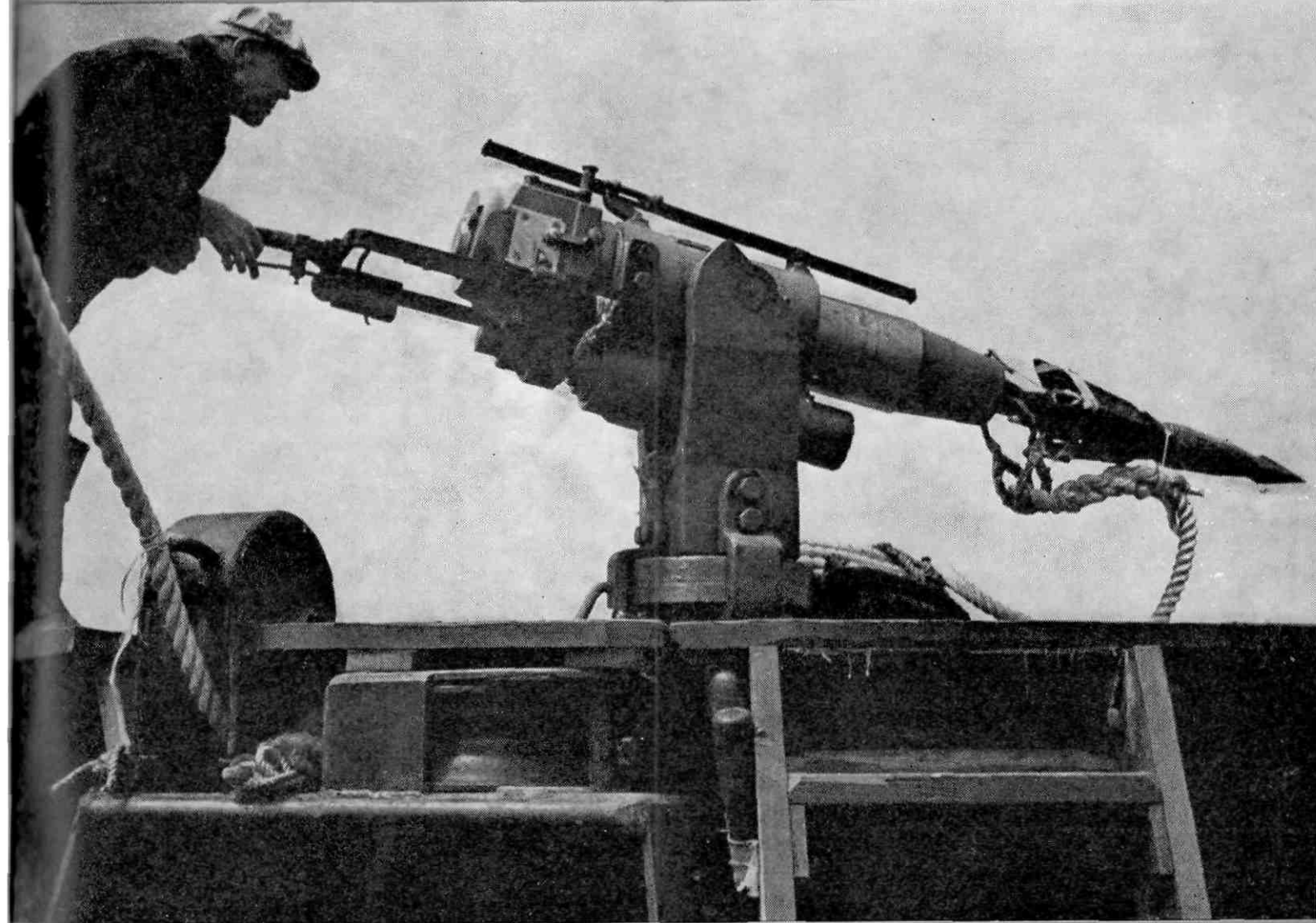




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**International
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Our cover picture: In this issue we feature an article 'Of whales and men' which has been inspired by the recent appearance of a book of the same title by Dr. R. B. Robertson who acted as a senior medical officer on a whaling expedition. It makes engrossing reading. (Photo: National Film Board of Canada)

Apartheid and the international trade union movement



by OMER BECU, General Secretary of the ITF

'There is no place for him (the African worker) in the European community above the level of certain forms of labour.'

The South African Minister of Native Affairs

EARLIER THIS YEAR, THE ITF FOUND IT NECESSARY TO WARN THE NATIONALIST GOVERNMENT OF SOUTH AFRICA that it was not prepared to stand idly by while that Government attempted to crush a strike of African dock workers at Port Elizabeth by bringing in convicts and forcing them to act as strikebreakers. As a result of that warning, and representations made from other quarters, the South African Government decided to think again and withdraw the convict labour. They are seemingly not unaware that South Africa depends very largely on its overseas trade and that a refusal to handle 'black' ships by the world's dockers could consequently have serious consequences.

Although they had second thoughts on this particular matter, there is not the slightest doubt that the present Government of South Africa intend to persist in their campaign of racial oppression and trade union persecution, and continue to outrage world opinion. For that reason, it may be as well at this time to examine their policies in both spheres and to make quite clear the attitude of the ITF and the six-and-half million transport workers which it represents towards them.

Before doing that, however, we would like to deal at the outset with two arguments which are commonly used by the South African Nationalists in an attempt to counteract outside criticism of what they are doing.

The first is, of course, the oft-repeated claim that the racial policies applied in the Union are a purely internal matter and concern no-one but themselves. Consequently, so runs the argument, any criticism of such policies is an interference in the domestic affairs of South Africa. A good example of this attitude is to be found in the following quota-

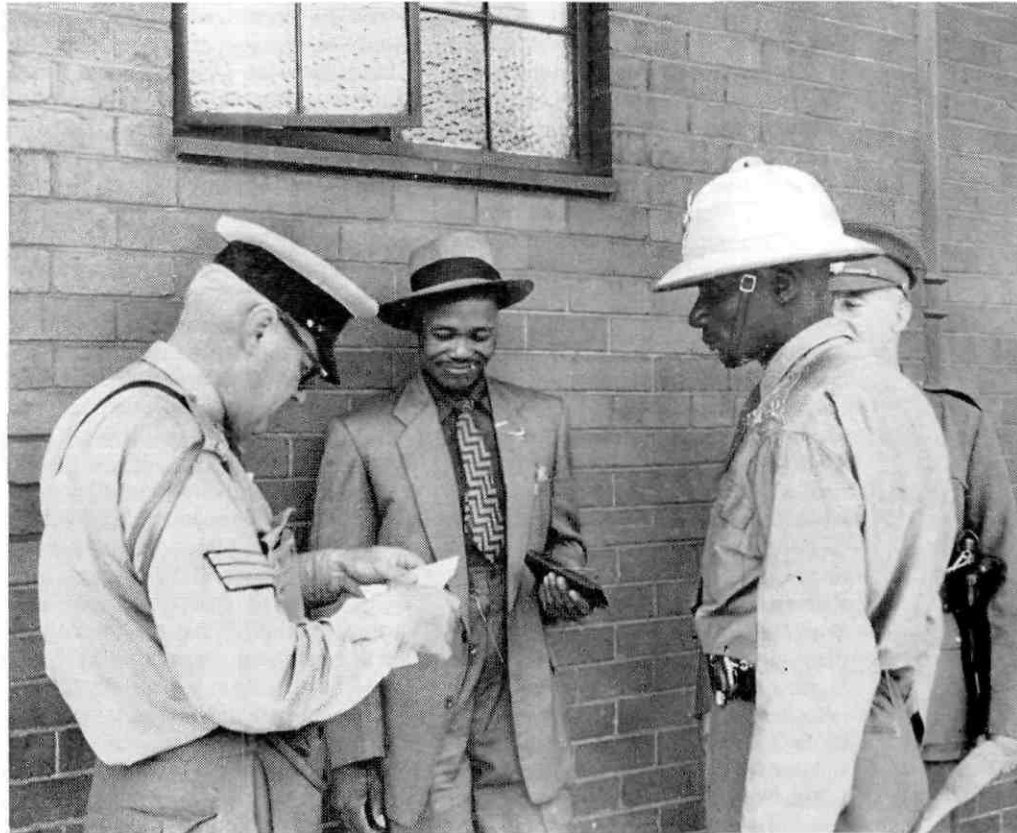
Under the Pass Laws, Africans must carry permits at all times and submit to constant police checks like this one, designed to keep them under permanent surveillance. If an African does not have his documents with him or they are not in order, he is immediately arrested. The Pass Laws, which are purely racial, constitute one of the most resented restrictions on the African's freedom (Camera Press)

tion taken from an official South African publication intended for overseas consumption:

'It is very comfortable for foreign divines and publicists to sit in secure offices and propound solutions which the South Africans think would in a short period drench the country in

blood. It is not their homes which would be burnt; it is not their throats which would be cut; it is not their women who would be outraged, it is not their children who would fall victims to ritual murder.'

Leaving aside the hysterical and guilt-ridden picture of what this particular apologist for racialism thinks (and only thinks) might happen, it is obvious that when he refers to South Africans, he is thinking of only one section of the South African people. The Non-European peoples, i.e. the vast majority of the country's population must by implication be subordinated to the interests of the minority, and cannot be allowed any say in how the country should be



run. That is one very good reason why what is going on in South Africa under the Nationalist régime is the concern of the whole democratic world. Support for the persecuted and under-privileged has become a proud tradition of that world; it is the small group of racialists in South Africa which has perverted the fundamental principles of a civilization which they profess to defend and they should not be surprised if that civilization utterly rejects them for precisely that reason.

It is in any case childish for the Nationalists to pretend that their policies are of no concern to the outside world. Our world has become too small for such an argument to be taken seriously. The tragedy of the present situation is that the actions of the South African Nationalists not only endanger the whole future of relations between the White and Coloured peoples, but also to enable the enemies of democracy to profit from the identification of those actions with the European people.

The second argument used by the Nationalists against outside criticism is that their critics just cannot understand anything about conditions in South Africa or about the country's racial problem because they do not live in the Union. Apart from the fact that it is tantamount to saying that no-one is capable of criticizing, say, Communism or Nazism simply because one has not had any experiences of living under such régimes, the argument is a weak one for other reasons. Although it may seem something of a paradox, South African Europeans probably know less about what is actually going on in their country than almost any other group of people in the world. Few of them have ever spoken to their Native or Coloured fellow-citizens on other than master to servant terms, and even fewer have any idea of how they live or what they think. That the supporters of racialism know best what *their* conditions are like or what *their* own racial prejudices are we do not doubt, but that is not saying very much. In any case, the argument is the sheerest hypocrisy. If it has any validity at all, why do the Nationalists reserve their bitterest hatred for their fellow-South Africans who have rejected racialist policies, but against whom the charge of 'ignorant interference' cannot possibly be levelled?

The Nationalist Government which is now headed by Johannes Strydom, per-

haps the most fanatical of its leaders, was first elected into power (on a minority vote, incidentally) in May 1948. It had won the election on a policy of uncompromising racial discrimination which was summed up in the Afrikaans word 'Apartheid' (literally 'apartness' or separation). The following extracts from the Party's election statement on its colour policy are worth quoting here:

'The Party therefore undertakes to protect the white race properly and effectively against any policy, doctrine or attack which might undermine or threaten its continued existence.' 'The Party believes that a definite policy of separation (apartheid) between the white races and the non-white racial groups, and the application of the policy of separation also in the case of the non-white racial groups, is the only basis on which the character and future of each race can be protected and safeguarded and on which each race can be guided so as to develop its own national character, aptitude and calling.'

This gives the broad basis of the Nationalists' scheme of things for the Union. On the practical application of the policy the election manifesto was (perhaps deliberately) rather vague, apart from stating (a) that all marriages between Europeans and non-Europeans would be prohibited; and (b) that Coloureds (persons of mixed race) in the Cape would be removed from the voters' roll which they then shared with Europeans. In other respects, however, the statement was not quite so bashful. 'The State', it said, 'will exercise complete supervision over the moulding of the country's youth. The party will not tolerate interference from without or destructive propaganda to the outside world in regard to the racial problems of South Africa. Churches and societies which undermine the policy of apartheid and propagate doctrines foreign to the nation will be checked.'

It is important, when considering the policies of the present South African Government, to distinguish between the theory of Apartheid which has been developed by a group of intellectuals centred on the Afrikaans University of Stellenbosch and the reality of the system which has been imposed by legislation on a totally unwilling African and Coloured population and an at least partially unwilling European population.

The theory of total separation, al-

though tailor-made to fit a preconceived view of a particular racial situation, is conspicuously more honest (if naive) in its approach to the problems of applying Apartheid than one can expect from the Nationalist Government itself. Briefly, the theory runs as follows: It is presumed that every race in South Africa has the right to develop 'such capabilities as its individual members may possess to their optimum capacity.' At the same time, however, it is recognized that the traditional racial prejudice of the European population would make such a development virtually impossible for members of the non-European peoples living in areas considered as European (i.e. some eighty-seven per cent of the total Union territory). In view of this, the solution adopted is that the races should be entirely separated territorially, with the country divided into European and non-European areas within which the races would lead their own lives, enjoying full citizen rights.

This total separation would involve two very important developments so far as the European population is concerned. Firstly, large-scale European capital investment would be necessary in the existing Native Reserves (perhaps twelve to thirteen per cent of the country's area) to make them capable of supporting the entire African population and providing the normal facilities of a self-



Johannes Strydom, who succeeded Dr Malan as head of the Nationalist Government. One of the most uncompromising supporters of racial domination, he has publicly stated that it is the task of the Nationalists to convince Europeans in other parts of Africa that they should adopt and apply the policy of Apartheid



The South African police are quick to act against Europeans who speak out against injustice to their African fellow-citizens. This press photographer being marched off by the police was taken into custody when he protested at the arrest of an African colleague

contained community. This would, of course, entail industrial as well as agricultural development, since, even if one accepts the view that the idea is feasible at all, it is extremely unlikely that the land alone could support an African population which is expected to have increased from its present 9,000,000 to 19,000,000 by the end of this century.

The second prerequisite for implementing the pure theory of Apartheid is considerably more revolutionary. It is, put quite simply, that the European would have to learn to do without African labour in industry and domestic service. In other words, the South African European would have to perform all his own unskilled, dirty and menial work, i.e. precisely the type of work which has assumed a social stigma based on racial prejudice.

In fact, of course, the Nationalist Government, although paying lip-service to the theory of Apartheid, which at least provides some degree of window-dressing for its policies of outright racial oppression, has no illusions about the two final conclusions of the theory enumerated above. So far as the ques-

tion of capital investment is concerned we have only to take the statement of policy made by the Minister of Native Affairs, Dr. Verwoerd, on similar conclusions reached in the report of an official Commission of Inquiry into the socio-economic development of the Native Reserves (the so-called Tomlinson Report). He said that the idea that White enterprise would establish industries on the understanding that they would lose control of them to the Bantu after ten or twenty years was 'wishful thinking and could not be accepted by the Government.'

As to the possibility of the European community doing without the services of the African, Dr. Verwoerd's predecessor as Minister of Native Affairs was equally unequivocal when he stated that 'the presence of Natives in European areas, and also the fact that their presence there as labourers is essential, at any rate for the present, has been recognized. It is admitted that Natives should remain in urban areas, but it is explicitly stated that they should have no political or equal social or other rights with Europeans.'

In other words, we have the paradox of a Government which has accepted as the basis of its whole policy a theory to whose conclusions it cannot subscribe for the very good reason that it knows them to be impracticable, but whose arguments it continues to use to justify its own actions. The pure theory of Apartheid, with its fine talk of separate development of the races, each enjoying full citizen rights in its own area is merely a convenient propaganda smoke-screen for a traditional policy of naked racial domination, unchanged only to the extent of providing additional safeguards for the racials in the context of a modern urban industrial society. The concept of total territorial separation is retained as a useful talking-point, as an 'ideal' to which the Nationalists profess to be moving when they find it necessary to provide some kind of reasoned justification for their existing policies, particularly in their overseas propaganda.

The reality is, of course, quite different. The Nationalists know very well that fast-developing South African industry cannot manage without African labour, and that the chances of encour-

Chief Lithuli, a high-ranking official of the African National Congress, is one of the 156 leaders of anti-racial opinion from all sections of the South African community who have been brought to trial for 'treason' by the Nationalist Government

aging the right kind of European (right, that is, from their point of view) to settle in sufficient numbers are extremely slim. At the same time, they also realize that in the long run they will be unable to resist the pressure of an African urban industrial population which sees itself exploited to help produce South Africa's wealth, and forced to live in poverty and degradation in the very midst of all the tangible signs of that wealth. They are therefore faced with the task of reconciling these two irreconcilable facts, whilst at the same time preserving the White domination which is the cornerstone and indeed the reason for their whole policy.

Since they totally reject any idea of partnership between Europeans and non-Europeans, but cannot accept total territorial separation 'at any rate for the present' (which probably means never), their answer to the problem, if it can be considered as an answer, is to continue with the mixture as before – but with subtle variations. Their policy, has in fact, two aspects. The first is designed for the present situation and the immediate future. Put quite simply, it involves a continuation and intensification of the policy of repression, and bitter opposition to the granting of any kind of rights, whether these be political, industrial, social, or personal, to the African working and living in the so-called White areas of South Africa – particularly the urban areas.

The African worker will continue to be employed in the towns and cities as an unskilled worker at the lowest possible rates of pay. Although working in the European urban area, he is, however, in no sense to be considered as *of* it. He may have no rights there, and must be subjected to every kind of restriction and indignity to remind him of his inferior status and to ensure that he is under strict surveillance and control during the time which he spends working in the town. Not for him any of the benefits of the urban civilization which he helps to create; these are reserved for his masters, towards whom he must remain docile and servile. Of course, he is not allowed to live in the town. He is



merely a work-animal, and when his day is finished he must, like an animal, return to his quarters several miles outside the city limits – where he will be out of sight.

As for industrial rights, they also must remain conspicuous by their absence. The African worker is not considered as an 'employee' and is thus debarred from any of the benefits of the industrial legislation applied to his colleagues of other races. He has no bargaining power; his union – if it exists at all – has no official recognition; he is subject to control and direction of his labour, must work for the rate offered him, and is forbidden to strike or even to protest if he is not satisfied with his conditions. Under the Native Labour (Settlement of Disputes) Act, African trade unions are given no status and any disputes which may arise between Natives and their employers are settled by Government officials, who can even intervene to prevent employers from granting demands.

Two cases of how the implementation of this Act has affected workers in our own transport industry have been quoted recently by a South African Labour M.P. The first concerned a wage claim submitted by African port workers at

Durban and backed up by strike action. The employers actually made two offers in reply to this, the second being a considerable improvement on the first. Before the workers could consider this, however, the Chairman of the Native Labour Board appeared on the scene and as a result of his intervention the employers withdrew their offer, and the workers were ordered to go back and await a decision by the Board. When they refused, they were forced back by the threat of eviction from the company-owned compounds in which they lived.

The second concerned the disbandment by the Government of the S.A. Railways and Harbours Non-European Staff Association, an old-established union enjoying official recognition by the Railways Administration. At the end of June 1955, leaders of the various branches of the Association were summoned before senior officials of the Administration and told to pass a resolution, 'That the Association be summarily dissolved'. One official explained that in future the interests of African employees would be taken care of through machinery established in the terms of the Native Labour Act. Accordingly, Works' Committees and Regional Committees would be established, the workers' represent-

atives to be chosen by the Administration!

The Native Labour (Settlement of Disputes) Act is, of course, only one of several legislative acts passed by the Nationalists which are either aimed at restricting freedom of association or the individual liberties of the South African worker. So far as Natives are concerned there were already many laws in existence which did in fact militate against their organization in trade unions or prevent them from taking action in other ways to improve their conditions. There were, for instance, the comprehensive Masters and Servants Laws, which made breaches of contract (usually assumed to have been made on commencement of service) between Africans and their employers a criminal offence. These laws were most commonly invoked in the case of strike action by African workers. There were also the iniquitous Pass Laws, applying only to Africans, whose

infringement was – and still is – often alleged in order to prevent the holding of trade union and other public meetings of which the Government does not approve. The Native Labour Regulation Act provided for penalties to be inflicted summarily by Inspectors of Native Labour in the mines, whilst the original 'Colour Bar Act' – officially known as the Mines and Works Act – reserved certain jobs in the mining industry to Europeans.

The particular 'contribution' of the Nationalists to the welter of laws restricting labour freedom in South Africa has been to intensify and extend the scope of such legislation at a time when it was becoming increasingly recognized by both European trade unionists and many employers that this was in fact acting as a brake on social and industrial progress alike, especially in the context of the fast-moving evolution of the Union's new industries. The Strydom

Government's answer to that recognition is that racial separation must be maintained and stepped up, even if the measures taken to enforce it are economically, as well as socially, retrograde, and even if the wider interests of South Africa suffer in the process.

In order, therefore, to impose their fantastic ideas on the reality of South African industrial society, the Nationalists have been busily plugging any existing loopholes in the barrier of the industrial colour bar. The Native Labour Regulation Act has been amended so that its penalties can, if necessary, be applied to workers in industries other than mining. The Natives (Urban Areas) Act has been used to prevent trade union organizers from entering African locations and to ban public meetings, whilst the Group Areas Act ensures that office accommodation is not available to Africans unless the purpose for which it is used is acceptable to the Gov-

Passive resistance by Africans to injustice is growing under the Nationalist régime. The most recent example was the bus boycott in Johannesburg when Native workers, who live well outside the city and who are forced to travel up to twenty-four miles a day to reach their jobs, protested against an increase in bus fares by walking to work for several weeks (Photograph by Planet News)



ernment. A new legal colour bar has also been introduced, this time in the building industry. The Native Building Workers' Act was brought in to prevent Africans performing certain semi-skilled painting, building and repair jobs in European areas – a rather common practice previously, which enabled a small number of Natives to make a fairly decent living. Now, however, even if they pass a Government-imposed trade test they will only be allowed to work in Native Townships at much lower rates of pay. It may be added, by the way, that this type of legislation – which will probably be used as a model in other industries where Africans perform semi-skilled work – can be set aside quite easily when it suits the Government's book or to avoid inconvenience to employers accustomed to use such labour.

Perhaps the most important feature of the Nationalist Government's industrial legislation is the fact that it is directed not only against the Native population, but also against the Coloured people and to a certain extent even against those Europeans who do not conform with official policies in the labour field. The Industrial Conciliation Act of 1956, for instance, is largely designed to prevent the creation of new unions organizing both Europeans and Coloureds, as well as to place restrictions on such unions registered before the Act came into force. The ban on the former is virtually absolute; in the case of existing mixed unions the Act states that their Constitutions 'shall . . . provide – (a) for the establishment of separate branches for white persons and coloured persons respectively; (b) for the holding of separate meetings by the separate branches; and (c) that its executive body shall consist only of white persons. In addition, the Act provides for the establishment of an industrial tribunal with wide powers, members of which are appointed by the Minister of Labour, and also enables the Minister to determine that certain types of work may only be performed by members of a particular race. The Act, incidentally, was passed despite the opposition of practically the whole of South African organized labour, including the powerful Trades Union Council – the country's largest trade union body.

The second major piece of legislation affecting the whole trade union movement is the so-called 'Suppression of Communism Act', which has been used

extensively against active trade unionists opposing the Government's racial policies. The Act, which has been described by a British T.U.C. delegation as having 'little or nothing to do with Communism', is so wide in its scope that it can be used against anyone who advocates 'any doctrine or scheme which aims at bringing about any political, industrial, social or economic change in the Union'.

The Act gives the Governor-General almost dictatorial powers to take action against organizations or persons who are considered as falling within its scope. Organizations can be liquidated, publications banned, and severe restrictions placed on the personal freedom of individuals listed under the Act. The latter can be ordered to resign from office or membership of any organization, can be banned from attending any gathering in any place in the Union, and prohibited from being within any area. Officers of the Government are empowered to enter premises without notice, to seize documents, and to question any persons found on such premises. Those listed under the Act are given 'a reasonable opportunity' to show why they should not be listed, but have no possibility of proving their innocence in a court of law.

Earlier in this article, we referred to the fact that the policy of the Nationalist Government has two aspects. Their long-term plans for the Union are gradually becoming clearer, particularly as regards the question of African labour in European urban areas. Ultimately, the numbers of such workers will be carefully controlled in accordance with the actual needs of the European community, the labour thus recruited being considered as migrant only. The ideal for these grim planners of human lives will undoubtedly be the system now applied in the mining industry, in which thousands of African workers are housed in company-owned 'bachelor' quarters where they can be insulated as much as possible against the influence of urban life and the possibility of trade union organization. A start has already been made with this system in a slightly modified form in the Western Province. Here the Secretary of Native Affairs, Dr. Eiselen, a leading Apartheid theoretician, has announced that the Government eventually intends to remove the 180,000 Africans now living in the area. Families living in existing Native Townships are being removed to transit camps where they are vetted by the

Government, only a selected few being allowed to remain. The remainder will be repatriated to the Reserves or to the Protectorates, even though many of them have no longer any ties there and have lived in the Province for many years, with the men-folk working in European industry. No new family units are allowed to enter the area and indeed no houses are being built there for African families, the only quarters now erected being designed for 'single' workers. How the forced repatriates are to make a living in the already overcrowded Reserves is not considered. Nor is the fact that the system of migrant bachelor labour is no more than a convenient fiction and that many married men will be forced by the pressure of economic necessity to separate from their families and seek work in urban areas. In this inhuman fashion, the Nationalists apparently hope to resolve the conflict between their theory of total separation and the need to retain African labour in industry.

It is also becoming increasingly obvious that the Government is stepping up the campaign to silence opponents in all sections of the community. The so-called Treason Trial now in progress against leaders of anti-racial opinion is but one example of this trend. In addition, we have had a number of cases in which persons objecting to Government policies have either been deported (when not South African citizens) or have been refused permission to travel abroad. The most recent example of this is the refusal to grant a passport to the Chairman of the South African Labour Party to prevent her from attending a Commonwealth conference organized by the British Labour Party. South Africa today is in fact well on the way to becoming a Police State, threatening the individual liberties of European and Non-European alike.

We in the outside world are often asked by South African trade unionists whether we are interested in what is going on in their country. The answer to that is an unequivocal 'Yes'. Any threat to trade union freedoms, wherever it may be, concerns us, and the ITF's reaction to the shameful episode in Port Elizabeth is proof that that is no mere phrase. We will be watching with close attention what happens in the South African industrial field in the future, particularly as it affects our fellow transport workers there.

The Japanese National Railways Worker's dispute

by J. F. SOARES, Director, ITF Asian Office



THE 382,000-STRONG, ITF-AFFILIATED JAPANESE NATIONAL RAILWAY WORKERS' UNION is in the midst of a crisis threatening its very existence. The crisis stems from a variety of reasons but is rooted mainly in a provision of the Public Corporation and National Enterprise Labor Relations Law, which denies workers of nationalized undertakings the right to strike. Under this Law of 1948, employees of public corporations, i.e. the Japanese National Railways, the Nippon Telegraph and Telephone Public Corporation, the Japan Monopoly Public Corporation, and of five other designated national undertakings, have the right to organize and to bargain collectively but not the right to strike.

Article 17 of this Law states that employees of the enterprises mentioned may not engage in strike, slow-down or any other acts of dispute hampering the normal course of operation of the public corporation and national enterprise, nor shall any employee conspire to effect, instigate or incite such prohibited conduct.' The penalising clause is Article 18 which states that 'any employee found to have engaged in conduct in violation of the preceding Article (Article 17) shall forfeit all rights under this Law and shall be subjected to dismissal.'

The Law was enacted at the instance of the Occupation Authorities, largely to forestall a recurrence of the abortive strikes of 1947. Whatever the reasons for the enactment, the fact remains that it restricts the exercise of full trade union rights, in that full industrial action cannot be initiated in furtherance of legitimate demands.

In many countries, procedures are laid down governing the settlement of disputes in public undertakings which may take many forms, from conciliation to arbitration and adjudication. Whatever form is provided and used, it

is generally understood that the findings will be normally binding.

In Japan too, arbitration procedures are provided for in disputes in public and national enterprises through a three-member commission. The decisions of the Commission are also supposed to be final and binding, but there is a difference! The difference is in that 'decisions involving expenditure of funds not available from appropriated corporation funds shall not be binding upon the Japanese Government.'

From this proviso stems the Union's difficulties and it has motivated the actions which have resulted in the crisis. The Japanese National Railways, as most readers will know, is a nationalized undertaking, administered by a Corporation under the over-all control of the Ministry of Transport. Its budgetary allocations are voted during annual demands for Ministry of Transport funds. As the budgetary funds allotted do not provide for unforeseen expenditures, such as those arising from financial decisions of the Commission's award, supplementary funds have to be voted, which the Diet is generally most loath to do.

Since implementing the Commission's decisions finally rests with the Government and experience has shown that it generally never implements decisions

Isamu Koyanagi, President of the Japanese National Railway Workers' Union, who, together with Brother Suzuki, the General Secretary, and other prominent union officials, was dismissed from the Japanese State Railways on Government orders in retaliation for the Union's tactics during its recent wage 'offensive'



fully, unions have to resort to pressure tactics in order to force the hand of Government. Such tactics or actions take many forms and are used during the so-called Spring and Year-end 'offensives'.

The more usual of these are work-time rallies, work-to-rule, and en masse furloughs. Necessarily, such actions, especially work-time rallies, result in traffic disruption often necessitating the cancellation of services. In major cities like Tokyo, Kobe, Kyoto and Osaka, where the traffic is dense, cancellation of a service imposes real hardship on the travelling public and, of course, losses on the Government.

The annual disputes – a common feature since 1949 – invariably centre around two issues viz. basic wage increases and summer and year-end bonuses. In fact there is no basic wage as such for any category. There is a wages agreement of sorts but this mainly covers fringe benefits, such as overtime payments, area allowances etc., and agreement on category-wise basic wages is just not there! Hence the dissatisfaction and consequent annual demands for wage increases. Prior to 1952, the annual disputes were not 'enforced' by any actions, such as those since practised, but were referred to arbitration. However, the findings were never fully implemented for reasons mentioned earlier, leaving the union with no alternative but to change its attitude in favour of more forceful action to obtain results. These new tactics, bordering on partial strikes, were first adopted in the Spring offensive of 1952. They resulted in serious disruption. The Corporation, invoking Article 17 of the Law, dismissed from service three employees whom they held responsible for 'inciting and instigating prohibited conduct.' They were the President, vice-president and General Secretary of the Union.

In the face of these measures, the Union reconsidered its position and, in the following year, increased the tempo of its actions. They resulted in an even firmer attitude on the part of the Corporation, which ordered the dismissal of

eighteen union leaders including its four top officials.

In the annual convention of that year, all of them were re-elected to office, resulting in yet another difficulty for the Union, this time in its being declared 'unrepresentative' and therefore not entitled to engage in collective bargaining. This issue was taken to Court, which ruled in favour of the Corporation, in that it stated that the dismissed officials (of the Union) were not entitled to represent the workers across the negotiating table. In the 1955 convention new officials were elected and the Union was once again declared a representative organization.

The crisis which now faces the Union results from its action during the Spring offensive of last March. Engineered on a larger scale, the work-time rallies (partial walk-outs) of 10, 12 and 23 March, held in many important centres, disrupted traffic and, in many instances, necessitated the cancellation of all passenger and freight services. The public was greatly inconvenienced and voiced criticism of the Union's actions in the press and elsewhere. The Government was quick to heed this criticism and decided to invoke Article 18 to discipline union leaders.

Meanwhile, the dispute over a 2,000 Yen (about £2) per month wage increase had been referred to a conciliation commission which ruled that a 1,200 Yen increase was warranted. The Union accepted the ruling, as did the Corporation. However, since the ruling had financial implications, the Government did not accept it and instead appealed the findings to the statutory arbitration commission. The Union agreed to the reference, subject to the condition that the award - in monetary terms - would not be less favourable than that given by the conciliation commission. The arbitration commission duly made known its findings, granting an award equal in terms to that awarded by the conciliation commission. The Government accepted the findings - but with a proviso attached!

The proviso was to the effect that certain 'illegal' payments made during the previous year should be deducted from the award amount. Budgetary allocations for the National Railways Corporation, as for the other undertakings, are made on the basis of a stipulated number of employees. In actual practice, however, a lesser number is em-

ployed, permitting a higher per-capita wage. The amount of this higher wage is considered an 'illegal' payment by the Government. It therefore holds that the payment, calculated at an average of 520 Yen for 1956, should be deducted from the amount of 1,200 Yen awarded by the commission. The decision to discipline union leaders followed public criticism engendered by the strike.

On May 9, the Government, acting through the National Railways Corporation, announced the dismissal of twenty-three employees, all leading officials of the railwaymen's unions. Among those ordered dismissed were President Koyanagi and General Secretary Suzuki of The National Railway Workers' Union, four other members of the Executive Committee, and thirteen other officials, mainly heads of locals and branches. Some 700 other employees were meted out lesser punishment, ranging from suspensions and salary-cuts to reprimands and warnings.

The dismissal orders evoked much resentment and protest walk-outs were held on 11 and 12 May, bringing threats of further disciplinary action by the authorities. Undeterred, the unions have planned additional protest moves in concert with unions affiliated with Sohyo, the trade union centre. However, things are not all smooth for our affiliate. The tempo of public criticism is such that it has to guard against alienating its sympathy. Additionally, forces within the Union are calling for a slow-down in action, in order not to aggravate the position further. However, a militant group holds that only a show of strength can contribute to the Union's effectiveness. It feels convinced that the punishments meted out are motivated by a desire to weaken the union, because of the dominant position it occupies both within Sohyo and Korokyo, the National Council of Government and Public Enterprise Workers' Unions. It holds that all anti-labour moves should be resisted, until the restrictive labour laws prohibiting strikes are revoked.


The public, angered by the effects of the Union's actions, sees in the tactics a threat to public safety and the orderly growth of the nation's economy. It calls for curbs on the Union's activities, believing they are largely politically inspired. However, before and since the dismissals, the Union has been at pains to address the public on its stand, point-

ing out the deficiencies in the Law and seeking support for its actions. A large amount of sympathy and understanding has been won thereby.

Korokyo and all other affiliates of Sohyo have chalked out plans in support of our affiliate. Sohyo convened an extraordinary convention for 30 and 31 May, at which final decisions were to be taken. Meanwhile, it has been decided to lodge a protest with the ILO and to send special observers to its General Conference.

The Government is on record as stating that more dismissals and punishments will follow walk-outs or actions undertaken in protest against present dismissals. Sohyo is however determined to go ahead and stage sympathy strikes until the Government revokes its orders or amends the Law to grant workers of public undertakings the right to strike. It is too early yet to determine what effects the dismissals have had on the union membership. In the face of the Government's action, the membership has rallied solidly behind the leadership and there is no evidence of any weakening but rather a determination to go all out to have the dismissal orders revoked.

Trans-European diesel expresses introduced

 A PRACTICAL STEP towards the unification of European railways has been the introduction this summer of a number of international diesel express trains bearing the insignia of 'Trans-Europe Express'. The TEE trains, as they have become known, are the result of co-operation between seven European railway authorities - in Belgium, Germany, France, Holland, Italy, Luxembourg and Switzerland. The individual authorities have built the trains and will administer their operation but certain common standards of comfort, speed and traction have been observed.

This sort of international co-operation could well lead to further practical measures of unity in matters such as a European agreement on the building of diesel locomotives and the introduction of a European express network.

The new service also represents a vigorous response to the challenge of air competition. The trains are fast - Brussels to Zürich is scheduled in under seven and a half hours - and comfortable. The time-tables have been arranged so as to suit businessmen.



The ITF Executive Committee meeting in Paris

A MEETING OF THE ITF EXECUTIVE COMMITTEE TOOK PLACE ON 17 AND 18 JUNE at the headquarters of the ITF-affiliated French Railwaymen's Federation (Force Ouvrière). Those attending the meeting were: J. D. Randeri (Asian Region); R. Dekeyzer (Belgium); E. Borg (Denmark); F. Laurent (France); H. Jahn (Germany), who was in the chair; F. Cousins and T. Yates (Great Britain); S. de A. Pequeno (Latin American Region); H. Kanne (Netherlands); I. Haugen (Norway); H. Düby (Switzerland); A. E. Lyon (United States). Also present were the General Secretary, Brother Omer Becu, and the Secretary of the Railwaymen's and Road Transport Workers' Sections, H. Imhof.

At its opening session, the Committee considered the Secretariat's Report on Activities for the period December 1956 to May 1957, which was unanimously adopted. The Committee noted that since it had last met two new organizations had been admitted to membership of the Federation, namely, the British Guiana Seafarers' Union and the Central African Road Services Workers' Union. The General Secretary informed the meeting that it would probably be necessary to send Brother Soares (ITF Asian Regional Representative) to Singapore for a further period in order to consolidate the work which he had already done there in assisting the seafarers' unions. On behalf of the North American railwaymen's organizations, Brother A. E. Lyon expressed appreciation of the assistance which had been rendered by the Secretariat to the Brotherhood of Locomotive Engineers and Firemen (BLFE) in making available the services of the Secretary of the Railwaymen's Section, who recently appeared as a witness for the BLFE before the Canadian Royal Commission on the *manning of diesel locomotives in freight and yard service*.

It was agreed that a Fishermen's Sectional Conference should be held in Bergen (Norway) during mid-September, and that a Railwaymen's Sectional Conference and Joint Conference of the three sections, viz. Railwaymen's, Road Transport and Inland Waterways (to discuss the problems of European transport co-ordination) should be held at Frankfurt (Germany) in the month of October.

The Committee also considered a number of applications for affiliation with the ITF. The following unions were

admitted to membership: the Irish Pilots' & Marine Officers' Association; the Civil Aviation Section of the Belgian Metal Workers' Union; the United States Airline Stewards' and Stewardesses' Association; the Korean Federation of Railroad Workers' Unions; the Swedish Masters' & Deck Officers' Union; and the Association of Locomotive Drivers, Firemen and Allied Workers in Nigeria.

The members of the Executive Committee had before them a comprehensive report on the recent tour of African countries made by the General Secretary. In his supplementary remarks, Brother Becu said that in his opinion there were great opportunities for the development of strong trade union organizations among the transport workers of the African Continent. After having heard the General Secretary's report, the Executive Committee decided that the time was now ripe for the co-option of a member representing the African region. By a unanimous vote, it was decided to elect Brother M. A. Labinjo, General Secretary of the *ITF-affiliated Nigerian Transport Staff Union* and also General Secretary of the *Nigerian Maritime Workers' Federation*. Regarding the question of establishing an African Regional Office of the ITF, the Executive Committee was of the opinion that it would be more appropriate to postpone any decision until its next meeting, when the newly-appointed member for the region would be in attendance.

Turning to regional activities as a whole, the Committee gave careful attention to recommendations on this subject which had been made by the Sub-Committee on Regional Organiza-

tion. The following points were adopted: (a) that the appointment of a Regional Organization Officer at the Secretariat should take place as soon as possible; (b) that a standing sub-committee dealing with regional activities should be set up; and (c) that regional officers should submit regular reports to the Executive Committee. In addition, the General Secretary was authorized to take the necessary measures to place the financing of regional activities on a permanent basis.

The Committee noted with satisfaction the progress which had been made in the work of the Experts' Committee on the Co-ordination of European Transport. It is now anticipated that, following the holding of a conference of the Sections concerned later this year, it will be possible to submit the whole report of the Committee for the approval of the next ITF Congress, which will meet in Amsterdam in July 1958.

The members of the Executive Committee also took note of the fact that the ITF had agreed to participate in a seminar on labour productivity in ports which is being organized by the Organization for European Economic Co-operation in the autumn. Several speakers stressed that, in taking part in this seminar, the ITF representatives should strongly underline the need for increased productivity to result in increased social benefits for the workers concerned.

On representation, it was agreed that the ITF delegation to the Tunis Congress of the *ICFTU* in July should consist of the General Secretary and President. The Executive Committee also accepted invitations for the ITF to be represented at the Jubilee Conference of the Scandinavian Transport Workers' Federation and at the forthcoming Congress of the Norwegian Transport Workers' Union.

The Committee also heard a report on what had taken place at the last General Conference of the ITS, with particular reference to discussions there on the position of the ITS Liaison Committee.

Finally, the Committee endorsed a

proposal by the Secretariat that the necessary steps should be taken by it to bring into operation the draft Agreement concerning legal assistance to drivers whilst working abroad, which has been worked out by the Road Transport Workers' Section.

The next meeting of the ITF Executive Committee will be held in London during the first half of November 1957.

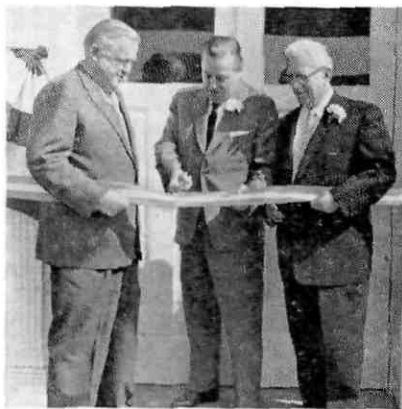
New Seafarers' medical centre in New York

 THE FIRST JOINT UNION-MANAGEMENT HEALTH CENTRE in the history of the United States maritime industry is now serving seamen in Brooklyn, New York. The Brooklyn centre – three others are to be located in Baltimore, Mobile and New Orleans – will be administered by the Seafarers' Welfare Plan under the terms of a contract negotiated between the Atlantic and Gulf District of the Seafarer' International Union of North America (an ITF affiliate) and the shipowners. The Welfare Plan was established in 1950 and is controlled jointly by the union and the shipping companies. It is financed by contributions from the companies on the basis of days worked per man and provides a wide range of sickness and death benefits.

The Pete Larsen Memorial Clinic, as the Brooklyn centre is to be known, has been named after a late member of the SIU – 'not,' in the words of the SIU President, Paul Hall, 'because he was a hero, but because the membership thought that he was typical of the good sailor and union man.'

The most modern diagnostic equipment has been installed and twenty to twenty-five examinations can be given with a minimum of waiting. The facilities include x-ray, fluoroscope, electrocardiograph and eye examinations. The centre itself will not give treatment. Once all the information from a medical examination has been correlated and considered by the staff, men who are in need of treatment for any ailment or physical defect are referred to the Public Health Service. The procedure is designed to detect such ailments and defects before they become serious enough to invalidate a seafarer and keep him from being fit for duty.

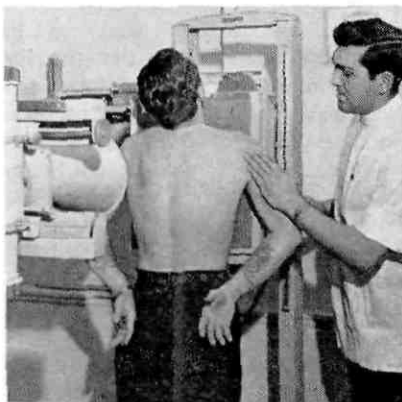
The staff will consist of several doctors and a team of medical and laboratory technicians and clerical workers.



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1) A scene at the recent opening ceremony of the Pete Larsen Memorial Clinic in New York. Cutting the tape is Senator Magnuson, Chairman of the US Interstate Commerce Commission. On the left is Brother Paul Hall, President of the SIU and Secretary-Treasurer of its Atlantic and Gulf District; right is Dr Kotler

2) and 3) Two examples of the modern facilities at the New York health centre. Top right: a seaman undergoes a fluoro-

scope examination. Bottom left: another is x-rayed in the special lead-lined x-ray room. The centre is preventive in character and is designed to reveal ailments before they can become really dangerous

4) Facilities enable the Memorial Clinic's medical staff to conduct head to toe medical examinations. The clinic does not provide treatment: cases needing it are referred to medical establishments under the United States Public Health Service

Work study on British Railways

 THE BRITISH TRANSPORT COMMISSION recently opened a work study training centre where senior staff can take residential courses of varying lengths – two days, one week or ten weeks – in work study. Most of the trainees will be from British Railways but other branches of the Commission – British Road Services, docks, inland waterways, hotels and catering services – will also be represented.

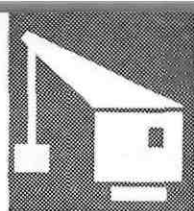
The shortest course is designed to give

top executives a general picture of the scope and purpose of the subject. The one-week course is intended for assistants to the top executives and will go rather more deeply into the techniques of work study. The longest course, of ten weeks, is comprehensive and aims to equip senior staff for the preparation of work study schemes.

The various regions of the British Railways administration are establishing work study schools for supervisory staff and those who are eventually to work on the schemes. Two such schools have already been started.

The New Zealand Waterfront

by JAMES E. NAPIER, *General Secretary North Island (New Zealand) Waterfront Workers' Association*



THE NORTH ISLAND (NEW ZEALAND) WATERFRONT WORKERS' ASSOCIATION, comprising ten port unions, came into being in 1952 following the re-organization of the waterfront unions after a major industrial upheaval during 1951. For many years up to 1951 a national union covered all waterside workers in New Zealand both in the North and South Islands. Today some 4,500 workers are covered by the North Island Association (which is affiliated to the ITF) and approximately 2,000 by the South Island Waterside Federation. Close liaison exists between both organizations and it is felt that total amalgamation is only a matter of time and will be effected in the not too distant future.

There is no independent transport workers' federation in New Zealand as such, but both New Zealand waterfront organizations are affiliated to the New Zealand Federation of Labour, which is the recognized industrial national organization covering all workers in New Zealand who are prepared to adhere to its policy as formulated from time to time by its Annual Conferences. Through the New Zealand Federation of Labour we are affiliated to the International Confederation of Free Trade Unions.

Pay and conditions

Despite a set-back experienced after the big dispute in 1951, considerable progress has been made in improving general working conditions, rates of pay and port amenities. The basis of employment for New Zealand watersiders is of a semi-permanent nature. Agreements providing for permanent work have been refused by the workers who feel that present working conditions in this regard allow a greater measure of independence to the individual and at the same time provide a reasonable guaranteed weekly wage and obviate the necessity of maintaining dual registers with first and second preference men. All men are treated as equals and the labour engagement bureaux average work on an hourly basis.

The hours of engagement for labour required are from eight a.m. until ten a.m. each day, Monday to Friday inclusive, for which two hours the men are paid if no work is offered them. No engagement of labour is made on a Saturday although workers are brought back to the jobs they are working on until twelve noon, at rates of time and one half, or, in cases of vessels working and sailing that day, until five p.m. Payment for the period

one p.m. to five p.m. is at double rates of pay.

Workers are guaranteed a weekly wage of £10 6s. 10d., including the cost of living adjustment. This payment applies should a worker not be called upon to perform any work during the week. Should a worker perform some work during the week but not reach the wage figure of £10 6s. 10d. all special payments over the basic rate are excluded from the guarantee and are paid over and above it. The average wage paid to New Zealand waterside workers during 1956 was £20 5s. 0d. per week. Average hours, including overtime, were forty-seven a week.

Normal hours of work are from eight a.m. to five p.m. with overtime from six p.m. to nine p.m. Monday to Friday. Overtime, while compulsory collectively, is not so for the individual, who can if he so desires be replaced by another worker for the overtime shift. Work is not usually performed on Sundays. Workers are paid for ten statutory holidays during the year and are entitled to two weeks' paid annual holiday.

Included with the statutory holidays is a paid annual Picnic Day and this day is observed in all ports with great success. Besides a lengthy programme of sporting events for men, women and children, many gallons of ice cream, soft drinks, sweets and fruit are distributed to all, free of charge.

A concentrated effort is being maintained throughout New Zealand Ports in the matter of suitable amenities for the waterside workers. Many costly buildings have already been erected at a number of ports and a complete programme has been agreed to and is being proceeded with, to give adequate cover in all ports. The buildings are of modern

design and provide for meeting rooms, union offices, locker rooms, hot and cold showers and cafeterias. Cafeterias have also been installed on berths that are some distance from the main buildings.

The amenity block usually houses the Labour Engagement Bureaux and Pay Offices also. Meeting rooms are of such size and structure that they are easily converted for social functions and good use is made of them for this purpose at most ports.

Inter-port relationship is being developed to the full and besides the usual routine meetings that are held in connection with the management of the Association's affairs, Annual Inter-Port Sports Tournaments are held in both winter and summer. Such games as football, cricket, bowls, golf and darts are keenly contested for various shields and trophies. Social events of this nature do much to develop the co-operation and understanding between ports which is so essential for progress.

Conciliation and arbitration

Conciliation and arbitration procedure for waterside workers in New Zealand appears to be rather unique inasmuch as the bodies appointed for this purpose by Parliamentary statute deal with all waterfront matters affecting the workers and the port employers and are entirely independent of the Court of Arbitration, which body deals with workers generally. The highest authority is the Waterfront Industry Tribunal, consisting of a Judge and two members, all appointed by the Minister of Labour.

In putting matters before the Tribunal the advocates of both the union and the port employers must be members of the respective organizations and cannot be a barrister or solicitor. This Tribunal is a national authority and its decisions cannot be appealed against.

At all local ports a Conciliation Committee is set up with two or three representatives from each waterfront union and port employers' association, and presided over by a Chairman appointed by the Minister of Labour. Its functions are of a local nature and most of its

decisions are appealable to the Tribunal if necessary.

The Working Agreement is of national application and a supplementary Local Agreement for each port is made by the national negotiators, to cover any minor matters that may be peculiar to an individual port. The procedure is that the national negotiators, eight from each side under an agreed independent Chairman without judicial authority, meet in conciliation and endeavour to obtain agreement on any outstanding matters. If complete agreement is obtained a Consent Application by both parties is lodged with the Tribunal for ratification and is legalized by way of a Principal Order of the Tribunal. If only partial agreement is obtained, that which is agreed upon is lodged for ratification and the outstanding matters argued before the Tribunal which subsequently makes its decision by way of a Principal Order of the Tribunal. There is no appeal against this decision. In the main this system has been satisfactory and has resulted in considerable improvements in working conditions and rates of remuneration.

Profit-sharing and the Waterfront Commission

The discharging and loading of vessels in New Zealand is performed under a contract system, the tonnage norms of which are based on reasonable require-

ments and permit the earning of substantial profits which are distributed to the waterside workers over and above the basic wages. The amount of profit distribution for the year 1956 aggregated £994,668 or 1s. 9¾d. per paid hour.

No wages are paid direct to the workers by employers. All monies for guaranteed daily attendance, guaranteed weekly wage, annual and statutory holidays, general wage adjustment and contract accounts are paid by the port employers direct to the Waterfront Industry Commission who in turn make payments to the men and cover administration of all matters including supervision of the contract accounts on behalf of the workers. This 'buffer organization' reduces considerably the unavoidable friction that would obviously occur by direct contact between workers and employers in dealing with these matters.

Valuable statistical data is also compiled by the Waterfront Industry Tribunal, which after being submitted to Parliament is obtainable by both employers and workers. This is most reliable evidence and can be used in submissions.

Retirement benefit the aim

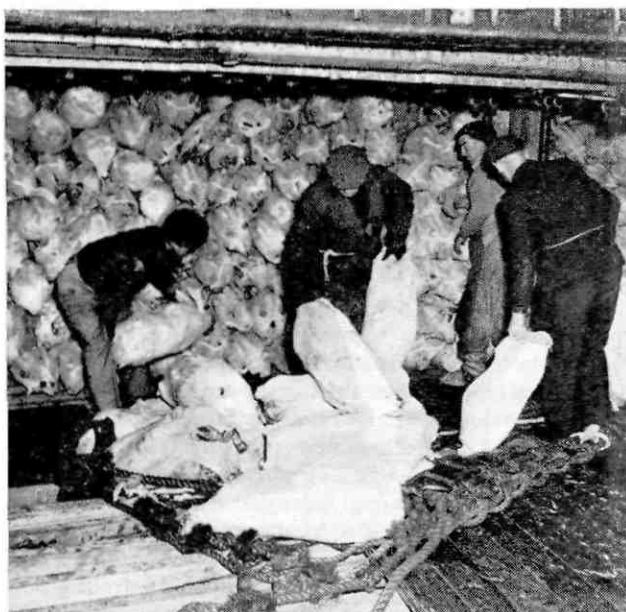
Although working conditions have considerably improved since 1951, New Zealand waterside workers are not beset by complacency and are fully appreciative of that fact that much has yet to be accomplished. One important matter

that, to date, little progress has been achieved on, is a suitable Superannuation or Endowment Scheme. Some such scheme by which a worker, who has given many years of his life to the industry, can enjoy his retirement with the knowledge that his financial commitments are adequately provided for, is being advocated and many ports are demanding satisfaction. This will eventually become a reality as negotiations will not be relaxed until success is assured.

The ports and the cargoes

The job of loading and discharging vessels in New Zealand is not of a monotonous nature, due to the fact that such a large variety of cargoes are handled at most ports. Even in the coastal trade many smaller vessels act as feeder ships bringing to the larger ports the varied cargoes that are exported overseas. In the main the work involved is loading and discharging cargoes from overseas vessels which call to boost the primary produce of New Zealand. The economy of New Zealand is dependent on its export of primary produce, which is exported to many parts of the world.

Some 17,000,000 carcasses of mutton and lamb were exported overseas during 1956, and for the same period, approximately 6,250,000 boxes of butter, over 1,250,000 cases of apples and pears, over 1,250,000 crates of cheese, nearly



New Zealand depends on her exports of primary produce for her prosperity. Perhaps the most important single item of that produce is the celebrated New Zealand sheep which find their way overseas as lamb carcasses (left) and bales of wool (right). Some 17,000,000 mutton or lamb carcasses left New Zealand in 1956. Butter, cheese and fruit are also exported in great quantity

1,500,000 bales of wool and sheepskins, plus large quantities of hides, pelts and tallow, and over 2,500,000 freight carcasses of frozen sundries.

Facilities and equipment at most ports are of a high standard and mechanical units are used extensively on the docks and in the sheds. Electric cranes are used in many instances in preference to ships' gear for hold loading. Tractors and trailers are utilized to the full in bringing cargo to the ship's side for loading from the storage sheds.

Considerable activity is in progress throughout New Zealand in rebuilding wharves and sheds that are outmoded and building new wharves and sheds where required, all on modern lines with the installation of electrical equipment.

Industrial legislation

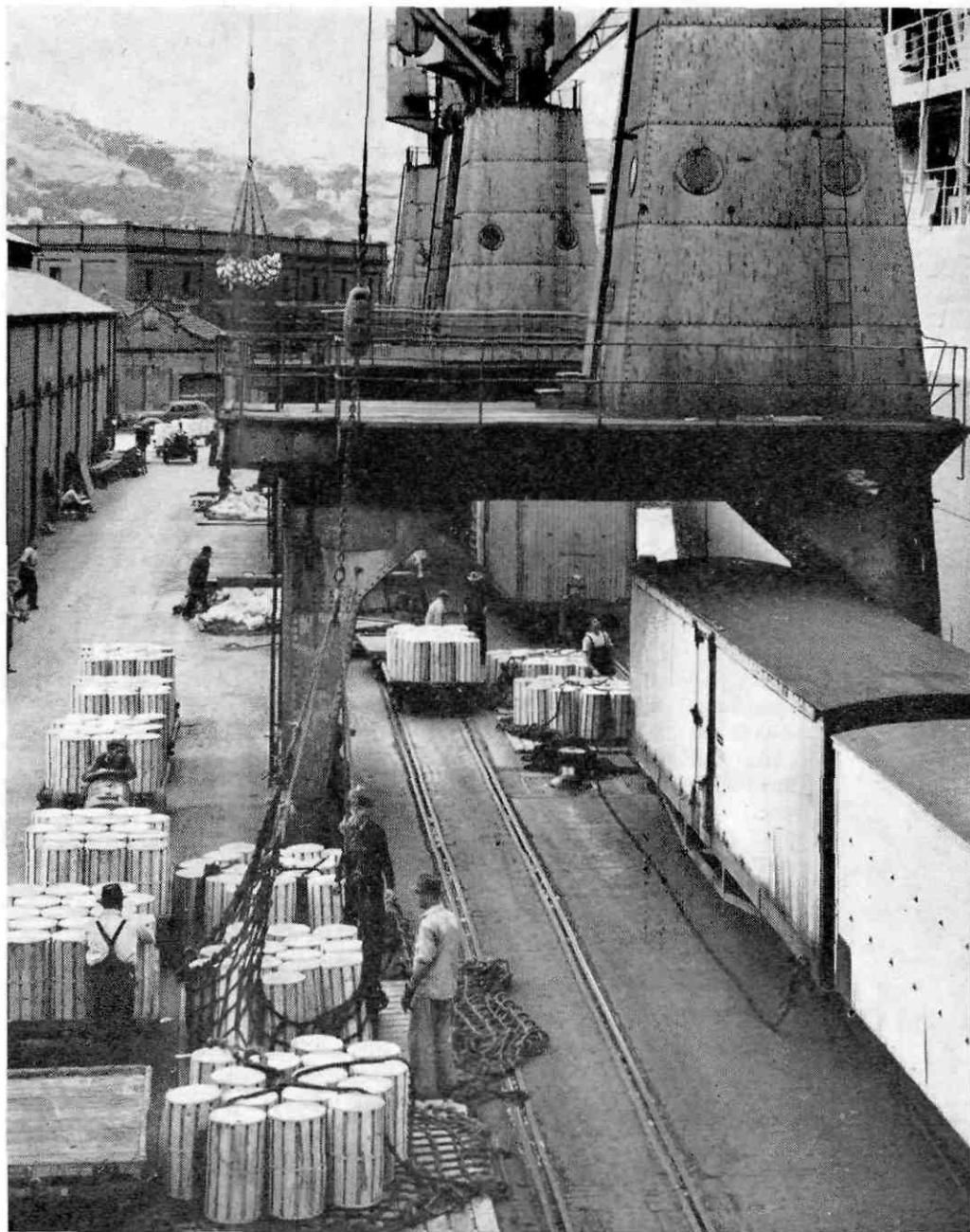
Industrial education is of a reasonably high standard among waterside workers many of whom also extend their activities to local administration and public affairs. Many waterside unions are also affiliated to the New Zealand Labour Party, which works in close liaison with the New Zealand Federation of Labour.

Industrial legislation in New Zealand is, in the main, reasonable. Many improvements have been incorporated through the activities of the New Zealand Federation of Labour, the latest of which is a considerable alteration for the better in the Workers' Compensation Act, embracing increased payments to the worker, allowance for the wife and children, and increased medical and transport expenses.

In conclusion, let me state, that when I look back over the thirty-five years I have been a 'watersider', and compare the conditions pertaining at that time with present-day conditions, it is only then that a full appreciation of what has been achieved over the years is apparent, together with admiration for the grand old stalwarts of the industrial movement who sacrificed so much to better the lot of their fellow workers for posterity.

A most redeeming feature is that present-day watersiders in New Zealand acknowledge their obligation to those who have passed on and their obligation to continue the good work of consolidating and effecting improvements by common sense methods.

They are working steadily and successfully to that end.



A scene at the port of Wellington in New Zealand's North Island. Most of New Zealand's ports are well equipped and in many of them extensive schemes of improvement and expansion are under way. The crates seen here are full of fine New Zealand cheese


Air mail newsheet popular with Norwegian seamen



THE NORWEGIAN WEEKLY AIR MAIL NEWSPAPER 'NYTT FRA NORGE' (News from Norway) has proved so popular, particularly with Norwegian seafarers, that it has been decided to continue its publication on a regular basis. The paper was originally

started with the support, inter alia, of the seamen's organizations, the Ship-owners' Association, and the State Welfare Council for the Merchant Fleet, on condition that it became a self-supporting undertaking. It reaches America within twenty-four hours and Australia in four to five days, compared with the three weeks and two months otherwise taken by ordinary printed matter post.

David Morse re-appointed as ILO's Director-General

 THE ILO GOVERNING BODY, meeting in June, decided unanimously to reappoint David Morse as Director-General of the International Labour Organization for a further five years. He still had, at the time of the meeting, a further year to run in his first ten-year term. The decision to extend his term of office for five years, as against the three years normally laid down for an extension, is a measure of the confidence which his ability and vigour have inspired in all quarters.

Celebrating his fiftieth birthday a few days before his reappointment was announced, Mr. Morse has spent almost his entire working life in the field of labour relations. Born in the United States, he became a solicitor in 1932 and worked for two years for the American Department of the Interior. In 1934 he was appointed chief counsel to the Petroleum Labour Policy Board and later became a regional attorney for the National Labour Relations Board in New York, at the same time acting as an impartial arbitrator in many labour disputes.


He served in the American army during the Second World War and drafted a programme for the re-establishment of a democratic labour structure in Italy. Later he prepared a new labour



policy for West Germany. For one year after the war he was general counsel to the National Labour Relations Board and in 1946 he became Assistant Secretary of Labour for International Affairs.

In June 1948 came his appointment as Director-General of the ILO, a post he has filled with efficiency, energy and, above all, sincerity. As he begins his second term he carries with him widespread appreciation of his past work and best wishes for the years to come.

US 'non-ops' health and welfare programme - first year report


 A DETAILED REPORT was recently made available of the working of the Health and Welfare programme for US non-operating railwaymen in its first year, ending 1 March, 1956. The programme provides a wide range of benefits covering in the main hospital and other medical expenses. From the beginning of November 1956 the railroads took over the payment of premiums to cover benefits for railwaymen's dependents.

Premiums paid amounted to \$29,187,664 - \$6 80 per employee, paid half by the worker and half by the employer. (After the first year the unions negotiated an agreement under which these premiums were paid wholly by the railroads.) Claims paid and due to be paid totalled \$19,625,000 and expenses

\$1,533,135. The residue and a proportion of the premiums were paid into a special reserve account which had reached \$11,879,054 at the end of the first year. This special account is to be reviewed if it continues to grow at that rate and there is a possibility that some of it might eventually go to financing increased benefits.

A notable feature of the scheme has been the small amount spent on commissions to insurance consultants. In the first year this cost only \$4,948, a tiny fraction of one per cent of the total premiums.

Wanted - a dockers' training school


 THE DOCKERS' INDUSTRIAL GROUP of the Belgian Transport Workers' Union (ITF-affiliated) has put in a strong plea for the establishment of a dock workers' training scheme. Remarkable that, although practice is the best

teacher, it would of advantage if it were preceded by a suitable form of training, the BTB has expressed its marked regret that the employers of dock labour apparently do not share this view - a somewhat surprising lack of foresight in that they would be the first to benefit from an organized training scheme.

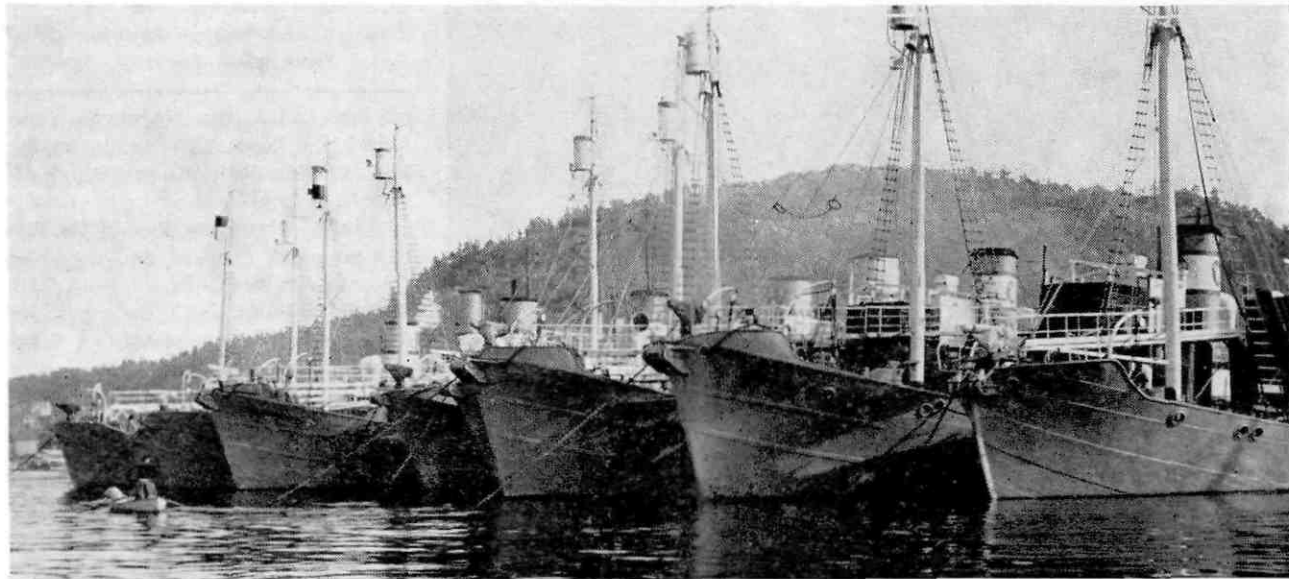
These reflections were occasioned by the production and publication by the Union of 'The Tallyman's Handbook', an eighty-page guide to the work and duties of the tallyman. In the preface to this well arranged and instructional booklet, the Belgian Transport Workers' Union points out that it was largely on the initiative of the Union that an instructional course in tallymen's duties was started in 1949. At the time it enjoyed the support of the employers, but was later discontinued.

The BTB records its regret that 'on practical grounds' it was found necessary to discontinue the course and points to neighbouring Rotterdam and Hamburg where training schemes are being carried on successfully. Two factors which the Union considers merit attention and justify a change in the attitude of employers to the introduction of a dockers' training scheme are: the question of safety, it being undeniable that a previously trained worker is less likely to endanger himself or others at work; and the increasing mechanization of dock work which renders pre-training in the requisite skills all the more necessary.

British navigating officers must have radar certificates

 AS FROM 1 JUNE, all new holders of British Certificates of Competency as Second Mate (foreign-going) and Mate (home trade) must also hold a Radar Observer Certificate. This new requirement means that in order to qualify for the issue of a Certificate of Competency covering such ratings, a candidate who has passed the examination under the United Kingdom Regulations for the Examination of Masters and Mates must also have attended an officially-approved Radar Observer Course and be able to produce a Certificate of Proficiency as Radar Observer in a form approved by the Ministry. The Certificate of Proficiency may only be obtained after completion of three years' qualifying sea-service in either home trade or foreign-going ships.

Of whales and men



'Anyone who can drive a taxi in New York City can handle a whale-catcher in the Southern Ocean... Start; stop; go astern; no right turn; mind that iceberg; don't swerve suddenly on a greasy road; keep an eye on the cop or the whaling inspector'

WHALING IS ONE OF THE MOST HIGHLY-ORGANIZED and, what is probably more important to those controlling it, one of the most lucrative industries in the world. Every year, some nineteen expeditions from several European countries, the USSR, Japan, Argentina, and South Africa head for the icy waters of the Antarctic to participate in a whaling season which tends to become annually shorter since every expedition is out to get the biggest possible share of the catch before the over-all quota fixed by the International Whaling Commission has been reached.

Each expedition, the largest number of which sail under the flag of Norway – traditionally the pacemaker of the industry – is completely self-contained and each has its fleet of corvettes, buoy-boats and catchers attached to the factory-ship which is the centre of its little world. During the 1955/56 season, a total of 257 catchers took part in Antarctic whaling and brought back with them some 2,134,012 barrels of whale oil. Some idea of the profits to be made in the industry can be gauged from the fact that the price of whale oil averages between £70 and £80 per ton and on occasion has risen to more than £100 a ton (for rough calculation purposes it can be said that the six barrels are equivalent to one ton, although it should be mentioned that the barrel is now no more than a convenient measure, the oil actually being stored in tanks). Add to this the

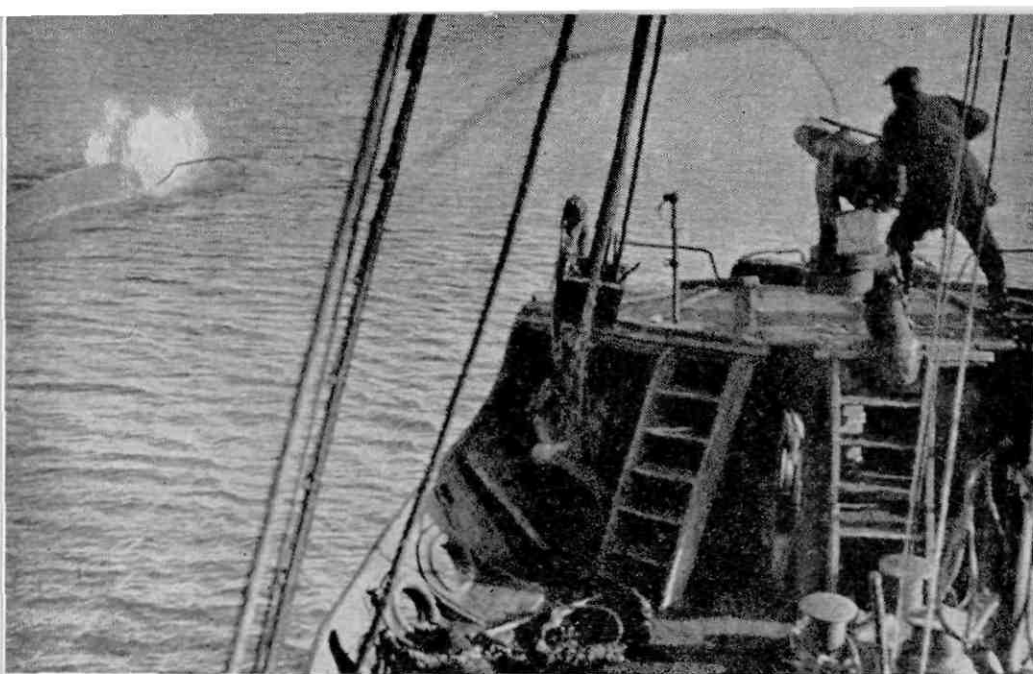
value of the numerous by-products resulting from processing the whale, such as meat and bone-meal, and one can easily understand how a single whaling expedition can return after a season lasting only a few months with a gross profit often over the £2 million mark. Despite this, however, voices are now being heard – particularly from Norway – prophesying that whaling will soon no longer be profitable enough owing to the restrictions on catching on the one hand and the large-scale contravention of the International Whaling Convention by certain expeditions on the other.

Those are some of the dry facts about the whaling industry. But what of the men who work in it, often under conditions of extreme discomfort and always completely cut off from what non-whalers tend to consider as civilization? One of the best guides to that subject

which has been published in recent years is a book of some 250 pages entitled 'Of whales and men' by Dr. R. B. Robertson*), a Scottish medical man who joined a British expedition during the 1950-51 season as senior medical officer or, in terms of the whaling hierarchy, as 'Whaler Group Spec. S.J.O.'.

Dr. Robertson is a psychiatrist whose whole career as a medical man reflects his interest in the reaction of human beings under unusual circumstances and conditions, and it is not surprising that his book, despite its title, should be rather more concerned with the men of the whaling industry than with their quarry. He was in fact in an excellent position to make a first-hand study of whalers, for although the job which he was doing to some extent set him apart from them and enabled him to preserve a certain detachment, at the same time it brought him into close contact with men of all grades doing every kind of whaling job. Of his sympathy for and understanding of the whalers there can be no doubt, and a lively and inquiring mind allied with a rare gift for characterization

*) Published by Macmillan & Co. at 21s.



'There was the whale . . . thrashing the water fifty feet off the bows, with the harpoon securely fixed in a wound just forward of its dorsal fin, and blood gushing into the sea. The dull detonation of the grenade inside the whale ended this stage of the shooting' (By courtesy of Royal Norwegian Embassy, London)

has enabled him to write a thoroughly entertaining book which succeeds well in conveying both the atmosphere and the peculiar fascination of whaling.

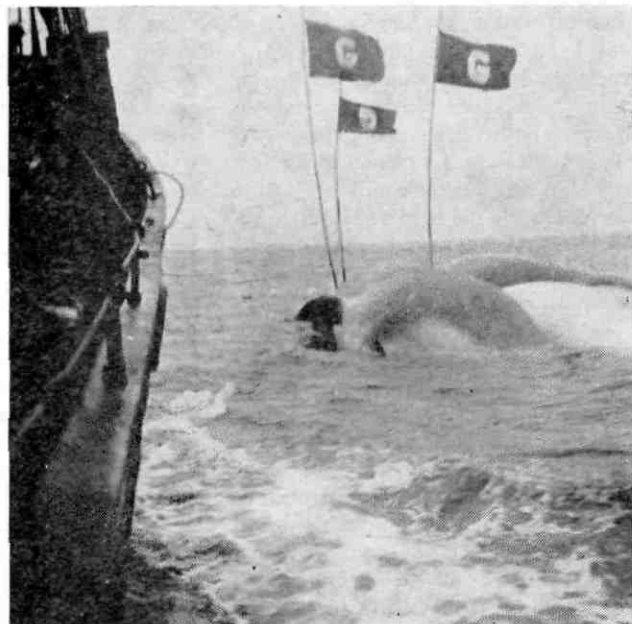
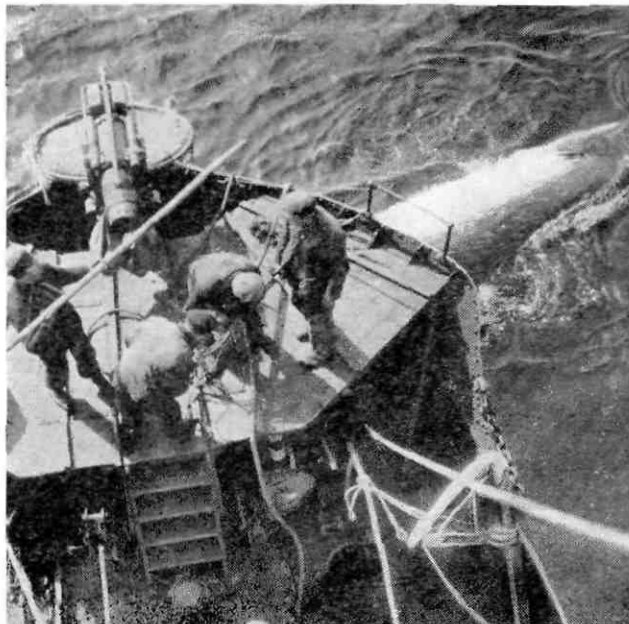
We first meet Dr. Robertson following his appointment as medical officer, when he is on the point of making contact with the whalers during the medical examination which precedes the departure of the expedition for the Southern Ocean. In a chapter aptly entitled 'Men outside the common herd' we are introduced to the chief characters in the whaling story as they appear one by one

in Robertson's laboratory. There are the Whaler Group VIII's from Peterhead and Dundee; Davidson, the giant Shetland bosun of the factory ship, with his two sons and grandson; the engineers from Glasgow and Dundee who could 'scarcely disguise their pity - almost contempt - for any man who was not a marine engineer'; the technicians from the Scottish lowlands - electricians, radio operators, and repair men; Micky, the expedition's chief plumber, reputedly the only Irishman connected with the modern whaling industry; the two chief

officers Andra, the Norwegian, and Mark, the Shetlander; and, finally, Mansell, the expedition's production officer.

Mansell, who is described by Dr. Robertson as a 'civilized and disguised Queequeg', is the most flamboyant character in the book and the one who remains longest in the memory. A Scandinavian (his exact nationality is not specified) who has spent thirty years in whaling, he claims to be seaman, chemist, biologist, engineer, and administrator; to know everything that there is to know about whales and the production of whale oil; and to have been everywhere where man finds whales. His introduction of himself is characteristic: 'Everybody in Zuther Notion (Southern Ocean) know Mansell! You send me postcard, just say, 'Mansell - Antarctic,' I get it all right. And Mansell know everybody, too. I know all twelve thousand whalers on south fishing grounds, and most in Labrador and Peru and

The dead whale is brought alongside the catcher, its carcase is punctured and thousands of cubic feet of compressed air pumped into the body to keep it afloat. The tail is notched to indicate the catcher which made the kill and the carcasses 'flagged' and left for the fleet's buoy boats to pick up (Photographs reproduced by kind permission of the Royal Norwegian Embassy, London)



other grounds, too.' Perhaps his claim to know all the world's whales by name as well might appear a little exaggerated, but on closer acquaintance with Mansell even that seems more acceptable and one gradually comes to share the affection and respect which Dr. Robertson so obviously feels towards this man who has made whaling his whole life and is an expert in the truest sense of the word on almost every aspect of his chosen profession.

When the expedition later sails into Tönsberg to pick up its Norwegian complement, we are introduced to yet another group of whaling men – this time the gunners, the flensers, the lemmers and the blubber boys, the cooks, the separators, and the oilmen, all of whom, as Dr. Robertson points out, are specialists and do jobs which only a handful of men afloat are capable of tackling. Once again, we meet characters who stand out from the crowd. There is, for example, the chief flenser whom the author calls the 'Gaunt Stranger' – a tall, solitary man who comes aboard clutching his precious flensing-knife, 'dark and battered by many hard knocks', and then without a word disappears into his cabin and is not seen again until the whaling begins, when he performs his job as skilfully and accurately as if he had been doing nothing else ever since the last season ended. Or there is Sigrid, Robertson's own Norwegian assistant, a slight young man who has no obvious connection with whaling – in fact he began life as a lecturer on birth control! – but for whom the tough experienced whalers have a seemingly unaccountable respect. Unaccountable that is until Robertson discovers that he played a leading rôle in Norway's underground movement during the Nazi occupation and helped to save the lives of many of his fellow-countrymen who were sought by Hitler's Gestapo.

And then we are off on the long voyage to the Southern Ocean, calling at Aruba and South Georgia before finally arriving at the whaling grounds. On the way, we follow Robertson in his exploration of the factory ship and in his efforts to learn as much as possible of the theory of whaling before seeing it put into practice. Mansell is his guide and mentor on this journey and the lively descriptions of the vessel and its equipment are spiced with information about the economics and organization of a whaling

expedition, all of which helps the reader to get a better idea of the vastness of the operations which are necessary to ensure that the world up here in the North receives its annual supply of whale products. There are the huge stacks of timber ('enough good white pine to build a city'), the pile of machinery which is ready to provide spare parts for equipment on board a fleet of seventeen ships, the tons of fuel and lubricating oil needed to keep engines working for eight months, the vast coils of six-inch rope – the whale line for the whole fleet, costing something in the region of £20,000 (Mansell's comment: 'But what the hell! Twelve whales – one day's work during the season – pay for all that!') and, finally (and a little surprisingly), the thirty pigs in a pen on the main deck which will provide the only fresh meat other than whale during the whole season.

Then there is the factory ship itself, whose design is attributed by Robertson's assistant to an imaginary 'Specialist in Ugliness' and which often causes passing conventional vessels to signal, not 'What ship? Where bound?', but 'What in God's name are you?'. The description of the wonders of the navigating equipment on the flying bridge – radar, direction-finding apparatus, and Asdic – contrasts strangely with the old-fashioned mariner's compass which the factory ship like every British ship carries under Board of Trade regulations, as do the six red fire-buckets prescribed by the same regulations with the ultra-modern fire-fighting system of piped foam, coupled with an electronic warning system.

Robertson also comments on two phenomena which affected the expedition's company during the voyage to Antarctic waters. The first is the general depression which settled on the men once the fleet had left Aruba, its last civilized port of call. The old hands on board agreed that this was a general occurrence on the long voyage south, but the explanations for it which were offered by them were rather varied ranging from boredom and delayed home sickness to Mansell's more practical suggestion that it was due to the lack of women on board. 'You put one good-looking girl working in ship's laboratory, or nurse in sick-bay, or even serving at saloon table instead of that garçonne of a steward who puts me off my breakfast, and we all fight like tomcats



An old whaleman told Dr. Robertson at a medical examination: 'If man go whaling ten years and he still alive, he probably immortal. You pass him for go whaling for ever – and he not let you down . . .' The whaleman here is Norwegian (Photo: Royal Norwegian Embassy, London)

to get smile from her, but we all be very happy!

The second was the epidemic of 'influenza' which struck the expedition after leaving South Georgia. This again is apparently a normal feature of the whaling season, nearly every expedition being attacked by what has come to be known as South Georgia 'flu when it leaves the island. Dr. Robertson's explanation is that during the winter those living on South Georgia lose a lot of their resistance through being cut off from the coughs and sneezes of the rest of the world. The whaling expeditions then bring the germs back with them and although these would normally be harmless to people living in the northern hemisphere they not only affect the island's population but in the process regain sufficient virulence to infect the



The flensers make incisions along the top and the sides of the whale and the skin is drawn away by a winch, exposing eight to ten inches of blubber. This is the first stage in a dissection process fraught with danger for the careless (National Film Board of Canada)

men on the whaling ships who originally carried them.

After these episodes, the book and the expedition get down to the business of whaling. The story of the first kill of the season is told with exactly the right combination of realism and descriptive excitement. One feels very strongly the thrill of the closing-in, and the extreme tension which precedes the last few moments before the harpoon gun is fired, but one also understands that this is highly-organized slaughter, an unbeatable combination of the skill of the whalers and the efficiency of the modern equipment which they employ. The whale doesn't really have much of a chance.

The aftermath is even more matter-of-fact. The whale is brought alongside by being hauled in on the winch, a wire rope is passed round its tail, and it is made fast to the catcher. A member of the catcher's crew leans over the side and, using a long bamboo pole to which a blubber spade is attached, makes a neat puncture in the whale's belly. An air pipe is inserted and compressed air is pumped into the carcase to prevent it sinking after it has been buoyed and flagged and left to be picked up by one of the buoy boats. In addition, the flukes are cut off because whalers believe that if they are left the whale will drift for miles and probably be lost to the expedition. The

final stage is the marking of the whale so that there can be no mistake about the catcher responsible for the kill. This is done by cutting notches corresponding to the catcher's number in the stump of the whale's tail, again using a blubber spade.

In this particular case, however, the unfortunate whale ended up by being used as a fender. Robertson was called back to the factory ship to attend to a patient who had been involved in a one-sided argument with a band saw, and the catcher had to abandon the hunt and get him there as quickly as possible, taking the whale with it. The point about using the latter as a fender becomes clear enough when one realizes the hazards of transferring a man from one ship to another in a heavy Antarctic swell. As Dr. Robertson comments: 'No fender yet devised by man is big or strong enough to keep a small ship from smashing in the side of a factory ship when it is tied up to it. But the Lord supplies unlimited hundred-ton fenders with the consistency and resilience of rubber for the catchers to use when they want to get alongside.' A point of interest here is that it has only recently been announced that successful experiments with a new type of fender for use by whaling vessels have been carried out over the last two years, so that there is at least a pos-

sibility that it will soon no longer be necessary to use the decaying carcasses for this purpose. That is perhaps as well, for any whale which has been used as a fender, however putrid it may be, still has to be processed on board the factory ship by international law. A description of the scene when this is done is given by Dr. Robertson later in his book, and it is certainly not recommended reading for those with delicate stomachs. One thing worth mentioning, however, is that the heat generated inside the whale during the process of decomposition is so intense that, fantastic as it may seem, it is possible to cut off ready-cooked steaks from the flesh not yet affected by putrefaction.

The chapters dealing with the processing of the whale are among the most fascinating in Dr. Robertson's book, despite the many details which inevitable seem repellant to the layman. We are all of us aware that whales are gigantic mammals, but just how huge they are and how this complicates the task of 'rendering them down' is not really appreciated until we read the page or so of facts and figures which serve as an introduction to this section. Imagine, for instance, a tongue weighing all of three tons and a heart which it would take six very strong men to lift, and you are beginning to get an idea of what it means

to work with whales. Then think of fifty-six tons of meat, twenty-six tons of blubber, twenty-two tons of bone, and a backbone weighing ten tons, and you are more or less in the picture, although you still have not taken into account the skull, ribs, intestines, and the eight tons of blood!

The whale is first seized by the huge 'hval klå' or grab, which needs five steam winches to raise it, and is then dragged slowly up the slipway on to the flensing deck. Almost before it has come to rest, the flensers leap upon the carcass and begin attacking it with what might seem to be random fury, but which is in reality brilliantly concerted team-work resulting from long experience. As skilled cuts and incisions are made, wire ropes from derricks above are attached and, as the winches start hauling away, great slabs of blubber are effortlessly stripped off. Dr. Robertson points out that 'a flenser who did not fully appreciate the dangers of his job could not possibly live for a month in the midst of this maelstrom of whirling machinery, straining ropes, and razor-sharp knives.'

The dangers of the job are further underlined in the descriptions given of two operations: the turning of the hun-

dred-ton carcass so that the flensers can work on the other side, and the removal of the tons of baleen enclosing the mouth-cavity. In the first case, the wire-rope running through the shackle is bar-tight and if it breaks serves as a huge catapult, with the shackle acting as the shot. Anyone who is foolish enough to be in the way would have to be 'scraped off the deck with a shovel', as one whaleman puts it. The point about the baleen is that nowadays, since it has no commercial value, it is swung out over the side and dumped in the sea. That at least is the theory. What happens sometimes in fact is that the ship lurches at the precise moment that the baleen is released and instead of landing in the sea the huge mass of bone crashes down on to the deck. That is why everyone on the flensing deck prudently dives for cover when the head flenser makes his last cut and shouts 'Bada' (the Norwegian for baleen). If they don't, the result can be decidedly unpleasant.

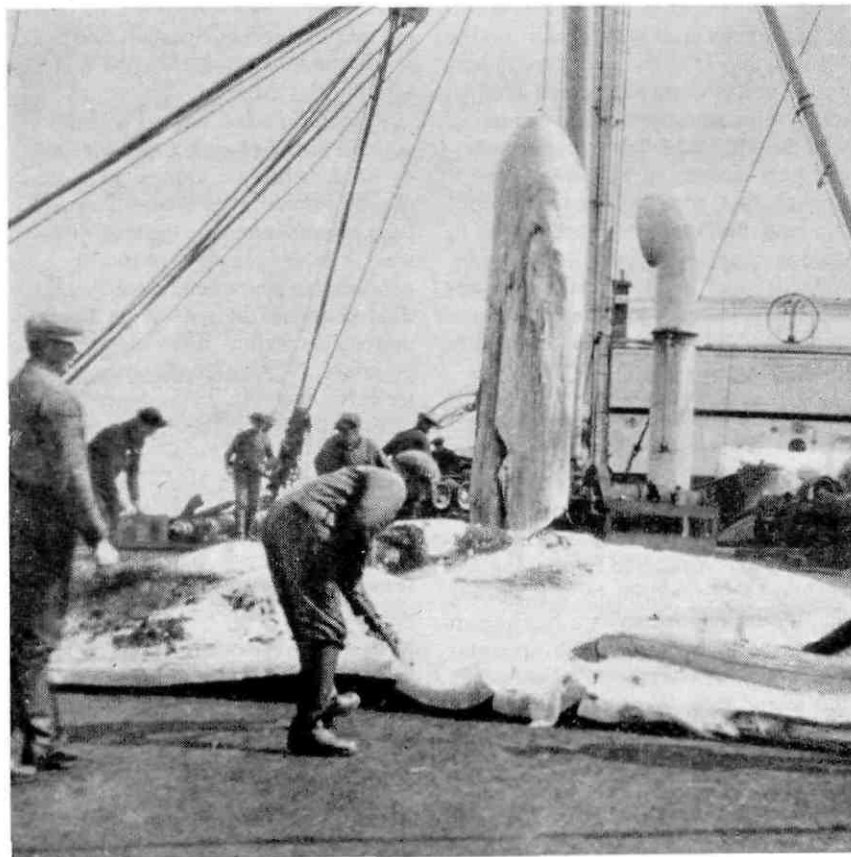
The scene on the lemming-deck where the lemmers, the 'sawbones' of the expedition, do their work, is even more chaotic than on the flensing deck. Here the tons of flesh are sliced from the carcass with knives and steam saws and

sent down to the cookers below the deck, while the ribs are heaved away into the air by derricks – amid a welter of steam, blood, noise and flashing knives and on a deck inches deep in blood and grax. When one gets into this chapter, one begins to realize just how accurate is Dr. Fobertson's characterization of the factory ship as a 'Brobdingnagian butcher's shop'.

There are, of course, many processes to be followed before the whale has been finally reduced to oil, meat and bone-oil leaving only 'a few gallons of evil-smelling water and a few handfuls of useless grax' but we suggest that those readers who would like to know more about the flensers, lemmers and their colleagues the cookers and separators, should try to get hold of Dr. Robertson's book, for it provides an excellent introduction to this fascinating and little-known world.

A final word should perhaps be said regarding Dr. Robertson's impressions of the way in which the whaling companies treat the men whom they employ. On this subject, the author's remarks are both scathing and revealing. He recounts, for example, the story of Helgen, Norwegian mate on board one of the catchers, who, while attempting to cut the bar-tight whale-line after it had been fouled by the ship's screw during a kill, has both legs smashed when the screw does the job for him. Helgen survives an emergency operation aboard the catcher under incredibly difficult conditions and without proper anaesthesia, transshipment to the factory ship by line, and then a further and more complicated operation aboard the factory ship. After this he lies in plaster for several weeks before being sent to the whaling station at South Georgia. Here, in Dr. Robertson's own words, 'he lay rotting in his original plasters while company officials in the far north found excuses to avoid taking him through an open sea to Montevideo and flying him home to hospital.' The excuse finally hit upon to prevent a boat being detached from the expedition was that 'the difficulties of transshipment at Montevideo would be too great.' After that, even the

'When the baleen was safely overboard and the whale had been stripped, the blubber was cut into long slivers eighteen inches wide and ten feet long. These strips were seized upon by the blubber boys . . . This is hardly pleasant work (Photo: Royal Norwegian Embassy, London)



The factory ship – the floating kitchen and the butcher's shop with its decks awash with blood, blubber and huge mounds of flesh, often putrid. Nothing can make the work pleasant or remove entirely the danger met at almost every stage in the whaler's everyday work (Photo: Royal Norwegian Embassy, London)

telegram sent at the end of season by the 'comfortable gentleman in his office', expressing 'disappointment with our results for the season' seems almost to add a touch of comic relief.

Dr. Robertson is equally scathing when he deals with conditions on South Georgia, which he describes as he knew it in 1951, when it seemed to qualify very well for his title of 'South Atlantic slum'. There were then no roads and the tracks were such that one could quite easily sink knee-deep in pools of grey sludge. Only one house seen by the author during his visit would, in his opinion, have been passed as fit for human habitation, and the smell from the piles of decaying organic matter was indescribable. The so-called 'hospital' was primitive in the extreme, and the atmosphere of the whaling station is described by Dr. Robertson as probably the most 'septic and infection-riddled imaginable.'


Appalled by the conditions under which the whalers were forced to live on South Georgia, especially so far as medical care and hygiene were concerned, Dr. Robertson spent several months after his return working out a basic scheme which would provide them with at least minimum standards of medical attention and welfare. Since he considered that the whaling industry was as much to blame for conditions as the British Government he decided to submit the scheme to an important whaling company. Before doing so, however, he discussed the scheme with a number of whalers and amended it in accordance with their suggestions. When finally sent, his proposals on the treatment and evacuation of injured whalers evinced the following reply from the company:

'With regard to your proposal in attached appendix, we must inform you that we consider this both impracticable and unsuitable for the conditions. Evacuation to the civilized world at any time is economically impossible, and this is accepted by whalers throughout the industry.'




Dr. Robertson comments that he wonders who else in the modern world would dare to make such a statement and asks in what other dangerous industry 'would it be "accepted" that no matter how gravely a man might be injured in his work, no move would be made to evacuate him to a civilized hospital until it was economically convenient.' The question is a good one.


Keeping down the cockroaches

 ADVANCES IN THE USE OF HARD IMPERVIOUS MATERIALS for the construction of ships' living accommodation and pantries had helped a lot towards minimising infestation by insects, said the Medical Officer of a large British port recently in his annual report. Cockroaches, however, were still a problem and the answer seemed to lie in making changes periodically in the insecticide used in disinfection. It appears that insects can become immune to any one insecticide used continually for some time.

Norwegian weather-ship in the North Sea


 THE NORWEGIAN METEOROLOGICAL INSTITUTE is more than satisfied with a recent experiment sponsored by the Norwegian Life Saving Association and financed by the Norwegian government whereby a Norwegian vessel, the 'Nordsyssel', took up a station in the North Sea to act as a weather and rescue ship. Weather reports were sent from the vessel three times every twenty-four hours. The 'Nordsyssel' was also called to the assistance of a fishing vessel with engine trouble and was able to tow the vessel to port.

Fish research vessels study by FAO

 THE ACTIVITIES of the Fishing Boat Section (Technology Branch) of the Fisheries Division of the United Nations Food and Agricultural Organization include advising or working on the design of fishery research vessels. A recent statement by the head of the Technological Branch on this subject underlines the essential need for research vessels for development and progress in fisheries and also the heavy cost entailed in their construction compared, for example, with the cost of building laboratories ashore.

Research vessels had to be built for specific purposes such as gear research or fundamental or applied biology. A number of countries were interested in their construction, and the Organization was investigating the possibility, dependent on exact definition by individual countries of the actual boat requirements within their research programmes, of using smaller boats to better advantage. In this connection the Organization was preparing preliminary plans and specifications for twelve fishery research vessels, three each of thirty ft., fifty ft., seventy ft. and ninety ft. types respectively.

New seamen's club opened in Haifa

 A NEW CLUB FOR ISRAELI AND VISITING SEAMEN was opened recently in Haifa, Israel. The club has been financed for the main part by the seamen themselves but help has also been given by the Haifa municipality and the shipping companies. A new club for fishermen is to be built shortly.

International Transport Workers' Federation

President: H. JAHN

General Secretary: O. BECU

7 industrial sections catering for

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ROAD TRANSPORT WORKERS
INLAND WATERWAY WORKERS
PORT WORKERS
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
- 174 affiliated organizations in 58 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 in international agencies performing functions which affect their social, economic and occupational conditions;

to furnish its affiliated organizations with information about the wages and working conditions of transport workers in different parts of the world, legislation affecting them, the development and activities of their trade unions, and other kindred matters.

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Hong Kong • Iceland • India • Indonesia
Israel • Italy • Jamaica • Japan • Kenya
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The Netherlands • New Zealand • Nigeria
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