Bombay and the Marine Clubs in Cal-



Making purchases in the well-stocked canteen of the Madras Seamen's Hostel



A meal of rice is served in the narrow dining room of the Madras Seamen's Hostel

cutta, Vizag, Madras and Cochin, would be in a position to greatly increase their revenues and hence their activities. But high excise and import duties in all and the prudish prohibition policies in some States, makes this impossible. We are not here concerned with the controversy raging round the prohibition policies of the Governments of Bombay and Madras, but only in so far as they affect seamen – both visiting and residential – are we constrained to draw their attention to the advice tendered by the Seamen's Welfare Board of the UK to the Authorities concerned. This advice was to the effect that a bar lounge should be installed in all Merchant Navy houses and clubs. The Board expressed the opinion that facilities of this kind should be provided because its members believed: (a) that seafarers in general preferred to be able to obtain a glass of beer in their own establishments; (b) that provision of licensed facilities in decent surroundings and in the company of wives and friends would tend to diminish excessive drinking.

Whilst it is readily appreciated that seamen's welfare should primarily be the concern of and a charge on the industry itself, it must be as readily admitted that neither the shipowners' nor the seamen's organizations in India have paid this matter the attention it deserves – the one because of apathy, the other because of their ineffectiveness. In these circumstances one has increasingly to look to the Governments for help – both moral and financial – to meet the pressing requirements of seamen's welfare. Hitherto, the Government's support has taken the form of capital contributions towards the cost of buildings and their maintenance, but these contributions have fallen far short of requirements and if the pace and scope of seamen's welfare is to be increased, methods will have to be found to augment the resources at present available.

How improvements could be made

Two methods immediately commend themselves, and one of these is on the lines suggested by the National Maritime Board of the UK. It is to require by law the paying by shipowners and seafarers alike of monthly contributions towards seamen's welfare. The writer suggests that this contribution should be of the order of eight annas*) per month in the case of other ranks and one rupee per month in the case of officers – the higher rate in the case of officers being to provide separate facilities for them.

The second method suggested, and which should be complementary to the first, is the imposition of a tonnage levy on all imports and exports by sea. There is a precedent for this suggestion. The welfare of coal miners in India is largely financed by a tonnage levy on mine owners. The writer suggests that the tonnage-levy earmarked for seamen's welfare should be of the order of one anna per ton – a negligible amount. A central welfare body authorized by statute and composed of representatives of shipowners and of the officers' and men's organizations should be set up to deal with all aspects of seamen's welfare. The voluntary organizations should be closely associated with this body. As the subject of seamen's welfare will feature as an item on the agenda of the forthcoming Asian Maritime Conference, to be held later this year, it is but proper that all aspects of this problem be discussed by delegates to it. I will therefore not forestall any recommendations they might make for improvement and enlargement of activities but will content myself with detailing welfare facilities as they exist in the country today – in the five major ports of Bombay, Calcutta, Madras, Vizagapatam, and Cochin.

*) One rupee = 16 annas = 1s.9d.

Welfare facilities in Bombay

In Bombay are to be found welfare facilities which come very close to meeting both the temporal and spiritual needs of visiting and resident seamen. Though they cannot be said to be entirely adequate, they are satisfactory and, what is more important, made use of and appreciated. Foremost among the institutions catering for the needs of visiting seamen, is the Royal Bombay Seamen's Society. The history of the foundation of this Society makes interesting reading.

The original organization to undertake the care and well-being of merchant seamen in Bombay was inaugurated in 1837, as the Bombay Sailors' Friends' Association. It was located in a building – the gift of the Government of India – at Dhobi Talao on the site now occupied by the Indian Territorial Army Headquarters. It was considered, however, that the building was not altogether suitable either in size or location for the purpose of the Association and about 1870 a move was made to provide a better establishment. This led to the formation of a new organization which was registered under the name 'The Bombay Sailors' Society'. From the proceeds of the sale of the old building and from donations received in response to an appeal for funds, a new home on a site leased from the Government was built in

1876 with the name 'The Royal Alfred Sailors' Home. This building still stands, though since 1928 it has housed the Legislative Council offices of the Government of Bombay.

A Seamen's Institute was opened in 1886 on a site in Frere Road, opposite Prince's Dock. This organization specialized in religious work amongst seamen and offered recreational facilities, but not board and lodging. In 1909, the Bombay Harbour Mission Church and the Seamen's Institute agreed to an affiliation with the Missions to Seamen.

It was largely the interest taken by Their Excellencies Lord and Lady Willingdon during the former's term of office as Governor of Bombay, from 1914 to 1919 that inspired the building of the present Club. Donations from the Royal Western India Turf Club, many shipping firms and the public ensured adequate finances. The building was opened on 20th November 1921 by His Royal Highness The Prince of Wales, (now the Duke of Windsor), who graciously consented to the new Institute bearing his name. This building stands as a memorial to the officers and men of the merchant service who gave their lives during

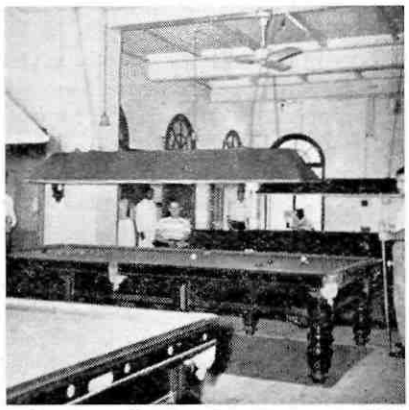
Corner of the airy and well-appointed seamen's dining room in the Bombay Club

the Great War of 1914–1918.

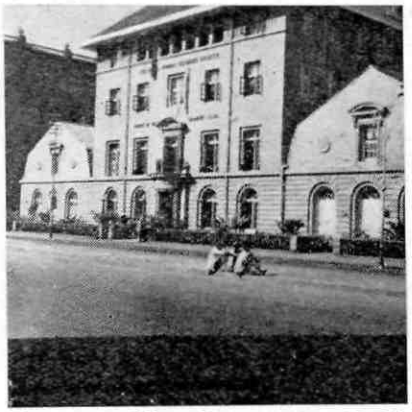
The Royal Bombay Sailors' Society is managed by a Committee presided over by the Right Reverend The Lord Bishop of Bombay and is chairmanned by Mr A. Kirkwood Brown, a senior partner of the British India Steamship Company. The Society administers the Prince of Wales Seamen's Club – a residential club for officers and ratings. The Club is situated in Nicol Road in Ballard Estate and is only a few yards away from the main gate of Alexandra Docks – the docks where most of the deep-sea ships berth. Attached to the Club is the Harbour Mission Church of St. Nicholas in the care of the Port Chaplain. The Club has accommodation for 140 officers and men and is equipped with lounges, dining rooms, billiard rooms, dry and wet canteens, a barber's shop, a cinema and dance hall, a souvenir shop and laundry. A Ladies' Committee of fourteen members – all of whom are prominent in Bombay's civic life – supervises the entertainment side of the Club's activities, their picnics, socials and weekly dances being justly popular. Service in the Club – both for officers and men – is of a high

A corner of the officers' dining room in the Prince of Wales Club, Bombay City

order and meals and light refreshments are available at all times in the dining rooms and canteens. In charge of the Club is a resident manager, who is ever on the look-out to improve and extend the amenities provided. A perusal of the Society's income and expenditure accounts for the year 1951 showed that it had an income that year of some Rs 128,000 (£9,600) – canteens, room charges and interest on investments accounting for nearly eighty per cent of the income. Paucity of funds has prevented



Billiards at the Bombay Seamen's Club



Front view of the well-proportioned building of the Prince of Wales Seamen's Club

this club from enlarging the scope of its activities, its income being greatly curtailed by restrictions imposed on it by the Prohibition policy of the Government of Bombay. Under this policy the sale of spirits and wines is entirely prohibited and only very limited quantities of beer and ales permitted, resulting not only in a diminution of income to the club but a loss of valuable clientele – the seamen, who but for this restriction, would have appreciated and availed themselves in increasing numbers of the otherwise splendid amenities provided by this welfare body.

Though the doors of this excellent club are open to seamen of all ranks and nationalities, nevertheless the rates for rooms and other amenities places them beyond the means of Indian ratings. For them therefore there exists the Indian Sailors' Home and Hostel, which meets their needs satisfactorily if not very adequately – inadequacy is again conditioned by a lack of funds. Managed by the Indian Sailors' Home Society, on which sit representatives of the Government, the Bombay Port Trust, the shipowners and seamen, the Home and Hostel provides comfortable living accommodation for 1,000 seamen. The Home and Hostel adjoin one another – the Hostel being the more modern of the two. A three-storied structure, the Home has six large dormitories, complete with kitchens, lavatories and baths, and provides sleeping accommodation for 500 seamen. The Hostel is a spacious modern three-storied structure providing sleeping accommodation for 500 seamen and containing lounges, dining rooms, reading and recreation rooms, cinema hall, baths and showers. The hostel is maintained from the income of the War

A view of one of the more modern Indian seafarers' centres. The Merchant Navy Club on Willington Island, Cochin, which was opened for service on 3 January 1945

Memorial Fund for Indian Merchant Seamen, 1947, and from regular contributions received from the Bombay Port Trust and shipping companies. In addition to their regular donations, the shipping companies, notably the P & O and BI, make over to the Society the proceeds from the sale of visitors' passes to their ships – a welcome addition to the Society's income, which has enabled it to increase and extend amenities provided in the Home and Hostel.

The primary object of the Home and Hostel is to provide comfortable living accommodation for those Indian seamen who have to spend lengthy periods in Bombay awaiting re-employment and who, for the most part, have hitherto been and still are dependent on squalid, crowded, and insanitary *lathi-houses* and *coords*. The floating population of Indian seamen in Bombay Port is estimated at about 30,000 and there is an urgent need to augment the residential accommodation for this hapless population who otherwise fall victims to the avarice, greed, and capriciousness of crimps and boarding-house keepers – a story which has much to do with the evils now rampant in the methods of recruitment. The Home and Hostel, however, provide a long-felt want and are therefore worthy memorials, both in purpose and design, to the gallant men who gave their lives so that the sea lanes to their country could be kept open.

Welfare facilities of Cochin

The only institution catering for the welfare of seamen visiting the port of Cochin is the Merchant Navy Club on Willingdon Island. The club was started in 1945 in pursuance of the desire of the then Viceroy and Governor-General of India, that in every important port entered by British and Allied merchant ships there should be institutes and other buildings (as distinct from canteens) in which seamen could be comfortably accommodated and provided with suitable amenities. With this end in view the building in which the present Merchant Navy Club is housed was built and opened for service on 3 January 1945. The capital expenditure was met by contributions from His Excellency the Viceroy's War Purposes Fund, the Government of India, British and Allied Seamen's Amenities Fund, Madras Government War Fund, Cochin Port Administration and HM Ministry of War Transport.

The club, which is non-residential, is situated in fine surroundings on the eastern side of the Cochin Harbour Terminus Railway Station and is but a furlong away from the Port's Wharf. The club has an officers' room, a common lounge, an indoor games wing, a dining hall, grocery shop, bar, and toilet rooms, a barber's shop and billiard room.

The club is self-supporting being mainly so because of its being able to sell, for consumption on the premises (though in restricted quantities) spirits, beers and ales. There is a well-equipped library and reading room and a restaurant, both of which are popular and their services in demand. The club arranges football and cricket matches between local and visiting ships, teams and transport being made available between ships in stream and the club, and tours to the countryside arranged on request. Visiting seamen have often urged the need to provide residential accommodation at the Club which would undoubtedly enhance its usefulness but here again scarcity of funds precludes the fulfilment of that desire. However, subscriptions are now being received from various agents and these are being earmarked for the purpose of providing residential accommodation in the future.

Welfare facilities at Madras

The Seamen's Institute (now called and better known as the *Marine Club*) and the Indian Seamen's Hostel between them share the honours of meeting the welfare needs of visiting and resident seamen in Madras Port. Here, as elsewhere, the Church and missionary societies have been in the forefront of welfare activities on behalf of seamen and the Marine Club in fact is the outcome of the efforts on seamen's behalf by the Lord Bishop of Madras, ably and generously supported in his purposes by the Chairman of the Madras Port Trust.

The Marine Club is housed in a spacious building just outside the main gate of the Madras Port Trust Wharf on Springhaven Road on land leased to the Institute by the Madras Port Trust. It is managed by the Seamen's Institute, Madras, a registered society, and chairmanned by a representative of a leading firm of shipping agents. Accommodation is provided for five hundred persons and there are separate recreation rooms for officers and men. Billiard rooms, a well-equipped library, wet and dry canteens, bar and comfortable lounges provide rest and comfort to visiting seamen of all nationalities, some 750 of whom visited the club in 1952 to enjoy the facilities afforded. The Institute has plans for a new and modern building for which contributions are being received from shipping companies and the public. However, the club is dependent for its income and hence for its activities on the seamen themselves, who in 1951, through purchases of beer and ales contributed no less than seventy-five per cent of the net income for that year. The Institute has plans for greatly increasing the scope of its activities and with an enhanced income and the continued support of its patrons is expected soon to be able to do so.

The Indian Seamen's Hostel, financed by the Government but managed by the Merchant Seamen's Welfare Committee, is primarily concerned with Indian seafarers for whom it provides residential accommodation for fifty men in three dormitory-style rooms. Additionally there is a recreation hall, a dining room, a prayer room, kitchens and baths. The Hostel derives its revenue from dona-

One of the three Indian-style dormitories at the Madras Seamen's Hostel. Each dormitory can accommodate fifty seamen

tions received from shipping companies, boarding and lodging charges collected from steamships companies' agents and from fees recovered from the contractor running the canteen attached to the Hostel. The Government has plans for the construction of a more suitable Hostel for which a plot has already been leased.

Welfare facilities at Vizagapatam

Fortunately for this fast-growing port there is in Vizagapatam (now renamed Visakhapatnam), an excellent and popular institution whose services to visiting seamen are well and truly liked. Founded as the *Merchant Navy Canteen* by the Women's Volunteer Service in August 1943, the Merchant Navy Club, as it is now called, grew so rapidly in size and scope that the good ladies of the WVS were constrained in July 1944 to transfer its management to a Committee of men – all representatives of the shipping life of the town. The club is a voluntary organization, being maintained solely to provide much needed ameni-

The Merchant Navy Club, Vizagapatam

ties for merchant navy personnel of all ranks and nationalities, of all colours and creeds. Financial support for the furtherance of its activities is derived from contributions received from the King George's Fund for Sailors, London, the Merchant Navy Comforts Service, London, from agents of vessels calling at the port and largely from the seamen themselves, who by their patronage of the club make its continued existence possible. The club is housed in two contiguous buildings (both rented, both old and both on the verge of collapse, it is sad to state, which fact however does not detract from the excellent 'fare' provided inside) situated at the entrance to the town from the harbour areas. The amenities provided include the provision of a first-class bar, a restaurant, a common lounge-cum-reading room, a barber's and souvenir shop. An exchange library is maintained and cinema shows – of the latest films – held daily. A bus is maintained for transport of visiting crews, and picnic and bathing parties arranged to nearby Lawson's Bay – a well-known and popular resort. The club however has no residential accommodation nor is it at all feasible to provide it in its existing premises, however desirable such an amenity may be. Residential accommodation is a very urgent necessity in this port where much 'dirty' cargo like manganese ore and coal is shipped. The hard-working committee at the club under its genial Honorary Secretary – himself a seaman – is leaving no stone unturned to provide visiting seamen with a residential club they can really call their own.

Open-air cinema at Vizagapatam club

Welfare facilities in Calcutta

Meeting the welfare needs of the large number of seamen visiting the port of Calcutta are the Seamen's Welfare Association and the Indian Sailors' Hostel. The former manages the Calcutta Marine Club, a popular residential club for officers and men. Situated on Nimakmahal Road, in pleasant surroundings and within easy reach of the Kidderpore Dock area, the Marine Club was built in 1928 and opened for business in April 1929. It has a total of 102 rooms with all modern conveniences and the facilities available at the club – whether for officers or men – is of the best. These include a meeting hall, a large dance hall, separate bars and lounges, a dry goods store, a souvenir and barber's shop, a tiled swimming pool, a library, tennis and badminton courts, billiard rooms. For the convenience of residents, a bus runs daily to the city which is some five miles distant. There is a nightly cinema show and a weekly dance, both of which are justly popular. Like its counterpart in Bombay, the Calcutta Marine Club is hampered in the extension of its activities by lack of money. Residents and visitors, though contributing more than sixty per cent to the club's revenue by way of purchases, boarding charges and

other charges, tend to diminish in number due mainly to the high tariffs. Prices of beer and ales, two of the largest items of income, have, owing to excise and town duties, become prohibitive and compare very unfavourably with those on board ship. The services and facilities of the club are therefore not as fully utilized as would normally be expected with shipping to the port increasing in volume. Diminishing revenues therefore tend to lessen and slow the pace of welfare activities of all institutions and clubs presently in the field of seamen's welfare and unless some help by way of reduction in duties is proferred by the powers that be, welfare activities for seamen visiting India, already neither adequate or satisfactory, will soon tend to stop.

The Directorate of Seamen's Welfare

No account of seamen's welfare in India would be complete without reference to the Directorate of Seamen's Welfare – an adjunct of the Director-General of Shipping – and to its officials, who, despite budgetary difficulties, continue to render much estimable and appreciated services to seamen of all ranks and nationalities. Three Seamen's Welfare Officers operate from the ports of Bombay, Calcutta and Madras and to them seamen turn in increasing numbers for help in their many difficulties and problems, whether these be of a financial, personal or medical character. It would take too much space to detail at length the multifarious services rendered by the genial officers of the Director of Seamen's Welfare. It must suffice therefore to give a brief account of some of their activities.

1) Interviews are granted daily to a large number of seamen of all nationalities and action taken to redress grievances and meet requests for accommodation, medical assistance, hospitalization, employment, duplicate issues of documents, legal aid, and also relief recreational facilities.

2) Newspapers and periodicals are regularly supplied to seamen in hospitals and clinics.

3) A bus is placed at the disposal of the city hospitals for the transport of sick seamen, and also for any outings and picnics.

4) Special accommodation is reserved in hospitals for seamen and specialized treatment paid for, out of funds collected from the public for the purpose.

Conclusion

Seamen's welfare in India is largely in the hands of private charitable societies. Shipowners and steamship company agents are represented on the boards of the societies but, except in the case of the Indian Sailors' Home Society in Bombay, seamen's representatives find no place on such boards and hence their opinions and views on what is best for seamen remain unheard. The Government's share in welfare measures is confined to financial contributions and maintenance of a department of welfare, charged with the responsibility of planning welfare schemes. But shortage of funds prevents many of these plans from bearing fruit. Private societies in the seamen's welfare field are unable to enlarge the scope of their activities because the tax burdens imposed on many of the amenities provided precludes any increase in such activities. These societies have, however, done excellent work with the limited resources at their disposal; they could do more given the active help and support of the Government. What shape and form this help and support should take may best be left to the delegates to the forthcoming Asian Regional Maritime Conference. But as we stated earlier, seamen and seamen's problems receive scant attention at its hands and it is to be hoped that with the rising prestige of our country in the international – and may we say – maritime fields, seamen as an important labour force who contribute so greatly to the economy of the country will receive the reward their labour so justly deserves.

Old age in merchant shipping

ACCORDING TO data published by Lloyds, the mercantile marine with the greatest percentage of old ships is that of Spain, closely followed by the Soviet Union and Brazil. The percentage of vessels of twenty-five years of age or more in the merchant fleets of these countries is 58, 53 and 51 respectively. Only three per cent of the Soviet fleet was built less than five years ago.

The same source quotes Belgium as possessing the most modern fleet, with only five vessels of an age greater than twenty-five years. Liberia comes next with eight per cent of its merchant fleet over twenty-five years old, followed by the United States with nine per cent.

The percentages of the age-groups in the merchant fleet of the United Kinddom are given as fourteen for the over twenty-fives, thirty-four for the five to nine year old class, whilst 21 per cent of the fleet consists of vessels constructed within the last five years.

(continued from page 111)

'train spotters'!) A total of nearly 300,000 treatments was administered by the Nursing Service during 1951. The number of State-registered nurses now employed in this service is at present thirty-five, including two sisters-in-charge. Dressing stations are installed where 1,500 staff or more are employed, primarily for the treatment of accidents occurring to members of the staff while at work.

In practice a large number of minor injuries and ailments is treated daily, often enabling the person to continue at work, and in this way much valuable time is saved, both by the early and proper treatment of the injury and by subsequent dressing. These dressing stations are under the care of the Area or Works Medical Officer, to whom the more serious cases are referred, and who maintains a very close association with the National Health Service, hospitals, and Medical Officer, regarding the individual cases. Lock-up First Aid posts are installed in smaller communities, and these posts are placed under the control of trained First Aid workers.

Other features which have been developed since the unification of the railways involve closest co-operation with the Mass Radiography Service and with the National Blood Transfusion Service; members of the staff are encouraged and helped to take advantage of both these services, and a considerable degree of interest and cooperation has been achieved.

British Railways present a large territory, with probably the greatest variety of different industries in the country to be developed by a Medical Service. Some progress to this end has been achieved already, but much remains to be done in the development of what we want to become one of the finest industrial medical services in industry.

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INTERNATIONAL TRANSPORT WORKERS' FEDERATION

President: R. BRATSCHI General Secretary: O. BECU Asst. Gen. Secretary: P. TOFAHRN

Founded in London in 1896. Reconstituted at Amsterdam in 1919.
Headquarters in London since the outbreak of the Second World War.
147 affiliated organizations in 50 countries. Total membership: 6,000,000

Seven industrial sections catering for

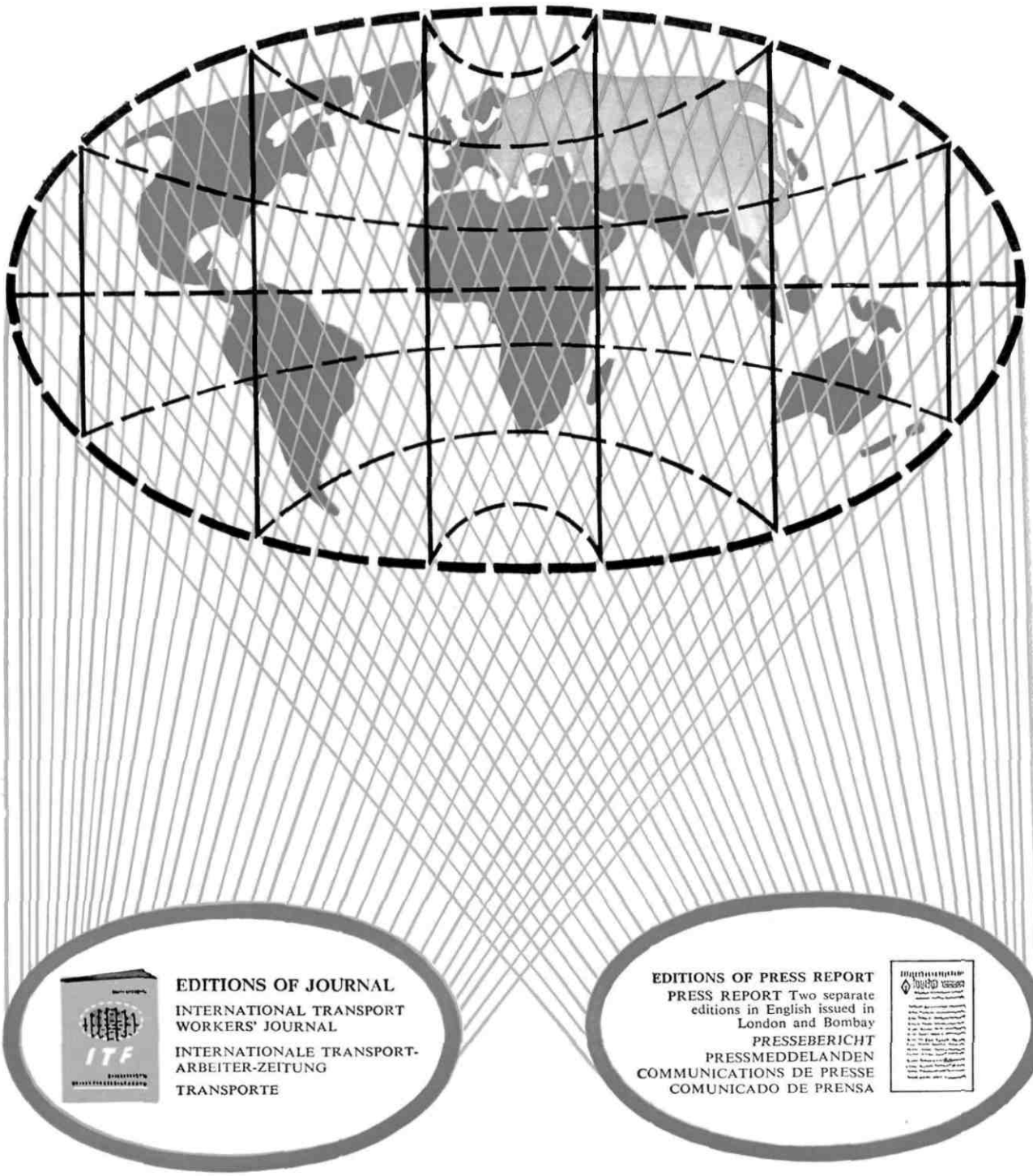
RAILWAYMEN · ROAD TRANSPORT WORKERS · INLAND WATERWAY WORKERS · DOCKERS
SEAFARERS · FISHERMEN · CIVIL AVIATION STAFF

The aims of the ITF are

to support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;
to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;
to seek universal recognition and enforcement of the right of trade union organization;
to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;
to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;
to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

Affiliated unions in

ARGENTINA (ILLEGAL) AUSTRALIA AUSTRIA BELGIUM BRITISH GUIANA CANADA CEYLON CHILE CHINA COLOMBIA CUBA DENMARK ECUADOR EGYPT EIRE ESTONIA (EXILE) FINLAND FRANCE GERMANY GREAT BRITAIN GREECE ICELAND INDIA ISRAEL ITALY JAMAICA JAPAN KENYA LEBANON LUXEMBOURG MEXICO THE NETHERLANDS NETHERLANDS WEST INDIES NEW ZEALAND NORWAY NYASALAND PAKISTAN RHODESIA SAAR ST. LUCIA SOUTH AFRICA SPAIN (ILLEGAL UNDERGROUND MOVEMENT) SWEDEN SWITZERLAND SYRIA TRIESTE TRINIDAD TUNISIA URUGUAY UNITED STATES OF AMERICA



Printed in the Netherlands by Coster, Amsterdam