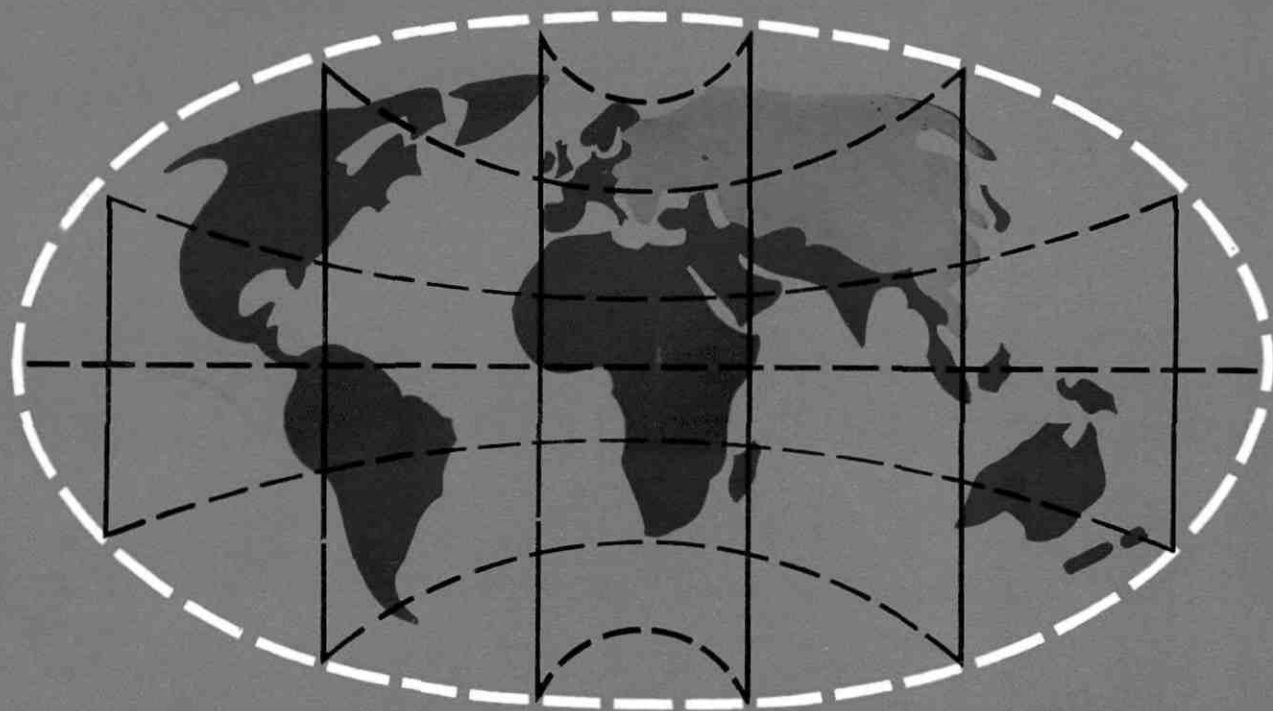


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Contents

page

Pie in the sky 141

Establishment of Eurofima ... 142

New York subways and their
workers
by Michael J. Quill 143

Over 2,000 women in Norway's
merchant fleet 146

Rail-sea transport coordination
in India 146

The organization of European
transport
by Paul Tofahrn 147

An International Seamen's Home
for Antwerp
by Ward Cassiers 149

More Norwegian aid for Indian
fishermen 150

Training of Swedish railway staff 150

Chilean railwaymen seek pensions
legislation 150

Towards greater security 151

Welfare activities on the Nor-
wegian State Railways 155

A retirement program for US
pilots
by S. J. Devine 158

Railwaymen's housing in
Germany 160

Travel aid for Norwegian Sea-
men's families 160

Pie in the sky



TO HEAR COMMUNISTS TALK one might think that they above all others have the well-being of the working class at heart. Yet the theory and the practice of Communism make no secret of the fact that for the Communist the plight of the working class is only a means to an end. The great difference between the sales talk and the realities of Communism is something which grim experience has brought home to workers everywhere.

This is true of countries where the Communists are an insignificant minority. If there is an opportunity to stir up industrial and social unrest the Communists are eager to exploit it. Once it has served their purpose they lose all further interest. This explains why Communists are so little concerned to build up a strong trade union movement. Their primary concern is to exploit the poverty of the workers, not to improve it.

It is true also of countries where the Communists have succeeded, owing to the peculiarities of the post-war situation, in getting control of the bulk of the trade union forces, as in France and Italy, but show little or no ambition to use them for raising the workers' standards. Recent reports from high-level Communist sources in France admit that working-class standards have fallen since the end of the war. In true Communist fashion all responsibility is repudiated and all the blame put on others. The same goes for Italy. In countries where the democratic trade unions look after the workers' interests, on the other hand, there has been a substantial rise in both relative and absolute standards.

It is true, finally, of Communist-dominated countries like Soviet Russia, Poland, and other satellite states. To get a precise picture of everyday life in these countries is not easy. The main sources of information, for the outside world, are government and newspaper reports, supplemented by the reports of visiting delegations. But the former are so heavily controlled and censored, the latter so influenced by bias, that they reveal very little. In any case, they seem so preoccupied with Two-Year Plans, Five-Year Plans, or Ten-Year Plans, with targets which still have to be or have already been achieved, with the wonderful world being built for future generations, that they rarely permit of an actual assessment of working and living conditions in these countries. If ever there was a 'pie in the sky' ideology, it is the Communist.

Information from official and semi-official sources concerning the lot of the

people in Communist countries being both suspect and nebulous, what can one learn through information obtained through direct contacts? Unfortunately Communist governments are as careful in preventing leakage of information through channels of this kind as they are in gagging the press and other official agencies.

Communist maltreatment of visiting seafarers

This perhaps explains the kind of treatment suffered by crews of ships visiting the ports of Communist countries. Seafarers are wont to roam freely about the ports of the countries they visit and consequently to see what is going on. This is something the Communist authorities can hardly allow if the outside world is to be kept ignorant of conditions inside their countries. The result is that, on arrival in these countries, ship's crews meet with anything but a cordial reception. Sometimes they suffer no more than close cross-examination and searching of their persons and effects; sometimes, however, they are subjected to veritable third degree methods, including imprisonment for shorter or longer periods without a formal charge or trial; confiscation of property; and even physical violence.

A year or two ago complaints of bad treatment, especially in Polish ports, were frequent in Swedish seamen's circles. Protests were made by the Swedish Seamen's Unions and the Polish authorities seemed to behave with more discretion in their regard. But complaints of rough handling in Polish ports and other ports in Communist-dominated countries have continued to circulate in

seafarers' circles. Recently Finnish seafarers seem to have been the chief victims of ill treatment at the hands of port authorities in the Communist countries.

When the General Council of the ITF met in Helsinki in June last a representative of the Finnish Seamen's Union, who also spoke on behalf of the other maritime unions of Finland, submitted documented information about indignities and injustices suffered by Finnish seamen in Polish ports. One seaman had been sentenced to ten months' imprisonment for refusing to hand a photograph of a Polish woman to a military guard. Polish authorities later admitted that the case was conducted in a manner contrary even to Polish law. Another Finnish seaman was arrested following a quarrel with a soldier who took his passport and refused to hand it back. Before the court this case was grossly exaggerated and termed a 'crime against the Socialist system'. The seaman was condemned to six months' imprisonment, after the prosecution had demanded that he 'should be punished also for offences of other Finnish seamen'. The evidence brought by the Finnish seafarers' representatives in Helsinki spoke of many cases where seamen had to hand over all valuables to Polish customs officials in order to have them put under seal, but found later the seals had been broken and that valuables, which included cameras, currency, and the like, had disappeared. Such is the harshness and arbitrariness suffered by foreign seamen in such cases that there is little they can do to obtain redress.

Other totalitarian countries also guilty

The General Council of the ITF was deeply concerned at these complaints. During the discussion which took place attention was drawn to the fact that maltreatment of seamen was not confined to ports of Communist countries, but occurred also in the ports of countries under other totalitarian regimes, Venezuela being a country especially cited in connection with offences against seafarers. It was emphasized that all countries guilty of these offences should be brought into the indictment.

The General Council adopted a resolution which pointed out that outrages against seafarers are not only contrary to the principles of human justice and

decency, but must result in a growing aversion among seafarers to man ships visiting the ports indicted. It was decided to appeal to the International Labour Office in Geneva to make an investigation and to report the results as soon as possible. The ITF offered the fullest cooperation of its affiliated seafarers' organizations in supplying material to support the complaints made.

In pursuance of this resolution, the ITF wrote to the Director-General of the ILO at the end of June, reporting the complaints made at its General Council Meeting in Helsinki and expressing the hope that positive action would be taken to ensure to seafarers in all ports of the world freedom of movement and respect of human rights, and that an end would be put to restrictive measures which at present make their lives unbearable.

The case of the 'Hel'

We can quote an incident of rather a different character to show the callousness of Communists where the rights of workers are concerned. Though the origins go back to Britain in 1945, the incident only found its consummation a few weeks ago in the law courts of Belgium.

It was at the time of the change of government in Poland, in 1945, when the Polish Government which had been established in London during the war was succeeded by the new Government in Warsaw. One of the last acts of the wartime Polish Minister of Transport was to award a bonus of three months' wages for services rendered during the war to some five or six hundred officers and men who were leaving the Polish merchant navy.

A bonus of a similar nature was awarded and paid at the time to the shore-based personnel of the Polish merchant navy in Britain, but that of the seamen was not honoured. Whether the motive was reluctance to encourage men to leave the ships or a desire to punish them politically, is a matter for speculation. However, the men, through their union, took the case to law in Britain, and it was tried in the High Court of Justice and the House of Lords Appeal Court. The issue here turned not on whether the undertakings of the former Polish Government were transferable to its successor, but on whether the Polish shipping concerns in question were bound by the wartime Transport Minister's award. The British

courts in both instances gave judgment in favour of the Polish seamen. But the assets of the Polish shipping concerns had been removed from Britain, and the judgment could not be enforced.

This year, however, the Polish Merchant Navy Officers' Association in London, with the support of the ITF with which it is affiliated, decided to make another bid to enforce the rightful claims of the five hundred Polish seafarers. On the basis of an Anglo-Belgian Agreement, under which legal judgments in one of the countries are enforceable in the other, proceedings were instituted in a Belgian court against a Polish ship, the 'Hel', owned by one of the Polish shipping concerns affected by the above-mentioned award.

The ship was sequestered in the port of Antwerp on 31 May. The case went through the ordinary court and then a higher court, and resulted in the owners being ordered to pay the sum claimed, £ 21,149 5s. 8d., into court. The 'Hel' was then released, on 15 July, having been detained, fully loaded, for forty-six days.

This was about one-fourth of the total sum of £ 85,154 16s. 2d. owing to Polish seafarers in war service gratuities. Anxious no doubt to avoid similar

Establishment of Eurofima



AT A MEETING, held in Paris on 8 July under the chairmanship of the French Minister of Public Works, Transport and Tourism, the Transport Ministers of Austria, Belgium, the Federal Republic of Germany, the Netherlands, Spain and Switzerland adopted the articles of Association and the text of the convention on the establishment of a 'European Company for the financing and purchase of rolling stock' (Eurofima). The Convention setting up the new European company will be officially signed in October next after its approval by the countries concerned. Further acceptances of the Convention, by Denmark, Portugal, and Yugoslavia, are expected before 1 September next.

The question of international financing of rolling stock purchase had been under consideration by the European Transport Ministers' Conference since 1953. At its October 1954 session, the European Transport Ministers' Council, on the advice of its Committee of

action being taken against other Polish shipping concerns, representatives of the Polish Government travelled to Antwerp and approached the legal representatives of the Polish seafarers to discuss the remaining claims. Negotiations on these have now led to a provisional agreement.

The result secured is highly gratifying not only to the Polish seafarers concerned and their union, but also to the ITF. The General Council Meeting of the ITF held in Helsinki at the middle of June last adopted a resolution demanding justice for the men and appealing to the dockers' and seafarers' unions of the ITF, as well as public opinion, to support them. A meeting of dockers' and seafarers' representatives which took place at the London headquarters of the ITF early in July endorsed the General Council's resolution and considered what kind of support could be given to the Polish seafarers if the court action should not be successful.

The case proves that when dealing with Communist régimes workers have to fight as hard for their rights as anywhere. Even that statement, however, must be qualified, for it assumes something which is the exception rather than the rule - that they are able to fight at all.

Deputies (following examination of the problem by a Study Group of railway administrations and banks under the Committee's supervision), declared itself in favour of the setting up of a European company.

The company, under Belgian chairmanship, is to have its headquarters in Basle. It will have an initial capital of 50,000,000 Swiss francs, furnished on a loan basis and paid partly in cash, partly in goods wagons. A major part of the shares will be held by France and Germany.

The company will normally work on a hire-purchase basis. It will confine itself initially to the purchase of wagons of the standard 'Europ pool' type and will later extend its operations to include other standard types of rolling stock, particularly diesel locomotives. The company's loans will be doubly guaranteed: by the railway administrations of the member countries and by state guarantees providing for certain tax exemptions to save any additional financial burden being placed on the national railway networks.

New York subways and their workers



by MICHAEL J. QUILL, *International President, Transport Workers Union of America, CIO*



The 207th Street inspection yard. This scene, taken on a winter night, reflects the vastness of subway operation in New York

TWENTY-ONE YEARS AGO, the Transport Workers Union of America, CIO, was founded by a small band of hardy men. They worked for the Interborough Rapid Transit Company – at that time a private company, now a major subdivision of the New York City Transit Authority.

From the courage and devotion of that handful, a union has grown. Today, TWU is 170,000 strong and Local 100, the nucleus of the present International and our largest Local, numbers 43,000 members. Some 8,000 work for nine private bus companies in the metropolitan area. The majority work for the New York City Transit Authority, which provides mass transportation by subway, bus, street-car and elevated lines throughout the five boroughs of the city on the world's largest railroad.

In 1934, the wages were low. I worked the midnight shift making change in a subway booth, earning forty-three cents an hour for eighty-four hours in a seven-

day week. Holidays, sick pay and all the other fringe benefits the American trade union movement has established over the years were completely un-

known on the IRT property. We had just taken a ten per cent wage cut. Working conditions were deplorable. A company union deal was part of the 'yellow dog' contract each worker had to sign when he came on the job. The few craft unions who had small beachheads here and there in the system kept the men divided over petty craft jealousies. 'Beakies' – company spies – operated without hindrance.

Formed an underground movement

Life in the subways has changed since then. We formed an illegal and underground movement which gained in



strength until it emerged as the one union for all transit workers. A powerful industrial union has united the workers in the three major divisions and in every job classification under one banner. Today, a subway ticket agent earns \$ 1.685 an hour, works an 8-hour day five days a week and enjoys a two-week paid vacation after one year and three weeks after ten. He has the added protection of established grievance machinery; generous sick leave benefits protect his family in case off illness. Paid holidays provide added days of leisure.

While the Union has improved the wage rates greatly – a motorman earns \$ 2.15 an hour; a towerman \$ 2.00; a porter, \$ 1.625 an hour – wages have not kept pace with the cost of living nor do they bear any real relationship to the responsibility of the employees. We are now engaged in negotiations to improve wages under a re-opening clause in the current contract.

The subway workers of New York are responsible for the safety of 7,000,000 riders a day. Maintenance men must keep 6,681 passenger cars in top notch

Members of the TWU turn out at a critical juncture during negotiations. Shopgates are convenient locations for meetings. Here Matthew Guinan, President of Local 100, which represents subway workers, is seen addressing workers from one of the large repair shops

condition. The Lexington Avenue subway, one of the IRT lines, was opened in 1900 and many of the cars still in service were bought in 1904!

Motormen guide eight to twelve car trains through 133.28 miles of underground tunnel and over 236.24 route miles. Track maintainers are responsible for the condition of 726.29 track miles.

There are 507 rapid transit stations with 921 change booths. Porters must keep these stations clean under the most difficult of conditions as well as under the over-all handicap of a short-handed

Passengers jam New York's subways during rush hours. The city's system carries 7,000,000 riders daily over 726.29 track miles. Non-rush-hour riding however, has been drastically cut by increased use of private cars which in turn constitute a serious traffic problem

staff. Ticket agents handle 1,416,371,403 tokens during a year.

Powerhouse workers generate 1.25 billion kilowatt hours for the operation of the IRT and BMT Divisions in three power plants, two in Manhattan and one in Brooklyn. Power for the IND is purchased from Consolidated Edison, a privately owned utility. TWU members in the power department also operate and maintain 152 power substations along with approximately 2,000 miles of overhead and underground cables.

Bitter struggles were necessary

The job that the workers responsible for the smooth operation of this vast transit network must perform has grown in magnitude from 1904 when the first IRT subway – 'From the Battery to Harlem in Fifteen Minutes' – carried 350,000 passengers on its first day of operation.

As members of TWU-CIO, they have pioneered to establish top transit working conditions. Our victories have not been won without bitter struggles.

TWU's Local 100 has had to cope with changing managements over the years. The IRT and BMT Divisions of the present Authority were once privately owned companies. The IND Di-



vision, a city-built and owned subway, is the newest of the three divisions, opening in 1936.

TWU had to battle America's great transit trusts when it challenged the ultra-reactionary, labor-hating IRT and BMT Companies. As we built the Union we were successful in forcing the transit tycoons to treat the representatives of their employees as equals across the collective bargaining table.

The transit trusts squeezed the last nickel of profit out of the system and then sold the lines to the City of New York at an exorbitant price. The City unified the three subway systems under a single Board of Transportation in 1940.

The Board of Transportation managed the city's transit facilities for thirteen years until the Republican administration in Albany intervened. The Republican-dominated state legislature set up a five-man unpaid Transit Authority and turned the road over to them to operate. These five men worked less than one day a week at the complicated job of administering the subway and bus system carrying 7,000,000 daily riders.

The first act of the Authority was to raise the fare. The second was to refuse to bargain collectively with the Transport Workers Union of America, CIO, the legitimate representative of New York's subway workers for nineteen years.

First civil service contract

We forced the Authority to hold a representation election for exclusive representation on grievances, a peculiarity of the State Civil Service Law. TWU won that election by a ninety-three per cent vote with over ninety per cent of all those eligible voting. In the negotiations which followed, TWU secured the first signed contract in the United States covering civil service employees.

TWU represents workers who work for a public utility. We have always been conscious of our dual responsibility to the public and our members. We fought the Authority not only to win the higher wages, improved working and grievance machinery embodied in the current contract but also to improve and extend transit services for the 'straphangers' already burdened with a higher fare.

Due to TWU's exposure of Authority incompetence and mismanagement, the

state legislature a few months ago enacted a bill changing the personnel of the Authority.

The new Authority is composed of three men, one appointed by the Governor, the second by the Mayor, and the third chosen by the first two. The three members of the new Authority are full-time paid executives. They took office on July 1, 1955.

TWU does not expect to have an easy time with the incoming Authority simply because its members will have been

which knows how, when and where to fight.

Serious passenger decline

Transit workers and transit management must still face up to the problem of a serious decline in riding. Television and increased use of private cars on the road have drastically reduced nonrush-hour riding. Our streets are more and more congested, our transit facilities are old and fast wearing out. That's one side of the picture.



'The Hole'. This is where New York's subway workers spend their working day. TWU's aim is to make every job in the New York transit field a really good one

appointed by 'friends of labor'. We do expect tough and honest give-and-take across the collective bargaining table. For the first time in the history of New York transit, we are looking forward to participation in agreements which will benefit our membership as well as the riding public.

We have not solved all our problems by any means, but in twenty-one years TWU has built a union based on a solid foundation of militancy and solidarity

The other side of the transit picture is the expansion of the metropolitan area. The suburbs grow to the north, west and east without means of adequate transportation. New York has thrived on cheap rapid mass transportation. We are dangerously near a complete breakdown of the crucial relationship between population growth, building expansion and transit.

The transit worker provides a vital service. We have always fought against



The biggest election in New York City transit history was supervised by the American Arbitration Association. Transit Authority workers voted overwhelmingly for TWU in the 1954 election

any attempt to finance cheap transportation from living standards of transit workers. We also recognize that a low fare cannot be maintained in a vast transit network such as New York's if the Authority is bound, as it is now, to operate on a self-sustaining basis.

Transit workers work, eat and live in high cost of living centres. With the responsibilities he must bear, the transit worker cannot be expected to assume the additional sacrifice of low pay. This is true not only as a basic trade union principle of 'a fair day's pay for a fair day's work' but as a basic safety measure as well.

Our members belong to every ethnic group, race, creed and color. Through the efforts of our union, we have elim-

inated discriminatory practices, once a feature of transit hiring in this city. There is not one job in the transit system of New York which is not open to any man regardless of his race, creed or color.

Over the years, TWU has made tremendous strides in the battle to raise the living standards of the subway worker. We expect to carry on that fight into the future. We intend to make every transit job a good job.

Mass transportation must be integrated


Part of that task is the very real job of arousing the public to the dangers it faces. If you approach an average New Yorker and ask him what he thinks of

the subway system, his answer will be: 'It's terrible!' But these are only surface grumblings. The real ills of our transportation system will not be corrected by whitewashing the stations. Somehow, mass transportation must be integrated. Rail, surface, subway and private automobile traffic must be handled in such a fashion as to give the maximum of service with the greatest of comfort, safety and speed. All these means of transportation must be related to the future growth of New York City as well as to the internal changes which are bound to come to pass.

All of these changes will mean great changes in the lives of the subway workers of New York. Expanding service can mean greater benefits for the members of TWU. We won the fight for the forty hour week not so long ago and already we have launched the fight for a shorter work week, with an ultimate goal of thirty hours in the not too distant future.

We have every confidence in the dynamism of TWU. We are not so confident of the imagination or enterprise of transit management. However, we do believe that our Union - ever conscious of the relationship of public responsibility and the needs of our members - can serve as the catalyst of a better tomorrow.

Over 2,000 women in Norway's merchant fleet

 SOME INTERESTING DETAILS of the composition of the Norwegian maritime labour force have been given in a recent issue of the official organ of the ITF-affiliated Norwegian Seamen's Union.

The Union states that, according to an official survey of the position as at 1 November 1954, there were 2,110 women employed in both foreign and home trade service. Of these, 143 were foreign nationals. The overwhelming majority are to be found on foreign trade vessels, which give employment to 1,853 Norwegian and 141 foreign women. In the home trades, the figures are 257 and 2 respectively.


Incidentally, the survey also shows

that the number of foreign nationals employed on Norwegian ships has now risen to 5,494. In addition, 940 foreigners are employed on a contract basis. Here again, all but 23 (including the two women already mentioned) are serving on foreign trade vessels. They come from all parts of the world, representing Europe, Asia, Africa, the American Continent, and Australasia. More than 2,000 are nationals of the four other Northern countries, with Denmark (1,535) predominating (an indication of the serious unemployment problem in Danish shipping). On the other hand, one finds more Germans (404) and Netherlanders (414) than Swedes (398), and more than twice as many British and Irish (724) as Finns (240). The Americas are also strongly represented, with 173 from the United

States and 209 from other American countries.

The total number of personnel employed aboard foreign trade vessels is stated to be 38,260. In the home trades, the figure is 4,848.

Rail - sea transport coordination in India

 A COMMITTEE IS SHORTLY TO BE APPOINTED by the Indian Ministry of Transport to study methods of ensuring better coordination between rail and sea transport. The task of the Committee will include the examination of the comparative costs of operation on competitive routes by rail and by sea and advising on steps to be taken to promote transportation by coastal shipping of commodities specially suited to this type of transport.

The organization of European transport

by PAUL TOFAHRN, Assistant General Secretary



'EXPANSION IN THE FIELD OF THE EXCHANGE OF GOODS AND THE MOVEMENT OF PERSONS makes necessary the common development of major traffic arteries. In furtherance of this aim, a joint study will be made of development plans based on the establishment of a European network of canals, motor roads, electrified lines, and a standardization of equipment, as well as an attempt to secure a greater coordination of air transport'.

The Ministers of Foreign Affairs of the European Coal and Steel Community, Messina, 3 June 1955.

Present situation - national chaos

The decisive factor dominating the whole transport policy of European states is the concept of national sovereignty. Every government makes what use it thinks fit of transport as a political, economic, commercial, social, cultural, military - and even electoral - instrument.

In the economic sphere, transport can be used to further government policies in regard to the location of industry and the distribution of population. It can also be used to aid certain national industries, including agriculture, either as a means of reducing imports or in order to strengthen the competitive position of domestic export industries. Since transport services themselves are often an invisible export, governments do their utmost to aid their own transport industries in obtaining transit freight or that to be transported abroad; at the same time they attempt to hinder, at least within their own frontiers, the activities of foreign transport industries. Their efforts to favour the ports of their own countries at the expense of foreign ports and to obtain as large a share as possible of transit traffic by rail, road, water, and air, are a telling illustration of the intimate relationship between transport and foreign trade policies. The same is also true of the efforts made to attract tourist traffic.

So far as the social and cultural fields are concerned, it is necessary only to mention workers' and students' season tickets, tickets at reduced rates for large families, study groups, the war injured, cheap holiday travel, and special theatre trains in order to demon-

strate the great variety of ways in which transport can be used to serve cultural and social policies.

The role played by transport in military policy is too well known to require description here. Everyone knows that certain railway lines, motor roads, and airports have been built and are maintained for strategic rather than economic reasons.

Everyone, too, is familiar with the type of railway station which has been built mainly as a vote-catcher in rural areas. Less familiar, however, is the influence which electoral policy exercises on the structure of the transport industry. There is a political theory - electoral par excellence - which holds that the best form of society is that which ensures the existence of a large 'middle class'. The application of this theory to the transport field has resulted in the creation of tens of thousands of pygmy undertakings in the road transport industry and in the continued existence of hundreds of small undertakings in the inland waterways sector. One can think what one likes of the political benefits of this policy, but the economic and social effect is indisputably a negative one. It is no longer possible to count the number of families which have been ruined; conditions of work in the majority of these small undertakings are inhuman; working standards in the large businesses are adversely affected, and chaos reigns supreme in the transport industry.

The technical and commercial incompetence of thousands of small operators has its repercussions throughout the whole of the transport industry, making largely impossible the application of the

most pressing economic precepts by the large undertakings, on whose well-being an ordered society in the last analysis depends.

The methods of financing transport are in every country as numerous as the means of transport themselves and each is more wasteful than the next. There is no national policy on the subject; still less can one speak of a European policy. The Inland Transport Committee of the Economic Commission for Europe has begun a study of the question, which is of an unsuspected complexity, but it is still far from completing its task. In addition, this useful activity has been criticized as too theoretical by highly-placed laymen.

The net result is that transport is not really organized in any European country. At best, one can say that the degree of anarchy varies from one European country to another, being fairly slight in the Netherlands, for example, and fairly or very large elsewhere.

International economic complications and absurdities

International transport is carried on by making use of the whole or part of the national transport apparatuses. The policies adopted by the various States mean that international transport is not run according to the same rules as apply domestically. Routes, rates, and methods of carriage are not dictated by the stable requirements of economic and technical good sense, but by political factors which are essentially unstable and perpetuate economic warfare. The ways of carrying on this warfare by the manipulation of rates and conditions of carriage are many and varied. To the extent that the structure of national transport industries is defective, so the routes, rates, and carriage methods of international transport may be affected.

International transport is regulated by a number of basic conventions between States: the Convention of Barcelona, of 1921, on freedom of transit; the Mannheim Convention of 1868 on

Rhine navigation; and the Barcelona Convention of 1921 on inland navigation; the Berne Convention (revised and now in process of ratification) on the transport of passengers and goods by rail, the Geneva World Convention of 1949 on road traffic, supplemented by a number of purely European Agreements; and the Chicago Convention of 1944 on air transport. All these conventions deal with technical, juridical and administrative matters. They make possible international traffic across frontiers but they do not regulate commercial questions.

The most straightforward situation exists on the railways. Here, only the railway wagon and its load cross national frontiers, the transport operation itself being carried out by the national undertaking of the territory over which the passengers or goods are being carried. In road transport, too, things are still fairly simple so long as one confines oneself to private cars. All European roads are open to them and the levying of a tax for the use of roads abroad is no longer of common occurrence. However, as soon as one turns to commercial transport, other than that engaged in purely transit traffic, the position changes. All European governments protect their national industries against foreign competition within their own frontiers, whether this be on the roads, on the rivers and canals, or in the air. Such protection generally takes the form of bilateral agreements, with or without quota stipulations*). In order to make possible the movement of commercial road vehicles on the whole of the adjacent territory of six States, for example, each of the governments concerned must conclude a bilateral agreement with the five others, i.e., a total of fifteen agreements for the six countries. Negotiations on the same scale must be carried on for each branch or subdivision of the transport industry in which it is desired to permit or to achieve interpenetration. If fifteen States are involved – as is the case in civil aviation – a total of 105 bilateral agreements is necessary. In addition, the contents of the agreements may vary. The Franco-Swiss bilateral agreement on road transport is not necessarily

identical with the Franco-Belgian agreement and the two agreements may perhaps be based on other principles than those which apply in the case of agreements negotiated for air transport.

A considerable measure of complication and economic absurdity is thus the penalty for maintaining national sovereignty in the field of international transport.

Needed - a policy and a plan

In theory, every European country can, by adopting a reasonable policy, bring about ordered conditions in its transport industry. In practice, however, no country is entirely free to do so as long as one or more of its neighbours continue to utilize transport as a weapon of economic warfare. Every distortion to which a national transport apparatus is subjected for the purpose of economic competition calls forth counter measures, that is to say, results in distortions in other national transport apparatuses. Ordered conditions in European transport can only be obtained by simultaneous and concerned action on the part of the governments; once established, such conditions can only be maintained by permanent joint action.

In order to make progress towards this objective, agreement is needed on a minimum policy as to the manner in which the transport industry is to be organized. Such a policy would have to cover all matters of importance: the structure of the industry and the welding of the various means of transport into a coherent whole, the methods of financing; the structure (not necessarily the level) of rates; the recovery of track expenses borne by public authorities; the payment of charges foreign to the industry (provision of free services or services at reduced rates imposed for economic, commercial, social, cultural, and military ends); and, last but not least, working conditions in the transport industry.

The adoption of a common policy presupposes a collective decision on the part of the governments concerned to stop making use of transport as an instrument of economic warfare. Such an agreement would be impossible if it were to mean the loss of what has been gained during more than a century of nationalist transport policies. Germany, for example, cannot allow the position of the ports of Hamburg and Bremen to be jeopardized. Agreement is only pos-

sible if it involves a compromise on the sharing of international traffic. In order to achieve such a result, it would, of course, be necessary to come to terms with the dictates of economic common sense.

The compromise reached would have to be flexible enough to operate under both favourable and adverse economic conditions and to be able to take into account technical developments and the structural changes which such developments might impose on the transport industry.

A common policy and an agreement on the division of traffic could best be achieved if they stemmed from an organizational plan covering the whole of European transport. A survey of the means of transport and transport services; ascertainment of distortions, unnecessary duplications and shortcomings; action to remedy these defects and, in addition, to provide the whole of Europe with an integrated transport apparatus capable of fulfilling all the demands upon it; regulations concerning the sharing of traffic of an international character on main traffic arteries and taking into account the various means of transport; planning of the investments which will be necessary in the immediate future; formulation of a tariff policy for international traffic; regulations on working conditions; a policy for the production and the supply of raw materials, equipment, and power – these are the prerequisites of a general plan which could lead to a European policy, an agreement on traffic sharing, and the solution of controversies such as that concerning the canalization of the River Moselle.

The granting of power and authority to ensure the implementation of the treaty implies that, in every sector of the transport industry affecting a European interest, the Authority shall be responsible for investment and tariff policy, coordination of the means of transport, overall direction of traffic movements, and financial policy – including that relating to the cost of tracks made available to the operators of transport by public authorities. It implies also that the Authority has obligations in regard to social policy in the industry, without which any attempt at a coordination of the means of transport is a delusion. Finally, the Authority must possess the necessary powers to enable it to adapt the European transport

(continued on page 154)

*) On the railways competition is carried on between lines serving the same customers by different routes (countries). Traffic between the Ruhr and Italy, for example, can make use of one route via Bavaria and Austria or by other routes via Switzerland. Such competition gives rise to bilateral and trilateral rates agreements.



An International Seamen's Home for Antwerp

by WARD CASSIERS, *National Secretary, Seafarers' Section, Belgian Transport Workers' Union*

A NEW INTERNATIONAL SEAMEN'S HOME WAS OFFICIALLY OPENED in Antwerp on 21 May, thus fulfilling a long-felt need to replace the seamen's home which, opened in 1891 as the result of private initiative, was badly damaged during the war. At the same time, the new seamen's home represents the fulfilment of a long-cherished hope of Omer Becu, who, during the time he was general secretary of the Belgian Seamen's Union and city councillor of the city of Antwerp, first conceived and worked for the idea of a new building furnished, administered and managed in accordance with the Seattle recommendation of the International Labour Office. In this he was fully supported by M. Detiège, in charge of social affairs on the city council of Antwerp.

Following lengthy discussions an agreement was concluded between the city council and the government under which the latter undertook to subsidize the venture to the extent of thirty million francs, whilst the city council provided the site.

The result is an eight-storey building of which the top two storeys have been leased to the Scandinavian seafarers' welfare services and comprise the seamen's home known as 'Scandia'. The six other floors contain the bedrooms. In addition, the home provides a restaurant, a bar, a games room, two skittle alleys, a room for billiards and other games, a reading-room and library together with a hall for stage shows and films.

There are 150 bedrooms in the home. Each bedroom, of which twenty-five are double rooms, has a wash-basin, two cupboards and a writing-table. There are bathrooms, shower-baths and the usual conveniences on each floor.

The property belongs to the city of Antwerp but is managed by a non-profit making society representing the government (Ministry of Marine), the city of Antwerp, seafarers' organizations and the shipping companies. Each of these members makes an annual contribution to the home. Each decides the actual amount it will contribute, the city of Antwerp itself having fixed its contribution at one million francs a year.

The charge for full board and lodging at the home is 125 francs a day (about 18s.), bed and breakfast costs seventy-five francs, dinner thirty-five francs and supper twenty-five francs. There are no 'extras' - tips and service charges being included.

The opening ceremony was attended by representatives of the Belgian Transport Workers' Union (seafarers' sec-

The entrance hall typical of the simplicity, combined with comfort, which is the keynote of the new international home

tion), and the seafarers' organizations of Great Britain, Norway and Sweden, affiliated with the ITF. In his address, M. Detiège, paid a tribute to the efforts of Omer Becu to promote the project and to the Belgian seamen's union for the leading role they had played in bringing it to fruition. The home was an institution worthy of all praise, not only as regards the social purpose it served, but also the manner in which the intention of the promoters to create a seamen's home available to all without distinction of nationality, religion or colour had been put into practice.

In stressing that a social need had been filled by the establishment of this seamen's home, due regard must also be paid to the way in which the architects, builders and workmen had laboured







The spacious recreation hall provides facilities for a number of indoor games

together to produce this imposing structure on the banks of the Falcon canal. The intention had been to build a home run in accordance with recommendations made by the International Labour Office i.e. by a tripartite committee

More Norwegian aid for Indian fishermen

 THE NORWEGIAN PARLIAMENT has voted another £ 250,000 to the Norwegian Technical Aid Project for India. In recent years the Parliament has voted altogether £ 1,500,000 to this project, which is designed to help fishing communities in Travancore-Cochin by improving catching and distributing methods and raising health standards. In the Parliament Norwegian Labour M.P. Finn Moe, who is also Chairman of the Foreign Affairs Committee, described the Indian Aid Programme as 'preventive peace work of such importance that appropriations could very suitably come out of the defence budget'. Replying to an opposition proposal aimed at reducing this year's grant to £50,000, Finn Moe said: 'as we are spending £ 150,000 per day to defend ourselves we should be able to spend £250,000 a year to prevent war breaking out. It is a reasonable insurance premium to pay'.

Training of Swedish railway staff

 DURING THE YEAR 1954, the rationalization and adoption of more systematic methods of professional training were continued on the Swedish railways, and some ten programmes have now been laid down, in particular for the training of drivers and maintenance staff for railcars and Diesel locomotives, signalling apparatus fitters,

representing the public authorities, the shipowners and seafarers, as well as to ensure that it should also be furnished and equipped in the way recommended by the international body. It is gratifying to note that those objectives have been fully achieved.

The port of Antwerp, visited by seafarers from all corners of the world, now possesses a centre in which all can gather and find a welcome, and which offers them during their long absences from their family not only lodgings at reasonable prices but also a veritable home. Visitors to the establishment are agreeably surprised at the practical layout of the rooms as well as by the great care taken in the choice of furnishings and the interior decorating. The general

etc. Courses are at present being run for 15 special groups of 3 to 5 men, chosen from among the staff with a practical experience of the trade.

Professional training includes mainly teaching according to the TWI method and individual instruction. Oral courses during the school year 1953-4 took up some 70,000 working days (identical number with that of the 1952-3 school year), that is approximately one day per employee per year. Practical work is undertaken during the courses and takes place according to established rules.

The teaching of languages includes the projection of educational films in French and English, a course for beginners in German and conversation circles for English, French, and German. The State Railways also contributed to courses in languages for their workers, organized outside those of the Railways. During the year 1954, 30 employees obtained grants for the study of languages in Germany, France, and Great Britain.

During the year, the Railway Administration published a booklet entitled 'At the Service of Clients'. A new course by correspondence was introduced and a new film made. A series of projections was organized for the training of staff in the Goods Department.


Expenditure in educational departments included in the budget for the 1953-4 financial year amounted to 2.8 million crowns, that is 0.50 per cent of the total direct operating and maintenance expenses. The corresponding fig-

impression is one of simplicity, with the emphasis on brightness and comfort in pleasant surroundings - matters of importance to those who lead an arduous life performing heavy tasks away from the settled atmosphere of life on land.

The new seamen's home is a positive monument to the rightful place of labour and human dignity and to the social progress which has taken place in human society. It is the wish of its sponsors that it should prove a true home in which the many seafarers visiting the port of Antwerp may find rest and repose after their long voyages. The International Seamen's Home has opened its doors wide to those who so richly deserve the comforts of such an institution. May it long continue to prosper in its service to them and as a permanent memorial to a fuller understanding among the peoples of the world!

ures, for the previous financial year, were 3.5 millions and 0.6 per cent.

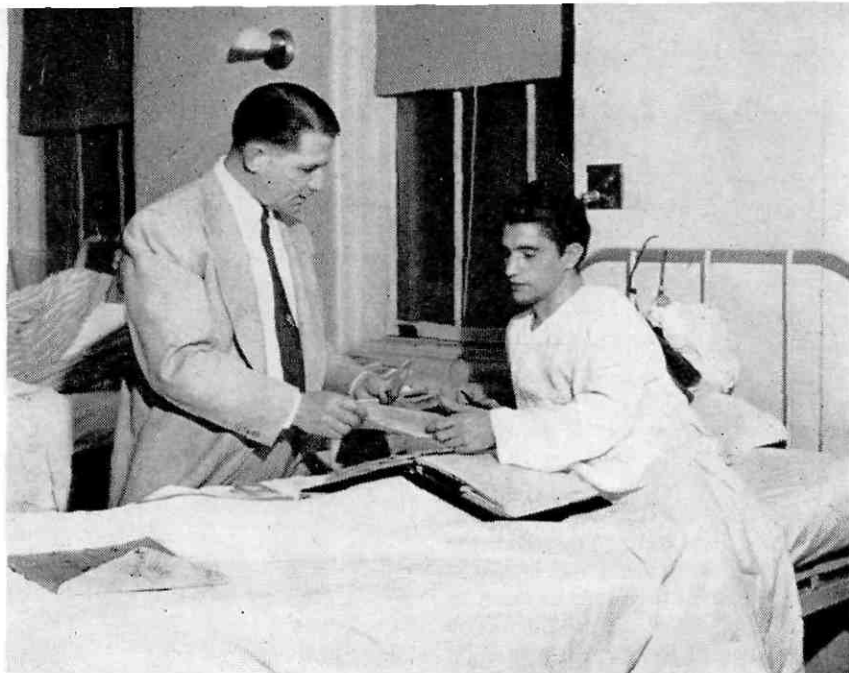
Chilean railwaymen seek pensions legislation

 THE ITF-AFFILIATED CHILEAN RAILWAYMEN'S FEDERATION has recently submitted for parliamentary approval a draft pensions scheme which would give railway workers' dependents death benefits similar to those received by dependents of other state employees and those employed by certain private firms.

The draft scheme provides for a pension equivalent to 75 per cent of salary, wage, or retirement pay to be paid to relatives of deceased railway employees. One half of the pension would be paid to the railwayman's widow when she reaches the age of sixty; the other half would go to the deceased's unmarried children up to the age of 21 (or to 26 if proven students), or to the deceased's brothers under the same conditions in the event of there being no children. Should the deceased not leave a widow, her pension (subject to a 25 per cent reduction) would then be added to those which would be received by the other beneficiaries.

The railway administration, together with a committee composed of railwaymen and railway pensioners chosen by the Chilean Railwaymen's Federation, would be directly responsible for the administration of the scheme, to which both employers and employees would contribute five per cent of salary.

Towards greater security



THE SEAFARERS' INTERNATIONAL UNION OF NORTH AMERICA (an affiliate of the IUF) claims with justifiable pride a tradition of pioneering in union welfare programmes since the earliest days of its existence. In keeping with this tradition, the union was able to make the announcement that, with effect from 1 June 1955, the existing welfare plan would be extended to include additional as well as increased benefits. In giving some details of the working of the new plan, we take the opportunity of passing in review the history and development of the union's efforts to achieve a greater measure of security for its members.

The problem of welfare benefits for seamen, which, as the SIU points out, were completely unknown to the industry at the time, was first discussed at a joint conference of the Sailors' Union of the

Pacific and the Atlantic and Gulf District of the SIU in June 1949. It was agreed that the two organizations would press for this type of benefit at their next bargaining sessions with the ship-

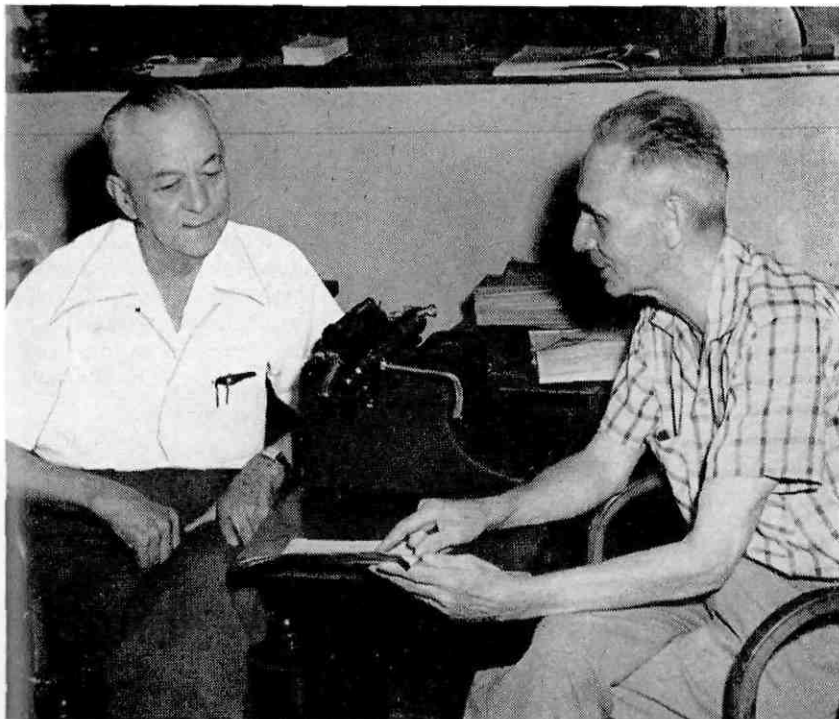
owners. The SUP, under the leadership of Brother Harry Lundeborg, was the first to crack the ice when late in November 1949 it compelled the West Coast operators to agree to the payment of twenty-five cents for each unlicensed seaman's workday into a welfare fund. The SIU A & G District was close on the SUP's heels, however, obtaining virtually all its demands in negotiations with the operators which began on 4 December 1949. On 29 December, a key memorandum was signed by representatives of several major SIU operators. The Seafarers' Welfare Plan was born.

A joint panel

The plan drawn up with the operators committed the latter to a contribution of twenty-four cents per day for each seafarer working on their ships, the sums accruing going into a central fund from which seafarers could draw benefits as they needed them. A joint panel of union and shipowner trustees was empowered to oversee all operations, which would be the immediate concern of a full-time administrator familiar with the problems involved.

When payments first began on 1 July 1950, a \$500 death benefit and a \$7 weekly hospital benefit were provided. This marked a great advance on the

Veteran SIU men get \$105 a month pension-disability benefits. These are paid weekly or monthly according to the wishes of the retired member. A new and improved benefit plan began in June



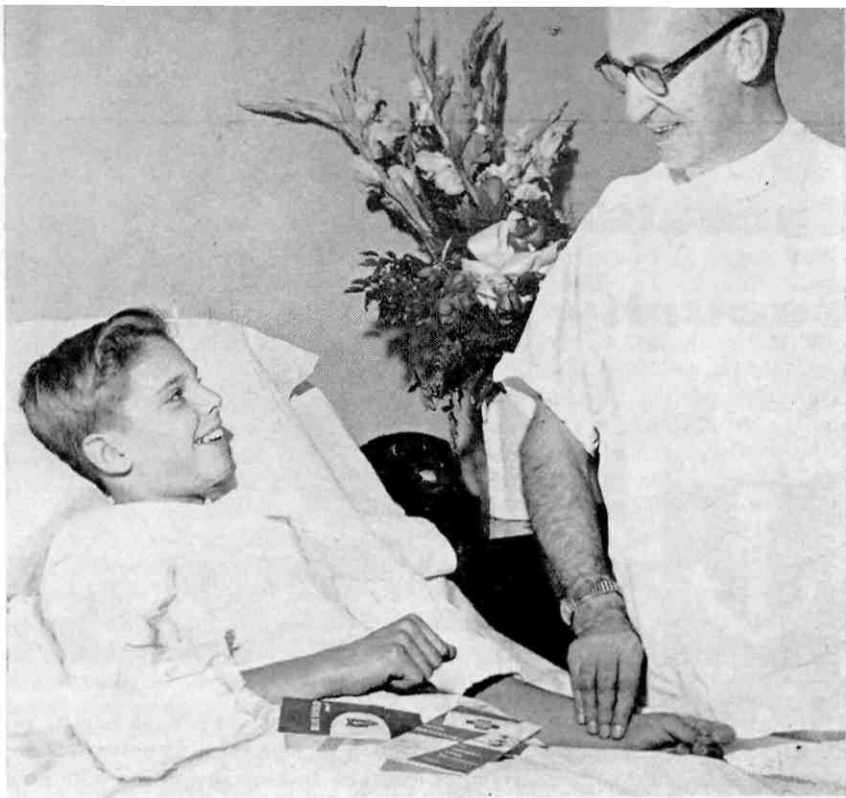
Wives and children of SIU members are also eligible for medical and hospital expenses up to approximately \$700 for each period they spend in hospital

\$2 weekly hospital benefit, the \$100 burial benefit and the \$50 'shipwreck benefit' payable out of the union's treasury under the old SIU constitution. The welfare plan did not stand still, however, and, since its inception, a number of improvements have been written into it, culminating in the latest additional benefits, and increases in those already in existence, which took effect on 1 June of this year. Thus the first \$500 death benefit was increased on four different occasions to reach its present level, whilst the present weekly hospital benefit has been tripled compared with the amount payable when the scheme was inaugurated. Just a few weeks before the second anniversary of the plan, in June 1952, the \$200 maternity benefit and a disability benefit - then pegged at \$15 a week - were added to the list. Three successive increases in the latter have brought it up to the present rate of - \$35 a week.

The SIU Welfare Plan, however, has not stopped at affording the more obvious advantages associated with welfare plans generally. An outstanding achievement of the Plan, for example, was the creation of a scholarship fund in October 1952, enabling a number of seafarers and their children to attend the college or university of their choice with \$6,000 four-year scholarship awards.

Self-insured

From the very start, the SIU Seafarers' Welfare Plan has been self-administered and self-insured. This decision was made when the scheme was negotiated. It is thus one of the few self-administered union welfare programmes in the US,



most schemes being based on insurance policies taken out with insurance companies, who then administer the scheme. Such a scheme, contends the SIU, must inevitably cost more to run than one that is self-administered. The union in this connection quotes the New York State Superintendent of Insurance to the effect that expenses under insurance company plans average around ten per cent, and in some cases are as high as twenty-five per cent. By administering its scheme itself, the SIU has limited its expenses to 7.7 per cent of income. The saving thus effected enables the scheme to pay larger benefits covering a wider field.

The SIU Welfare Plan is managed by a board of trustees consisting of three SIU and three shipowner representatives. The trustees have powers to determine how the scheme is to be run and what benefits are to be provided. They can call on expert advice for this purpose and in turn issue instructions to the professional administrators hired by the Welfare Plan for the purpose of carrying out its functions.

Latest figures published by the SIU - dated 6 May, 1955 - show a total of \$2,333,930. paid out in benefits since

SIU member with wife and daughter (left) rejoicing over her winning one of the \$6,000 four-year scholarships awarded annually under the SIU welfare plan

the scheme started on 1 July 1950. This figure includes \$93,145 disability benefits paid since 1 April 1952.

The assets of the Plan amount to \$2,674,573 and include \$240,895 in real estate and \$720,697 in US Government bonds. The decision to invest in the latter, thus putting an idle reserve to work earning money, was made in January 1951.

The new programme

The extended benefits programme which went into effect on 1 June 1955 includes nine benefits involving cash payments together with four additional categories of benefits involving direct assistance to seafarers. They are: family surgical, family hospital expenses, family doctor expenses in hospital, maternity, disability-pension, death, seafarers' hospital benefit, scholarships for seafarers, special aid, meal benefit and dormitories for seafarers on the beach between jobs, and training facilities for seafarers.

Specifically, the new programme, as approved by the membership of the SIU in all ports at the membership meeting held on 4 May 1955, provides, in respect of a wife and unmarried children under the age of nineteen, hospital benefit at the rate of \$10 a day for thirty-one days to pay for a hospital room. To this is added a maximum allowance of \$100 for extra hospital expenses after the first \$50 of expenses. An allowance of

\$4 a day is also made for doctor's visits during the period the dependent is in hospital up to a maximum of thirty-one days' visits. In addition, a schedule of surgical benefits is provided up to a maximum of \$300, depending on the type of surgery involved. The existing \$200 maternity benefits plus a \$25 us defense bond is continued.

For seafarers themselves, the death benefit has been increased by \$1,000 to \$3,500; weekly hospital benefits, payable for as long as the seafarer is hospitalized, go up by \$6 to \$21.

In addition, the disability pension is increased to \$35 a week, while the existing \$6,000 four-year college scholarships for seafarers or their children are continued unchanged.

Over and above these benefits available under the Welfare Plan, seafarers in all ports who are on the beach waiting to ship out are entitled to assistance through the loan and meal book programme, the use of dormitory facilities plus the facilities of the Andrew Furuseth Training School for upgrading purposes.

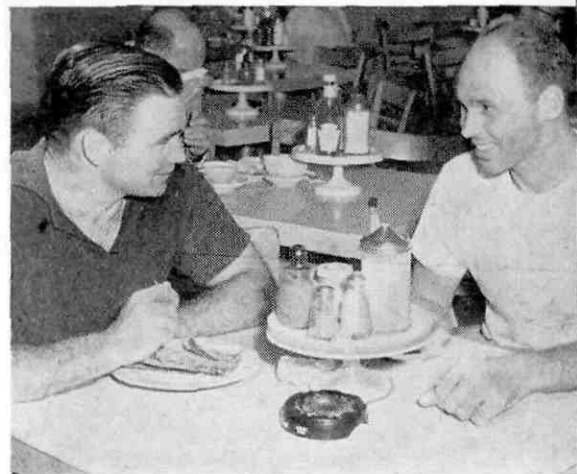
Eligibility under the plan

When revising and broadening the SIU welfare plan, the trustees took the op-

Under its welfare plan, the SIU operates cafeteria where unemployed seafarers receive meal books till shipping out again

portunity of ensuring that benefits would be payable to the professional seaman sailing regularly with the SIU. Certain changes were accordingly made in eligibility. The one-day's seetime qualification for death, hospital and maternity benefits was therefore carried over, but is now on the basis of one day in the previous ninety and ninety days in the previous calendar year. Thus preference is given to the full-time, professional seafarer.

Qualifications for the increased disability-pension benefit are now twelve years' seetime, or 4,380 days, one day of which must be within ninety days of the seafarer's application for disability benefits. This is assurance that benefits will go to active seafarers, with those disabled in previous years already brought in under the retroactive features of the original disability benefit. Disability qualifications, as before, consist of inability to work at sea for a living, no matter what the age of the seafarers may be. Qualifications for the scholarship benefit remain at three years' seetime on the part of the seafarer, or the



seafarer-father of the scholarship applicant.

The new family benefits work in the following fashion. The \$10 a day hospital benefit and the \$100 maximum allowance for extra expense like x-rays, operating rooms, extra nursing care and the like are treated as one package in figuring the \$50 deduction. The seafarer pays the first \$50 of the package and the Welfare Plan picks up the tab for the remainder.

By putting in the \$50 deductible feature, the Plan is able to provide more generous benefits, so that the seafarer who is faced with a really large hospital bill will get the aid he needs. The whole idea is to help those who need help the most, instead of dissipating the Plan's resources in payment and handling of minor hospital bills.

The surgical schedule, which is fully detailed for all types of surgery, provides payment for specific operations up to the \$300 maximum, and includes blood transfusion costs at \$20 per transfusion.

Both the schedule of surgical benefits and the hospital allowance were based on figures drafted after consultation with the American Medical Association and other medical authorities. The benefits reflect the average national cost of hospitalization on the basis of a semi-private room, the average cost of hospital extras, and typical surgical fees charged by surgeons in various parts of the country.

The same holds true for the \$4 per day allowance for doctor's visits to a hospitalized patient. The purpose of



The SIU conducts the Andrew Furuseth Training School to enable seafarers to win upgrading in shipboard rating



Union dormitories are among the shore facilities offered under the SIU's Plan

(continued from page 148)

apparatus to changing economic requirements and to make it serve to achieve such economic aims as the European Community may from time to time set itself.

The character of a European Transport Authority

It is not necessary at this stage to put forward a complete blueprint, similar to the various plans which have been submitted under the names of their authors. It is enough to outline the essential characteristics of the proposed Authority. Let us emphasize at the outset that individual States will maintain all their sovereign rights – with this difference, however, that they will be invited to exercise their sovereignty for a common purpose. If they accept that invitation, European transport policy will have to become the responsibility of a European political organ with the right to a final say in all matters concerning it. Such an organ could be at one or two levels; governmental only or governmental and parliamentary. Since the European Transport Ministers' Conference and the Council of Europe are already in existence, it may perhaps not be necessary to create a new body at all. In any event, the constitutional problem is soluble. Only the will to do so is needed.

There remains the institutional problem, that of the Authority itself, which will have to be given the first say in all matters concerning European transport policy. Here, one's thoughts turn naturally to a team of experts. However, given the nature and number of the interests involved, the qualifications of such persons cannot be purely personal; they must, in addition, enjoy the confidence and support of the principal interested parties.

Two of the latter and their titles to

this benefit is to take care of non-surgical hospital cases. The allowance applies on a day by day basis each day the doctor visits the patient, whether he visits once a day or more up to thirty-one days of visits.

The new benefits introduced by the trustees of the SIU Welfare Plan mark a milestone in the union's drive to cushion the impact of injury or illness on seafarers and their families. All too often, when illness or injury had befallen

the wife or children of a seafarer, he had been away at sea. Time after time, it meant that he had to leave ship and fly home from some distant port to attend to the needs of his family. Now, however, he can go off to sea in the full knowledge that, no matter what happens, his wife and children are protected by a welfare plan which, in the words of its sponsors, 'represents just about the best combination that any welfare plan can offer anywhere.'

consideration can be mentioned right away. They are: the community, whose rights are universally identified with the general interest; and the transport workers, who are entitled to participate in the formulation of transport policy in order to ensure the application of social justice in their industry – an aim which coincides with the general interest.

The third group affected is that of the employers, both in their capacity as transport users and transport operators. The position and rights of this group will depend on the relations existing between the Authority and the transport operators on the one hand and the Authority and the users of transport on the other. There will, without doubt, be need for a supplementary procedure

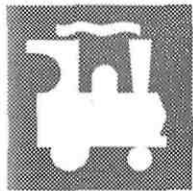
whereby the multitude of transport users have access to the Authority and can safeguard their rights and interests. That is a problem of arrangement and contrivance, to which a solution may be found by an impartial examination of ways and means of reconciling all the interests involved and of bringing them into harmony with the general interest.

Our conception is that of a team of experts, enjoying the confidence of the European people as represented by major groups of interests and acting as the driving force in the Authority, which, under the direction and supervision of the Governments concerned, will make the transport industry serve a new aim – that of opening up the way towards an integration of the European economy.



OUR PHOTOGRAPH SHOWS THE CEREMONIAL OPENING of a German railwaymen's hostel in Stuttgart. Intended for the use of single men and those absent from home on duty, it has 108 beds in single and double rooms, recreation and reading rooms, shower baths, communal kitchens and hot and cold water in every room. Work on five similar blocks on another building site in Stuttgart is already well advanced (Photo by the Deutsche Bundesbahn)

The Norwegian State Railways Welfare Office, whose activities are described in the article which follows, is concerned with the well-being of railway workers both at and away from their places of work



Welfare activities on the Norwegian State Railways

IN THE SPRING OF 1949 the Norwegian Parliament decided that welfare activities on the State Railways*) should be organized on a permanent basis by a department specially created for the purpose. At the same time, Parliament indicated a number of the tasks which it considered as naturally falling within the province of such a department.

The Welfare Office, as it is now known, commenced its activities a little over 5½ years ago, on 1 November 1949, and it may be of some interest to examine the manner in which it carries out its work.

The main emphasis is, of course, laid on the well-being of railway workers both at and away from their places of work, but in addition the Office is responsible for supervising the activities of the Works Committees. The latter, which were set up some two years earlier than the Welfare Office, are advisory bodies which serve to prepare suggestions for submission to railway management, to enable the railways to benefit from the practical experience of railway staff, and to bring new ideas into discussion.

Welfare on the job

So far as the welfare of railway personnel on the job is concerned, this can be dealt with under two heads:

- a) Health protection; and
- b) Labour inspection and protection.

It may perhaps be mentioned here that the State Railways possess their own railway medical service, establishment by Parliamentary Decree of 4 May 1948. The service operates twenty-

one surgeries, which are equipped with the necessary facilities for general medical examinations as well as optical and colour-blindness tests. Each surgery is staffed with a doctor and at least one nurse.

The work of the Norwegian railway physicians includes:

- a) The medical examination of employees who are either engaged on a permanent basis or taken on with a view to permanent engagement.

- b) A regular medical check of all railway employees.

- c) Periodical examinations of sight, hearing, and colour perception.

- d) Inspection of sanitary installations at depots and other places of work, and of staff rest rooms.

Some idea of the extent of their activities may be gauged by the fact that during 1953 all employees underwent a complete medical check, whilst during 1952 the railway doctors brought to light a total of 1,870 cases of sickness which had not previously been treated medically and of which twenty-three involved sufferers from tuberculosis. In addition, railway doctors dealt with some 300 cases of industrial injury and railway nurses with about 1,800 cases.

Efforts to improve the health of railway employees have considerable economic significance for the undertaking. Sickness statistics indicate that, on the average, each railwayman is away from work owing to illness for about fifteen days every year. This represents a loss to the railways of about fifteen million kroner (£750,000) per annum. In order that the causes of illness may be effectively combatted, the State Railways have established a comprehensive system of sickness and absentee statistics.

*) The Norwegian State Railways employ some 35,000 persons. They have a track mileage of 2,779.

Absence sharply reduced

These statistics show that absence due to illness has been sharply reduced not only compared with the war years, when the figure stood at an average of twenty-nine days per year, but also with 1949, when the average was 17½ days, and 1952, when the figure had dropped to 15.3 days. It is worth noting in this connection that the financial loss sustained as the result of half-a-day's sickness per railway employee is sufficient to cover the annual cost of the railway medical service.

Another important aspect of the railway health service concerns the employment of partially disabled persons. At present, a railwayman retired owing to invalidity costs the Pension Fund about

The provision of facilities for taking meals on railway premises is an important part of the Welfare Office's activities. Our photographs show (below) a staff canteen attached to a station in Oslo and (above) a small dining room in a welfare building such as that shown at Ål



6,500 kr. (£325) per annum. Over a period of twenty years this would amount to 130,000 kr. (£6,500). It is therefore quite obvious that the retraining and employment of the partially disabled has considerable significance for the Fund.

Nor is this a purely financial question; there is also a psychological aspect to be considered. The mental aberrations and problems which often result from enforced inactivity of this kind can usually be avoided by employment on suitable work. It has, of course, been no easy job to find alternative employment for the partially disabled railwayman, but it can nevertheless be claimed that, with few exceptions, the State Railways have succeeded in solving this problem in a very satisfactory manner during the past few years.

Home-helps and industrial safety

During recent years, too, a great deal of work has been done on the problem of providing home-helps, where necessary, in conjunction with the existing system of sickness benefit on the State Rail-

ways. This has now reached the point where the scheme has been accepted in principle by all sickness funds, although some difficulty is being experienced in finding applicants for the jobs as home-helps.

A decision has also been taken to appoint separate social secretaries for each of the railway districts. Up to the present, only the Oslo, Bergen, and Hamar districts have had the services of such secretaries, but it is now proposed to organize the scheme on a nation-wide basis.

The Norwegian Workers' Protection Act, dealing with factory inspection, has been made applicable to the State Railways. Under the terms of this Act, the employer must ensure that the place of work is so constructed and maintained, and the work arranged and performed in such a manner, that employees are protected against injury to life and health as effectively and as suitably as circumstances allow. It must be said here that the State Railways have not always been among the most praiseworthy employees in this respect. There have been many reasons for this, not least of which was the fact that the necessary funds were not voted. In addition, workers' protection legislation did not apply to the railways until 1936.

During recent years, however, there has been a very marked improvement in this field. Today, no new building is constructed and no existing workplace reorganized without space being allocated for the provision of staff rooms, canteens, cloakrooms, baths, and lavatories, etc. Priority in respect of new buildings and the reorganization of existing facilities is, of course, mainly given to the larger workplaces. Much has already been done and a lot more is either being done or in the planning stage.

Welfare of footplate staff

For footplate staff, the State Railways have now provided single bedrooms, in addition to the necessary recreation rooms, at lay-over stations. Here, too, a considerable amount has been achieved, partly by new building and partly by the rearrangement and reconstruction of older premises. A number of works canteens – eleven in all – have been provided at the larger railway centres throughout the country. As a rule, these are managed by the district organizations.

Side by side with their programme to



One of the modern welfare buildings provided for the benefit of railwaymen at the country's larger rail centres. This one is at Al

provide railway employees with adequate staff rooms and workshops, the State Railways have in the last few years begun an organized drive to protect railway personnel against the risk of industrial accidents.

On the average, some 2,400 such accidents occur on the State Railways every year, representing a total loss of 40,000 working days per annum. That means that every day, throughout the year, about 140 men are away from work due to injuries sustained on the job. In addition, six or seven railwaymen lose their lives and a number suffer varying degrees of disablement. The annual cost to the State Railways of medical treatment and hospitalization alone amounts to 800,000 kr. (£40,000), whilst the direct loss as a result of lost working time, not including death or disability, comes to 1,500,000 kr. (£75,000).

In order to combat industrial accidents, the State Railways have now organized their own inspection and protection service, which is based on close cooperation between management and staff. As part of this programme, the State Railways also maintain their own accident statistics.

Home-building and recreation

Some mention should also be made of the State Railways' aid to home-building on the part of the railway staff. Loans to help and encourage workers to build their own houses are, incidentally,

a well-established feature of life, not only in Norway but throughout the whole of Scandinavia. During a period of eighteen months, for instance, the State Railways made such grants to some 1,700 railwaymen home-builders. It is not possible in the limited compass of this article to go more fully into what this 'help to self-help' has meant for railway housing, but there is no doubt that it has considerably reduced the cost of building.

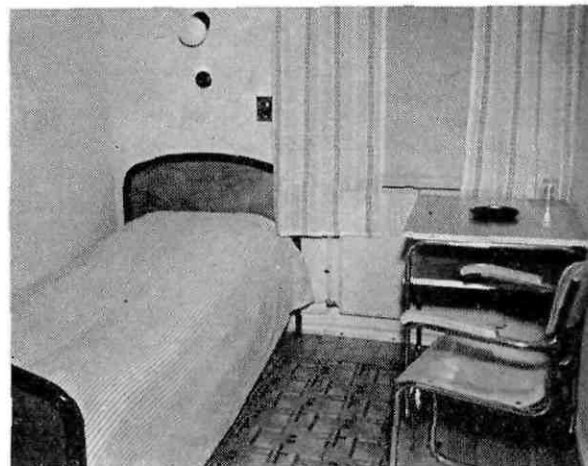
During recent years, too, the State Railways have shown a great deal more interest in the welfare of their employees when away from their places of work. Activity in this field has been so organized that there has never been any doubt that all that is involved is assistance by the Railways for schemes which have been started by railway workers themselves and which they are willing to operate and devote their free time to. In addition, the undertaking has made it clear that its support would be given primarily to schemes with a definite aim in view, and indeed aid has been mainly given to achieve such aims. We may mention, for instance, the support which has been given to staff libraries, the Railwaymen's Sports Association, chor-

al societies, musical societies, the Association of Railwaymen Teetotallers, pensioners' associations, and art circles and theatre groups organized in the railway districts. Mention should also be made of the State Railways' work in equipping and decorating staff rooms and their travelling exhibitions of colour posters.

When we remember that the welfare service on the State Railways has only been organized on a regular basis for about 5½ years, then it is not exaggerated to say that it has performed pioneer work which has already yielded results of inestimable value. The Norwegian State Railways deserve high praise for their activities in this field.

Photos supplied by the Norwegian State Railways

Considerable attention has been paid by the Norwegian State Railways to the comfort of footplate staff. At lay-over stations they are, for instance, provided with single bedrooms such as this one



A retirement program for US pilots



by S. J. DEVINE, Chairman, Advisory Retirement Committee, US Air Line Pilots' Association

JUST HOW SECURE IS THE CAREER AIR LINE PILOT in his profession? That's a question that most air line pilots at some time or another have probably seriously asked themselves. You've possibly asked it yourself.

You didn't have to delve very deeply into it to discover quickly that, until recently, this essential element of security was one of the most conspicuous drawbacks of the air line piloting profession.

It has been difficult to attain the desirable degree of security largely because those things which spell security in other professions are not applicable to ours.

As far as pilots are concerned, career security entails protection in many different areas. Principally, these are:

Security in his day-to-day job.

Security against loss of income during illness.

Security against losing his license for physical and medical reasons.

Security for his family against the hazards of his profession.

Security against the day which must inevitably come, when he must put the cockpit and air line flying behind.

ALPA and pilot security

A study of these necessary protections will show that through ALPA the list of insecurities is being gradually whittled down.

In his job, the pilot is naturally protected by the protective machinery of his representing organization. Sick leave contract provisions plus ALPA Mutual Aid is a hedge against illness. Some of the fearsomeness has been taken out of suddenly flunking a license physical by ALPA'S loss-of-license insurance. And ALPA'S group life plan, making low-cost insurance available to its members can be a big factor in estate planning.

Still one gap

Despite all these, that still leaves one gap in the career protection picture. What happens to the man who finally finds himself taking his last flight into retirement? Can he live on Social Security? On general company-plan retirement income, tailored more to other employees' needs than to air line pilots? On what he has managed to put away?

Unless you're the exception instead of the rule, social security alone will

prove inadequate. General company plans will fall short because they aren't pilot plans. And your own individual provisions will probably not be as complete as you had envisioned them.

The answer ultimately lies in adequate retirement specifically tailored to the air line piloting profession.

The first steps

The first steps in this direction were taken by the thirteenth ALPA Convention. For the first time in its twenty-three-year history, ALPA now has a positive program for approaching and solving the problem of adequate provisions for air line pilot retirement. A special ALPA Committee, the President's Advisory Committee on Retirement, studied the problem intensively and extensively for many months. They submitted their findings in a comprehensive ninety-two page report to the Convention, which, in turn, adopted the report and authorized collective bargaining for the purpose of attaining the basic recommendations of the report.

Many questions are already being asked about the program. Naturally, such an exhaustive subject cannot be completely covered within the space confines available for this article. But some of its general features and aims can, thereby answering many of these questions.

What a plan should include

Generally, these conclusions were reached:

Air line pilot pensions should be negotiable. They cannot be industry-wide. A government-sponsored program has been found unacceptable. The problems of each group of pilots will vary, and as in any bargaining, the pilots and their organization must be free to use the discretion usually accorded them.

Pensions should be recognized for what they are — earned, deferred wages, not acts of benevolence, gifts, or gratuities.

There should be adequate vesting.

Pensions should be geared to the cost of living, so a dollar earned today, but paid tomorrow, will still, insofar as possible, purchase a full dollar's worth of goods.

A pilot retirement program must recognize the fact that a pilot's total years of productivity are certainly fewer in number than other professions and that he may be forced to quit his career at a time when others are reaching the prime of their earning capacity.

It must be actuarially sound and workable and to be so it must be specifically designed for the specific group; in this case, pilots alone. It should be limited to the performance of one function: to meet the need of an income after the pilot's working life is over. And in doing this, the goal should be a realistic income at a realistic age.

It should provide for voluntary as opposed to compulsory retirement.

There should be sound funding procedures so a pilot's retirement fund is ready and waiting when he retires.

There should be an equal voice between pilots and management in administration.

These are not by any means all of the factors considered by the Retirement Committee or the Convention, but they are the principal ones.

Some of these conclusions will be apparent, others not so apparent. Perhaps some additional probing into them may prove of interest.

Pensions are bargainable

The concept that pensions are a bargainable item has been growing over the years. ALPA itself has explored other avenues. In the final analysis, the employer or the government is the only logical retirement source. ALPA has already rejected a proposed plan to be sponsored by the government. Social Security is naturally inadequate. That leaves a privately-sponsored plan, bargained with an employer — new plans where they are non-existent; improve-

ments and modifications where plans may already exist.

From a government standpoint, the courts have upheld the National Labor Relations Board ruling that employers are required to bargain employee pension demands. Very recently, a Presidential Fact Finding Board has referred the matter of bargaining on pensions back to the railroads and unions for further negotiations, indicating that what holds true under Taft-Hartley is likewise pertinent to the Railway Labor Act (which applies also to air line personnel: - Ed.).

A form of wage

To many, the fact that a retirement plan is a form of compensation will be obvious. The paternalistic concept of a pension is largely outmoded. As a deferred compensation, it is actually payment tomorrow, in order that certain benefits can be realized, for work done today. The American Federation of Labor says: 'A pension plan is not a conditional or discretionary gift by the employer, but a deferred wage earned by current labor services. The worker's interest in the pension fund is not established solely by reason of advanced age and 'long and faithful' service with an employer. That interest is established by reason of the work performed by all the members during the term of the contract'.

Being a deferred wage - money you have earned and have coming to you - other things naturally follow.

Vesting rights

Adequate vesting, for instance, or, to put it another way, assurance that money you have earned, and the employer has put aside for your retirement, will in actuality be yours for that purpose. It may also be defined as the employee's right to the employer's contributions. For instance, just picking some figure out of the air, suppose (1) you've contributed \$500 and your employer \$1,000 toward your retirement, or, (2) on a non-contributory basis, your employer has contributed the entire \$1,500. In either case, the entire \$1,500 should be yours for retirement purposes.

Because it is financially unsound, ALPA does not recommend unrestricted full vesting, but proposes to limit vesting to retirement purposes only and to a realistic vesting age (the age at which the right of the employee to the emp-

loyer's contribution is established). This can sensibly be based on a certain number of years of participation or a certain chronological age, whichever comes sooner.

Restricted vesting in no way infringes upon the right of the pilot to his own funds. Upon severance or withdrawal he's always entitled to them plus interest. In line with the previous example, if the employee contributed \$500 of the \$1,500, he would be entitled to the \$500 plus the interest it had earned whenever his employment is severed prior to retirement.

Where's the money?

Funding of the plan is another important aspect. Complex as this may sound, it can be reduced to mean: 'Where is the money coming from?' It's not much different from the case of your wife going to the grocery store. If she can write a check against funds already in the bank, she's well-funded. If she has to write the check and hope she can get the money in the account before it clears, her funding leaves someone holding the bag. Sooner or later, every pension fund comes face to face with that same fundamental problem as your wife. If someone is left holding the bag, in this case it's you, not the grocer.

This aspect of pension planning is not merely academic. Unsoundly funded plans do find themselves in the position of having the check book but no bank balance. In one case in Chicago, eighty workers in a certain industry were required to continue working beyond retirement age because there was not enough money in the 'fund'.

It is vitally important that the funding procedure be sound and that the money to 'fund' a pilot's retirement be ready and waiting for him when he does retire. 'Full advance funding' is the name applied to the only sound method of financing a pension plan and is the method favored by ALPA.

Inflation protection

Another obstacle which must be considered in a pilot pension plan is that deadly enemy of all pension plans - inflation. It is entirely possible that a fixed income pension plan, designed to give \$500 a month today for all intents and purposes could, due to inflation and dollar deterioration, be actually worth only \$250 in purchasing power ten years from now. It would be necessary,

in that case, to have \$1,000 a month in 1965 to equal \$500 a month worth of 1955 retirement.

One pension-fund hedge against this hazard of inflation is the principle of unit annuity. This is actually two funds put together to comprise one, each having its own purpose. Under this system, deposits to the pension fund are divided into two parts. One part is invested in insurance-type investments which guarantee a fixed dollar income upon retirement. The other part is invested in high grade common and preferred stocks.

The pilot's retirement income, as a result, will not be a specified amount but will be composed of the fixed income portion, minimizing risk, plus the value of his share in the fluctuating fund, providing a hedge against inflation.

This method is based on the indications of history that when the cost of living is high, the value of stocks is high, and conversely, when the cost of living is low, stocks are lower. Needless to say, this fluctuating fund incorporates all good principles on investment such as 'dollar-averaging*') and the like.

The important thing is what it looks like when transposed to the real end of all retirement plans - the dollars you must use to live on when your piloting days are over and it's time to collect your 'deferred wages'.

Again taking \$1,000, solely because it's a nice, round figure to work with (you can take any figure; it doesn't make any difference), and being aware this is only a crude example, here's substantially what's happened if the cost of living has doubled:

Your \$1,000 was divided into two parts, \$500 each, and put into the aforementioned funds. Your \$500 fixed dollar portion is still worth \$500 plus a very small and conservative interest accumulation. The other \$500, however, has been subject to fluctuation. If the stocks which control it have kept pace with the changing dollar value, it is now worth \$1,000, giving a total figure of \$1,500.

If the dollar value has remained the same, the \$1,000 would still be \$1,000. If the cost of living has gone down by half, instead of doubled, the \$1,000 would be only \$750. But in any event, there would be a relative stability of purchasing power during retirement

*) A principle wherein a given sum used to purchase stock at regular intervals will pay a price for the stock that is less than the average price.

whether the actual amount received was the \$750 or the \$1,500.

Naturally, it isn't all as simple as that, and, because of many factors, actual figures won't come out that neatly, but this is the basic principle of the unit annuity.

The principle of the unit annuity was first used by the Teachers Insurance and Annuity Association and found ready acceptance from the college professors for whom it was designed. To be sure, there are risks, but it is the conviction of ALPA's Board of Directors that the individual pilot groups will accept it as the least risky.

Plan must be designed for pilots

That pilot circumstances differ extensively from other groups of air line employees needs little explanation.

It is axiomatic that a pension plan should be designed to conform with the requirements of the particular group under consideration. The peculiar position of the air line pilot group accentuates the necessity of being governed by this thought. That is the fallacy of most air line plans today. They are not designed for pilots. Pilots are included only as part of a large and heterogeneous group. True, most plans give a weak recognition to the problem by permitting retirement five years earlier than ground employees, but this distinction is inadequate.

We all know of the pilot who has reached the end of his career at fifty-five or fifty or even forty-five while someone else, in a different category but employed by the air line at the same time, may continue on the job from ten to twenty years longer. At the same time, no one has yet demonstrated the age at which a pilot should retire. The problems of air line pilot retirement are not at all the same as for other groups, even employees of the same company.

In conjunction with this, a basic aim of ALPA is to make it possible, but not mandatory, for a pilot to retire at a comfortable percentage of pensionable*) salary, determined by years of service; of course, at younger ages than now provided. Compulsory retirement is a gross injustice. ALPA believes the actual date of a pilot's retirement should be governed solely by three factors:

- 1) His personal desire to retire.
- 2) His technical competency.
- 3) His health.

Joint administration

Joint administration is extremely important. The Association should accept nothing less than an equal voice in the administration of any retirement plan. The rights, and interests, and invested moneys of the pilots can only be protected when the Association is entitled to a day-to-day surveillance of the plan.

The Association should have equal voice on any Board of Trustees set up to administer the fund and equal voice in the selection of a third party to handle and invest funds. The selection of professional actuaries to determine the adequacy of the fund from time to time should be made only with Association approval of the party selected. In no circumstances is this construed to mean that the Association shall determine the nature and the type of investments to be made. This is normally left to the experts in this field. The selection of the investment expert is, however, of concern to the Association.

Company gains, too

Pilots naturally stand to gain by adequate retirement plans. But what about management? Do they stand to lose?

Not at all.

Benefits to be gained from the installation or improvement of a retirement plan are mutually beneficial to both pilot and employer.

An employer will gain considerably by the application of this instrument. Without question, it will improve pilot-management relationships. It will improve morale. It will reduce turnover. It will attract new pilots. It will create good-will for the Company in the industry and in the mind of the public. In improving morale, it will increase the output of each pilot. It will open avenues for promotion. It will, in addition, reduce tension between pilot and management.

Management's obligation to provide for pilot retirement is just as serious an obligation as current payroll. What air line could stay in business without making provision for the depreciation of aircraft? Yet no air line can neglect 'pilot depreciation' without suffering ill effects as grave as the neglect of equipment deterioration, and the time to provide for the replacement of either is now, not when faced with the actual

*) Pensionable salary is defined as the average annual salary for the five years preceding retirement.

replacement.

This article is not an attempt to cover the entire topic of air line pension plans and pension planning. It has been an attempt to merely outline, and explain in generalities, where explanation was necessary, some of the highlights of the ALPA retirement program and goal set in motion by the thirteenth Convention.

In conclusion, it is hoped that through this program, the air line pilot will be able to ultimately realize at least a modicum of security, beneficial both to the pilot and the industry. This requires:


A realistic income at a realistic age.

A program set up and administered so the money for it is assured through proper funding.

A protective device to minimize the dangers of inflation whittling down today's adequate retirement income into an inadequate one tomorrow.

That briefly describes the overall and long range goals of ALPA's positive retirement program.

Railwaymen's housing in Germany

 RECENTLY ISSUED FIGURES show that 308 out of every 1,000 German railwaymen live in dwellings owned or rented by the Federal Railways Administration. At the end of the year 1954, the Railway Administration controlled 153,000 dwellings, about half of them railway-owned - an increase of ten per cent over the figure for 1953. The number of workers living in railway-controlled accommodation increased from 175 per 1,000 immediately after the war to 204 in 1949 and 308 in 1954. The number of railwaymen with an unsolved housing problem decreased from 65,000 in 1949 to 42,000 in 1954.

Travel aid for Norwegian seamen's families

 THE NORWEGIAN STATE HOLIDAY FUND has informed the State Welfare Office for the Merchant Marine that it is to make available the sum of 20,000 kr. (£1,000) for distribution in the form of travel subsidies to wives and families wishing to visit seamen in foreign ports. The scheme will apply to seamen who have been away from home for at least twelve months and the maximum amounts payable will be 250 kr. (£12 10s. 10 d.) for adults and 100 kr. (£5 10s. 10 d.) in the case of children.

International Transport Workers' Federation

Acting President: H. JAHN

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: 6,090,000

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 • Colombia • 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
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