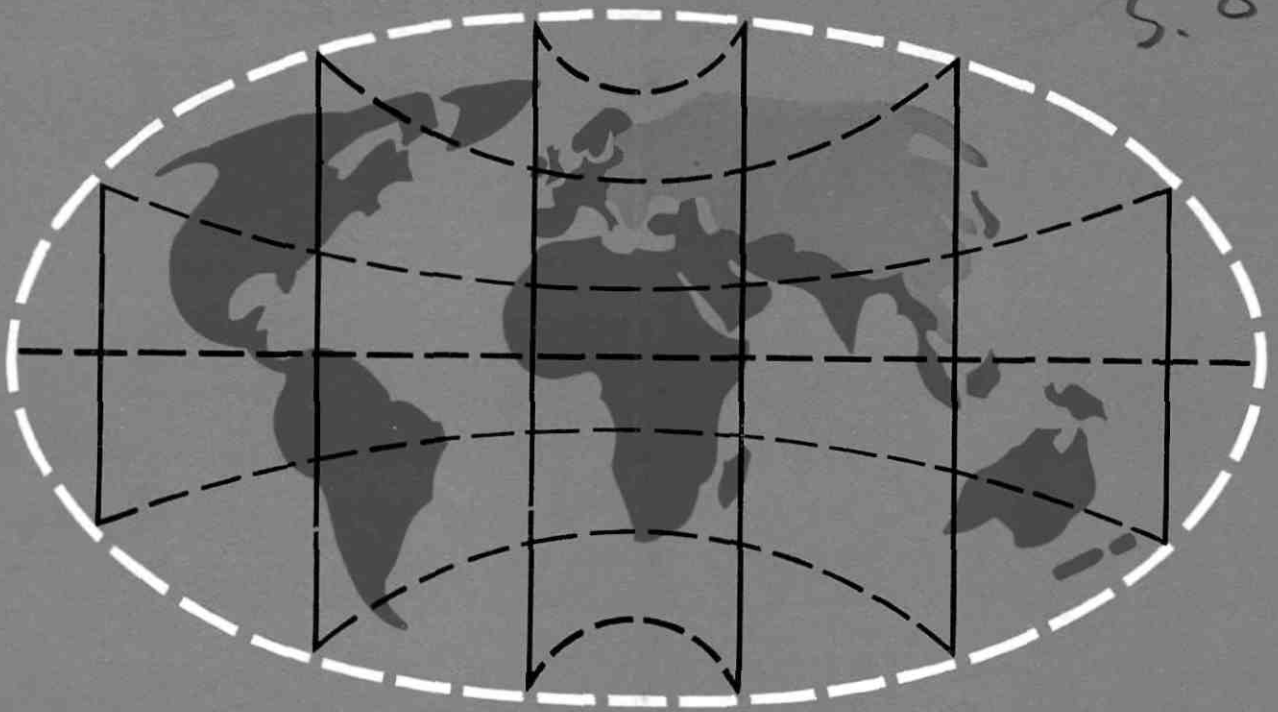


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# **ITF**

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TRANSPORT WORKERS' FEDERATION**

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Head Office: Maritime House, Old Town, Clapham Common,  
London SW 4

Telephone: Macaulay 5501-2

Telegraphic Address: INTRANSFE

Branch Offices: USA - 20 West 40th Street, 6th Floor,  
New York 18, NY

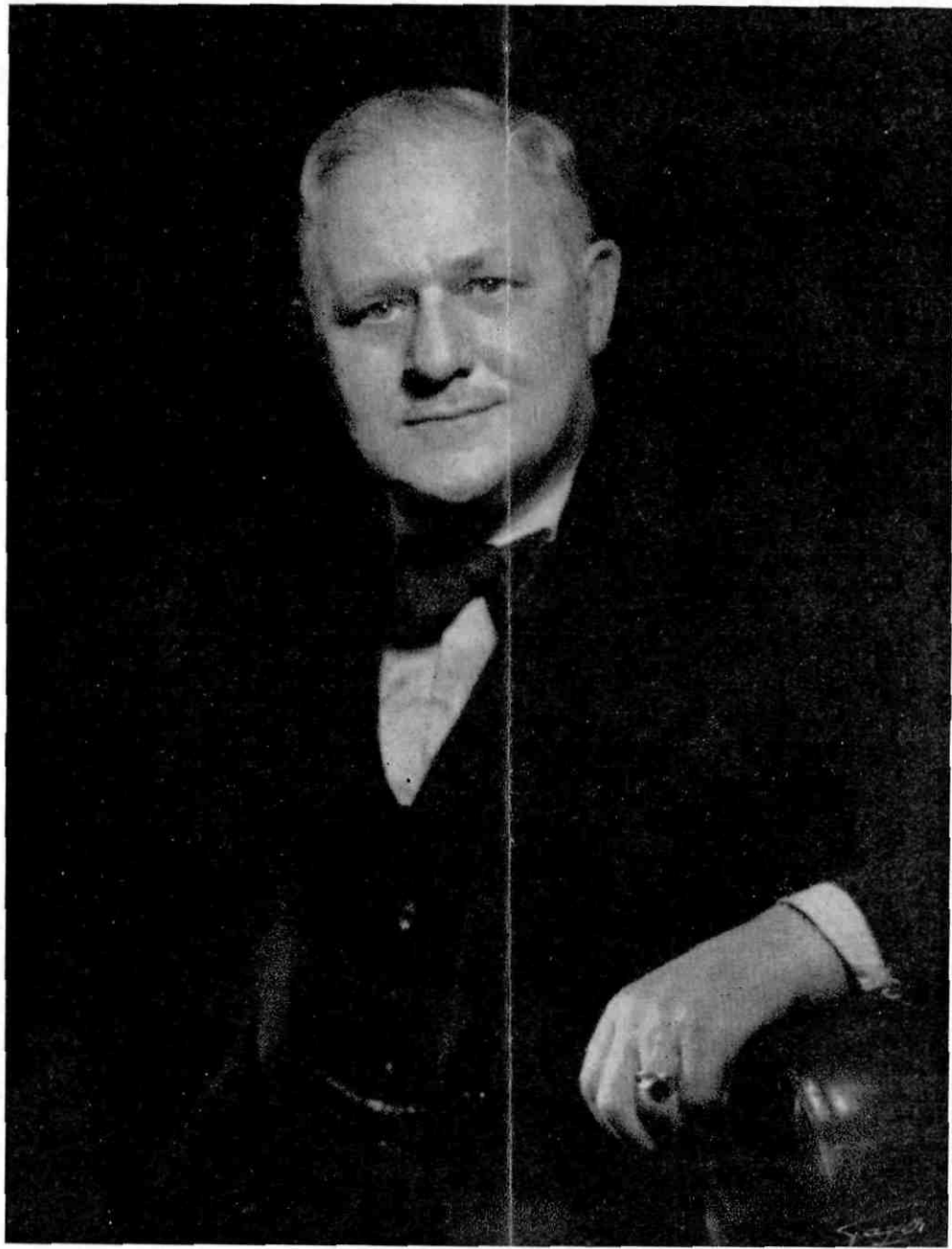
INDIA - 4 Goa Street, Ballard Estate, Fort,  
Bombay 1

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- Helsinki      13-14 June  
                  Executive Committee
- Helsinki      15-17 June  
                  General Council
- Berne          12-13 September  
                  Conference on European transport problems
- Berne          14-17 September  
                  International Railwaymen's Conference

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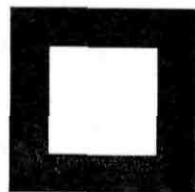


ARTHUR DEAKIN †

PRESIDENT OF THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION

# Arthur Deakin †

President of the International Transport Workers' Federation, 1954-1955



BY THE DEATH OF ARTHUR DEAKIN, on Sunday, May 1, the trade union world has lost a leader of very exceptional stature. The honours which were bestowed upon him, the tributes paid him by supporters and opponents alike, above all the confidence which he inspired in the people he led, all these bore witness to his greatness. His passing leaves us with a deep sense of loss, the world is a poorer place without him.

Arthur Deakin will be remembered for many things: his indomitable courage, his tenacity of purpose, his devotion to the cause which he served so ably throughout his adult life. His manner in debate and discussion was assertive, even aggressive, as only that of a deeply convinced man can be; with it, however, he possessed a charm and geniality of personality which endeared him to those who knew him: many stories are told of quiet acts of kindness and thoughtfulness, especially towards those in distress of some kind or other.

The facts of his career show a man who rose from simple beginnings to great things. Born in Sutton Coldfield on November 11, 1890, he spent the first ten years of his life in this Warwickshire village, the next nine in Merthyr Tydfil in South Wales. He started work at thirteen years of age, earning four shillings a week. Having lost his father at an early age, by the time he was sixteen he was supporting himself and working up to eighty hours a week for a wage of no more than £1.

In those days the Labour Movement was developing rapidly in South Wales. It soon attracted Deakin and at seventeen he was already a staunch Socialist and trade unionist. At the age of nineteen he moved to Flintshire in North Wales and there his trade union career really began. He joined the Dock, Wharf, Riverside and General Workers' Union in 1911, becoming a full-time official in 1919. When the Transport and General Workers' Union was formed in 1922, by the amalgamation of fourteen separate unions mainly concerned with docks, waterways and road transport, Arthur Deakin was made Assistant Sec-

retary for the North Wales area. At the time the union had a membership of 297,000 compared with some 1,300,000 at present.

The year 1929, after long and successful organizing work in the North Wales area, saw his promotion to National Secretary of one of the groups of which the T.G.W.U. is composed, and three years later to Assistant General Secretary of the entire union, second in command to Ernest Bevin. When Ernest Bevin became Minister of Labour and National Service in the Coalition Government of Winston Churchill, Deakin was asked to take over as Acting General Secretary

of the union, which was fast growing into the largest trade union in the world. On the retirement of Ernest Bevin in 1946, Arthur Deakin took office as General Secretary. He was elected to the post by a ballot vote with a very clear majority; he was to retain it until his death, turning down many offers of more lucrative posts, on the boards of nationalized industries and the like, in order to carry on the trade union job to which he had dedicated himself.

When Arthur Deakin succeeded Ernest Bevin many wondered whether he would be able to measure up to the high standard which had been set. The two men resembled one another in more ways than one: a bluntness and directness of manner, a deeply human kindness which that manner did not conceal. Arthur Deakin proved that the resemblance went deeper than that; he soon showed he possessed extraordinary



Arthur Deakin, as many will remember him, smilingly welcoming guests to the twenty-third Congress of the ITF, held at the County Hall, London, in July 1954. He was his usual self during the Congress but of late his health had been causing anxiety

powers of leadership in his own right, and that he had the ability not only to take over where his brilliant predecessor had left off but to move on to even greater heights of achievement.

Deakin held office at a particularly difficult point in trade union history. In the years preceding his rise to the supreme leadership of the gigantic TGWU the task had been to build up the trade union movement into the great power it represents in modern society. Deakin was not only to carry on with that task; he undertook an additional one which confronts all trade union leadership at the present day, that of getting the rank and file to realize that the power they possess brings with it the responsibilities as well as the rights of full membership of society. This is not an easy lesson to teach. Arthur Deakin taught it with the vigour and the courage characteristic of him. If today the trade unions are recognized as a constructive force in society it is largely due to the work of men like Deakin.

Arthur Deakin's role in the international trade union movement was also distinguished. As President of the ill-fated WFTU he had the difficult task of leading the walk-out when he became convinced that it was being used for sinister ends. He played a big part in building the ICTU, which took up the cause of genuine trade unionism on a world scale.

The ITF too owes Arthur Deakin a great debt of gratitude. For many years he played an active part in our work in various capacities, in the sections in which his union is particularly interested, on the Management Committee, Executive Committee and General Council which manage the general affairs of the ITF. Finally, in 1954 he assumed the Presidency. We are very proud, and deeply grateful, that Arthur Deakin rendered the ITF that great honour during the closing phase of his life.

It was said of Arthur Deakin, almost prophetically, that he was a man difficult to imagine in retirement. He died as he had lived, serving his fellow men with the last ounce of his strength: he collapsed and passed away while delivering his speech at a May Day rally in Leicester, only a few months before the date on which he was to retire.

Arthur Deakin leaves a great legacy, an inspiration and an opportunity to those who succeed him. His name will live long in the annals of our Federation.

## In Tribute to his Memory

THE SUDDEN DEATH OF ARTHUR DEAKIN, President of the ITF, came as a deep shock to the members of affiliated unions throughout the world. The many delegates from these unions who attended the ITF Congress in London last year will recall how hale and hearty he then was. Now he is no longer with us.

We feel that the deep sense of loss felt by our affiliates at the passing of our President, and expressed in telegrams and messages of condolence received from them at ITF headquarters, finds a true echo in the messages sent by Robert Bratschi, former President of the ITF, and Hans Jahn, our present Vice-President.


Robert Bratschi's message runs:

The news of the sudden death of our friend and unforgettable comrade Arthur Deakin has shocked me deeply. For more than ten years I had the privilege of working in close contact with him on the Executive Committee of the ITF. During those years I admired his keen intelligence, deep understanding and forcefulness; no less did I learn to esteem his straightforwardness and integrity of character, his loveliness and high-mindedness as a man. Arthur Deakin leaves in the British and the international trade union movement a wide gap which it will be very hard to close. The blow is particularly heavy to our ITF which loses in him a figure of towering strength. For a personality of the stature of Arthur Deakin one can hardly imagine a finer death than to be called from this earth in the midst of a May Day speech. But great is the pain and the grief of his near ones, of his closest associates and of his many friends in all parts of the world and in the organizations which owe him so much. Arthur Deakin joins Ernest Bevin and Edo Fimmen among the great men of our memories.

In his message, Hans Jahn says:


The news of the unexpected death of the President of the ITF, my friend Arthur Deakin, has moved me profoundly. I extend to the ITF and the British trade union movement my sincerest condolences at the grievous loss they have suffered. At the same time I convey the deep sympathy of the members of the German Railwaymen's Union.

## Indian railwaymen's welfare prospects

 POSSIBLE IMPROVEMENTS in welfare facilities for Indian railway employees and their families were highlighted in the Railway Budget for 1955 to 1956, presented to the Indian Parliament by the Minister of Transport. Measures under consideration include the raising of railway revenue contributions to the Railway Staff Benefit Fund, thus enabling Indian railway administrations to spend more money on educational assistance and recreational facilities for staff and their children; relief for distressed ex-staff members and assistance to sickness and maternity benefit schemes; the opening of comfortable and inexpensive rest (holiday) homes at suitable hill stations, seaside resorts or in other pleasant surroundings for railway staff; and the appointment of a special officer to coordinate and further

improve the medical facilities provided. Railway housing will also be improved.

## Cabbies help the blind

 CAB DRIVERS in the US town of St. Louis have worked out a plan to help cut the cost of transportation for blind persons. Originated by a drivers' committee of one of the locals of the ITF-affiliated International Brotherhood of Teamsters, the plan has been adopted by other locals and put on an experimental basis in cooperation with the Society for the Blind. It calls for certification by the Society of blind persons eligible to participate. They would then be given courtesy books containing tickets for four rides a week, or sixteen a month. Each ticket will be a substitute for the initial thirty-five cent charge for taxi service which will be absorbed by the driver. If the plan proves practicable, it will be extended to all blind persons in the St. Louis area.

# Message to the Transport Workers of Asia

- 1** LEADERS AND DELEGATES OF 26 TRANSPORT WORKERS' TRADE UNIONS from seven Asian countries (the Indonesian delegates attending as observers), assembled in Conference at Tokyo from 4 to 8 April 1955 under the auspices of the International Transport Workers' Federation, have considered the most urgent needs of Asian transport workers.
- Adopted by the ITF  
Asian Transport Workers' Conference,  
Tokyo, 4 to 8 April 1955
- 2** THE CONFERENCE IS UNANIMOUS IN DECLARING that for practically all transport workers of Asia the material conditions of work, housing and life generally are mediocre or miserable and that for a vast proportion they are below the level consistent with human dignity. They acknowledge that to a very large extent this is caused by the poverty prevailing in nearly all Asian countries, but they also emphasize that there is widespread social injustice in Asia resulting from exploitation of labour for the benefit of a small wealthy class.
- 3** THE ESTABLISHMENT OF SOCIAL JUSTICE IN ASIA is a task that can be accomplished only by the Asian workers themselves. In some respects, the social conditions in Asia resemble those that prevailed in Europe fifty to one hundred years ago. The fact that the European workers, by combining the strength of their numbers, by working patiently and perseveringly for the improvement of conditions of life and work, using their trade unions as the chief instrument, have achieved justice and a reasonable standard of life, is proof that the Asian workers also can achieve their emancipation from injustice and misery. To achieve it, the Asian workers must forge their own instrument of liberation, that is independent trade unions, free from interference by governments, political parties, foreign powers and employers. They must consent to the sacrifices that are necessary adequately to equip their trade unions with men, working tools and funds.
- 4** THE CONFERENCE APPEALS TO ALL TRANSPORT WORKERS IN ASIA to join free and democratic trade unions of transport workers and to take an active part in all activities of their unions.
- 5** AUTHORIZED SPOKESMEN OF THE ITF HAVE DECLARED that the Asian transport workers need not and should not fight alone or in national isolation. They have urged the Asian transport workers' trade unions to stand together and they have given the assurance that the transport workers in other parts of the world consider the fight of their Asian comrades as part of their own fight. The member-organizations of the ITF outside Asia will stand shoulder to shoulder with their Asian counterparts. The ITF offers ways and means of integrating the Asian transport workers' organizations into a world-wide force of free and democratic transport workers' organizations. The Conference, therefore, appeals to all free democratic transport workers' unions in Asia to affiliate with the ITF in order to constitute a force big enough to create an Asian Section within the ITF.
- 6** MOREOVER, A STRONG ASIAN SECTION WITHIN THE ITF is a necessity because the ITF is an important instrument in all working class endeavours to maintain world peace. A salient feature in the endeavour to eliminate causes of war is the abolition of colonialism. There are still important remnants of colonialism to be swept away from Asia, and freedom and national independence has still to be achieved by the peoples of Africa. By virtue of its constitution the ITF is pledged to oppose colonialism and Asian transport workers' trade unions should strengthen this anti-imperialist organization by their affiliation and their contribution to the ITF's struggle against all policies and manoeuvres capable of disturbing or endangering world peace.



*Brother Hans Jahn, Vice-President of the ITF, is here seen delivering his inaugural address at the first session of the Tokyo Asian Transport Workers' Conference*



## The first Asian Transport Workers' Conference

by Paul Tofahrn, Assistant General Secretary of the ITF

IN THE YEARS BETWEEN 1893 AND 1898, the European transport workers' trade unions held a number of conferences and then founded the ITF. Now, some sixty years later, representatives of the transport workers' trade unions of Asia have assembled in Conference and done the spade work for founding an Asian Section of the ITF. The first Asian Transport Workers' Conference was held from 4 to 8 April 1955 in Tokyo. The Chairman of that Conference, Brother Kageyama, has called it epoch-making. The fraternal delegate of the ICFTU, Brother Haraguchi, said that the Asian transport workers were setting an example that the workers in other industries of Asia might well contemplate following.

Whether it is justified to apply such words to the Asian Transport Workers' Conference, only the future will show. There are, however, reasons to believe that the first ITF Conference in Asia will be followed by a second, more ambitious one.

Impressive though it was, the first Asian Transport Workers' Conference lacked balance. The provisional list of delegates numbered forty-four delegates, of whom thirty represented Japanese organizations. In the event, however, four Korean delegates could not attend because they had been refused exit visas by the South Korean Government. One of the three delegates from Indonesia was also absent.

While their presence would have diminished to some extent the lack of balance in the body of delegates, it could not have redressed noticeably the balance with regard to the workers represented. More than three-quarters of the organ-

ized workers represented belong to the Japanese transport workers' trade unions.

The chief cause of this particular aspect of the conference lies in India. The three hundred thousand organized railwaymen, the sixty thousand members of the Indian Seafarers' Federation, the twenty-three thousand organized dockers of Bombay - all affiliated with the ITF - were not represented owing to material and moral difficulties in the Indian trade unions concerned. An additional cause was the voluntary absence of the leaders of the Burmese transport workers.

### Bigger event than early ITF Congresses

In spite of these shortcomings, the Conference was a bigger event than the ITF Congresses in Europe of fifty years ago.

In contrast with the conferences and congresses held in Europe in the early

years of the ITF's existence, the authorities of the host country displayed a genuine and sympathetic interest and gave the delegates a lavishly hospitable welcome. Diplomats are not entertained better.

The Japanese Minister of Transport said with truth and justifiable pride that Japanese transport had reached Western level and spoke of the need to solve the problems common to transport workers, especially those of Asia. The Japanese Minister of Labour made the significant statement 'that the sound development of free and democratic trade unions and the stability of industrial relations should be the basic policy in realizing Japan's economic rehabilitation'. He added that for the solution of important problems, such as promotion of foreign trade and development of natural resources, the Government was 'looking forward to the full cooperation of the trade unions of Japan'. The Chairman of the Tokyo Metropolitan Council underlined that in Asia labour problems are serious problems indeed. And the Governor of Tokyo emphasized that he hoped the Conference would be a contribution to the establishment of good neighbourly relations between the people of Asia.

Welcoming the delegates on behalf of eleven Japanese transport workers'

trade unions, Brother Kaname Shibaya, said that the Japanese had long desired to meet with their fellow transport workers of Asia. Only by a thorough exchange of information and views could they ascertain the means of assisting each other in the hard struggle for the betterment of conditions of life and work. 'And now we are here for doing just that'. Brother Mabori, the Chairman of the Joint Standing Council of the Japanese transport workers' unions, expressed satisfaction and pride that the first industrial trade union conference in Asia should be one of transport workers.

### Covered a vast field

In five plenary sessions devoted to the general discussion, each lasting half a day, the delegates covered a vast field. The picture that emerged is rather complicated.

The legal freedom to form trade unions exists in most Asian countries. In some countries, like the Philippines, the practice corresponds very much to the spirit and letter of the law, but in a number of other countries there is a measure of contradiction between the law and reality. Within a given country, practice varies as between transport undertakings. That the trade unions exist for the purpose of conducting negotiations and concluding agreements with employers is a concept generally well understood, but many transport employers do not voluntarily agree to negotiate and enter into contracts with trade unions.

In Asia, as elsewhere, a large share of transport is under direct or indirect governmental control. Governments, especially Asian governments who act as transport employers or controllers, are inclined to take the view that they are not subject to the same obligations as other transport employers. In some Asian countries they have enacted legislation which gives them privileges and inflicts disabilities on transport workers' trade unions that are not consistent with the freedoms to which trade unions are entitled under a democratic regime.

Much of this lack of freedom of individual workers and of their trade unions is due to the fact that the Asian workers do not know enough about their elementary human rights, about the function and purpose of trade unions, nor what industrial relations should be

*Brother K. Shibaya of the ITF-affiliated Japanese Railway Workers' Union welcomes delegates and observers to the Conference on behalf of the Reception Committee, of which he acted as Chairman*

in countries where freedom and democracy are realities and not mere slogans mouthed by vote-catching politicians. Even the devoted trade union stewards who maintain the trade union branches and propagate the gospel of trade unionism are in need of ampler information in order to competently lead the workers in claiming their rights and insisting on them.

### ILO instruments dead letters

To a large extent, the rights of the workers and their trade unions are embodied in a number of ILO instruments. Many of these remain dead letters largely because the workers concerned do not know of their existence. The language obstacle is formidable and can be surmounted only by the dissemination of translations or rather popular versions among the literate trade unionists. Where is the money for that great task to come from?

The trade unions suffer from other handicaps. In Asia, the trade union movement has got into its stride only in the post-war period. Leaders are not numerous enough and not experienced enough. Their numbers must be multiplied and their knowledge widened. They must learn what trade unions have to do in politics and what not, how to keep the trade unions independent of party and government control. Communist agitation, misinformation, miseducation, and misleading complicate that task in nearly every country of Asia. Underemployment and unemployment depress wage levels. The fear of war is a powerful brake on economic development that would help to improve wages and remove the fear of victimization that keeps many workers out of the trade unions. With few exceptions, foremost that of Japan, trade unions in Asia suffer from chronic financial difficulties and their members do not know that substantial and constant financial sacrifices do not come after the improvement of wages but must be made before.

The achievement of the Conference was the breaking of national isolation and the establishment of personal contacts between leading trade unionists.



Practically all speakers expressed the wish to make this contact permanent and to deepen and intensify it. The establishment of an Asian organization of transport workers is an idea that will preoccupy the minds of those who attended the Conference and also of governing and executive bodies of a growing number of Asian unions, including those in countries not represented at the Conference. An Asian organization will be more difficult and costly to run than the European ITF of thirty to fifty years ago, more difficult on account of the greater language barriers, and more costly owing to the greater distances between Asian countries. It will be more difficult to establish because the Asian trade unions – with the exception of those of Japan – are probably still poorer than the European transport workers' unions were at the beginning of the century. But there are two factors that presage the materialization of the idea: the first is the determination of the Asian transport workers' unions to organize cooperation among themselves; the second is the ability and willingness of the ITF to come to their help.

### Members of one world army

A further achievement of the Conference was the Asians' realization that they are members of one world army of transport workers, that they can and should work for social progress in close association with the transport workers' trade unions in the other parts of the world. There is every reason to expect that the organizations already affiliated with the ITF will increase their endeavours to contribute to the ITF's work and that new affiliations will follow.

*(continued on the next page)*



## Resolutions adopted by the ITF Asian Transport Workers' Conference

### Freedom of Association and right to collective bargaining

This Conference records the fact that the practice in many transport undertakings in Asia is such that in effect it deprives the workers of their freedom to organize in trade unions.

The Conference, therefore, recalls the existence of the International Labour Convention No. 78 which imposes on all Governments the moral obligation to take all necessary and appropriate measures to ensure that workers may exercise freely their right to organize.

The Conference also recalls the existence of Convention No. 98 by which trade unions are to be protected against interference in their affairs by employers and government and by which 'company unions' are prohibited. This Convention imposes on all governments the obligation to encourage and promote the full development and utilization of machinery for voluntary negotiation between employers and trade unions with a view to the regulation of terms and conditions of employment by means of collective bargaining.

*(continued from page 86)*

The Japanese transport workers have been exemplary hosts. The material arrangements for the Conference were elaborate, complete and perfect to the last detail. The Secretariat was well staffed and could have coped with an amount of work equal to that of an ITF Congress. Its work was organized to perfection. The most generous hosts in Europe and America would be hard put to it if they were called upon to equal the Japanese in matters of hospitality. It is an open question whether ITF affiliates in any other country can equal them in creating an atmosphere conducive to the success of a conference. This achievement was the more remarkable as twelve of the thirty Japanese delegates represented organizations not affiliated with the ITF. Our hosts have earned the thanks not only of the Asian transport workers' trade unions but the whole ITF, to whose progress they have made a splendid contribution.

The Conference urges all trade unions of Asia to bring relentless pressure to bear upon Governments and Parliaments and to enlist the support of public opinion with a view to obtaining ratification of these two important conventions and converting the moral obligation of governments into a legal obligation.

The Conference further recalls the existence of the resolution on industrial relations in inland transport adopted at its 1947 session by the Inland Transport Committee of the ILO, which provides for an adequate scheme of collective negotiation, voluntary conciliation and arbitration.

The transport workers' trade unions of Asia are urged to use this resolution as a guide for their endeavours to establish orderly industrial relations in the transport industry and secure for themselves the right to participate effectively in the regulation of conditions of employment.

### Implementation of the International Labour Code

This Conference acknowledges with gratitude the immense work done by the ILO in adopting conventions and recommendations, designed to guide parliaments, governments, employers and trade unions in their task of establishing conditions of employment that comply with the commands of social justice. The Conference further expresses its great appreciation of the useful work done by the Inland Transport Committee of the ILO by adopting resolutions and memoranda on conditions of employment, vocational training and industrial relations in transport.

Special reference is made to two

*Brothers Faiz Ahmed, C. P. Dave, and J. C. Vaz of the ITF-affiliated Pakistan Transport Workers' Federation obviously saw the point of the joke made by one of the speakers at the Tokyo Conference*





*The Conference gets down to work. In the centre can be seen the empty seats which were to have been occupied by the representatives of South Korea, who were prevented from attending by their Government's refusal to grant them exit visas*

resolutions adopted by the Inland Transport Committee to the effect that an official investigation on the spot be made in Asia and Africa for the purpose of ascertaining to what extent the transport workers are not yet enjoying the benefits the authors of Conventions, Recommendations, Resolutions and Memoranda intend or have intended to provide for them. The Conference deplores that this investigation has not yet taken place and appeals to the Governing Body of the ILO urgently to reconsider these two resolutions with a view to implementing them.

For vast masses of Asian transport workers, the provisions of the International Labour Code, in which are embodied the Conventions and Recommendations adopted since the foundation of the ILO are still dead letters. Asian transport employers must be made aware of the existence of this Code, they must be urged and, if necessary and possible, forced to apply it to the best of their ability. Asian transport workers' trade unions must relentlessly press for the implementation of International Labour Conventions and recommendations applicable to transport and of the Resolutions and Memoranda adopted by the ILO Inland Transport

Committee. In this endeavour, they should strive to secure the support and help of governments and parliaments.

The Conference reminds the governments of their obligation as members of the ILO to constantly review, in consultation with the trade unions, law and practice with a view to raising the conditions in their own countries to the level of the provisions of the International Labour Code, thus facilitating the ratification of Conventions and the acceptance of Recommendations. Membership in the ILO further implies that resolutions and memoranda adopted by the Inland Transport Committee of the ILO are to be used as a basis for social progress in the transport industries.

The Conference urges all trade unionists in Asian transport to inform themselves thoroughly on the provisions of the International Labour Code applicable to transport workers and requests the Executive Committee of the ITF to spare no effort in assisting Asian trade unionists in this task of self-education.

Having regard to the large measure of authority which the States exercise in the field of transport, the Conference also appeals to the Government and Parliaments of Asia to help implement the provisions of the International Labour Code applicable to transport.

The Conference declares that it considers the International Labour Code as the minimum standard of civilization.

#### **Trade Union Education**

In order to conduct efficiently their action for the emancipation of the workers from poverty and social bondage, the trade unions must endeavour to spread among their members knowledge of the moral and ethical foundations of the trade union movement and of its aspirations in the economic and political field. Only workers and working-class women who understand the long-term as well as the immediate objects of the trade union movement are capable of realizing that

*Housing of dock workers in Calcutta. The conference called on Asian transport employers to take active steps to mitigate the housing misery of many thousands of Asian transport workers instead of relying exclusively on governmental action*



their trade unions are the sole effective instrument at their disposal for achieving conditions of life and work consonant with human dignity, and will make the sacrifices necessary for making their trade unions effective.

In many areas there is an elementary and urgent need to ensure that the transport workers be thoroughly informed of their fundamental human rights and of their rights as wage earners in order to arouse their consciousness and make them energetically claim their rights and insist on them. There is need to make them realize that their trade unions exist for the purpose of defending their human rights against all encroachments and infringements by their employers and their employers' subordinates and exercising collectively the right to participate in the fixation of their conditions of employment.

This Conference, therefore, appeals to all Asian transport workers' trade unions to devote much of their energy and resources to the education of the largest possible number of their members in the theory and practice of trade unionism. It requests the Executive Committee of the ITF to lend Asian transport worker's trade unions all possible technical and material assistance with a view to enhancing their efforts in the field of trade union education.

### Housing

This Conference records the fact that the majority of transport workers in Asia are living in very poor and even abject accommodation.

While acknowledging that, owing to the general poverty of Asia, the problem is not capable of a rapid solution, the Conference is of the opinion that the employers in the transport industry should take active steps to mitigate the housing misery of many thousands of transport workers instead of relying exclusively on the action of governments.

The Conference, therefore, recommends Asian transport workers' trade unions and Asian transport undertakings jointly to consider action calculated to improve housing conditions, on the basis of the relevant resolution adopted by the Asian Regional Conference of the ILO, held in Tokyo in September 1953.

### Vocational training

In the fight against poverty in Asia the



*Delegates, observers and Conference officials pose for the photographer outside the Metropolitan Assembly Hall. Representatives of 26 transport workers' unions from seven Asian countries attended the Conference, speaking for a million transport workers*

development and efficiency of the transport systems and, consequently, the vocational proficiency of transport workers is of the greatest importance.

It is the considered opinion of this Conference that many thousands of Asian transport workers could make a substantial contribution to the improvement of transport services by being enabled to increase their knowledge and skill. There is great need for vocational training schemes and schools within the different transport industries.

The Conference, therefore, requests the Executive Committee of the ITF to enlist the cooperation of the ILO and the Inland Transport Committee of the UN Economic Commission for Asia and the Far East with a view to planning the rapid expansion of vocational training schemes and obtaining the allocation of substantial amounts of technical assistance funds for this purpose.

Considering, moreover, that the vocational training of transport trade union officials is at least as important as the training of managers in transport undertakings, the Conference requests the Executive Committee of the ITF to raise this problem also with the appropriate UN agencies with a view to obtaining the allocation of substantial amounts of technical assistance funds for vocational training of trade union officials.

### Japanese legislation affecting trade union rights of transport workers in the employ of public authorities

The Conference takes cognizance of the statement of Japanese delegates that certain provisions of Japanese laws are restricting the rights of the competent trade unions in a manner inconsistent with right and justice.

The Conference requests the Secretariat of the ITF to investigate this complaint and, if substantiated, to make representations to the Japanese Government with a view to obtaining abrogation of the objectionable provisions.

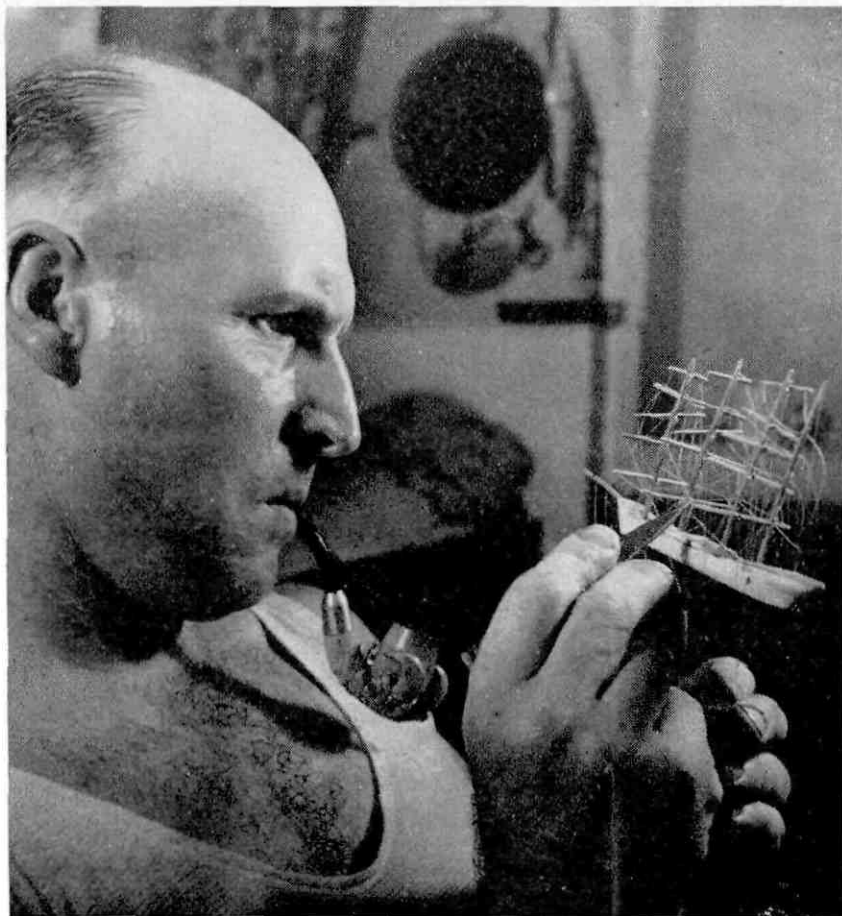
### Asian ITF Office

This Conference emphasizes that it is of great importance that the Asian transport workers' trade unions coordinate their action and, for the time being and the foreseeable future, strive for generalizing throughout Asia the standards of employment conditions that prevail in the transport undertakings of the most advanced Asian countries. Such coordination requires ample mutual information and intercourse between Asian transport workers' trade unions.

The Conference, therefore, requests the Executive Committee of the ITF to consider favourably the setting up of an Asian office with a view to creating an Asian regional organization.

# Using leisure wisely

by Ronald Hope, O.B.E., M.A., D. Phil.



THE SUBJECT OF THIS ARTICLE is the work of the British Seafarer's Education Service and College of the Sea, a voluntary society with the twin aims of providing a first-class library service and general educational facilities for the use of British seafarers. It will be as well, however, at the outset to state certain basic principles on which that work is based, since they are of general application to all people at all times.

A man's leisure is his own to do what he likes with. Nothing should be forced down his throat, and part of that leisure will be well spent if he uses it for purposes of relaxation, social intercourse and what might be described as refreshment of the spirit. At the same time, since he is something more than an animal, it is a man's duty to himself to use his leisure to develop his potentialities to the full, to make the most of his intrinsic abilities. He can do no more than this, but he should do no less.

These two aspects of the use of leisure – what might be called the refreshment aspect and the further development aspect, respectively – are not incompatible. When a man reads a cowboy story, relaxation and refreshment are his main ends. When he studies a textbook or tries to write a novel, it is his further development that he has primarily in mind. Nevertheless, he may learn something from a cowboy story; and from his attempt to do original work he may obtain an entertainment and inspiration

that he had not dreamed of. It follows that the work of the Seafarers' Education Service touches upon many different uses of leisure, and the word 'education' in its title needs to be interpreted in a very broad sense.

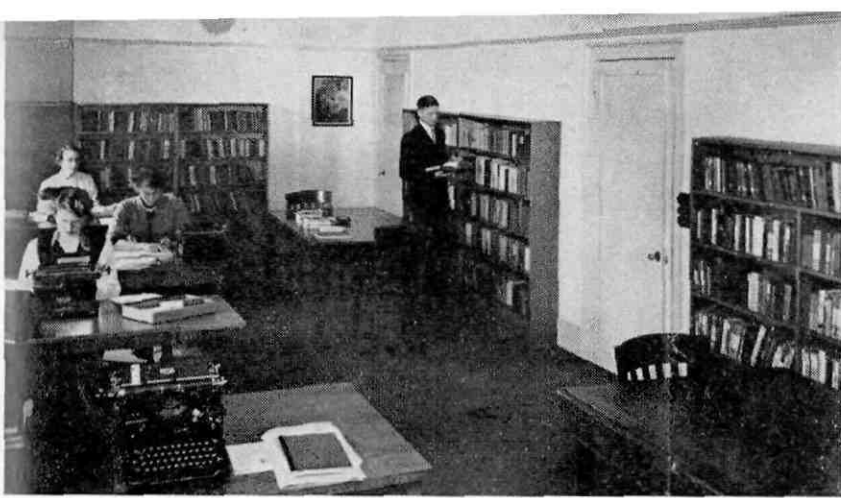
## The importance of reading

Reading is a short-cut to experience. A man has only one life to lead, but by reading he can widen his horizons and learn of things which he would otherwise pass by. For the seafarer, the reading of books is of particular importance since, although he now has the radio and, in a growing number of ships, the cinema, and although in a few years time he may well have television, at least in coastal vessels, he must remain, to some extent at least, cut off from many of the facilities which the landsman takes for granted. Moreover, despite the many advances of modern technology, no means of communication between human beings is as effective as the written word. For purposes of recreation and self-development, the book is still pre-eminent.

There is no question, therefore, that the first task of the Seafarers' Education Service is the distribution of the right books to the right men at the right time, and this function it performs in two distinct ways.

First of all, there is its library service. Libraries are supplied to ships on the order of the shipowner, who makes an annual contribution, depending on the size of the library, for their proper maintenance. In return for this annual contribution, the Seafarers' Education Service changes each library in its entirety, and normally from its London headquarters\*), three times a year, or as near that number of times as is made possible by the run of the ship. Ships may change books between themselves when abroad and, through the offices of good friends, other exchange arrangements exist in many foreign ports. Thus, in 1954, fresh libraries were sent to at least twenty ports outside Europe, and to most of those nearer home. No sep-

\*) Mansbridge House, 207 Balham High Road, S.W. 17.



*The library and work room of the College of the Sea. From this room instructions are sent to students in all parts of the world and here their essays and exercises are returned for correction and advice*

arate charge is made for books lost on board – these amount to about 3 per cent of each year's turnover – or for carriage or other charges, and the Service guarantees to include in each fresh library by far the major part of any list of titles and authors requested by members of the crew.

The size of this library service may be indicated by a few statistics. Libraries are supplied to 1,685 ships – 75 or more per cent of the ocean-going fleet which serves under the red ensign. Their readers probably number 80,000 men and women, and to meet their needs the Service sent 281,753 books to sea last year from the London headquarters alone. In addition it distributed, by way of gift, nearly 42,000 paper-backed books and magazines, and each year its purchases of new books for library purposes number about 40,000.

Each library – which varies in size from 50 to 500 books – consists of about 65 per cent fiction and 35 per cent non-fiction. Within these broad categories are included the special requests received from each ship, but normally the fiction will include a number of westerns, detective stories and thrillers as well as 'straight', humorous and historical novels, while in the non-fiction the emphasis will be on travel and adventure, biography and general science, with a little history and poetry and works of a general nature. It must be remembered that the seafarers' tastes are every bit as wide and varied as those of landmen, and what is popular ashore will usually be popular at sea. The chief purpose of such libraries is, of course, to provide for recreational reading.

*The author of this article, Dr Ronald Hope, here seen in his office at Mansbridge House, the London headquarters of the British Seafarers' Education Service*

Nevertheless, a genuine attempt is made to provide only the best of what is published, in whatever class it may belong, and many men have been led to a new appreciation of literature by what they have found there.

On board ship the library is taken in charge by one of the officers or ratings – often the third mate or the radio officer – and it is his job (an honorary one) to open the library regularly for the issue of books and to keep in touch with the Service. This does not prevent any seafarer making direct contact with the service should he wish to do so.

#### **Books on personal loan**

Although any book, whatever its nature, will be supplied in an SES library, this facility is not sufficient to meet the needs of all seafarers. Men change ships, and not all of them serve in ships which carry these libraries. Moreover, a proportion of them wish to pursue a particular course of reading and no ship's

library will contain all the books they need. Through that department known as the College of the Sea, the Service therefore provides other facilities to cater for these needs.

Any British seafarer may borrow any book outside the range of light fiction on personal loan from the College of the Sea. For the expensive nautical text-books a small hire charge is made. For all other literature – from travel books to technical works – the seafarer is asked to refund postage expenses only, and this must surely be the cheapest service of its kind in the world. In the first instance loans are made for three months at a time, but they can normally be extended, and there is no special limit on the number of books which can be requested in this way. Many seafarers have been known to borrow upwards of forty books a year on personal loan from the College of the Sea and, the usual biographies, war stories and travel books apart, some of the books lent in 1954 dealt with house purchase, oceanography, toy-making, ballroom-dancing, macramé work, marquetry, Beethoven, boxing, play-writing, radio-controlled models, Ancient Greece, italic handwriting, reptiles, tracing ancestors, flying saucers, fishing, heraldry, Roman history, stone polishing, and many other subjects.





Station-managers of the SAS Polar Route met in Copenhagen immediately before the service started and discussed a number of problems concerning the opening of the route. Here they are seen pointing out their new stations on the wall-map



## Flying over the top of the world

A NEW CHAPTER IN THE HISTORY OF AIR TRANSPORT was written towards the end of last year when the Scandinavian Airlines System (SAS) inaugurated the first commercial air service across the north polar regions between Europe and the west coast of North America. Since then, the airline has been operating regularly twice a week between Copenhagen and Los Angeles by way of Søndre Strømfjord in southwest Greenland and Winnipeg, completing the 5,160-mile journey in about twenty-four hours and thus saving about seven hours on the route via New York.

Accustomed as modern man is to news of this or that technological advance or invention, there is still something about this latest development in the field of air transport which is capable of firing the imagination. Perhaps it is the memory of stories read in our youth of the courage and persistence of explorers who sought a passage through these icy regions to the spice-laden breezes of the Indies; perhaps it is just the fascination attaching to any pioneer endeavour.

### The distortion of Mercator

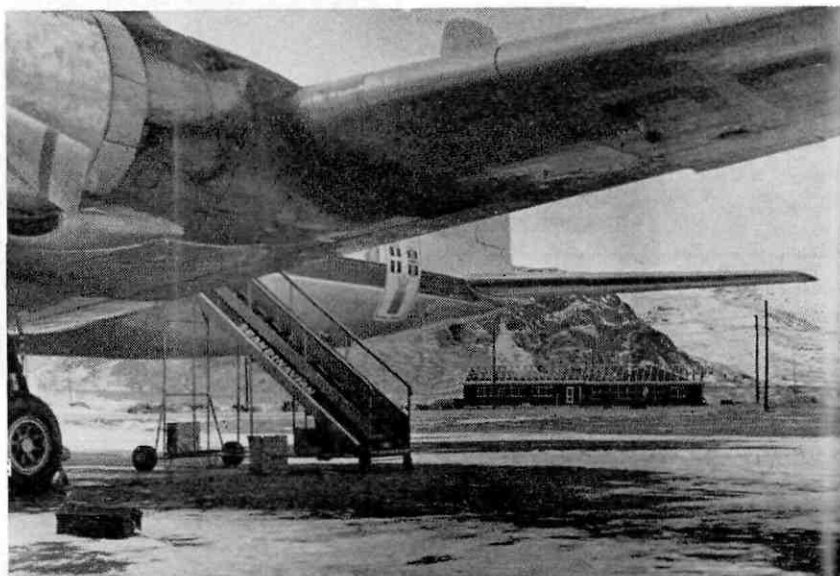
In the event, however, the SAS trans-polar route is entirely practical and prosaic – and in saying that we by no means wish to minimize the value of the long and patient survey work necessary

*The Danish Polar Hotel which has been built at the Greenland Arctic base of Søndre Strømfjord to cater for SAS Polar Route passengers during ground stops and possible delays. Søndre is also a US Air Force base, about 650 nautical miles south of Thule, which was completed in '52*

before the route could be opened up for scheduled flights. It is practical because it knocks something like one thousand miles off the flight across the North Atlantic. Most of us have become so accustomed to looking at a map of the world flattened out – and consequently distorted – that we tend to overlook the fact that it is a globe, and that the shortest distance between any two points on the earth's surface – the Great Circle trajectory – when imposed on a map seems to follow a queer path. In this case, the

shortest distance between Copenhagen and Los Angeles takes us near enough to Iceland, across the southern part of Greenland to the most northerly tip of the Labrador peninsula, across Hudson Bay to Winnipeg, and thence to Los Angeles. This is the path which has been adopted by SAS.

Operational experience gained in surveying this route has also served to dispel another popular belief, namely that the weather in the polar regions would make flying unduly hazardous. Actually, the weather in the area is surprisingly well-behaved. The real 'nasty stuff' develops somewhat farther south along a belt in which the pilot flying over the North Atlantic route finds himself almost continuously. The more northerly route, on the other hand, cuts through the bad weather belt.



Apparently, the only difficulty which the new route presents is the fact that although the weather can be expected to behave itself, the ordinary magnetic compass cannot. This and other navigational difficulties have been overcome by the use of a special gyroscopic compass and grid-navigation system. Owing to the lack, or erratic behaviour, of the usual navigational aids and methods, considerable importance attaches in the polar regions to astro-navigation, in which the fullest use is made of the sun and stars. Our impression of the Arctic as the 'land of the midnight sun' has therefore to be supplemented and corrected by the appreciation that it is also the 'land of the midday stars'.

The new service thus represents the first practical result of explorations which commenced several hundred years ago when men first sought to find feasible trading routes from continent to continent via the Arctic. The knowledge gained during hundreds of danger-filled expeditions made it possible, in the first decades of this century, to turn the Arctic, or at least parts of it, to practical use for mankind. Meteorological stations were opened up, hydrographical surveys carried out, and information of world-wide importance started to come out of the arctic wastes and waters.

#### Military pioneering work

The polar route now being flown by the SAS, for instance, could never have been exploited commercially had it not been for the strategic significance which this area assumed both during and after the Second World War. Interest in it resulted in airfields being built further and further north, a process which culminated in the completion of the big USAF base at Thule in 1952. Scandinavian Airlines System followed this development work with close interest, having among its group of leaders men who were themselves pioneers of arctic aviation – Bernt Balchen, Hjalmar Riiser-Larsen and others.

When Thule was completed, the missing link in the chain of arctic airports was created, and SAS immediately swung into action. Thule's completion coincided with the delivery of new long-distance SAS aircraft from the Douglas Company in California. SAS took advantage of this and sought and obtained permission to ferry home a number of the aircraft via a Great Circle trajectory between Los Angeles and Scandinavia.

Operational personnel and various other experts packed the aircraft, and a close liaison was established with the American Air Force authorities, permitting SAS to draw upon the military experience gained since the war.

SAS well knew that an arctic air route linking California with Europe would only be a forerunner of even more ambitious projects once it had been established that arctic flying was in fact operationally feasible. Survey flights from Scandinavia to Japan – some of them routed across the geographical North Pole – were performed with passengers and in operational settings fully duplicating the scheduled traffic planned for later introduction. On 15 November 1954, the operational preparations, as well as the requisite preliminary negotiations on air traffic agreements, culminated in the inauguration of a twice-

weekly scheduled air route via the Arctic. For years the international Press – which, of course, means the international public – had shown keen and continuous interest in the Polar route preparations. The arrival in Copenhagen, two years earlier, of the first survey aircraft had been a big enough event, but when the first two scheduled aircraft left Copenhagen and Los Angeles simultaneously, tens of thousands of spectators thronged the two airports, and no aviation event since the war has attracted press, radio, television and film people on such a truly global scale.

In such things as trans-polar aviation, one needs a little luck. SAS knew what it was about, but even so at that time of the year the whims of the weather at the terminals might well have played an airline a dirty trick. On the other hand, once airborne, the almost perpetually



*An aircraft of SAS flies over the edge of the Greenland icecap, a huge glacier covering an area of 700,000 square miles. In some places, it is estimated to be about 8,000 feet thick*



*An impressive aerial view of snow-covered mountains taken not in Greenland this time but on the North American Continent, whilst the SAS aircraft covers the Canadian leg of its trans-Arctic flight (All photos illustrating this article by courtesy of SAS)*

perfect arctic flying weather would do the rest.

What actually happened was that smog closed Los Angeles International Airport for all but the ten minutes when the first Polar-route aircraft was scheduled to take off. In Copenhagen, a temperamental cabin heater made it necessary to change the aircraft at the last minute, and the weather during the night following the departure of the westbound and before the arrival of the eastbound planes was abominable. But in the morning, Kastrup Airport's long runways glistened steel-grey in the brightest sun seen for months.

#### **Now a normal service**

Since the inaugural flight, the SAS Polar

route has operated like any other air service, and SAS is now developing plans for their next big arctic adventure, a scheduled route to Japan, for which provision has already been made in air agreements between Japan and Scandinavia. Actually such a route via a Great Circle trajectory would take aircraft across northern Siberia, but since the Russians do not allow foreign planes to fly over their territory the route envisaged is via Alaska. Even this, however, means a saving of some twelve hours compared with the normal route via Rome and Bangkok.

#### **Slipping in the Arctic**

On the Europe-California Polar route, SAS uses Douglas DC-6B aircraft. Crews

flying the aircraft consist of a captain in command, a second pilot, three navros, three flight engineers, two pursers and a hostess. On the Winnipeg-Los Angeles leg, where the aircraft is in a completely controlled area, the technical flying crew consists of two pilots and one flight engineer. A slipping system, similar to that employed on other long-distance services, has been introduced whereby certain members of the crew are replaced by others both at Søndre Strømfjord and at Winnipeg.

On the technical side, all crews which fly on the Polar route have gone through extensive courses in arctic navigation, centering upon the use of the Bendix Polar Path Gyroscopic compass, and the so-called Grid Navigation System,



*A view of the North Pole, taken from an SAS aircraft on a survey flight. The new route does not, of course, actually touch the Pole but passes through Polar regions*

which eliminates the navigator's nightmare – the tight convergence of meridians near the geographical North Pole.

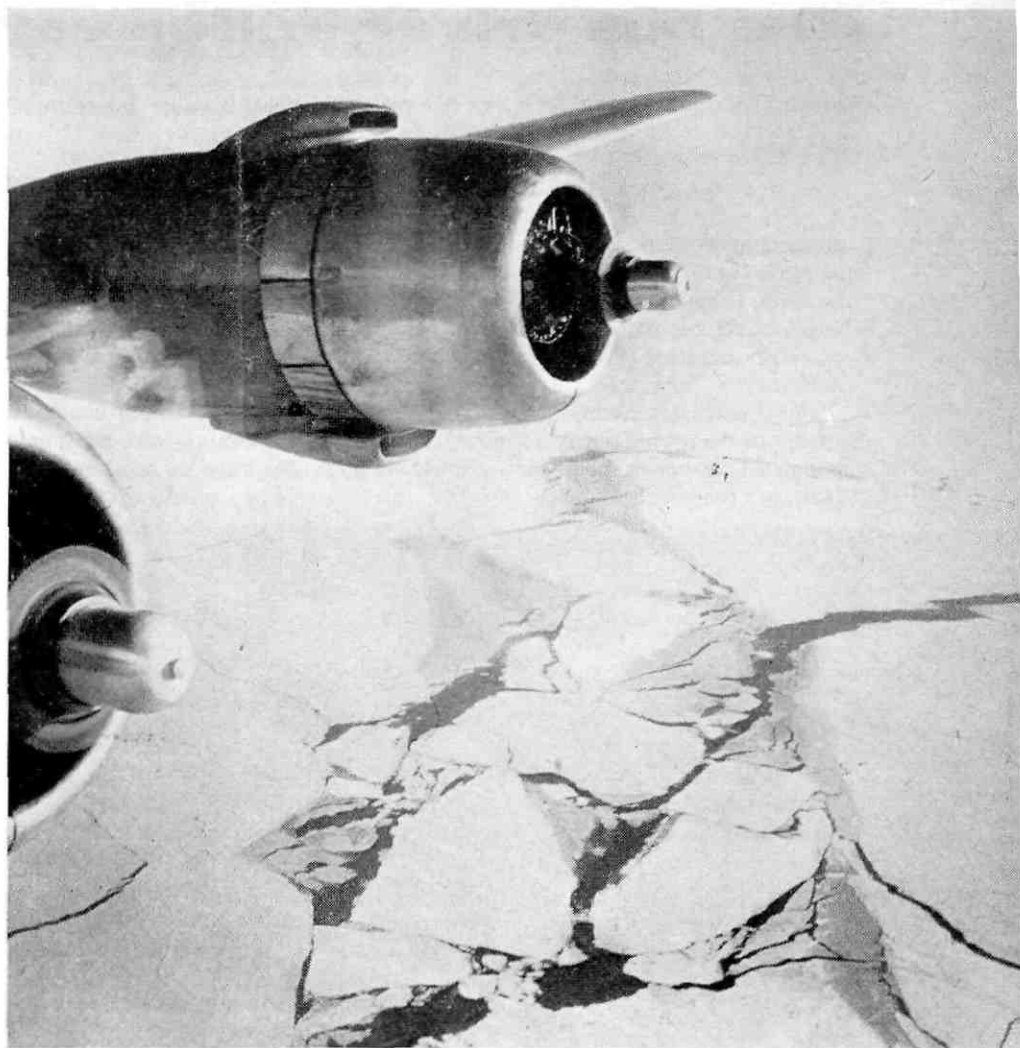
The equipment of aircraft on the Polar route is in all essentials similar to that carried on other trunk routes. A certain amount of arctic survival equipment has been added, designed on the basis of Canadian and US air force experience and conforming to government requirements.

### Prospects for the future

As already pointed out, arctic weather is extremely well suited to flying. Ordinarily, a high is stationary throughout the year from Eastern Alaska to Northern Greenland. Further south, a low appears over Hudson Bay and Baffin Bay and moves south of Greenland towards Northern Europe. On the northern route, most flights will make contact with these highs and lows, but flight above clouds, icing and turbulence is feasible at almost all times, assuring a smooth and comfortable trip.

The American and Canadian air forces have established a comprehensive radio net in Northern Canada and Western Greenland. Certain civilian meteorological stations may also help with fixes. Radio 'black-outs' may be encountered, but the Ionospheric Institute in Washington is able to forecast them well in advance.

The operational facilities available for civil flights in the Arctic are thus already adequate and may be expected to develop in the future. A gradual extension of civilian air traffic across the polar regions is therefore foreseen by the pioneers of this type of flying.



*Below: Polar Route crews check their watches. A special watch, known as the 'Polarouter', has been adopted by SAS as its official timepiece. All SAS Royal Viking captains, and all Polar crew members, have been presented with it by the company. This photo was taken on the day before the opening of the route*



### East Pakistan Merchant Navy Academy



A MERCHANT NAVY TRAINING ACADEMY for executive and engineer officer cadets is to be set up at Juldin Point on the Karnafuli River in East Pakistan. The academy, the facilities of which will include a training ship, is expected to cost some three million rupees.

Pakistan's merchant fleet, which at the time of partition in 1947 consisted of four cargo ships only, has developed rapidly and now comprises twenty-eight cargo ships of 180,000 dead weight tons. In addition three passenger-cum-cargo vessels are being operated.

Plans are in hand for the opening up of international commercial shipping routes to be served by Pakistani ships. The first of these is expected to be between Karachi and London.

# The bus driver in Norway

by Olaf Askeland, General Secretary, Norwegian Transport Workers' Union



AT THE REQUEST OF THE ITF'S GENERAL SECRETARY, I shall try to give below an account of the wage and working conditions at present applying to bus drivers employed in the privately-owned sector of the Norwegian industry. Before I begin, however, I would like to say a few words about the geography of Norway, a factor which makes it impossible in most cases to compare our own bus industry with that of other countries in which geographic and topographic conditions are quite different.

Our country, for instance, has a rather long coast-line and is very mountainous. Except in the towns, which are mostly situated in the coastal regions, it is thinly populated. Although main roads are usually good, the same cannot be said of Norway's roads as a whole.

extent that this is possible. These efforts have been made without reference to the type of service involved, for we work on the basis that just as much is required of a driver operating over local and long-distance routes in the country's interior – where the roads are often worse than in or near the towns – as of one employed in towns or suburbs of towns. As a result of revisions of our collective agreements during recent years, we have partially succeeded in this aim in that we have secured the introduction of a National Agreement which contains standard stipulations on working hours, overtime, holidays, and uniform allowances, etc.

## Wages and working hours

There are, however, still two wage groups: Wage Group I, which covers urban, suburban, and long-distance services, and includes two-thirds of all bus operators; and Wage Group II, which is concerned with companies operating country services. The National Agreement does *not* cover Oslo and its environs. Companies in the Greater Oslo area are in fact dealt with in a separate agreement.

The National Agreement lays down the following wage rates:

### WAGE GROUP 1

Commencing rate kr. 175 (£8 15s.) per week

After two years kr. 180 (£9) per week

After four years kr. 186 (£9 6s.) per week

After six years kr. 196 (£9 16s.) per week

### WAGE GROUP 2

The above rates are decreased by 5 kr. in all cases.

Working hours are 48 per week, with a two-week spreadover. At the same time, however, a shift roster must be drawn up, in collaboration with the bus drivers' representatives, setting out the individual drivers' daily and weekly working hours, including starting and finishing times, breaks and weekly days off. The latter, by the way, have to be given every other Sunday or Saturday. All time worked in excess of that laid down for each day in the shift roster is



This photograph, taken on the route between Odda and Telemark gives some idea of the type of road which is extremely common in the country areas of Norway

## Principal means of communication

The buses which operate in the interior of the country are usually the principal means of communication for the population there, which does not have any railway connection with the towns. The bus companies consequently provide both local transport and operate from the district concerned into the nearest centre of population. As a result, routes in the country areas of Norway may often be over 300 km. (186 miles) in length.

The other section of the private bus industry is mainly concerned with local and suburban traffic in the towns and in part also with main-route services in cases where there are no trams or where the local authorities have not established any system of public transportation.

So long as the bus drivers remained outside the trade union movement, wage and working conditions varied considerably. The principal task of our union, therefore, has been to secure uniform rates and conditions to the

counted as overtime and is compensated accordingly at time-and-a-half rates. Ordinary work performed on Christmas Day, New Year's Eve, Good Friday, and Whit Sunday, together with 1 May and 17 May (the Norwegian national day) counts as double time, whilst any overtime worked on the same days qualifies for an additional supplement of 50 per cent.

Time and time again, the employers have sought to have introduced a longer spreadover than two weeks, on the grounds that in practice it is impossible to adapt a roster giving an average of 48 hours per week to a two-week period. Actual working hours therefore are often less than 48 per week, particularly in Group 2 companies where a considerable amount of waiting time may be involved. (Incidentally, the first hour of waiting time is counted as full working time, with half of that in excess of one hour being similarly counted). The above-mentioned claim by the employers was the second most important issue (the first being wage rates) in our recent negotiations with them.

#### Buses mainly one-man operated

Annual holidays for bus workers are granted in accordance with general legislation on the subject. At present, this provides for a holiday of three weeks, two of which are given in the summer months and one in the winter. So far as uniforms are concerned, 75 per cent of their cost is borne by the employer. All bus employees, their wives and their children are entitled to travel free of charge on the vehicles of the employing company.

Apart from one or two urban and suburban routes, buses are one-man operated. The drivers are therefore also responsible for the sale of tickets, and for this reason are paid kr. 2 per week as a shortage allowance. Where conductors are in fact used, they are mainly young persons between the age of 16 and 19. The top rate at the age of 19 is kr. 150 (£ 7 10 s.) per week. If the conductor in question remains in service until he is 20 then the rate goes up to kr. 160 (£8) per week.

In the case of the longer routes,

lodging turns away from home are worked. When this occurs, drivers are entitled to free accommodation for the night, and a subsistence allowance of kr. 4 for each 12-hour period.

#### Conditions in the Oslo area

Those are the main points concerning the National Agreement. Now let us take a look at the agreement covering the 27 private bus companies which operate services in the Greater Oslo area. Weekly rates are as follows:

*Commencing rate kr. 180 (£9)*

*After two years kr. 190 (£9 10s.)*

*After four years kr. 196 (£9 16s.)*

*After six years kr. 205 (£10 5s.)*

In addition, drivers are paid a mileage allowance which amounts to kr. 25 per week.

Working hours are 45 per week and are fixed by roster as in the National Agreement. Every sixth day is a day off. Compensation for overtime and uniform allowance are also as in the National Agreement.

The Oslo companies make use of conductors to a far greater extent than elsewhere. They have the same rates as those covered by the National Agreement, but in addition they have between kr. 3 and kr. 4.50 in shortage money plus two-thirds of the mileage allowance paid to drivers. Drivers on one-man buses receive the same shortage money as above, but double the normal mileage allowance. The latter is paid because drivers who also have to sell tickets do not have the opportunity of driving the



same number of miles within their allotted working hours as their colleagues who are accompanied by a conductor.

As can be seen from this, the Oslo agreement is considerably better than the national. It must also be added that the companies covered by it contribute the sum of 1½ per cent of their total wages bill to a sick fund which is administered by the bus workers themselves. It has not yet proved possible to




*A Norwegian country bus passes a very much older form of transport on the road which skirts Lake Jolster - a lake which will be familiar to many stamp collectors*



## Book review

### COLLECTIVE BARGAINING IN THE RAILROAD INDUSTRY

By Jacob J. Kaufman; King's Crown Press - Columbia University, New York; (Oxford University Press - London, Toronto, Bombay and Karachi); pp. 235; price 10s.

 THE PROCESS OF COLLECTIVE BARGAINING in the US railroad industry is largely a question of the operation of the Railway Labor Act and much of this study is devoted to an examination of the Act, its record, the element of compulsion in the settlement of railway labour disputes, and its defects. As background to the operation of the Act, the reader is given a picture of the us railroad industry, the employment, methods of wage payment and working rules of railway employees together with their trade union organizations. The story of Federal intervention in railway labour disputes, beginning with the first enactment, the Arbitration Act of 1888, and culminating in the Railway Labor Act of 1926 (amended 1934), then leads to a more detailed consideration of the latter.

The author has much of interest to say on the subject of the right of railroad workers to strike, in which connection he makes reference to foreign experience.

Contains a very useful bibliography and is indexed.



training of bus workers. In the Oslo agreement, we have a stipulation providing that if a conductor wishes to continue in bus service as a driver he must undergo a period of at least six months' training under the auspices of the company in question. This system produces first-class drivers, who feel themselves entitled to seek a correspondingly high wage level. I think it can be said that this feeling has in fact found expression in the Oslo agreement.

At the present time, the wages agreement for bus drivers in our neighbour Sweden is in process of revision, and it is interesting to note that our colleagues of the Swedish Transport Workers' Union have put forward claims based on the Oslo agreement, particularly in respect of the mileage allowance.

Whether the information which I have given in this article will be of use to bus workers in other countries, is, of course, difficult for me to say. Mutual information will, however, always form a basis for further progress.

*Driving between walls of snow on the Haukeli road. Haukeli is an important road junction for the fjords in the West and the Norwegian capital in the East*

*Buses of Nord-Norge-Bussen travelling along the Arctic Highway. On this route, buses operate through some of the most sparsely populated districts in Norway*

win a similar contribution from the companies covered by the National Agreement, but the majority of them have some arrangements regarding pay during sickness additional to that provided by public funds.

#### Towards a pension scheme

Another problem to which we have devoted considerable energy, and on which we expect to reach a satisfactory solution in the not too distant future is that of a pensions system for bus workers. The bus companies have shown themselves to be in favour of its introduction, and negotiations are now in progress on a common system for all companies which belong to the Norwegian Bus Operators' Association.

As will be seen from the rates quoted earlier, wages go up with increased experience. I am not certain to what extent this system is practised in other countries, but in our case it has been adopted at the request of the bus drivers themselves, who consider that a practised driver is entitled to a higher wage than the new entrant. The system also encourages bus workers to continue in employment in the industry.

Finally, a little about the vocational

# 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



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