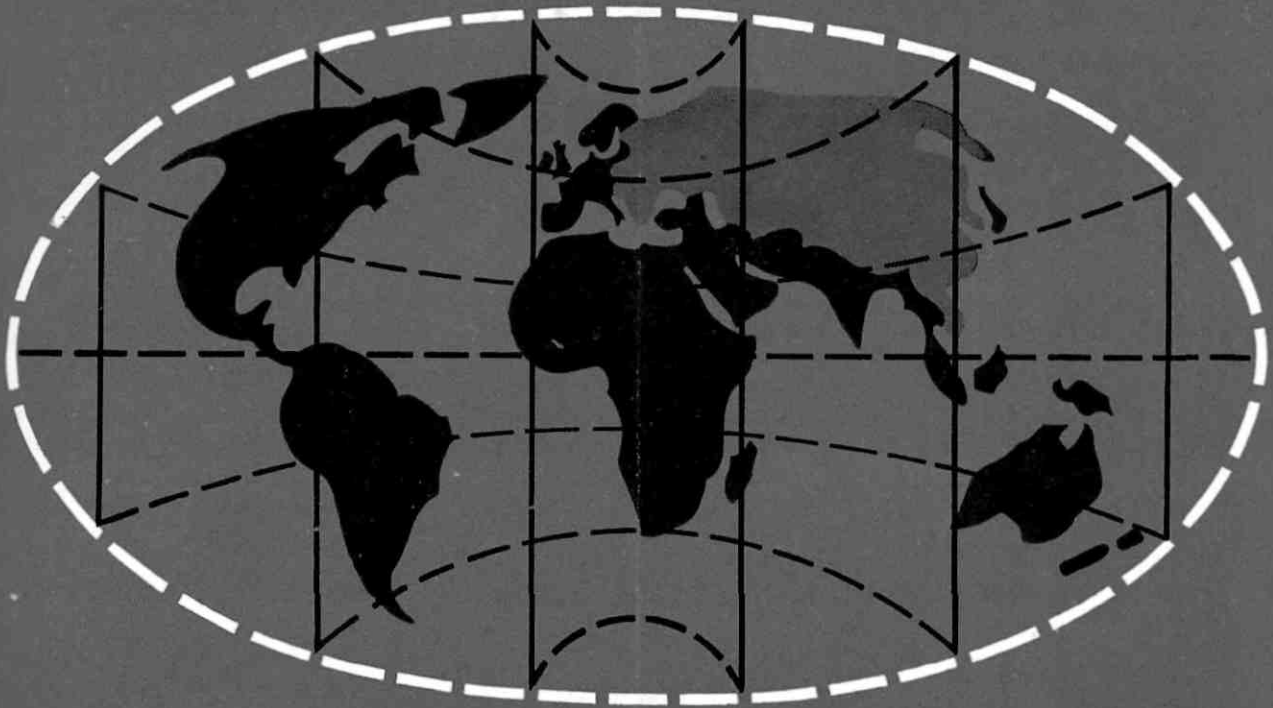


Vol XV No 2 February 1955



ITF

**INTERNATIONAL
TRANSPORT WORKERS' FEDERATION**

**International
Transport Workers'
Journal**

Monthly Publication of the ITF

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

Forthcoming Meetings:

Brenscino	17-19 February	Road Transport Workers' Section Committee
Amsterdam	21-23 February	Regional Dockers' Conference
Paris	21-23 March	Railwaymen's Section Committee
Helsinki	14-15 June	Executive Committee
Helsinki	16-18 June	General Council
Berne	12-16 September	International Railwaymen's Conference

Contents

	page
Education and the Swedish railwaymen <i>by Olle Gunnarsson</i>	17
'Away-with-steam' campaign on Norwegian railways	19
Training ships on land <i>by Hindkjaer Pedersen</i>	20
Film library for British seafarers	22
Phone advice service for New York workers	22
Road trailers on railway flatcars	23
American railwaymen's politics	27
Railway workers in Israel	28
Public transport and the private car	29
Cheap atom-produced electricity for transport?	29
The work of the ILO in the field of inland transport	30
Employment of women on US railroads	33
Shortage of tradesmen on NZ railways	33
Aviation labour law - a unique field <i>by F. Harold Bennett</i>	34
Hans Jahn honoured	35



Education and the Swedish Railwayman

by Olle Gunnarsson, *Educational Secretary, Swedish Railwaymen's Union*



Brother Olle Gunnarsson, full-time Educational Secretary of the ITF-affiliated Swedish Railwaymen's Union and author of the article which follows

AT INTERNATIONAL CONFERENCES, delegates from Scandinavia are sometimes asked why the trade unions in their countries are so strong. If that is, in fact, the case, then the reason must be sought in a number of factors. Our trade union movement has, for instance, been fortunate in escaping the fate of being split by political or religious differences. There can, however, be no doubt that one of the principal explanations is that the trade unions in Scandinavia have realized the importance of an intensive study and educational programme.

There are a number of reasons why we should invest in such activity. On the one hand, we must educate the active members in the local branches in order that they look after the members' interests in the best possible way, whilst on the other it is always essential in a democratic organization that as many members as possible have a certain knowledge of professional, economic and social problems.

Trade union affairs more complicated

When the trade union organizations were first created the principal need was for organizers. Since the rights and conditions of the workers were not so extensive then as is now the case, agreements could be printed on one or two pages. Today, on the other hand, collective agreements and legislative acts deal with our rights and conditions of service down to the smallest detail. Those who are now responsible for carrying on negotiations must therefore have a comprehensive body of knowledge at their disposal. In addition, it must be remembered that today a knowledge of trade union affairs covers also such things as social legislation, labour law, economic theory, and the social sciences. Even the atmosphere of negotiation is quite different today. It is no longer possible to get very far by banging one's fist on the table all the time. The nego-

tiator who knows his subject properly and has the strongest arguments has the best chance of succeeding. Money spent on trade union educational activities is therefore a good investment on behalf of union members.

In a democracy in which the Labour Movement has political power it is especially important that educational work should secure the widest possible interest among the membership. In Sweden, for example, the Labour movement has enjoyed governmental authority since 1932, and full employment characterizes the labour market. In such a situation, the Labour Movement itself can, in a number of important respects, decide the tempo at which desirable reforms shall be introduced. It would

thus be an untenable position in the long run if the majority of people were in every case to remain unconvinced that the policy followed was a correct one. In a democracy, one must employ the technique of factual explanation – which is always the object of criticism – if one wishes to convince; in a dictatorship, on the other hand, one can make do with a strong police force and one-sided propaganda.

The Workers' Educational Associations

The members of the Swedish Railwaymen's Union are able to study through the medium of the Workers' Educational Association (Arbetarnas Bildningsförbund, or ABF as it is more com-



The new Swedish TUC school, opened in 1953, cost more than seven million kronor. It consists of nine separate buildings and can accommodate 200 students. The building shown here is the teaching wing

monly known) and the courses arranged by the Swedish TUC, or they can take part in the educational programmes organized by the union itself or by its local branches.

Workers' Educational Associations have been created on both a national and a local basis by the industrial and political wings of the Labour Movement and the Cooperative Movement. Every year, these associations organize about 18,000 study circles attended by 190,000 students. Since the State pays for up to 50 per cent of the expenses incurred by such students, the instruction given must be both politically and religiously neutral. The idea must, in fact, be to spread knowledge and not to form opinions. The study circles cover industrial, social, economic and cultural subjects, as well as instruction in languages. Every year, about 4,500 of the Railwaymen's Union's 68,000 members take part in courses arranged by the Workers' Educational Associations.

The work of the Swedish TUC

The Swedish TUC owns two schools. The first was built in 1929 and is situated at Brunnsvik in the province of Dalarna. It can accommodate eighty students. The second school began its activities as recently as 1953 and is to be found in Åkers-Runö, thirty kilometres from

Stockholm. It can accommodate 200 students in single rooms. It is extremely modern in design, and tastefully furnished and decorated. More than seven million Swedish kronor were spent on its construction (the total membership of the Swedish TUC is 1.3 million). The aim of the TUC schools is to serve both the trade union movement and society at large, to educate students in the spirit of democracy, to increase their knowledge of subjects which have a bearing on trade union activities, to give them the opportunity of continuing their studies by their own efforts, and to train them to play their part in the trade union movement.

Among the subjects dealt with are the history of the Labour Movement, trade union affairs, economic geography, economics, the work of the joint councils, socialism and the international labour movement, social psychology, cultural questions, etc., etc. During the year 1953, the Swedish TUC organized 2 three-month courses, 5 six-week courses, 8 three-week courses and 10 one-week courses. The total number of participants was about 1,000. In addition, the individual unions also organized some 70 courses lasting one or two weeks. These were attended by 3,000 students.

During the same year, the Railway-

men's Union made grants enabling 25 of its members to take part in the longer TUC educational courses, i.e. those lasting 6 or 13 weeks. Such members receive free instruction together with a grant from the union covering free board and lodging and pocket money of 100 kronor per week, regardless of how long the course in question lasts.

The importance of personal contact

The Railwaymen's Union's own educational activities are organized by a full-time educational secretary. In addition, each local branch (of which there are 300) elects a studies organizer. The larger branches also appoint special representatives in stations and workshops who are responsible for publicizing courses and facilities for obtaining educational grants.

Since personal contact is undoubtedly the best way of getting members interested in educational opportunities it is extremely important to organize study activities at the local level. Studies organizers have the task of encouraging members to take part in the courses run by the TUC and ABF as well as in the educational courses and study circles organized by the union and its branches. We have already given some attention to the facilities afforded by the two first-named and we will now have a look at the courses provided either by the Railwaymen's Union itself, or with its assistance, during the current educational year. Firstly, there will be 2 two-week courses and one or two one-week courses in trade union subjects. These are held partly in our holiday home at Särö, outside Gothenburg, and partly at the TUC school near Stockholm. The 200 participants will receive free board and lodging and 100 kr. per week in pocket money.

Then we are arranging six three-day courses on collective agreements for all the chairman of our local branches, and 11 similar courses for members of joint councils will be held in cooperation with railway management. Some 20 weekend courses are to be organized in conjunction with our district and local branches, whilst the latter are also planning study circles and lectures on subjects which are considered to be

A group of trade union visitors from the Asian Continent stop to look at some of the murals in the new school built by the Swedish TUC just outside Stockholm





Study courses arranged by the Swedish Railwaymen's Union often possess a strongly Scandinavian character. This photograph, taken at Särö, the Union's holiday home, shows students from railwaymen's organizations in Denmark, Norway and Finland

of topical interest to railwaymen.

Education by correspondence

Since railwaymen often find it difficult to attend study circles because of irregular working hours, many of them must take part in educational activities by means of correspondence. The Swedish TUC, the Workers' Educational Association, and the cooperative movement maintain their own correspondence institute, Brevskolan (literally 'Letter School'), whose programme of studies is drawn up with the needs and interests of the Labour Movement consciously borne in mind. Brevskolan signs on about 100,000 pupils every year, of whom a fair number are railwaymen. The Railwaymen's Union also makes

grants to those of its members who are reading certain subjects and, in addition, issues correspondence courses of its own dealing with subjects of special interest to railwaymen.

Forty years ago, none of the facilities dealt with in this article existed. The trade union organizations were weak and as a rule their financial position was weak too. Later, we were to pass through a period characterized by democratic development and stronger organization. Today, the main problem is no longer to attract members into the trade union movement, but to make the organizations as effective as possible. That is the reason why educational work today forms an important part of trade union activities in Sweden.

'Away-with-steam' campaign on the Norwegian railways



THE NORWEGIAN STATE RAILWAYS have adopted an 'away-with-steam' programme under which they intend to spend £20 million on the purchase of electric and diesel locomotives. They hope that this will result in a saving of £2.5 million a year. This scheme comes in addition to the £15 million programme in operation for electrifying 1,153 km of line, which is scheduled for completion in 1967, but as the work has been speeded up lately it may be finished earlier. When the programme is completed, about 2,000 km of lines will remain non-electrified. There will, therefore, still be need for diesels.

Training ships on land

by Hindkjaer Pedersen, Principal, Frederikshavn Seamen's School



A lesson in navigation. Under the watchful eye of an instructor a pupil demonstrates with models what he has learned about international rules of navigation

on a recognized training ship, or has worked for at least twelve months on a sailing ship (or a sailing ship with auxiliary engine) of less than sixty ton gross. By the end of 1953, about 2,000 pupils had attended a course at one of these schools, roughly half of them at the Frederikshavn Seamen's School, the only State seamen's school that is open all the year round. Although the schools have been in existence for only a few years, a fair amount of experience has already been gained.

The school routine is much like that on a training ship at anchor. Each pupil when he arrives is given a number which he keeps for the duration of the course. Odd numbers form the starboard watch, even numbers the port watch. Frederikshavn school can accommodate 108 pupils, and so there are fifty-four men to each watch when the school is full. The smallest group, the mess, consists of eight to ten men who have their meals together at one table. Each mess has a pupil chairman who is responsible for order and manners at his table, while two other members do mess duty in turns; that is, serve the meal, clear the table, and wash up.

Each pupil receives on the first day two sets of bed clothes, towels, a working uniform, and a dress uniform. The pupils are also given copies of the regulations, which are explained to them and which they are enjoined to keep. They have an evening off a week and most Sundays. The school must be silent by ten o'clock, so that everybody can get a good night's rest before starting work in the morning.

When the day's lessons end at five o'clock the watch is set. This consists of four men, two of whom, stationed outside, take it in turns to inspect the school grounds, while the others, stationed in the watch room, inspect the buildings at intervals for fire and lights. The watch is changed every four hours until it is suspended for the commencement

DENMARK HAS ALWAYS RANKED HIGH as a seafaring nation. Sailing was necessary where there were so many islands, and the nation's thousand-year-old seafaring traditions spring from this fact. But perhaps another reason is the thorough training given to her seamen, especially on board sailing ships.

Present-day conditions at sea, however, no longer enable young seamen to get the all-round and thorough training customary in the days of sailing ships. Voyages and stops in port are shorter than they used to be; and old sailors have neither the time nor the facilities to teach newcomers. There was a risk that, as a result, standards of seamanship would decline, especially since seamen have not had the same opportunities as landmen to benefit from the general cultural advance of the Danish people. So in 1947 a Commission was appointed to study and report on the question of a rational organization of the training of seamen. On its recommendation the Ministry of Trade, Industry and Shipping in 1949 established three schools where young men before going to sea could obtain general education as well as elementary practical and theoretical training in seamanship.

The watch is changed

Courses at these schools, which are boarding schools, last three months, and any healthy young man between the ages of fifteen and eighteen is eligible to attend them. The schools are Government-maintained, but every registrable ship of over sixty gross register tons (fishing vessels excepted) makes a certain contribution.

Pupils pay a fee of 125 kroner a month but may apply for Government grants and in certain cases are admitted free; so that no eligible young man need be prevented from attending for financial reasons. There is, in fact, compulsory training for seamen; no man may sign on for the first time as a deck hand on a Danish ship of over sixty gross registered tons unless he has taken a course at an approved seamen's school, has sailed

of lessons at 7 a.m. Shipping names and terms are always used, and quickly accustom the pupils to ships' arrangements. The ship's bells are struck every half-hour, the anchor light is set at sunset and taken in at dawn, and the flag is ceremoniously hoisted and struck.

The school instructors are seamen. Most of them are navigators with so much experience of practical seamanship that they are able to give their pupils a good grounding before they sign on their first ship at the end of their three-months' course.

Lesson time is devoted to theoretical and practical subjects. A few hours a day are spent in cleaning and in washing and mending clothes; under supervision the pupils keep the whole school clean and wash, iron, and mend their own clothes. One hour a day is given up to various kinds of physical training.

Practical subjects are usually taken in the afternoon, theoretical subjects in the morning. The latter include Danish, social affairs, health, elementary engineering, international rules of navigation, and theoretical seamanship, which covers terminology and everything connected with ship arrangements and construction. It is often striking to hear, at the final oral examination, how much pupils with no previous knowledge of ships have learnt.

The instruction in engineering is brought home to them by means of a real ship's engine, which the pupils learn to work. Each school also has a motorboat in which pupils may apply their theory. The international rules of navigation are illustrated by means of small ship models and coloured balls. The health lessons include instruction in artificial respiration.

Learning to make decisions

Most emphasis, however, is laid on the practical subjects, on practical seamanship and boatmanship. Practical seamanship includes such things as splicing ropes and hawsers, mending sails, knotting and hitching, and everything else connected with the general run of ship-board jobs. Pupils learn, for instance, to paint and do various repair jobs, and

to handle many different tools.

The most important subject of all is boatmanship. Pupils are taught to row and scull dinghies and to row and manipulate thirty-foot-long heavy longboats. The latter are designed and built specially for the schools and can be fitted with masts and sails so as to enable pupils to become skilled in managing a small sailing vessel.

Boatmanship is obviously of outstanding significance to safety at sea. If a ship's crew has to take to the boats owing to an accident it can be a serious matter if all who handle the oars have not learnt to row at command or even in unison. If the boatswain in charge has learnt the various commands at a seamen's school or on a training ship it is more likely that exactly the right manoeuvre will be carried out to get the boat clear of the sinking ship and save crew and passengers.

Navigation with the school's training boats is a vital factor in teaching pupils to understand the value of intelligent and successful team-work. They learn to make decisions and to take account of wind and weather. The more intelligent pupils also become fairly skilful at handling a boat.

Good results

A few evenings a week the pupils assemble for lectures, community singing, or film shows. In the time left over they have to prepare for the next day's work

but may also pursue their personal hobbies. Those interested may learn what seamen call fancy work – belt-plaiting, Turkish knotting, etc. Ping-pong and board games are popular, and interest in chess invariably led to the formation of a chess club. By administering their own clubs the young men learn something else which will be of use to them on board ship.

Each course is rounded off with a test which enables various maritime people to see for themselves the skill which pupils have acquired in the short time available. There is general agreement that the results have been good, though a fifty per cent increase in the instruction period would probably be beneficial. It would ease the teaching and would give instructors a better opportunity to form a reliable assessment of each pupil. But of course the costs would be substantially increased.

More than vocational

When the schools were started many mariners considered it impossible to teach seamanship on land. They were of the opinion that the would-be seaman should get his whole training at sea. Of course, nobody believes that boys leaving a seamen's school are fully trained seamen; but they have been given a good grounding. Consequently, many sceptics have changed their minds, and more and more have come to see the importance of the work which these



A class is busy splicing. Pupils must learn how to handle ropes and hawsers and repair and rig in quick time. Practical subjects are taken in the afternoon, theoretical subjects in the morning

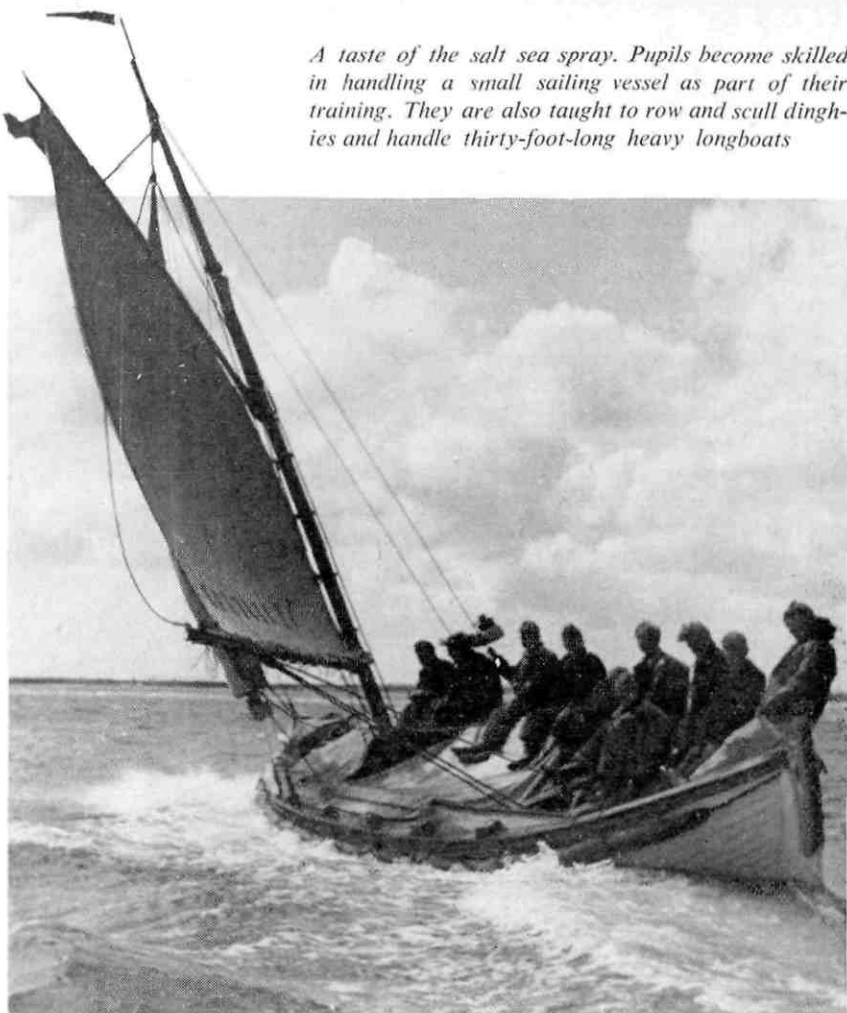
training schools do.

The gathering together of all would-be seamen before their first voyage also provides an opportunity to send them off with something more than vocational training. Many of the young men of the age required for entry to a seamen's school have problems which are best cleared up before they go off on their own. Once embarked on a ship they can no longer seek advice from a parent, and I believe that for many young people the schools form a good transition to the maritime life that is so different in many ways from life ashore.


A certain amount of selection of would-be seamen takes place by the mere fact that the worst elements do not apply because they are unwilling to conform to the necessary school discipline. Also, on rare occasions pupils have been expelled for bad conduct or character.

But what do the pupils themselves think of the instruction? Letters, which, as principal at Frederikshavn, I frequently receive from former pupils express great pleasure and gratitude, and their writers say that they would on no account have missed what they have learnt. The fact that they have had many pleasant memories of excursions, cruises with the training boats, and the social evenings it was possible to find time for, can only please their instructors at the seamen's schools.

A taste of the salt sea spray. Pupils become skilled in handling a small sailing vessel as part of their training. They are also taught to row and scull dinghies and handle thirty-foot-long heavy longboats



Film library for British seafarers


 THE BRITISH SEAFARERS' EDUCATION SERVICE has recently inaugurated a film library for the benefit of merchant navy crews. More than 100 films supplied by shipping companies are now available to ships on free loan. So far, the films consist exclusively of those made by shipping companies for recreational and educational purposes, but it is hoped that further gifts will be forthcoming and that some of those interested in the project will provide funds for the purchase of films mainly for entertainment.

Projectors and ancillary equipment cost about £250, but since these may last for ten years if handled with care the annual capital cost is not prohibitive. The main problem connected with a film service like this is the fact that ships require films for relatively long periods, since this means that hiring them from

a commercial firm can be very expensive. The Seafarers' Education Service believes that the creation of a special film library can overcome this problem.

The service has also recently extended the facilities offered by its book loan scheme. Seafarers may now borrow expensive textbooks needed for their professional studies, which were previously excluded from the scheme. Text-books will be loaned against a deposit of one-third of the published price and the charge made (to be deducted from the deposit) will be 6 per cent of the book's published price for each of the first two months and 2½ per cent for each month thereafter. The balance of the deposit is refunded upon return of the book.

Phone advice service for New York workers

 ANY WORKER IN THE NEW YORK AREA who wants to lodge a direct complaint about his working

conditions may now do so merely by picking up a telephone in the city's Grand Central Terminal. The telephone is connected directly to the regional office of the US Department of Labour.

The service was started recently 'to narrow the gap between the Regional Office of the Department and the working man', according to a Labour Department spokesman. It will assist the Department in carrying out its mandate 'to foster, promote and develop the welfare of the wage-earners in the United States; to improve their working conditions; and to advance their opportunities for profitable employment'.

The field of inquiry is limited to wage-hour enforcement, unemployment benefits, job safety, child labour restrictions, and the employment and re-employment of ex-servicemen. The direct answer service is in operation between 9 a.m. and 5 p.m. At other hours, inquiries are recorded automatically and the reply sent later by mail.

The movement of road trailers or semi-trailers on railway flatcars, variously described as TOFC (trailer on flatcar) or the 'piggyback' method of transport, is a recent development of interest to all who are in any way affected by events in the transport industry. Whether this innovation proves to be something revolutionary or is merely one more example of Man's inventiveness, only time can tell. Its development up to date in various countries, however, indicates that it has probably come to stay.



Road trailers on railway flatcars

'PIGGYBACK' IN ITS ESSENCE is the method of loading a road vehicle onto a flatcar and thus transporting it to a railway terminal near its destination. On the face of it, the economic advantages of this form of transport would not appear to be very marked. The road haulier saves the cost of fuel and wear and tear on his vehicles, it is true, but against this he has to set the railway freight charges. There is also the problem of the driver. If he accompanies his truck, he will have to be paid for so much 'dead' time. If not, there still remains the problem of finding one at the other end. With the road transport industry fragmented into hundreds and thousands of competing firms, co-operation in this field, i.e. the interchangeability of drivers, appears unlikely.

From the railway's point of view, this new method of transportation may appear attractive in that it would win back to the railways much of the freight traffic which they have lost to the road haulage concerns over the last few years. It implies investment in fairly expensive equipment, however, if it is to prove economically worthwhile.

Finally, from the governments' point of view, any method of transport which would lead to very heavy lorries being taken off the road, where they are proving a road-traffic problem in many countries, is likely to be regarded with favour.

One method of 'piggyback' transport which appears to have a future is the one whereby special equipment is constructed. This includes special trailers and flatcars, together with the right kind of tractor. The latter, stationed at conveniently placed central depots, take the trailers to the nearest railway terminal where special loading facilities are available enabling quick handling. On the arrival of the trailer at the rail terminal nearest its ultimate destination, the process is repeated in reverse by similarly locally maintained tractors. It

Road vehicle trailers on a string of flats on the German Federal Railways ready for their journey by rail. The German railways do not envisage any large outlay for special equipment at this stage of their experiment in this form of transport. (Photo German Federal Railways)

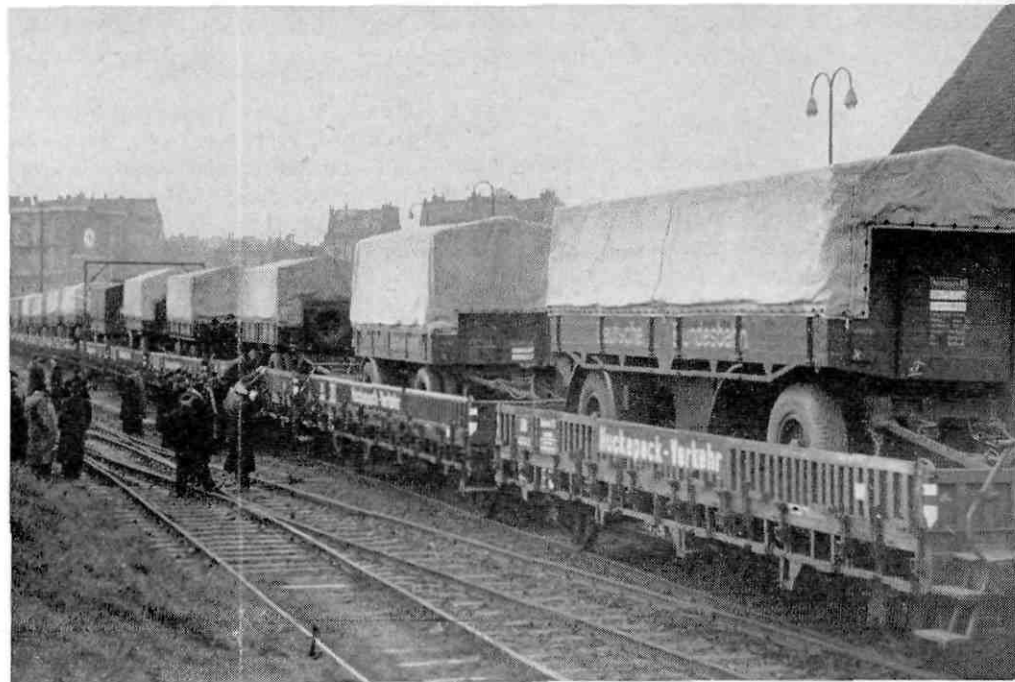
is this particular 'refinement' of trailer-on-flatcar traffic which constitutes the peculiar contribution of the French transport industry.

'Piggyback' - French style

Trailer on flatcar operations began in France some sixteen years ago, but the methods of loading and unloading were found to consume too much time and required too much space. An answer to this has been found in the method now used which, with certain modifications,

has been employed since 1948. By this method, the average time of loading or unloading is less than two minutes per trailer. Such rapid handling has been made possible by the use of special 'flats' equipped with rails onto which run auxiliary flanged wheels on the special trailers. These rails are then slightly raised to take the weight off the pneumatic tyres. This equipment, plus a simple securing device, enables eight securers and eight tractor drivers at one terminal in France to load and secure on eight strings of flats 120 trailers in twenty minutes. Further refinements of this system are expected in the near future. Indicative of the efficiency of this method is the fact that a company has been formed in the United States to introduce the system to North American railroads.

How successful this form of 'piggyback' has proved in France may be gauged from the fact that from 1951 to





The German Federal Railways study the comfort of lorry drivers accompanying their vehicles being hauled by 'piggyback'. Washing and sleeping facilities are provided in a special car on the goods train. (Photo German Federal Railways)

1953 the number of flats available for this form of traffic grew from 432 to 674 and the trailers capable of being transported by them from 807 to 1,247. The increase in the number of flat cars has been matched by an increase in their utilization. In 1953, for example, the average load carried by this type of wagon was four times the average for railway freight cars. The average number of trips performed annually by a trailer also shows an upward trend, from 62 with a load of 5.430 tonnes in 1951 to 56.5 with a load of 5.400 tonnes in 1953.

Containers preferred

The manner in which trailer-on-flatcar traffic has developed in France offers an interesting example of co-ordination between road and rail transport. Impetus was given to the movement following the Second World War with the formation of a voluntary, non-profit-making association of hauliers - the Groupement Technique des Transporteurs Mixtes (GTTM) - to foster and develop this form of transport. Any French haulier may be a member of the

'Piggyback' - French style. A trailer, specially constructed for this form of transport, is being backed onto a flatcar. The coupler and kingpin frame automatically fold back against the trailer as the tractor is detached and pulls away

Association provided he owns a trailer or a tractor. Members work for their own account, soliciting their own traffic and dealing direct with shippers and the railways. The Association handles all loading and unloading of trailers and, through a subsidiary, the maintenance of all trailers at central depots.

Both the French government and the nationalized railways are interested in extending the use made of trailer-on-flatcar facilities - the government because heavy lorries are thus taken off the road without the need arising to legislate against them; the railways because considerable traffic is thus attracted to them which would otherwise move over the highways. The railways therefore offer inducements to road haulage concerns to switch over to this type of transport. Financially, this takes the form of a cash advance to enable the haulier to acquire the necessary equipment. In return, the haulier undertakes contractually to provide a certain minimum amount of traffic half-yearly in such fashion that the freight receipts thus additionally accruing to the railways wipe out the debt within a period of four years. If the amount of traffic provided falls short of this figure, the haulier pays the difference.

Germany experimenting

Although 'piggyback' has proved successful in France, other countries, both in Europe and elsewhere, have

generally preferred to develop an efficient container service rather than haul the unremunerative weight of a road vehicle. In Great Britain, for example, by the use of static and mobile cranes, containers can be handled at most stations, thus offering a container service throughout the country. In Belgium, Germany and the Netherlands, a special transporter has been developed whereby containers can be transferred from road to rail and vice versa in eight to ten minutes. Some Continental railways have also developed small wheeled containers which can easily be loaded by hand.

Nevertheless, the problem of the movement of trailers on flatcars has by no means been ignored by the world's railways. South African Railways and Harbours, for example, began an experiment with their own three-ton trailers in 1950 with the object of offering a door-to-door service in the case of certain goods. Later, five-ton trailers were introduced. On British Railways, some road trailers carrying liquids in bulk are conveyed on flat wagons. These are normally owned by the trader himself, but British Railways will construct trailers to a trader's specification and hire them to him provided he signs a five-year contract. In the Republic of Ireland, Coras Iompair Eireann operate road-rail trailer tanks for the conveyance of milk, whilst in Northern Ireland, tests were carried out in 1950 with specially designed semi-trailers on well wagons to ascertain whether such a form of transport showed an advantage over distances of from 40 to 95 miles. A portable electric motor was used to assist in manoeuvring the trailer onto the flat wagon. Later improvements in



design enabled articulated road trailers with a carrying capacity of up to ten tons to be loaded transversely onto a standard railway wagon by the tractor driver using the power of his vehicle and three pulleys on the railway wagon.

'Piggyback' in North America

The latest country to take up the 'piggyback' form of transport is Germany where operations began experimentally in December last on the Hamburg-Frankfurt and Hamburg-Mülheim (Ruhr) sectors of the German Federal Railways. Here again the government is concerned with the traffic problems created by the large number of heavy lorries - with or without trailers - on the roads and would welcome a development which would lighten the burden on the German highways.

For the present, the experiment is concerned with the transport of entire vehicular units rather than with the development of special trailers as is the case, for example, in France. The German Federal Railways hope to establish over an experimental period to what extent the road transport industry is interested in this form of transport and whether they can operate such a service with profit. There is therefore no intention, at least for the present, of investing in special and costly equipment. Emphasis is also laid on the fact that conditions in Germany cannot be compared with those in other countries. Such large-scale technical preparations as have been made in the United States, for example, are not considered warranted in the German experiment.

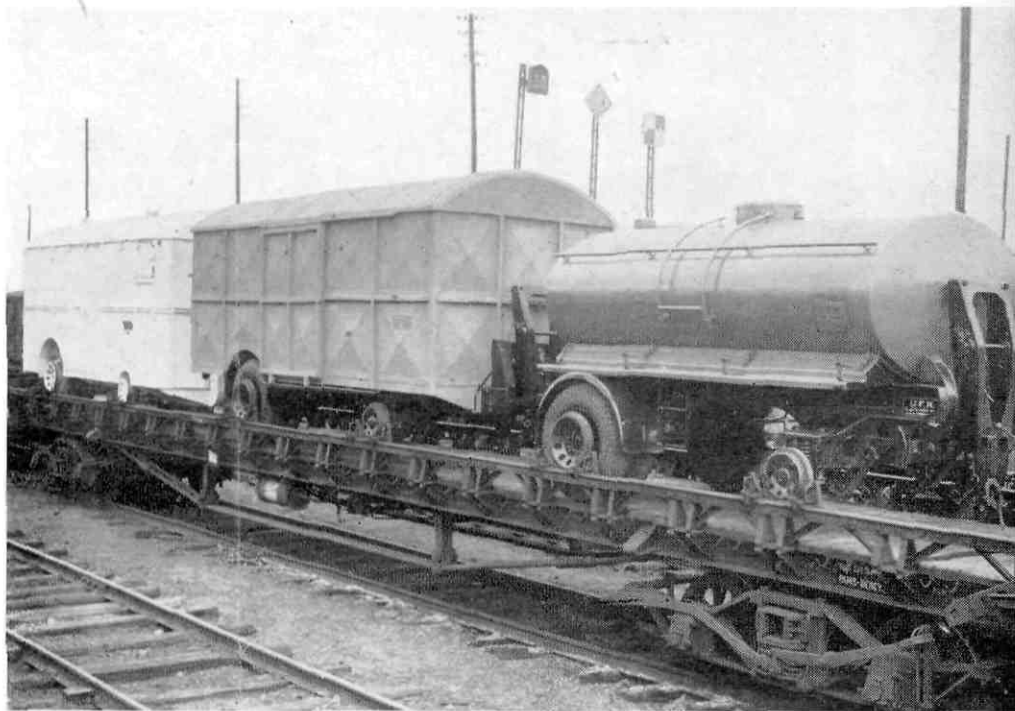
Shape of things to come?

Trailer-on-flatcar operations are no new thing in Canada and the United States. In the USA, experiments in this form of transport began as far back as 1926 and by 1935 some twelve US and two major Canadian railways had tried out the new technique, whilst practically all the major railroads had studied its implications with a greater or lesser degree of intensity. Doubts still persist, however, as to whether it is really profitable under US conditions to transport the trailers of motor common carriers on railway flats. Further doubts as regards the legal position were resolved following an approach to the competent body, the Interstate Commerce Commission. In addition to ruling on a number of tech-

nical points largely dealing with the conditions under which the railroads could do business with the truckers, this body in mid-1954 also laid it down that the transport of trailers on flatcars was in effect railway business. With the railways now declared legally competent to use their own trailers and provide pick-up and delivery without the necessity of obtaining certificates as motor common carriers, a number of railroad companies, who had been marking time, now entered the field or resumed opera-

which are not quoted. In practically every case, the type of business handled is railbilled LCL (less than carload) at normal rail rates and railbilled truck-load freight at truck-competitive rates, whilst the flats in use are of the converted type.

'Piggyback' in the US has been described as still in the adolescent stage and it has still many problems to overcome. One of these is the resolution of the differences between the two schools of thought: the proponents of 'move



In the French method of road transporting vehicle trailers on railway flatcars, the trailers are fitted with auxiliary flanged wheels which ride on rails fitted to the flats. Loading and unloading can be effected in a very short time by this method

tions. At the present time, according to a review undertaken by 'The Railway Age' in December last, there are some twenty-one US and two Canadian railway companies operating trailer-on-flatcar traffic. Of these, thirteen US and one Canadian company began operations in 1954, whilst two US companies were not due to start operating until the beginning of the present year. The US companies between them operate some 1,260 flats and 1,320 trailers. Of the latter, however, only three companies have their own trailers (numbering approximately 530); the remainder belong to subsidiaries or are leased. Some companies only operate with motor common carriers' trailers, the figures for

your own trailers' and the 'carry the truckers' trailers' school. In the main, however, each company can be expected to develop this traffic in the way that suits it best whilst keeping a watchful eye open for the latest developments in the industrial and technical field. Such a development occurred in the late summer of 1953, when, with interest in 'piggyback' operations beginning to flag somewhat, a new technique for handling trailers was demonstrated by a large US motor corporation. At the moment 'the woods are full of inventors with equipment designed to meet the railroads' problems in coordinating rail-highway operations'. Mention has already been made of the fact that a com-

pany has been established in the US to promote the French method of handling trailer-on-flatcar traffic.

In the US, this form of conveyance of road-vehicle trailers is not confined to the railroads. Its possibilities are also being, or are due to be, tried out on the water. For some time past, one American transport concern has been conveying truck trailers 'piggyback' on the Hudson River. The vessels used are two converted LSTs (landing ships, tank).

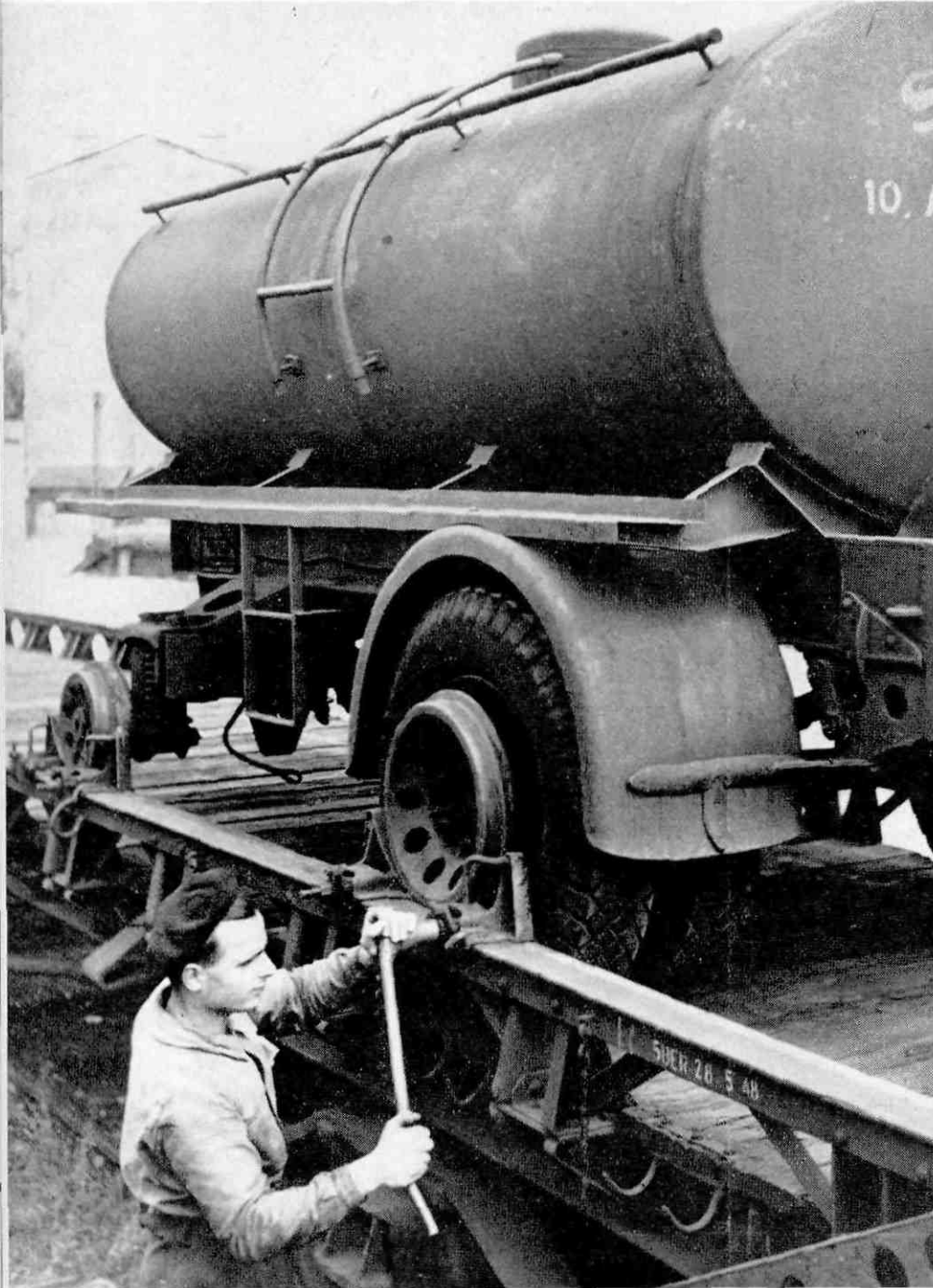
Loaded trailers are driven to the ships and the tractors detached. The trailers are picked up at the end of the voyage by other tractors which take them to their final destination. Describing this transport innovation at a symposium of transportation experts held in Washington last October and conducted by the International Cargo Handling Coordination Association, the president of the haulage company concerned stressed that after more than two years of dif-

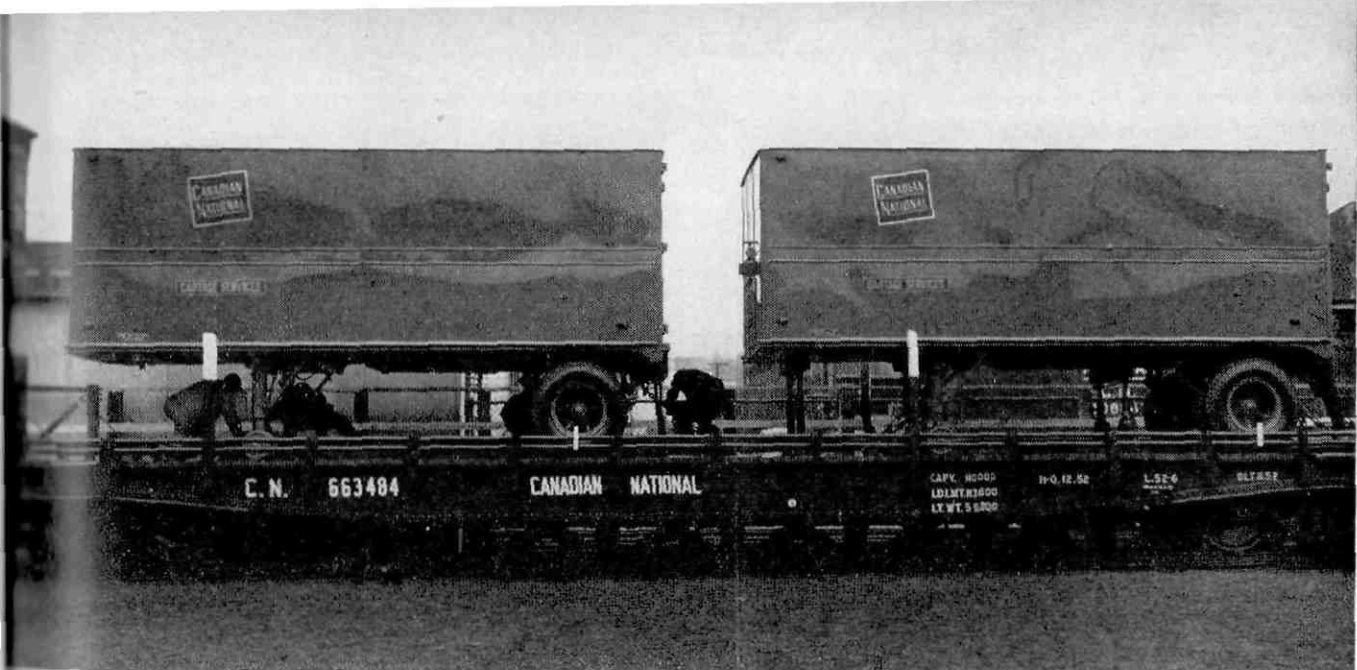
ficulties during which considerable 'sales resistance' was met, his company was now operating profitably with some seventeen lines making use of the service.

This, however, is not the entire picture. Having 'wetted its feet' in the Hudson River, this form of transport is now apparently ready to take the plunge into the deeper waters of the Atlantic. Four ocean-going trailer ships are now under construction in the US to the specifications of a large trucking concern for the carriage of trucks and trailers by sea along the Eastern seaboard. Each will have a carrying capacity of 240 trailers and, it is claimed, can be loaded or unloaded in four hours as against sixty hours normal stowage on a cargo ship. In the development of this latest form of transport the operators see a partial answer to the persistent cargo-handling problem of the water carrier. Trailer-ship operations are also under consideration by a steamship company plying between Alaska and Pacific coastal ports. Other US coastal lines are also interested in the possibilities of trailer ships.

With the extension of the carriage of goods by 'piggyback' to inland waterways and the sea, as has happened in the United States, it is safe to say that all branches of the transport industry are now affected by this comparative newcomer in the transport field. Just how far-reaching this innovation may prove to be, only time can tell. It might be argued, for example, that only such conditions as pertain in the United States are really favourable to its large-scale extension either on the railroads or on the water, and that there is little likelihood of this form of transport being extensively developed elsewhere. Nevertheless, the pressing problem of heavy transport vehicles on the roads, especially in Europe, may well lead the interests concerned to devote greater attention than hitherto to the possibilities of 'piggyback' transport. In that case, developments up to date may well prove a true pointer to 'the shape of things to come'.

Locking the auxiliary wheels on the rails with which the French flatcars used in 'piggyback' operations are equipped. These rails can be raised slightly so that the weight is taken off the tyres. This method of securing ensures safety up to speeds of 85 m.p.h. (Photo Lucien Viguiier)





Semi-trailers being secured on Canadian National Railways flats. Both the CNR and the Canadian Pacific Railway are operating 'piggyback' services between Montreal and Toronto at truck-competitive rates. (Photo by courtesy of Canadian National Railways)

American railwaymen's politics

IT IS NOT THIS JOURNAL'S JOB to explain why there is no powerful Labour Party or Socialist Party in the USA. We can only record the fact that American trade unionists follow another course than the one adopted by their colleagues in most other industrial countries.*)

But that does not mean – as is often mistakenly believed – that they are not interested in politics. Here is proof of the contrary from the pen of G. E. Leighty, President of the Order of Railroad Telegraphers, and Chairman of Railway Labor Executives' Association – i.e. the federation of American railway trade unions. Looking forward to the 1956 elections, he writes in 'The Railroad Telegrapher', organ of the Order of Railroad Telegraphers.

'What will happen to our government in 1956? Will we elect a strong Democratic Congress and a president from the party of Jackson and Jefferson?

*) The course followed by the railway trade unions is clear from the following note in a recent issue of *Brotherhood of Railway Clerks Bulletin*: 'Over seventy per cent of the candidates endorsed by Railway Labor's Political League in the new Congress were victorious in the General Election of November 3. Out of a total of 239 candidates backed by the League . . . 172 won. Seventeen of the 27 candidates endorsed by the League for the senate also were victorious'.

'And if we do, so what? Will that mean that labor will get a fair shake at the legislative halls or in the executive department?

'Not necessarily. The election of Democrats is not now, nor has it ever been, a guarantee of good legislation. First of all, we must realize that our Congressmen generally come from the state legislative halls to Washington. Mostly, they have cut their political teeth at the local level.

'And that is precisely why working people can not expect good legislation. For whether we like it or not, our state legislative bodies are made up of champions of big business. And this is so for the simple reason that the poor man, the working man and his farming friend, can not afford to go to the state legislature.

'Take a look at the salary of your state representatives some day. See if he is making enough money to go to the state capital and live there with his family in the comfort of say a day laborer. Check the annual salary of your legislator and see if it is as high as your annual wage. If it is, congratulate yourself for having an intelligent body of voters.

'If your state is like most, the annual salary is far too low. This means that the only persons financially able to go to the legislature are business men and their representatives. Check and see how many of your legislators are law-

yers. Then check and see what insurance company, what oil firm, what railroad or what other big business he is associated with.

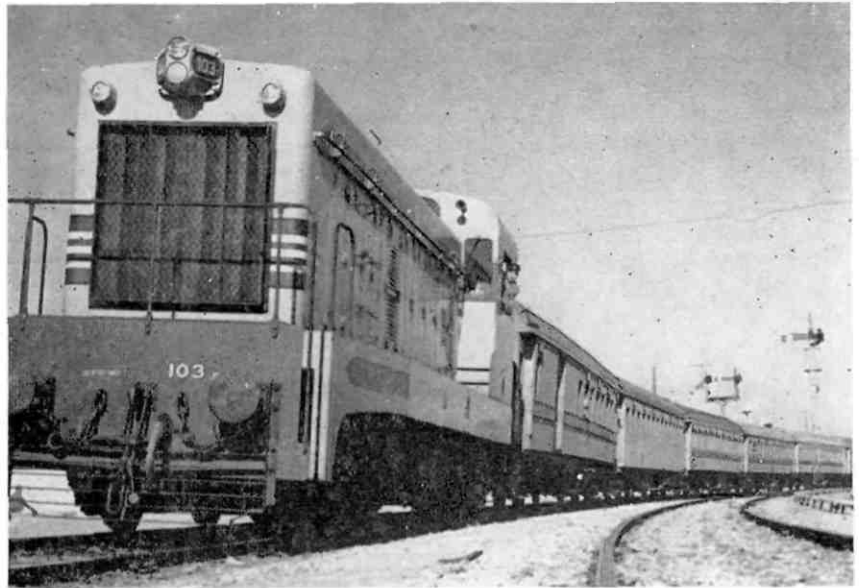
'If you expect the working men and women of this country to get fair legislation; if you expect the end and repeal of so-called "right-to-work" bills; if you expect people who feel as you do, and want the advances you do for the little man, then you must agitate for higher salaries for your state representatives.

'For the most part, they are on the payroll of a firm in some sense or another. They must be. They can't live on the pay they get in the state house and they couldn't leave their "permanent" jobs to sit in a long session at the state house without the consent and sanction of their employers.

'Either labor must work in the same manner; that is, support candidates financially by putting them on a part time job, or we must work for living salaries for our state representatives. The latter is the right way, the least expensive way and the American way. Let's get to work.

'We probably will not get a fair Congress in 1956, whether it be Democratic or Republican. We are still drawing our candidates from the halls of our state legislatures. Until we get fair and just people in these state legislatures, we cannot hope for fair and just people in Washington.'

One of the new diesel locomotives which have been placed in service by the Israeli State Railways on the run between Tel Aviv and Haifa. (Israeli Government Press Division photograph)



Railway workers in Israel

RAILWAYS IN ISRAEL are Government-owned, and employ approximately 1,900 workers in the establishment, in addition to these employed temporarily. The following is the approximate occupational breakdown of the 1,900 workers:

Traffic (including clerical workers)	550
Shops and mechanical (including 140 drivers and firemen)	800
Engineering (including 200 platelayers)	450
Administrative, stores and accounting	100
	1,900

Organization

The railway workers, who had their own separate union before 1948, are now organized within the National Union of Government Employees, and they played an important part in the establishment

of this union.

The conditions of work and wages of the railway workers are determined, together with those of other Government employees, by negotiation and agreements between the union and the Civil Service Commission. The railway

workers' committees handle their own local problems and see to the proper execution of the national agreements covering all Governments employees.

Wages

The wages of the railway workers are in accordance with the scale for all Government employees ranging from I £ 130 per month (including at present I £ 70 cost-of-living allowance) for the lowest grade unskilled worker, to I £ 325 per month (including I £ 100 cost-of-living allowance) for the general manager of railways, that is Grade two in the Government scale.

Seniority and family allowances

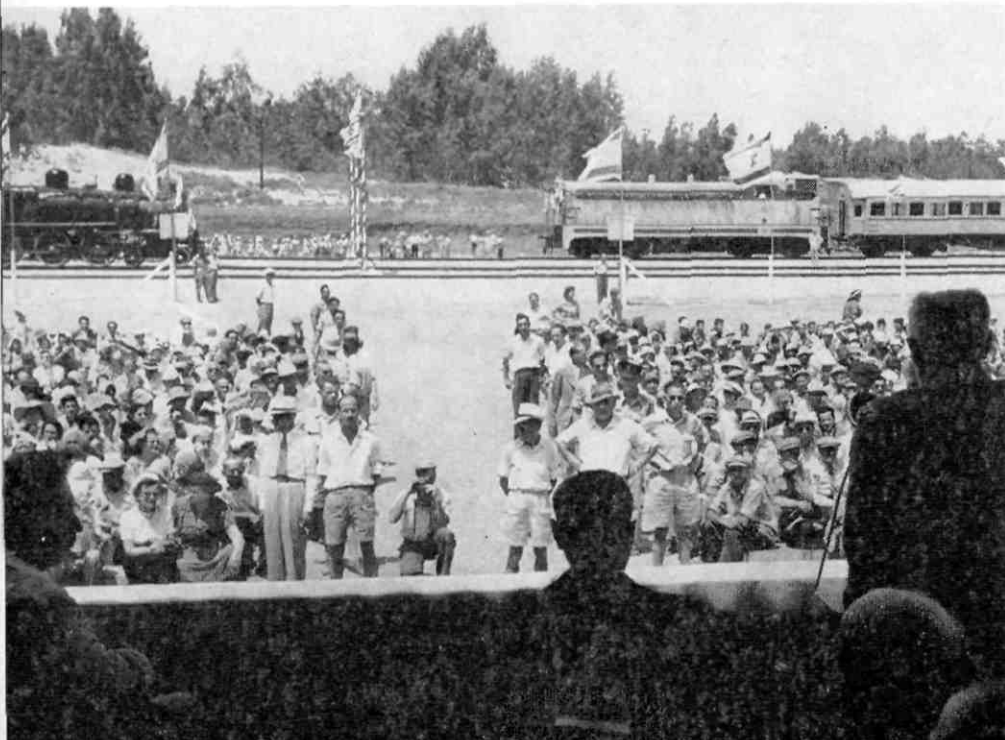
Seniority allowances are paid at the rate of I £ 1,500 per month (I £ 1 equals 1,000 prutot) for every year to a maximum of I £ 15 per month for the lowest grade, and I £ 4-5 per month to a maximum of I £ 44 for the highest grade.

Family allowances are paid at the rate of I £ 6.650 per month for a spouse and I £ 5.6 per month per child, without limit on the number.

Working hours

Skilled and unskilled workers have a forty-seven-hour week, and office workers a forty-two-and-a-half hour week. Overtime, apart from the case of mana-

The inauguration of the new railway link between Hadera and Tel Aviv. The Israeli State Railways now employ about 1,900 persons, not including those working on a temporary basis



gement staff, is paid at the rate of twenty-five per cent extra for the first two hours, and fifty per cent for the third hour. Night work is paid twenty-five per cent extra.

Drivers and trainmen receive special allowances for time spent away from home. Lodging and subsistence allowances are also paid.

Annual holiday and social benefits

Thirteen days paid annual holiday are given for the first five years service; nineteen days for the next three years; twenty-six days per year from the ninth year of service.

In the upper grades annual holidays are nineteen days per year for the first five years, and twenty-six days from the sixth year.

Public holidays totalling eleven days per year, including May Day are also observed.

Sick leave is granted up to three months per year on full pay and three months on half-pay.

The National Insurance Law which became valid on 1 April 1954, secures the female worker seventy-five per cent of wages during three months' maternity leave.

Work clothes for shopmen, drivers, etc., are supplied free of charge.


Dismissal of workers in the event of redundancy or for disciplinary reasons is carried out by prior agreement with the workers' representatives. Compensation on dismissal is paid at the rate of one month's pay for every year's service, on the basis of the wage being paid at the time of dismissal.

Pensions

Railway workers are included in the Pension Law for Government employees, which has been tabled in the Knesset (Parliament). If adopted this year, as is hoped, the Bill will secure the worker in the event of dismissal or old age, after ten years' service, a pension for himself, and a pension for his dependants in the event of his death after at least five years' service.

One unusual feature of the organization in Israel is that managerial staff are included in the same union as the lower grades. Promotion of workers in the lower grades is carried out by negotiations between the workers' committee and the management while promotion in the higher grades is conducted by means of examination.

Public transport and the private car

 WHAT EFFECT on the general transport picture will the private car eventually have? How big a threat does private-car ownership represent to public transport? Enough to have already caused alarm and despondency in the passenger transport industry which has so far been hardest hit - that of the United States. This was the main theme of a paper read recently to the British Institute of Transport by Mr. J. B. Burnell, Operating Manager of London Transport's Central Road Services.

Recent figures, said Mr. Burnell, showed that throughout the United States the number of passengers carried by public transport had fallen by 9 per cent during a single 12-month period. A particular example of the general downward trend, namely that given by the Detroit Street Railways system, revealed a decline of 47 per cent in passenger traffic between 1945 and 1953, while during roughly the same period the car population in the neighbouring area increased by 74 per cent.

High purchase facilities and a ready supply of good second-hand vehicles have combined to stimulate the growth of easy car ownership. As a result, one in two and a half of the population of Los Angeles, for instance, now owns a car; whilst the ratio for Detroit is one in three. Mr. Burnell was informed, for example, that in the latter city eight out of ten of the operating staff on public passenger vehicles owned a car, despite the free travel facilities to which they were entitled, and that the question of adequate parking facilities was a frequent subject of trade union negotiations.


In many cities, the ownership of a car is a matter of social prestige and to ride by public transport constitutes in itself loss of face. Mr. Burnell comments that 'the competitive spirit is strong, and if one's neighbour rides down town by automobile, then it is necessary for father to do the same. It is not very long before mother notices that neighbouring ma does her shopping by automobile, and pressure is put on pa to get a second car. In this, daughter and junior join in. Before long, pa is working, willingly, longer hours so that he can save enough to put down the first payment on another car.'

Mr. Burnell deals also with some of the ways in which United States public

transport enterprises are dealing with the problem of attracting passengers back to their services. Many transit companies, for instance, have arrangements with stores, theatres, and cinemas, whereby the passenger's fare, or part of it, is waived provided a certain sum is spent in the purchase of goods or tickets.

Another line of action which is being enthusiastically followed, says Mr. Burnell, is the scheme whereby huge car parks are made available on the fringe of the city area and joint 'park-ride' tickets are issued. With this scheme a passenger drives his own car from his home in the suburbs to the fringe car park, there he parks his car for the rest of the day and travels the rest of the journey into town by public transport.

Cheap atom-produced electricity for transport?

 AT THE LATEST CONVENTION of the CIO Union of Utility Workers in Boston, USA, it was reported that:

A new automation push button plant will produce two-and-a-third times as much electricity in an hour as an old style one - with about a third as many men.

One of the old plants of the Cleveland Electric Illuminating Company now employs 100 men and makes 290,000 k.w.h. A new plant now in operation employs twenty-eight men and produces 420,000 k.w.h. When a new unit is completed at the automatic plant it will employ thirty-six men and will produce 670,000 k.w.h.

An atomic power plant is being erected at Shippensburg, near Pittsburgh, Pennsylvania, and the Atomic Energy Commission and at least seven industrial study groups are working on the cheapest way to make electricity from fissionable material.

Atom-produced electrical power will be in use in less than ten years.

A pound of uranium costing \$35 has the heat potential of 1,400 tons of coal. Three pounds of uranium costing \$105 would operate a plant in a large city for eight hours whereas 4,200 tons of coal to do the same job costs approximately \$42,000.

Although it is unlikely that the price of electricity will go down by 99.75 per cent when produced from uranium instead of coal, railway, tramway, and trolley-bus and gyrobus undertakings would do well to take an interest in the impact of the atom on the electric power industry.

The work of the ILO in the field of inland transport | 2



Employment of children and young persons

The minimum age for admission to employment in industry, including transport, has been fixed, subject to some exceptions at fourteen years by a Convention of 1919 and then raised to fifteen years in 1937. A Convention adopted in 1919 and revised in 1948 prohibits the employment of young persons under eighteen during the night. This latter text, however, does not apply to transport by inland waterway or by air. On the other hand, the Medical Examination of Young Persons (Industry) Convention, 1946 applies to all forms of transport.

The Inland Transport Committee considered the employment of young persons in 1949. It adopted Resolutions on the Protection of Young Workers in Inland Waterways, the Protection of Children and Young Workers in Family Undertakings on Waterways and Educational Opportunities for Children of Boatmen domiciled on Board.

Health and safety

A considerable number of matters relating to safety and health have at one time or another claimed the attention of the ILO.

At its First Session, the Conference adopted the Anthrax Prevention Recommendation, 1919 (No. 3), which urges that arrangements be made for the disinfection of wool infected with anthrax spores. Later – in 1930 – the Correspondence Committee on Industrial Hygiene drew up draft regulations for protection against infection by anthrax in the hides and skins industries, including the handling of these commodities.

As regards general measures of industrial health, the Protection of Workers' Health Recommendation, 1953 (No. 97) deals with technical methods of preventing, reducing, or eliminating risks to health in places of employment.

As regards the protection of transport



Three representatives of the ITF-affiliated Belgian Transport Workers' Union snapped at the Fifth Session of the ILO Inland Transport Committee. From left to right: Brother R. Dekeyzer; Brother G. Hendrickx and Brother M. de Crom

workers against accidents, three Conventions may be mentioned: the Marking of Weights on Heavy Packages Convention, 1929 (No. 2) and the Protection against Accidents (Dockers) Conventions, 1929 and 1932 (Nos. 28 and 32) together with a certain number of Recommendations supplementing the above on certain points. A Committee of Experts, which met in April-May 1954, considered that the revision of Convention No. 32 was not essential, but requested the ILO to prepare a 'Code of Practice' to assist in implementing the Convention and containing some suggestions on related matters.

The Model Code on Safety Regulations for Industrial Establishments for the Guidance of Governments and Industry, published by the International Labour Office in 1949 after examination by a tripartite technical conference, contains a chapter on health protection and sections on medical services and medical aid, as well as a large number of detailed safety rules, including a chapter on the handling and transportation of materials.

The Inland Transport Committee adopted a resolution at each of its first three sessions on the automatic coupling of railway vehicles. At its Fifth Session,

it had before it a report prepared by the Office on the *Causes of Accidents in the Coupling of Railway Vehicles and Related Operations and Measures for their Prevention*, which contains detailed recommendations on the subject. This report was submitted in January 1954 to the Inland Transport Committee of the Economic Commission for Europe and has been communicated to governments.

Finally, the International Labour Office is contributing to the work of the United Nations on matters such as the conditions in which driving licences should be granted and other matters pertaining to road safety.

The transport and handling of dangerous goods has been studied by several international bodies, in particular those dependent on the Economic Commission for Europe and the Transport and Communications Commission of the United Nations. In accordance with a resolution adopted by the Inland Transport Committee in 1951 representatives of the ILO have on several occasions drawn the attention of these bodies to the need for ensuring the protection of transport workers.

It should be mentioned that one of the Industrial Committees, namely the, Chemical Industries Committee is also dealing with the question of the classification and labelling of dangerous substances. After having considered the matter at its Second and Third Sessions, the Committee will study it further as an agenda item in 1955. Already in 1935 the Correspondence Committee on Industrial Hygiene had recommended the prohibition of the marketing and transporting without appropriate labels of toxic substances intended for industry.

The Third International Conference of Experts on Pneumoconiosis (Sydney, 1950) having drawn the attention of the ILO to the dangers as a result of the dust raised in the handling of grain cargoes, the Inland Transport Committee in 1951 requested governments to study the matter and in 1954 suggested that the authorities keep a close watch on this health risk. The ILO hopes to receive before long the results of investigations in this field which certain governments have carried out in their countries and will publish a summary thereof.

The question of the limitation of loads to be carried by one man – which the transport organizations have frequently raised – came before the Inter-

national Labour Conference and the Governing Body on several occasions. The conference adopted a resolution on the subject in 1938 as did the Conference of American States Members of the ILO in the following year. At the request of the ITF, the Inland Transport Committee in 1951 adopted a resolution (No. 47) urging measures for reducing, whenever possible, the carrying of heavy loads without mechanical appliances and recommending that governments, where necessary, study the possibility of determining the maximum limits of loads which may be carried or lifted by one man without the aid of such appliances.

Welfare and social services

At its Fifth Session (Geneva, 1954), the Inland Transport Committee adopted a resolution, accompanied by detailed conclusions and statements, on welfare facilities for dock workers. These texts stress the usefulness of surveys to be carried out in each country to ascertain which facilities already exist, how they are maintained and run, to what extent they meet the needs of dock workers, which additional facilities are urgently required and which others are desirable. The detailed suggestions relate to waiting rooms, refreshment facilities, the provision of drinking water, facilities for washing and changing clothes, toilet facilities, the organization of first-aid, dispensaries and medical centres, transport facilities and protective clothing and equipment.

Industrial relations

The Freedom of Association and Protection of the Right to Organize Convention, 1948, gives expression to a principle contained in the Constitution of the ILO and confirms the right of employers and workers to establish and join organizations of their own choosing. This right is also recognized in a resolution on industrial relations adopted without opposition by the Inland Transport Committee in 1947. Further, in accordance with the 1948 Convention,

measures shall be taken to ensure that workers and employers may exercise freely their right to organize. A further Convention adopted in 1949 stipulates that workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. Workers' and employers' organizations shall enjoy adequate protection against any act of interference by each other in their establishment, functioning, or administration, for instance, acts designed to place workers' organizations under the control of the employers. Voluntary negotiation with a view to the regulation of the conditions of employment by means of collective agreements shall be encouraged. The same principles were approved by the Inland Transport Committee in 1949, which added that legislation should prohibit all acts by employers designed to refuse to give practical effect to the principle of trade union recognition and collective bargaining.

The Collective Agreements Recommendation, 1951, urges the establishment of appropriate machinery to negotiate collective agreements, or to assist the parties in such negotiation. Collective agreements should bind those on whose behalf the agreement is concluded. The same principles were also embodied in the resolution of the Inland Transport Committee referred to above.

Both the Conference Recommendation and the resolution of the Inland Transport Committee give support, where appropriate, to the practice obtaining in certain countries whereby the provisions of collective agreements covering substantial proportions of employers and workers in a trade or indus-

A General Agreement on international road transport recently signed by ten European governments includes a Standard Set of Rules, which was drawn up with the cooperation of the ILO, regulating working hours, maximum driving hours and minimum rest periods



try are extended to include other employers and workers engaged therein.

The Voluntary Conciliation and Arbitration Recommendation, 1951, recommends that voluntary conciliation machinery should be made available to assist in the prevention and settlement of industrial disputes. If a dispute has been submitted for conciliation or arbitration, parties should refrain from strikes or lock-outs while proceedings are in progress.

The Inland Transport Committee urged in 1947 that, having regard to the vital position which transport occupies in the national economy, employers and workers should undertake to utilize to the full extent all existing facilities for the settlement of disputes before considering recourse to a lock-out or a strike, which should be regarded as extreme and ultimate measures. The State should place at the disposal of the parties machinery for conciliation and for voluntary arbitration. During proceedings, the parties should agree to refrain from strike or lock-out. In the event of a serious dispute in an essential transport service, the Government should be able to cause a public investigation to be made into the origins and terms of the controversy, publishing the results, together with recommendations as to the

just solution of the dispute.

In 1952, the Conference recommended that steps should be taken to promote consultation and cooperation between employers and workers at the level of the undertaking on matters of mutual concern not within the scope of collective bargaining machinery and not normally dealt with by other machinery. The Inland Transport Committee had in 1947 urged that suitable machinery should be established at all appropriate levels for promoting the application of collective agreements in particular establishments and the prompt handling of grievances affecting individuals or small groups of workers. Suitable machinery should also be established for joint consultation on all matters of common interest.

The Inland Transport Committee in 1947 also urged that, in the appointment of members of policy-making bodies of publicly-owned inland transport undertakings, regard should be paid to the opinion of the trade unions as to the need to include persons with knowledge and experience of trade union organization and the needs and interests of the worker.

Social consequences of competition

The Inland Transport Committee in

1951 considered that competition between transport undertakings should not be permitted to seek to take advantage of a lowering of conditions of labour and thus undermine attempts to establish a fair basis for coordination of transport.

It therefore urged that every effort should be made to promote a greater equivalence in the conditions of work and employment of workers engaged in work involving similar degrees of skill and responsibility in the various branches of transport, the best conditions, in so far as circumstances permit, being used as a guide. It also urged that the observance of the normal labour standards should be a condition of the grant or retention of a permit, licence, or concession to undertake the transport of passengers and of goods, where other regulations do not already exist for ensuring the observance of these standards.

The same general principle led to the recommendation that no measures for coordination should be adopted without taking into account their social consequences.

It is clearly impossible within the limited framework of an article to do more than sketch in broad outline the work of the ILO in the field of inland transport. It may, however, be said that the very diversity of the action taken is a reflection of the diversity of the problems which arise in this important sector of the economy of any country and of the world as a whole. Of course, there is undoubtedly still much to be done. Nevertheless, within the particular field in which it is competent to act and within the limits set by its funds and the courses of action open to it, the ILO has tried to help in drawing up and ensuring the gradual implementation of proposals generally acceptable to the three parties concerned: governments, employers, and workers. By so doing, the ILO has made a substantial contribution to the achievement of social justice, without which the world cannot find its way to a peaceful future.

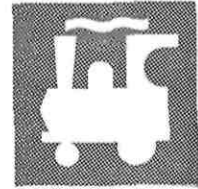
The problems of dockers receive considerable attention within the ILO Inland Transport Committee. The 1951 Session, for instance, adopted a resolution urging measures for reducing, wherever possible, the carrying of heavy loads without mechanical aid





An estimated 100,000 women workers are helping to keep the wheels rolling on America's railway lines. They do about everything but run the big locomotives. Our photographs show; (left) Lillian McDermott, a switchtender with eleven years' experience, giving the crossover signal and (right) women railway workers using teletype equipment to expedite freight shipments

Employment of women on US railroads



IT IS NOW NEARLY A HUNDRED YEARS since the first woman was employed on the US railways. This distinction goes to a woman engaged as a cleaner on the Baltimore-Ohio line. Today, something like 100,000 women are helping to keep the wheels rolling on America's railroads. They do about everything but run the locomotives. They work as ticket sellers, reservation clerks, telegraphers, time-keepers, signalmen and equipment maintainers. Many of them are employed in the central offices as secretaries, librarians and accountants.

During the war years they showed their ability to step into new fields of industrial activity and do the job well. As a result, railroad companies do not hesitate to appoint women applicants to important executive positions. Today, women act as chief clerks and heads of bureaux having supervision over many employees. There are women traffic representatives and women city ticket agents.

In recent years, the development of the modern luxury streamliner has opened a new field of employment for women as hostesses and stewardesses. This is a comparatively new and glamorous role for women railroad workers. Most of them are graduate nurses and their duties range from caring for children and the aged and infirm to acting as 'complaint departments'.

Another comparatively new activity for the railroad woman is that of public relations officer and magazine editor. A number of the nation's leading rail-

road employee publications are edited by women. Women are also becoming prominent as supervisors of dining car services and as designers of passenger-car décor and furnishings.

In the executive field, too, women are proving their ability to fill top administrative posts. One railroad has a woman general attorney who came in during the war. A number of short-line roads have women as presidents.

An eastern railroad has a woman auditor. And the posts of purchasing agent, superintendent of dining car services, engineer of service, travel bureau manager - all these are now, or have been filled by women.

Shortage of tradesmen on New Zealand Railways



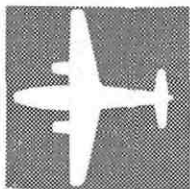
THE NEW ZEALAND RAILWAYS DEPARTMENT is reported to be facing serious staff shortages at its technical workshops. In all, there are vacancies for 568 men in the nine workshops,

the most serious shortage being for fitters. Difficulty is thus experienced in keeping the locomotives and rolling stock in repair.

The most seriously affected workshop is that at Hutt Valley where there are vacancies for 422 men. The Otahuhu shops are short of 118 men and the Hillside shops in the South Island of fifty-eight men. All the principal workshops now employ considerably fewer men than in 1939. In that year, the Hutt workshops employed 2,160 men, but the number today is only 975. It has been pointed out officially that this drop in figures can be discounted to some extent because the shops are not called upon to do the same amount of work now as then.

However, a serious shortage exists, and the situation shows little sign of improvement in the near future.

Differences between wage rates paid by the Department and private employers are recognized as the principal cause of staff shortages, not only by senior railway officials but by the rank and file of the railways trade unions. The Amalgamated Society of Railway Servants, for instance, has protested against Government delay in carrying out recommendations of the Royal Commission set up to inquire into the railways.



The following article deals with some of the more important ways in which the ITF-affiliated American Air Line Pilots' Association assists its members through the ALPA Legal Department, which is headed by the author, Brother F. Harold Bennett. At the present time, the ALPA Legal Department employs three full-time staff attorneys, all of whom have specialized knowledge of aviation labour law. In addition, the Association maintains a standby working relationship with selected attorneys in the Association's various regions.

Aviation Labour Law - a unique field

by F. Harold Bennett, Air Line Pilots Association

SURE,' THE PILOT SAID, 'I know we have a legal department. But only a 'small part of the membership find use for it. Take me, I've never filed a grievance; maybe I never will. Of course, if I ever do, it'll come in handy.'

It is a reasonable assumption that this conversation typifies a fairly general attitude: When pilots hear ALPA Legal Dept., most of them automatically think of grievances and catalogue the department as sort of an emergency cushion marked 'For use in case of trouble only.'

It is not hard to understand why. Grievances have a personalized and very direct bearing on specific individuals while most of the other work of this department of the Association is, exceptional circumstances aside, more remotely indirect and done with comparatively little fanfare. Yet, its numerous activities are vital to every air line pilot, importantly reaching into a multitude of aspects of his job and his working conditions.

The very nature of the activities of the Air Line Pilot Association constantly require legal opinions and determinations. Additionally, the legal problems encountered are unique to a field of law which is unfamiliar and little understood by the general practitioner. These facts became apparent early in the Association's experience, and, as the increased membership permitted, the Association has enlarged its Legal Department to meet growing and expanding requirements.

The work of the Legal Department can be classified generally: General Counsel with officers and staff on all ALPA affairs; grievances and contract matters; Civil Aeronautics Board cases; Civil Air Regulation violation cases; and miscellaneous.

Grievances and contract matters

For employees to have substantial rights under an employment agreement, which can be enforced, is still a relative innovation. In consequence, the employer is reluctant to part with any prerogative which might be obscure in the Employment Agreement, and he often finds it difficult to confine himself to the requirements of an agreement, notwithstanding its clear meaning and intent. It is one thing to negotiate and consum-

mate an employment agreement giving the employee stipulated wages and working conditions; it is quite another thing to get a company to live by the letter and spirit of that agreement.

It is the purpose and function of the grievance machinery of pilots' Employment Agreements to require company compliance with its terms, and it is also the obligation of the employees, individually and collectively, to use the grievance processes to enforce their rights under the Agreement. It is not an uncommon circumstance that an employee will suffer continuous violation of his contractual rights rather than file a grievance. This situation stems from the erroneous notion that grievances engender a strained employer-employee relationship. Nothing could be further from the truth. A grievance which has substance and is justified will be won. As a natural result, the company will show a greater respect for the contractual rights of the employees; and for the employees, too. It is everywhere conceded that sound grievances are a healthy employee prerogative that result in a virile labor relationship.

The grievance sections of all Air Line Pilots' Association contracts may vary in form, but are almost identical in substance. They are not simple, but neither

are they so complex that they cannot be understood and applied with a minimum of application. To aid the pilot in processing his grievance, the ALPA Legal Department has published a booklet entitled 'A Guide for Processing Grievances'.

The Department's record

The necessity for an efficient, well-grounded Legal Department at the service of the membership is best illustrated by a recitation of work accomplished. In the past two years, the ALPA Legal Department has handled 212 grievance cases, including those processed through the various System Boards with arbiters sitting as fifth and neutral members. The total monetary value of the cases won is not less than \$98,619.58. Many of these cases are discharge grievances where the pilot has been restored to his position and employment.

We estimate the total monetary value of the cases won in terms of 'not less' than \$98,619.58 because it is not possible to state the actual cash value of a restored pilot's position. In three actual discharge cases the pilots involved received pay for time lost in amounts of \$5,800, \$6,500, and \$2,900 respectively; each is now back at work receiving compensation in excess of \$1,000 per month, with an expectancy of equal or better earnings for years to come. Who can say what such a 'win' is worth?

Due primarily to the give-and-take manner in which Employment Agreements are consummated by collective bargaining, it is not uncommon that a clause in such an agreement may be susceptible to two or more interpretations. In such instances, the Employment Agreement Department, in conjunction with the Legal Department, attempts to clarify the particular clause and supply logical argument for the pilot group.

Pilots thus fortified in their discussion with the company are often able to reach favorable understandings regarding the disputed sections without resort to a grievance. A natural result of such action is the saving of funds, time, and a more harmonious employer and employee relationship.

Civil Aeronautics Board cases

For the purpose of protecting, encouraging, and regulating activity in the air transport industry, the Congress enacted legislation in the form of the Civil Aeronautics Act. To implement the broad policies of this legislation, a provision was included therein for a tribunal is known as the Civil Aeronautics Board. Among its functions and powers, the Board grants Certifications of Convenience and Necessity to air carriers, route extensions, and in all other respects, regulates the air line industry.

ALPA is, of course, vitally interested in many of these matters. In the past few years, it has been the policy of the Association to file formal Petitions of Intervention in all Civil Aeronautics Board cases where issues are involved that might in any way effect the interest of ALPA's membership. This has been a duty which falls naturally to the Legal Department.

During the past two years, the Association has been a party in an unusually large number of these CAB cases, and has formally participated in the proceedings, in one degree or another, depending upon how greatly the pilots involved might be affected.

Protection in mergers

From the Association's participation in these Civil Aeronautics Board cases have come the Employee Protective Conditions, which the Board now imposes regularly in all merger cases. These Employee Protective Conditions in merger cases extend to all employees of both companies. The pilots can be justly proud that their Association was largely responsible for these very considerable labor gains in the air line industry. Examination of these Employee Protective Conditions in merger cases reveals that they are substantial. To mention only a few:

For a period of three years the employees retained in the service of a merged company may not be placed in a worse position with respect to compensation than he occupied immediately

prior to the merger, and when the claim arises, the protection is afforded for a period of four years thereafter. Thus, it may be said that the protective period really covers seven years.

During a like period, in the event the employee is required to change his place of residence because of the merger, he is assured living expense; against any loss occasioned in the sale of his home, fair value for the equity in his home purchased under a contract; and cost

in securing the cancellation of his lease.

The employee may, for a like period, be assured sixty per cent of his previous average monthly compensation if he should be furloughed, or he may forego such an allowance and take instead a dismissal allowance in a lump sum, ranging from six to sixty months' pay, depending upon his length of service.

The better way

While it is true that Employee Protec-

Hans Jahn honoured



ON 21 DECEMBER LAST, in recognition of the services he has performed for the German trade union movement, Hans Jahn, Vice-President of the ITF, President of the German Railwaymen's Union, first Vice-President of the Administrative Council of the German Federal Railways and member of the German Federal Parliament, was invested with the Grand Order of Merit with Star of the German Federal Republic by Dr. Seebohm, Minister of Transport. Our photograph shows Hans Jahn, with Dr. Seebohm and Frau Jahn on his right, during the ceremony. Hans Jahn is the second German trade union leader to receive such a high distinction, the other being August Schmidt, President of the Mine Workers' Union. Acknowledging the honour bestowed upon him, Hans Jahn said it was one in which all German railwaymen should rightly share. (Photograph by courtesy German Federal Railways)

tive Conditions in merger cases might very well have been the subject of Collective Bargaining, anyone who is familiar with this process will understand that to secure the benefits encompassed in the Civil Aeronautics Board's Protective Conditions over the bargaining table would have required years and years of effort. Moreover it would undoubtedly have required the employees' bargaining away other substantial gains in the process.

In any specific Civil Aeronautics Board merger case, when the Board approves the merger, the Legal Department immediately commences to monitor the integration of the two pilot Seniority Lists under the process developed by the Association. The actual integration is accomplished by the two pilot groups involved. However, the Legal Department works in closest cooperation, furnishing all possible help and information, and seeks to keep the two groups within the time schedule of 120 days allotted to complete an integrated list. Certainly, pilot cooperation is most largely responsible, but it is interesting to note, though, that since the adoption by the Association of a policy and process for the integration of Seniority Lists in merger cases, which calls for the integration to be accomplished within 120 days from the date the Civil Aeronautics Board approves the merger, with the help of the Legal Department, the task has always been accomplished within the prescribed time.

When necessity dictates, the Legal Department attends Civil Aeronautics Board Safety Investigation Hearings and gives legal representation to the pilot or pilots involved.

Civil Air Regulation cases

In regulating the Air Line Industry, the Civil Aeronautics Board promulgates rules to govern the conduct of the air lines and the pilots who man the equipment. These rules, the Civil Air Regulations, are, as pilots are aware, policed by the Civil Aeronautics Administration. If a pilot is presumed to have violated a Regulation, he receives notice from this 'police department', usually in the form of a letter requesting his comment upon the happening.

If the Administrator deems the violation to be of sufficient import, he may take action against the pilot in one of two forms: (1) He may request the payment of a fine. (2) He may suggest the

suspension or revocation of the pilot's certificate. In the first instance, if the pilot refuses to pay the requested fine, the Administrator brings a suit against him in the Federal District Court, in the district in which the pilot resides. If suspension or revocation is the penalty sought, the Administrator brings a proceeding before the Civil Aeronautics Board. In either instance, the Legal Department is ever ready to give representation to the beleaguered pilot.

Contrary to the thinking of many members, it is not the function of the Legal Department to prejudge the happening and advise the pilot whether he should settle the violation or not. This is an obligation which each pilot must himself accept, and for good reason. No one can guarantee the outcome of a law suit, and if unhappily, a pilot was found guilty after the Department had advised him against settlement, he would certainly be justified in his belief that he had received poor representation. The truth is that the pilot involved knows better than anyone else the facts involved, and it is nothing less than just and proper that he should be the one to determine whether he will accept a penalty or defend his actions.

However, it is an assigned function of the attorneys of ALPA to provide the pilot with a frank, honest appraisal in an alleged violation case if such is requested, but it is emphasized that the final responsibility of determining the course to pursue is always upon the pilot involved. If the pilot decides to defend, the Legal Department is constantly available to render whatever assistance the situation requires.

Miscellaneous matters

The duties of the Legal Staff, which may be classified under the heading of miscellaneous matters, consumes a considerable part of their time. The Department receives and answers no less than 4,000 letters annually, covering such a wide variety of legal questions that it would be folly to enumerate them. Many employee complaints which come to the Department are disposed by correspondence and without the necessity of a grievance. In these matters, an incident file is opened in the Department and the matter followed up at regular intervals until a satisfactory solution is accomplished.

The Department maintains a current roster of members of the System Boards

of each air line represented, and, in accordance with the Constitution and By-Laws, reminds the President of the Association of the necessity for the required annual change in the pilot membership. Similar rosters are kept for all affiliates.

The System Boards of each air line represented by the Association meet semi-annually to dispose of cases on their respective agenda; one of the legal staff is in attendance at each of these meetings and presents the pilots' cases to the Board. In those cases which are deadlocked the department attends the appointment of the required 'neutral' and again presents the case to the Board, with the neutral in attendance.

As soon as an application for the merger of two air lines is filed with the Civil Aeronautics Board, the Department at once seeks the election, on both carriers, of Seniority Representatives as required by ALPA policy and maintains a current roster of all such duly elected Representatives.

One of the more important functions of the Department which is classified among the miscellaneous duties is the defense of legal actions brought against the Association itself. In the past several years, there have been numerous such damage suits asking damages from the Association in the hundreds of thousands of dollars. When such suits are begun in Illinois (the State in which the ALPA headquarters is situated), the Department defends, when the suits are brought in other states, it is necessary to employ local counsel, but in such instance the Department confers with the local counsel, develops and directs the defense, and otherwise monitors the proceedings to a conclusion.

A favourable ratio

Grievances, whether they entail working conditions, the recovery of money, or the recovery of a job, and cases brought before the Civil Aeronautics Board for the suspension or revocation of a pilot's certificate for the purported violation of Civil Air Regulations, are, in all respects, 'lawsuits'. If carried to their ultimate conclusion, they are heard and determined by 'neutrals'. No one can guarantee the outcome of a lawsuit and it is a foregone conclusion that the Legal Staff will not always be successful in these lawsuits on behalf of their pilot client. However, the ratio of 'wins' to 'losses' has been extremely favourable.

International Transport Workers' Federation

President : A. DEAKIN

General Secretary : O. BECU

Asst. General Secretary : P. TOFAHRN

7 industrial sections catering for

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

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 160 affiliated organizations in 54 countries
- Total membership: 6,000,000

The aims of the ITF are

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

Affiliated unions in

Argentina (Illegal) ● Australia ● Austria
Belgium ● British Guiana ● Canada
Chile ● Columbia ● Cuba ● Denmark
Ecuador ● Egypt ● Estonia (Exile) ● Finland
France ● Germany ● Great Britain
Greece ● Grenada ● Hong Kong ● Iceland
India ● Israel ● Italy ● Jamaica
Japan ● Kenya ● Lebanon ● Luxembourg
Mexico ● The Netherlands
New Zealand ● Nigeria ● Norway
Nyasaland ● Pakistan ● Poland (Exile)
Republic of Ireland ● Rhodesia
Saar ● St. Lucia ● South Africa
Spain (Illegal Underground Movement)
Surinam ● 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
PRESS REPORT Two separate
editions in English issued in
London and Bombay
PRESSEBERICHT
PRESSMEDDELANDEN
COMMUNICATIONS DE PRESSE
COMUNICADO DE PRENSA

