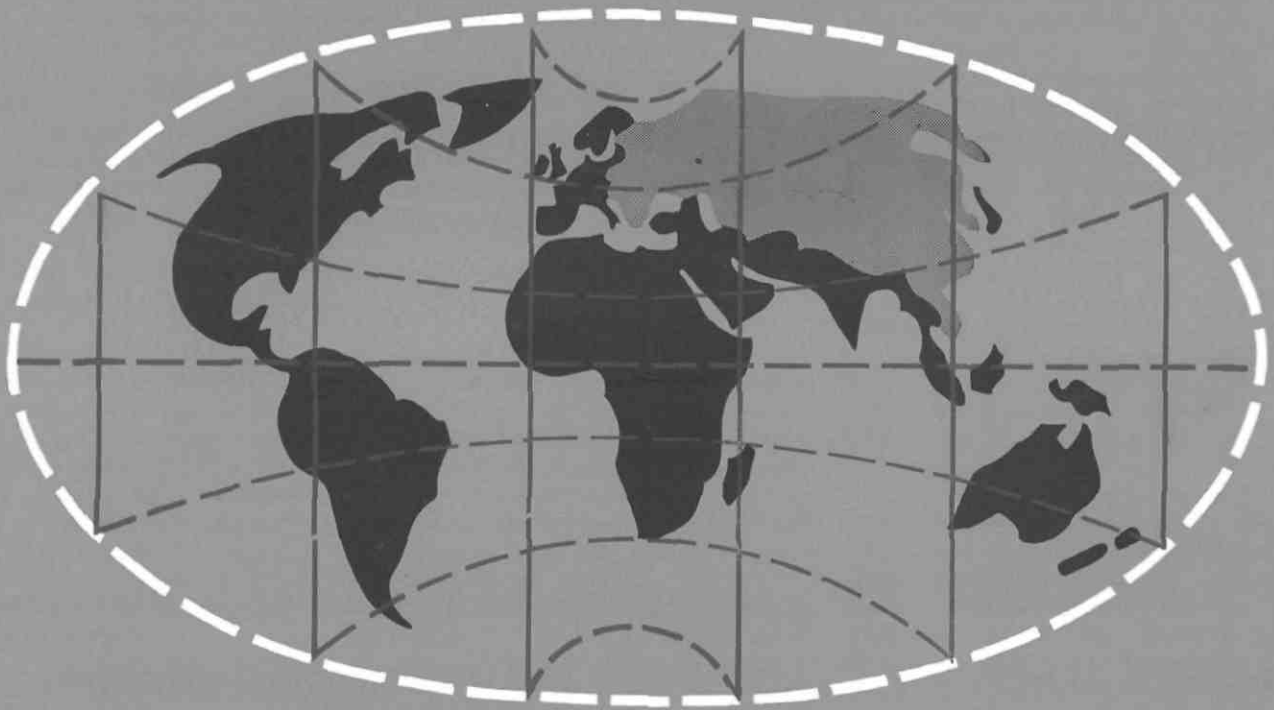


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# **ITF**

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# INTERNATIONAL TRANSPORT WORKERS' JOURNAL

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Head Office: Maritime House, Old Town, Clapham Common, London SW 4  
Telephone: Macaulay 5501-2 Telegraphic Address: INTRANSFE  
Branch Offices: USA 20 West 40th Street, 6th Floor, New York 18, NY  
INDIA 4 Goa Street, Ballard Estate, Fort, Bombay 1  
LATIN AMERICA Palacio de los Trabajadores, Habana, Cuba

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## Contents

	PAGE		PAGE
Training for the sea in Finland .....	177	The Faroes - Atlantic fishing community <i>by Niels Elkaer-Hansen</i> .....	182
The US 'fifty-fifty' act .....	178	Air Transport Division - TWU <i>by Michael J. Quill</i> .....	186
Danube tug agreement .....	178	Older workers in British transport .....	189
The fishing cooperatives of Norway ...	178	The Association of German Railways Staff Training Schools <i>by Fritz Braun</i> .....	190
Caps off to the Red Caps <i>by Wm. T Walshe</i> .....	179		

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## Forthcoming Meetings:

London December (provisional) Executive Committee meeting

# Training for the sea in Finland

THE COMMITTEE charged with studying the question of training for service at sea in Finland has recently put forward proposals designed to solve the problem of providing training centres for seamen. Bertel Cronhjort, a chief inspector in the Finnish Board of Education, who at the same time acted as secretary to the committee, summarizes these proposals below.

Considerable attention has been devoted in Finland and the Scandinavian countries of late to the question of training for service at sea. Denmark may perhaps be considered the country farthest ahead in the matter of compulsory training for those intending to follow a career at sea. Norway has also gone well forward with compulsory training schemes. In Sweden, on the other hand, training for service at sea is a voluntary affair. Nevertheless, two training centres are run in that country, but obviously their importance is limited.

As regards Finland, there has been no training in this field hitherto although this does not mean that the problem has been ignored. A seafarers' training committee has been at work on the subject since 1949 and has recently published its findings. Its recommendations were submitted to the Government in the early part of the year and are receiving detailed study in the appropriate ministerial departments.

The committee made a special point of familiarizing itself with the training systems of other countries and, owing to the fact that it was not required to work to a fixed timetable, it had ample opportunity of studying various types of training schools.

The delay in Finland in tackling the question of seamen's training is in part explained by the fact that Finnish seamen are largely drawn from the inhabitants of the many islands studding the coast-men, that is, who are indisputably familiar with the sea and life on board sea-going vessels.

The Committee, however, arrived at the conclusion that training on board in the sense it was formerly understood no longer existed, and that consequently there was a need for training schools. It noted that a shortage of men skilled in their calling was beginning to make itself felt and that the situation could be met only by efficient training.

In its recommendations, the Committee did not go so far as to propose compulsory training, partly because it would be impossible to introduce this in a single stage, and partly because it considered it necessary to obtain preliminary experience as to the most suitable type of establishment. It could not be denied, however, that the time was

probably not far distant when compulsory training would have to be instituted. The Committee was firmly of the opinion that training for service at sea would effectively combat the present unsatisfactory situation in the labour market characterized by a large-scale movement away from service at sea into other callings.

It had been shown that, in some categories of seafarers, the percentage of those leaving the service was in the region of fifty. That meant that, if compulsory training were introduced, there should be facilities for training some 1,200 deck and engine room personnel. The Committee pointed out that it might be thought satisfactory if one half of these could receive training for service at sea at a training school.

Considerable time was devoted by the Committee to consideration of the most suitable type of school. As the work of the Committee progressed, it inclined more and more to the conviction that the most practical solution was for a vessel to be made available which could be equipped with both a workshop and a classroom and which at the same time could serve as sleeping and messing quarters. The Committee was of the opinion that, as far as was practicable, a seamen's training establishment should also offer boarding facilities, seeing that the majority of the trainees would be coming from other parts. Furthermore, the financial circumstances of the trainees were such that, only in these conditions, could the centre hope to achieve its object.

In Finland there are a number of State-run central industrial training establishments catering for a wider range of trainees - drawing them from an

entire province in fact. These centres combine the facilities of a boarding school where the trainees can sleep and take their meals at a moderate cost. To a certain extent, these central training schools were taken as a model for the proposed seamen's training establishments combined with boarding school facilities.

The Committee recommended that serious consideration should be given to the possibilities of converting the naval training vessel 'Suomen Joutsen' for this purpose. That would be a solution involving action very similar to that envisaged in the case of the 'Viking' in Gothenburg. Alternatively, a passenger vessel of not too recent construction could be obtained and converted to a training ship ashore. Conversion of such a vessel to a shore-based training ship would undoubtedly cost less than, for example, structural alterations to the 'Suomen Joutsen'. The Committee emphasized that it would be considerably cheaper to procure such a vessel than to erect a school building with boarding facilities. Moreover, it could prove just as lasting as a brick and mortar structure. A further point worth considering was that an actual ship provided far better means for practical instruction than a school building.

The Committee pointed out that an establishment for training for service at sea could well be set up ashore, but that on practical grounds it might be found necessary to proceed immediately to the erection of new schools as suitable premises were not available. It was true that a number of industrial training centres were at present being built in Finland, but it was a difficult matter to secure accommodation in these. If the problem of providing training centres for service at sea was going to be solved purely along those lines, then it would probably be a long time indeed before such an establishment would come into existence.

In its report, the Committee also drew attention to the fact that the central government had lent money on advantageous terms as well as given a direct subsidy towards the construction of industrial training centres - up to as much as fifty per cent of the building

costs. Furthermore, taking into consideration the fact that the central government met the cost of new equipment and instructional material to the extent of seventy-five per cent and contributed sixty-five per cent towards the cost of upkeep, including wages, rental, fuel, and secretarial charges, the Committee appeared justified in expressing the hope that seaports and those shipping interests affected would set about establishing training centres for seamen. The Committee has drawn up a detailed programme for the running of such schools.

As regards the length of the training course, a period of twenty weeks is envisaged. This would mean that two courses a year could be held at any one centre. There should be two departments: deck and engine room. In addition, the centre could also run a catering section for cooks and stewards. Detailed recommendations on this subject were put forward by the Committee some three years ago. Group instruction could be given to a maximum of fifteen trainees, although the ideal maximum would be twelve. A forty-five-hour week should be observed. In the deck department instruction should be given in the following subjects: seamanship, seamen's duties, ship's maintenance, boat handling, fire-fighting, arithmetic, geography,

citizenship, industrial legislation, hygiene, sport, the mother tongue and the second national language as well as in English.

As regards the other department, instruction should cover much the same ground with special attention to such additional subjects as mechanical engineering, electrical engineering and the functioning of ship's engines. Instruction in languages is considered of such importance that it is proposed to devote seven hours a week to their study. In addition to the ordinary course, it would be possible to organize continuation courses. In this way the fullest use would be made of the training centres.

The cost of running a training scheme for service at sea should not prove unduly high. Bearing in mind the contribution the merchant navy makes to the country's economy, the money spent on such a scheme clearly represents but a fraction of the income the country derives from its shipping. In conclusion, the Committee expressed the hope that this coming autumn would see the opening of the first seamen's training school in Finland.

*(Very shortly after this article was written, the Finnish Council of State appointed a committee to examine progress made towards the acquisition of a vessel for training purposes.)*

### **The US 'fifty-fifty' act**

ON 27 AUGUST, President Eisenhower appended his signature to a Bill requiring the Government to use privately-owned United States vessels for shipping at least half of all Government-financed cargoes between the United States and foreign countries.

The enactment the President has signed is the Butler Act – the so-called 'fifty-fifty' Act – and the effect of the new measure will be to make the 'fifty-fifty' proviso, which had hitherto been written into each separate foreign aid Bill, the permanent policy of the country.

Before signing the Bill, the President expressed misgivings about two of its provisions. These extend treatment to goods purchased by the United States in one foreign country for shipment to another, and cargoes sent to foreign nations and paid for in local currency for which the United States Government reimburses the suppliers in dollars.

Thus, if the United States financed the manufacture of goods in Britain

under the offshore procurement programme for aid to Italy, at least half would have to be shipped in American vessels. The President considered this might increase the cost of aid by forcing American ships into trade they did not normally operate. The President also announced that he had asked the Department of Commerce to make a study of methods of maintaining an adequate merchant fleet. When the study was completed, he might wish to recommend changes in the present legislation.

### **Danube tug agreement**

AN AGREEMENT on the distribution of freight to further the utilization of shipping on the Danube has been reached at a conference of Yugoslav, Austrian, and West German shipping companies concerned in Danube trade. The agreement provides for the loan of tugs by a country temporarily without freight for transport to another country needing them. This arrangement is expected to speed up river transport to a considerable extent.

### **The fishing cooperatives of Norway**

THE NORWEGIAN FISHERMEN'S CO-OPERATIVES deserve special mention among the Northern organizations of this category. Not because the fishing industry is unimportant in the other countries or co-operatives unknown there. But they are of modest size compared to the well-developed organization in Norway which has greatly benefited the Norwegian fishermen who comprise a large and important section of the population.

Until the end of the First World War there was hardly any cooperative marketing of fish in Norway; fishermen generally had to market their haul through the local fishmonger who was also their grocer and general merchant and, in many cases, their financier as well. With failing markets the situation deteriorated steadily during the twenties until, in 1926, a group of far-sighted fishermen banded together to found the Norwegian Fishermen's Association as a sort of trade union for the promotion of fishermen's interests. The principal solution advocated was the establishment of co-operatives for the marketing of fish and the purchase of nets and other tackle.

The Association soon attracted a strong following and today it includes practically all Norwegian fishermen. Co-operative marketing societies established in the following years introduced an arrangement by which the fishermen contracted to deliver their catch at a preliminary price to the society which then would market the fish and, after deducting costs, pay the fishermen the balance in their favour. But progress still proved too slow and in 1929 special legislation, enacted with the approval of the spokesmen of the Association, gave to the co-operatives the exclusive right of selling herring to wholesalers. By later enactments this privilege was extended to include other species so that today, thanks to this legislative intervention, the co-operative marketing societies dominate the Norwegian fish market. Moreover, they established herring-meal factories and factories for the salting and processing of codfish, etc., and in several fields have developed their own export organizations. Finally, special co-operatives have been formed for the express purpose of purchasing fishing tackle and other necessities.



## Caps off to the Red Caps

by Wm. T. Walshe, Assistant Editor, 'Canadian Transport'

THERE'S NO PROFIT IN HONEYMOON COUPLES for station Red Caps. The bride and groom are usually too excited when leaving after the wedding, they cling to their grips in fear of pranksters while they are usually out of cash when they return home.

That's the opinion of veteran Red Caps at Ottawa Union station, men who have helped travellers with their luggage all their working lives.

To the average traveller, Red Caps are just boys on spare-time jobs, but in reality the Red Caps, at least the Ottawa staff, are serious businessmen, who have made a career of station service. J. R. 'Bob' Bertrand, Local Chairman of the Ottawa 'Caps, could almost consider the job a heritage. His dad, Donat 'Cap' Bertrand, now a ticket examiner at the station, was a Red Cap in his younger

days. J. T. I. 'Rene' Maisonneuve, senior member of the staff, and E. 'Ben' Turpin started at the work in 1917. Nine of the fourteen-man staff have worked at the trade in the same station more than twenty years with the two senior men having thirty-six years' service.

A successful Red Cap is more than a bag-carrier. He has to be almost a walking encyclopaedia to answer questions,

has to be a pretty fair psychologist to make a quick judgment of the travellers, has to be a diplomat in his dealings with the public and he has to adopt the manners of a perfect gentlemen at all times. He can usually measure a man at a glance but while rich-looking luggage may indicate a better tip he has to give the same service to travellers with battered, rope-tied suitcases.

Since the Ottawa Red Caps joined the Canadian Brotherhood of Railway Employees and Other Transport Workers, as members of Division No. 110, they do not have to depend solely on tips for a living, although tipping is a big source of revenue. When Brothers Maisonneuve and Turpin and a few other senior members joined the staff, they were paid \$10 a month and in their spare time, between trains, they had to sweep the station, shovel snow, and do many of the chores of a janitor. Now they are guaranteed \$160 a month, have a regulated five-day week and with tips make a respectable living.

To the staff at the Ottawa station the Red Cap is a badge of honour. They are as proud of their crown as a scholar is of a mortar board or a train conductor his cap of authority and position. The Red Cap symbolizes a service and the men who wear it are almost like the sleeping car porters in their close liaison work with the general public. The Red Cap not only carries luggage for travellers to and from the trains, he must know where the luggage is going with a few split second instructions, he helps direct travellers to their proper places on trains and he often has to help them on arrival in advising how to reach a desired destination. Many times he is asked questions about the city, asked for a good place to stop to eat, to visit, or even go fishing and hunting.

'If we give good service, we get good results', a veteran Cap remarked and it is the unwritten motto of the Ottawa staff that their little department must run as smoothly as any branch of the railway industry.

Ottawa Red Caps are employed by the Canadian National Railways but they must serve all lines running into the station, and while they may have their opinions about different railway companies, they must not show any favouritism, even in directing a traveller to a ticket-wicket for a pool train.

Ottawa Red Caps serve more prominent people than any other crew in

Canada. Senior Red Caps in the Canadian Capital have handled luggage for all US presidents since the first Great War. They have looked after the luggage of royalty, of British prime ministers, the heads of many nations, heads of the world diplomatic corps, theatrical stars, millionaires in business, millionaires at play, church dignitaries, members of Canada's Parliament, most of the great and near great, while they have also carried the travel-torn, tattered boxes of forlorn displaced people from all parts of the world.

While this story was being compiled the Ottawa 'Caps' had made arrangements and completed the job of attending to the luggage of President Eisenhower and his party on their official visit to Canada. The Red Caps operated like a well-trained team in the tricky job of moving 108 pieces of luggage, many of it going in different directions, some to the Chateau Laurier, which is through a tunnel from the station, some going to waiting cars or for the Army to handle and some going to check-rooms. The Red Caps refused to say what size tip they get for a job like that. That is their own business but for a big party of that size it is generally known the tip is about \$25.

Large groups, such as conventions and diplomatic teams from other countries, theatrical casts and tourist parties provide the best revenue for the Red Caps. They usually give one large tip for the complete movement of baggage and the Red Caps working as a unit, share the proceeds.

'We're not only organized in a good union now, but we are organized in our work', a Cap commented during a group interview. 'Before we joined the Brotherhood, almost anyone could get a job, rush around at train time, grab the tips and leave. There were fights in those days to get the best-paying passengers and we had plenty of trouble. We had to battle to scratch out a living. Much better today'.

While the chat with the Caps was on, during a lull between trains and after a Brotherhood meeting, Division President Joe Lorente walked in and there was a round of teasing, some telling him to get back to his boiler room but when he left one of the Red Caps commented, 'There's a swell little guy, he did a lot for us in helping us get organized'. Judging by facial expressions, all agreed.

While the Ottawa Red Caps were not

complaining, they explained business is not as good as before regular travel by 'planes. The night-sleeper to New York and Washington was once the best source of tipping, but now the sleeper is almost asleep itself, with most of the travellers going by air. Hunting and fishing parties were always good for a good tip but now most of them travel by plane or in motor cars.

The Ottawa Caps get reminders of how much they lost to plane travel when flights are called off on account of bad weather. Then there is a rush to the station from the airports or people come direct from their hotels and homes to the trains.

The biggest tip ever received by a member of the Ottawa staff was a hundred dollar bill. That was when the famous Mr X was spreading around hundred dollar bills when he went on his occasional spending sprees. On that occasion Mr X stepped out of the station and also handed six young soldiers \$100 each with another \$100 to a taxi driver. He still passes through the station but his tips are only about one dollar now, although he gives with the same happy smile.

Travellers from the United States, the Red Caps agree, are the best tippers and most Canadians are pretty fair but the worst are the Westerners and the Europeans. Trains pulling in from Western Canada, for some reason none could say, are only worth half as much in gratuities as trains from the East and the States.

'Guess the Westerners think they are he-men and can lug their own luggage', one young Cap smiled.

Of all the big legations in Ottawa, which provide a steady source of revenue for the Red Caps, the boys from behind the Iron Curtain, believe it or not, are the best tippers. Usually a secretary is in charge of the baggage which may be as many as fifty pieces and he does the tipping.

'Why keep asking about the big tips', someone said. 'What about the small ones?'

'Well! What is the smallest?' we asked.

'Nothing', was a joint answer.

And they explained there are times when a traveller has only large bills, or some don't even know it is the custom to tip and some just don't care.

Local Chairman Bertrand would rather talk about his golf and how he

has been runner-up in so many championship tournaments that he now feels like the old saying of 'often a bridesmaid but never a bride'. He joined in the talk about tipping with a story of meeting an early morning train. He said he had a big load on his truck and was about to wheel it into the station when he noticed a man getting off the end of the train with what looked like a heavy suitcase.

'Help you sir?', I asked and the man heaved his bag on top of my load. On reaching the station he got his bag and handed me a coin. I knew by the feel that it was only a cent but said 'Thanks' and went on with my work. The traveller came back a minute or two later and asked how much he had given me and I showed him the copper. 'Sorry', he said, 'I meant to give you more', and he handed me a nickel. I said 'Thank you sir', again. Believe me I did not think of the size of the tip. I knew he was DP, he did not have much, but he had a heart. Perhaps he'll feel bad about it when he learns the value of our money, or its lack of value.'

'Women are the toughest to judge when they are travelling', one young Red Cap said, and an older one added, 'Aren't they impossible to figure at any time?'

'Some women are generous tippers, some expect us to work for nothing, many hang on to their grips as though we were trying to steal them and most of them trail us around when we have their luggage, probably thinking we are going to run away.'

'That's a mistake many make', another Cap added and explained.

'It's our job to find the travellers, not their's to look for us and we know how if they do not run all over the station. Experienced travellers give us their luggage and go to their proper place on the train or we tell them the best spots on a train if they do not have reservations.'

A well-fed cat was snuggled in a corner of the room where we were talking but it was a wonder it did not have the shudders at the look given by Brother Maisonneuve. 'A cat cost me a swell tip one time', he remarked and told how he was handling the luggage for a prosperous looking party to be transferred to another train. He said the baggage seemed to contain food and other equipment for a fishing expedition. He was giving it special attention and when a

large cat started sniffing around he pushed it aside with a little more than a friendly toe. 'Thought I was doing swell, until I heard a blast from the traveller that it was his pet cat and to get so-and-so out of the way and leave his stuff alone. Do you wonder why I'm not fussy about station cats?'

Brother Turpin recalled another lost tip when he was carrying a badly packed box, that seemed to weigh half a ton, when it burst open and spilled jars of preserves all over the place. He said he got a dime tip but it cost him many times that amount to get his suit cleaned.

Talking about unusual luggage one Cap asked if we had ever seen a Governor-General's party travelling and said it was not unusual for the Governor himself to be carrying an extra suit of clothes over his arm while his aide looked after about eight bags.

'Guess we've carried luggage for all of Canada's Governors General since the Duke of Connaught', Brother Maisonneuve remarked, 'and they've all been good to work for'.

It was explained that while secretaries are in charge of baggage for the important personages many of them are known personally to the Red Caps.

'One of the best liked was Sir Wilfrid Laurier', according to several of the veterans. Brother Maisonneuve said, 'Sir Wilfrid travelled alone many times through the station, and was always friendly no matter how much he was rushed, or what big things were going on in the House and he always gave a tip that was pretty good for those days. There have been other prime ministers, worth a lot more money who seemed to be giving away their life when they handed you a dime'.

'The cops cost me a regular tippers in the days of the bootleggers', a veteran recalled and told how he always met him at the station door with two heavy suitcases which he knew, by the weight, were filled Quebec liquor. 'I used to walk past the policemen while he strolled a few yards away. I always got a good tip but after a while he was arrested getting off the train in Toronto and I

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*Like father, like son. 'Bob' Bertrand, local chairman of the Ottawa Red Caps poses with his father, ticket examiner 'Cap' Bertrand. The latter was the first Red Cap employed when the Ottawa station opened (Canadian National Railways photo)*

haven't seen him since'.

The 'Caps generally know when there's liquid refreshments in cases, especially when a traveller gives a warning look to 'handle with care'. Some of those brief cases leak and the 'Caps may have trouble explaining to friend wife that the liquor smell on their coats came out of a brief-case and not from a neighbouring tap room.

They always give brief-cases the special-care treatment but have to be careful of all luggage. Some people make an awful fuss about the slightest mark on their luggage and the 'Caps have to be real diplomats to get out of trouble when one gets marked by accident.

A Red Cap generally serves about ten passengers getting off a train, loading their luggage on trucks. The bags must be specially placed to avoid delays. Some baggage has to go to the hotel lobby, where the Red Caps' jurisdiction ends; some has to go to the station exits and some to the baggage or check rooms.

Local Chairman Bertrand's dad, the popular 'Cap', strolled over the join the Red Caps in this chat and it was not long before we learned that Cap Bertrand was the first Red Cap in Ottawa, starting in 1911 before the present union station was opened and he worked at

the job until 1916, when he took the ticket examiner's position, although he continued as captain of the Red Caps for ten more years.

'Cap' Bertrand is only one of the Bertrand family, which is almost a part of the Ottawa station. Six members of the Bertrand family work, or have worked, at the station and most of them hold or have held membership in the CBRE and OTW. Not only 'Cap' himself and his son, Bob, have worn the Red Cap but three of his brothers have also been in the service and to extend the family affiliation at the station 'Cap's' daughter is a cashier.

'Cap' Bertrand tells how he got started in railway work at eleven years of age selling papers, magazines and refreshments on the trains. On one trip he did a small favor for the superintendent of the CNR Ottawa area and a few days later he was offered a job as Red Cap. He also got his pal a job as Red Cap by telling him to do the same friendly act the next time he met the superintendent.

'I learned a lesson by that', Cap smiled, 'Doing a friendly act and smiling never hurt anyone.'

Someone said 'Cap' also carried lug-  
*(continued on page 185)*



# The Faroes-

## Atlantic fishing community by Niels Elkaer-Hansen

*This year, the Faroe Islands have been in the news for two reasons, both of them connected with the fact that the Islands' principal industry is fishing. In March, some 6,000 fishermen, i.e. practically the entire organized working population, came out on general strike in support of wage demands. More recently, Faroese approval of a provisional agreement on fishing limits in Faroese waters, arrived at between Great Britain and Denmark and replacing a Convention which has been in force for more than 50 years, has been announced. Few of us, however, know very much about the Islands and even less about the life of their inhabitants. In the following article, Niels Elkaer-Hansen fills in some of the gaps in our knowledge of this isolated Atlantic community which depends mainly on the sea for its existence.*



THE FAROE ISLANDS passed to the Danish Crown along with Norway, of which they were a dependency, in 1380. When under the Treaty of Kiel in 1814 Norway was ceded to Sweden they remained under Danish rule together with Iceland and Greenland, and they have been part of the kingdom of Denmark ever since.

The Faroes elect two members to the Danish Parliament in Copenhagen. The islands' remoteness, the distinctive life of their inhabitants, and the fact that the Faroese language, though a branch of the Scandinavian group, differs widely from Danish made it inevitable that the question of self-government in one form or another should arise and be discussed fairly early.

The Second World War involved five years of total separation and during this time the islands were left to their own resources. This is the special background to the renewed demand for a measure of self-government after the war. The Home Rule Act passed in 1948 granted the locally elected assembly, the *Logting*, legislative powers in certain spheres,



chiefly those connected with the Faroese economy. Foreign affairs, the police and the administration of justice, social welfare, education, and other matters of common concern remain the responsibility of the central Danish Government.

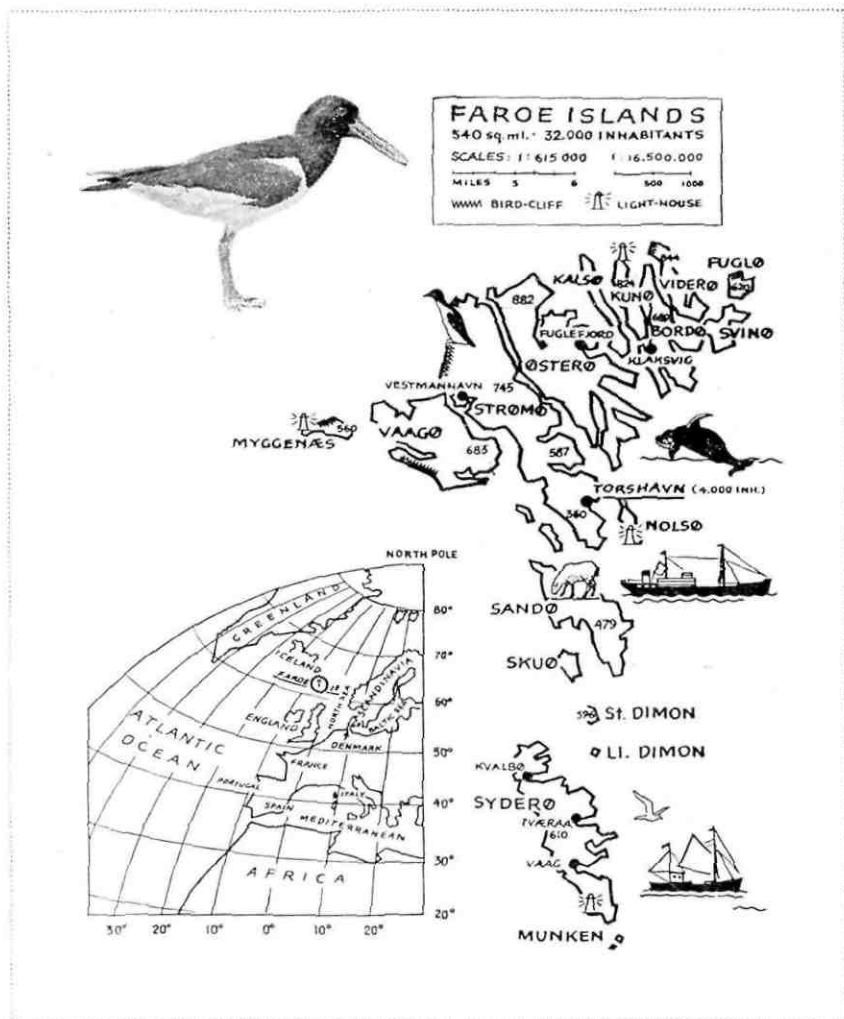
The Act recognizes Faroese as the principal language of the islands, but permits the use of Danish in public affairs and business and requires that it shall be properly taught in all schools.

The law legalizes the use of the Faroese flag, a red cross with a blue border on a white ground, and this is now flown by all ships registered in the islands. It is permissible to fly the Danish flag ashore and it is, of course, flown from Government ships and buildings.

In 1949, Faroese currency notes were introduced. But they must be fully backed by Danish kroner held in a special reserve account with the National Bank of Denmark and are convertible into other Danish currency at any time at a fixed rate of one to one.

The Faroes are situated in the North Atlantic in latitude 620, and are 850 miles from the rest of Denmark. They form a small rocky archipelago of eighteen inhabited and a few uninhabited islands, with a total area of approximately 540 square miles. The combination of high latitude and proximity to the Gulf Stream gives them a climate without great extremes of temperature. Vegetation, though sparse, is sufficient for extensive sheep farming, which forms the basis of the islands' agriculture and which until fifty years ago was their principal occupation. A growing population and the development of a money economy, however, have involved a transition during the last two generations from a partly self-supporting peasant and fishing community to one based on deep-sea fishing and large-scale exports. Owing to the rapid growth in the population, agriculture with supplementary in-shore fishing has become totally inadequate. Agricultural settlements are being depopulated as their inhabitants gravitate to larger centres where it is easier to get employment on sea-going vessels. But agriculture retains its great importance as a supplier of milk, mutton, and potatoes to the home market.

This change in the economic structure has made the Faroese community extremely sensitive to changing trade cycles, just as the drift of population to fishing and cod-processing centres has



given rise to unemployment, previously an unknown problem.

#### A living from the sea

Of the total population of 32,000, about one-third get their living direct from the sea in a manner totally different from their ancestors. They no longer fish from open boats in-shore but chiefly from sea-going vessels in ocean waters off Iceland and Greenland and in the White Sea.

For the last twenty years the Faroese economy has been principally based on the export of fish and fish products. Exports in recent years have totalled sixty-seventy million kroner annually, and fish, fish products, and whale products have accounted for over ninety per cent of this amount.

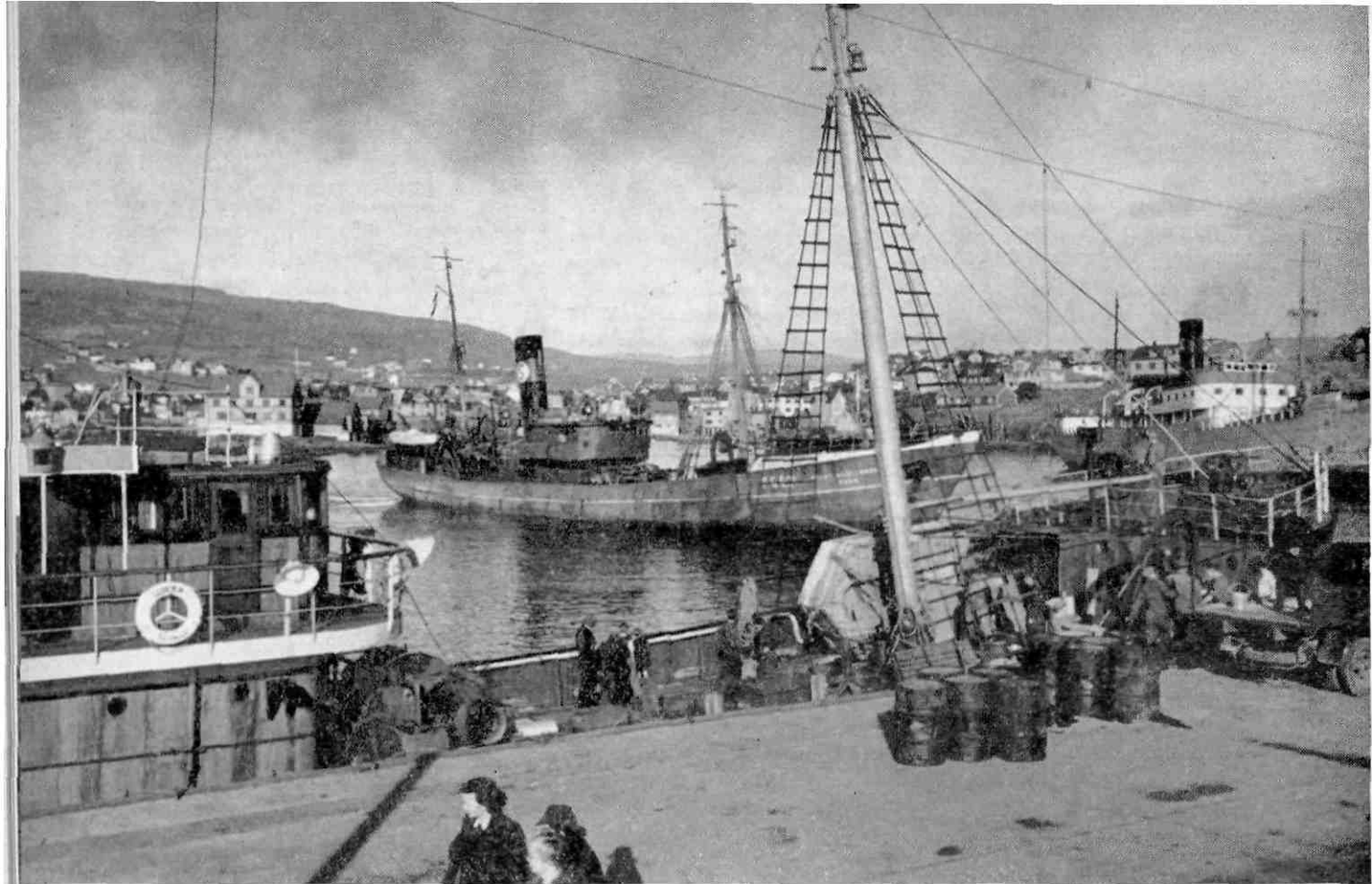
During the Occupation, exports consisted mainly of fresh fish which was sold to Britain. But after the war the islands have reverted to their traditional production of salted and dried cod

(klipfisk) for southern Europe. At present this forms some sixty per cent of the total exports. Spain is once more the principal customer country, though Italy and Greece are important markets for salted fish. Spanish consumers like a large, white fish. Owing to changes in the stock, however, a rather large proportion of the fish now being caught are small. For these it is hoped to develop a market in South America, and fairly large shipments have already been made to Brazil.

#### Herring - a new line

Fishery research ships operating after the war located big herring shoals north of the Faroes. The population was quick to take advantage of this discovery, so far with satisfactory results. It is a welcome additional source of income. Last year, 120,000 barrels of salted herring were produced and principally exported to Russia and Sweden.

There are several reasons why the ar-



*Modern trawlers in harbour at Thorshavn. Of the total population of 32,000, approximately one-third get their living from the sea*

rival of herring has been welcomed. Small and old vessels can be profitably employed in catching them; and given the development of herring fishing fishermen would no longer be totally dependent on dried fish.

#### **Birds and whales**

The weaving and knitting of wool, carried on as a domestic craft, has long been of great importance to the Faroese economy. Faroese sweaters, popular with seamen and sometimes called 'Iceland jerseys', are well known, but nowadays furnishing fabrics are also made from Faroese wool. Side by side with this production goes bird-catching. The rocky cliffs teem with millions of seabirds which nest on ledges high above the sea. The bird-catchers are lowered down the precipitous cliff face by means of ropes and make their catch as they dangle between sky and sea. Nowadays this method is supplemented by shooting, but only in the open sea where there is no risk of disturbing brooding flocks.

The Faroe Islands have two whaling

stations and, under international convention, whaling may be carried on with not more than three vessels operating from each. The whale chiefly caught is the rorqual. Some of the meat is sold fresh locally, the oil and other products being exported.

The hunting of the blackfish or ca'ing whale deserves special mention. These six-sixteen ft. sea mammals have had great economic importance in the past, and though black-fish-hunting, like bird-catching, has lost much of its importance, it is still carried on in the traditional manner by the entire population, just as the catch is still divided according to ancient rules which reflect former social attitudes. Everybody gets a share in this precious winter meat, including the old and feeble who are unable to share in the hunt.

#### **Industrial expansion**

The rocks of the Faroe Islands consist mainly of basalt, of ancient volcanic origin. It is used for stone facings, monuments, road surfaces, etc. The beds of

hard basalt alternate with thinner layers of tuff, a stone formed by pressure from volcanic ash. It is a material admirably suited to the production of red-lead paint, and the Faroese product is marketed under the name Faroeseit.

There are coal deposits in the Faroes, though up to now it has not been possible to exploit them for export. But, along with peat found in mountain bogs, it is of great importance in supplying domestic fuel needs.

Early this year a big hydro-electric plant was completed on Strømø, the largest of the islands in the group. Together with a diesel plant at Thorshavn, the capital, this now supplies 18,000 of the total population of 32,000 with cheaper light and power. It should greatly help to expand Faroese local industries, chiefly fish processing - drying, cold storage, and canning. Its erection shows that the need to expand the productive apparatus has been appreciated. Important constructional projects have been carried out in other directions as well, including, since the war, badly

needed extensions to the harbours.

### Magnificent scenery

Every summer visitors come to the Faroes to fish and to enjoy the splendid scenery, though many others are discouraged from doing so by the long journey and the humid climate.

Those who do make the journey are enthralled by the northern summer, with the longest day lasting twenty hours and the night almost as light, in scenery which it takes a poet to describe. This is how it was described by the Faroese writer Jørgen-Frantz Jacobsen, whose early death was a great loss to literature:

*If you did not know that the Faroes were a group of very small islands you might think you had a continent before you. The narrow sounds and fiords are well hidden; you sense their presence only as ravines between the mountains and you have to get very high to see their glistening water . . . But up north, twenty-five-thirty miles from Thorshavn, all land suddenly ends . . . It is so violent that you can shudder to think of it; it is a natural drama. Mylingur, the northernmost mountain on Strømø, slopes upwards to a height of 1,850 feet. And then suddenly it is over! There is no more. The land rears and ends with a bellow over the Norwegian Sea. And mile after mile, right up to a distant, greenglinting icy fringe in the Arctic, there are only rolling waters.*

Amid this scenery live a people who can trace their ancestry back to the Vikings who came from Norway about the year 1000. Memories of the Faroese past are preserved in their language and customs.

### An ancient language

The Faroese language is nearest related to Icelandic and the rural Norwegian vernacular and was originally both a written and a spoken language. Fifteenth century Faroese documents which have been preserved are written in a language identical with that of old Norse and Icelandic letters. There are few traces of written Faroese later than this. After the Reformation, Danish became the language of churches, courts, and schools. But though superseded as a written language Faroese lived on as the

*Sperm whales may be up to a hundred feet in length. There are tons of good, nutritious meat in this rorqual or fin whale*

vernacular. Then in the middle of the nineteenth century philologists collected sagas and ballads and using them as a basis reconstructed a written language. One of the pioneers in this work was the Faroese clergyman V.V. Hammershaimb. Today Faroese is once more both spoken and written.

Danish folk songs lived on in the Faroes for centuries after they had been forgotten at home and, along with songs of local origin, were sung to folk dances. This cultural tradition was bound up

with the natural economy which prevailed in the islands. The songs and dances have lived on to this day in spite of competition from the amusements of a more mechanical age. The Faroese have in them a rich heritage and from them their writers have developed a literature, in Faroese and in Danish, which is unique for a population so small. In pictorial art also admirable and distinctively Faroese artists have emerged, finding their inspiration in the superb scenery.

*(continued from page 181)*

gauge for Sir Wilfrid Laurier and another story about the great Canadian statesman followed. Cap Bertrand told how he had carried Sir Wilfrid's bags to his private coach but in the rush did not get a tip. About a month later Sir Wilfrid looked him up in the station, mentioned that he had forgotten the gratuity and gave him double the usual amount.

Cap Bertrand recalled that he worked for the first few months as a Red Cap, without even the \$9 monthly salary of the time and he had to depend on tips for a living.

'People were not used to tipping in those days but there were enough big parties and wealthy travellers to give me a nice living.

'I didn't even have a red cap to start, he said. 'There were none at the station and I had to borrow a porter's white cap'.

We asked Cap Bertrand how the Red Cap originated but he said he did not know. We have tried since to find out without success but while we do not know the origin of the name Red Cap we do know it is a badge of service, an important department of a railway station and the men who do the work are proud of their trade.

After spending a few happy hours with the Red Caps and watching them work we are pleased to take off our own cap in a salute to the Red Caps.

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*Brother Michael J. Quill, International President of the Transport Workers' Union of America, author of this article*

# Air Transport Division

## TWU

by **Michael J. Quill**, International President,  
Transport Workers' Union of America

THE TRANSPORT WORKERS' UNION OF AMERICA, CIO, has kept pace with the swift rise and the rapid changes of the airline industry. TWU's Air Transport Division, since its inception in 1943, has grown with the industry, met the challenges of an air age and is now preparing for the change and challenge implicit in jet transportation.

Today, TWU represents more than 12,000 workers in the airline industry, covering every phase of air transportation. 'One Union - TWU-CIO - for all airline workers' is the slogan and the practice which has welded together a diversity of crafts and skills into a solid trade union base.

There is an old-time trade union joke which has it that the boss is the best organizer on the union staff and certainly bitter experience at the hands of airline management has taught the airline worker the value of a union. The American air transport industry, while still in the early stage of development, has taken its place among the giants of big business. As a young, new industry air transportation did not start at the same sweat-shop level, which characterized ground transportation before the advent of trade unionism. The victories won by organized labor in ground transportation and allied fields prevented the air industry from completely treating its workers like serfs.

However, before TWU organized its Air Transport Division, wages, hours and working conditions in the air industry were not much above those of the old sweat-shops and were far behind conditions in other industries where organized labor had established itself.

### **Risked losing jobs**

A handful of Pan American employees risked the loss of their jobs and an industry blacklist to meet with TWU's International President, Michael J. Quill, in 1943 to launch a new TWU

division. Two years of hard, intensive organizing won recognition of TWU as collective bargaining representative for Pan American employees, the world's largest international air carrier. The success of the Pan American organization drive spurred a similar effort among American Airline employees and a vigorous organization campaign established TWU as the one union for all American Airlines workers.

TWU's first contract in the air industry - signed on 26 September 1945 - established for the first time the forty-hour week, with no reduction in take-home pay. This contract broke through the Air Transport Association barrier and forced all airline companies to grant the forty-hour work week. TWU had successfully carried over its tradition of transit-labor 'firsts' from ground to air transportation.

With a solid base in two major airline companies - Pan American Airlines and American Airlines, the largest domestic air carrier - TWU's infant Air Transport Division spread its wings, winning collective bargaining rights for:

Navigators in Pan American, Trans-World Airlines, United Airlines, United States Overseas, Transocean Airlines.

Flight Radio Operators in Pan

American, Transocean and US Overseas Airlines.

Flight Stewards, Stewardesses and Purser in Pan American and Transocean Airlines.

Port Stewards in Pan American.

Maintenance, Fleet Service and Ground Service employees in Allied Aviation Corporation and American Airmotive.

Commissary workers in Pan American, Flight Foods and Howard Johnson Flight Kitchens.

Mechanics in Royal Dutch Airlines (KLM).

Ramp, Reservations, Stores and Clerical Employees of North-east Airlines.

Recent negotiations between TWU and Pan American wrapped up a million dollar package, delivering a six-cent-an-hour across-the-board wage increase for mechanics, port and senior stewards and a \$7.50 a month wage hike for flight service employees. TWU was already far ahead of the industry at the time, however; the negotiation results of June this year compared with the wages and working conditions of the industry before TWU illustrate the progress which has been made.

### **Then and now**

Old timers in the industry remember the day all too clearly when they hired in as mechanics at fifty-three cents an hour. Flight Service Attendants remember when there was no limitation in the number of hours that they flew - when there was no guaranteed rest time - and when during their non-flying hours they were assigned numerous ground duties,

including washing dishes and the preparation of food before flight. Their monthly wage was \$160.00.

The recent Pan American contract sets the following rates:

<i>Hourly rates</i>	
Lead Mechanic . . . . .	\$2.62
Inspector . . . . .	2.58
Mechanic . . . . .	2.47
Cleaner . . . . .	1.66
Senior Port Stewards . . . . .	2.33
Fleet Service . . . . .	1.94
<i>Monthly rates</i>	
Purser . . . . .	\$424.50
Stewardess . . . . .	349.50

ATD-TWU gains in working conditions and pay were not won without struggle. Time and time again TWU had to do battle with stubborn airline managements before a just agreement could be reached. Two outstanding instances illustrate this. Early in 1950, American Airlines employees hit the bricks for eleven days in twenty-one different cities to win a decent contract. The contract which set the industry pattern for that year secured the first severance pay plan in the airlines industry for ground personnel. Another vital 'first' was the provision against sub-contracting - a method by which many airline companies had succeeded in undercutting the benefits of union contracts.

Again, in 1951, TWU set the industry-wide pattern for annual wage and working conditions. A dramatic strike against Pan American Airways ended two months of fruitless negotiations and mediation. The unity, militancy and determination of the membership, combined with the most remarkable coordination of our global picket lines brought this giant air carrier to its knees in three days. A Presidential Fact-Finding Board was appointed and its findings resulted in a contract which established the pattern for subsequent contracts with other air carriers.

TWU-ATD's other 'firsts' in the american airline industry include: the forty-hour week (won in 1945); a sound grievance procedure; arbitration provi-

*Picket pangs. Emma Rosa Hermandiz, PAA stewardess, is comforted by Susan Sheipline following a TWU-ATD demonstration. ATD members publicized their demands through after-work demonstrations before airline company offices in a recent contract negotiations fight*

sions; thirty days' vacation for flight personnel; system-wide seniority for ground and flight service personnel; shift differential (ground personnel); full dead-head payment for flight personnel; three weeks' vacation for ground personnel; shortened probationary period for ground personnel; protection against run-away work; nine weeks' severance pay for ground personnel; the right to follow the work at company expense.

TWU also secured the first union shop agreements in the airlines industry and

to date has negotiated eighteen separate union shop and dues check-off agreements.

### Record speaks for itself

The Air Transport Division's record speaks for itself. However, trade unionism brings a measure of dignity to a man's life which cannot be reckoned in cash nor solely evaluated in terms of working conditions spelled out in the cold legalistic terms of a contract. TWU is a democratic as well as an industrial



union. Its founders, twenty years ago this year, adopted the motto: One Industry - One Union - One Fight. Times have changed but the years have not changed TWU's sense of dedication.

TWU believes that transit workers on the ground and in the air have certain problems in common which call for cooperation through one organization. Thus, the man who guides the subway train through the murky underground of Manhattan, the bus operator threading his way through the traffic turmoil of Philadelphia, and the navigator plotting the course of his plane across the seas are united in one union. However, at the same time each has problems which are unique to their particular field and so, out of TWU's organizational experience, there has developed a structure which meets the needs of transportation workers as they face their day-to-day, on-the-job problems.

All Locals are chartered by the International Union; each elects its delegates to the Biennial Convention. Local members elect their own officers and Executive Boards by secret ballot in annual elections. However, to meet the problems of their own branch of the transport industry, the airline Locals

have formed an Air Transport Council composed of all Airline Local Presidents. This Council meets often to discuss airline industry problems and to establish air transport policies and strategy. The Council functions under the administrative jurisdiction of the Air Transport Division of TWU headed by James F. Horst, Director, and William Lindner, Assistant Director.

In addition, System Councils have been organized of Locals from all localities under contract with the same company. The Presidents of these Locals meet periodically to discuss the problems they face and to coordinate activity between the various Locals. This particular form has developed within the ATD to meet special needs. In surface transportation, the company with which a Local negotiates will have its operation and offices within the confines of one city, or a particular geographic area. However, the operations of a national air carrier extend throughout the county and while each airfield may have its Local Union, negotiations perforce must be with the company's head office.

Thus, the System Council establishes a united group, awareness of grievances

and contract negotiations, and a knowledge of over-all problems and difficulties within the company which could not possibly exist if each separate Local were to deal with each separate branch of management.

The American airline industry is closely regulated by the Federal Government through the Civil Aeronautics Administration (CAA) and the Civil Aeronautics Board (CAB). Airline managements, through the Air Transport Association, maintain powerful lobbies in Washington and exert great pressure upon the CAA and CAB. TWU-ATD members, therefore, have an immediate stake in political action. ATD local unions have taken an increasing part in national and local elections, cooperating closely with CIO's Political Action Committee. In addition, TWU-ATD has placed one man in Washington as a Legislative Representative. He keeps in close contact with the political pulse of the nation's capital and represents TWU-ATD before Congressional Committees.

#### Facing the jet age

TWU faced the jet age with a confidence inspired by a militant trade union tradition and backed by experience. Concretely, for example, TWU is already looking forward to a still shorter work week with no reduction in take-home

*Leaders of the Air Transport Division. James F. Horst (centre), ATD Director; William Lindner (right), Assistant Director, and Fred Simpson (left), International Representative, at work at one of the many Division System Council meetings*



Pan American Airlines workers maintained world-wide picket lines in 1951 during the first strike which completely tied up the operations of this giant air carrier. A Presidential Emergency Fact-Finding Board was afterwards appointed and its findings resulted in a contract which established a new pattern for the industry

pay. With larger, faster aircraft, carrying greater payloads of freight and passengers, airline companies reap higher profits. Larger aircraft require proportionately less maintenance and provide more flight hour utilization than smaller, slower planes. The size and speed of aircraft is bound to increase with the introduction of turbo-prop and jet aircraft. Stabilization of the industry in the future will result in large-scale layoffs unless hours are shortened.

Then, too, management provides for the depreciation of machinery and planes with nothing but inadequate provision for the men and women who keep them flying. Too often, airlines' management has boasted of its youth and discarded older employees whose youth has burned out in the service of the airlines.

Through TWU's affiliation with the International Transport Workers' Federation, the American transit worker is conscious of his responsibilities as



a member of the free trade union movement. Nowhere more so than in the Air Transport Division. The air age makes all of us neighbors. As the flights of the air transport industry girdle the globe, the fraternal bonds between the American transit worker and his fellow workers the world over must be strengthened.

TWU has proved its ability to keep strike with a rapidly growing industry. The jet age now approaching holds new promises, new fields to organize and new battles to be won. The solidarity of free labor the world over is essential not only to the progress of the air industry but also to the economic and social well-being of all transit workers.

## Older workers in British transport

ACCORDING TO STATISTICS published by the Ministry of Labour and National Service, the numbers of persons employed in Great Britain at the end of May 1952 were (in thousands):

ALL INDUSTRIES	Males	Females	Total
Numbers employed	13,700	7,100	20,800
TRANSPORT AND COMMUNICATIONS:			
Numbers employed	1,485	249	1,734
Percentage of 'all industries'	10.8	3.5	8.3

The proportions of men employed who are over the ages of 46 and 65 respectively in the various sections of the transport industry are revealing:

Proportion of men employed over the age of

	45	65
RAILWAYS	47.3	1.4
ROAD TRANSPORT	33.8	2.6
PORT, RIVER AND CANAL TRANSPORT	52.3	5.4
ALL INDUSTRIES	37.6	3.8

Port, river and canal transport has the oldest labour force, with 52.3 per cent above the age of 45, and the highest proportion, 5.4 per cent, above the age of 65; both figures are substantially above the national averages for all industries. Road transport, as befits a relatively young industry, has the youngest labour force, with only 33.8 per cent above the age of 45, and a small proportion, 2.6 per cent, above the age of 65. The railways, with over a century of history, have a staff of mature age-distribution, with 47.3 per cent above the age of 45, against a national average of 37.6 per cent, but only 1.4 per cent above the age of 65, against a national

average of 3.8 per cent.

In London Transport, the practice for some time has in general been to agree to extensions of service beyond the age of 65 for men (60 for women) if suitable employment is available, where the employee is efficient, wishes to continue at work, and is medically fit for his or her job. These tests are re-applied at yearly intervals, and, at present, service is not usually extended more than 5 years beyond the usual term. On London Transport railways, the number of men retained over the age of 65 is negligible, for the same reasons that keep the corresponding number small on the main-line railways. But on the road services continued service is increasingly accepted as normal. At 1 January 1954, 2,019 of the 84,000 male staff were over the age of 65, and 168 of the 10,800 women staff were over the age of 60. There were 448 drivers and 223 conductors over the age of 65 at work on buses in the central area of London, and another 802 men over 65 were engaged on maintenance of road vehicles.

# The Association of German Railways Staff Training Schools

by Fritz Braun



\*THE GERMAN FEDERAL RAILWAYS arrange for theoretical and practical training for their staff and maintain the establishments necessary for such training, including railway training schools. *Moreover, the employees of the Federal Railways evince a lively and commendable desire to increase their efficiency and opportunities for promotion in the service by means of refresher courses, or other studies, designed to increase their general knowledge and proficiency in their trade, at establishments other than those run by the railways.* The purpose of the Federal Railways Staff Training Schools is to satisfy this need in the form of *voluntary educational establishments* which, by devoting particular attention to instruction in civic affairs, at the same time make a contribution towards efforts both to educate the railwayman in habits of independent thought and to inculcate in them a sense of civic responsibilities.

*These efforts of the Railways Staff Training Schools serve the interests of both the Federal Railways and of the railways staff, and it is with a full appreciation of the aims and social significance of the Railways Staff Training Schools that the following Agreement has been concluded...*

Such is the preamble (the italics are ours) to an Agreement concluded on 6 December 1952 between the man-

agement of the German Federal Railways and the Association of German Railways Staff Training Schools. This

was the seventh agreement of its kind, the first, marking the beginning of the accredited activities of this Association, going back to 15 July 1921.

Since that date, the desire of the German railwaymen for a voluntary system of education and training has found expression in the creation of an Association of Railways Staff Training Schools. The bodies responsible for the operation of these educational establishments are the organizations of the German railwaymen who have been entrusted by successive railway managements with the task of cooperating with the railway authorities in educational work. As time went by, the Association was given greater authority in conducting examinations, and today it is empowered to hold preliminary examinations (elementary examinations for admission to the various permanent salaried grades of the Federal Railways) covering both technical and non-technical grades in all branches of the service, e.g. shunters, signalmen, conductors, foremen, supervisors, inspectors, engine drivers, etc.

The year 1954 therefore marks the successful conclusion of thirty-three years of work on the part of the training school, work which, aiming at increasing the respect with which the railwayman is regarded in the community, has at the same time contributed to the good name and efficiency of the railways themselves.

## Unique of its kind

The Association is recognized by the Federal authorities as a body performing functions beneficial to the welfare of the community. Its headquarters are in Cologne, in the same building as the Federal Railways Management, whilst the office of its President, Valentin Vogt, is at 33 Maillinger-Strasse, Munich 2. It is unique in that no other State authority or public body possesses such voluntary training establishments to enable the members of its staff to increase their efficiency and thus at the



same time benefit the body employing them. In this sense, the work of the schools has been most fruitful.

As is mentioned in the preamble to the Agreement, attendance at a staff training school is purely voluntary. The railways management, however, admits in the agreement that it has an interest in the schools. It approves the objects of the training establishments and gives expression to its appreciation of their social value in the wording of the agreement.

The schools are run entirely by the Association. It has regional school offices at each of the district headquarters of the Federal Railways (17 including Western Berlin) and some two hundred branch offices at important railway junctions. The management committee of the Association deals directly with the head office of the Federal Railways, the regional offices with the district headquarters of the railways. Each school is responsible for the financial conduct of its affairs. Schools are run on a non-profit-making basis and the fees charged are intended to cover operating costs only.

The Federal railway authorities have given increasing support to the training schools ever since they were founded, and have instructed all subordinate offices to lend assistance.

The schools provide elementary, pre-examination courses; technical instruction covering the practical side of railway routine work and serving as a groundwork for the technical examinations; special courses in accounts and book-keeping; and classes in shorthand, typing, and foreign languages.

Lately, the schools have introduced special advanced courses by means of which railwaymen can become acquainted with various innovations and changes in railway operations. To those who are keen enough, the schools also offer opportunities to study for examinations which will increase their chances of promotion, and at the same time broaden their horizon and assist them in the achievement of a higher standard of living.

### Correspondence courses

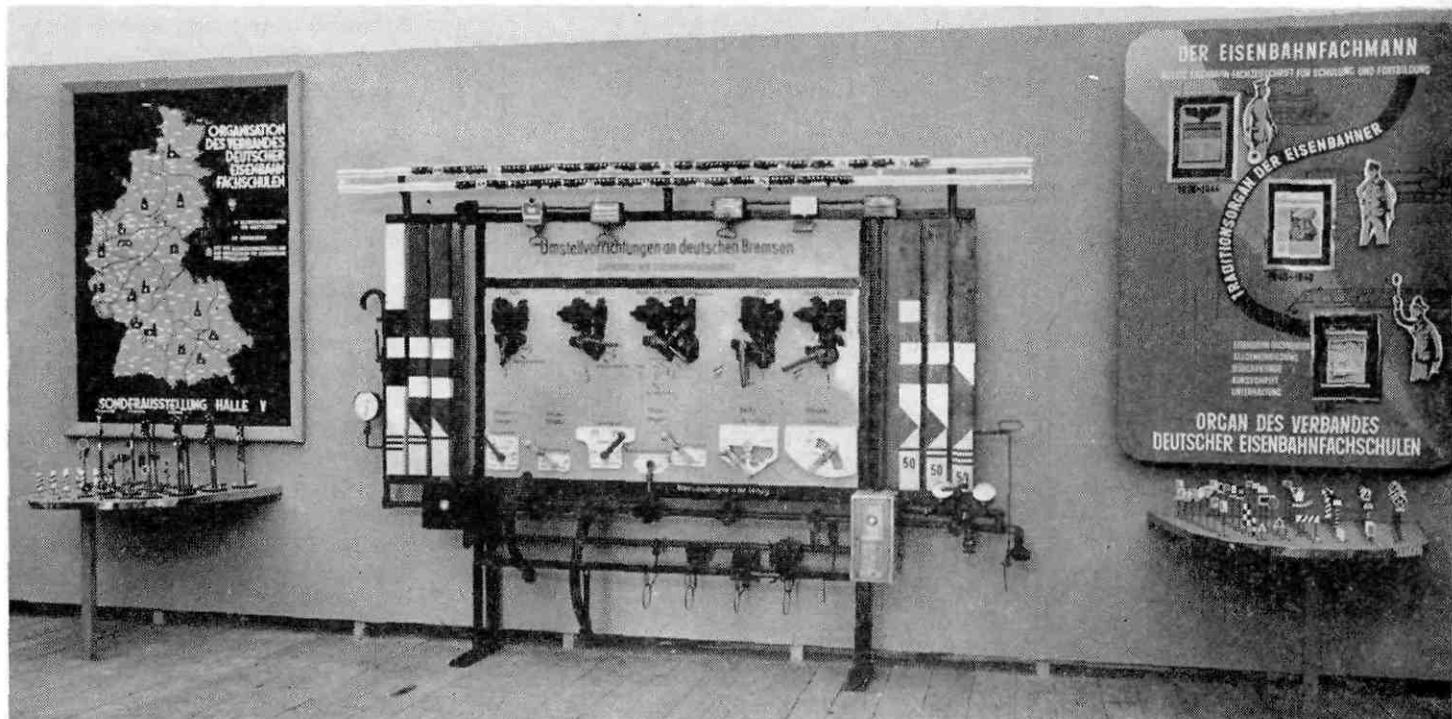
Many railway staff are prevented from attending local classes regularly for a number of reasons. Their duties may require them to be away from home for long periods, they may be unable to travel owing to war injuries, or their work may be at an inconvenient distance from the nearest school. For such railwaymen the schools have introduced correspondence courses. These have been carefully and methodically worked out and are sent to the pupils in the

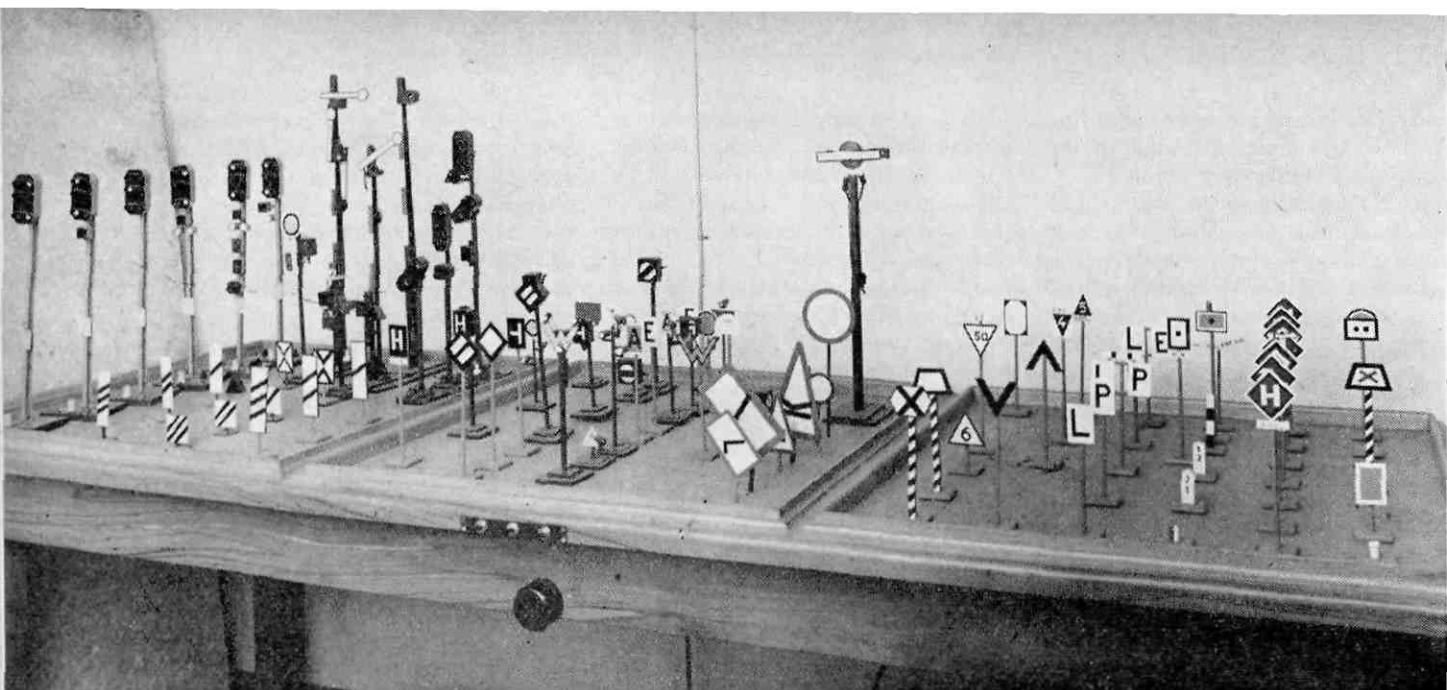
form of 'letters'. The material is easy to understand and copious exercises are provided. The pupil's written work is returned to the teacher and corrected by him and returned with a few words of advice and guidance. The result is that an atmosphere of mutual trust is built up between the two.

That these correspondence courses have proved their value is attested not only by the fact that the Association has received some one thousand letters of appreciation written by pupils, but by the examination results. Those who have taken a correspondence course sit for their final examination at the regional school or take the papers set by the railway administration.

In the case of a correspondence course, the written word must take the place of the living word falling with immediate effect on the ear of the pupil. It calls for steady application at studies in the home and the sense of self-discipline so characteristic of the railwayman is clearly shown by such pupils in the perseverance with which they stick to their task. Any railwayman who has completed such a course has given evidence of possessing qualities which will stand him in good stead in his calling. Furthermore, during the course of his studies, he has been called upon to exercise powers of logical thinking.

*The Association makes full use of the latest instructional methods and appliances in the form of charts and models, etc.*





*Technical instruction in railway work is considerably facilitated at the schools by the use of scale models such as are shown here*

judgement, and observation, and develops the ability to express himself in writing as well as improves his style.

At present, correspondence courses are provided for the elementary examinations (accounts, geography – both railway and general –, composition, and spelling) as well as for traffic and train service personnel. Instruction in this form is also given in civics, shorthand, touch-typing, and Esperanto.

#### **Its own journal**

The Association has been distributing its journal, the 'Eisenbahnfachmann', free of charge to pupils since 1953. This publication is the oldest of the railway trade journals devoted to educational purposes, having been in existence since 1924. In addition to its purely instructional function – indicated by its supplementary title 'Der Eisenbahnfachschüler' – this periodical also discusses topics of importance affecting the Federal Railways with frankness and insight.

Special trips and visits to installations are arranged during the courses as a necessary part of the instruction, especially in the case of those taking technical courses. The Association also makes full use of the latest instructional methods and appliances in the form of charts, models, etc., supplied by the various branches of the service. The syllabuses for the pre-examination and technical courses, drawn up with an eye to the needs of the service, are necessarily somewhat uniform. Nevertheless,

the gifted instructor does not find that they leave him insufficient freedom.

The Federal Railways assist the schools in many ways. Apart from providing class-rooms and offices, including furniture, lighting and heating, without charge, the railway management also lends appliances and other material useful for instructional purposes. Pupils and railway management alike benefit from this arrangement.

#### **Exemption from examinations**

The Federal Railways exempt applicants for positions in all grades, in both the technical and non-technical branches of the service, from the preliminary examinations laid down in service regulations provided they can produce a certificate showing that they have passed the corresponding examination at one of the Association's schools. The certificate must be attested by an examiner appointed by the management of the railways.

In order that the work of the schools shall harmonize with the needs of the service, the Federal Railways exercise supervision over the schools by means of officials responsible for educational matters. Thus, instructors are appointed only in consultation with the railway management, reports have to be sent in, and time-tables and syllabuses are subject to the approval of the management.

Both instructors and pupils are covered against accident by the provi-

sions of the law.

It has been calculated that something like 4.2 per cent of the entire staff of the German Federal Railways annually attend one of the Association's schools. In the last financial year (1953) the number of pupils was in the region of 21,000. Courses given numbered 1,585 of which 555 were technical, 656 pre-examination (elementary), and 374 were in shorthand, typing, and foreign languages.

#### **Becoming increasingly indispensable**

The number of spare-time instructors who offered their services for this work of increasing the efficiency of the German railwaymen and preparing him for service examinations was 1,286. As a result of both instructors and pupils being prepared to sacrifice their leisure hours – the pupils have also to find their school fees – the German Federal Railways benefit from a steady inflow of railway personnel, who, thanks to the efforts of the instructional staff and their own determination to make the fullest use of their capabilities, enrich the service with increased knowledge and efficiency in trade or calling.

In view of the inevitable growth of rationalization methods on the German railways, this source of enrichment to both railway workers and management will assume added importance in the coming years, and the voluntary training schools will become even more indispensable than hitherto.

# INTERNATIONAL TRANSPORT WORKERS' FEDERATION

President: A. DEAKIN    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



EDITIONS OF JOURNAL  
 INTERNATIONAL TRANSPORT  
 WORKERS' JOURNAL  
 INTERNATIONALE TRANSPORT-  
 ARBEITER-ZEITUNG  
 TRANSPORTE

EDITIONS OF PRESS REPORT  
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