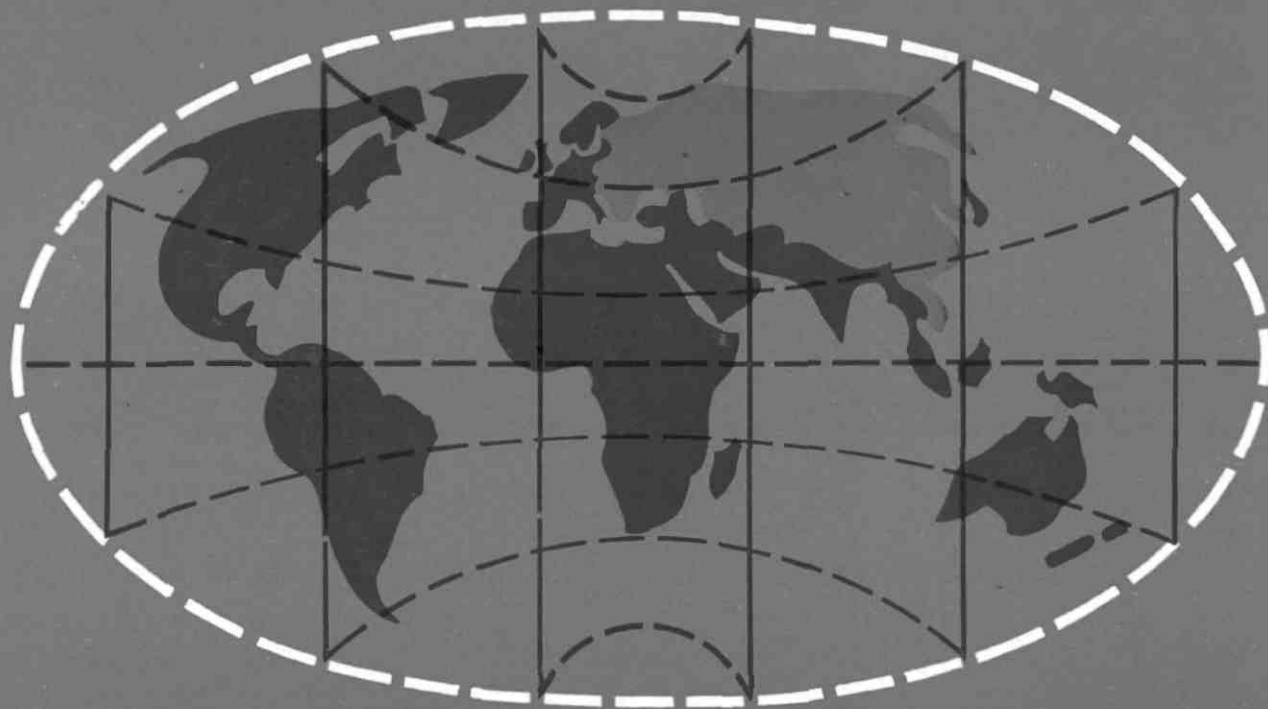


Vol XIV No 2 February 1954



# ***ITF***

**INTERNATIONAL  
TRANSPORT WORKERS' FEDERATION**

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# INTERNATIONAL TRANSPORT WORKERS' JOURNAL

*Monthly of the ITF*

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## Forthcoming Meetings:

London	15-16 March	International Fair Practices Committee
London	22-23 March	Civil Aviation Ground Staff Conference
Geneva	1-3 April	Seafarers' Sectional Conference
Edinburgh	16-24 July	Twenty-third Biennial Congress

# 'Mobilizing the railwaymen' in the Soviet Zone

by Paul Tofahrn, Assistant General Secretary of the ITF

THE PUPPET GOVERNMENT OF THE SOVIET ZONE OF GERMANY possesses a Railway Ministry. That is normal enough. In this Railway Ministry there exists a 'Political Department'. That is no longer normal, that is peculiar to the Soviet world, a world in which everything, even railway service, becomes political.

What does this 'Political Department' do? No learned treatise could give such exhaustive information on this point as does the document entitled (in classical Reichswehr style!) 'Geheime Verschlussache Nr. I' – which can be roughly translated, minus the overtones, as 'Top Secret Document No. 1'. However, nothing is so secret that it does not eventually see the light of day. A truism which, incidentally, applies to the 'Directive to all Political Officers of railway regional headquarters regarding the struggle against enemy provocation and the unmasking of provocateurs' which is contained in the said 'secret' document.

A glance through this directive would be enough to shock any devotee of the Soviet Fatherland to the marrow. He would, for instance, find this:

'In order that the political administration may be better informed on the present political situation in railway regional subdivisions and on enemy concentrations it is essential that reports, which up to now have been too general in character, should be improved by the inclusion of typical examples and phenomena.

'Political Departments must, as soon as possible, supply the political administration with an accurate survey of enemy underground centres, concentrations of former Fascists and militarists, and centres of activity of the Ostbüro\*). This applies particularly to the centres of enemy activity on the German State Railway in Berlin, Cottbus, Halle, and Magdeburg.

'On the basis of this survey, measures for the liquidation of known groups of enemy agents are to be drawn up. For that purpose, every political department is to work out a concrete plan of action. Together with the improvement of political mass activity this is now the most important task for the political administration and all political departments.'

In addition to these general but very pointed instructions, the directive des-

cribes fifteen further 'main tasks' (Hauptaufgaben) on which the following organs of the 'Polit Apparat' must concentrate: the so-called Railwaymen's Union; shop trade union committees; the transport police; the police; the political administration; the political departments; the party organs; works party organizations; propaganda groups; workers' shock groups; the Free German Youth, and women's committees.

So grandiose a campaign, described in the directive as 'widest mobilization of the railwaymen', is not launched for nothing. What then is wrong? A clue is given by the 'Political Department of the Ministry of Railways', which states:

'The reports of the political departments indicate that the class enemy is making use of the most varied methods, above all of the new food parcel provocation, to recruit agents and engineer new provocations.'

That the distribution of food parcels to citizens of the Soviet Zone embarrasses or even intensely annoys the East German rulers is understandable. That the mass excursions to West Berlin to collect these parcels spoil their beauty sleep is also understandable. However, it becomes a little laughable when the parcels begin to have almost the same devastating effect on their nerves as atom bombs.

As a result of Soviet Russia's policy of looting the occupied territories, her vassals in the Eastern Zone are unable to counteract these 'provocations' and

'attempts at corruption' by means of a well-ordered economy giving the opportunity to lead a normal life. In consequence they feel impelled to resort to force and rule by terror. For instance, in the 'directive' we read:

'Those returning from Berlin with parcels must be met at railway stations and induced to give up their parcels in order that these may be distributed to the West Berlin unemployed . . . Shock brigades from the factories will support the police and the railwaymen in these actions . . . Collecting points for the surrendered parcels are to be established on railway stations . . . (Here the phrase 'induced to give up their parcels' begins to shed a little of its sweet reasonableness!).

'In addition to the railways, motor, cycle, and other vehicular traffic is to be kept under observation. Immediate measures are to be taken whenever concentrations of traffic towards Berlin are noticed . . . Party organs must, under all circumstances, establish the names of those in possession of parcels. *Such persons are to be registered.*'

However, the railwaymen are not only to be 'mobilized'. In addition, they are to be watched even more closely than up to now. That is plain from the following:

'The political departments are to draw up, by 25 September 1953, a detailed analysis of the effects of the parcel provocation in the railway industry. In the analysis it must be established how many railwaymen in individual railway establishments have collected West Berlin charity parcels. The number of free passes to Berlin applied for must also be noted, irrespective of whether such applications were approved or rejected . . . Particular attention is to be paid to workplaces employing former members of the Social Democratic Party who refused amalgamation (with the Communist-controlled Socialist Unity Party – Ed.).

'By means of persistent and militant

\*) The 'Ostbüro' is a Western German organization for the study of East German affairs; the Communists maintain that it carries on subversive activities in Eastern Germany.

explanations (shades of Panmunjom!) it must be ensured that the workers ostracise those who have accepted food parcels and decide on the appropriate measures to be taken against these enemies of the democratic unity of Germany and of peace . . . Party organs are to decide in which cases dismissal from the railway service or from a particular post is to be recommended.'

It is difficult to imagine more underhanded methods of spying and harassing. And yet they have been dreamed up by a 'Ministry'. To crown it all, they are put into practice by a so-called trade union. By so doing, both the 'Ministry' and the 'trade union' condemn themselves.

However, even if the holes in the Iron Curtain are carefully stopped up in this way, the real problem – dissatisfaction with living conditions in the Eastern Zone – still remains. The East German puppets of the Soviet Union know that their repressive measures are no more than patchwork, and it is for that reason that the secret directive is at pains to impress the following upon the 'Collaborators of the Polit Apparat':

'The principal weapon of our Party against new provocations of this type is a rapid and definite improvement in political mass activity aimed at implementing and explaining the nature of the new policy, and at underlining the historical significance of the Soviet Note and the agreements concluded in Moscow. A militant campaign to explain the character of our Workers' and Peasants' State is to be undertaken in order that the workers may be the more ready to defend it. By intensified explanatory work in all railway establishments, and also in the railwaymen's own homes, our comrades and colleagues must be convinced of the provocative and aggressive character of the new enemy attempts at corruption. It must be made clear to all railwaymen that, by means of the parcel provocation, they are being used against their own interests as American agents, and that the food contained in the parcels belongs to those who really need it – the army of West Berlin and West German unemployed and pensioners.'

The political organs of the Soviets are, as a rule, not stupid. That is also true of the Political Department of the East German Railway Ministry, for it realizes that in many places little is to be achieved by 'militant explanations'. It

therefore enlarges upon its instructions as follows:

'In addition to developing our militant explanatory campaign, we must try to hamper enemy agitation by the widespread use of appropriate counter-propaganda, rumours, and similar methods. Propaganda activity in interzonal traffic is to be increased. Particular stress is to be laid on the background to the West German terror election of 6 September 1953. Propaganda material will be supplied by the National Front.'

Despite all their care, however, those who have forged the 'principal weapon of our Party' have made a blunder: they are collecting the parcels for distribution to the unemployed and pensioners of West Berlin and Western Germany. The intelligent 'Collaborator of the Polit Apparat' must ask himself the follow-

### **Socialist competition among Polish railway workers**

*DURING THE LAST SEVERAL MONTHS* Communist propaganda has not breathed a word on the subject of 'Socialist competition' among Polish railway workers – and with good reason, for the experiment was a disastrous failure. It merely proved one thing: that engines cannot be run for excessive periods without overhaul or regular cleaning whilst at the same time effecting economies in the consumption of coal. The persistence of a few drivers – a handful of out-and-out Communists avid for honorary titles and medals – resulted in nothing more than the immobilization of a large number of engines in the workshops.

The 'competition' consisted in agreeing to drive an engine over a distance of 70,000 kilometres, without overhaul and using low-grade coal. At the same time, the same distances were to be covered each day without reduction of normal speeds. It was hoped to effect a saving of not less than 10,000 kilogrammes of high grade coal a month. The slogan was: more kilometres on less coal and without overhaul. The hostility of the majority of the railwaymen, however, coupled with the experience gained, forced the bureaucratic Communist theoreticians to abandon the experiment.

Undaunted, presumably, by their earlier experience, however, they have now come out with a new slogan, posted up in all the stations: 'The trains must not

ing question: if American food turns empty East German stomachs into enemies of peace, may not it have the same unfortunate effect on West Berlin and West German stomachs?

'Militant' speeches explaining the historical significance of diplomatic treaties are no substitute for palpable improvements in living conditions. 'Ventre creux n'a point d'oreilles – an empty stomach has no ears'. Neither the heavy guns, nor the light artillery of the Party's political machinery are going to make much impression on the truth of this axiom; on the contrary, those exercising dictatorial powers could learn something from it. In the Eastern Zone, however, the final word is not with truth, but with the Ministry for the Plundering of Occupied Territories which is situated in Moscow.

be late'. In spite of this exhortation, they are in fact anything up to thirty minutes late. The constant late-running of the trains has led to protests from those using the railways and, what is a much more serious matter for the Communists, caused trouble in the factories, spinning mills, and yards. The failure of the trains to keep to their scheduled times means that millions of Polish workers in the suburbs are prevented from getting to work on time, with a consequent production loss to the Soviet-controlled economy. Neither the warnings nor the punishments handed out by the railway administration, nor the appeals made by the 'leaders' of the Communist-run trade unions have succeeded in changing the situation one iota.

A number of train drivers are now taking part in a new 'Socialist competition' in punctuality launched under the slogan: 'An engine is my witness'. In view of the general hostility shown by the Polish workers to these 'competitions' and slogans it is doubtful whether this last example of Soviet whip-cracking will be any more successful than the earlier ones.

In one respect we must hand the palm to these Communist theoreticians. Although they may run short of coal, rolling stock, railway lines, and in fact of practically everything the Western world considers indispensable to the efficient running of a railway system, they apparently never run short of slogans. When they do, there will perhaps be a little more hope for the workers not only of Poland but of the whole world.

# Welfare among British dock workers

by F. G. Thomas, M. A., Chief Welfare Officer, National Dock Labour Board

THE PRESENT DOCK LABOUR SCHEME came into operation in the ports of Great Britain in July, 1947. The Scheme, which derives its authority from the Dock Workers (Regulation of Employment) Act, 1946, requires the National Dock Labour Board to make 'satisfactory provision for the training and welfare of dock workers, including port medical services, in so far as such provision does not exist apart from the Scheme'.

## War-time activities

During the war, there were temporary Dock Labour Schemes designed to man the ports with a labour force of dock workers, which had been depleted by the call-up of men up to thirty-seven years of age for the armed forces. To use this limited labour force to the full, men were transferred from one port to another and there lodged in hostels or private houses. During that time Welfare Officers were appointed to deal primarily with these arrangements and other special war-time problems.

Much was done during the war that was important – though it was directed to the war effort. At the beginning of the war, there were only two covered call stands for dock workers in all the ports of Great Britain; during the war many semi-permanent call stands were built. At the same time, because of rationing and the need to feed men on transfer, the Government urged port authorities to build canteens on the docks. And in spite of blackouts and bombing, dock workers, being very sociable beings, whether on transfer or at home, whether blitzed or standing by, created their own social welfare activities, which ranged from flower shows in the call stand to plays written, produced and acted by dockers. These efforts were spasmodic and sporadic, yet gave birth to the very considerable welfare activities which are now to be found in the ports included in the present Dock Labour Scheme.

## Tradition of self-help

It would be wrong to assume, however,

*Dockers relax between calls in a rest room built at Avonmouth (Bristol) by the British Dock Labour Board. Many such have been built in the last 7 years.*

that welfare among dock workers did not exist before the war. There were always closely knit groups among the workers who looked primarily to the dock industry for their livelihood. Around this core of real dock workers, there was a large, floating, nondescript population of other workers who drifted around the docks; they did not belong – they had no stake in the industry. But among the inner circle of men, there was often to be found benevolent welfare activities, sometimes arising from the personal relationship of man and employer, but more often based on group loyalty and taking the form of looking after 'one of us' who may have had some misfortune. In the hard days, when many unions were local organizations, when the docker lived near and belonged to the waterfront, this loyalty was deep-rooted in family sentiment and very practical in its application. The docker's widow, the man in difficulties

with the law, the man threatened with the bailiff – these were the focal points of welfare from the men who did what they could from their own strength to help those in need. Their loyalty to the union often withstood the acid test of deprivation at home.

This was the foundation of trade unionism among dock workers and its continuing strength – for they were generous to an extraordinary degree and loyal to the limit of self sacrifice. They responded very readily to a great idea.

For example, in 1896, when Tillet had just founded his union, the Executive sent an emissary to America with some 1,500 dollars of their very limited funds to start a Longshoremen's Union in New York because, with Tom Mann, they had visions of a world-wide international union of men of the waterfront.

In reviewing modern developments of welfare, it is important to remember this historical background; modern welfare among dock workers must harness this tradition.

## The Dock Labour Board's inheritance

When the National Dock Labour Board took over in 1947, it therefore inherited a social legacy of no little significance. It





also inherited from the wartime Dock Labour Scheme some very practical assets. Some call stands had been built; in Glasgow and Liverpool a port medical service for dock workers had been established with eleven medical centres and, near Manchester, a Rehabilitation Centre had been set up; the beginnings of a personal welfare service had been launched through the appointment of welfare officers. These were the beginnings of welfare which was localized, varied and without shape or form.

At the same time, the Board also inherited an element of distrust – that there was ‘some catch in it’, that the Board’s activities in welfare were not disinterested, that the dockers’ traditional, if unreal, freedom was threatened. It is against this background that any narrative of welfare development among and with dock workers of the United Kingdom must be set.

However, the setting up of the Dock Labour Scheme in July 1947, created the machinery for welfare. There was now, in every port, a recognizable labour force of registered dock workers; there was a National Board of employers and men covering some eighty ports in Great Britain, able to act on behalf of the industry as a whole; it became possible for the first time in the history of dockland to plan welfare as a long-term policy.

In 1952 the National Dock Labour Board issued a pamphlet entitled ‘Welfare among Dock Workers 1947–1951’ designed to narrate factually for dock workers what had happened in welfare since the setting up of the Scheme. Developments during 1952 and 1953 have been so extensive and so varied that that document is now out of date.

Welfare cannot be measured; it is largely intangible; it is an activity of the

Top:

*The National Week-End Schools organized by the Dock Labour Board have proved extremely popular. Here dockers are seen leaving Exeter College Hall.*

Centre:

*Dockers and their wives enjoy a Saturday night at ‘The Willows’. Other clubs are run in a converted pub at Great Yarmouth and in a fine Scottish mansion at Dundee.*

Bottom:

*Football is one of the most popular sports. Competition for the National (Newlands) Football Trophy is keen. Last year, the winners went on to play Antwerp dockers.*

human spirit. Nevertheless, there are some tangibles which, although of only limited significance, at least indicate the direction of progress. For example, from 1947 to 1952 the Board has spent more than £ 500,000 on call stands and offices of modern design. It has built thirty-two medical centres in twenty ports at a cost of some £ 133,000. There are now forty-three medical centres in twenty-three ports, staffed by sixty-one nurses with four Regional Medical Officers, which provided some 147,000 treatments to dock workers during 1953. There are thirty-one Welfare Officers appointed by the Board.

### The cooperation of the dock worker

It is, however, the intangibles that are important – the cooperation of the dock worker for his own welfare. It is in this sphere that the dock worker in Great Britain has made most remarkable progress these last few years. The number of registered dock workers now totals 74,200. The following statistics, which show the amount of money levied from their wage packets by the men and administered through their own committees, provide a measure of the extent of this active interest:

Association	1953		
	No. of Ports	No. of Registered Dock Workers	Amount raised by men
Benevolent Funds	34	37,330	£ 77,197
Sporting and Social Funds	35	34,006	£ 21,137

During 1953, 283 dock workers paid £1 each to attend Regional Residential Schools organized by the National Board in conjunction with the Universities; 109 men attended a National School at St. John's College, Oxford, in August, and there was a long list of men who wished to attend but for whom there was no accommodation. In addition, 113 men attended Port Workers' Education Classes dealing with dock matters; others attended courses of lectures and discussions, arranged locally with the Universities on related subjects such as Economics and Industrial History. There are three dock workers now completing residential courses at Universities, with supplementary grants from the Board. The men are now setting up, in conjunction with the Board, their own Education Committees to plan and organize the development of this work. Similarly, they are setting up local Ambulance



*This Coat of Arms was devised for the Dock Labour Board by the British College of Heraldry. The full coat of arms is awarded, as a pocket shield, to winners of the Football Competition and of the senior events in the Regatta*

Branches governed by the men who are first-aiders, to promote training in First Aid; there are at the moment thirty-six First Aid classes in operation.

### The Dock Workers' Clubs

In twenty-two ports the men have formed Dock Workers' Clubs as community centres and headquarters for their welfare activities. Each club has its own premises, purchased by the men with monies loaned, interest free, by the Board. The shape, size and location of the premises vary from the small converted 'pub' in Great Yarmouth, or a long room over garages in Plymouth, to the 'Willows' at Hull which consists of a large, semi-detached house standing in four-and-a-half acres of ground. In Cardiff the Club premises are in the centre of what remains of dockland; in Dundee, it is a fine Scottish mansion, previously a doctor's house, standing high above the harbour with magnificent views over the Tay.

The men have borrowed some £ 100,000 to purchase these Clubs, of which £ 10,000 has been repaid and there has been no default in this matter. The Clubs belong to the men. Most have a bar; they are all open to dockers from other ports when they are on transfer or on holiday. Committee meetings, film shows, boxing, skittles, first-aid classes, lectures, flower shows – indeed nearly every possible welfare activity – will be found in one or the other of the Clubs. The standard the Committees set for themselves is to make the Club a place 'fit to take the missus into' – and that is a high standard in dockland. They are family centres. One Club owns its own roundabout for the children, which is used at the Annual Garden Party! They entertain literally thousands of dockers'

children at Christmas parties and on summer outings. It is now common practice to give an annual dinner and smoking concert to the retired dockers at Christmas time.

### Sports and other activities

The dockers' interests are most comprehensive. Sports include angling, rowing, rugby and association football, cricket, rifle shooting, and archery. The Board's National Competitions for dockers are gaining in importance: eighty-four teams are now competing for the National (MacPhillamy) Darts Trophy; seventy-four crews from twelve ports competed in the National Regatta on the Thames in June last; forty-two teams have entered for the National (Newlands) Football Trophy. Last year the winners of this Trophy played a team of dock workers in Antwerp and subsequently in London.

In London, the Clubs are forming a Federation to administer their own sports ground of 18½ acres. In Liverpool, the men have bought 11¾ acres which they have made into a sports ground. They have already spent £ 20,000 on development and estimate the final cost at some £ 40,000. This ground was opened by the Duke of Edinburgh in May, 1953. On arrival, he was received on the ground by the Committee of dock workers, after which he proceeded to greet civic dignitaries and representatives of the industry.

In five areas printed bulletins are issued dealing with the men's local welfare activities; the cost is borne by the Board; editing is sometimes done by the Welfare Officer, though the articles and notes are generally provided by the men.

Thus from the exploratory field work of the Board's officers has emerged a



*British dockers no longer have to wait around for work in all weathers. Our photograph shows a modern call stand built by the National Dock Labour Board*

welfare movement which now embraces a considerable proportion of the dock labour force. Throughout, the Welfare Officers have been activating agents rather than organizers. The National Board, for its part has supported, financially and with technical advice, the ef-

forts of the men in the belief that this will promote respect and responsibility for the wellbeing of the dock worker and the industry. By development grants it has encouraged new and experimental activities which the men wished to try; it has supported their sports by grants

related in amount to the monies raised by the men locally, calculated on a formula which is known to them; it has helped the man interested in education by paying part or all of his fees according to the type of course of study; it has paid all the costs of first-aid training; it has loaned money, interest free, to recognized and approved dock workers' clubs and associations whose aims and objects are directed to welfare.

The British National Dock Labour Board has sought to encourage a policy rather than a programme; to cooperate fully with the unions in their welfare activities and to provide - itself - such amenities as are properly its function. But, in the last resort, the responsibility for welfare rests with the individual docker. The National Board is indeed encouraged by the growing measure of willing, voluntary cooperation of all in the industry - employers, unions, and men - in this high endeavour.

## ICAO to improve Indian Ocean facilities

SEVERAL AMENDMENTS to improve air navigation facilities in the Indian Ocean area have been made to ICAO's overall plan for increasing this region's commercial aviation capabilities.

ICAO recommends the addition of upper-air observation stations, particularly in the Canary Islands and Tanganyika, East Africa, plus further development of the weather observation network in the Southern Indian Ocean.

Plans call for a complete change-over this year from existing air-ground HF radio frequencies to new frequencies that will require simultaneous action on specified dates by all countries in the region and by airlines.

New navigation facilities planned include VOR, VHF direction finding, VHF markers, ILS and non-directional beacons. For some time to come, NDB will continue to be the principal en-route navigational aid, ICAO reports.

Delegates to a meeting at Santa Cruz de Tenerife, Canary Islands, recommend that research and development be carried out on producing a long-range navigational aid suitable for airline oper-

ations in equatorial regions under high-noise conditions.

## Air stewardesses too old at 32?

SEVENTY-FIVE STEWARDESSES employed by American Airlines have recently been asked to resign. The reason? American Airlines, after more than twenty years in the business, has just decided that an air line hostess is too old at 32! The company defends its decision, which other US airlines are considering copying, in a bulletin which states: 'It is the policy of American Airlines that all stewardesses shall be less than thirty-two years of age . . . It is based on the established qualifications of stewardesses, which are: an attractive appearance, pleasant disposition, even temperament, neatness, unmarried status, and ability and desire to meet and serve passengers. Basic among these qualifications is an attractive appearance. Such an appearance ordinarily is found to a higher degree in young women.'

This strange new doctrine, whereby physical attractions become the air hostess's main qualification for her job, has brought a swift reaction from the Air Line Stewards' and Stewardesses' Asso-

ciation. As a result, the airline has postponed the implementation of its decision 'pending further study'. Protests made by a number of women's organizations complaining that the policy is a slight on US womanhood should help the company to change its mind.

Meanwhile, in a different part of the world, we see another side of the picture. From a statement issued by British European Airways, it is learned that, during the past year, forty-one air hostesses resigned voluntarily. It is true that twenty of these left to get married (it would be interesting to know whether any of these were thirty-two or over), but the remaining twenty-one left for other employment.

Apparently, the job of air hostess does not now have the same attraction for young women in search of a career. One reason given is that, with the increasing speed of aircraft, journeys have become shorter and the work of the stewardess consequently more intensified. Be that as it may, one thing at least is certain: the knowledge that air stewardesses may be compulsorily retired at the age of thirty-two is not calculated to make the calling any more popular. American Airlines should think again!



# Unemployment Insurance and the Swedish Transport Worker

by **John Christensson**, Chairman of the Central Organization of Swedish  
Approved Unemployment Insurance Societies,  
General Secretary, Scandinavian Transport Workers' Federation

THE QUESTION OF AN UNEMPLOYMENT INSURANCE SCHEME to which the State would also contribute began to engage attention in Sweden from the beginning of the present century. With the increasing parliamentary influence of the workers, the question of a contributory unemployment insurance scheme was frequently raised, both in Parliament and by the workers themselves, especially at their May Day rallies.

The question became particularly acute from 1921 to 1924 during the period of widespread unemployment which followed the First World War. The country, however, was able to offer nothing more than a certain amount of financial relief under particularly degrading conditions for the workers, coupled with a so-called emergency labour scheme under which the unemployed were put to work on projects specially created for the purpose of relieving unemployment, but on which the barest minimum was paid in wages.

Some time later a committee of enquiry was set up to go into the question, and in 1933 the Social Democrat government brought in a Bill under which a State-subsidized contributory unemployment

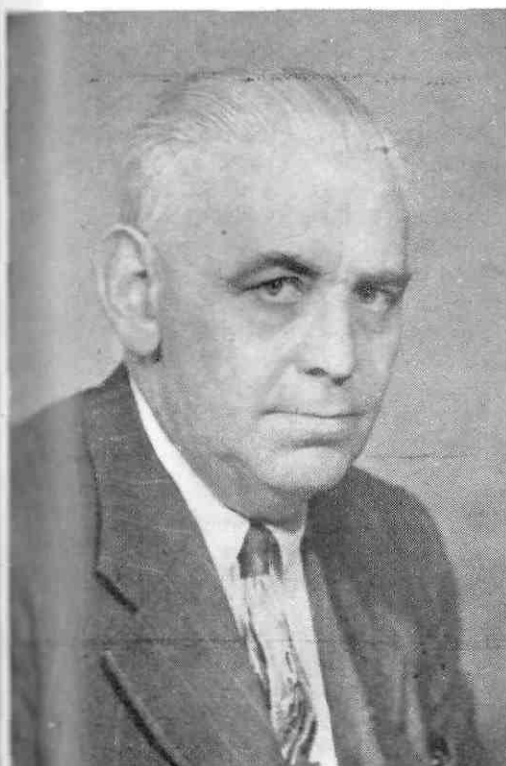
insurance scheme would have been introduced. The parties of the Right, however, who constituted a majority in the House rejected the Bill. In the following year, however, the Social Democrat Party and the Agrarian Party agreed to form a coalition government. The Social Democrat Party made their cooperation conditional on a number of problems being tackled including the question of an unemployment insurance scheme. The matter was therefore raised again in 1934, with the result that an Act was passed under which the State was to contribute towards approved voluntary unemployment insurance societies.

The purpose of the Act was to establish an unemployment insurance society in each branch of industry on a nationwide basis. Any person working in a particular branch of industry was entitled to join the appropriate society. Many trade unions had already established their own unemployment insurance schemes into which all contributions were paid, and from the very start a number of them decided to join the new societies established under the Act. This decision on the part of the unions

meant that their members necessarily became members of the unemployment insurance society set up by the Act to cover their particular branch of industry. In these circumstances the voluntary character of the scheme existed merely on paper inasmuch as members of a union had no option in joining their appropriate unemployment insurance society. This form of membership has been continued up to the present day, and it can now be asserted that it has proved beneficial in carrying out the purposes of the Act, experience having shown that it is difficult to get the workers to appreciate the advantages of a voluntary insurance scheme.

The scheme originally provided for insurance against unemployment up to a maximum benefit of six Swedish crowns\* a day. The purchasing power of the Swedish crown at that time and the consequent level of wages, however, induced the Societies, at the beginning, to fix the benefit at between one and four crowns a day. The State's contributions were paid to the societies in accordance with special formulae. These were soon altered however, and the State contribution then became based on the number of daily benefits paid out as follows: if the number of daily benefits paid out did not amount to more than an average of three per member per year, the society was responsible for all insurance payments. If the number went beyond three, the State was required to contribute a percentage of the total benefit paid out, e.g. at 3.25 daily benefits it was three per cent. The scale rose sharply after that, so that at 9.5 the State was contributing fifty per cent, and at 26, 75 per cent. The percentage remained at seventy-five up to and including thirty-five days. In the event of unemployment incidence exceeding thirty-five days per member per

\* At present, £ 1 equals 14.50 Swedish crowns



*John Christensson, General Secretary of the Scandinavian Transport Workers' Federation and author of this article.*

year, the unemployment benefit society was responsible for all additional benefits, the State's contribution remaining at seventy-five per cent of the benefits paid out up to thirty-five days. This system has been retained until the present day.

In 1941, Parliament decided to introduce further allowances, such as an allowance for all children under the age of sixteen in the care of the insured person. This type of insurance benefit was made compulsory in all societies. In addition to this, benefits were introduced in respect of the wives of insured persons. In this matter however the societies were left a free hand. Nevertheless, all unemployment benefit societies have since introduced this form of benefit. The daily allowances amounted to sixty öre for each child and one crown in respect of the wife. These benefits, which were subsidized by the State to the extent of seventy-five per cent, were later increased to one crown and 1.25 crowns respectively. At the same time, the allowance in respect of a wife was extended to include a housekeeper, payable in the event of an insured person's household being run by a housekeeper. Some time later, a regulation was made whereby a female claimant could obtain this benefit in respect of her husband, provided he was unemployed and without other source of income, during the time she was drawing benefit from her own unemployment society.

During the war a special allowance was introduced, a so-called emergency allowance, amounting to seventy-five öre for each daily benefit paid out. This was paid entirely by the State. At the same time the maximum daily benefit granted was increased from six to seven crowns.

In 1948, there was a movement to make unemployment insurance compulsory. The proposal met with sharp opposition, however, and led to no tangible result.

In 1949, the central organization of the approved unemployment insurance societies made representations to the government with the object of raising the maximum daily benefit from seven to eleven crowns. In conjunction with this, they also pressed for the conversion of the emergency allowance of seventeen öre to a fixed basic State grant, and for it to be increased to four crowns. In view of the financial state of the country, however, the government

could not see its way to approve an increase in the State's subsidy and the societies had to remain content with an increase in the daily allowance from seven to eight crowns.

In 1951 the government set up a committee of inquiry to study the general aspects of unemployment insurance. The committee was asked to submit proposals as early as possible regarding any changes in the system it considered necessary. Its report was submitted in the Autumn of 1952. The committee proposed that the maximum daily benefit should be increased to twenty crowns, that the children's allowance should be increased from one crown to 1.50 crowns, and the husband or wife allowance from 1.25 to two crowns. The basic State grant of seventy-five öre formerly allowed was to be increased to a minimum of 2.25 crowns in respect of a daily benefit of 5.50 crowns, rising by twenty-five öre for each additional crown drawn. In the case of a daily benefit of 16.50 crowns, the State grant would thus amount to five crowns. If a society paid a benefit of twenty crowns, it still received only five crowns as basic State grant which meant that it was responsible for payment of the entire sum paid out in benefit in excess of 16.50 crowns.

The government passed the committee's proposals on to a number of bodies for study and comment. The general tone of comment was favourable, the sole exception being that of the Swedish Employers' Association, which was of the opinion that the State grant should be less than that proposed by the committee. The committee's proposals were laid before the Swedish Parliament in the form of a government Bill during the Spring session of 1953 and accepted by the House. The new regulations took effect from 1 June 1953. The increased allowances for children and husband or wife were to take effect even if individual societies could not make the increase in the daily benefits effective from the same date. For technical reasons, a number of societies were unable to introduce the increased rates before 1 October 1953, and in a few cases not before 1 January 1954.

The societies received an administration grant from the government amounting to four crowns per member for the first 3,000 members, three crowns for the next 22,000, and two crowns per member in the event of membership ex-

ceeding 25,000. Under the new regulations, the daily benefits have also been increased by one crown in every benefit category.

As regards organization, each unemployment benefit society maintains contact with its members through the branch treasurer of the appropriate trade union who, in this capacity, is called a 'reporter'. He collects the members' contributions, and sends a financial statement of these to the head office. He is also responsible for paying out benefits and allowances to the members, in which connection he makes a monthly return to the head office. He receives remuneration for this work paid to him direct from the head office of the society.

Before he is able to draw benefit, a member of an unemployment insurance society must satisfy certain conditions. These are:

- a) he must have paid a minimum of fifty-two weekly contributions. A non-contributory period of military service may be included provided it was preceded by a minimum of twelve contributions;
- b) he must have paid not less than twenty (in some societies, eighteen) weekly contributions within the twelve months immediately preceding his claim for benefit. This period may be extended to include time spent on compulsory military service, or absence owing to sickness, childbirth, or participation in a training course;
- c) he must show proof of having registered with a public employment office for the purpose of securing work, and give an undertaking that he will accept any offer of work suited to his powers and ability;
- d) produce a certificate from his former employer to the effect that he had been employed by him and giving the reasons for termination of employment;
- e) if the claimant has family responsibilities, he must produce documentary evidence to show that he is fulfilling his obligations regarding maintenance of his wife and/or children. This also applies in the case of a divorced partner or a child born out of wedlock;
- f) in the course of twelve months, a claimant may draw up to 156 days benefit and family allowances;
- g) a member may draw, in total benefits, a sum equal to eighty per cent of his wages as fixed by collective contract if he has family responsibilities. If a member has no maintenance responsibilities

towards others, he is limited to sixty per cent. In this connection, the term 'family responsibilities' is interpreted fairly freely. Any person is assumed to have family responsibilities who has a family or is required to maintain a child, or is living with parents and contributing towards their support, or who has a housekeeper.

If in the course of twenty-one consecutive days, a member has registered as unemployed at a public employment office for six days, he is entitled to draw benefit for any subsequent days of unemployment provided he continues to register, thus supplying proof that he is seeking work. The public employment office is required to ensure that members are desirous of finding employment. Immediate supervision over the functioning of the societies is exercised by the State Employment Board through its unemployment insurance department. Within the State Employment Board, administrative authority is exercised by a committee, called the unemployment insurance delegation, consisting of two officials from the State Employment Board, and three representatives chosen by the societies and appointed by the government. The societies are required to submit a report to the Employment Board every two months covering their activities over the preceding period.

The extent of the State subsidy additional to the fixed basic State grant, family allowance and administration grant, is determined at the end of the year by calculating total expenditure in benefits and dividing this by the number of members in the society, or, in the event of the society having more than one benefit group, in the respective group.

All the five Swedish unions affiliated with the ITF have established approved unemployment insurance societies. Their membership and funds as on 31 December 1952 were as follows:

	Members	Insurance funds	Per member
Transport Workers' Union . . . . .	36,686	5,675,221	154.70
Railwaymen's Union . . . . .	23,188	5,576,419	240.49
Seamen's Union . . . . .	20,818	2,370,187	113.85
Commercial Employees' Union . . . . .	17,509	772,774	44.13
Engineer Officers' Union . . . . .	2,890	196,943	68.15

The societies increased their daily benefits in accordance with the new regula-

tions. Rates at present in force are as follows:

	Daily benefit	Weekly contribution	Per crown insured
Transport Workers' Union			
Dock workers . . . . .	11	1.35	12.27 öre
Other members . . . . .	12.50	1.00	8.00 öre
Railwaymen's Union . . . . .	14.50	0.69	4.76 öre
Seamen's Union . . . . .	12.50	1.25	10.00 öre
Commercial Employees' Union . . . . .	16.50	0.45	2.73 öre
Engineer Officers' Union . . . . .	16.50	0.46	2.79 öre

The reason for the differences in the rates of contribution is to be found in the varying incidence of unemployment in the different branches of industry. The unemployment figure for the unions affiliated with the Swedish Federation of Labour for the period July 1952 to June 1953 was 2.6 per cent of the total membership.

In the Transport Workers' Union there are further two benefit groups drawing 9.50 crowns a day in benefit; they comprise only a small number, however, and need not detain us here. The same applies to the Commercial Employees' Union which also has another two groups with daily benefit entitlement of nine and twelve crowns respectively.

During the year 1952, total payments made by all societies in the form of ben-

efits to members amounted to 22,537,763 Swedish crowns to which the State contributed 8,436,712 crowns. In addition to this, the State made an administration grant of three million crowns. In view of the revised benefit rates, it is calculated that these two items will amount to something like forty million crowns in the year 1954.

The surplus will be transferred to an insurance fund which will be banked, invested in State or local government bonds, or, subject to special approval and certain safeguards, in property.

The total funds of all societies amounted to 196,282,627 crowns on 31 December 1952, making an average of 171.70 crowns per member. Total membership on the same date was 1,143,163. This is expected to increase by 40,000 in the course of 1953.

Unemployment insurance has brought considerable advantages to the Swedish trade unions not only by ensuring that members have thus come into closer contact with their respective unions, but also by inducing them to keep up their union dues in conjunction with their unemployment insurance contributions. The unions therefore have no intention of relinquishing this form of insurance for which it has frequently fought so resolutely in the past.



A MEETING OF THE EXECUTIVE COMMITTEE OF THE ITF WAS HELD IN Washington, D.C., from 25 to 28 January. An important item on the agenda was the rôle transport labour can play in the world-wide struggle between democracy and totalitarianism and the Committee considered the various practical methods for carrying on this fight. In the field of regional activities, the ITF will continue its close cooperation with the ICFTU and the ITS. It proposes to convene transport workers' conferences covering both Latin America and Asia in November and December of this year. Seven organizations were admitted to membership of the ITF bringing its total membership to more than six millions.

Our picture shows (from left to right): R. Dekeyzer (Belgium), P. Ferri-Pisani (France), T. Gomez (Spain), R. Santley (ITF Secretariat), H. Jahn (Germany), Omer Becu (General Secretary), A. E. Lyon (US), T. Yates (UK), Miss T. Asser (ITF Secretariat), H. J. Kanne (Netherlands), I. Haugen (Norway).

## Fifth session of ILO transport committee

THE INLAND TRANSPORT COMMITTEE of the International Labour Organization is holding its fifth session in Geneva, Switzerland, from 15 to 27 February.

The agenda is as follows:

- a) Conditions of employment in road transport;
- b) Welfare facilities for dock workers.
- c) General report.

Reports on each of the items on the agenda have been prepared by the International Labour Office, the organization's secretariat, for the use of delegates to the Session.

Thirty-two countries have been invited to send two government, two employer and two workers' delegates to the meeting.

The general report outlines the action taken in various countries to implement the conclusions of previous sessions of the Committee as well as the steps taken by the ILO to follow up the studies and enquiries proposed by the Committee. It also analyses recent events and developments in the inland transport industry as a whole.

Questions which receive particular attention in the report are: labour problems connected with the turnaround of shipping in ports, certain aspects of safety and hygiene in transport, and in particular accidents caused during shunting operations in railway yards.

The report on conditions of employment in road transport makes a general review of the problem, with particular reference to long distance haulage. It takes note of the results finally achieved with regard to the proposals made in this connection by the Committee at its last session and adopted recently by the organs of the Economic Commission for Europe. The report also examines the question of revising the 1939 International Labour Convention on the hours of work and rest periods in the road transport industry. It finally discusses certain points which might be taken into consideration by the Committee in drafting any resolution on conditions of employment in long distance road haulage.

The report on welfare facilities for dock workers outlines measures taken at ports in various parts of the world to provide call stands and waiting rooms to be used by dockers between shifts, ar-

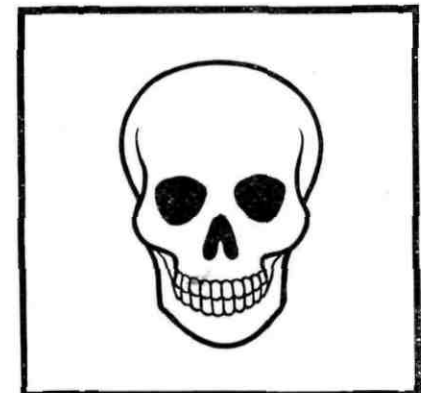
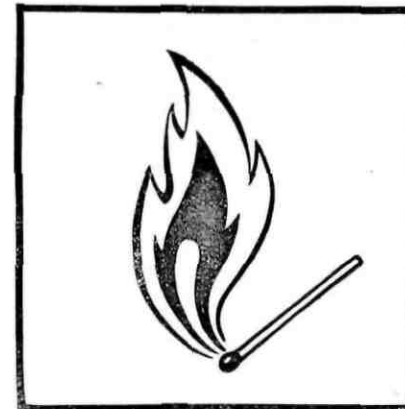
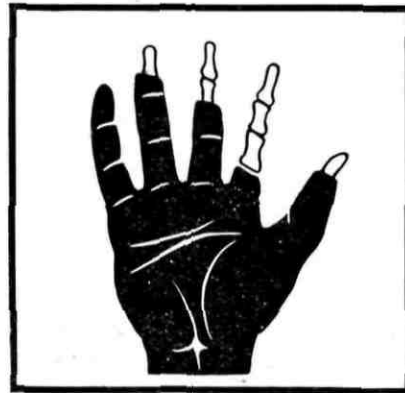
## Austria to enter civil aviation field?

AUSTRIA may soon approach the Allied control authorities in Vienna regarding the restitution of the right to operate a national civil air service. This step

is expected to precede the establishment of a company to study the resumption of civil air transport in Austria. The idea of such a company has already been accepted in principle by the Austrian Government, which is to debate the matter more fully in the near future.

## New ILO danger symbols

*These danger symbols, suggested by the International Labour Organization, are designed to reduce the number of accidents resulting from the handling of dangerous substances in international trade. If adopted, they would be applied to containers of dangerous substances so that the world's workers may be able to recognize explosive, inflammable, toxic, corrosive and radioactive substances.*



rangements to permit them to take their meals near their workplace, facilities for washing and changing, and first-aid facilities in case of accidents. The International Labour Office report examines in detail the administration of such services.

# The Air Line Pilots' Association, International

by **Ed Modes**, Director, Publicity and Public Relations  
Department, Air Line Pilots Association

THE IDEA OF THE AIR LINE PILOTS OF THE UNITED STATES first organizing was conceived in 1930 by a small group of veteran flyers. Chicago, the present headquarters of the Air Line Pilots' Association (known more popularly as ALPA) was the scene of that first meeting of six pilots; the tiny group of 1930 grew larger and further organizational meetings were held, but always in strictest secrecy since it was a foregone conclusion that if members' identities were revealed, they would forthwith have lost their employment.

From those modest, clandestine beginnings there has emerged a well-organized professional body which today plays an important part in the industrial life of the North American continent. The early trials and hardships, the sacrifices of its pioneer members, the unpromising industrial climate in which the new industry was reared - all may be summarized in the words of ALPA's first President, the late David Behncke, who, referring to conditions in 1928, recalled: 'There wasn't much incentive to stay in the (airline) business because every two or three months we would get a wage cut; hours were uncertain and sometimes pilots flew 120 and more a month. In such a soil the seed of the Air Line Pilots' Association was sown. Unionism and organization among workers are born of a definite need and never was that need more natural than in our profession.' ALPA was officially and publicly organized on 1 April 1931.

## Present objectives

Today ALPA is a voluntary association of some 8,850 air line pilots flying for forty domestic and international carriers. It was affiliated on 10 August 1931 with the American Federation of Labor (A.F. of L.), and subsequently with the International Federation of Air Line Pilots' Associations (IFALPA) and the International Transport Workers' Federation (ITF). The ALPA organization currently consists of 119 councils located in the United States, its territories and five foreign countries. The Association is ably led by its dynamic thirty-five

year old President, Clarence N. Sayen.

During the past two years there has been a major reorganization within the Association which has meant that it has been able to function increasingly efficiently in all aspects of its representation of the air line pilot. Addressing the International Aviation Writers' Association in Washington in October 1951, Brother Sayen spoke of the aims of ALPA in the following terms:

'There is a wealth of training and experience among the air line pilots of this country. The membership of ALPA includes many engineers, lawyers, specialists in air transportation, teachers, and economists. Combine this training and experience with many years of air line piloting, and you have an individual capable of a real and practical contribution to the aviation industry. It is our intention, under the recent reorganization, to give expression to these talents. The pilots' attitude will be constructive and in the future they intend to be active participants in engineering, economic and social air transport projects from their inception.'

Brother Sayen went on to cite the committees that were in almost constant session dealing with such problems as air traffic control, approach lighting, cockpit layout and design and the evaluation of navigational facilities.

## Collective agreements now 100% up to date

Within the past eighteen months ALPA has considerably speeded up its negotiating machinery. Previously some nego-



*A typical US pilot and member of ALPA, Captain E. A. Cuttrell of American Airlines, Incorporated is active both in flying and in ALPA air safety work.*

tiations had extended over the two and three-year periods which members felt detrimental both to individual pilots and industrial morale. The Organization contends that prolonged and complex negotiating procedures are not as productive of good labour relations as is a more rapid solution of such problems, and it is worthy of note that the goal set in 1951, that every air line pilot should serve under a current agreement, has been attained. Such an achievement is in no small measure due to the energetic persistence of ALPA's Employment Agreements Department which since 1951 has negotiated a total of two hundred agreements of various types and often has as many as six negotiations running concurrently.

Writing of the work of this Department in 'The Air Line-Pilot' of October 1953, Brothers Christie and Ulrich state that 'in addition to the emphasis placed on pre-conference detail and extensive preplanning, time lags in actual negotiations are kept to a minimum. Once an Agreement is opened under the Railway Labor Act, the Association now takes



*Setting the seal on ALPA negotiations on behalf of a typical group of American pilots. Our photograph shows the signing of a contract between ALPA and North-west Airlines. Since 1951, ALPA has negotiated some two hundred agreements.*

the rightful position that the process must run, and continue, step by step, through direct negotiations, mediation, and subsequent steps to conform to the law. The Department holds itself ready to meet with a carrier at any time, but insists that time elements embodied in the Railway Labor Act be observed.'

There are a total of 119 Pilot Councils with which the Employment Agreements Department maintains contact for information on all contract matters. Sixty days prior to a contract opening date, all councils of an air line are notified of the impending deadline date on which the wishes and proposed changes of the pilots of that particular air line are to be submitted. The Employment Agreement Department does not propose specific changes of its own. Rather, it acts more in the nature of a clearinghouse. The pilots of each air line submit the changes which they feel are justifiable. Once the Councils have been notified to submit their proposals, there is a definite follow-through by the Department so the changes are received in time

to be processed to final form by the Department prior to the deadline date for service to the Company. These letters to the Company are signed by the Department and the President before mailing, in order to ensure that the proposals do not conflict with ALPA policy. The proposals are then mailed to the Company and a date proposed to begin conferences. The negotiator then sets up a pre-conference meeting with the pilot committee and follows the case through to a conclusion.

ALPA's Employment Agreements Department now has four staff members assigned to the Home Office in Chicago, a fifth is permanently located on the West Coast and a sixth will shortly be attached to a New York office. The total combined Association experience of the Department staff is in excess of thirty-three years - indicative of the stability and experience which is necessary for good pilot representation. Since 1951 the following items have become well-founded within the industry:

1) Minimum guarantees for all pilots;

- 2) Common Base Pay;
  - 3) A single system of pay for all pilots;
  - 4) An improved mileage pay section;
  - 5) Working condition rules reflecting credit for on-duty time, excess lay-over time, standby time, deadheading and minimum days off at home;
  - 6) Improved vacation and sick leave schedules without loss of compensation;
  - 7) Current rules and rates of compensation adapted to the aircraft flown.
- All this means that an efficient business organization devoted to this particular type of pilot representation is constantly working on a current basis.

#### **Pilot welfare allied to safety**

ALPA believes, however, that union activities should not revolve solely around contract negotiations, but that the pilot's welfare is inevitably bound up with the safety and dependability of the operation of his aircraft and therefore a large portion of organizational activity must be devoted to doing all possible for an increased standard of air safety. If there is a malfunction of any of the many



*The Airline Pilots' Association of the United States enjoys good relations with and is consulted by airlines and aircraft manufacturers. Here five members of ALPA are shown discussing the new Douglas DC-7 with Douglas Company officials.*

complex component parts which make up the modern aircraft, the air line pilot is the first one who will become cognizant of such defects and who may suffer from their inadequacy or malfunctioning. He must then be in a position to make his voice heard on such matters and he must be a powerful and independent spokesman in the field of air safety. In 1951 ALPA had over 150 air safety and crash representatives working in the field. The work of these representatives is processed through the Engineering and Safety Department of the Home Office in Chicago. When an airliner crashes, an ALPA representative is likely to be one of the first people at the scene of the accident. He must, if possible, determine the cause of the accident in order to prevent future occurrences and to make the airline business a safer one. He must follow through the complete accident investigation and hearings, and guarantee that the viewpoint of the man in the front of the aeroplane is made known. He must guarantee, for the welfare of all pilots, that

the investigation is fair and that the accident is not written off by careless reference to 'pilot error' when there may have been many underlying causes.

In connection with accident investigation, ALPA's Cockpit Procedures Committee has been active for several years with the 'Human Factor'. Not content with the loose phrase 'pilot error', the Committee has sought to ascertain why certain errors were committed and, whilst its tasks are not yet complete, its interim report reveals the depth of investigation that has been instituted. The Committee is of the opinion that the majority of the twenty human factor terrain accidents of the past ten years could have been averted and those in the future can be greatly decreased if the casual factors involved are recognized and understood, and the necessary steps taken to keep the work load placed upon a crew always below the work capacity of that crew at any given moment.

#### **Legal aid for membership**

Another important aspect in pilot re-

presentation is that of legal aid. He must have legal aid in his contacts with municipal, state and federal agencies, as well as with his employer. In his tenuous profession he must have a positive guarantee that, where any problem develops with his employer or anyone in relationship to his job, he will receive a fair hearing. The air line pilots demonstrated how they felt about the right of an individual to a fair hearing in the national strike which lasted for some nine months and which had only one objective - that of securing for the pilot a fair hearing. The pilot did receive his day in court. In the now famous Neuhauser case in New York City, where the city authorities promulgated regulations considered not to be in the best interests of air safety, the Air Line Pilots' Association fought a long and involved legal case to exonerate the pilot. This problem involved the entire concept of state versus federal authority in the control of air space. The air line pilots have always believed that exclusive jurisdiction over air traffic should be held by the fed-

eral government. This is only practical because airplanes pay little attention to municipal, county, state or even federal boundaries. If the air line pilot is to be subjected to a multitude of regulations by municipal, state and federal government, in addition to the myriad regulations under which he presently labours, his job, according to Brother Sayen, will become more hopelessly ensnared in red tape and air transportation as an industry will suffer. In all instances of this character the Air Line Pilots' Association has been, and always will be, involved as a strong and independent spokesman for the pilot.

### Assisting other air line employees

Although ALPA itself actively organizes only pilot members of air line companies, through the good offices of its Education and Organization Department, it has done much to assist the formation of organizations for other employees, both ground and air. ALPA's view is that ultimately a better job will

be done by each employee category forming its own association, but out of a wealth of background experience it gladly offers help, both material and otherwise, to get organizations initiated along the right lines. In 1946, the Association issued a printed booklet entitled 'A Message to All Airline Workers about Organizing for Representation Purposes', the concluding paragraph of which demonstrated ALPA's altruistic outlook: 'It is up to you to help build your own representing machine to serve you always and to work continuously to raise the standards of your profession or class or craft of employment. The air line pilots will help you to do this with their time and money to get started, and not on a lend-lease or any other basis with a catch, and the time has now come for you to say, 'We will help the Air Line Pilots help us to become properly organized'.

### Financial security of air line pilots

ALPA has embarked upon a Financial

Security Programme - the Air Line Pilots' Association Credit Union which, after long consideration, was launched in February 1948 and across the years has slowly but surely taken shape until today it has over 2,300 shareholders with deposits in excess of \$ 800,000. It is a successful, well-established business, in a very real sense organized by air line pilots, utilizing pilot savings to expand pilot credit requirements in time of emergency - a very useful economic tool. The Head of the ALPA Research Department reports of the Fund: 'Pilot shareholders, pilot directors, pilot borrowers, are all finding out how the world of finance can operate to their mutual advantage'.

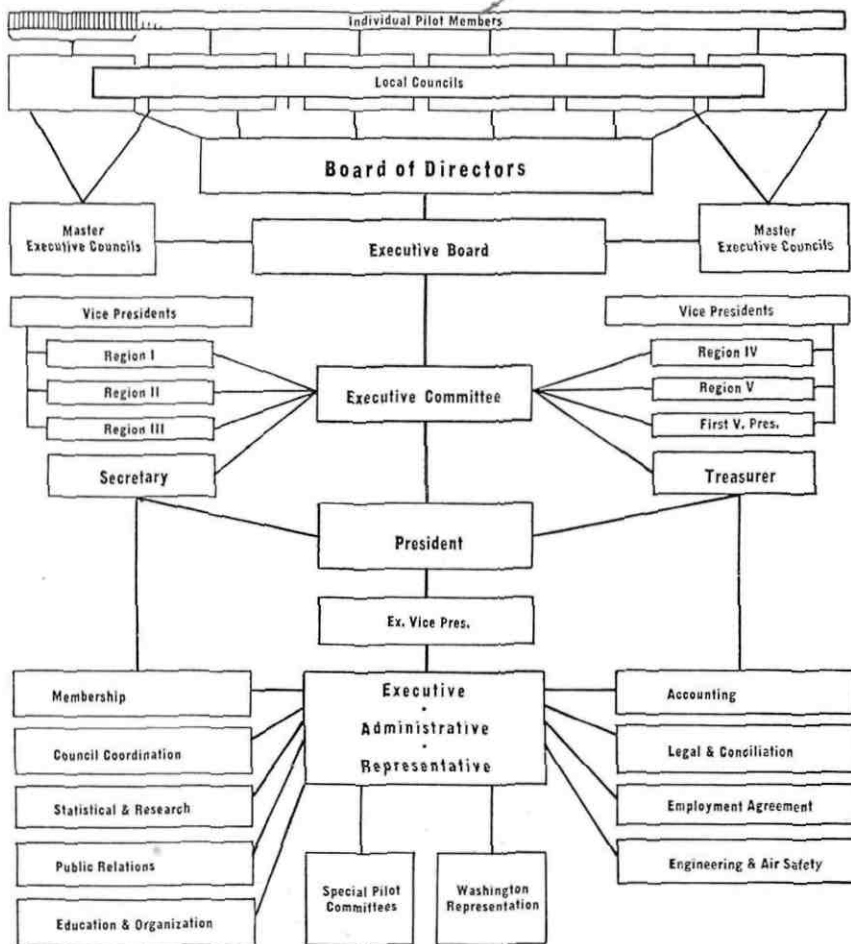
Through the ALPA Mutual Aid Association, air line pilots are now insuring themselves against accident and sickness, again by pooling their own resources. Carefully and arduously woven, with consideration, this Mutual Aid Plan has been custom-built to the needs of pilots. It provides insurances of \$250 or \$500 a month for any and all protracted absences from flying due to physical disability up to a maximum of one year.

A third step in the financial security plan is to provide air line pilots with \$500 per month up to a maximum of four years where he is totally deprived of resuming his flying career.

Captain Thomson, one of ALPA's financial experts, writes in 'The Air Line Pilot' of November 1953:

'By the very nature of his profession the air line pilot is faced with unique and serious problems of financial security both for himself and his family. His continued income is predicated on variables that are unparalleled in any other occupation. Present job security is governed by such uncontrollable factors as rigid physical requirements. The air line pilot must constantly jump legal hurdles that would give the best trained legal minds a severe workout. Laws and regulations are occasionally as vague and ambiguous as any ever construed. He must maintain a technical proficiency that is constantly policed by his company, the Federal Government, and the flying public. Future security is even of a more serious nature. It is readily seen that the air line pilot is faced with a relatively early retirement age, due, mainly, to physical restrictions. He is forced to retire at an age when most professional

(continued on page 32)





*A British fishing trawler rolling heavily in an Atlantic gale. Photograph reproduced by kind permission of the British Central Office of Information.*

# Fishermen and the weather



A FISHERMAN NEVER CEASES to be conscious of the weather. Practically everything he does, every decision he takes, is influenced by it. When to put to sea, what course to set, when and where to fish, when to pick up his gear – in all these matters his actions are based on considerations of the weather, present or to come. It is probably no exaggeration to say that a fisherman is aware of a change in the weather even in his sleep.

## Traditional lore developed

Small wonder then that generations of fishermen have evolved a weather lore for themselves to aid them in their battle against the elements. Reliable as this traditional lore may be, it is nevertheless largely confined to interpreting hour-by-hour changes and making short-term predictions. However weatherwise an observer may be, he cannot for example have an inkling of weather conditions which, although approaching rapidly, are still some hundreds of miles away. The fisherman is thus in need of reliable weather information and would derive considerable benefit from an improvement in the meteorological service at present provided. His need is the greater because he has to 'stay with the weather'. Furthermore, all over the world, fishing operations are now being pressed beyond the usual limits into regions in which the fisherman's traditional lore is of little service to him.

## Two types of forecast

The fisherman is interested in, and can be helped by, two types of weather prediction: general seasonal and day-by-

day (or even within-the-day) forecasts. The latter is already being furnished to fishermen in many countries. Much progress has been achieved in certain countries in the development of meteorological services for fishermen and advantage is taken of the experience gained by these countries in planning and organizing similar services in other countries. However, there is a need, even in advanced countries, for the further development not only of the meteorological service in itself (comprising observation and analysis), but also of the service for communicating the observational information and the prediction to the fishermen at sea.

The other type of information, the seasonal forecast, involves a slightly different approach. It is related to the fact that, of any fishing season, only a proportion may be used by the fishermen for fishing. If a fishing fleet could be given some over-all prediction of the general character which the weather is likely to have during a forthcoming season it might be possible to make adjustments in the plan of operations according to whether a low or high proportion of fishing days was likely to be available.

A particular example of this type of information would be the prediction of the onset of the monsoon.

## Many advantages

The study of the effect of weather on fishing is not so much idle theoretical speculation. Weather means money and life to fishermen. In the North Atlantic and Arctic there are certain critical zones – in particular the coasts of Iceland – where several first-class vessels are lost every year, and where many more are damaged and nearly lost through groundings. Many trawlers en route to Bear Island, Spitzbergen, Skolpen Bank and the Murman Coast grounds via North Cape to British and continental ports commonly use one or both of the north and south routes inside the protected coastal waterways to avoid driving through storms with a laden ship along the direct off-shore route. This concentration of shipping in the fjords is not only costly in time and pilotage, but has also resulted in the past in very frequent groundings. Yet it has been shown that it is quite possible to save twenty-four hours by steaming directly from North Cape and shaping course to England with reference to the more or less predictable cycle of gales so as to dodge their full impact.

Improved weather information would also mean an improvement in fishing operations and prevention of losses. Reduced steaming time to fishing grounds,



*Improved weather information means that fishing operations can be better planned and full advantage taken of ideal conditions when on the fishing ground.*

the avoidance of weather preventing fishing, and increased operating time on the grounds are some of the advantages to be gained from a reliable weather information service.

Furthermore, the fisherman would be given greater assistance in estimating the advisability of leaving port, or in his choice of fishing ground. Once he has put to sea, the fisherman has to continue through whatever weather he finds, making for shelter only in the event of encountering extremely adverse conditions. Having reached the grounds, however, he can be guided by short-term forecasting as to whether he should remain where he is or change his position.

#### **More could be done**

Weather services for fishermen have been established in many countries, and their effectiveness is greatly increased by the availability of radio in its various forms. Japan, the United States, and various European countries have these services and are extending the radio networks over which the information is communicated to the fishermen. More could be done, especially in critical areas such as those which lie in the path of typhoons; for instance, the China Sea and adjacent waters. Moreover, much could be done to ensure that radio equipment is carried by sea-going fishing

craft. In most countries of the world all vessels above a certain size must have radio equipment. Requirements in this regard could be extended to a wider range of fishing craft and at the same time assistance could be given to fishermen in the procurement and installation of such equipment.

Commercially some attempt has been made to provide the kind of forecast which the fisherman needs. In the United Kingdom there is at least one commercial meteorological service under contract to several fishing firms to supply the special kind of forecast required. Its special characteristic is that it is much less non-committal than the official forecast, and takes a chance on probability in advising for or against operations in a particular area. This suits the skipper who, after all, cannot be non-committal and wants an indication of probability, as well as certainty.

Development of a meteorological service for fishermen has also occurred along these lines in the United States and other countries. As a result, the part which fishermen themselves could play in the development and improvement of these services is daily becoming more important. Doubtless there are fishermen who are somewhat sceptical about the value of the service offered them and who would maintain that the information transmitted merely confirms their own observations of the weather they have been experiencing in the last twenty-four hours. On the other hand, there is little doubt that the majority wish to have weather forecasts, and re-

cognize the value of the service provided whilst at the same time fully appreciating the difficulties involved. Such fishermen would probably be prepared to make a contribution to the task of observing and recording the weather. Their assistance would be of particular value because very often they are the only observers present in some areas.

*(continued from page 30)*

men are at the peak of their earning power and continue there for years to come.

Mindful of these unique difficulties, ALPA has set to work on a three-fold plan of financial security, Mutual Aid, Loss of Licence, and Group Life Insurance, and the plan has been well-nigh universally received by the membership.

#### **A virile leadership supplied**

The foregoing demonstrates beyond all doubt the active and energetic leadership that is being afforded the Air Line Pilots on the North American continent. President Sayen sums up the ALPA attitude to current problems in the words:

‘We believe that one of the primary purposes of a good labour organization is the promotion of good employer-employee relations. However, we believe that those relations are best sustained by everyday activity in the solution of the problems that arise on the basis of mutual consideration and respect for one another. We do not believe in paternalism or in unilateral dictation of decisions in the solution of labour problems. We think they should be worked out across the conference table, but that they should be worked out on a day-to-day basis. We do not think it necessary to have unhappy employees in order to have a strong labour organization. I think the more happy and contented the employees are, the more evidence it is of the success of the policies of the labour organization.’

‘The air line pilot bears a heavy responsibility for life and property. Much of the faith of the air travelling public in the air transportation business is carried on his shoulders. He is also an integral part of our national defence structure. It is important to air transportation that the highest type of men be drawn into this industry and that they be retained in the industry. In its manifold activities, ALPA bears a high responsibility as the strong, constructive and aggressive spokesman of the nation’s air line pilots.’

# INTERNATIONAL TRANSPORT WORKERS' FEDERATION

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

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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 econ-*

*omic, 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.*

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*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 LUXEM-  
BOURG 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



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