

International Transport Workers' Journal

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A report on the ITF/ICFTU
mission to Tokyo

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on the rivers**

by Th. Smeding

**The British
road haulage worker**

by Fred Eastwood

**Air traffic problems
in the jet age**

Training for modernization

The sup's Andrew Furuseth
school



International Transport Workers' Journal

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25th Biennial Congress

Comment

THE REPORT OF THE ITF-ICFTU JOINT MISSION TO JAPAN to investigate the causes and implications of the recent industrial strife in state-owned enterprises is summarized in this issue.

One of the most important parts of the report is devoted to the freedom of the workers in public enterprises to associate together in unions without interference from the Government, a freedom proclaimed in ILO Convention No. 87, which Japan has yet to ratify, and a freedom which is the rock foundation of the International Labour Organization itself.

The mission found that the Japanese authorities themselves conceded that the law which governs labour relations in Japanese public enterprises is at odds with the Convention in the sense that the law interferes with the freedom of public enterprise trade unions by legislating who shall belong to the unions - namely those workers employed by the enterprise which the union covers.

No one would deny that the post-war Constitution of Japan and post-war legislation on labour matters are immeasurably more liberal than any known in that country before, nor that unions in general outside the public enterprises are virtually unhampered by restrictions on their freedom. The rapid growth of trade unionism testifies to both these facts.

All the more reason, then, why the one large blot on Japan's labour record should be removed. Japan is a member of the ILO Governing Body and whilst it is not legally obliged to ratify any Convention, its position imposes on its Government a moral obligation to conform to internationally accepted standards. And when the Convention in question underpins the whole structure of the body in whose administration Japan plays a leading part, that moral obligation should weigh as heavily as any written into a statute.

We ask the Japanese Government to amend its existing labour legislation so as to enable it to ratify Convention No. 87 as soon as possible. The ITF will give its full support to the democratic Japanese trade unions which urge it to do so and will continue, together with the ICFTU, to keep the closest watch on further developments.

Other considerations apart, Japan long ago assumed the economic and industrial leadership of free Asia. She should and could take the lead in promoting enlightened labour relations.

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Mission to Japan

 TWO MILLION JAPANESE WORKERS IN STATE-OWNED INDUSTRIES should be given the right to strike, their unions should be free to choose their own representatives without restriction and an equitable form of arbitration should be evolved to handle disputes in those industries. These were the main recommendations of the joint ITF/ICFTU mission which visited Japan in November last and which recently published its report. The mission consisted of Bob Couitts, the ITF's Director of Regional Affairs, and Victor Feather of the British TUC, who represented the ICFTU.

The right to strike – 'one of the foundation stones of the collective bargaining process' – and the right to freedom of association ('the two principles go hand in hand') were, the mission found, both recognized ostensibly in Japanese law: the former implicitly in an article of the Constitution ('the right of workers to organize and act collectively is guaranteed') and the latter expressly in the country's Trade Union Law which gives as one of its aims 'to protect the exercise by workers of autonomous self-organization and the association in labour unions so that they may carry out collective action including the designation of representatives of their own choosing to negotiate the terms and conditions of their work...'

Theory and practice

And yet if these apparently unequivocal proclamations of freedom to strike and associate had been all that they seemed the mission would never have been necessary. But the position was by no means as clear as it seemed, for the ITF and the ICFTU had been concerned for some time at what seemed an interference by the Japanese Government in the rights of workers in public enterprises.

Earlier in the year employees of the National Railways had staged walk-outs and demonstrations during working hours in protest against what seemed to be a devious rejection by the Government of a 'binding' arbitration award. The Japanese railway authorities had retaliated by dismissing many of the railwaymen's union leaders from railway employment on the grounds that they had acted 'illegally' by contravening the Public Corporation and National Enterprise Labour Relations Law (PCNELR) which proscribed strikes in state-owned concerns. When the dismissed leaders continued to act as the men's represen-

tatives, the Government invoked another section of the same law which laid down that only employees of the enterprise for which a union catered could belong to that union and act as the employees' representatives. Since, the Government argued, the leaders – by virtue of their dismissal from the railways – were no longer entitled to belong to their unions, the Government would not recognize the unions until they were replaced.

It was to investigate this conflict between a seemingly liberal constitution and basic trade union law and what appeared to be restrictive and discriminatory legislation on the rights of public enterprise workers that the ITF/ICFTU mission flew into Tokyo on 18 November.

The right to strike

'Employees and their unions shall not engage in a 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 PCNELR goes on to say that anyone contravening this provision will be 'subject to dismissal'.

The Government authorities admitted in their talks with the mission that the Constitution in fact guaranteed the right to strike but they thought that a restriction of the right to strike in state enterprises was justified by the necessity of keeping essential services functioning without interruption.

The mission pointed out that state enterprises like the alcohol and tobacco monopolies were covered by the PCNELR and it was wrong to make state enterprise synonymous with essential service (a government committee is to report on this aspect of the problem this year). But this apart, the mis-



Brothers Bob Couitts of the ITF (right) and Victor Feather of the TUC arrive in Brussels from London on the first stage of their journey to Tokyo. Waiting to welcome them and discuss with them the aims of their mission is Brother Charles Millard, the ICFTU's Director of Organization

sion felt that 'many procedures are available in law for protecting public interest and welfare, yet assuring the ultimate right of workers to exercise their economic strength'. The unions involved agreed that the public good had to be recognized and conceded that some of the incidents during their wage campaigns had been unfortunate and undesirable. But the mission felt that they had been provoked by aspects of the arbitration procedure which they discussed later in their report and 'both the public corporations and the Government must fairly accept a share of responsibility' for the incidents.

The mission found that 'instead of facing up squarely to the issue, and gearing requirements to widely recognized international labour standards, there has been too much resort to expediency and too much categorical reliance upon statutory law which is at variance with the provisions of the Constitution. ... Prompt steps should be taken... to unqualifiedly recognize the *ultimate* right to strike. We believe this can be done, and at the same time provide procedural restrictions upon the exercise of that right which would adequately protect public interest and welfare – a course to which the unions expressed general agreement.'

The right of association

Convention No. 87 of the International Labour Organization on freedom of association says clearly that workers should be free to conduct their own affairs without interference from public authorities 'which would restrict this right or impede the lawful exercise thereof'. Japan, though a mem-

A preliminary talk on arrival in Tokyo between the two members of the Joint Mission and Brother Joe Soares, Director of the ITF's Regional Asian Office, which is established in Tokyo

ber of the ILO Governing Body, has not ratified the convention.

The mission 'diligently sought to develop some supportable reason why the convention... had not been ratified.' It found none. It was generally conceded 'tacitly though not expressly' that the PCNELR stipulations on union membership were out of accord with the provisions of the convention. The mission was told that the law aimed to prevent totalitarian influences from taking over the unions but the mission asserted that a strong, free and democratic trade union movement was one of the 'strongest safeguards' against totalitarianism. 'The existing clear restrictions upon the freedom of association among Japanese workers... are such that if carried to extremes would completely destroy precisely what it proposes to create - a strong, mature and responsible trade union movement.'

Arbitration procedures

The arbitration procedure for public enterprises has given rise to much of the country's industrial strife. The mission concluded that the system as it stood meant that arbitration awards were binding only on the workers. In short, the public enterprises depended almost entirely for their finance on appropriations authorized by the Diet, the country's legislature. Under one law the Government is said to be bound to accept an arbitration award; under the PCNELR, however, the Diet is not bound to vote extra funds to meet the award. And even when the funds are approved it is inevitably after some months' delay with the award not made fully retroactive.

There were other shortcomings. The present system provides for all the arbitrators to be government nominees and the parties to the dispute have no say in the matter. (The Government was said to be thinking of making some alterations in this respect.) The terms of reference and the awards themselves were often vague. The same government board provided both mediators and arbitrators.

There was a general dissatisfaction with the present state of affairs and although considerations such as budgeting procedu-



res and fiscal autonomy for the public enterprises were involved the mission did not believe these to be so great as to make reform of the system impossible.

'Certainly an indispensable step in assuring industrial peace is that of providing an independent, impartial and effective procedure for arbitration which meets generally acceptable standards... *many assurances were conveyed by government authorities that future arbitration awards would be fully and promptly implemented.*

The dismissed leaders

The trade union leaders who were dismissed had admittedly acted against the letter of Japanese law and the mission had impressed on the unions that illegal action was to be avoided. At the same time the mission believed that there had been a measure of provocation. They had been deprived of their livelihood, some for almost a year.

Now the air had been cleared to some extent the mission told the authorities that they felt these cases should be reconsidered. The authorities thought the mission's request 'premature' but gave the impression that they might have another look at the matter later. Some two months after the visit nothing had happened. The mission believed that reconsideration of the cases

would 'make a distinct contribution in further establishing effective industrial relations. Certainly it would be a long step in the direction of demonstrating to trade unionism at the international level that the Government of Japan recognizes and intends to accord the officers and members of trade unions their basic right of freedom of association now expressly guaranteed by the Constitution.'

The mission's reception

Tempers on both sides were running high when the mission arrived in Japan. Not the least of its successes was the fact that they were a good deal cooler when the mission left. The importance attached to the mission could be gauged by the wide publicity which its movements attracted in the home and overseas press and the anxiety of the Japanese Government to meet the mission and put its case to them.

Since the mission returned the Government has been at some pains to explain its apparent reluctance to ratify Convention 87 and the Prime Minister recently pointed to the employers and not the Government as forming the opposition to ratification. He would try, he said, to reduce their resistance to the Convention.

The mission, it seems, has at least started the ball rolling.

Towing and pushing on the rivers

by TH. SMEDING, Vice-President of the Netherlands Inland Transport Workers' Union



ORIGINALLY INLAND WATER-TRANSPORT IN THE NETHERLANDS DEPENDED ENTIRELY ON SAILING SHIPS, later on steamers and now, without exception, on motor vessels. It was at first in the hands of skipper-owners, assisted by members of their family and/or an odd paid hand, but the advent of the steam-engine led to the founding of companies, and both forms of ownership existed side by side.

Post-war competition from other faster branches of transport encouraged a tendency to collaborate and concentrate, resulting in bigger firms.

Many one-ship firms went over to road transport. Transport nowadays is in the hands of far fewer firms, with fewer ships, and relatively far fewer workers. The tonnage per worker has therefore increased considerably as a result of collaboration, concentration, motorization, efficiency, and above all, of new methods of loading and unloading.

In the early days it was customary for the skipper-owner and his family to live on board. This is no longer the case and there are now only twenty or thirty cases.

The tramp trade

Another branch of transport is the inland tramp-steamer trade, dealing mainly with complete cargoes – not odd items – and known as irregular transport. For the

greater part – possibly eighty-five to ninety per cent – this trade is in the hands of skipper-owners.

After the last war sailing ships practically disappeared. Lack of capital makes ship-building scarce, so that ships are generally converted by attaching either a side-wheel or stern-screw.

By widening locks and canals bigger types of ship can now reach many places formerly inaccessible. Many of the smaller vessels finding national rates more favourable, went over to inland tramp-trade. The fleet is smaller than before the war, but motorization, increased speed in turning round, shorter delays at locks, etc. have made it possible to maintain a widespread network of transport.

There are very few paid hands in inland

tramp-trade. Those who are married live on board, like the skippers, with their families and form the working personnel.

Big firms handle the sea-going ships

The inland tramp-trade used to be carried out by small-powered towing-barges or sailing ships which were replaced after the last war by the motor-tug. These are usually skipper-owned, need no personnel to look after the motor, and have for the most part ousted firms with paid hands from the trade.

In the two big sea-ports where sea-going ships are towed by relatively strong tugs, towing is in the hands of the big firms.

Up to the outbreak of war, sea-port tugs, with one exception, were steam-tugs. After the enormous increase of incoming vessels and the reconstruction of ports, the steam-tugs were for the most part replaced by motor-tugs, mainly of new construction, but in some cases converted from steam. This could be done only by enterprises having large capital resources.

Although there was formerly considerable competition in Rotterdam, the towing of sea-going vessels is nowadays carried out mainly on a 'pool' basis. The tugs work on a fixed rota. This prevents a lot of idle working. Technical installations have been perfected, and efficiency promoted by such means as 'walkie-talkie' apparatus, etc. Crews without a towing-job to do are relieved without waste of time. The number of tugboats has increased; and that of vessels to be towed still more; the number of workers is considerably less.

Five different flags on the Rhine

Holland also takes part, along with Belgium, Germany, France and Switzerland, in international transport, i.e. transport on the Rhine and to Belgium. Until the first World War, France and Switzerland took



In the accompanying article, Brother Smeding of the ITF-affiliated Netherlands Inland Transport Workers' Union comments on the changes which have taken place over the years in the West European inland waterways industry and draws attention to a number of the latest developments



The replacement of steam by motor, and of towed barges by motor cargo vessels, has effected great changes in the European inland waterways system and has greatly increased productivity

practically no part in this trade because the Upper Rhine was almost unnavigable. Their fleets expanded rapidly after the Second World War and are very modern.

Participation in Rhine transport varies as between the countries. In Holland, about sixty-five per cent of Rhine tonnage and a slightly lower percentage of the number of ships is in the hands of private owners, who very frequently sail their own ships, often with their families and without paid hands. In Germany and Belgium this is also the case, but the percentage is lower. In France private owners take no part in Rhine transport. The Shipping Companies have merged into one firm with some supervision from the Government. Only companies take part in the Rhine transport, of Switzerland.

This difference in ownership has great influence on the economic administration of the industry, and also on the social sector. Tugs prior to 1940 were, with few exceptions, steam-powered and coal-burn-

ing, which meant a relatively large crew.

In the last few years before the war the motor cargo-vessel had already made its appearance in the piece-goods transport trade.

After the war, such of the Rhine vessels as could be salvaged were raised and repaired. There was in practice only one-way transport, i.e. transport to Germany.

Steam-tugs bound to disappear

France and Switzerland wanted to be responsible for the transport to and from their own country as far as possible, and, immediately after the war, extended their fleets by the addition of modern motor cargo-vessels and powerful modern motor-tugs. By motorizing they were able to raise the power of a steam-tug from 1800 HP to 4200 HP. It was also possible to install powerful engines in motor cargo-vessels.

The other countries, such as Holland, Germany and Belgium, made a later start with motorization. In the past few years

motorization, especially in Germany, is being strongly promoted by new construction. In Holland this process was slower owing to the uncertain prospects in the transport trade and to the fact that transport was easy to hire.

In addition to new construction, towed barges have been converted into motor cargo-vessels.

In a few years steam-tugs will have disappeared completely, except for a few privately owned ones, which have been converted from coal to oil-burning.

One invention in particular has also had a tremendous effect on the power of tug-boats. The installation of the short-ray tube increases the pulling-power by twenty-five to thirty per cent without any modification of the engine. This means, for the tugs, a relatively greater pulling-power per HP and the transport of a bigger tonnage per tug. Finally, since the last war, there has been an increasing tendency to tow barges by motor cargo-vessels, made possible by technical advances enabling powerful motors to be installed in cargo-vessels. Very little maintenance and supervision are required and therefore no extra personnel. This development has been accelerated during the past few years, and the maximum tonnage of motor cargo-vessels continues to increase. Originally, about 1,000 tons was considered the maximum; this was later raised to 1,400, and just recently the first motor-tanker, of 2,124 tons, was launched. It has three strong motors and can tow barges of the same size.

Housing on board motorcargo-vessels

The big motor tugboats, on the basis of pulling power in relation to horse-power, have far fewer men on deck and in the engine-room than had the former steam-tugs. There are very few stokers on the Rhine.

Motor cargo-vessels without loading-



A typical representative of the men and women who work on board the craft which ply up and down the Rhine. In all, five separate countries – Belgium, Germany, the Netherlands, France and Switzerland – take part in international transport on Western Europe's greatest waterway

gear and whose crews do not load or unload, are limited in comparison. The constant towing by these ships of barges does not imply any increase in personnel. The powerful motors mean a much quicker turn-round of self-propelled ships.

These various factors mean that increasing traffic can operate with a relatively lighter tonnage in ships, and with the use of less towing-power. The number of employees has fallen considerably not on the barges, but on the tugs. Meanwhile the motorcargo-ships, which nowadays carry all sorts of goods, both raw materials and piece-goods, have taken over a lot of work from the tugs, and because of their quicker turn-round per transported ton, need fewer men.

The replacement of steam by motor, and of towed barges by motor cargo-vessels has effected great changes in the transport trade and has greatly increased the amount transported per worker per year.

On motor cargo-vessels the families of the crew can live on the ship. In the present housing shortage ashore this is a significant

factor in the recruiting of personnel.

The quick turn-round, especially in the case of tankers, means that the children can have practically no primary education if they live on board, so that they either board at school or live with other families. The problem here is mainly financial.

'Push' propulsion

Meanwhile two new technical developments have occurred: radar and 'push' propulsion.

Although the application of radar is still in the experimental stage, it is already a great aid to navigation, the ship being able to continue, for example, in fog or during darkness on certain stretches of river. This implies no increase in crew, yet more sailing-hours can be put in during the normal working day, implying an increase in the speed of turn-round.

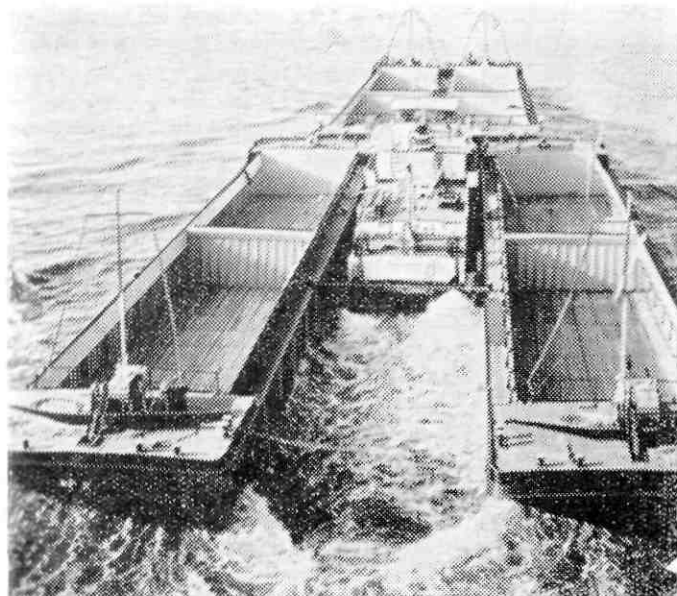
It is also possible (and is already being done on a limited number of ships) with the aid of radar, for motor cargo-vessels to sail uninterruptedly. In such cases three shifts are worked. Two are always on board

whilst the third misses a trip and is free. This practice is very limited and occurs mostly on the Lower and Middle Rhine. In such cases families cannot live on board. Socially, this practice may be of great significance.

'Push' propulsion is being developed to counteract the shortage of personnel on the barges and the increase expected in the transport of coal and ore.

A pushboat of 1260 HP will push four barges with a total capacity of 5000 tons. This can be raised to six barges with 7500 tons. There is no crew on the barges, but the deck-crew of the pushboat is about two more than on a tugboat of equivalent power. A towed barge of 1250 tons has a crew of three. The introduction of 'push' propulsion would therefore mean a very considerable reduction in personnel. Families cannot live on the pushboat and barges.

If possible, these ships will sail continuously with radar and with three or two shifts. This type of transport is to take place only between Rotterdam and the Ruhr ports. If possible it will eventually



One of the most recent developments on West European waterways is the introduction of push propulsion, a system which has for long been successfully used in the United States. As shown here, a pushboat like the 'Wasserbüffel' is capable of pushing anything from four to six crewless barges

apply only to ore-transport. If the experiment is a success, several units will be constructed, and a shuttle-service operated.

As a result of technical developments, a bigger amount can now be transported with a smaller tonnage, less propulsive power and fewer men. This trend is likely to continue.

Fires in ships



THIS ILLUSTRATED BOOKLET, issued by the British Ministry of Transport and Civil Aviation, cites careless smoking as the main cause of the 230 or so fires annually reported in British ships. Intended for the use of seafarers in merchant ships and fishing vessels, as well as those concerned with the designing, building and running of these ships, the booklet, by drawing attention to the nature of the causes and the need for constant care, serves to point a number of lessons which if taken to heart would reduce the toll of loss and damage for which fires are responsible.

No attempt is made in this booklet to give statistics on the causes of fire, the aim in selecting the stories of some twenty fire casualties occurring between 1950 and 1956 being to present a picture of each distinct type. Some of these show faulty design features and others the failure of the human element as a main or contributory cause. On the subject of fires in inflammable cargo, the booklet stresses that, whilst spontaneous combustion can and does occur in certain types of cargo, the discarded lighted cigarette buried in the heart of an otherwise harmless cargo is capable of starting a smouldering fire which may not betray its presence for days or even weeks.

The booklet concludes with a few rules, the observance of which would contribute to a reduction of the number and severity of fires.

Fishing by lamplight



THE BRITISH WEEKLY TRADE PAPER 'FISHING NEWS' recently carried an account of fishing by lamplight off the Costa Brava in Spain. The small

On the modern motorized craft used on the Rhine there is often accommodation not only for the crew members but their families as well. That such accommodation can in fact be of a very high standard is borne out by this view of the kitchen on board a recently constructed motor tow-boat



local fishing vessels carry lamps in their bows which when lit at night attract fish into their nets. The fish are encircled gradually as the fishing fleet, which is drawn up in line abreast at the beginning of the operation, slowly forms a ring, the lights being extinguished one by one until there are only two or three left by which to haul in the nets.

Nowadays, the light is produced from gas-fuelled mantles mounted in lamps fitted in the bows. These are heavy and can be a source of danger in bad weather but they are probably much safer than the 'flaming firebrands or steel braziers of glowing charcoal' which once did the job. Dangerous or not, the Costa Brava fishermen are convinced of the effectiveness of their method which has been practised in principle since the days of the Roman Empire. It seems that sardine fishermen find this a way of attracting deep-swimming shoals to the surface, shoals which could not be caught by conventional methods.

In the same issue, *Fishing News* reports on Japanese and Philippine variations on the same fishing principle as explained at the recent International Fishing Gear Con-

gress in Hamburg. In one paper read to the Congress a Japanese delegate said that the use of a new 'stick-held dip net with electric lamps' had raised hopes of a revival in saury fishing which had developed rapidly with the use of the net. The catch had now reached 375,000 tons.

The new net shortens the time taken to catch the fish and is easier to handle with the result that less men are needed for lifting. The lamps are used in such a way as to attract the fish so that they mass underneath the boat. They are then brailled into the vessel by a scoop-net. A fishing vessel can get its full load - about 37 tons - in 3 to 4 hours when it meets a large shoal.

The Philipinos use electricity for their lighting power. The boats concerned (there are 670 of them and they account for thirty per cent of the Philippines' fish production) range from fifty-three ft. to 136 ft. and are equipped with electric generators which power from six to fourteen lamps each. The fish are lured into a net by the lights and are gradually gathered into a large concentration. At one time, torches were used but the fishermen noticed that the brighter the lights, the bigger the catches.

Air traffic control problems and the jet age

by J. DE VIENNE, Chief, Rules of the Air, Air Traffic Services, and Search and Rescue Section of ICAO

+ THE EVER-INCREASING RANGE OF SPEED OF MODERN AIRCRAFT will make it impracticable to rely on human vision through the cockpit windshield of the fastest aircraft for the purpose of avoiding collisions, even though the weather conditions would offer unlimited visibility. The most commonly offered solution is to suggest separation by air traffic control to all aircraft at all times, whatever the visibility, in all areas where the fastest traffic would be likely to operate, i.e. everywhere above a stated altitude and down to the ground in the vicinity of aerodromes used by fast aircraft. Operation of VFR flights (when pilots are responsible for watching out for other traffic and avoid collision) would be confined below such altitude and outside the vicinity of such aerodromes.

This extension of control to a greater number of faster aircraft would make it necessary to improve tremendously on the precision of navigation aids, the rapidity with which information on intended flight plans and on progress along planned routes is passed to air traffic control, analysed there and appropriate instructions radioed back, so that separation minima may be brought down to criteria which would permit accommodating all controlled traffic. Automatic signalling equipment and electronic computers would be required to assist in presenting the controller with a suitable display enabling him to take action with minimum delay. Means of communication for transfer of control from one control area, under the jurisdiction of one control centre, into an adjacent control area under the jurisdiction of another centre, will have to be particularly reliable – and most probably automatic – for the clearance into the next area to be secured before the aircraft enters it.

There is, however, another possibility which should not be lost sight of, although it has not received much support yet, probably because of the radically new concept: that is the practicability of basing the avoidance of collisions on the use of an airborne anti-collision device which would substitute for the now deficient vision of the pilot through the windshield. Whilst most experts look on such a device as a simple collision warning to be used as an adjunct in the provision of air traffic control, it is not at all unreasonable to envisage that a device of that type could be used as a primary aid for overtaking along airways and for the avoidance of collisions in high-altitude flying, where the density of traffic will be of less magnitude than in terminal

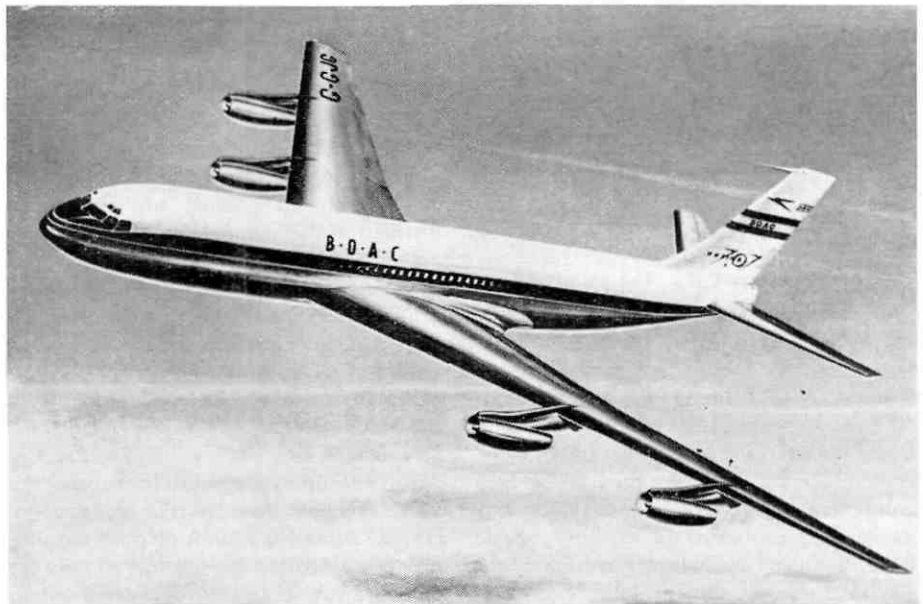
areas where air traffic control will anyhow be required since, in addition to avoidance of collisions, it shall regulate the flow of traffic down to and away from the active runways.

In a more distant future, when the air traffic is constituted of radically new type aircraft – resembling more closely, perhaps, to ‘missiles’ than to conventional aircraft of today – it is possible that a ground co-ordinating agency will be of value in providing separation, provided that such ‘missile transports’ are adhering strictly to pre-filed flight plans, but there is little doubt that an ‘anti-collision device’ will be necessary for the ‘en-route’ portion of the flight if strict adherence to flight plans was not practical.

‘About automation’


+ THIS IS THE TITLE OF A BOOKLET in the *Union Training Series* issued recently by the Trade Union Information and Research Service of the European Productivity Agency. It sets out simply and in an orderly fashion facts about automation and what it will probably mean in social and economic terms to the worker and thus to his trade union. Not surprisingly, since automation has been applied more conspicuously to these branches of industrial activity, most of the examples in the booklet are taken from mass production consumer industries and administrative processes. Nevertheless, the booklet is bound to be of general interest to all trade unionists who are concerned about the effects of automation and although transport is not specifically mentioned in *About Automation*, the transport industry is far from being immune from those effects.

About Automation may not have anything new to add to the subject, but it says what it has to say briefly and clearly, and in fact says more than some books on the subject have said in ten times more pages.



The Boeing 707 is one of the new jet airliners which will be coming into general use shortly. Now on order by eleven major air lines, it has crossed the United States at a record average of 612 mph.

British railwaymen train for modernization

 THE RAILWAY REVIEW, weekly newspaper of the ITF-affiliated British National Union of Railwaymen, writes that one of the biggest tasks connected with British Railways' modernization plan is the manning of the new equipment and apparatus which is being introduced. As a result, the British Transport Commission have developed various training schemes to assist in the switchover. One field in which the Commission is fast training staff is motive power.



A general view of the interior of the new building at the British Transport Commission's Staff Training College where senior staff are trained in the various types of diesel engine (BTC photograph)

The need for this is clear when one learns that by the end of last year over 1,450 vehicles for use in multiple-unit diesel trains were in BR service, whilst by the end of 1958 the number will have increased to 2,700. In addition, 50 main-line diesel locomotives were being delivered last year, and 100 more in 1958. About 550 diesel shunting locomotives are now in service; this year an additional 500 will be delivered.

Railway Review goes on to mention some of the training schemes which have been introduced at Derby, where the British Railways Staff Training College is situated. A large pre-fabricated building has now been erected in the College grounds to provide accommodation for the considerable equipment required for training senior staff in the technicalities of the various types of diesel engines; mechanical, hydraulic and electrical transmissions; fuel injection systems; and ancillaries. This new diesel wing comprises a main hall ninety-four feet long

by forty feet wide, housing the main instructional equipment; a smaller room for demonstrations of fuel injection systems; and a maintenance workshop.

Theoretical instruction and instructional film showings are provided in the College classrooms and cinema, whilst practical instruction and equipment demonstrations are carried out in the diesel wing.

Between ten and twelve courses are arranged every year – each with twenty to thirty students, who live in the main College buildings. The duration of the courses varies from a fortnight for Foreman from the Mechanical and Electrical Engineering or Carriage and Wagon Engineering Departments, up to five weeks for supervisory staff, such as shedmasters. Instructional classes, either for tuition or practical purposes, are divided into groups of between nine and twelve. Tuition is carried out by a staff of one senior instructor and three instructors. Two of the latter are mainly



The Staff Training College is intended for senior staff such as foremen and shedmasters. Here an instructor shows a student how to adjust the speedometer on the wheels of a modern diesel railcar (Photo: British Transport Commission)

concerned with electrical matters. Lecturers are also given by specialists representing equipment manufacturers.

The substance of the courses is similar. The syllabus, an extremely comprehensive one, is varied at five levels according to the status of the students and their requirements. The syllabus itself has been evolved after a series of pilot and experimental courses which began at the Staff Training College last year. With the experience gained from these, and with the full equipment of the Diesel Wing now available, the College has now begun a long-term programme of courses at various levels in the principles, methods and problems of diesel traction.

The training of drivers and fitters who will operate and carry out the day-to-day servicing of diesel trains and locomotives, is arranged at a series of local driving schools which have been established under the Regional Motive Power Superintendents.

The London Midland Region's Diesel



The new diesel training building has been well equipped. Among the most useful items of equipment are these sectioned diesel engines and gears (Photograph: British Transport Commission)

Karl Rudolf Birger Lindfors
President, Swedish Commercial Employees' Union



Profile of the month

Training School, also at Derby, which was the first to be opened on British Railways, is staffed by two fully-qualified instructors, and separate courses of a fortnight are run for fitters and drivers. The School is equipped with models and diagrams, and lectures are illustrated by slides and film-strips. A two-car multiple-unit diesel train is available, and is used for the practical training of drivers so that they become conversant with the general operation of the units and the handling of the controls. About twenty men attend each course. More than 1,000 staff have been trained at the School since it was opened in 1955.

Finally, a few facts about the central Railway Staff Training College at Derby. It was originally built in 1938 by the former London, Midland & Scottish Railway as the School of Transport for the training of selected personnel employed by that company. After being used both by the Army and as temporary railway offices during the war, the School of Transport was reopened in 1946 and a series of courses was arranged for the vocational rehabilitation of men returning from the forces. In 1950, the School became the main vocational training centre for British Railways, and two years later was designated British Railways Staff Training College, Derby.

From 1951 until 1955, the College had three instructional departments training staff in Operating, Commercial and Civil Engineering matters. Early in 1956, however, the Civil Engineering Department was transferred elsewhere, and a Mechanical Engineering Department opened at Derby.

The Mechanical Engineering Instructors were required to prepare and mount courses providing a broad but concentrated study of the principles, methods and problems of diesel traction for senior and salaried supervisory staff of the Mechanical and Electrical, Carriage and Wagon Engineering, and Motive Power Departments. Two pilot courses were arranged last summer and further series of courses have been operated between September and December 1956, and from January of last year up to the time of writing. The College will also continue to run operating and commercial courses.

KARL RUDOLF BIRGER LINDFORS is the President of the 18,000-strong Swedish Commercial Employees' Union which organizes employees in commerce and the transport industry. The union has a transport membership of 3,000 engaged in civil aviation, shipping and forwarding agencies, omnibus passenger transport and road haulage.

Rudolf Lindfors, who celebrated his 56th birthday on 7 October last, has been at the head of the SCEU almost from its foundation, having been appointed to the post in 1938. When he took over the helm of this comparative newcomer on the Swedish trade-union scene, he found a broad field of organizational development awaiting him, for in those early days commercial employees were largely split up in a host of local bodies with their own constitutions, traditions and financial arrangements.

Rudolf Lindfors threw himself into the task of creating a unified body with characteristic thoroughness and verve and it is largely due to his foresight and persistent efforts over the years that the union has increased its influence and emerged as one of the 'big four' of the Swedish Central Organization of Salaried Employees (TCO).

Curiously enough, Rudolph Lindfors's association with the fortunes of the Commercial Employees' Union was the result of fortuitous circumstances. In the book 'The Early Years', covering the twenty years of the union's existence from 1937 to 1957, and of which he is the chief editor, he makes mention of the fact that it was purely by chance that he wrote in asking for further details in connection with an advertisement he had seen. It turned out to be for the job of running the Commercial Employees' Union - 'a hard but stimulating job', as he puts it.

He used this phrase as the title to his contribution to *The Early Years* in which he wrote: 'It is surprising what a role the slump played when I had to make a decision as regards my career. That may sound like a commonplace remark, but it was certainly no commonplace thing for those who were

born at the beginning of the century - during 'the good old days' - and had to fight their way through the unemployment crisis of the 20s and 30s. When one looks back over one's life such reflections inevitably present themselves.'

If there were any doubts at the time as to someone 'from outside', as it were, being the best man to fill the office of president, they were soon dispelled. The record in office of Rudolf Lindfors is such that nobody would have wished to see reversed the decision to appoint him to this responsible post. Clearly, those responsible for making the appointment had put their money on a winner - even if he had come from another 'stable'. Rudolf Lindfors, in fact, had previously been active for fifteen years in the newspaper world.

Brother Lindfors was the eldest son in a large family, and his father, who was a painter, had wished him to follow in his footsteps. The young Rudolf, however, had other ideas. There was a time when he had an urge to go to sea, but the advent of war changed things and, on completion of his elementary and intermediate schooling, he went on to the University.

In his conduct of union affairs, Lindfors has shown a marked capacity for adapting ideas to suit the conditions peculiar to his own union. During negotiations and in his relationship with his union colleagues he has invariably preferred methods of persuasion, striving to win others over to his point of view by cogency of argument rather than by exercising his authority or making a demonstration of his union's power. He is a member of the executive committee of the Central Organization of Salaried Employees (TCO) as well as a number of other committees in the trade union and industrial welfare field.

The British road haulage worker

by FRED EASTWOOD, National Secretary, TGWU



FROM LAND'S END TO JOHN O' GROATS, and any place east or west of that line, can be found the road haulage worker, carrying on his vehicle anything from a pin to the heaviest of mechanical equipment. If it is possible to put it on wheels, then the British road haulage worker will deliver the load to its destination. This is not a boast, but a practical operation to be seen on the highways and by-ways of Great Britain any day of the week.

Not many industries have developed greater than 'goods transport by road'. In 1904, we had 4,000 goods vehicles, and at the end of 1956 - 1,173,311. 'A' and 'B' licensed transport (i.e. carrying for hire and reward) represents approximately one-fifth of this total, the other four-fifths being 'C' licensed transport (transport on own account). Nevertheless, for our purpose all the drivers are road haulage workers.

The carriage of goods by road transport grew with amazing rapidity following World War I, creating not only road problems which have since multiplied, but economic problems in our otherwise monopoly system - the railways. A Royal Commission of Inquiry in 1929 expressed the view that the best division of function between road and rail would be to co-ordinate services and give the public advantage. Again, in 1932, a further Government Report also endorsed this view.

An obscure disease!

The transport worker in this period, as may be expected, in an uncontrolled scramble for traffic, had long hours of employment until, in the public's interests, a limitation

of daily hours was brought about by the Road Traffic Act, 1930. 'Dogbitis' - a disease not recorded in any medical dictionary, but well-known to lorry drivers - was common before this limitation, transport workers' wives having to keep a photograph of their husbands in view, in order to avoid the dog biting the strange man (her husband) who called at home occasionally.

Wages and conditions grew up from the old horse-driver days on an employer basis and, eventually, on a district basis where trade union organization was able to show its strength in places like London, Bristol, Manchester, Merseyside, Birmingham, Glasgow and other large cities and towns.

Following the passing of the 1933 Road and Rail Traffic Act, road haulage workers were brought within the provisions of the Fair Wages Clause as contained in Section ninety-three of the 1930 Road Traffic Act.

A Conciliation Board was established to govern the wages and conditions of road transport workers. The decisions of this Board were more often ignored by employers than observed, and the transport worker was again exploited in the struggle for a fair 'crack of the whip' in this fast growing industry. So flagrant was the non-observance of the National Conciliation Board Agreement that the unions pressed for an inquiry, and following the Baillie Committee Report of 1937, the Road Haulage Wages Act, 1938, was put on the statute book. This made provision for the establishment of machinery for the settlement of wages and conditions for road haulage workers, which would be statutorily en-

Any moment now the heavy lorry seen above will be taking to the road. Following the Acts of 1953 and 1956, many road transport services are now privately operated with the result that a large number of workers have been denied the advantages accruing from a properly coordinated road transport system (Photo by 'Motor Transport')

forceable. The principles of the first Council Order which became effective on the 29th January 1940, can still be found in current Road Haulage Orders and the many 'C' Licence Agreements which have been negotiated since that time.

No job too much

But what of the transport man himself driving vehicles which, in many cases were not fit to be on the highway? The breed moulded by the shocking conditions in the early days were not only transport drivers, but mechanics, loaders, traffic clerks, acting managers, cash and debt collectors, nosing their way round the country with all types of loads and, when empty, foraging in every corner for a return load, often in fear of the sack if they returned without one. No job, in those days, was too much for a transport worker.

The yarns that can often be heard in 'Old Joe's', 'Kate's Kitchen' and all the other 'cuppa shops' would turn one's blood cold, but out of it all one finds, in the main, that the transport chap will always give assistance in cases of need, is always ready to swop a joke and generally look on the bright side, and if it is possible to get out of a difficulty then you can leave it to the road haulage worker.

Many employers realized that to exist in this cut-throat business, it was necessary to become established in every industrial centre, either by buying up small firms or, what was more common, running the other chap off the road.

Not until the passing of the 1947 Transport Act by the Labour Government of 1945, did we have any resemblance to a planned transport system based on service to the community and not on profit at all costs.

Approximately 3,800 firms, covering



The final touch being given to a British Road Services heavy lorry. Road transport in Great Britain was nationalized under the 1947 Transport Act, some 3,800 private firms with 80,000 employees being taken over by the British Transport Commission (Photo: Topical Press Agency)

A British Road Services driver giving right of way to young pedestrians. Road haulage drivers are accounted among the best in the country and they can always be relied upon to give help to those in need. Their ability and courtesy are often cited as a model (Photo - Topical Press Agency)



A stop at a wayside café for a 'cuppa' and a chat is always welcome when schedules permit – a scene at midnight in a 'pull-up' on the London to Manchester road. Some of the older drivers have many tales to tell of the 'bad old days' when the road services were run on a free for all basis

some 80,000 workers, were taken over by the British Transport Commission. The colossal task of merging this mass of units into a workable organization was undertaken with considerable success. Some road/rail integration took place in addition to the internal integration of road services.

Many problems arose, and in the main, were resolved by the joint efforts of management and workers in an effort to serve the public and build up a sound transport system. Trade names, by and large, vanished along with many out-dated and dilapidated vehicles and were replaced by vehicles fit to be on the roads, serviced by efficient maintenance units.

Criticism arose on what was described as an ever-growing bureaucracy of management, but an analysis of ninety-six private transport undertakings revealed that managers represented 3.7 per cent of staff with clerical staff 14.87 per cent, against British Road Services, managers 0.46 per cent and clerical 13.12 per cent of total staff.

A new spirit in transport

Joint consultation became a reality in transport; clerical, maintenance and road operating staff all combining their efforts with the management to solve every-day and long-term problems. The days of the governor having *all the say* in a take it or leave it manner were replaced by the right of the transport worker to put forward views to assist in the operation and at the same time to improve the conditions under which he worked. Views based on experience are a vital factor in the industry. Unfortunately, the fullest advantage was not always taken of the wealth of drivers' experience, for various reasons, both inside and outside management circles.

Schemes for training were also undertaken, giving an opportunity to staff to train as managers who understood and could operate transport as against managers appointed in many cases in private enterprise because they were born with a silver spoon in their mouths.

Alas, for political reasons, the transport industry has suffered a further blow since then by the 1953 and 1956 Transport Acts,



reducing the size of British Road Services to some 16,000 vehicles, as against 36,000. This action was not based on the need for the efficient operation of a proper co-ordinated transport system as revealed by all inquiries into goods transport operation, but on the desire to hand back road transport for profit to private operators with a complete disregard for the economics of transport and the welfare of the community as a whole – the road haulage worker again getting the knocks and bruises emanating from a system of cut-throat operation.

There is no doubt that the resilience of the road haulage worker will stand up to this challenge, but it inevitably means that many of the advantages to be gained from a proper system will be denied or delayed for thousands of workers.

Wages and conditions

As previously pointed out, we have statutory machinery for the road haulage industry. Employers' and employees' representatives, and independent members appointed by the Ministry of Labour and National Service, comprise the Road Haulage Wages Council. Since the inception of the machinery in 1939 there have been issued thirty-one Orders giving effect to decisions reached, each one representing

some improvement in wages and conditions for the road haulage worker. This form of machinery because of its statutory nature, is slow, but has proved its value by compelling employers to observe at least a minimum standard for the workers concerned.

For the road transport worker employed on 'C' licensed vehicles, it has been possible in the main by trade union organization and by maintaining a wage relationship with the industry in which he is employed, to secure a better standard of wages and conditions, a factor in the development of road transport which is important when one regards transport as a service and not a means of making profit.

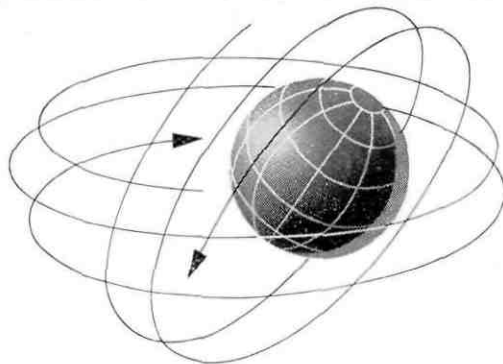
Road traffic laws are too numerous to mention. In the main they are designed to protect public interests and not necessarily the transport worker.

There are so many offences that can be committed, that the road haulage worker has almost to be a travelling lawyer and yet all acclaim him for the standard of his driving and the courtesy extended to all road users.

When stopped by the police for an alleged offence, occasionally good humour and quick wittedness will keep him from the courts. A case worth relating is that of a driver of a vehicle and trailer (maximum speed twenty miles per hour) who, when stopped by a police officer and asked his speed, stated that he was travelling at forty miles per hour. When asked if he was aware of the maximum speed, he again reiterated forty miles per hour and explained to the officer that his vehicle had a twenty mile per hour plate and the trailer also had a similar plate which together made 40 miles. Needless to say, the officer told him to drive away and be careful in the future, or words to that effect.

This sketch of the road haulage worker and the industry in which he works can only touch the fringe of the wealth of experience that lies behind what can be seen every hour of the day and night on the roads of Great Britain, during which road haulage workers carry out that valuable service to trade, industry and the community.

Round the World of Labour



London Transport to introduce electronic bus control

THE LONDON TRANSPORT EXECUTIVE is reported to be carrying out tests with BESI, a bus electronic scanning installation which, it is claimed, could 'revolutionize the control of buses in congested cities'.

Explaining the system, the operating manager of London Transport's central road services, Mr. J. Burnell, said that an electronic camera would be placed on a number of 'scanning points' along the bus route. Each bus would be fitted with a small panel of reflectors, and as the bus passed the scanning point an impulse would be conveyed from the panel in the form of a code showing the running number of that bus.

The system thus makes it possible to track the progress of buses from one section to another along a route, enabling inspectors to tell where and when buses are 'bunching' and take prompt action.

Norwegian seamen demand better pension arrangements

THE FIVE SEAFARERS' ORGANIZATIONS IN NORWAY, which represent seamen, pilots, marine engineers, navigating officers and shipmasters, have requested the Minister of Social Affairs to give serious consideration to the question of establishing a decent pension rate for all seamen, based on sixty per cent of their wages.

In this connection it may be mentioned that on the initiative of the seamen's organizations, amendments improving the law in respect of seamen's pensions were passed in December, 1956. At the present time, the average pension for a seaman amounts to 474 crowns a month (£1 equals twenty Norwegian crowns), whilst average earnings for seamen in foreign trade service are 1,400 crowns per month. The seamen's organizations consider that the gap between earnings and pensions is too big and they also point to the fact that the financial position of the pension fund is such that an increase in pension rates is well justified.

The Nigerian way

E'VERY MONTH each worker purchases a small box of matches. Each day he works he lights a match, blows it out, and places it back in the box. Each day he works overtime, the worker lights a match, then breaks it in two and puts it in the box. The workers do this with an incredible degree of honesty and management knows this.'

The Nigerian way of keeping count of working hours was described recently by Michael Labinjo of Nigeria (the ITF's African representative) at a meeting of the Winnipeg and District Labour Council in Canada where Brother Labinjo was attending an ICFTU seminar. He went on to point out that 'in Nigeria where the average wage is \$20 a month, we must depend on one good meal a day. Our thirty-three million people live directly or indirectly on the wages of our one million workers and salaried people.'

Tension in Italian Communist TU body

THE ITALIAN COMMUNIST-CONTROLLED TRADE UNION FEDERATION CGIL is reported to be undergoing a severe strain as the result of new dissensions. Following the death of Di Vittorio, the former General Secretary of the CGIL, Agostino Novella, a Party member since 1924 and a Communist Deputy, was elected to fill his place.

As a consequence of this, a vice-President of the CGIL, Oreste Lizzardi, who is a member of the left-wing party led by Nenni, has resigned because the CGIL Executive rejected a proposal to have the General Secretary replaced by collective leadership until the next congress of the federation.

Lizzardi's attitude is being supported by a large number of socialist trade unionists in the CGIL who resent the fact that the post of General Secretary has again been entrusted to a member of the Communist Party who will have powers as extensive as those held by Di Vittorio.

A point of interest in this connection is the fact that Di Vittorio was the principal

spokesman at the recent WFTU Congress for that group within the CGIL which was highly critical of WFTU policy and leadership, particularly as regards the Hungarian uprising. It is obvious that the Communists want a loyal Party member to replace Di Vittorio in order to have a better chance of staving off any revolt by this group.

No shipping registry for San Marino

ACCORDING TO ITS SECRETARY OF STATE FOR FOREIGN AFFAIRS, the new democratic government of San Marino is not considering, for the time being, the establishment of a shipping register. The Secretary recalled that about a year ago, a move to this effect by the former Communist Government was not successful owing to the strong opposition of the principal maritime countries, especially Italy.


No stoppages for a year in New Zealand ports

THE REPORT of the New Zealand Waterfront Industry Commission for the year ending 31 March, 1957 was published recently. It revealed that during the year there were no work stoppages due to industrial disputes. The Commission reported that it had had the full co-operation of workers and employers in performing its functions and attributed credit for its freedom from strikes to the members of the port unions who had fulfilled their undertaking to seek settlement of any disputes through conciliation and arbitration.

In other respects the year was not such a happy one for the port industry. The total cargo discharged and loaded was 10,905,000 tons as against over 11,000,000 tons in the previous year. The average weekly wage of waterfront workers was £20 1s 3d, a reduction of 1s 5d for the year ending March 1956. At the same time average weekly hours worked dropped from forty-seven and a half to forty-six. The Commission pointed out that the apparently high average earnings of waterfront workers are due to a great deal of overtime and to the payment of bonuses for better work. 'No one begrudges a waterside work-

er receiving high earnings through improvement in his rate of work and by working long hours of overtime.'

Sea service for British masters' and mates' certificates

 NEW REGULATIONS about the length of sea service required of candidates sitting for the British First Mate and Master Certificates came into force on 1 January. They followed discussions between the Ministry of Transport and Civil Aviation and representatives of the seafarers' and shipowners' organizations.


The principal change will be that a candidate may sit for his First Mate Certificate after one year's foreign-going watchkeeping and that foreign-going sea time between Second Mate and First Mate in excess of that which is required for the First Mate's Certificate under the present regulations will be allowed to count towards qualifying time for Master up to a maximum of six months. Overall sea time will remain at three and a half years between Second Mate and Master, but the new arrangements should allow for greater flexibility in the case of officers who are prevented from taking their First Mate's Certificate until some time after they have become eligible under the present regulations. Candidates for Master may avail themselves of these arrangements immediately.

From 1 January, all candidates for Master (foreign-going) are required to have two years actual foreign-going service whilst holding at least a Second Mate's Certificate before being allowed to sit for Master's Certificates. Special arrangements have been made to ensure that officers proposing to sit for Master (foreign-going) and who are already serving in the home trade in a capacity which would, in due course, make them eligible under former regulations, are not thereby deprived of the right to sit.

Provided that this period of actual foreign-going service has been complied with, home trade and coasting service in vessels of 1,600 gross tons and over will count in full, and not at the present two-thirds rate,


and coasting and home trade service in vessels between 500 and 1,600 gross tons will count at full rate for voyages of more than 500 miles. Provision will also be made to ensure that service on home trade Articles at the beginning or end of a foreign-going voyage can be counted in full, subject to certain limitations, as foreign-going time.

Homage to French railway hero

 THOUSANDS OF FRENCH RAILWAYMEN recently paid homage to an heroic colleague, Jean Coquelin, who died as a result of terrible injuries received in a railway accident. He was driving a train with four hundred passengers when a blow-back from the engine turned him into what was described as a 'human torch'. Without thinking of saving himself or of extinguishing the flames which burned him horribly, he proceeded to stop the train and in saving four hundred lives sacrificed his own.

When they heard of his plight, hundreds of his fellow railwaymen offered their blood and their skin in the vain struggle for his life, some of them actually making the offer in person at the hospital at Nantes where he had been taken.


Failure of Communist rule in Kerala

 THE PRAJA SOCIALIST PARTY OF INDIA has accused the Communist Government of the Indian State of Kerala of having failed on every front since it came into power last April. It states:


'In their election manifesto the Communists promised the workers a twenty-five per cent wage increase. But when they came to power they could not implement this promise - even to the workers in government-owned industries. The workers in Kerala's most important fibre industry are not getting even the minimum wages fixed by the former government. Under communist rule, plantation labour bonuses have been slashed. In the trade union movement, the Communist Party is engaged in destroying non-Communist unions by building up Communist-sponsored rival

organizations, with the aid and influence of government machinery. Communists and fellow-travellers are given the opportunity of indulging in corrupt practices.'

Trade union organization drive in Malaya

 THE MALAYAN TRADE UNION COUNCIL has begun a country-wide drive to organize approximately 300,000 non-union workers in the Federation of Malaya. It is also looking into the possibility of amalgamating smaller unions into bigger organizations. Special committees have been appointed to tour the various states and to address the workers. The Trade Union Council itself comments that 'the whole idea behind the move is to stimulate interest among the various classes of workers in trade unions. It is the policy of our Council to help organize the unorganized.'

International Health Centre for Seafarers in Manila

 THE NORWEGIAN DIRECTOR OF HEALTH, KARL EVANG, and a Philippines spokesman, have recently announced that a new international centre for seamen will shortly be constructed near the port area of Manila. Dr. Evang said that the new undertaking will be on similar lines to those seamen's centres which already exist in Brooklyn, New York and Casablanca as a result of agreements between the Scandinavian countries and the American organization, United Seamen's Service.


At the same time Dr. Evang said that welfare services for seafarers all over the world were now standing at a cross-roads. 'More and more shipowners', he said, 'are realizing that it is worth their while to support seamen's sport and education and many people ashore are also waking up and beginning to understand what fine people seafarers really are.'

Evang particularly stressed the usefulness of welfare programmes which are aimed at arranging visits by seafarers to private homes, thereby creating good relations between seamen and landmen.



Special tax arrangements for Swedish seafarers?

Seafarers in Sweden have continually stressed to the government authorities the need for a tax system which takes into account the special considerations of their job

 AT THE END OF LAST YEAR, the committee of experts set up in February 1956 to study and make recommendations on a new system of taxation for Swedish seafarers submitted its report to the Ministry of Finance. In a statement at the time the Swedish Minister of Finance drew attention to the frequent representations that had been made by seafarers' representatives with a view to the introduction of a different system of taxation for those serving in the merchant marine having regard to the need to take into account the special circumstances connected with service at sea.

The suggestion that the seafarers' calling demanded different treatment in the way of income tax assessment, collection and return of statements goes back as far as the turn of the century. With the introduction of the present system of taxation at source ('Pay as you earn'), there also arose demands for a separate and 'once for all' system of taxation at source for seafarers. Regulations on this subject, however, were a long time in coming. The matter was raised in the Swedish Parliament in 1945, but it was not until some years later that a board of enquiry was set up to go into the question. Under its terms of reference, the board was required *inter alia* to discover whether uniform tax deductions could be made in connection with local taxes due to be paid by seafarers.

The board submitted its report in June 1949, its main recommendation being that seafarers should be taxed at source of income, i.e. that they should not be required to make a return and be assessed at a later date. The board further recommended that, as regards local taxation dues, seafarers should be assessed on a uniform and comparatively low basis. When the proposals were submitted to the various bodies interested, it was found that, although they met with approval among seafarers and shipping interests, the majority of other interests concerned, including the local and regional taxation authorities, opposed them. In the circumstances, the Minister took no further action.

It now remains to be seen to what extent interim developments in other Scandinavian countries will have a bearing on the fate of the present recommendations made by the 1956 committee of experts. Norway has had a statutory all-in 'pay as you earn' income tax system for some time now, and by all accounts it is working satisfactorily.

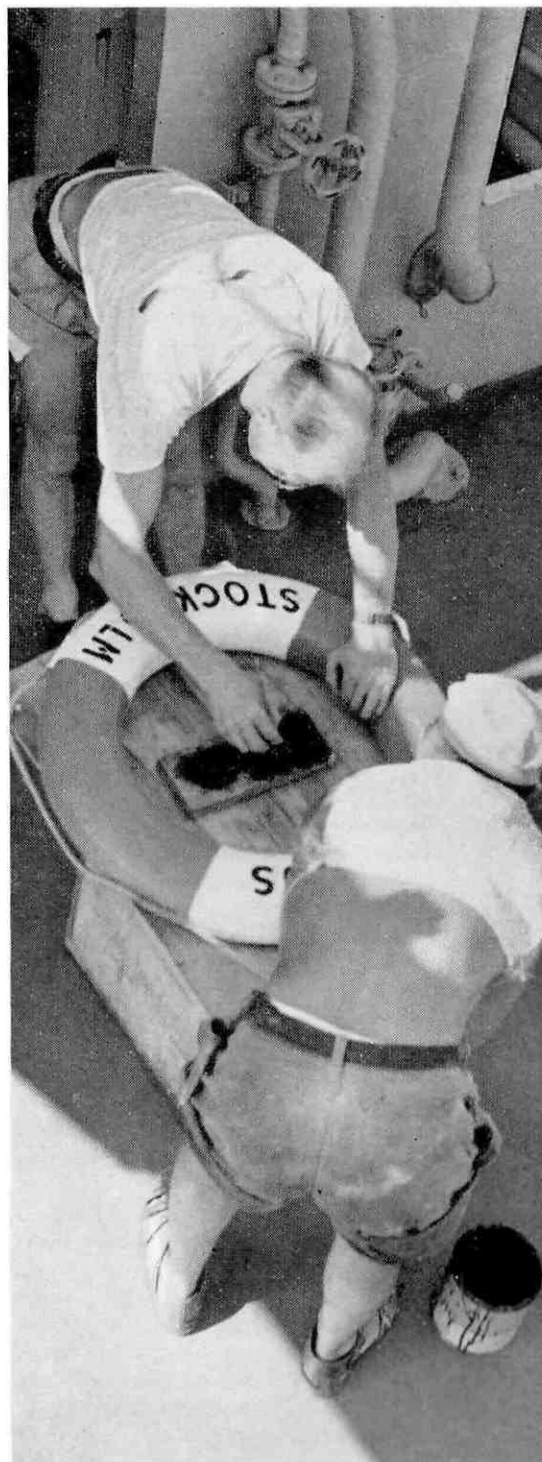
The Nordic Council has been actively supporting uniform taxation for seafarers in all Scandinavian countries (including Finland) but stresses that it is dependent on corresponding national legislation. Meanwhile, both Denmark and Finland are moving in this direction; committees have submitted, or are about to submit, their recommendations on this subject.

The problem of introducing a special system of 'pay as you earn' taxation for seafarers which is both simple and workable is not so easy as it sounds. The 'just knock 15% off the pay packet, and there you are' school of thought found that it had to think again. Furthermore, with the tax going direct to the State under the proposed new system, agreement would have to be reached as to the best way of ensuring that the local (municipal and regional) tax authorities received their due share. Above all, the creation of cumbersome and costly additional taxation machinery had to be avoided. Definitions and field of application had to be carefully thought out. Nor could the Norwegian scales be adopted in toto for application to Swedish seafarers. Contrary to the opinion generally held by Swedish seamen, Norwegian seafarers are not taxed at a uniform rate of 15% of gross wages, but in accordance with progressive scales.

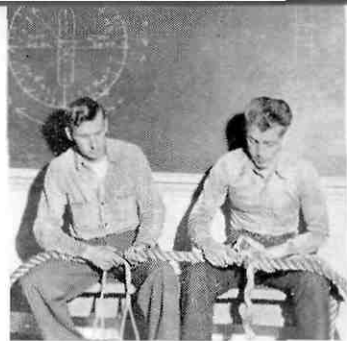
The 1956 committee proposals envisage the payment of income tax by Swedish seafarers on the basis of gross earnings, less any contributions to personal or dependents' pensions or any other recognized abatement. A higher rate of taxation is recommended in the case of home trade

(continued on the next page)

Swedish seafarers in the North Sea and ocean-going trade would pay tax at a lower rate than their colleagues employed in the home trade



The SUP's Andrew Furuseth School



Two students splicing an eye in five-inch manila. This is part of the course in preparation for an SUP full-membership book or an AB's ticket

ANCHOR BORN IN THE DARK DAYS OF WORLD WAR II in the desperate need to help man the United States merchant fleet carrying supplies to the military forces of America and her Allies, as well as help support the civilian economies, the Andrew Furuseth School of Seamanship has proved such a valuable institution for the Sailors' Union of the Pacific (SUP) and the West Coast maritime industry that it has been continued since.

The School programme started in 1941. In that wartime year the SUP found it necessary to use young and old men, cowboys and clerks and what else – almost universally without any sea experience or knowledge – to help crew up the civilian-manned American merchant marine.

To help these newcomers to the industry, the SUP (which is affiliated to the Seafarers' International Union of North America-AFL-CIO, an affiliate of the ITF) proposed and set up a training school. Thousands of men from all the free world countries trained there from 1942 to 1946. Many all over the world will remember the training ship *Invader*.

The SUP, under Secretary Morris Weisberger, continues to operate the school jointly with the Pacific Maritime Association (an organization of West Coast ship-

owners) and the California Board of Education, who share the costs.

The school, located in San Francisco and named after the man who for half a century headed the SUP just prior to the late Secretary Lundeborg, is composed of two departments: a Rigging Loft in the SUP's Headquarters Building, and a Lifeboat School at Pier 54. The US Government classifies it as a Class A school, its highest rating. Both the Lifeboat School and Rigging Loft offer full facilities and instruction in practical seamanship not only to apprentice seamen but to men wishing to qualify for a Lifeboat Ticket.

The SUP requires that everyone with ninety days' sea time who does not have a Lifeboat Ticket must complete a two-week course at the School and obtain it. As a result, the SUP's membership is credited

with having the largest percentage of qualified Lifeboatmen of any similar group anywhere in the world because of the programme and its requirement. The School is also used to examine applicants for SUP full-book membership or for a Bosun's stamp.

The sessions at the Rigging Loft require another two weeks to acquaint the apprentice seamen with such marlinespike seamanship as he will be required to know aboard ship. He is taught the rudiments, the basic knots and hitches and how to apply them, splicing wire, rigging a stage and a bosun's chair, reeving off multi-sheaved purchases, rigging cargo gear, standing watch, etc.

Each instructor is a full-book member of the SUP. At the same time each holds a teacher's certificate from the state of California. The three instructors are Jim Corbett, Maxie Korenblatt and Jimmie Lentz, each a veteran of active sea service going back far beyond World War II, and including much sea service in that war.

Men going up for an AB ticket use the school as a means of brushing up on some of their rusty points. Prior to appearing before an SUP Membership Committee, which passes on applications for Union books and Bosun and other rating stamps, the applicant is required to pass an examination in basic seamanship in the School.

The SUP agreement with its contract companies states that the Union will furnish qualified men (all hiring is done through a Union-operated hiring hall), and the Committee has consistently held that an apprentice who is not conscientious at the school will not be a credit to his Union, his ship or his shipmates. Subjects thus taught at the School also cover subjects necessary for the member to up-grade himself.

The examination for an SUP membership book or for an Able-Bodied seaman's ticket, in addition to the sea time required, includes: knowledge of about 10 practical

(continued from page 35)

(Baltic Sea) than for the North Sea and ocean-going trade. Seamen not domiciled in Sweden would continue to be taxed at the rate of 15% of wages.

This is the so-called alien seamen's taxation rate. Efforts are being made to introduce a system whereby seafarers of any Scandinavian nationality serving in a Scandinavian vessel would be taxed according to the taxation laws of the country of registration. This would require special legislation in the individual Scandinavian countries and their signing of a Convention on the subject.

The committee's proposals further envisage a central seafarers' taxation board to deal with such matters as determining which vessels fall under the taxation arrangements, transfers from one taxation scale to another, assessing the extent to which tips are taxable, tax abatements, etc. The board would consist of a chairman and four members holding office for a period

of four years. The chairman and vice-chairman would be versed in the law and tribunal procedure, whilst two of the members would have experience of conditions on board ship. One of these would represent owners and the other seafarers.

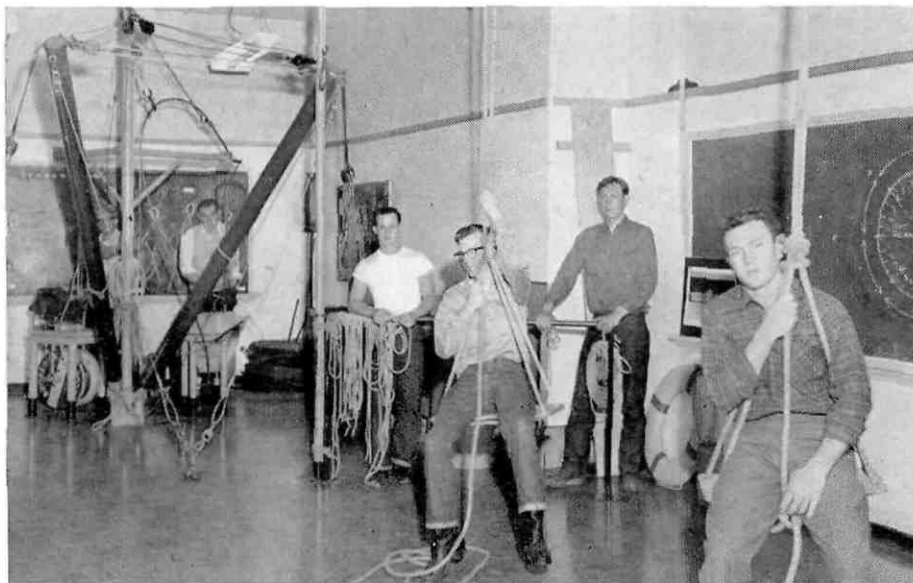
The taxation register would be kept by a central seafarers' taxation office which would be responsible for all matters concerning the keeping of records, maintain a check on shipowners' tax returns, handle claims, and inform interested parties on all matters affecting seafarers' taxation. Claims for abatement or review of assessment would be handled by the office in the first instance and then passed on to the board for a decision.

These proposals are now to be laid before all those bodies affected by any new legislation on this subject. They may not satisfy all parties, but Swedish seafarers hope that they will be approved without any great alteration by the Swedish Parliament and become law in the near future.

Hoisting and securing a sail on board a lifeboat, part of the training in lifeboat skills given at the school. This training is recognized officially by US Government authorities both by financial support and by the recognition by official agencies of the qualifications of those who complete the courses



A group of students getting some practical lessons in the Rigging Loft. The Loft is one of the school's two departments and is situated in the SUP Headquarters Building in San Francisco



knots and their application; rigging a Bosun chair and a stage; putting various types of splices in manila; putting a thimble or a Liverpool splice in wire rope; reeving off a three-fold purchase; testing ability to handle and rig cargo gear; displaying a working knowledge of palm and needle work and so on.

The examination for a Bosun's stamp includes and enlarges on the A B examination. He must be able to put a Liverpool and logger (West Coast) splice in wire rope; parcel and serve with both marline and seizing wire; explain and set up Frisco gear and demonstrate a working knowledge of standard shipboard problems.

The School holds there is no better teacher than actual experience, so the subjects taught are not intended to take the place of actual sea experience. In fact, seamen must qualify by sea time before they are permitted to take any up-grading examination or test for membership.

The School is basically intended to help turn out well-qualified seamen, and to see that each member of the SUP does know his trade and knows it well. Recognition of the benefits to be obtained from the School is admitted by the US Coast Guard. Under normal procedure a seaman is required to

have one year's sea time in the Deck Department before he can take the Coast Guard's Lifeboat test (two years for the Engine and Steward Department members). However, armed with a letter showing attendance at the School, the applicant can take the test with only ninety days' sea time.

It is generally admitted throughout the industry that instruction given at the School is the equivalent of several years at sea in view of the organized, usable knowledge learned.



Seamen learning how to reef a sail. The SUP is bound under its collective agreements to provide competent seamen for the companies concerned and the school is one of the ways it does it

Protest against Spanish flag discrimination

ANCHOR MOST OF THE LEADING MARITIME COUNTRIES have protested vigorously against the decision of the Spanish Government to insist that all goods imported into Spain should be carried in Spanish-flag ships. The decree under which this discriminatory measure was effected stipulated that the authorities would not authorize payment for imported goods brought in foreign-flag ships unless the importer could produce a certificate from the Spanish Consul at the port of loading testifying that no Spanish ship was in a position to take the cargo to Spain.

Protests have been particularly strong from Germany and there has been a threat to totally boycott Spanish oranges, a threat which if carried out would have great consequences for Spain, as Germany buys about half the Spanish oranges exported. The Swedish Government has also protested forcibly and the Swedish press has commented that the Spaniards seem to be taking desperate measures in what is obviously a desperate financial situation. However, the Spanish action is liable in their view to have effects opposite to those intended; oranges can be bought from places other than Spain and if that country loses its customers its financial situation will be even more woeful.

Arab countries to start shipping company?

ANCHOR ACCORDING TO INFORMED SOURCES IN CAIRO, steps are to be taken in the very near future to establish an Arab shipping company with the aim of taking over the greater part of all oil traffic from Arab countries.

The company will have its headquarters in Egypt, which will also hold the greatest number of shares in the new undertaking. The latter is expected to have a working capital of £30,000,000. The remainder of the shares will be apportioned to the remaining Arab countries on the basis of each country's financial contribution to the Arab League.

What they're saying



The final stroke

G TO THOSE WHO EXERCISE POWER OVER the body of an outraged people, a flourishing free press constitutes an ever-present danger. It informs and so stimulates opposition, it expresses and so consolidates it, it proposes and so directs it. The printed word becomes the iron lung of liberty, keeping the body alive when all the normal muscles of breathing have been sedulously paralyzed. And they must seek to control it, those men who enjoy government by force and by fraud, or they cannot survive. When once they have the press of the country in their fingers, to manipulate as they please, democracy has suffered its final stroke, and they may sit down at last to consume the funeral breakfast.

In South Africa today, those in power remain in power only through the ruthless exercise of force against an increasingly hostile population, and they hear in any criticism made or reported by the press the voice of that population raised in inflexible protest against them and what they are doing. They would silence that voice, because they are stupid men and they believe that if they can kill the voice of the opposition, they can kill as well its will to overcome them. That is not so. And how can it ever be so? As long as there are men and women alive in South Africa to whom the right to live lives free of fear and violence, the right to possess and to enjoy, the right to preach and to pray are rights without which life is void of value, so long will a free press survive in the hearts and minds of South Africans, however deep its public grave is dug.

From *Africa South*, Cape Town

To flee or to fight?

A 'UNDER THIS TITLE', writes *Ons Bestek*, 'the Royal Netherlands Shipowners' Association has issued a pamphlet in which it examines the problem of the 'flags of convenience' from the point of view of the shipowning fraternity. At approximately the same time there also appeared a memorandum from our own International Transport Workers' Federa-

tion dealing with the same subject and which, through the intermedium of its affiliated organizations of seafarers, has been despatched both to governments and to members of national legislatures, as well as to the Press of the various traditional maritime countries.

'It will not surprise our readers to learn that so far as the solution of this so vital and, above all, dangerous problem is concerned, the two pamphlets come to rather different conclusions. Our ITF sees the solution in the drawing up of international regulations on the basis of a recent statement by the International Law Commission of the United Nations to the effect that a genuine link should exist between the flag of a vessel and the country to which that flag belongs.'

After discussing the Netherlands' shipowners' view-point, *Ons Bestek* comments that despite the different approaches shown in the two pamphlets, it would like to express 'our satisfaction at the fact that the Dutch shipowners have found it necessary to add their voice to the ever-growing chorus of protest from the traditional maritime countries at this dangerous and, let us add, highly contagious disease which our ITF diagnosed as long ago as 1948 and against which it has ever since repeatedly and ever more insistently warned the shipowners. Perhaps this at last opens up the road for a joint approach by shipowners and seafarers in order to seek a proper solution of this evil.'

From *Ons Bestek*, official organ of the ITF-affiliated Dutch Seafarers' and Fishermen's Federation

For the sake of a few minutes

A N EXTREMELY INTERESTING EXPERIMENT WAS recently conducted by the *Swiss Guild of Electrical and Precision Engineers*. It consisted of a driver taking his car through the streets of a major town. He first drove through at an average speed and then went over the same course as if he were in a race. The course was twelve and a half kms (about eight miles) and on both occasions the trip was undertaken during peak traffic hours, i.e. between five and seven o'clock in the evening.

Experiment No. 1: In this experiment the

driver kept to prescribed speeds and observed all traffic regulations. He was punctilious in allowing pedestrians over zebra crossings, and was not once guilty of reckless overtaking, passing other cars only when it was safe to do so. He was carefully timed on the trip. It took twenty-eight minutes and thirty seconds. Experiment No. 2: During this experiment the driver raced through the town, his speedometer touching ninety kmh (about fifty-six mph). Whenever he could squeeze through he did so, and he passed everything he could.

Whereas in the first experiment there were no incidents during his twenty-eight and a half minutes driving which could have meant he was endangering pedestrians or other road-users, during the second trip, there were ten or eleven very touchy moments. As the man at the wheel was a very experienced driver, he was able to avoid any serious accident.

And what was the gain in time? The second trip was done in four and a half minutes less time, the entire trip taking twenty-four minutes. It might be asked whether that was really a saving. And then there is the technical aspect. Experiment No. 2 meant a twenty-one per cent higher consumption of fuel, whilst wear and tear on tyres was thirty per cent greater than if the car had been driven at normal speeds. The brakes suffered too. Linings will not stand up to that sort of treatment for any great length of time. In the circumstances, it can be doubted whether there was any real gain. From an economic point of view, one could go so far as to say it was a complete loss. Apart from that, the speed at which the car was driven not only endangered the driver but every other road-user.

Overstrain at work

S TATISTICS ON THE CAUSES OF PREMATURE RETIREMENT ON the grounds of ill health among wage earners and salaried employees recently published by the German Association of Pension Insurance Companies present a serious picture.


According to the Association's report, the list of causes leading to premature

pension claims in the case of men is headed by disorders of the circulatory system and heart trouble—typical disorders associated with overstrain at work. The percentage is 35.3. In the case of women it is even higher: 50.2%. The more general disorders, general ill health, respiratory troubles and tuberculosis follow a long way down on the list in the case of men and women.

These figures speak for themselves. They support the trade union demands for shorter hours of work, increased leisure, and adjustment of working conditions to present-day production methods.

From *Der Oeffentliche Dienst*

Human rights and the trade unions


 THE FREE TRADE UNION MOVEMENT has always considered the Universal Declaration of Human Rights as one of the most important documents yet produced in the struggle to ensure respect for the rights of man, including labour rights and fundamental freedoms. Besides personal and political rights, the Declaration affirms other rights which interest the workers and the trade unions more directly: in particular, the right to work, the right to just and favourable working conditions and protection against unemployment, the right to equal pay for equal work and a just and favourable remuneration, ensuring for the worker and his family an existence worthy of human dignity, the right to form and join trade unions, the right to a decent standard of living, reasonable hours of work and periodic holidays with pay, social security and free elementary education. With this Declaration the United Nations have thus given their unequivocal sanction to many of the aims and objectives which are at the root of free trade union activity in all parts of the world, and have put into the hands of the workers a tool which can be used to great effect in the struggle to raise living standards and working conditions.

In the same way that the human rights listed in the Declaration are precisely those for which the free trade unions are fighting, the principles enunciated in the preamble

of the Declaration are also the principles on which the activity of the free trade union movement is based, wherever it may be. The preamble states that the recognition of the inherent dignity of all members of the human family and of their equal and inalienable rights constitutes the foundation of freedom, justice and world peace. It states moreover that disregard and contempt for human rights have resulted in acts of barbarism which have outraged the conscience of mankind.

From *International Trade Union Features* (ICFTU)

Two kinds of competition


 IN A RECENT EDITORIAL, *Jernbane-Tidende*, published by the ITF-affiliated Danish Railwaymen's Union, comments on the double standards adopted by public opinion towards the subject of competition when this occurs (a) in the privately-owned and (b) in the publicly-owned sector of industry. *Jernbane-Tidende* writes that 'things are quite different when our own undertaking, the Danish State Railways, engages in competition. Then everyone demands absolutely first-class service in trains and on ferries, in buses and in the transport of goods. And these are reasonable demands which we wholeheartedly support in the same way that we ourselves expect good conditions at our places of work. But just wait until a so-called 'smart' businessman starts operating in the transport field. He operates services for example, across the Great Belt with an old ship in order to compete with the state-operated ferry service. At once everybody is all sympathy for him and a great fuss is made if it can be said—whether rightly or wrongly—that a State Railways ferry has interfered in some way with the privately-owned vessel.

'While this is written a great deal is being heard about competition in the Baltic. A wholesale coffee importer has chartered a private ship and begun regular services to and from Germany. That is his right, but so far as the Danish State Railways are concerned, he is of course a competitor. However, if the State Railways take any measures to oppose this competition, then

there is a tremendous outcry, for apparently they mustn't do that at all. Immediately one hears the remark that the State Railways are being too smart and that "we others also have a right to be here".

'In other words the Danish State Railways must be responsible for all types of traffic whilst the private individual can just take what is particularly profitable for him or what, for some reason or other, he is particularly interested in. However, from here to the question of competition between large-scale undertakings in the private sector of industry is a far cry. The latter are apparently allowed to carry on their affairs without hindrance. Nobody dreams of mentioning the fact that competition of this kind affects all of us to a very high degree, because it is precisely this type of competition which sends up prices sky-high.'

New Zealand railwaymen call for long-term plan

 AN EDITORIAL IN A RECENT ISSUE of the official monthly paper of the Amalgamated Society of Railway Servants of New Zealand commented on the report of the New Zealand Government Railways for the 1956-57 financial year.

The year was a bad one—there was an operating loss of almost £270,000 as against a profit of over £1,430,000 the year before—and the feature of the year which most disturbed the writer was a fall in the volume of business handled.

He went on to refer to the British Transport Commission's huge modernization plan: 'This is a comprehensive scheme, based on the realization that if British Railways are to be fully efficient and economic every part of the service must be the same; there must be no weak links. In New Zealand, the position is the same. In order to achieve that desirable state of affairs, piecemeal improvements are hardly enough.

'Recently there has been extensive publicity about the vast long-term electric power programme the nation must have. There would appear to be a strong case for something similar in the New Zealand Railways—a plan of long-term development, covering every phase of rail operations'.

International Transport Workers' Federation

President: H. JAHN

General Secretary: O. BECU

7 industrial sections catering for

RAILWAYMEN
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.

Affiliated unions in

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

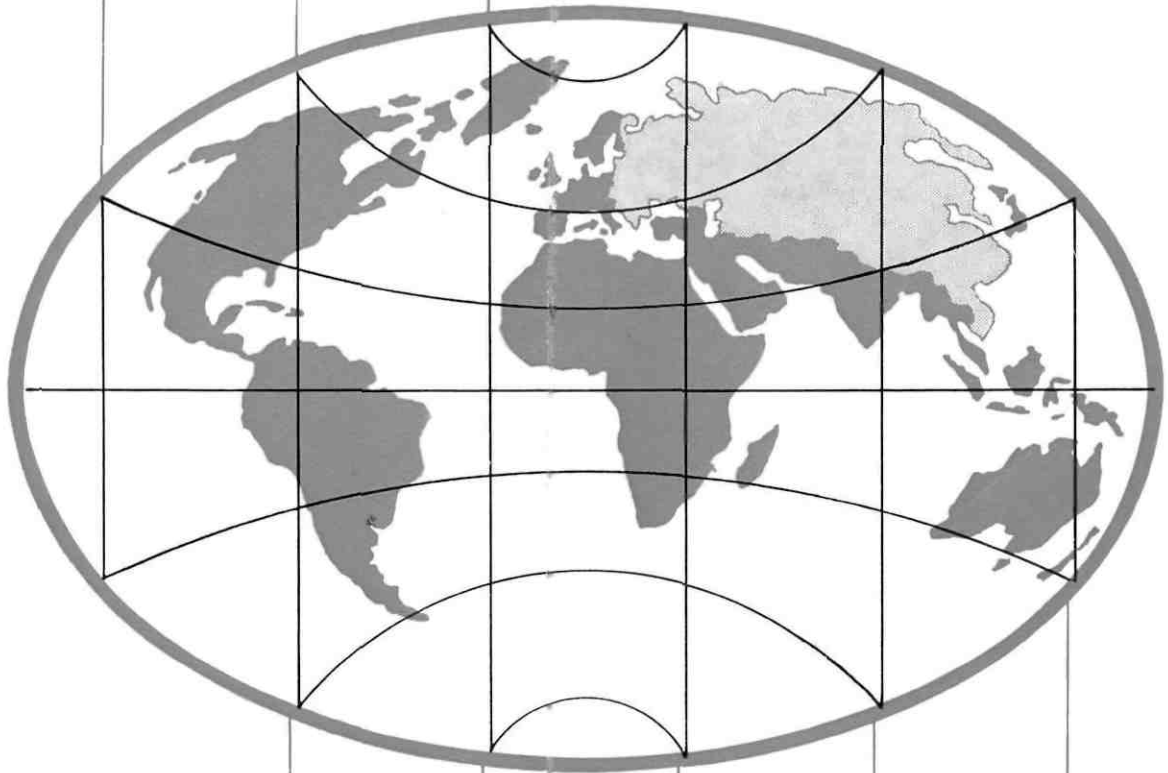
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Editions of Press Report

Pressebericht

Pressmeddelanden

Communication de Presse

Transporte (Mexico City)

Press Report Two separate editions in English issued in London and Tokyo