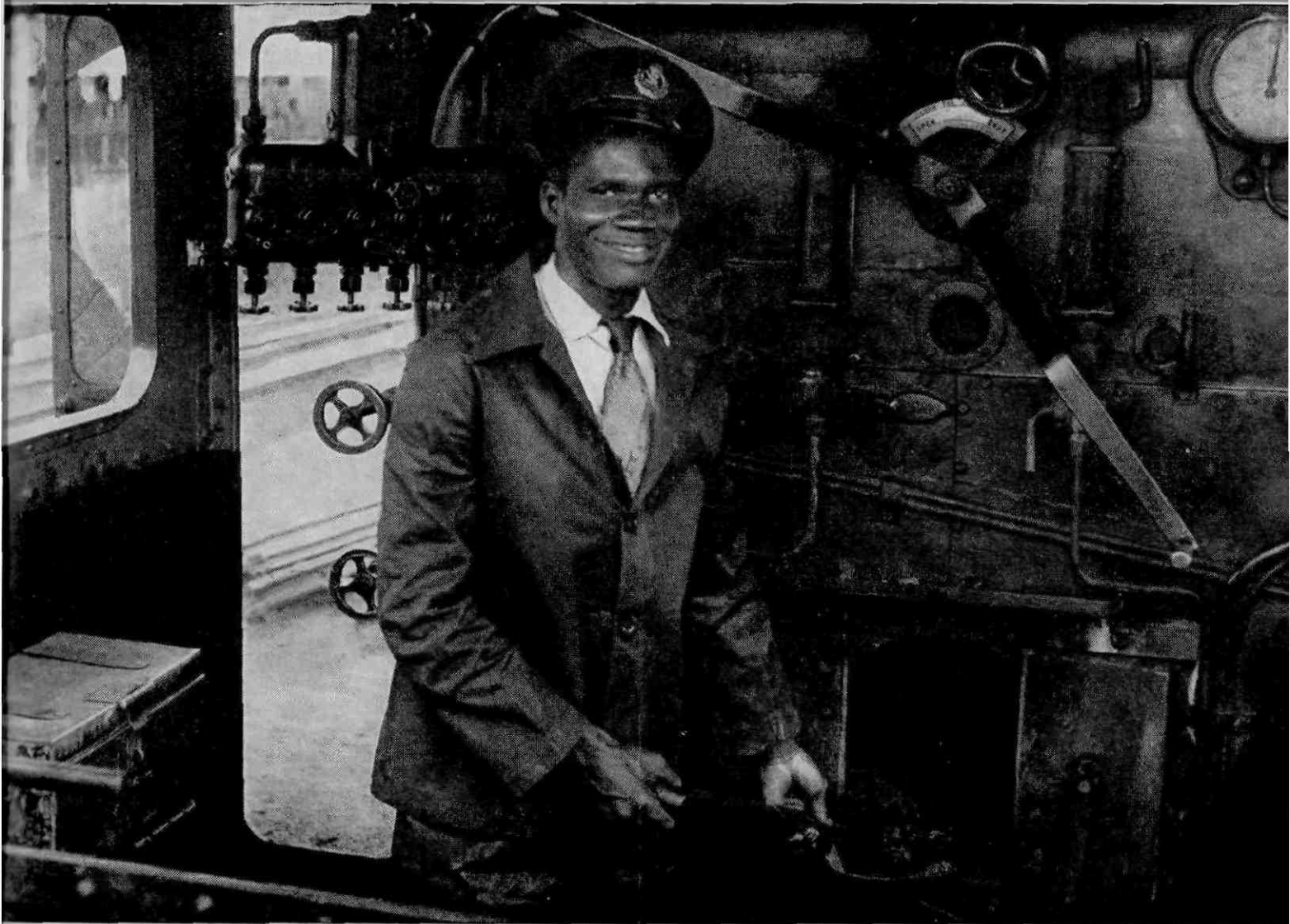




Volume XVII • No 1 • January 1957

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# **International Transport Workers' Journal**

*Monthly Publication of the International Transport Workers' Federation*

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*Monthly Publication of the ITF*

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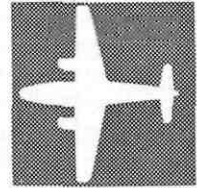
London	18-19 February 1957 Railwaymen's Section Committee
London	21-22 February 1957 Road Transport Workers' Section Committee
Hamburg	7-8 March 1957 Expert Committee

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<i>Our cover picture:</i> Francis Plange, aged twenty-three, is a locomotive fireman on the Gold Coast Railways and seems to be happy in his job. In this issue, Brother Charles Heymann of the ITF-affiliated Gold Coast Government Transport Workers' Union, writes about conditions and trade union problems in his country.	

# Employers sabotage ILO Civil Aviation Conference

by OMER BECU, General Secretary of the ITF



THE EXPERIENCE OF THE WORKERS' GROUP AT THE ILO ad hoc meeting on civil aviation, Geneva, 26 November to 5 December 1956, leaves no doubt whatsoever that the employers had prearranged to sabotage the proceedings, or, at best, to engineer a deadlock. It is with sorrow and disgust that we must record that in 1956 there exists such industrial immaturity and so patent an ignorance of the underlying purposes of the International Labour Organization and its mission in the modern world. Ten days of procrastination, intrigue and bad faith on the part of the employers yielded a stalemate that bodes ill for the future of labour-management relations in this young and dynamic industry. To the reasoned and detailed expositions of the workers the employers made no attempt at effective reply; they could merely repeat their fatuous assertion that civil aviation social problems can effectively be solved within the framework of existing national consultative and negotiating machinery and that international regulations would be undesirable, unjustified and impossible. Yet let it not be thought that all is on the debit side of the ledger; gloomy as the outcome was, it is fervently to be hoped that the ILO Governing Body will be convinced of the futility of further bipartite aviation meetings, and will convene in the not too distant future a conference representative of workers, employers and governments in order to thwart the contention of the employers that the ILO need not expend its energy on civil aviation problems, and to serve as a stepping-stone along the road to international social justice. The Workers' Group, which was fully representative of all grades of flying staff – pilots, flight engineers, flight navigators, flight radio officers and cabin personnel, together with many grades of ground staff, consisted of ten delegates, fifteen technical advisers and five observers.

## Workers determine policy

The workers' attitude to the ILO agenda items and the policy to be adopted at the meeting were agreed at an ITF Civil Aviation Sectional Conference, also in

Geneva, 22 to 24 November 1956. A full exchange of views took place amongst the representatives of fifteen organizations and the resultant unanimity of outlook meant that the workers, assuming the employers would discuss the

items fairly and completely, entered the ILO conference with a reasonable degree of confidence. The ILO items were: –

- 1) Review of Conditions of Employment in Civil Aviation;
- 2) Hours of Work of Flight Personnel;
- 3) Income Security of Flight Personnel on Retirement or Grounding.

It is a tribute to the restraint and discipline of the worker delegates that despite the subsequent frustrations of the ILO meeting, they remained a solid and united bloc – indeed it is true to say that the machinations of the employers served only to strengthen their determination to press home their arguments.

## Early procedural difficulties

It was early apparent at the ILO meeting that the employers were determined to make things as difficult as possible and to prevent the conference from getting down to its main tasks. At the outset the employers took exception to Standing Orders with particular reference to the appointment by the Steering Committee of sub-committees to consider the technical agenda items; it is usual for such sub-committees to be established to work out detailed reports containing proposals and suggestions to be submitted to the full meeting later in the session. Such a procedure is a great time-saving factor as it ensures that in the main membership of sub-committees is restricted to a comparatively small number of specialists best qualified to deal with the technical issues involved. The employers argued that since there were only two technical items (the first agenda item being the Director-General's



*The Workers Group policy on agenda items of the ILO Ad Hoc meeting on Civil Aviation was determined at a preparatory ITF Civil Aviation Section Conference, Geneva 22 to 24 December 1956. Here delegates of ITF affiliated organizations are seen discussing the issues involved and the sort of approach to make*

report, which is always discussed in plenary session) and since these two items were particularly important and all members of the Employers' Group wished to be present when they were discussed, it would be preferable to deal with them only by the full meeting. This question of the appointment of sub-committees was discussed on many occasions in the Steering Committee, and in order to convince the employers of the conciliatory attitude of the Workers' Group, the latter finally and very reluctantly agreed to dispense with sub-committees on the distinct understanding that the employers would *fully* discuss detailed proposals submitted by the workers in plenary session. Subsequent experience – as the following pages reveal – proved that the employers' assurance was worthless.

### Review of Conditions of Employment in Civil Aviation

On this first agenda item the Workers' Group put up a total of twelve speakers each of whom remarked appreciatively on the comprehensive survey prepared by the ILO, and each dealing with various aspects of the report. The first worker spokesman stressed the fact that aviation was both highly international and highly competitive, and whilst there were masses of international recommendations on technical issues and safety aspects, social conditions of employment were equally important and must be tackled internationally. Employment conditions could come into the competitive field, crew earnings and hours of work both containing competitive elements. He urged the elimination of these elements by agreement amongst airline operators that there should be no competition at the expense of flight personnel. The speaker finally cited a number of problems that could with profit form the basis of further study by the ILO.

Restricting his remarks to ground personnel, the second worker spokesman felt that at some future time the ILO might look into the question of housing amenities of staff serving abroad, the unduly long working hours of certain categories, the protection of employees in cases of airline mergers, and the need for arrangements whereby ground staff, transferring from one airline to another, could have pension rights already acquired carried over to the new employment.

The employers' attitude was soon

made fully known; they felt that the ILO report gave the impression that social justice had not been done; on the contrary, few if any industries attracted so many personnel, both ground and air, and conditions of employment were unparalleled. Flying staff were not a downtrodden or oppressed group, but were highly privileged regarding salaries and conditions generally. There was no intention on the part of the employers to reply in detail to the arguments of the workers, and both those arguments and the ILO documentation proved beyond all doubt that there was no justification for the ILO now or in the future to concern itself with aviation problems. Such problems as existed could be dealt with by the International Civil Aviation Organization (ICAO), and any social overlap could well be taken care of by national collective bargaining processes.

Notwithstanding this cold douche, the worker representatives continued to expound their views; subsequent speakers dealt with the human problems posed by increasingly complex machines, crew complement difficulties, the physical and mental health of flight personnel, the need for a greater degree of uniformity internationally in working conditions, the inadequacy of radio-navigational aids, the problem of seating arrangements for cabin personnel and kindred subjects. All speakers were united in their desire for international minimum regulations to govern conditions of employment and were adamant that the proper vehicle through which this could be achieved was the ILO.

No attempt was made by the employers individually to reply. Again their group spokesman reiterated that the ILO report gave the impression that social justice had not been done and that greater objectivity could have been shown. With reference to ground personnel, the employers could see no justification for separate discussion on their conditions of employment which were equal to, and even better than, other industries in their respective countries. Their problems were common to all industries and therefore did not merit discussion. Indeed all matters raised by the workers were capable of solution nationally and there was no need for the ILO to enter this field.

Faced with so intransigent an attitude, the Workers' Group submitted the following draft resolution on problems arising out of Item No. 1:

### Draft Resolution concerning Subsequent Action by the International Labour Organization regarding Problems of Concern to the Various Categories of Personnel in Civil Aviation

The Ad Hoc Meeting on Civil Aviation of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva from 26 November to 5 December 1956,

Adopts this Fourth day of December 1956 the following resolution:

1. The Governing Body of the International Labour Office is invited to continue its work in respect of the social aspects of the problems in the air transport industry and to provide the Office with all necessary resources in that respect.

2. The Governing Body is invited to take into consideration in particular the following problems:

- a) establishment of an international code of minimum conditions of employment;
- b) crew complement;
- c) adequate working and rest facilities in aircraft for all crew members;
- d) responsibilities of crew members in respect of civil liability;
- e) problem of personnel serving outside their countries of origin with particular reference to sickness and accident coverage;
- f) authority and prerogatives of crew members; and
- g) study of the occupational diseases.

3. The Governing Body is invited, taking into account the important interest which governments have in the civil aviation industry and their responsibility in the implementation of social measures relating to civil aviation personnel, to consider the possibility of regularly convening tripartite committees, composed of government, employers' and workers' delegates, so that the matters which are the subject of concern may be studied with a view to arriving at conclusions conducive to a solution of these problems.

4. The Governing Body is invited to consider very urgently the possibility of submitting to a committee of experts the specific problem of crew complement.



*A further view of the ITF delegations – British, Indian, Mexican, Swedish, Belgian and French – as they wrestle with a number of points affecting the social conditions of flight and ground personnel*

After a painstaking exposition by the workers' representative of the need for further study by the ILO of the problems enumerated, it came as no surprise that the employers, in view of their consistent but ill-advised attitude, refrained from discussing the resolution, and the result of the voting was eleven votes for, eleven votes against, with no abstentions. The draft resolution submitted was therefore not adopted.

### Hours of Work of Flight Personnel

In introducing this item the Workers' Group emphasized that the subject, although possessing safety implications, had overwhelming social and industrial connotations, and was most suitable for consideration by the meeting. Many countries with large aviation companies had no limitations to regulate the hours of work of flying staff; there must be minimum standards for flight time, flight duty time and total duty hours. Although ICAO had attempted to deal with the problem it could not do so satisfactorily since that body was intergovernmental and some delegates were also owners in countries where air services were sponsored by the government. Equally, attempts nationally to solve the problem had been largely unsuccessful and it was therefore of paramount importance that international minima be introduced.

To this argument the employers countered that operators had already established national standards either on the basis of ICAO Recommendations, governmental legislation or collective bargaining. Because of the variety of national operating conditions, international regulations were both unnecessary and impossible.

It was becoming crystal clear to workers at the conference that, as with the first item, the employers were not prepared to enter into discussion – a complete negation of the recognized approach at international level to questions involving social peace and justice. Never in the history of the ILO has a similar situation been experienced, and in an attempt to solicit the employers' views – if any – the Workers' Group introduced the following draft resolution:



### Draft Resolution on Hours of Duty of Flight Personnel

The ad hoc meeting on civil aviation of the International Labour Organization,

Having been convened by the Governing Body of the International Labour Office, and

Having met at Geneva from 26 November to 5 December 1956,

Adopts this Fourth day of December 1956 the following resolution:

#### *Desirability of Limiting Hours of Duty and of Establishing Rest Periods*

1. There should be limitations on the flight time, the flight duty time and the total hours of duty of flight personnel engaged in civil aviation.
2. Minimum rest periods should be laid down to be taken before a flight, during a flight where intermediate stops are necessary and on the conclusion of a flight or series of flights.
3. Minimum uninterrupted periods free of all duty should be granted to flight personnel at their home base after a series of flights or a long tour of duty.
4. The limits of hours or minimum rest periods should be such:
  - (i) as to ensure that fatigue does not endanger the flight;
  - (ii) as to ensure the total hours of duty of flight personnel, calculated as an average, are no greater than those current in the majority of other occupations in the country concerned; and
  - (iii) to ensure that flight personnel may enjoy periods of leisure and social conditions as normal as the circumstances of their occupation permit.
5. It would be desirable to seek to achieve a greater uniformity in standards relating to hours of duty and rest periods of flight personnel with a view to preventing com-

petition between air transport undertakings seeking to take advantage of a lowering of conditions of employment.

#### *Methods of Regulation*

6. Where limits of flight time and minimum rest periods are established primarily in the interests of safety, they should be applied through legislation or regulations having the force of law.
7. The employers' and workers' organizations concerned, or where no such organizations exist, the employers and workers concerned, should be consulted in the preparation of such legislation.
8. In other cases, the limitations should be applied as a result of collective agreements, arbitration awards or national laws and regulations according to the practices customary in respect of any particular matter in the country concerned.

#### *Scope*

9. The standards suggested in this resolution should apply to all crew members whose normal duties include assignment aboard aircraft for the purpose of flight, such as pilots, flight engineers, flight navigators, flight radio officers, cabin personnel.
10. The standards suggested in this resolution should apply to international and domestic operations, to scheduled services and non-scheduled air transport for remuneration or hire, and to other aerial activities carried out for reward.

#### *Definitions*

##### *Flight Time*

11. Flight time is the total time from the moment when an aircraft first moves under its own power for the purpose of taking off until the moment it comes to rest at the end of the flight. Flight time is synonymous with the term 'block to block'-time, 'chock to chock' time, or 'mooring point to mooring point' time.

##### *Hours of Duty*

12. (a) *Flight duty time* is the time necessary to prepare, execute and terminate administratively a flight or se-

ries of flights. Flight duty time should be considered as continuous unless broken by a period adequate to provide at least eight hours' rest.

- (b) *Total hours of duty* are the time during which a crew member is at the disposal of the operator or is performing any other function associated with his employment, including those involving the performance of a flight.

#### *Rest Periods*

13. A rest period means a period during which the crew member is relieved of all duty associated with the employer. Time spent in the air travelling as a passenger to and from a duty assignment is not considered as part of the rest period.

#### *Forms of Limitation*

14. Limitations in respect of flight time, flight duty time and total hours of duty should be established on the basis of a consecutive flight duty time, a tour of duty, a month, a quarter, or a year, as appropriate.

#### *Factors to be Taken into Account in Planning Duty Rosters*

15. So far as practicable, duty rosters should be planned in consultation with the representatives of the flight personnel concerned.

16. In planning duty rosters, it is desirable to take factors such as the following into account:

- a) the probability of operational delays, the duty roster being therefore planned in such a manner that if these delays are not out of the ordinary, it should be possible to comply with the provisions relating to flight time and flight duty time and rest periods without excessive disturbance to scheduled flights and undue inconvenience to passengers;
- b) the extent to which the route traverses regions in which difficult flying conditions are likely to be encountered;
- c) the proportion of night flying involved;
- d) the extent to which the accommodation at lay-overs is such as to permit crews to secure real rest; and
- e) the number of landings and take-offs.

#### *Flight Time and Associated Rest Periods*

17. (i) A member of a crew, as required for a particular flight operation, who is not relieved during flight, should not be scheduled for flight time in excess of eight hours during any consecutive twenty-four hours without a rest period on the ground after such eight hours or any part thereof.

(ii) If such a crew member is scheduled for flight time in excess of eight hours during any consecutive twenty-four hours, he should be given an intervening rest period on the ground at or before the termination of eight scheduled hours of flight time.

(iii) Any rest period should equal at least twice the number of hours flown since the last preceding rest period and in no case should such rest period be less than eight hours.

18. The flight time of a crew member should not exceed 100 hours in any calendar month.

19. The flight time of a crew member should not exceed 255 hours in any calendar quarter.

20. The flight time of a crew member should not exceed 900 hours in any calendar year.

21. In the event that a flight or series of flights is scheduled in excess of eight continuous hours of flight time, sufficient qualified crew members should be assigned for each crew position so that no crew member should exceed eight hours at his station during the flight time. Any crew member assigned as part of the required crew should serve only in the capacity to which he is assigned for the particular flight.

#### *Flight Duty Time*

22. A crew member who is not relieved during flight should not be scheduled to exceed eleven hours of consecutive flight duty time in any twenty-four-hour period.

23. The flight duty time of a crew member should not be scheduled to exceed twenty-four hours.

#### *Total Duty Time*

24. The total duty time of a crew member should not exceed 200 hours in any calendar month.

#### *Rest Periods*

25. A rest period should be such as to provide a crew member with at least eight hours' rest.

26. A rest period should be granted prior to undertaking a period of duty included in which is a period of flight duty.

27. A rest period on the ground of at least eight hours, or equal to twice the number of hours flown, should be granted at or before the termination of eight scheduled hours of flight time to a crew member who is not relieved during flight and who is scheduled for flight time in excess of eight hours during any twenty-four consecutive hours.

28. A rest period normally comprising twenty-four consecutive hours, but not less

than sixteen consecutive hours, should be granted to a crew member who is scheduled for flight time in excess of eight hours during one flight duty period.

29. A rest period equal to twice the number of hours flown since the last rest period at home base should be granted to a crew member at home base on return from a long tour of duty.

30. Four separate rest periods of at least forty-eight consecutive hours each should be granted to a crew member at home base during any month. These periods may be aggregated to the extent rendered necessary by long tours of duty.

#### *Rest Facilities on the Aircraft*

31. Adequate seating accommodation should be provided for relief members of the crew. Where the flight time exceeds twelve hours, adequate and comfortable facilities for horizontal rest should be provided.

#### *Extensions of Hours of Duty*

32. Hours of duty and flight time of flight personnel may be extended in the case of search and rescue activities arising out of an accident, and for the purposes of providing relief in cases of distress.

33. When as a result of any authorized exceptions, a crew member has exceeded the prescribed limits of flight time or of flight duty time for a month or a quarter, the crew member should not be authorized to undertake revenue flights until that crew member is again within the prescribed limits referred to in this paragraph.

#### *Prohibition on Undertaking Duties in Excess of the Limits Permitted*

34. Flight personnel should not undertake duties for more than one employer which, in the aggregate, would result in the limitation of the hours of duty specified in this resolution being exceeded, and/or in a diminution of the specified rest periods.

#### *Safeguarding Clause*

35. None of the provisions embodied in this resolution should be used to seek the amendment or review of any law, regulation, award, custom or agreement between employers and workers concerned which ensures more favourable conditions to the workers.

#### *Enforcement*

36. The duty of enforcing any laws or regulations made by governments to implement the provisions of this resolution should rest upon the government of the State in which the employer is registered.

37. Any procedure for enforcement should provide for the following:

(i) *Scheduled flights.* Flight schedules should be filed with the State of registry in advance of the date they come into operation and it should be required that the operator filing the schedules certifies that none of the scheduled services, or any part of them, will require flight personnel to exceed the maximum permitted hours of duty and that they are so compiled as to enable the defined periods of rest to be taken.

(ii) *Non-scheduled flights.* For non-scheduled flights, where it would be impracticable for flight schedules to be filed in advance, it should be required that the captain of the aircraft should incorporate in the detailed flight plan to be filed before departure, particulars of the hours of duty and rest periods of the flight personnel, together with a certificate that the flight crew would not be required to exceed the permitted periods of duty and that they would be afforded the required rest periods.

(iii) *Penalties.* The penalties to be imposed for non-compliance with any laws or regulations should be fixed by governments on a scale sufficiently high to act as a real deterrent in cases of wilful and/or repeated violations.

(iv) *Inspection.* Governments should institute a system of supervision to ensure that laws and regulations are being observed.

Readers will note that these proposals are eminently reasonable and it would be thought that they would provide ample grounds for discussion; again the employers were silent as speaker after speaker on the workers' side explained the thinking behind each paragraph, stressing that the proposals represented international minimum requirements. At the end of the workers' explanations, the employers' spokesman merely repeated that the subject was inappropriate for consideration internationally, and that each operator was best qualified to judge whether flight and duty hours were excessive having regard to all the variables involved. There was absolutely no evidence that flight crews were called upon to work and fly excessively: rather were they a privileged class who enjoyed longer hours at home than personnel of other callings. On a vote being taken, eleven votes were cast in favour of the draft resolution, with

eleven against and no abstentions. The draft resolution was therefore not adopted.

### **Income Security of Flight Personnel on Retirement or Grounding**

By this time the workers were becoming accustomed to the monotonous and disheartening attitude of the employers and experience with the first two engendered no false hopes that discussion would take place on this item. However the workers battled away valiantly – the conference record will at least reveal that all the work and thinking concerning the entire agenda was done by the Workers' Group.

The workers made it clear that flight personnel, after retiring or grounding, should have the right to financial security commensurate with their former standard of living. Flight personnel belonged to a class above that of the 'lower-income bracket' and should have the means, outside of all paternalism, of maintaining their social position. The employers retorted that statistics proved that human life was increasing, and the working life of flight personnel now compared favourably with that of other citizens. Special airline funds had been set up in certain countries, and it was neither necessary nor possible to have international regulation. Moreover, the salaries of flight personnel were at such a level that personal saving during their

flying career was easily possible.

Bearing in mind the earlier assurance of the employers – so far unfulfilled – that they would discuss in plenary session the detailed proposals of the workers, the latter put forward the under-mentioned draft memorandum:

#### **Draft Memorandum concerning Income Security for Flight Personnel after Retirement or Grounding**

1. The standards in this Memorandum are submitted for the guidance of government authorities and of the employers' and workers' organizations concerned, in accordance with practices customary in their country, in the provision, whether by national laws and regulations or collective agreements, of income security for flight personnel after retirement or grounding where they are not protected in these contingencies by a general social security scheme, or where it is desirable to supplement the provisions of the general social security scheme in order to take account of the special circumstances of the employment of such personnel. The bodies concerned should make every effort to secure the adoption of standards governing the provision of income security for flight personnel after retirement or grounding not less favourable than those herein contained.

2. Appropriate measures should be taken to provide cash benefits for flight personnel after retirement from flying duties at the normal age of retirement in their occupation, for flight personnel who have become permanently incapacitated for gainful ac-

*A representative view of the Workers Group seated in the Governing Body hall of the International Labour Organization, Geneva. Ten days of procrastination on the part of the Employers Group yielded no positive results from this meeting*





tivity, or who have been grounded as the result of failure to maintain the prescribed medical standards, and for stewardesses who have been grounded at a relatively early age (e.g. before attainment of forty years) in accordance with the general policy of the undertaking concerned.

3. It is desirable that insofar as is practicable facilities for retraining and opportunities for suitable alternative employment in the industry or undertaking where they have served should be made available to flight personnel who have been retired or prematurely grounded.

4. Cash benefits in cases of retirement should preferably take the form of pensions, but in the case of premature grounding there should be a lump-sum payment in addition to a pension.

5. The cash benefits should be provided through supplementary, or where there is no general social security scheme, special pension schemes for flight personnel, which may appropriately cover a number of the long-term contingencies entailing loss of income.

6. Where it is not practicable to establish supplementary or special pension schemes for flight personnel, provident funds, based on the principle of compulsory saving, to which both the employer and employee contribute, might be maintained to provide lump-sum benefits for flight personnel when they cease service in the industry or undertaking in which the fund is based. While a savings scheme that provides lump-sum benefits may be attractive to certain beneficiaries, it does not afford as comprehensive protection for all flight personnel as a pension scheme, which guarantees a regular income throughout the contingency or contingencies covered. It should be noted however that a provident fund provides only limited protection in the long-term contingencies other than retirement, for example, in cases of invalidity, since the amount in the member's account may be quite small when the contingency occurs.

7. The lump-sum payments in cases of premature grounding referred to in paragraph 4 might appropriately be provided by means of group insurance against loss of licence to fly whatever the cause.

#### *Retirement from flying duties at the normal age of retirement in the occupation concerned*

8. Under supplementary or special pension schemes for flight personnel, the normal pensionable age should coincide with the normal age of retirement from flying duties for the particular category of personnel concerned.

9. The qualifying period for a pension at



*The Workers' Group was fully representative of all grades of flying staff - pilots, flight engineers, flight navigators, flight radio officers and cabin personnel - together with many categories of ground staff. In the foreground can be seen representatives of the Swedish cabin staff union, including an hostess and steward regularly engaged on air transport operations. The hostess was the only female delegate*

the normal age of retirement should not exceed ten years.

10. The amount of the retirement pension payable under a special pension scheme or the amount payable under a supplementary scheme, at the age specified in paragraph 8, after twenty years' service, should be such as to provide a pension income equal to at least fifty per cent of the average annual remuneration of the beneficiary throughout his career in flying duties, in addition to any pension payable to the beneficiary under a general social security scheme.

11. The provisions to preserve accrued pension rights (vesting) of supplementary or special schemes for flight personnel after retirement should be sufficiently liberal as not to prejudice the position of members who transfer to some new occupation before they attain the minimum pensionable age. For example, the accrued rights of a member might appropriately be preserved by entitling him, subject to a reasonable qualifying period of service, to a pension deferred to the normal age of retirement or by the transfer of his actuarial reserve in the scheme he is leaving to the scheme associated with his new employment, where it would be used to purchase back service credits. Where a member leaves a scheme before he is entitled to a deferred pension he should be entitled to have at least his own contributions returned to him plus accrued interest.

#### *General invalidity*

12. Special measures may be desirable to provide supplementary or special cash benefits, preferably in the form of pensions, to ensure adequate incomes to flight personnel

who are grounded as a result of general invalidity rendering them permanently incapacitated for gainful activity, whether or not the invalidity is due to an employment injury (industrial accident or occupational disease).

13. In cases of permanent incapacity not due to an employment injury, entitlement to an invalidity cash benefit may be made conditional on the fulfilment of a prescribed qualifying period.

14. In cases of permanent incapacity (or death) due to an employment injury, entitlement to a cash benefit should not be made conditional on the fulfilment of a qualifying period.

15. The amount of the pension provided in cases of general invalidity together with any pension payable to the beneficiary under a general social security or employment injury compensation scheme should be such as to ensure him an income bearing a reasonable relationship to his previous remuneration.

#### *Premature grounding*

16. Where a member of the flight personnel is prematurely grounded as the result of an employment injury but is not incapacitated for gainful activity, in addition to cash benefit, facilities for retraining should be provided for him and he should be ensured suitable ground employment in the industry or undertaking where he has served.

17. Where a member of the flight personnel is prematurely grounded as the result of failure to maintain the prescribed medical standards it is desirable that, in addition



to cash benefits, training facilities and opportunities for suitable alternative employment in the industry or undertaking where he has served should be made available to him.

#### *Grounding of stewardesses*

18. Undertakings whose policy it is to take stewardesses off flying duties at a relatively early age (e.g. before attainment of forty years), should take measures to provide women who are thus obliged to give up their occupation as stewardesses with cash compensation, which might appropriately vary in amount with length of service in flying duties, and to provide them with facilities for retraining and with suitable alternative employment.

#### *Organization of supplementary or special income maintenance schemes for flight personnel*

19. Supplementary pension schemes for flight personnel should be closely co-ordinated with the general social security scheme.

20. It is desirable that special or supplementary protection should be provided for dependants of flight personnel in the case of the death of the breadwinner.

21. The employers should participate in financing the supplementary or special income security schemes for flight personnel.

22. Both employees and employers should participate in the administration of the supplementary or special security schemes for flight personnel mentioned in the preceding paragraph.

23. Appropriate measures should be taken to guarantee the benefits to be paid under the schemes.

24. It is desirable that appropriate measures should be taken to maintain the real value of the benefits.

#### *Alternative employment*

25. The measures taken to provide members of the flight personnel who are obliged to cease flying at an early or relatively early age with posts on the ground establishment of the industry or undertaking concerned should be planned on a long-term basis. They should be so conceived and applied as to safeguard the rights of employment of ground personnel and to obviate in so far as possible feelings among such personnel that their normal prospects of promotion have thus been impaired. Points of entry into the ground establishment for retired and grounded flight personnel should be predetermined and, where possible, certain posts on the establishment might be earmarked for such persons.

26. Where separate special or supplementary income security schemes exist for flight and for ground personnel, arrangements should be made to transfer flight personnel who take up ground employment in the industry or undertaking on which the schemes are based to the scheme for ground personnel without loss of their acquired rights or rights in the course of acquisition under the scheme for flight personnel to which they belonged.

#### *Possible revision of the medical standards now being applied to flight personnel*

27. A further examination of the medical standards now being applied to flight personnel should be made at the international level with a view to determining whether, in the light of the experience acquired and of recent technological advances in civil aviation, it might be desirable to institute changes in medical standards, always having regard to safety in flight.

A team of workers' representatives presented the case for this draft memorandum explaining the implications of each paragraph calmly and clearly. Again we were confronted by stony silence from the Employers' Group – a situation extremely discouraging and one which belied their earlier assurance that they would discuss the technical items. It had become obvious that whilst the employers actively collaborated through ICAO regarding flight safety, they were withholding such co-operation from the ILO in the social field. At the end of worker explanations and prior to the vote, the employers merely confirmed that the questions arising in the memorandum did not lend themselves to international treatment. Again, voting was eleven for, eleven against, abstentions nil, and hence the draft memorandum was not adopted.

#### **Employers submit resolution**

Towards the close of the conference the employers put forward the following draft resolution:

'Considering that the aims and purposes as expressed in the Constitution and annex thereto of the ILO have already been fulfilled in the civil aviation industry;

'Considering that in respect of ground personnel in the civil aviation industry social aspects as concern conditions of employment are already dealt with through appropriate consultative machinery and are common to the same and similar occupations in industry generally and are therefore already covered by the existing standards of the ILO;

'Considering that in respect of flight personnel in the civil aviation industry salaries, conditions of employment, pensions etc. have been and are capable of being dealt with through existing efficient consultative machinery, or the laws and regulations of the respective countries;

'Considering that in respect of flight personnel the existing salaries, conditions of employment, pensions etc. stand at a high level and exceed practically all, if not all, those enjoyed by other groups of workers in the world;

'This meeting for the aforesaid reasons and those contained in the annexes to this Resolution, recommends to the Governing Body of the ILO that there is no need for further action by the ILO in the civil aviation industry.'

*(Annexed to the resolution were the statements made by the Employers' Group on each agenda item and mentioned earlier in this article.)*

This resolution suffered the same fate as those submitted by the Workers' Group, namely, voting was eleven versus eleven with no abstentions, the resolution thus not being adopted.

#### **Conference failure the responsibility of employers**

The final Workers' Group statement placed the responsibility for the conference failure where it rightly belongs – fairly and squarely on the shoulders of the employers.

The spokesman contended that although the Workers' Group favoured tripartite discussions – since experience across the years had shown that a bipartite meeting on vital issues yielded very few results – the idea of a bipartite conference had been accepted in the hope and expectation that the employers would join in open and frank discussion. The workers had come to the meeting in a serious endeavour to correct certain bad customs and malpractices within the industry, but they had been utterly deceived in their aspirations.

The early statement of the employers that they wished to reserve as much time as possible for discussions on the technical items was clearly a manoeuvre – a sheer disgrace to labour-management relations and a complete abnegation of all the principles on which the ILO had been founded. Since the ILO Governing Body had convened the meeting, the employers' attitude was open defiance of that decision. Never before in the

history of the ILO had this occurred; never before had workers been so insulted in that their carefully prepared proposals had been received in virtually contemptuous silence. In all other industries to which the ILO had turned its attention there had been discussion on agenda items, but why were civil aviation employers so different? It should be borne in mind that the workers' proposals were only minimum recommendations – far below those existing in many countries; what had employers whose standards were higher than those contained within the proposals to fear from open discussion? The workers' view was that the attitude of the employers amounted to stupidity.

It simply was not good enough to state that in each country there was legislation, governmental decree or governmental approval by which is laid down a standard which all operators *within each country were compelled to observe* or that within each country there was proven consultative and negotiating machinery; these facts in no way minimized the need for a uniform international approach to aviation problems. The fact is that regarding flight time, flight duty time and total hours of work there are vast differences country to country, and a uniform approach would eliminate competition between airlines on the backs of the workers.

The spokesman continued to deal with the contention of the employers that operators are in the best position to take into account the varied factors involved in crew fatigue – such an outlook was extremely one-sided and presupposed the denial of the right of personnel to participate in any discussions on hours of work. ICAO Annex 6, which had been lauded by the employers as satisfactory in respect of flight time limitations, dealt with the problem solely from the safety angle and left the question of social implications wide open. ICAO was simply not qualified to deal with the social issues.

For the employers to allege that there was absolutely no evidence in current airline practice of mental and physical stress and strain beyond that encountered in normal professional or industrial life was a complete travesty of the facts. Their further contention that as a general rule flight crew members had more free time at home than the average worker was an equally irresponsible statement. It should be remembered that af-

ter arriving home from a long tour of duty personnel had to spend considerable time abed and that the cumulative effect of fatigue engendered by excessive flight and duty hours prevented adequate rest for at least a number of days.

The inventive genius of the civil aviation industry has often and rightly been praised; on this occasion, however, that genius had entered another field – in inventing a form of obstruction hitherto unknown in the thirty-eight years of international discussions between employers and employees.

We cannot do better than conclude this article with a verbatim report of the final warning administered by the Work-

ers' Group to the Employers' Group: –

'Your performance at this conference is viewed by us not only as a challenge to the ILO, to its high principles of peace through social justice, it stands also as a challenge to the workers. If your challenge were to succeed it could destroy this great Organization and that will never happen. The workers are strongly organized internationally and they intend with all their strength to see international social standards established, based on the principles of social justice, human rights and human dignity. The responsibility for what has happened at this conference must rest squarely with the employers.'

### A report on transport in Paris



ALMOST HALF OF THE ADULT POPULATION OF PARIS and her suburbs uses one or other means of transport every day, some 2,200,000 out of a total of 4,500,000 persons. Between 7.30 a.m. and 8.30 a.m. about 1,700,000 are on the move and this figure rises to nearly 2,000,000 in the evening between 5.30 p.m. and 7.30 p.m. (The figures do not include people such as bus drivers to whom transport is a profession.) These statistics are the result of a survey undertaken recently by a French public opinion agency which has served to reveal the importance of the rôle played by transport in the life of the French capital.

Breaking down the totals into different types of transport the survey estimates that about 24% of the adult population, i.e. 1,100,000 persons, use the Métro (the underground railway) every day and a further 600,000 regularly several times a week. Similar figures for buses are 600,000 and 500,000 respectively.

As far as private transport is concerned the survey shows that there are 950,000 Parisians using cars regularly, of whom 450,000 use their cars daily. Added to these are 700,000 using two-wheeled motorized transport (motorbicycles, scooters etc.); here the proportion of daily users is much higher, accounting for some 600,000.

The citizens of the metropolis spend a total of 2,000,000 hours each day in the Métro or in Paris buses, as many hours as are worked each day in the whole of the French automobile industry. The possession of a private means

of transport, whether it be a bicycle or a car, does not mean that the owner can dispense with using public transport; of the two and a half millions in this category over three-fifths use the underground or the buses.

The Métro is most favoured by housewives, workers and those with modest means but even in the well-to-do class sixty per cent use it at least occasionally. It is interesting to note that among the suggestions made by the Métro users for improvements in the service was a demand for the installation of moving pathways to take passengers along long station corridors.

### FAO plan for new type fishing gear vessel



NAVAL ARCHITECTS of the United Nations Food and Agricultural Organization have recently prepared for the Swedish government outline plans and specifications for a ninety ft. fishing gear research vessel to cost about \$240,000 (over £70,000). These drawings, prepared after special study of the requirements of a fishing gear research vessel, are to provide the basis for final working drawings to be made by Swedish naval architects. They call for a vessel of wooden construction but of a modified hull shape which will give higher speed and make for a more seakindly vessel. An unusual feature of the design is an alleyway running through the centre of the main fish hold of the vessel which would enable crew and scientists on board to walk from one end of the vessel to the other under cover and also permit separate experiments to be conducted in each half of the fish hold, especially in connection with the use of antibiotics to preserve fish.



## Educational work: trade union work

by GUSTAV KLANG, Educational Secretary, Swedish Seamen's Union

THE PROGRAMME OF THE SWEDISH TRADE UNION MOVEMENT, under the leadership of the Swedish TUC, includes a comprehensive series of non-industrial activities for the benefit of the membership. Among these, educational work occupies an important place for obvious reasons. In consequence, many trade unions have employed educational secretaries or study leaders, who have the task of stimulating interest in such activity and in spreading knowledge of the trade union movement's great tasks. It is no longer sufficient to ensure that new members are encouraged to join the union. One must also see to it that they learn why the trade union movement exists, how it works, what its aims are and how it seeks to achieve them.

Perhaps more than any other trade union in Sweden, the Swedish Seamen's Union has to cope with considerable difficulties in the education and training of its members. This is partly due to the fact that, by the very nature of their specialized job, its members are spread all over the world. Partly, too, because there are such fluctuations within the seafaring profession that it is extremely difficult to keep in touch with the membership. It is naturally impossible to do so by word of mouth. We have, therefore, to keep in touch with our members by letters, which perhaps take months before they finally reach their destination. Another important factor in this connection is that about seventy per cent of Swedish merchant shipping overseas seldom returns home to Swedish

ports. It is, therefore, obvious that the union has to take this fact into account and to utilize methods which are different from those normally used by trade unions in shore industries.

For all these reasons, we have concentrated on training ships' representatives and study leaders to work on board. The ships' representatives solve trade union problems to the best of their ability, whilst the study leaders are responsible for stimulating activity in their own field. Both groups are in intimate contact with the union in Sweden and are given all possible help in their work.

Responsibility for the training of both categories is mainly that of the union itself and of an organization known as the Association for Seafarers' Education, which, in co-operation with the Swedish



Brother Gustav Klang, author of this article on the provision of educational facilities for Swedish seafarers, records information about union activities on tape for despatch to Swedish merchant vessels

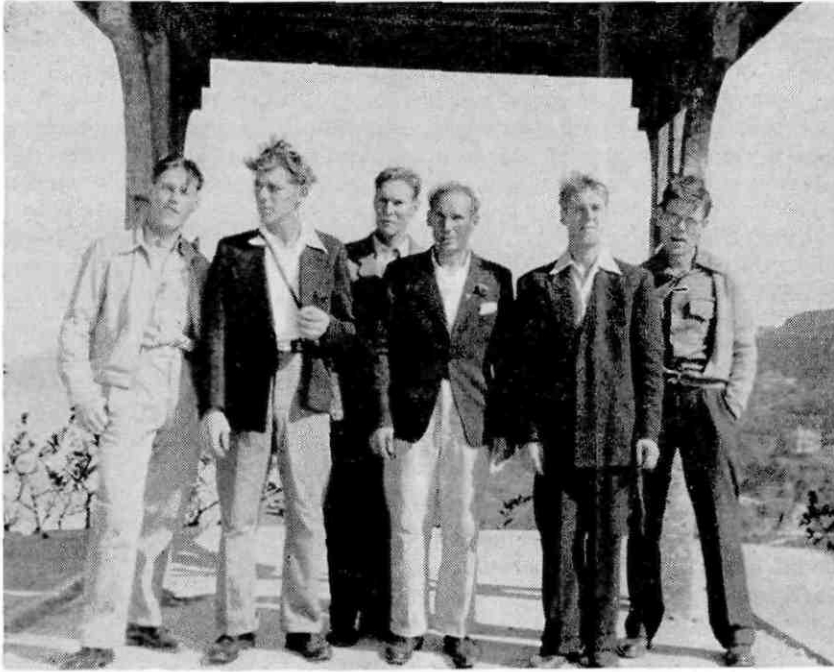


The study group in social affairs on board the 'Antarctic Ocean' takes time out to pose for the cameraman of the Swedish Seamen's Union's magazine 'Sjömannen'

Workers' Educational Association, organize courses normally lasting a fortnight and designed to give the seamen an idea of how trade union and educational activity can be carried on aboard ship and how the best possible results can be achieved. Representatives of the trade unions in the other Scandinavian countries are invited to many of these courses and there is consequently an opportunity of exchanging experiences. The Association for Seafarers' Education also organizes weekend courses at which lectures and discussions play their part in the effort to stimulate educational activity at sea. In addition, it is worth mentioning that the union employs three special local educational officers, one of them on a whole time basis in Gothenburg, who undertake the job of helping to further educational activity on board ship and to form study circles, etc.

In addition to these courses the Swedish Seamen's Union's educational committee also organizes so-called 'information evenings' which give the union





*A group of Swedish seamen take a look round in Hong Kong. Group activities have enabled Swedish seafarers in port to visit many such places which they would otherwise have missed for lack of money*

officials the opportunity of giving the members details of what is happening and what is being done within the organization. The union's magazine 'Sjömannen' (The Seaman) also plays an important part in keeping the membership up to date with what is happening both in the union's own field of activities and in the trade union movement as a whole.

The reader may perhaps wonder which subjects are most popular aboard Swedish merchant vessels. As can be expected the learning of languages, particularly English and Spanish, is one of the most popular, but there is a great deal of interest in both trade union and professional affairs aboard ship; and courses in trade unionism, the technique of holding meetings and others covering vocational subjects are well supported. The union has also worked out a special course of its own, known as the 'Seafarers' Course', which deals with the history of the seafarers' union, its structure and its methods of working. Courses in navigation and engine room techniques are also well represented and many shipping companies willingly underwrite the cost of these. In this con-

*A study circle learning Spanish on board the motor vessel 'Forsholm'. Nowadays language correspondence courses are often recorded on tape by the Swedish Seamen's Union and then flown out to various ports where they can be picked up and used by Swedish vessels calling at them*

nection, it may perhaps be mentioned that the closest co-operation exists between shipping companies and the Swedish Seamen's Union. We all wish to make our contribution to a seafaring community in which education and leisure time activities are carried on to the profit and pleasure of all concerned.

It may be of some interest to give details of how educational activities are carried on aboard ship. This is mainly done through the formation of a study circle. There is generally someone who

can act as teacher, usually one of the officers. He is responsible for supervising the studies and making any necessary corrections, exactly as in a school. As compared with ordinary correspondence courses, where you have to send written work to an institute for checking and correction, this method has the advantage that the teachers are on the spot and that you can always find out immediately whether you are doing things in the right way or not. A letter takes so much more time that the student usually has to wait too long for an answer. This, of course, applies only to seamen, who would have to send such work from all over the globe.

It should also be added that, as a rule, half of the cost of organizing study circles aboard ship is borne by the State.

In the great majority of large vessels so-called entertainment clubs are set up. The programme of these clubs covers practically everything, including sport, educational activities, excursions and stage shows of various kinds, etc. Such a club on board ship can work miracles. The more active it is, the better. One can organize film shows and competitions of various types, covering everything from ping-pong to roller skating. Whilst in port there are opportunities for organ-

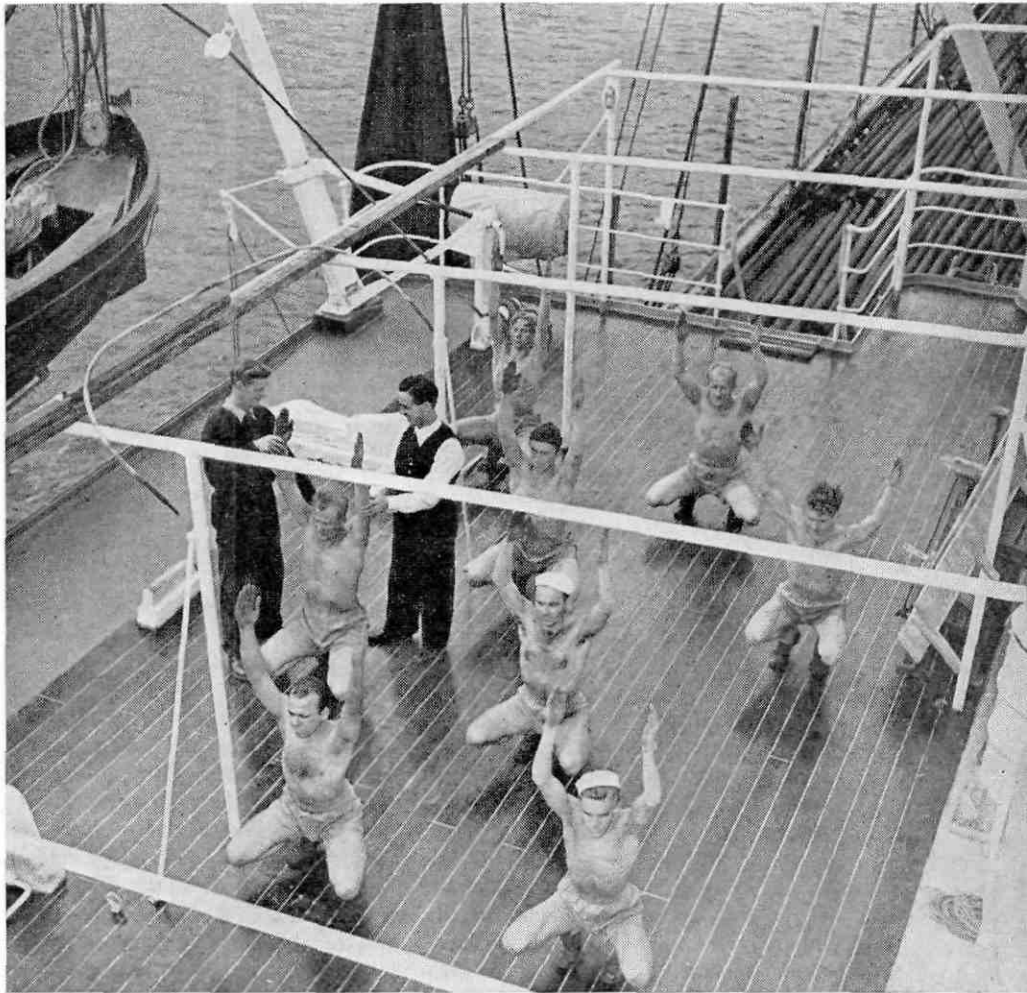


izing football matches or taking part in excursions to various places of interest. A number of vessels have also organized seamen's schools, in which crew members are given the opportunity of learning good seamanship. Some entertainment clubs even go so far as to issue small newspapers in which crew members can read about what is happening in their own little world.

For some time now the Seamen's Union has been making use of tape recordings to stimulate leisure activities still further and to maintain the contacts of crew members with their homeland and union. In order to do this successfully naturally implies that the ships in question possess tape recorders of their own, and at the present time we already have more than thirty on board ship. Our recordings include musical programmes, shows of various kinds, trade union news and sports reports etc. These programmes are sent by air to various ports and the crews of ships calling at them can thus get to know what is happening at home. The knowledge that the trade union is doing everything it can for its members makes them feel that they really count for something in the organization.

This development has also opened up a new field so far as educational activities are concerned. We have far more personal contact and the opportunity of helping our members to a far greater extent than was previously the case – for instance, in the field of language studies. Not so long ago, whenever we had no teacher on board we were obliged to despatch gramophone records. Now, however, we can send a small lightweight spool, which has the added advantage that it is unbreakable. In addition, those participating in the course have the opportunity of correcting their pronunciation by reading the exercises aloud and then playing them back and noting any mistakes they may make. Many readers may perhaps ask whether the provision of this type of service is an expensive affair. The answer is that it is, but it is only a small amount when compared with the results which we achieve.

There is also a great deal of activity in the library field on board ship. The Swedish Seamen's Library supplies all vessels with small selections, but these are not sufficient for our book-hungry seamen. Consequently, they organize libraries of their own which, in general, are looked after by the entertainment club.



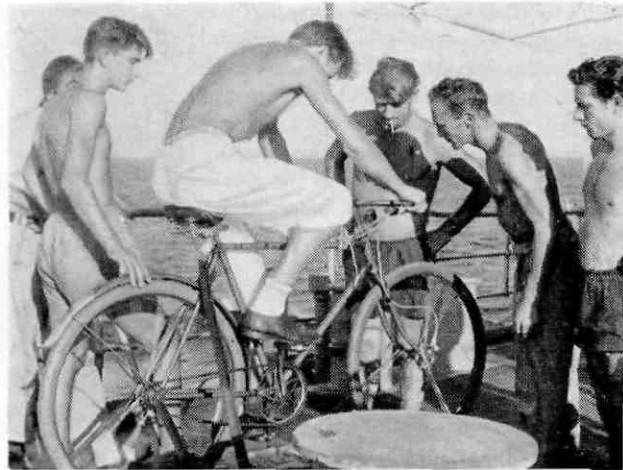
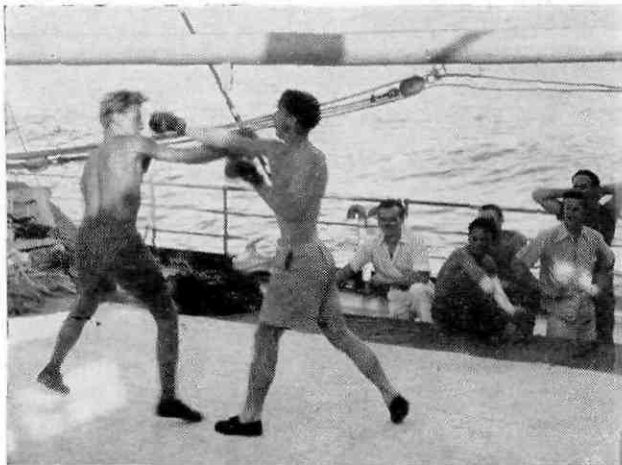
*Early morning physical jerks on the deck of a Swedish vessel. On the left (with pullover) can be seen the sports adviser, Stig Daniellson. On many ships sports activities are organized by the union-sponsored entertainment club with great success*

It is not at all unusual nowadays for such libraries to have between four and five hundred volumes. On board modern vessels, particularly tankers, the seamen also have considerable opportunities to develop their interests and hobbies. Complete equipment for photographic laboratories and tools for making models of all kinds are available. This helps to foster the proper use of their leisure time and has a considerable influence on the crews of such ships. Seamen on board a vessel which has a go-ahead entertainment club and who are given the opportunity of pursuing their hobbies and studies are not likely to change ship at the first opportunity.

Excursions in port are becoming more and more common-place. The old-style seaman was generally obliged to spend his time ashore in the vicinity of the port

area and to frequent dock-side cafes and prostitutes, whose sole aim was to relieve him of his hard-earned pay. Now, however, things are quite different. Trips to other towns and places of interest are beginning to be taken for granted. The opportunities which were normally reserved for the rich tourist are now open to the seaman as well. This group activity also gives them opportunities of seeing things, visiting places which would have otherwise been beyond the pocket of the individual seaman. It is not at all uncommon nowadays for us to receive photographs of seamen sitting on camels in the shadow of the Pyramids. Which rather gives the lie to the old saying that 'A seaman on horseback is no seaman.'

All this, however, could not be achieved if we did not continue our education-



Two more examples of sports activities organized by entertainment clubs on board Swedish vessels. The boxing match took place on the motor vessel 'La Plata'. The seaman on the bicycle seems to be getting nowhere fast, but there's a good reason for his effort

al work and our study activity. The more we do so, the greater will be the seaman's interest in studying and in extending his cultural horizons, whether this be in the field of trade unionism or in enabling him to compare conditions and customs in other countries with his own. In this way we can help to produce a healthy and vigorous community of seafarers, who will be real ambassadors for their own country and, by their behaviour and education will demonstrate that the seaman's job is a responsible one.

### Poles sack ships' commissars-seaman free to join 'foreign' ships



THE POLISH COMMUNIST PARTY has decided to 'dissolve the political organization in shipping' - in other words to sack the ship's commissars. This decision has been taken in view of 'the increased political activity displayed by the ships' crews of the Polish merchant marine and the sea fishing fleet and the considerable increase in the Party membership, amounting to 61.1

per cent of the crews in the merchant marine and to twenty-four per cent in the sea fishing fleet, and also (after) taking into account the prevailing opinion in the seaports . . .' The Party membership increases appear, to say the least, more than a little optimistic and it would be safe to assume that 'prevailing opinion in the seaports' has been the more compelling of the two factors.

The Director of the Central Board of the Polish Merchant Navy has announced that the central authorities have 'no objections' to Polish seamen obtaining employment on foreign ships. It has been revealed that Polish seamen have been demanding permission to sign on foreign vessels at a large number of port meetings where it was pointed out that in withholding permission the authorities were contravening international conventions which Poland had signed.

It remains to be seen whether the Communists are prepared to go so far as to allow Poles to join ships which do not come under Communist surveillance either perpetually or at regular intervals. It is worth noting that after proudly pointing to the fact that two Poles joined a Swedish ship in November the authorities went on to say that the Swedish ship in question was on charter to a Polish chartering concern. Even worse, it might prove that the only general dispensation to Poles to serve under 'foreign' flags will be given to those joining other Soviet satellite fleets.

If, however, this new relaxation is genuine there is reason for optimism. Democracy is infectious, as many Polish seamen have found already.

Here Swedish seamen are off for a ride on the Argentine pampas. At this period they were all also members of a study circle in mathematics aboard the motor vessel 'Nordstjernen'. On the extreme left can be seen the group's leader, Brother Hjalmar Karlsson from Gothenburg. Excursions are part of the education programme







## Gold Coast transport workers are on the move

by CHARLES HEYMANN, *General Secretary, Gold Coast Transport Workers' Union*

THE COMPARATIVELY BLANK ANNALS OF THE GOLD COAST TRADE UNION MOVEMENT have yet to be filled. Although its brief existence contains some significant landmarks, it presents a striking contrast to the long and chequered history of trade unionism in Britain and other European countries. Unlike these countries, where the right to organize a trade union was a matter of prolonged struggles against vehement opposition and suppression by the state, ours has been a striking example of a brief democratic evolution initiated by the legislation of the country, on the pattern and model of trade unions as established in Britain, and fostered by the continued support of the government.

The accelerated pace of development was therefore radical in nature, almost premature, but in no way inopportune. For, as far back as 1900, there were ephemeral combinations of small unions, mainly in the form of craft associations catering for groups such as the cooks and stewards, barbers, motor drivers, etc. A few of these survived the passage of time, but it was the enactment of the Trade Union Ordinance in 1941 which gave real life to those unions which were virtually defunct as well as birth to the many others now in existence.

### The establishment of the Govt. Transport Workers' Union

Among the many unions which sprang up following the introduction of the Ordinance barely a decade and a half ago was the Government Transport Workers' Union, which was conceived in 1945 and inaugurated two years later as the 28th registered union under the Ordinance (for comparison purposes there were fifty-eight trade unions existing in the country by 31 March 1952). The first headquarters of the union were established at Kumasi, one of the principal industrial centres of the country, with branches in Accra (the capital), Sekondi and Tamale and with a potential membership of nearly 1,500 workers.

The years that followed the formation of the union were years of struggle, fraught with political and industrial unrest. But despite the lack of trade union education and effective organizational machinery, the union withstood the constant threat to its existence although it almost succumbed to apathy, dismemberment, and victimization of its leaders

as the result of the General Strike of 1950.

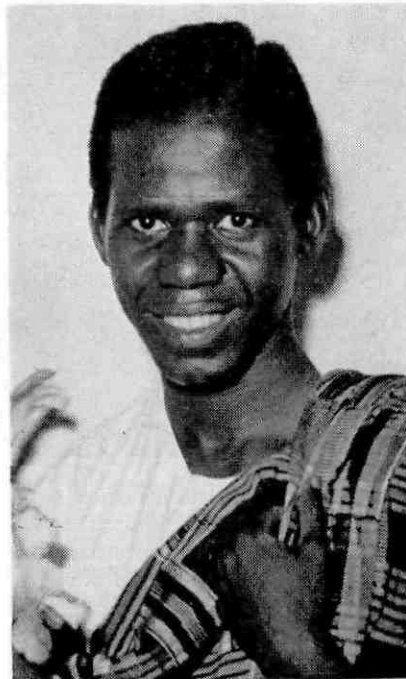
The General Strike period, which almost succeeded in destroying the Government Transport Workers' Union, had a similar effect on all other unions in the country. It was a testing time in the life of our Labour Movement; a period of suffering and sacrifice; of turmoil and uncertainty; a period which can be likened to that of the British industrial catastrophe of 1926, when Britain's trade union leadership was faced with the gravest problems of labour and industrial history.

But this wave, which was only to subside a year later, was followed by a period of national reconstruction, when the idea that the trade union movement had an essential part to play in the democratic development of a country was given the government's blessing as a vital aspect of its industrial policy.

### Organization and leadership

The Government Transport Workers' Union, although small in numbers, is nevertheless no suckling infant when compared with other trade unions in the country. It is one of the spearheads of industrial unionism in the Gold Coast and has always figured prominently and actively in all steps to promote the social and economic well-being of the workers in general.

Owing to financial difficulties, it has not been possible for the union to establish an effective instrument of organization. Consequently, the secretariat of the union is run by part-time officers, whose services during their free time are purely voluntary. In like manner, the four main branches of the union in Ac-

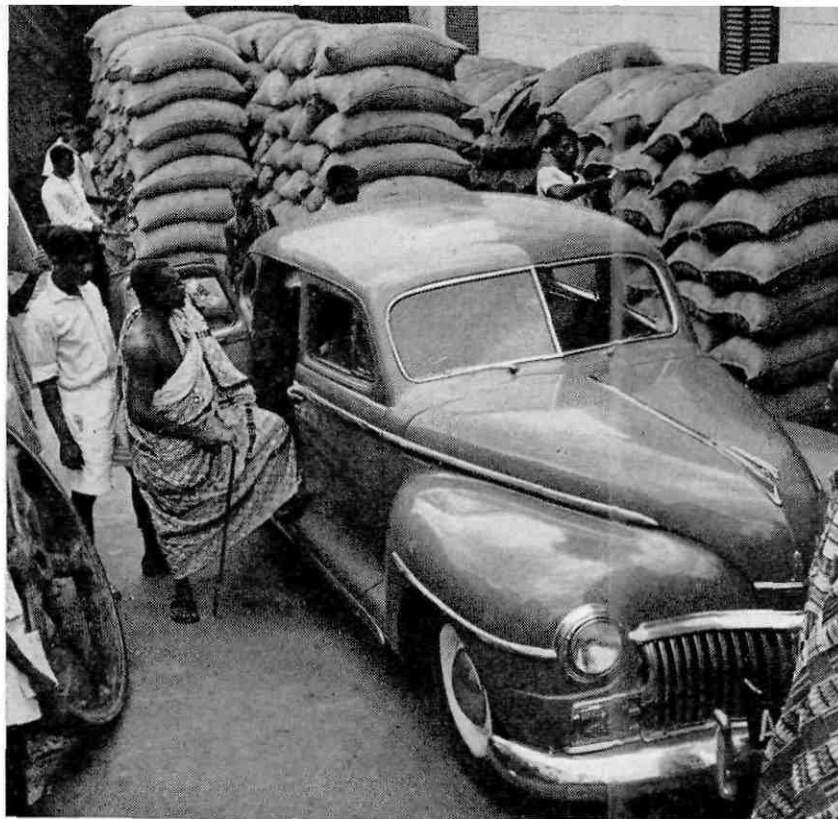


cra, Takoradi, Kumasi, and Tamale are managed by part-time branch secretaries, who are assisted by their branch executives.

With this fragile structure, the union thus cannot yet be said to possess an entirely satisfactory instrument for effective and independent organization. Nevertheless, developing as a small cog in the wheels of the trade union movement, it maintains a progressive existence. That it has done this despite conditions which constantly militate against the stability of organized labour is a tribute to the determination and sacrifice of its officers and the active members of its rank and file.

### Local affiliations

The union is affiliated to the Gold Coast Trade Union Congress, which in turn is a member of the International Confederation of Free Trade Unions. Apart from the Trade Union Congress, the union is also affiliated to the Trades Council and to the Federation of Government Industrial Unions. The President of the union, Mr. E. T. Tackie,



*Kumasi, the capital of Ashanti, owes its prosperity to the cocoa bean. Cocoa is the principal product of the Gold Coast, which accounts for nearly a quarter of the total world supply. This photograph was taken in a cocoa broking establishment*

who is a General Council member of the Trade Union Congress, is also the Vice-Chairman of the Joint Industrial Advisory Council – an industrial body responsible for the just and proper maintenance of rates of wages, hours of work, and other conditions of labour, through negotiations with the government. The President is assisted by the General Secretary, who serves both as a member of the Joint Industrial Advisory Council and Assistant Secretary of the Federation of Government Industrial Unions.

#### **Trade union education**

The union seizes every available opportunity in the field of trade union education in our country. Scholarships are awarded annually to members to enable them to equip themselves with a knowledge of the structure and functions of trade unions. Although really substantial progress has not yet been made in this respect, it is hoped that more members will in future be afforded the opportunity of enjoying the educational facilities provided by the Gold Coast Workers' Educational Association and

*An experimental bus service initiated by the Gold Coast Government Transport Department has been inaugurated in the Northern Territories. The service runs between Tamale and Navrongo via Damongo, carrying both passengers and mail*

the Extra Mural Studies Department of the University.

#### **Progress within industry**

As the country's future so much depends upon its communication system, the Government Transport Department, which is the largest single body operating in the road transport field, stands out as an important unit of the Gold Coast's industrial life. It is one of the first government departments to enjoy

the full effect of the Government's Africanization policy, and continues to show positive proof of progress under entirely African administrators, headed by Mr R. P. Baffour, the Chief Transport Officer.

Relations between the union and administrative heads of the Department have been very cordial, owing to the existence of central negotiating machinery and subsidiary consultative bodies in the various branches of the industry, and the adherence by both sides to established Trade Union Conventions.

#### **The transport worker: a factor in economic expansion**

The Gold Coast is essentially an agricultural country whose principal product, cocoa, is cultivated on such a large scale that the crop today represents nearly a quarter of the world's supply.

Besides cocoa, the Gold Coast ships an increasingly large amount of timber annually. Principal exports also include manganese (one-third of the world's supply). Bauxite, still in its initial stages of exploitation, and commercial diamonds and gold also represent an impressive sector of the export market. Natural resources are in fact evenly distri-



buted over the country, making communications an important feature of its development programme.

The early history of commercial ventures in the Gold Coast is concerned with the Phoenicians, the French and the Portuguese who traded with the natives for gold and spices in exchange for beads and other glassware. In those days, the main artery of communication between the natives and the outside world was the sea and this remained the principal link until recently, when air transport began to be developed. Unfortunately, the coastline of the Gold Coast has few natural harbours and it became necessary therefore for all cargoes to be carried out to sea-going vessels by means of surf boats. That system was carried on for centuries until the first artificial harbour was constructed and opened in 1925 at Takoradi. Since then, this port, built essentially as a rail terminal, has provided the main centre for exports and imports. It is connected with the rest of the country by a single railway line to Kumasi, 168 miles inland, and to Accra by an extension from Kumasi. It is also connected to these parts of the country by a coastal motor road running East to Accra and West to Axim.

There are three principal branch railway lines; the first from Tarkwa, a mining centre, to Prestea, twenty-eight miles to the West, from Huni Valley to Kade, and the third from Dunkwa to Awaso. Other than these branch lines, there are no other railway links. The terrain, the number of bridges and culverts which must be constructed over the numerous rivulets and streams make railway construction an expensive undertaking, and so the country depends more on its road system for communications. This system has grown from only 250 miles in 1918 to 27,000 miles of road of all classes, of which 5,000 may be said to be in first-class condition.

During the past eight years, the Gold Coast has spent no less than £11½ mil-

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*As Brother Heymann points out in his article, the Gold Coast depends very largely on roads to maintain its communications. The motor bus plays a much more important role in passenger transport than is the case in many other countries with extensive railway networks. This colourful scene was shot in the Government Transport Yard at Tamale*

lion on the construction of new roads and the reconditioning of old ones, and even more is scheduled to be spent in the next Five-Year Development Plan, commencing in 1957, on the building of trunk and feeder roads. Plying on the road system are about 50,000 vehicles of all descriptions.

It is estimated that no less than 120,000 persons are actively engaged on work connected with communications, and with the rapid development of roads throughout the country the numbers involved will increase to an even greater extent in the near future.

Here, then, is a country rich in resources, pregnant with enormous potentialities, including the ambitious Volta River Project, and determined under the leadership of its first African Prime Minister, Dr. Kwame Nkrumah, to create a future which 'others may emulate, but none surpass'. It is in this promise of a better tomorrow that the transport workers of the Gold Coast are pledged to play their part as a vital, constructive labour force, destined to transport the workers of Africa and Asia by example to the haven of true democracy and happiness for all.

### Our shortcomings

At present, most of the African trade unions and those of other dependent countries affiliated with the ITF are termed 'underdeveloped'. This is mainly due to economic disadvantages as well as to the lack of a centralized force in the structure of our trade unions. The multiplicity of identical or closely related unions in every aspect of our industrial life is dissipating the energy which otherwise could be concentrated on building a solid and united movement.

For instance, the Government Transport Workers' Union, which is the only transport workers' organization in the Gold Coast affiliated to the ITF, has a membership of just under 1,000 whereas the total paid-up trade union membership in the transport field is nearly 35,000. This problem, which is not exclusive to the Gold Coast, is in many cases the cause of increasing instability and deterioration of the trade unions in Africa and Asia.

What is needed now is a force which can weld the disintegrated fibres of our trade unions in order that they can withstand the wear and tear of the working





class struggle; a force which can withstand the cancer-worms of Communist subversion and reaction and break the chains of colonialism for ever.

In Africa, Asia and other underdeveloped areas the problem lies in political institutions which continue to undermine the democratic principles of trade unionism. Today, a host of trade unions in Africa and Asia stretch out yearning arms for political and economic salvation which will ensure the social happiness of mankind.

That is why the Gold Coast Trade Union Congress has thrown itself so militantly and actively into the forefront of the struggle for freedom and self-determination; to those of us in the Gold Coast and to many outside observers, the Gold Coast seems to be on the threshold of a new era - an era of national independence.

### The ITF - a new horizon

After years of prolonged struggle in despair and uncertainty, we now begin to see a silver lining. To us in Africa, especially in the Gold Coast and Nigeria, the ITF represents a new sunrise in our continent of ebony. We are imbued with a new spirit of internationalism: the magic wand by which the world can win our love and confidence. It is opposed

to racialism, exploitation or colonialism. It is the only force which can reconstruct the crumbling foundations of civilization and restore to mankind lasting peace and happiness. For us in Africa, this new spirit of international brotherhood and freedom is the spirit which sustains our revolt against political and economic subjugation. It is the most significant factor in the world revolution of today and represents a turning point in the history of mankind.

### Great expectations

It would therefore be most opportune if the ITF would grasp the opportunities available to it in the Gold Coast and Nigeria and open there a Regional Secretariat watching over the interests of all the transport workers of Africa. In the Gold Coast, these opportunities are becoming increasingly pronounced in view of the fast approaching national independence. If therefore there is any place where the ITF could hope for a colossal success it is here on the Gold Coast; it is here in this black man's window on the world, which ventilates all the hopes and aspirations of the oppressed peoples of Africa, that the struggling transport workers of the continent can be effectively rallied under the militant leadership of the ITF.

erations and confederations; of resistance organizations created to combat the increasing oppression and exploitation of the workers resulting from economic and industrial development of their countries; of anarchist labour movements; and later, the formation of socialist trade union movements side by side with socialist political groups, for example, the Argentine International Workers' Committee, sister organization of the Argentinian International Socialist Circle.


The pamphlet goes on to indicate the objectives of the Latin American trade union movement including the introduction of the thirty-five- and forty-hour work weeks, workers' participation in industry, industrial planning and workers' participation in the administration of state economy and finances.

In later chapters of the pamphlet an outline is given of the development of inter-American trade union organization up to the foundation of the ORIT itself, the final section being devoted to an explanation of the Organizations' structure and administration, its place

in the world of labour, its political standpoint, its position in relation to colonialism and economic problems, and its work in the field of workers' education.

Publications in various languages issued by the ORIT and its offices in the Caribbean Area, Brazil, Chile and Washington are listed at the end of the pamphlet.

### British Railways - new Government proposals

 THE ACCUMULATED FINANCIAL DEFICIT of British Railways is estimated to be £120 millions at the end of 1956. This was revealed in a report recently made to the British Government by the British Transport Commission (of which British Railways is a part). This deficit arises primarily from the payment of interest on the Railways' borrowings; there has actually been a working surplus every year since 1947 when British Railways came into being (£29 millions in 1955).

The Commission has undertaken a large-scale programme of modernization and now estimates that the increased productivity which modernization and other factors will occasion should enable it to balance its revenue accounts by 1961 or 1962. Thereafter it hopes to show an increasing overall surplus amounting to some £50 millions in 1970. However, until 1961 there will continue to be an annual deficit and it was this prospect which demanded the Government's attention.


After considering the Commission's report the Government has announced its intention to make special advances to the Commission equivalent to its revenue deficits 'but limited as to total amount which may be of the order of £250 millions. These advances would be repayable by instalments beginning after a specified period; they would be liable to interest but for a certain time the Commission would be entitled to receive additional special advances to cover payment of that interest.'

Since the report was published, the introduction of petrol rationing in Britain has given the railways a chance to win back goods traffic formerly carried by road. Whether the rationing will last long enough to bring the railways any real benefit is uncertain; this is, however, one more example of how essential the railways are in times of emergency.

### Book review

ESTA ES LA ORIT (*This is ORIT*)

*Serie Libertad No. 6. Published by the Inter-American Regional Organization of Workers (ORIT) of the ICFTU, 3er piso, Vallarta 8, México D.F., 1956. Pp. 40.*

 PUBLICATIONS ISSUED IN SPANISH by the ICFTU Inter-American Regional Organization of Workers (ORIT) during the past few years have included a series of 'Freedom' pamphlets (*Serie Libertad*) on different aspects of free trade unionism and its relationship to the life of the community.

The latest in this series of pamphlets, No. 6, published this year, outlines the social and economic position in the Latin American sub-continent in the pre-Columbian era, the effects of European influence on the continent and the development of workers' movements in the various Latin American countries, the establishment of trade union fed-

# The Japanese National Railways

by J. F. SOARES, Director ITF Asian Office



FOREIGN OBSERVERS IN JAPAN hold diverging views on many aspects of the country's economy. There is however one aspect upon which they all agree: that of the excellence of its railway system. And rightly, for the Japanese railways are noted for the punctuality of their trains, for the courtesy of the personnel, for the modern amenities offered to the travelling public and for the ever-increasing attention paid to improving services which are already very satisfactory.

Private railway companies also operate in the country, but by far the largest percentage of the track mileage – seventy-seven per cent of it – is owned by the Government and controlled by the National Railways Corporation. The Corporation's staff totals some 450,000 employees, administrative and operating, 370,000 of whom are organized in the ITF-affiliated National Railway Workers' Union (Kokutetsu Rodo Kumiai), and 65,000 in the National Railways Locomotive Engineers' Union. The Corporation's rolling stock consists of 5,500 locomotives, 15,000 passenger cars and 16,000 freight wagons operated on a narrow-gauge track (3 ft 6 in) and on a mileage of 12,500.

The railway network covers the four main islands of Japan viz. Honshu, Hokkaido, Kyushu and Shikoku, the islands being interlinked by car ferries, and, in one case (between Honshu and Kyushu), by an undersea tunnel, 2½ miles long. The main lines, mostly steam operated but increasingly being dieselized or electrified, generally follow the coastline, the extensive branch lines system providing cross-island connections.

The track gauge and the holding capacity of sidings normally limit the standard load of passenger trains to 600 tons and that of freight trains to 1,200 tons. However, in Hokkaido, it is not unusual to have coal trains of 2,400 tons.

Increasing traffic demand and small hauling capacity are compensated by more frequent operation and speed-up of trains. Consequently, densities in terms of number of trains on single tracked main lines (eighty-eight per cent

of the track is single) are frequently higher than seventy or eighty per day, (and have in a few cases reached 186 trains per day), while, during peak-hour traffic, electrified passenger trains in and around Tokyo are operated with a headway of 110 seconds and less.

The first railway in Japan was opened to traffic on October 14, 1872, between

Shimbashi (Tokyo) and Yokohama, a distance of some eighteen miles. In the initial stages the railways were operated entirely by the Government but within a few years it found it difficult to finance construction of new lines and therefore adopted a policy of encouraging private entrepreneurs to build railways. The offer was soon taken up and by 1893 the private railways had outrivalled the Government system, both in operated mileage and volume of traffic handled. The policy was reversed, however, in 1906, when all the main lines were nationalized.

World War I saw in railways, as in



*Kokutetsu Rodo Kaikan, the headquarters building of the National Railway Workers' Union. Its eight storeys house assembly halls, a lecture hall, rooms in both western and Japanese styles, a clinic, restaurant, canteens and a workers' bank*



At the left: Station staff at Tokyo are seen here mustering for orders. The Japanese National Railways still employ some 450,000 workers, including some 13,000 women, despite having severely cut their work force soon after the railways' incorporation in 1949. At the right: It is the construction of fine modern stations such as this one at Kanazawa which has gained the Japanese National Railways its widespread and deserved reputation for all-round operating efficiency and bright planning

other industries, a great spurt in development – improvements in equipment, facilities and rolling stock and increases in train speed and tractive capacity. A milestone was reached in 1925 with the introduction of automatic coupling replacing the link and screw couplings on all trains – passenger and freight. The world-wide depression of the early thirties had its impact on the railways: competition from private carriers became keener, its working also being affected

by the increasing competition from road transport.

World War II brought on added problems such as serious damage to yards, stations and stock from air raids and deterioration from over-use and meagre maintenance. Key materials, such as coal, were in short supply and food shortage brought about a visible decline in employee efficiency. Nevertheless, in the immediate post-war years, the National Railways met the challenge im-

posed on it, transporting both the occupation and repatriated forces without much inconvenience and with an efficiency at ninety per cent of pre-war levels.

However, the inflationary spiral was such that despite repeated upward revision in fares and freight rates the railways were unable to meet their expenditure and ran up an enormous deficit. On June 1 1949, therefore, the railways, hitherto government-owned and gov-



At the left: Union notices are posted on the side of a railway coach under the engrossed gaze of two Japanese youngsters. The union apparently takes good care to ensure that there are sufficient notices. At the right: One of the train ferries owned by the Japanese National Railways. The JNR network covers Japan's four main islands, each being linked by car ferries and, in one case (between Honshu and Kyushu), by an underwater tunnel two miles long. The main lines generally follow the coastline




ernment-operated, were turned into a public corporation, the entire capital being owned by the Government. The corporation was to operate on business principles whilst maintaining the public nature of the enterprise.

The newly set up Corporation soon embarked on a programme of austerity, one of its first acts being a drastic retrenchment of personnel, 100,000 employees being discharged in the face of strong opposition from the National Railway Workers' Union.

It must, nevertheless, be recorded that by 1952 the fortunes of the National Railways had changed for the better: earnings had increased and new construction had been undertaken.

### **Inland waterway development plan for India**

 WITH A VIEW TO THE PROVISION of adequate and cheap transport facilities in the expanding Indian economy the Central Water and Power Commission of the Government of India has drawn up plans for the development of India's waterways. The Commission feels that while sufficient attention has been given to the development of rail and road transport in India, such has not been the case with inland waterway transport. (The total of navigable waterways in India at the present time has been estimated at approximately 5,760 miles as compared with some 36,000 miles of railways).

The Commission's proposals include the linking up of Calcutta on the east coast of India with Cochin on the west coast, via Cuttack and Madras, by means of a network of canals linking some of the major rivers of Orissa, Andhra and Madras States and two continuous waterways extending respectively from Western India to Northern and North-West India via Central India and from the west to the east coast through the hinterlands of Bombay, Madhya Pradesh and Andhra.

A further suggestion by the Commission envisages the provision of an all-Indian waterway link between the states of Assam, West Bengal and Uttar Pradesh. Direct waterway connection through Indian territory between West Bengal and Assam ended at the time of partition.

The Indian government is to set up a committee to examine the Commission's suggestions.

## **Unrest among Argentina's seafarers**

by LORENZO MARTINEZ, *Acting Director, ITF Regional Office for Latin America*

INFORMATION REACHING US FROM BUENOS AIRES indicates the existence of deep-rooted and fully-justified unrest among all categories of seafarers in the Argentine. The causes of this situation are varied and complex; and although we will later examine these in some detail we would prefer to begin with a reference to the effects which they have brought in their train.

### **The stoppage of 13 September**

Despite the one-sided reports appearing in certain biased Argentine newspapers, it is nevertheless a fact that the general stoppage of work called for by the Maritime Inter-Union Committee on 13 September was supported one hundred per cent by the seafarers. Eyewitness accounts which have reached us show that the only operations carried out on that occasion, either in port or on the inland navigation system throughout Argentina, were exclusively connected with the unloading of perishable goods, such as fruit and fish, and a small quantity of fuel.

In the event, the maritime unions of the Argentine had no need to over-emphasize the issues at stake to convince their members that their full cooperation was needed. That, in our view, is a tangible proof of the recovery which is taking place among the maritime unions. It is expected that before long they will form a powerful and compact body which will enable them to defend effectively their members' interests through the appropriate channels.

### **The origin of the dispute**

One of the main causes of the aforementioned stoppage was the attitude adopted by the FANU, one of the State-owned shipping concerns, towards the crews of their vessels 'Argentina' and 'Libertad' whilst in dry dock in London. In both cases, the ships' masters refused the crews benefits to which they were entitled under regulations applied in such circumstances. The result was that the men immediately stopped work. Both the Argentine Consul-General in London and the ITF-affiliated British Transport & General Workers' Union intervened in an attempt to solve the

dispute, but without any real success.

The Maritime Inter-Union Committee also sent a cable to the crews involved in the dispute, asking them to postpone their claims until the vessels reached Buenos Aires, but the recommendation did not reach the men in time.

### **Mass dismissals**

It has become only too obvious that the FANU – the former Dodero Company – did not show the least understanding of the problem since, no sooner had the 'Argentina' and 'Libertad' reached port than it dismissed 117 and 67 members respectively of their crews.

The Maritime Inter-Union Committee immediately contacted the Ministries of Labour and Transport (the latter controls the State-owned fleet) with a view to settling the dispute peacefully. At one point following this move it did in fact appear likely that this could be done. So much so that on 23 August the Committee, as the result of certain assurances received from the Ministry of Labour, decided to postpone the stoppage decreed for that day.

The proposals for solving the dispute made by the Committee were summarized as follows:

a) the men dismissed would remain on shore and not sign on again until further instructions from their respective unions;

b) if the crews were acquitted by the courts, to which the case had been taken by the State employer, they would eventually be signed on again for their original ship and in the meantime should be given preference for service on other vessels operated by the company;

c) the shipping companies would agree to recruit replacements or crews through the unions belonging to the Maritime Inter-Union Committee.

Unfortunately, however, the unions



vainly waited several days for effect to be given to these proposals.

### **An interview with the President**

As further proof of their goodwill, the leaders of the maritime unions called on the President of the Republic on 28 August, when they submitted to him a memorandum setting out in detail the numerous and serious problems confronting the seafarers.

First and foremost they called for a change of attitude on the part of the various State-owned shipping concerns in order to put an end to the seemingly unending misunderstandings between them and their personnel. They also emphasized the validity of the proposals made by the Committee, pointing out the urgent need for solving the problem created by the dismissals.

The seafarers' representatives also proposed to the President the immediate establishment of a Tripartite Committee entrusted with the following tasks:

a) to study and make proposals on the reform of maritime working conditions;

b) to suspend, at least temporarily, the practice of signing on seafarers through the National Maritime Prefecture, unless this was done with the agreement of the seafarers' organizations;

c) that a Presidential Decree be issued under which both private and State-owned shipping concerns would be bound to apply to the unions forming the Maritime Inter-Union Committee for replacements or crews;

d) that the Decree covering social allowances and medical aid for seafarers be properly implemented at once (there is little doubt that this is not being done at the moment: - L.M.).

The Argentine President told the seafarers' representatives that he deemed it necessary to consult with the Minister of Transport before giving further consideration to their proposals, and expressed the hope that a solution of the various problems which had been brought to his attention would result from such consultation.

Once more, however, the seafarers' expectations were not to be fulfilled and, in consequence, at a further plenary meeting held by the Maritime Inter-Union Committee, it was decided to stage the twenty-four-hour stoppage which has already been referred to above.

### **The real cause of the dispute**

The workers' representatives have rejected, as wholly inadmissible, the assumption that the crews of the 'Argentina' and 'Libertad' are guilty of indiscipline and of having broken the regulations applying to ships at sea. This, they contend, could not be the case since the vessels were in the London dry dock at the time. The matter has however been classified as falling within the jurisdiction of the criminal courts, without taking any account of the fact that the dispute ought to have been resolved by direct negotiation between the employers and the unions, or through the arbitration tribunal.

There is reason, too, for believing that behind the dispute lie causes much more complex than that involved in the dismissals. It is somewhat paradoxical, for instance, that the State is more inclined to act as judge rather than a party to the dispute; that being so it should endeavour to see that justice is done to the seafarers, whose living and working conditions are far from satisfactory. Suffice to say that the Maritime and Inland Navigation Code which regulates those conditions was issued some fifty years ago and since then has not been modified in any important respect. In other words, it does not appear that the present regime in Argentina is paying due attention to the constant evolution of living and working conditions, social legislation, etc. which is affecting seafarers in the traditional maritime countries of which the Argentine, by reason of the importance of its merchant fleet, is one.

Information received by us also points to the fact that, at least in the present instance, there is an evident lack of coordination between the Ministries of Labour and of Transport. It is not impossible that a similar position will arise in the near future in some other vital sector of the transport industry. It is not for us to say what should be done to remedy this situation, but in view of the lack of any coordinating body similar to those existing in many other countries, it does not seem unreasonable to ask for the creation of the Tripartite Committee suggested by our Argentinian friends.

Last but not least among the causes which we believe to be fundamentally responsible for the present unrest among Argentine seafarers is the fact that there

appears to be an ill-disguised enmity towards the seafarers, the men who are such a vital element in an industry essential to any progressive country wishing to maintain its sea lanes.

### **A policy to follow**

In view of the attitude adopted by the authorities concerned, the only, or at least one main, course for the Argentine seafarers to follow would be to bring their claims to the attention of specialized bodies such as the International Labour Organization. It is a matter for some regret that, because of the pressure of the dispute, the maritime workers of the Argentine decided to withdraw their delegation to the ILO Preparatory Maritime Conference held in London in September.

That Conference would have afforded them an excellent opportunity of exerting effective pressure upon their Government in its capacity both as a member of the ILO and of its Joint Maritime Commission. Some of the items on the agenda of that conference would have made it possible to deal very adequately with the present situation of the Argentine seafarers.

### **Justice is due to them**

Those, both in the Argentine and abroad, who are really interested in social affairs should not forget the well-planned attack which the Peronist regime launched against the former Maritime Trades' Confederation, which was then affiliated with the ITF. As a result, the Confederation was utterly destroyed following a three months' strike called when the odds were heavily weighted against them. The material havoc wrought in the unions by the dictator's followers was, however, of less importance than the subsequent moral damage inflicted upon the membership.

The seafarers of the Argentine are therefore entitled to justice in both a material and a moral sense. If that is not forthcoming there will be grounds for suspecting that things in the Argentine have not substantially altered despite the fall of the Peronist dictatorship. A change of attitude on the part of the responsible authorities is vitally necessary not only for improving the seafarers' conditions, but also for establishing the relations between employer and employee on a new and firmer footing - something which would be of real benefit to all concerned, as well as to the country's economy.

# International Transport Workers' Federation

President: H. JAHN

General Secretary: O. BECU

**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
- 163 affiliated organizations in 57 countries
- Total membership: 6,500,000

#### *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 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 • Australia • Austria  
Belgium • Brazil • British Honduras • Canada  
Chile • Colombia • Cuba • Denmark  
Ecuador • Egypt • Estonia (Exile) • Finland  
France • Germany • Gold Coast  
Great Britain • Greece • Grenada  
Hong Kong • Iceland • India • Israel • Italy  
Jamaica • Japan • Kenya • Lebanon  
Luxembourg • Malaya • Mauritius • Mexico  
The Netherlands • New Zealand • Nigeria  
Norway • Nyasaland • Pakistan  
Panama • Paraguay  
Philippines • Poland (Exile) • Republic of Ireland  
Rhodesia • Saar • St. Lucia • South Africa  
Spain (Illegal Underground Movement)  
Sweden • Switzerland • Tanganyika  
Trieste • Trinidad • Tunisia • Uruguay  
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