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Transport Workers' Journal

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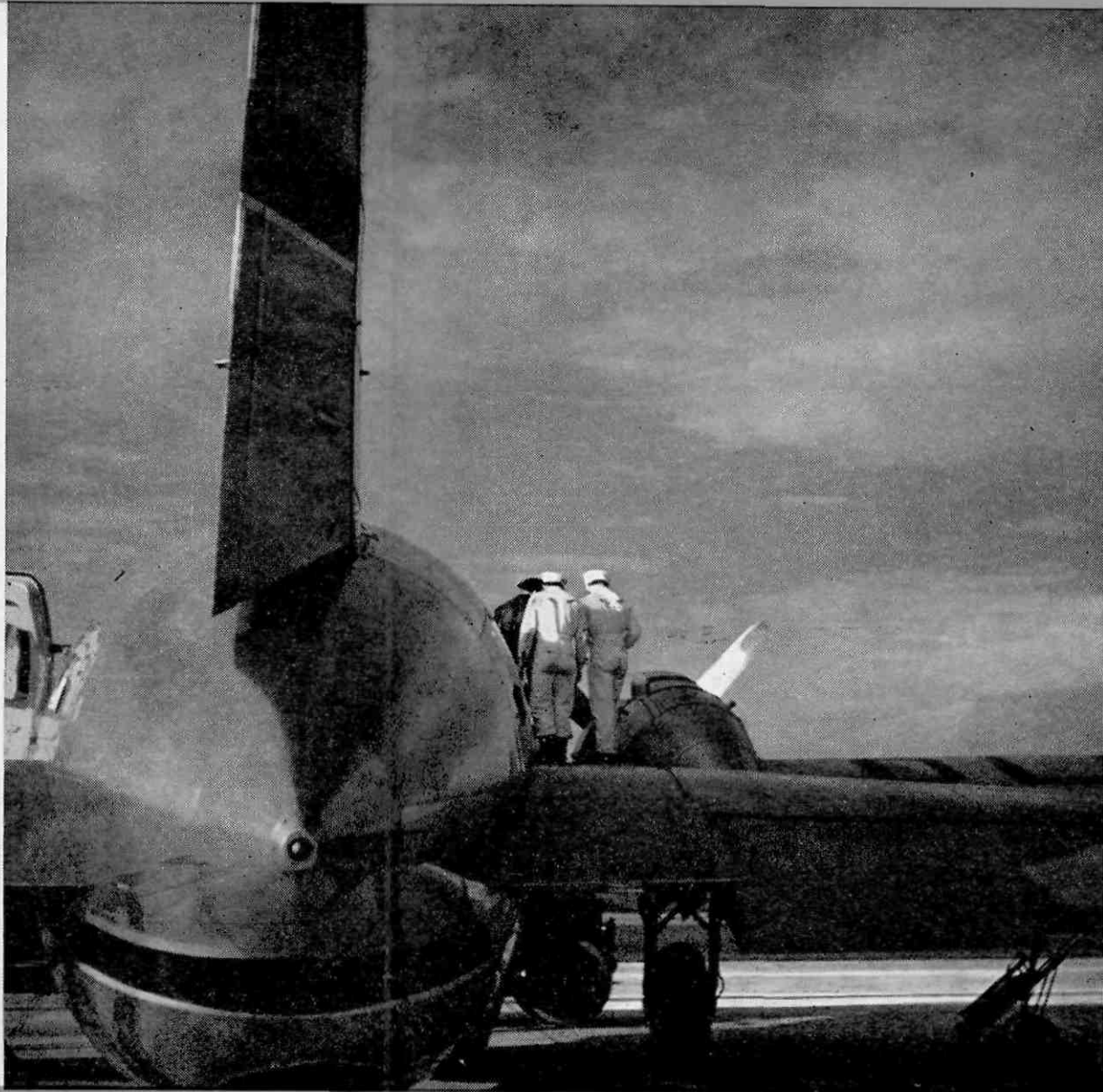
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Monthly Publication of the ITF

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Forthcoming meetings:

Geneva	25-28 April 1958 Seafarers' Section Conference
Geneva	2-3 June 1958 Fishermen's Section Conference
Amsterdam	23 July - 1 August 1958 25th Biennial Congress


Comment

THE PROBLEM OF THE REFUGEE is one of the most poignant of our times. Hardest of all, perhaps, is the lot of the refugee who follows the calling of the sea. Owing to the nature of his calling, it is virtually impossible for him to acquire citizenship in any foreign country or the right even to a document giving him some kind of status. The numbers of these unfortunates, though not high enough to make headline news, nevertheless run into thousands. Cases have been known where men in this situation have been unable to obtain permission to go ashore in any country and have had to remain on board for years on end, virtually prisoners in the ship on which they were employed.

A special agency set up to deal with the refugee problem, the United Nations High Commission for Refugees, brought about an International Convention on the Status of Refugees in 1951. But it brought no solution for the special problem of the refugee seaman. It consequently continued to remain a subject of preoccupation. An attempt to alleviate the problem was made in 1951, and again in 1955, by the Joint Maritime Commission of the ILO, with which the ITF is associated through the seafarers' representatives sitting on it. Meanwhile, at the initiative of the Netherlands Government, which carried out an investigation of its own into the problem, a diplomatic conference of eight European countries, namely Belgium, Denmark, France, Western Germany, Great Britain, the Netherlands, Norway and Sweden, also looked for a solution. This conference, after three sessions, the last of which took place at The Hague in September last, worked out an agreement to regularize the position of refugee seamen, defining the circumstances in which they are recognized as lawfully resident and entitled to a travel document.

Seven of the eight countries mentioned have already ratified the agreement; the eighth is expected to do so very shortly. The agreement will come into force ninety days after the eighth ratification has been deposited. Thus a big step will have been taken towards solving a tragic problem. The eight governments, and particularly the Netherlands Government, are to be very warmly commended for their example. We hope that many more countries, by adding their signatures to the agreement, will hasten to follow it and thus make the solution of the problem as complete as it can be in the existing state of the world.

A United States of Europe?

 UNDER THE TERMS OF THE TREATY ESTABLISHING THE EUROPEAN ECONOMIC COMMUNITY, signed in Rome on 25 March 1957, the European Common Market formally came into existence on 1 January 1958. Under this treaty, six European countries, West Germany, France, Italy, Belgium, Holland and Luxembourg, will progressively harmonize their economic, financial and social policies and institute the free movement of capital and labour over a period of twelve to fifteen years.

To achieve their purpose, the six countries forming the Common Market, which together account for 21.6% of the world's imports and 21.4% of world exports, have set up a number of bodies charged with governing and advisory functions. In essence, therefore, the EEC is a voluntary association of six European countries which have agreed to limit their exercise of certain sovereign powers in the interests of a common economic policy aimed at promoting the harmonious development and well being of all the member states. To that end they have established bodies with prescribed functions and powers comparable with the legislative and executive bodies guiding the destinies of individual countries on the national level.

The Community proposes to achieve its aims by, *inter alia*, eliminating customs duties and other restrictions on imports and exports between member states; establishing a common customs tariff and commercial policy towards third countries; abolishing obstacles to the free movement of persons, services and capital; introducing a common transport policy; applying procedures enabling the economic policies of member states to be co-ordinated; harmonizing national legislation to the extent necessary for the functioning of the Common Market; and creating a European Social Fund to improve the possibilities of employment for workers and contribute to raising their standard of living.

From the trade union point of view, the most significant of these activities are: the abolition of obstacles to the free movement of labour (persons), services and capital; the co-ordination of economic policies; the

harmonization of national legislations; and the creation of the Social Fund. Of prime importance to transport workers in particular, is the intention to introduce a common transport policy.

It need hardly be emphasized that transport workers' unions at both national and

international level are keenly interested in the question of workers' representation on one or more of the bodies set up to carry out the purposes of the Common Market. These are: the Assembly, the Council, and the Commission. The last two are to be assisted in a consultative capacity by the Economic and Social Committee. In addition, the treaty provides for the establishment of a Court of Justice and an Investment Bank, the former to 'ensure observance of law and justice in the interpretation and application' of the treaty; the latter to promote development projects by the



Does the signing of the Common Market Treaty point the way to a new and better-organized European community? The answer to that question will be of vital importance to every European



The creation of the European Common Market may well be reflected in lower prices and higher living standards for these three French shoppers

granting of loans and guarantees on a non-profit-making basis by calling on the capital market or its own resources.

The Assembly is composed of delegates appointed by the national Parliaments from among their members, Germany, France and Italy each appointing 36 members; Belgium and the Netherlands 14 each; and Luxembourg 6. It exercises powers of deliberation and control, meets in annual session (in October) and acts by means of absolute majority of votes cast. By a two-third majority on a motion of censure it can require the Commission to resign in a body.

The Council, charged with ensuring the co-ordination of the general economic policies of the member states and endowed with powers of decision, is composed of one representative of each of the member states, each government delegating one of its members. Voting is either by simple majority of members or by weighted majority (Germany, France and Italy each having four votes, Belgium and the Netherlands two each, and Luxembourg one).

The Commission consists of nine members appointed by the governments of the member states acting in common agreement. Not more than two members of the

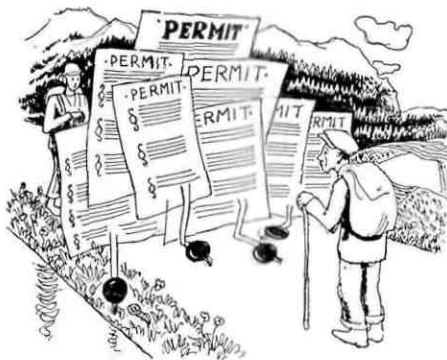
Commission may be of the same nationality. The Commission, which is the EEC's executive body, is charged with: ensuring the application of the provisions of the treaty and carrying out the enactments of the Community's institutions; formulating recommendations and exercising the powers conferred upon it by the Council for the implementation of rules laid down by the latter. Under conditions laid down in the treaty, it disposes of powers of decision of its own and participates in the preparation of acts of the Council and the Assembly. Members of the Commission hold office for a period of four years (renewable). They are required to perform their duties in the general interest of the Community with complete independence, and may not seek or accept instructions from any government or other body. Member States undertake not to seek to influence members of the Commission in the performance of their duties.

The Economic and Social Committee is composed of representatives of the various categories of economic and social life appointed for a four-year term of office by the Council from nominees submitted by member states. It contains in particular an

agricultural (including fisheries) and transport section. Members of the Committee are to be appointed in their personal capacity and are not bound by any mandatory instructions. Allocation of membership is twenty-four members each to Germany, France and Italy, twelve to Belgium and the Netherlands, and five to Luxembourg.

For years now, European unions of transport workers affiliated with the ITF have been pressing for integration and co-ordination in the field of European transport. With the coming into force of a treaty under the terms of which six European countries undertake inter alia to introduce a common transport policy and 'improve the possibilities of employment for work-wea', these questions assume an immediate practical significance which can be viewed under two aspects: the extent of transport

FOLLOWING A MEETING IN DUSSELDORF earlier this year, the free trade union organizations of the six countries forming the European Economic Community set up a provisional executive committee. The meeting, attended by more than 80 delegates, pressed for trade union representation on the European Common market commission and invited this body to consult the trade unions on the composition of the proposed economic and social committees and in determining the field of their activities as well as to envisage equal representation of workers and employers on them. National unions will be asked to forward nominations for a permanent trade union secretariat to co-ordinate promotion of the workers' interests on the ECSC, the Common Market and Euratom. President of the provisional executive committee is Robert Bothereau (General Secretary of the French TUC-FO) and Vice-presidents are Willi Ritcher (President of the German TUC) and Anton Krier (President of the Luxembourg TUC).



The Treaty provides for the abolition of barriers to the free movement of workers within the Community and for removing discrimination by nationality in wages and working conditions

workers' participation in the counsels of the Community; and the nature and extent of the policies affecting transport workers laid down or envisaged in or likely to emerge from the Treaty.

Members of the Assembly and Council are at the same time members of the respective national parliaments, and clearly the extent to which their policies or interpretation of aims will favour or advance the interests of labour will depend in great measure on the party political composition of the national governments. It should be borne in mind, however, that the Treaty lays down certain aims and policies which in themselves tend to promote the interests of labour. In the case of the Commission, the position is somewhat different in that, although its nine members are appointed by the governments of the member states, they are explicitly required to perform their duties independently, free from any influence member states may wish to exercise. It is on this body, perhaps, that the world of labour can best hope to find scope to press its views. This applies in equal, if not greater measure to the Economic and Social Committee (and particularly to any sub-committee it may set up). Here, the nominees to be submitted by member states must be representative in part of workers.

The Treaty establishing the Common Market provides a period of twelve years over which it is proposed to achieve the aim of welding the six countries into an economic unit. Before the expiry of that period, 'the free movement of workers shall be ensured within the Community'. Clearly, with the present divergences in wages and working conditions among workers in the various branches of industry in the member states concerned, there is the possibility of a threat to their living standards inherent in this situation which is not necessarily obviated by the clause which states that 'this (free movement of workers) shall imply the abolition of any discrimination based on nationality between workers of the member states as regards employment, wages and other working conditions.' In this connection, there is doubtless much work ahead in the trade union field to

ensure that working conditions are levelled up rather than down. The Treaty itself seems to recognize this threat and would forestall it by the establishment of appropriate labour control machinery 'with a view to . . . avoid serious threats to the standard of living and employment in the various regions and industries.' It also goes further than this and explicitly states as one of its aims 'the necessity to promote improvement of the living and working conditions of labour so as to permit the equalization of such conditions in an upward direction.'

From this and other provisions of the Treaty in the social field, including the establishment of a Social Fund 'to improve opportunities of employment of workers' and of an Economic and Social Committee composed 'to secure adequate representation of the different categories of economic and social life'. It is clear that the signatories to the Treaty had every intention of according full recognition to the needs of labour. Just how well they will be safeguarded in practice only events will tell, as the Community gets into its stride.

Nevertheless, this awareness of the need to safeguard living standards and employment levels is again apparent when the Treaty turns to the specific field of transport. Here, within the framework of a common transport policy, the member states propose to lay down common rules applicable to international transport and conditions for the admission of non-resident carriers to national transport services, but introduces a safeguard in the case of provisions which might seriously affect the standard of living and level of employment in certain regions. As part of the machinery established to ensure implementation of the common transport policy, the Treaty provides for a Committee with consultative status, composed of experts appointed by the governments of member states, to be established and attached to the Commis-

sion. The latter will consult the Committee on transport questions without prejudice, however, to the competence of the transport section of the Economic and Social Committee.

The Treaty Establishing the European Economic Community, here summarized with particular reference to the provisions affecting transport and transport workers, is likely to prove a document of paramount historical significance. Attempts have been made before this date to unify Europe by force. This is the first attempt to achieve the same objective by consent. It is true that this first experiment in economic internationalism has not got off to a particularly auspicious start - considerations which can only be described as of national prestige having prevented agreement on where its various institutions should be set up. Nevertheless, and in spite of the fact that certain countries such as the Scandinavian group, Great Britain, Austria and Switzerland remain outside the Community, this planned fusion of economic interests may yet supply the answer to the quest for a viable economy free from political extremism.



The transport workers of Europe have a special interest in watching the development of the Treaty for in it the member-countries undertake to introduce a common transport policy

Diesel engines on Asia's rivers



RIVERS REMAIN A CHEAP AND RELIABLE MEANS OF TRANSPORTATION particularly in Asia where some of the world's greatest rivers flow.

Today, as economic development stirs the old continent with its great distances, rivers and other inland waterways are being increasingly called upon to take some of the strain off railways and roads.

But the craft which, for centuries, have plied these waterways are inadequate to meet the new needs and have to be replaced by more modern vessels. Brown-sailed sampans and picturesque paddle-wheelers are therefore being steadily ousted by faster if more prosaic diesel driven craft, to suit the faster tempo of life.

When delegates from various Asian countries met under the auspices of the United Nations Economic Commission for Asian and the Far East not long ago, they reported that the displacement of steam and sail by diesel power had created a new problem, a shortage of diesel engine mechanics.

They said diesel craft in their countries were often out of commission for long periods for want of maintenance and repair when they should have been carrying essential traffic in men and materials.

Out of these discussion was born the idea of setting up a centre for training marine diesel mechanics in the Asian region.

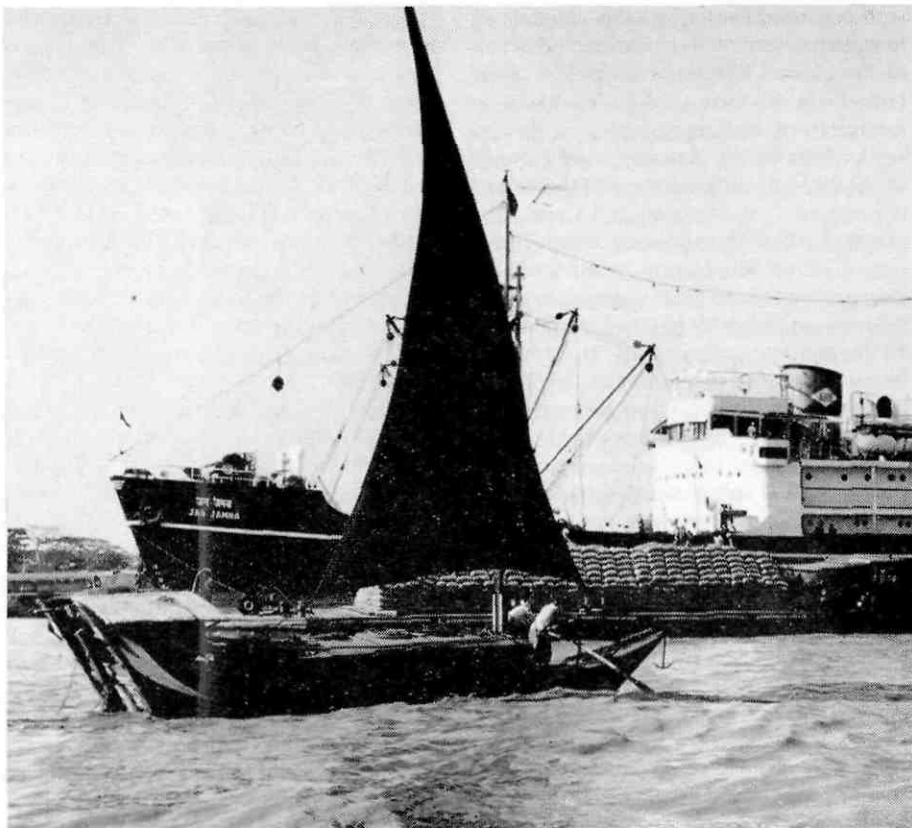
While almost all Asian countries have great natural waterways, Burma was chosen as the site for the regional project because the switch to diesel has been most dramatic in that country.

The mighty Irrawaddy

Burma's main transport artery is the mighty Irrawaddy river, navigable for hundreds of miles, down which comes much of the country's produce in rice, oil, timber, minerals and precious stones.

Before the second World War, the Irrawaddy Flotilla Company had a large fleet of vessels on the river, most of them steam driven.

War needs however led to a mass production of diesel-engined craft throughout the



Old and new on Burma's Irrawaddy River. The Irrawaddy, which is navigable for hundreds of miles, is the country's main transport artery. It carries a large proportion of the country's produce in rice, oil, timber, minerals and precious stones. (Photograph reproduced by courtesy of the ILO)

world and when hostilities ended Burma, one of the major battlefields, found it had inherited a considerable number of these craft. She readily agreed that the regional training centre to be set up with the assistance of the International Labour Organization should be located in Rangoon.

The ILO's Asian Field Office in Bangalore was asked to survey the position and, after preliminaries had been completed, two ILO training experts were sent out in 1955.

Much preparatory work had to be done. Lists of tools and equipment had to be prepared and sent to countries which had promised aid. Diesel engine manufacturers in various parts of the world had to be approached to send manuals, cross-section models, charts and instructional films. The

bulk of the equipment, including precision instruments and a forty-ton hydraulic press, had to be ordered by the ILO itself. Courses had to be drawn up.

Desks, chairs, blackboards and other items of furniture had to be made before the centre was ready to accept its first pupils – a dozen Burmese trainees. This was in July 1955. Ten months later, in April 1956, trainees from India, Korea, Pakistan and Thailand arrived and the school was formally opened as a regional centre.

Multiple waterways

The needs of the region are heavy. Burma itself, with large river and criss-crossing delta navigation to cope with, has about 10,000 inland water transport workers,

A group of trainees at the Rangoon school being shown gauging for liner wear. The school was opened as a training centre some two years ago



including 600 diesel mechanics needing retraining. India's holy Ganges flows through the heart of her industrial region. Indonesia's navigation problems include the linking of her 3,000 islands. East Pakistan has more miles of inland waterways than of rail and road combined and, when the rainy months come, the waterways swell and roads and railways are cut. West Pakistan has her age-old Indus. Thailand, Viet-Nam, Korea and others, with their rivers and canals, all have mechanics awaiting training.

It would not be possible to run a centre large enough to serve the needs of all and hence advanced trainees are being selected who can in turn train others.

Trainees sent to the marine diesel training centre in Rangoon are picked from supervisory ranks in inland water transport repair workshops and maintenance establishments or from among instructors in training institutions in the Asian region. They must have certain preliminary training and minimum education qualifications in order to be able to follow the course. They must have gone through a technical school or an apprenticeship and have at least three years' previous experience in diesel engines.

They get a year's fellowship to cover their living expenses and half their travel costs. The other half has to be paid by their governments.

The course is designed to instruct trainees not only how to use, service and repair marine diesel engines themselves but also how to impart their knowledge to others so that there may be less wear and tear and

fewer breakdowns in their home fleets.

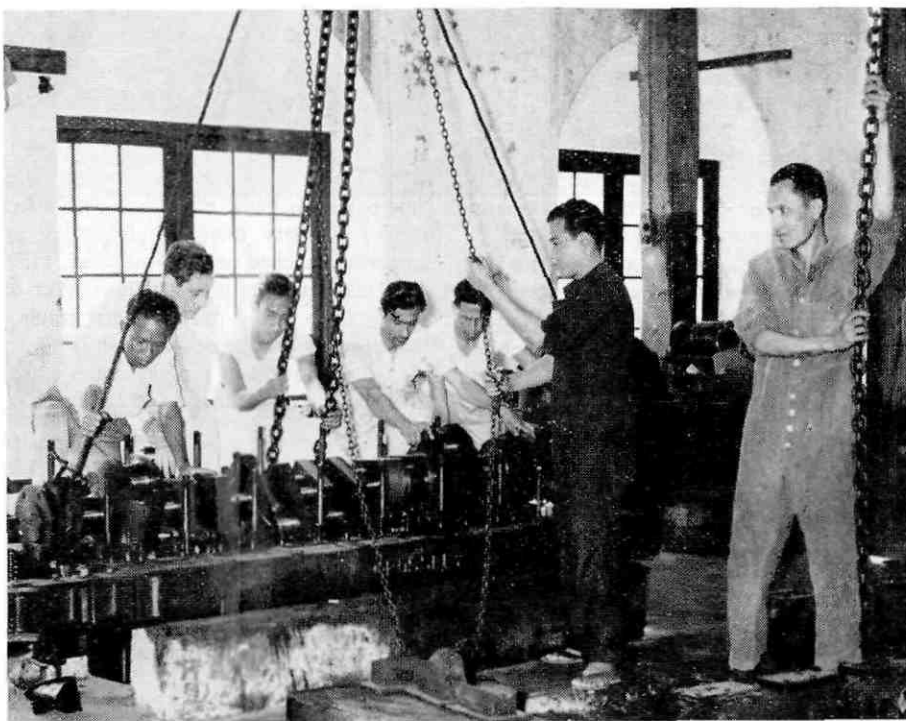
The trainees receive about twelve hours theoretical training per week and about twenty hours practical training.

In addition to providing accommodation for the regional trainees, Burma has constructed a new building to house the centre.

In co-operating with the ILO in running


and improving the centre, Burma is not only helping herself but rendering an important and friendly service to her neighbours. It is proving once again that countries which receive help can, with goodwill, effectively help others by sharing the benefits of such assistance.

With acknowledgements to the ILO



A group of trainees at the Diesel Training School, Dalla Dockyard, Rangoon, are here seen dismantling a cylinder engine for overhaul. The school now has trainees from many of the Asian countries which have important inland waterways. (Photo reproduced by courtesy of the ILO)

Labour relations in Norway

 THIS IS THE LATEST ADDITION to the series of books on social and labour developments in Norway published by the Norwegian Joint Committee on International Social Policy – a body consisting of representatives of government, labour and management. Other volumes in the series include descriptions of the country's health services, social insurance and family and child welfare, whilst a volume

on the social conditions of seafarers is in preparation.

Written by Herbert Dorfman, an American journalist who made a special study of Norwegian labour relations as a Fulbright Scholar in 1956–57, with the assistance of three prominent figures in the field of labour from the government, management and trade union sides, the survey gives a short explanatory and historical account of the main aspects of labour relations in Norway including collective bargaining, the

structure of the principal labour and management organizations, industrial peace mechanisms in law and practice, labour-management relations and co-operation between unions, employers and government.

Within the modest compass of its 150 pages, therefore, this book gives the reader a clear and concise picture of the present-day labour scene in Norway together with a review of the events which led up to present procedures and institutions.



French railwaymen's pay

by FERNAND LAURENT, General Secretary, French Railwaymen's Federation - Force Ouvrière



THE FORCE OUVRIÈRE RAILWAYMEN'S FEDERATION has often been asked by ITF affiliates for details of the French National Railways pay structure and I shall try in what follows to give some insight into a pay system which must often appear somewhat complicated to the outsider.

French railwaymen on the established staff are paid monthly, whatever their job or branch of the service. Their monthly pay is made up of five elements:

- 1) Basic salary (S)
- 2) Locality allowance (LA)
- 3) Productivity bonus (PB)
- 4) Efficiency bonus (EB)
- 5) Special allowance (SA)

To the five monthly elements is added an annual end-of-year bonus (EYB) which is fixed at ten per cent of the annual basic salary and is paid out on 17 December.

The elements S, PB, SA and EYB are the same over the whole network for workers of the same grade and seniority but the *locality allowance* (LA) varies according to which of the salary zones a worker lives in. The highest locality allowances are paid in Paris and Marseilles and the lowest in those in the smallest population centres.

The *special allowance* (SA) was the result of an effort to raise the lower salaries by an adjustment related to a specific formula. It is 'degressive' in the sense that it gets smaller as other salary elements get bigger. The *efficiency bonus* (EB) can vary from month to month for all but administrative office staff. In the case of footplate workers, however, this bonus is replaced by the *driving bonuses* (DB) which are dealt with in some detail below.

There are twenty-three pay scales on the French National Railways. Four of them, scales T1 to T4, are applicable to the footplate staff and within each of these scales are seven seniority grades. The nineteen scales which cover the remainder of the staff have ten seniority grades - probationary grade (first twelve months) and grades one to nine - with the maximum being reached on the completion of twenty-four years' service.

Since the end of the Second World War the French National Railways have modernized much of their signalling equipment (Photo: SNCF)

For a full understanding of the pay system it is necessary to bear in mind that every type of work and worker is clearly defined and allotted a pay scale. In some cases the same type of work may be carried out in different branches of railway activity and consequently its definition may vary in detail but it will nevertheless remain in the same scale throughout.

The present rates

New pay rates came into force with effect from 1 January this year following an agreement reached on 30 November, 1957.

To take first the lowest-paid worker of all - scale one and probationary grade - the following are the new rates in (a) Paris and (b) the lowest of the pay zones (there are 1,176 French francs to £1 and 420 to US \$1):

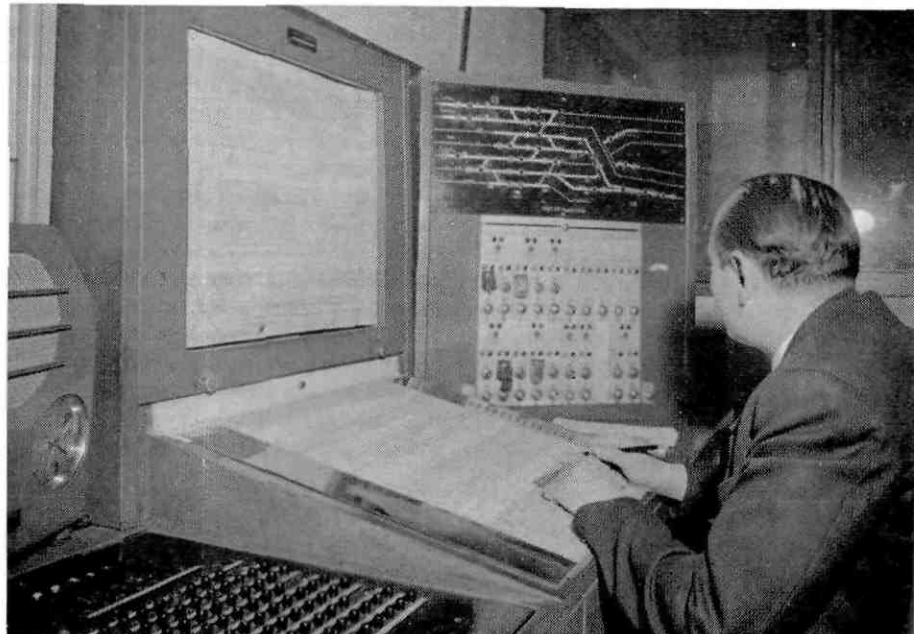
Pay elements (gross)	(a)	(b)
S	19,430	19,430
LA	7,960	4,780
PB	1,340	1,340
EB	2,060	2,060
SA	3,850	3,850
TOTAL	34,640	31,460
EYB	23,300	23,300

Here, however, I should point out that the number of workers in scale one gets less every year, the more so since it was decided in 1946 that 'workers taking an effective part in production' should be started on the first grade in scale two. The starting scale, then, is really scale two and so it would be useful to give some details of the rates for a railwaymen on the probationary grade of this scale:

Pay elements (gross)	(a)	(b)
S	20,840	20,840
LA	7,960	4,780
PB	1,510	1,510
EB	2,300	2,300
SA	3,290	3,290
TOTAL	35,900	32,720
EYB	25,000	25,000

Some examples

As at 30 November 1957, the National Railways had 365,465 employees, including 27,895 apprentices and unestablished workers. Among the remaining 337,570 are 2,000 *cantonnier-poseurs* (permanent-way workers who are defined as workers 'possessing the knowledge necessary for the maintenance and working of the track and adjoining installations') on scale three, and 36,359 workshop craftsmen who start on scale five and usually end on scale six (unless, of course, they are promoted to supervisory or administrative positions).



Examples of the current monthly pay rates for some of the French permanent-way workers appear in the accompanying article (Photograph reproduced by courtesy of French National Railways)

This group of skilled workers includes fitters, turners, braziers, lock-smiths, electricians, joiners, smiths, and millers etc. They are defined as employees whose work calls for professional training and who have passed a trade test. After reaching the ninth and last seniority grade in scale five they qualify as master craftsmen in scale six, where they are defined as being workers well versed in their trade, capable of initiative and able to co-ordinate or supervise the work of others.

Here are some examples of the present rates paid to the *cantonnier-poseurs* and workshop craftsmen, again for (a) Paris and (b) the lowest of the pay zones:



Cantonnier-poseur (permanent way worker)

Pay elements (gross)	Middle grade		Final grade	
	(a)	(b)	(a)	(b)
S	24,830	24,830	27,180	27,180
LA	8,350	5,010	8,900	5,340
PB	1,960	1,960	2,230	2,230
EB	2,550	2,550	2,550	2,550
SA	1,700	1,700	760	760
TOTAL	39,390	36,050	41,620	38,060
EYB	29,800	29,800	32,600	32,600

Workshop craftsmen

S	28,520	28,520	33,910	33,910
LA	9,330	5,600	11,050	6,630
PB	2,380	2,380	2,970	2,970
EB	5,070	5,070	5,400	5,400
SA	700	700	460	460
TOTAL	46,000	42,270	53,790	49,370
EYB	34,200	34,200	40,700	40,700

Drivers' pay

Although at the end of September 1957 there were only 25,382 locomotive engineers on the National Railways system these workers are still the ordinary man's idea of a railwayman. There was a time when the locomotive engineer would not have recognized electric motormen or rail-car drivers – or even senior rail-car drivers – as being quite his professional equals, but electrification and dieselization are tending to make that a thing of the past.

As has already been mentioned, the

efficiency bonus (EB) paid to most railwaymen is replaced by *driving bonuses* in the case of engineers and motormen. These bonuses consist of:

a) A *distance bonus* which varies with the type of train and its motive power. Drivers of special express steam trains get 2,001 francs per 1,000 kilometres and those driving steam goods trains, 2,721 frs. for the same distance. Motormen on equivalent electric trains get 1,101 frs. and 1,497 frs. respectively.

b) An *'early arrival' bonus* which amounts to 20.64 frs. for every minute gained by a

steam-powered special express and 11.35 frs. if electric-powered.

c) *'Economy' bonuses* which are fixed at 254 frs. per metric ton of coal or cubic metre of fuel saved and at 342 frs. per 1,000 kilowatts for electric trains.

d) *Attendance bonuses* which vary with the type of motive power and are in effect compensation for night work. The actual amounts depend on whether the work concerned is on steam locomotives, diesels, electric trains or rail-cars and on what time of night the work is performed.

As an example of footplatenmen's pay I



Steam locomotive drivers are steadily becoming fewer on the French railways. For many, however, it is still this particular worker who springs to mind whenever 'railwaymen' are mentioned (Photograph by French National Railways)

have chosen a locomotive engineer in the Paris pay zone and have given the rates in the middle and final grades of the scale:

Locomotive engineer (steam)

Pay elements (gross)	Middle grade	Final grade
S	42,450	44,990
LA	13,770	14,580
PB	3,860	4,110
DB	19,430	19,430
SA	100	—
TOTAL	79,610	83,110
EYB	50,900	54,000

The monthly pay for an electric motorman of similar seniority would be about 4,000 frs. lower on account of reduced driving bonuses. The end-of-year bonus and other elements would be the same.

Hours, holidays and deductions

French railwaymen work a forty-eight-hour week and are entitled to an annual paid holiday of at least twenty-four days. Those having to work on any of the eleven public holidays when these do not fall on a Sunday get compensatory time off during the following month.

Some eight per cent of the men's gross

pay is retained in the form of contributions to the retirement and sickness funds. The retirement fund deduction is based on the basic salary, plus efficiency and end-of-year bonuses whilst the sickness and welfare fund contributions are on the basis of all the pay elements.

May I say in conclusion that I have tried above to explain in some detail a system of remuneration which is quite complex. To give a complete picture it would of course be necessary to examine the purchasing power of French railwaymen's wages, an exercise which is quite outside the scope of my article.

Not even Marxist democracy!



DR. COSTANZO BAFFETTI, film critic of the Bologna edition of the Italian Communist Party newspaper *L'Unità*, has resigned from the Party because a stay in Czechoslovakia has convinced him that the political régimes installed in East Europe not only violate the principles of democracy, but are also a 'flagrant contradiction of the essence of what Marxism defines as democracy'.

Second world fishing vessel Congress



THE SECOND WORLD FISHING VESSEL CONGRESS, organized by the Food and Agricultural Organization (FAO), Rome, is being held from April 5 to 10, at FAO's Rome headquarters.

Mr. Jan-Olaf Traung, chief of the fishing boat section, Fisheries Division, has been appointed secretary, and the agenda and programme prepared. It is expected that upwards of 300 participants will attend. These will be representatives of governments, naval architects, boatbuilders, and others concerned with the design and construction of fishing vessels.

The first international fishing boat congress was organized by FAO in 1953 and joint meetings were held in Paris and Miami, Florida. This congress was most successful in pooling knowledge, experience and ideas concerning fishing boat design

and construction in all parts of the world, and the papers and discussions were later published in book form entitled *Fishing Boats of the World*.

The present Congress is reviewing the technical developments and progress made since 1953, and will carry further the international exchange of knowledge, experience and ideas in this field. The discussions and papers are also to be published in book form.

Jet aircraft and health



IN A RECENT ISSUE of the American Air Line Pilots' Association's monthly *Air Line Pilot* Dr. Charles I. Barron wrote of some medical problems raised by jet aircraft operation.

'Basically', he said, 'jet aircraft are simpler to operate and easier to fly' but on the other hand 'events will occur twice as fast in jets and greater premium will be placed upon reaction time and mental alertness.' It was important to recognize 'this changing and all important time-distance concept'. Physical deficiencies would occur more quickly under stress conditions and minor physiological imperfections would become major factors.

Turning to specific difficulties, he pointed out that the high altitude at which turbo-prop and jet-aircraft operate meant a loss of reflected light in the cockpit but high-performance aircraft also meant a greater dependence on instruments. The need for

adequate illumination was thus very important. At the same time higher altitude increased the problem of glare caused by reflection from wings and metallic surfaces. This could lead to a decreased sensitivity to light and so make it more difficult to see inside a cockpit or cabin.

Dr. Barron went on to refer to 'space myopia': 'Ordinarily when gazing beyond twentyfeet the visual axes are parallel and the sighting distance of the eyes is infinite. This insures maximum range in visual detection of aircraft and/or obstructions in the flight pattern of an aircraft. To achieve this ideal condition visual fixation upon an object such as clouds or the horizon is necessary. At an altitude of 40,000 ft. where background reference is entirely lost, the visual axes tend to fix at a point approximately three and a half feet in front of the eyes. This tends to reduce the visual sighting distance by fifty per cent.'

Furthermore, it takes one tenth of a second for the eye to go through the process of 'seeing' and an aircraft travelling at 600 mph will have gone some eighty-five ft. while this happens. It will take ten to twelve seconds for the eye to see, the brain to react, the muscles to respond and cables in the aircraft to move and change an aircraft's course. By then the plane is one and six-tenths to two miles further on its way.

Not only flying staff, but ground staff too can be exposed to harmful effects. Turbo-prop engines 'produce somewhat higher

Pieter de Vries,
President, Dutch Seafarers' and
Fishermen's Union




Profile of the month

noise levels than corresponding reciprocating engines and expose maintenance personnel to more consistently high noise energy. Idle RPM in the turbo-prop is approximately ninety per cent of maximum RPM, thus accounting for the consistently sustained high noise exposure in test runs.'

The noise from pure jet engines could 'cause extreme annoyance, pain and, in some cases, rapid damage to the unprotected ears. In addition to auditory discomfort, noise energy in the range produced by some turbine engines is of sufficient intensity to produce non-auditory complaints such as nausea, muscular incoordination and blurring of vision.'

Sputniks instead of trams

 PUBLIC TRANSPORT IN PRAGUE, particularly trams and trolley-buses, is almost as frequent a source for complaints in the Czechoslovak press as the railways. As the newspaper *Lidova Demokracie* reported 'it is well known that the shortage of spare parts for repairs on Prague trolley-buses and trams is chronic.'

Last year the tram company needed spare parts to the value of 1,467,000 crowns and it actually received only 350,000 crowns' worth. In 1958 the Transport Enterprise will need even more spare parts, but according to a forecast made by the Stalingrad works only one third of the requirements can be supplied.

The paper went on to explain that because of this, 100 trams badly in need of a general overhaul would be unusable this year. An investment worth 100 million crowns would have to lie fallow.

The reason given by the Stalingrad works for their failure to produce spare parts for the home market was that they were too busy producing new machines for export.

Not only Prague suffers from tram troubles. The Bucharest official Communist newspaper *România Libera* reported that hundreds of trams were out of service in the capital because it was impossible to obtain spare parts ranging from engines to electric bulbs.

PIETER DE VRIES went to sea for the first time in 1915 at the age of eighteen. He began as a cadet deck officer having completed his preliminary training at a Dutch sea training school. He became fourth and then third officer, his spells at sea punctuated by periods of study for the certificates which are essential for promotion in the seafaring profession.

But promotion depends not only on ability but on the state of prosperity of the industry: the fewer the ships, the fewer the jobs. The shipping industry fell on very hard times in the middle 'twenties. Ship after ship was laid up and Pieter de Vries was one of the many victims of the recession. He did manage to find another couple of years' work at sea as a purser on a big Dutch liner but then this engagement too came to an end and he had to say farewell to the sea.

From 1927 to 1931 he worked as an assistant in one of the Netherlands East Indies (as it then was) branches of the Amsterdam Chamber of Trade but the world slump spread its shadow wide and he with many others was eventually discharged and repatriated to the Netherlands.

What the Chamber of Trade lost, the trade union movement gained. Within a year of his repatriation, that is in 1932, he became assistant secretary to the Merchant Marine Masters' and Mates' Union and he held that position up to the time that the German occupation authorities destroyed the free Dutch trade union movement in 1942.

In 1945 the Central Federation of Merchant Marine Officers (of which the Masters' and Mates' Union had been a part) settled once more in the Netherlands after its war-time exile in Great Britain. Pieter de Vries became its Vice-President. Two years later the structure of the organization was changed when it lost its federal character and became the Central Union of Merchant Marine Masters and Officers, embracing deck, engineer and radio officers. Its President was Pieter de Vries and he also assumed the chairmanship of the Dutch Seafarers' Liaison Committee, a co-ordinating body composed of officers' and ratings' union representatives.

The next and last step in the reorganization of the seafarers' unions came in 1956 with the merging of the officers' and ratings' bodies, the latter having up to then been a marine ratings' and fishermen's section of the Dutch Transport Workers' Union. The President of the new Seafarers' and Fishermen's Union (Centrale van Zeevarenden ter Koopvaardij en Visserij) was De Vries.

In a way the amalgamation of the officers' and ratings' organizations was a national echo of an international merger some years earlier when the International Merchant Marine Officers' Association, in which De Vries had been active, decided to entrust its trade union functions to the ITF. De Vries promptly became a leading member of the ITF's Seafarers' and Fishermen's Sections and subsequently Chairman of the latter.

Any trade union leader will affirm that leadership brings with it a host of obligations in addition to the basic duty to maintain the members' wages and conditions. Apart from the national trade union centre - De Vries is a member of the executive committee of the Dutch Federation of Trade Unions (NVV) - there are numerous committees of a social or industrial character to make demands on his time.

He is, of course, overworked in the sense that he bears responsibility to a degree which few ever experience and which few should be asked to bear. But that is the occupational hazard of modern trade union leadership and Pieter de Vries does not complain for he knows that this job is as satisfying as it is exacting. And in any case he has been blessed with a happy temperament and great personal charm, twin assets which make responsibility rest more lightly on his shoulders and make him one of the most popular of ITF personalities.

Air pollution in bus garages

by A. L. HIGGS, *British Transport and General Workers' Union*



FROM THE COMMENCEMENT OF THE OPERATION OF DIESEL BUSES in Central London, discussions have taken place between the union, the London Transport Chief Medical Officer and members of the Medical Research Council Group for Research on Atmospheric Pollution.

In discussions we expressed the view that in the confined spaces of garages where many men work, the air pollution from diesel oil fumes, could be detrimental to the health of the man employed there.

Arrangements were made for tests to be taken at garages and in this connection it was felt that such tests should be conducted at the oldest type of garage, and at times when, due to the run-out of the service vehicles, there was a maximum concentration of pollution.

It was eventually decided to conduct the tests at Merton and Dalston garages. Merton garage, built in 1913, houses approximately 200 buses of the 'RT' type, and Dalston, built in 1907, houses approximately 120 buses - mainly 'RTL's'. At neither of these garages is there any special ventilating system, each being ventilated by natural draughts; in fact, it could be fairly said that the ventilation is relatively poor.

The results of these tests have now been published in the *British Journal of Industrial Medicine* under the title of 'Air Pollution in Diesel Bus Garages', and it is interesting to note certain parts of this report. 'Results of pollution measurements in any garage are only applicable to the particular type of vehicle involved, and to the running conditions obtaining within it, but they are of direct relevance to the health of the men employed there.'

London Transport's central fleet is made up of two main types of diesel bus, designated 'RT' and 'RTL'. Garage staff drive the buses up to be re-fuelled and washed, and in most cases the engines are left running during these operations. The movements involve several short bursts of acceleration and a visible smoke haze is produced. Pollution is highest during this period. (This was one of the periods during which the tests were taken).

Merton garage was one of two chosen for the experiments described in this article because ventilation in them is relatively poor (LTE Photo)

Each experiment was carried out throughout the night which was divided into four periods:

Period 1... 6 p.m. to 11 p.m.... Buses re-fuelled and washed at intervals.

Period 2... 11 p.m. to 1 a.m.... Including main run in, fuelling and washing in progress most of the time.

Period 3... 1 a.m. to 5 a.m.... Practically no vehicular activity.

Period 4... 5 a.m. to 7 a.m.... Including main run out when buses leave garage at intervals.

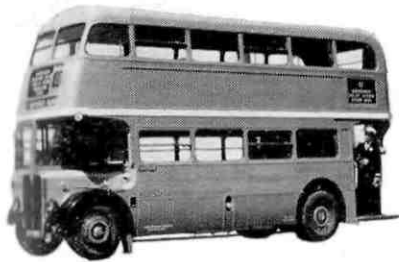
During the night measurements were made at Merton garage. As the weather on this occasion was cold and misty, with high levels of pollution from local sources, the experiment was repeated when pollution was lower. Two similar experiments were carried out at Dalston garage. An up-to-date scientific method was used for samples of smoke which were collected on weighed glass-fibre filter sheets. These were sup-

ported in a wire mesh framework and air was drawn through a vacuum cleaner motor. The air flow through the filter was measured with a miniature float type meter mounted in the outlet. In addition, small filters were used to determine the concentration of smoke at five points around the garage. A continuous strip recorder was used to obtain a record of smoke concentration over long periods; it was started at the beginning of each experiment and was left running for one week at Dalston and two weeks at Merton to check day to day variations. The two main samples used to collect smoke for analysis were run side by side on a separate occasion and the concentration determined from each to ensure that they were giving comparable results.

At Merton garage two samples of air were collected in evacuated bottles and the concentration of carbon monoxide was determined. In addition, blood samples were taken from two members of the staff before and after exposure to pollution in the garage. Samples of smoke of similar quantities were used in these experiments from outside the garage as well as inside, and a comparison made of the samples.

Air pollution in two London Transport diesel bus garages has been studied. Results of determinations of smoke, polycyclic hy-





An RT diesel bus operated by London Transport. It differs from the RTL also used in the tests only in that it has a different engine (LTE Photo)

drocarbons, nitrogen dioxide, aldehydes, carbon monoxide, and sulphur dioxide, are given. These results are compared with analyses of the outside air.

Despite large differences in the concentrations of smoke inside and outside each garage only small differences in the amount of 3 : 4-benzpyrene were noted. Concentrations of nitrogen dioxide and aldehydes did not approach the threshold limit values for eight-hour shift exposures adopted by the American Conference of Governmental Industrial Hygienists in 1956. The carbon monoxide concentrations were negligible; there was no evidence of abnormal concentrations of sulphur dioxide.

Whilst the report of these experiments is highly technical, I found it extremely interesting and one could draw the following conclusions:

- 1) No efforts was spared to ensure that as far as was possible a valid assessment of the effect of air pollution in diesel bus garages was arrived at.
- 2) The experiments do not suggest any difference in 'RT' and 'RTL' buses so far as air pollution is concerned.
- 3) Although the results of these experiments did show that there is no serious problem of air pollution in the garages, it



This photograph, taken shortly before the war, gives an idea of the interior of Dalston bus garage

also suggests that to depart from a carefully arranged maintenance routine, could show entirely different results.

- 4) These experiments are only a very small part of the research work to be conducted in connection with air pollution by motor vehicles.

With acknowledgements to TGWU 'Record'

Netherlands needs more inland waterway tonnage

A RECENT REPORT of the Netherlands transport co-ordination commission predicted that the country's inland waterway tonnage would be insufficient for her needs in the period from now to 1975. This branch of transport was not, it said, being developed to the same degree as its competitors. New tonnage was needed but the means of the inland waterway interests were very limited and the commission felt that the state should cover some or all of the risks inherent in making the investment needed to increase the inland waterway fleet's tonnage by 100,000 tons capacity.

According to the report, inland navigation traffic in the Netherlands should grow from the 37.2 million tons in 1956 to 58.5

million tons in 1975, Rhine traffic in coal and coke growing in the same period from 5.6 million tons to 9 million tons.

After considering these and other calculations the commission set out to assess the carrying capacity which the Dutch fleet would need. The capacity of 4,328,000 tons (as at 1 January 1957) had not reached the pre-war level. The quality of the fleet had also fallen. It was 'old' - although not 'decrepit' for it had been able to meet the demands made on it.

The report estimated that the average economic life of a fleet was sixty years and that there should be annual replacement by 1.5 per cent of new tonnage. This was not the present position and the best post-war year had seen only 0.8 per cent. The commission put forward estimates of the amount of state aid needed to make a start

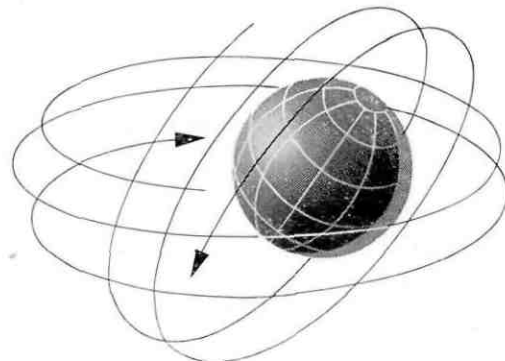
on a construction plan of the right size, involving an annual sum of 140-210,000 guilders. This, the commission concluded, would stimulate construction effectively.

Record business for French National Railways

THE FRENCH NATIONAL RAILWAYS carried more passengers in 1957 than ever before. The number of passengers was 554 millions - an increase of 28 millions over 1956 which was itself a record year - and the average journey 59.6 kms. In terms of passengers-kilometres traffic increased by seven per cent over 1956 and by 17 per cent over 1929, the best pre-war year.

Goods traffic also prospered. Some 217 million tons were carried (thirteen millions more than in 1956) and ton-kilometres totalled 53,500 millions (6.6 per cent more than the year before and twenty-eight per cent more than in 1929).

A measure of the increase in electric and diesel traction is the fact that despite the large increases in traffic the consumption of energy was less than in 1956 by the equivalent of 200,000 tons of coal. The productivity of the workers, too, increased, the productivity per employee index rising from 103.4 to 111.



Electronics in the railway office

I DURING THE TWELVE YEARS which have elapsed since the first fully automatic electronic calculating machine was put on the market, considerable advances have been made with machines of this type. The first machines of this kind were devised with the object of making scientific calculations, but in recent years data processing machines, or computers, have also been built for use in commerce. These machines perform mathematical calculations at enormously high speeds, and can supply answers to both alphabetical and numerical tasks. They are endowed with 'memories' in which data can be stored and subsequently used to solve the problems set. They can thus perform long chains of operations without human intervention on the basis of instructions previously 'fed' to them.

The Swedish State Railways have recently acquired such an electronic data processing machine which is expected to be installed by the Autumn and a special committee has been set up to deal with all matters concerning the machine. It will consider particularly the extent to which economies and improvements can be effected in railway data processing methods and will issue instructions of detailed research in this field with due regard to priorities. The commit-



The young lady is busy with the card unit of an IBM data processing installation (SJ Photo)

tee is further charged with arranging the training of the requisite research staff and making a study of the best methods of organizing the work of data processing.

To this end, writes *S. J. Nytt*, the committee has set up working parties covering the various aspects of railway statistics. These are at present studying such subjects as wages, staff statistics, pensions, stores and traffic accounts, costing, expenditure in connection with the problems associated with the change-over from the present system of accounting and compiling of statistics to the new electronic data processing procedure. Meanwhile a team of thirty has already been trained to programme and service the machine.

Indian TUC calls for transport legislation

THE INDIAN NATIONAL TRADE UNION CONGRESS (INTUC) at its ninth annual conference held in Madurai, Southern India, made a formal appeal to the government to introduce regulatory legislation in the field of transport. The resolution adopted by the conference runs: 'Taking into consideration the widespread discontentment among the transport workers due to absence of any legal protection, this session of the INTUC urges upon the government to enact suitable legislation, without any delay, to regulate working and service conditions and provide for other essential amenities making it applicable to all workers employed in transport services, both passenger and goods, and operated by States, local authorities or other agencies.'

Safety awards for firemen

THE BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN has established 'locomotive firemen safety awards' which will be issued monthly. BLFE President H. E. Gilbert explained that the awards will go to 'firemen, who by their actions are able to avert or minimize accidents, thereby saving lives, reducing injuries and preventing destruction of property'.

From these monthly winners the 'Fireman of the Year' will be selected. Gilbert

said that the winner of the annual award will have his name engraved on a trophy which will be on permanent display at the union's headquarters in Cleveland. That trophy will be known as the 'David Brown Robertson Award'. Robertson headed the BLFE for many years.

Giving the reasons for the project, Gilbert stressed that 'throughout the history of railroading the locomotive fireman has proved himself to be an indispensable factor in the safe operation of railroads.' He added: 'The locomotive-fireman - the 'second pair of eyes' in the cab - provides safety by his presence alone. By his devotion to duty, alertness, and heroic action, the fireman has made a priceless contribution to saving lives and averting wrecks.' Gilbert said that the awards will recognize the 'fireman's great contribution to railroading (and will) promote safety consciousness.'

Abandoning one-man stations

THE CHICAGO AND NORTHWESTERN RAILWAY is seeking permission to abandon its one-man stations in South Dakota, Minnesota and four other States. In South Dakota, sixty-nine of the company's eighty-seven one-man stations are involved, whilst close-down proposals would affect eighty-nine stations in Minnesota. These proposals are being opposed by the Order of Railroad Telegraphers, many of whose members would lose their jobs if the abandonment programme is put through. Hearings on the South Dakota shut-down plans have already begun before the Public Utilities Commission. Interested parties were then given the opportunity of testifying against the abandonment of the stations. In the case of Minnesota, where a date for hearings is still to be fixed, a State law forbids a railroad to close down any station producing a revenue in excess of \$8,000 annually. The abandonment plans are therefore not so likely to receive official sanction in this State.

The railroad's abandonment programme is based on the contention that these one-man stations must be closed down as an

economy measure. Claiming that the station agents sometimes worked as little as four to ten minutes in an eight-hour day, the C&NW railroad's spokesman came to the conclusion that such men were being paid as much as \$150 to \$160 an hour. In actual fact, the average agent's salary runs from \$4,200 to \$4,500 a year; the hourly rate averages out at \$2.20; and, as shippers testified, agents not only visibly work eight hours a day but often work overtime without pay in order to serve the railroad's customers adequately.

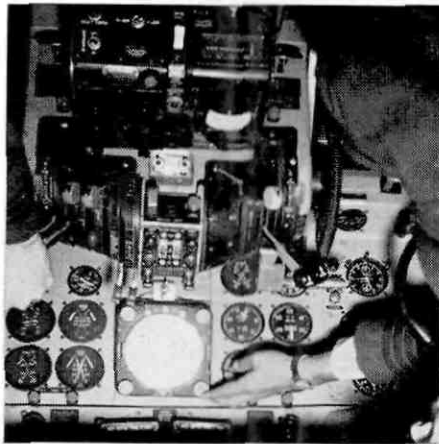
The railway's claim that it is facing a financial crisis is hardly borne out by the fact that it made a clear profit of \$4 million in the first eight months of 1957 as against a deficit in 1956. On its own showing, the savings effected by the proposed close-downs are but a very small proportion of total expenditure. Losses in traffic revenue would amount to several times the amount of the savings.

Airborne radar pays for itself

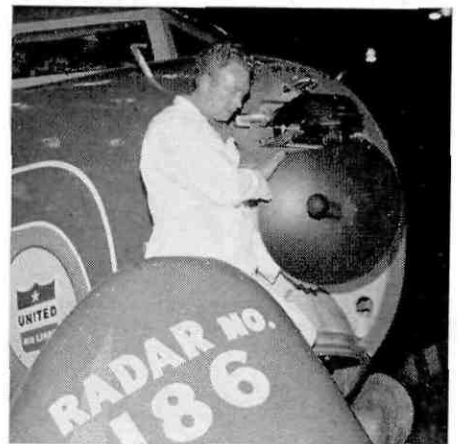
+ 'THE AIR LINE PILOT', published by the ITF-affiliated American Air Line Pilots' Association provides some interesting information on the use of airborne radar in civil air line operations, based on the experience of United Air Lines. The latter has now completed the installations of C-band radar on the last aircraft of its fleet and thus becomes the only major airline to operate with radar on every airplane.

The new aid enables pilots to examine cloud formations as far as 150 miles away and so avoid potential turbulence. It also shows surface features and can thus be used as an aid in navigation.

The UAL report, based on four year's experience, states that radar has paid for itself by reducing aircraft damage, delays, detours and other problems of flight during thunderstorm periods. The reduction in aircraft damage from hail or thunderstorm turbulence is of particular importance, since prior to the experiment such damage cost the company an estimated \$400,000 annually. In addition, cases of static discharge were cut down by sixty-five per cent, and



A United Air Lines mechanic adjusts the nose antenna of the 186th and final plane of the UAL company's fleet to be fitted with radar (UAL photo)



United Air Lines pilot adjusts the setting on the weather-mapping radarscope which will enable him to avoid any turbulence ahead (UAL photo)

turbulence incidents such as landing at off-line points or detours at reduced cruising speeds dropped by about eighty per cent.

Data for the study was obtained in part from more than 1,000 reports filed by flight crews on special radar reporting forms. These include personal reaction information, and ninety per cent of such reaction was favourable. Pilots reported such results as 'would have turned back and landed' without radar, 'would have detoured 300 miles south,' and 'flight through the area impossible without radar.'

Flight crew response to the radar equipment was seven per cent non-committal, which the report ascribes to lack of need for radar on a particular flight, or to the impossibility of getting air route traffic control clearance along a desired detour path.

The report notes that unfavourable reactions, which totalled only three per cent, were usually connected with equipment malfunctions or inadequate understanding of the limitations of the devices. Mechanical reliability, however, is comparable to other equipment of similar complexity, according to the study.

The *Air Line Pilot* points out that the use of C-Band radar equipment was evaluated and recommended by ALPA study groups when it first became available for commercial air line use.

It really happened

+ WE ALWAYS KNEW that truth was stranger than fiction! Confirmation of it comes from Hungary, outpost of Russian communist imperialism. Speaking at the Congress of the Hungarian Railway Workers' Union, Istvan Toerek, its General Secretary, is reported as having said: 'By

ignoring the difficult economic situation, wages were raised without due cause as a result of demagogic pressure. The trade unions could not agree that this action was in the interest of the workers and they protested with the result that in sixty-five plants wages were cut . . .'

The General Secretary of the Hungarian Railway Workers' Union did not go on to say - as one might almost expect - that he was prepared to head a trade-union movement for the total abolition of any form of remuneration whatsoever for the railway workers. However, after giving this example of the power of the trade unions in this unhappy land to lower the wages of their members, he did go on to define 'the most important task of the trade unions'. It is 'to take severe measures against workers who absent themselves from work without cause and those who waste their working time.'

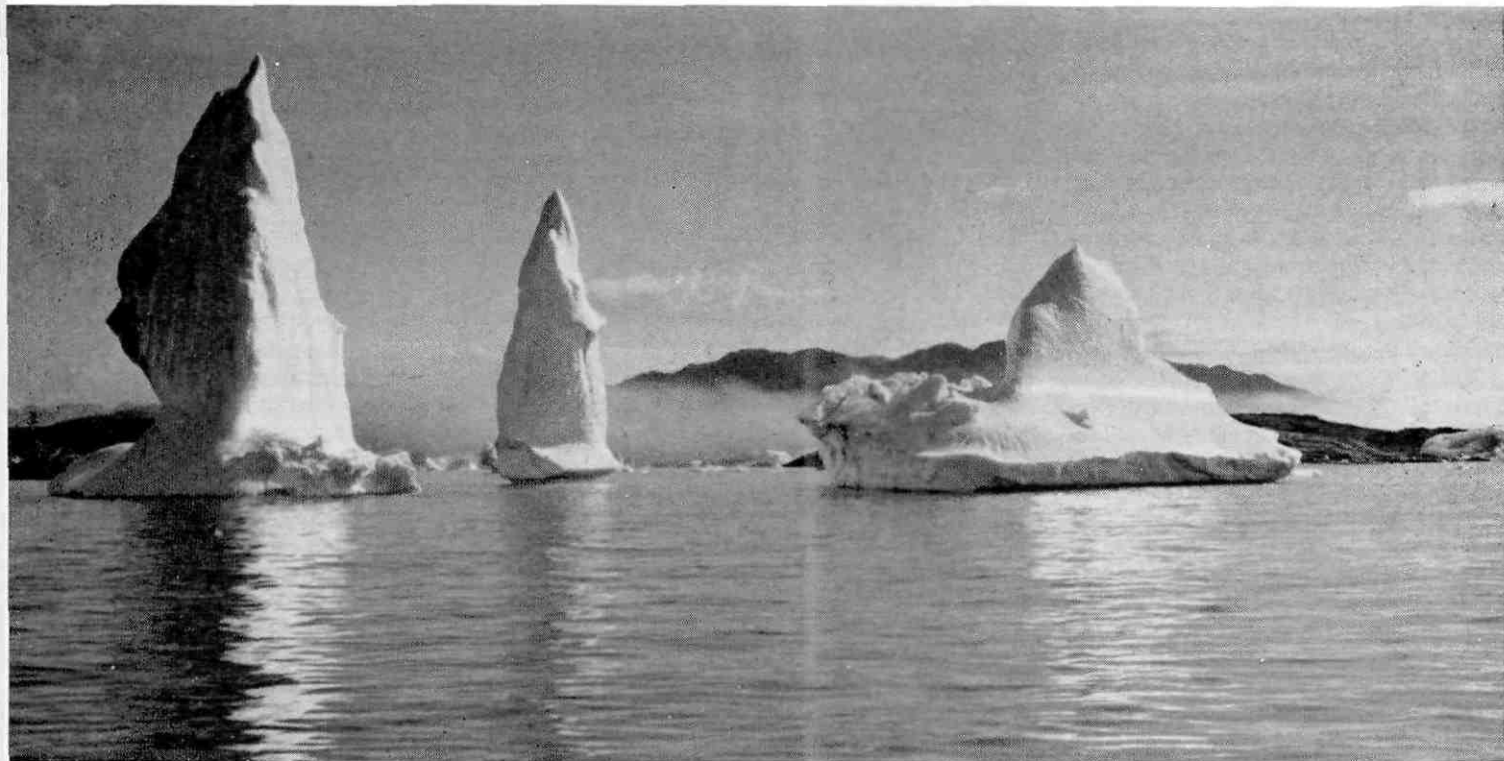
Hungarian railwaymen who may formerly have been under the impression that the function of a trade union was to secure improvements in their wages and working conditions and promote their general interests are now disabused of these erroneous ideas. Any lingering doubts as to whether they were hearing him right, or that he had perhaps gone out of his mind, were dispelled shortly after by Toerek's being re-elected to the office of General Secretary of the union. There were no other candidates.


Perhaps that is just as well. Two men talking in that fashion at one and the same meeting might have proved too much for the sanity of someone in the audience. The crusade for the impoverishment of Hungarian railwaymen is under way.

Social revolution in Greenland

by A. J. FISCHER

With an area of 840,000 square miles, Greenland is the world's largest island (All photos by courtesy of the Danish Ministry of Foreign Affairs)



 GREENLAND, THE WORLD'S LARGEST ISLAND, extends almost up to the North Pole. It covers an area eight times as large as the German Federal Republic. Nevertheless, it only has 25,000 inhabitants, of whom 23,500 are Greenlanders and 1,500 Danes. In fact only a very narrow coastal strip is habitable, the rest of the country consisting – as I myself was able to see during a two months' journey – of ice and snow. Most people have a very definite mental picture of life on Greenland. The majority of us only know it from the books of Nansen and Admiral Peary. The latter studied the Eskimo who lived by hunting and depended entirely on a barter economy. For that reason most readers of such books would be all the more surprised to find that in Greenland today one sees signs of modern civilization almost everywhere. One can, of course, ask whether the Greenlanders were not happier when they lived by hunting, but the fact remains that their life has been greatly changed by the development of their country.

As a result of a temperature change in the waters around Greenland the majority of Greenland's seals migrated, because the sea had become too warm for them. In consequence the island lost its most important natural product, for the seal provided meat, blubber and oil, i.e. both food and fuel, as well as skins for clothing and footwear.

Only right up in the Northern part of the island and on the east coast do seals remain

in any numbers. Approximately 1,300 pure Eskimos are thus still able to keep up the old traditions and live by hunting. But even these, too, are being increasingly taken care of by the Government. The Danish State provides credits for better housing, so that the old-style igloo has now disappeared and will soon be only a curiosity. Surplus seal skins are now bartered for coffee, tobacco, tea, sugar and other goods. Better schools

for the nomad eskimos are being set up throughout the country and contact with the outside world is constantly being developed.

Character of jobs has changed

In other parts of Greenland a completely new social order is beginning to be established. The most revolutionary developments have taken place in South Greenland where the greater part of the highly civilized and materially very well-off population now makes its living by sheep farming. In other words, some people who formerly only hunted animals are now keeping them for profit. Even now, however, one still finds some misconceptions on this subject among the Eskimo population. I was told, for instance, of a Greenland family which with the help of a subsidy from the authorities took up sheep farming, but came back on the very same day that they had slaughtered the last of the sheep. Happily, such cases are now rare.

Few of us know very much about Greenland. [Even fewer know of the rapid development towards modern civilization and independent government which has taken place there during recent years. This article, originally published by 'Fackföreningsrörelsen', describes the change-over from barter to a monetary economy and the welding of a nomadic people into a stable community, complete with political parties and a fast emerging trade union movement.

A start has already been made in maintaining reindeer herds, and very good results have been achieved. There have always been wild reindeer in Greenland, but the so-called tame variety have only recently been imported from Northern Norway together with a few Norwegian Lapps to act as instructors.

To the North of the capital, Godthaab, which has 2,000 inhabitants, you come to rather sparse grazing land so that stock raising is no longer possible. It is here that you find how essential dogs are for winter travel, but this is also another reason why live stock cannot be kept, since the dogs themselves are half-wild and would tear apart any other animal. The principal source of income in this area is fishing. Fortunately for the people of Greenland, the loss of the seals has been compensated for by an influx of large shoals of cod. In addition, there are large colonies of crab in the waters around the coast.

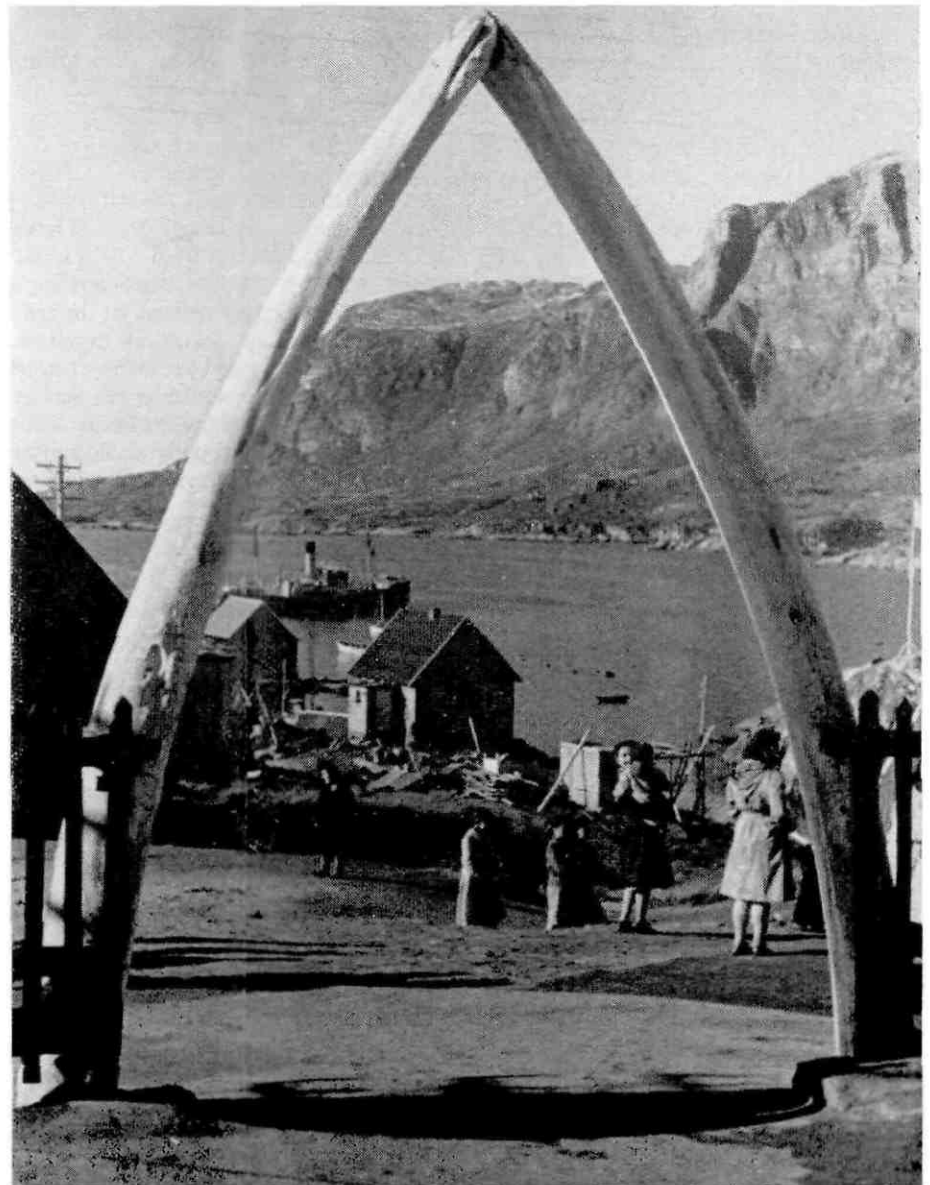
However, in order to remain competitive the Greenlander has had to abandon his elegant kayak in favour of motor vessels. Modern factories and refrigeration plants have also been built. As a result, more and more technicians and qualified workers were needed, but could not be imported in sufficient numbers from Denmark. It was therefore inevitable that reforms should come about, starting with better education and ending with real local self-government. As from 1953 Greenland's status changed. Instead of being a Danish colony, it became a province with equal rights and obligations. As yet no-one pays taxes, although in contrast to many other of the world's peoples, the Greenlanders now want to pay their way so that they are not any different from the Danes.

The former hunters of seals have thus now become predominantly fishermen and stock-keepers, whose needs are geared to a monetary economy. However, sometimes this is done in rather an amateurish manner. Too little, for instance, is spent on better housing and far too much on sweets

and alcohol, the latter being forbidden only in the northernmost district of Thule. At the same time, however, it must be said that many Greenlanders have become more responsible and ambitious and consequently seek better job opportunities.

The structure of their whole economy has also been changed by the removal of the former State-owned trading monopoly. The

Royal Greenland Company, however, still has a dominant position in the country and is in fact more or less indispensable to the population. As a result of Government subsidies all prices are unaffected by the very high transport costs. Cargoes by sea from Denmark reach Greenland after anything from eight days to three weeks, but despite this prices are fixed for one year in



The jaw bones of a whale make a novel gateway to the tiny Greenland harbour of Holsteinsborg

advance without any account being taken of the current waves of inflation in the mother country. Very low prices are paid for seal skins, although in the Northern and Eastern regions the difference between these and world market prices goes into a so-called reserve fund which comes into its own during a bad season. Side by side with the Royal Greenland Company, a few private shops are now beginning to develop. Any Greenlander who has been resident in an area for at least six months has a right to set up in business on his own account and to receive a building loan from the State. Since they, unlike the Royal Greenland Company, are not obliged to stock unprofitable lines and, in addition, no taxes are levied, such businesses are extremely lucrative. However, up to now, one only finds them in the capital and a few of the larger colonies.

As a result of all these developments in the economic field, the position of the workers has naturally changed. The end of Greenland's colonial status helped to bring into being more modern organizational forms. Until now it has been taken for

granted that the authorities should fix wages, but already there are tendencies towards the idea of negotiation on the pattern of modern states in other parts of the world.

Political parties and trade union organization

Three political parties have already been set up, two with radical (Liberal) tendencies and one Social Democratic group. The Conservatives are also reported to be making attempts to set up a party and should have good prospects, since the Greenlander has a great love of tradition.

Good progress has also been made in the establishment of the trade union movement. The first steps were taken towards the end of 1954 when salaried employees, fishermen and manual workers from the capital, Godthaab, took the initiative following a specially convened conference. At the head of the organization was Lars Svendsen. Svendsen was adopted by a Dane when he was still a small boy and was brought up and educated in Denmark. However, his longing for his own country could not be stilled and he returned in 1952 and now

works in the Greenland administration. The Greenland Trade Union Federation, which counted about 2,500 members at its first Congress in 1956, is affiliated with the Danish TUC in Copenhagen and receives from it not only financial assistance, but also help with propaganda and educational material.

The latter must be very elementary in character. For instance, what a trade union is and why it is necessary; things in fact which are hardly discussed nowadays in civilized countries. There is some talk in Greenland trade union circles of the danger of Communist infiltration, but so far Communism has not succeeded in gaining a real footing. Quite by chance a Communist school teacher came from Denmark and managed to turn the heads of a few young people, but after he had been sent home this artificial growth died a natural death and Communist groups disappeared completely.

Nevertheless, more recently the Communists have succeeded in gaining some ground in the mining area of Katliqussat. In this area social conditions are not very good and differences between Danes and Greenlanders are perhaps more extreme than in any other part of the country. Ivigtut, the only place in the world where Kryolite can be mined (used in the production of aluminium), presents a more satisfactory picture. But even there it has not yet been possible to employ Greenlanders in the highest-paid positions and they have had to fall back on some imported Danish skilled workers.

More technical schools, labour discipline needed

It is precisely in these two fields that the most intensive trade union activity is needed. In accordance with the aims set by the Department of Greenland Affairs, attempts are being made to secure ever-greater participation by the indigenous population in island affairs – with the ultimate goal of enabling them to govern themselves. How-



Primitive turf-huts like this are still to be seen in Greenland, especially in many smaller settlements. They are, however, very easy to keep warm



Many people in Greenland now live in well-insulated houses of either stone or timber, although the traditional roofs are still much in evidence

ever, before this can be reached many more training schools will be needed, and a larger number of young Greenlanders will have to be sent to Denmark for training. In theory, this would seem to be a simple matter. In practice, however, as has already been admitted by the founders of the trade union movement in Greenland, fundamental changes in mentality are indispensable. As in the case of most peoples living close to Nature, the concept of working discipline was originally something completely foreign to the Greenlanders. I myself noticed, for example, on several occasions that workers who are used to working in bad weather, in extreme cold or in gales, stopped unloading ship's cargoes as soon as a light shower of rain came along.

Christianshaab, a small colony in the north of Greenland, enjoys relative prosperity, thanks to the tinned crab factory which has been established there. During our visit, we saw young Greenland girls engaged in dressing the crabs – which find a ready market *inter alia* in the United States – whilst others were busy packing them. However, I also read the following on the factory notice board:

'This morning fifty girls turned up for

work. By midday only twenty-five were left. If things continue like this, we will not be able to accept as many crabs from the fishermen.'

The warning was very probably ignored. Whenever the sun shines in Greenland – in contrast to its pitch-black, ice-cold Polar winter – then half of the women workers can be expected to prefer a pleasant stroll to working for an hourly wage.

Equalization of Danish and Greenland wages?

Among the founders of the Greenland trade union movement there were both native Greenlanders and Danes, and, on the whole, they managed to get on very well together. However, many Greenland workers do not feel particularly happy when they have to work with Danish colleagues. Since wage differentials are so large, a close relationship between the two races is made extremely difficult. Their interests too are very different. Not a few Danes are rather contemptuous of their Greenland neighbours' way of life. A levelling-up as between the two groups is therefore vital to future progress. The new trade unions realize this and are strongly in

favour of such action. But since skilled workers from Denmark are still badly needed, it will be necessary to continue to pay them special family and living allowances. In general, a levelling-out of wages is difficult to achieve because of the native Greenlanders' more leisurely ways, and would probably only be feasible within the framework of a piece-work system more radical than that found in Denmark itself. In the summer of 1956, the Greenland trade union leaders negotiated with the Ministry for the first time. The result was a two-year agreement, dating from 1 January 1957, which provides for a marked improvement in wages. During these talks, the right of the trade unions to act as bargaining agents was formally recognized.

Social progress at the North Pole

Large families in Greenland find it easy to get loans for house-building, the 'loan' being in reality a gift. Earlier neglect is now being made good by an ambitious social programme, which includes provision for old people's and children's homes, better hospitals, more doctors (a total of eighty), and a model TB prophylactic organization.

As soon as their organizational structure

becomes more stable, the unions plan the creation of an insurance fund, to which two per cent of wages would be contributed. At the moment, union dues amount to only 1.50 kr. per month. So far as the Greenland authorities are concerned, the unions' efforts are not being met with any special enthusiasm, but nor are any obstacles being placed in their way.

One member of the trade union executive is Peter Nielsen, who founded the island's Social-Democratic Party and is also a member of its National Council. As in Great Britain, trade union organizations are collectively affiliated with the Social-Democratic movement.

To what extent they will succeed in popularizing the idea of trade union co-operation remains to be seen. Their task will, however, be made easier by the modernization of the means of production and transportation. This has already gone so far that the seal hunters of Greenland no longer have to make long journeys by kayak, but are transported to the hunting grounds by fast motor boats and only then transfer to their one-man boats.

The work of the trade union movement is undoubtedly one of the most important factors in the successful creation of a modern social order on the world's largest island.



While the men go fishing, the girls and women take on the job of processing the abundant fresh cod into the well-known Greenland saltfish. Crab processing has also become a prominent industry

Accidents on British Railways during 1956

DETAILS OF ACCIDENTS occurring on British railways during 1956 are contained in the 'Report to the Minister of Transport and Civil Aviation' (HM Stationery Office, price 3s.)

The report notes that during 1956 more than 400 million train miles were run and more than 1,500 million passengers carried. No passengers lost their lives as a result of a train accident, and only three were seriously injured. Nevertheless there was a rise of nearly six per cent in the number of train accidents for which the railways were directly responsible through failure of staff or defects in equipment. The rise followed a slight fall in 1955.

Accidents attributable to technical defects have been in continuous decline since 1951 following the accelerated renewal of war-torn equipment. An analysis of primary causes of train accidents, however, reveals an increase in the human element factor from a low of 518 in 1950 (following peaks in the after-war years) to a high of 640 in 1956.

During the year under review, the number of fatal accidents to railway staff was 171 compared with an average of 183 for the period 1951-55. Injured personnel amounted to 15,519 (the average over 1951-55 being 16,637). Of the fatalities, three were due to train accidents, 144 to movement accidents, and twenty-four to non-movement accidents. Corresponding figures for injured were 78, 1,966 and 13,475. All these figures represent a decrease in relation to the 1951-55 average, except that the twenty-four non-movement fatal accidents number six more.

Of the 144 fatal movement accidents to railway staff during 1956, working on the permanent way accounted for forty-seven, whilst sixty-five occurred as staff were walking or standing on the line during the performance of their duties. Shunting accidents accounted for fifteen lives, whilst four staff were fatally injured whilst coupling or uncoupling. There were 15 fatal accidents in connection with shunting operations.

Of the 1,966 cases of injury to railway staff during 1956, shunting accidents accounted for 495, whilst 516 occurred as staff were attending to engines in motion. Staff injured whilst coupling or uncoupling vehicles numbered 301. Injuries whilst working on the permanent way numbered seventy-eight. The number of those injured as a result of getting on or off engines etc. in motion was seventy-five.

Staff struck by trains whilst working on the lines numbered eighty-two. Of these, forty-five were killed and thirty-seven injured. An analysis of the causes reveals that inadequate protection accounted for ten deaths and 7 cases of injury; six men lost their lives and another six were injured owing to the look-out man being at fault; twenty-one deaths and 10 cases of injury resulted from staff acting incorrectly although aware of the train; eighteen cases of injury (seven of them fatal) were due to want of vigilance on the part of staff; whilst one man was killed and three were injured through accidentally slipping or other causes.

During the year 1956, the number of passenger journeys on British railways increased by 2.2 per cent and passenger miles by 3.2 per cent. There was an increase of one per cent in the tonnage freight traffic. Total main line train mileage increased by nearly four per cent, from 363 to 376 millions. Staff employed rose from 585,641 to 593,245. The inclusive casualty rate per million passenger miles was 0.5 killed and 17.7 injured in 1956 compared with an average of 1.8 and 16.5 in the period 1915-19.

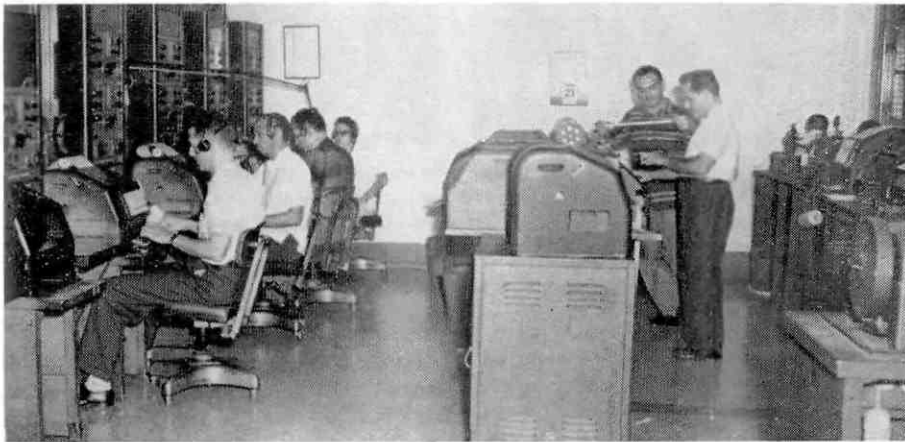
Television aids traffic control

A TELEVISION INSTALLATION, the first of its kind in Britain, was brought into operation at the beginning of the year in Durham. By means of this new 'far-seeing eye', the policeman on traffic duty at the town's busy market square can see the traffic he is required to control at some distance before it reaches him. Traffic entering the square via two bridges has only room to pass in one direction at a time and

(continued on the next page)

Radio Communications staff in Cuba

RADIO IN ITS VARIOUS FORMS is the eyes and ears of aerial travel. But for radio and later developments in the field of electronics, the vast increase in air traffic would never have become possible to that degree of intensity, regularity and safety with which it is now operated. Aeronautical radio communication in Cuba is ensured by a non-profit-making corporation set up by the government in 1947 in accordance with an international agreement on telecommunications designed to relieve congestion of the frequencies used and introduce a greater degree of uniformity in the systems employed. The corporation set up, and which took over the staff of the two Cuban telecommunications companies then operating, is a joint concern of some twelve airlines operating in the area, each of which has a representative on the corporation's board of directors.



A view of one section of the communications centre. Aeronautical radio communications in Cuba are ensured by a non-profit-making corporation set up by the government in 1947 in accordance with an international agreement on telecommunications. This agreement was designed to relieve congestion of the radio frequencies used and also to introduce a greater uniformity in the systems

From the trade-union point of view, the establishment of RACSA meant a strengthening of an important sector of the air transport industry. The economic strength of its component air line companies guar-

(continued from page 78)

is controlled by traffic lights operated by the policeman from his box in the square. Formerly he operated the lights to the best of his judgement. Now, cameras installed at the two bridges and connected by closed circuit to a screen in his control box give him a picture of the volume of traffic waiting at or approaching either bridge thus enabling him to reduce delays and make allowance for heavy, slow-moving vehicles. He can also see at a glance if there are any hindrances to the smooth flow of traffic such as parked cars nearby.

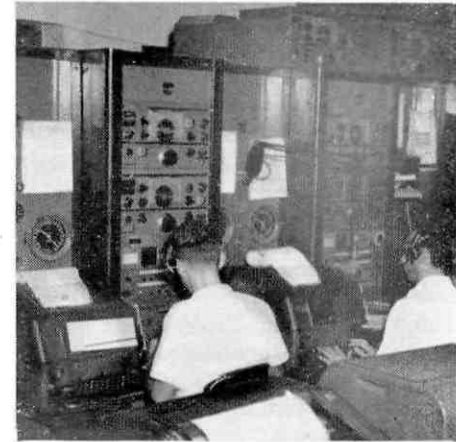
anteed the financial stability and reliability of the new concern. Through collective bargaining processes wages and conditions were achieved unique in the communications field in the country. Disparities in wages between employees performing the same functions were abolished except for seniority increments, whilst automatic increases and full pay when absent owing to sickness were also prominent features of the collective agreement regulating wages and conditions of employment.

The operational staff of RACSA is graded according to technical qualifications, certificates of proficiency being issued by the Communications Academy which provides courses of study in this field. Rapid technical advances in telecommunication systems mean that those who operate them are in constant need of refresher courses in



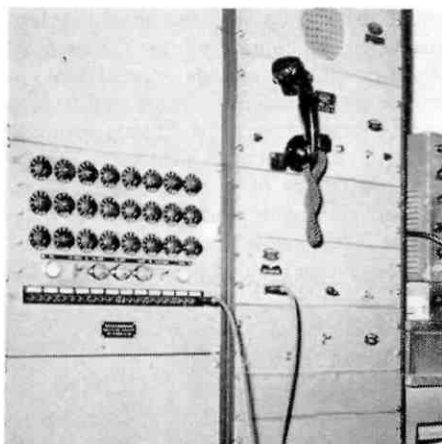
order to keep up with the latest developments. In this connection, the Cuban Civil Aviation Board awards scholarships to enable certain members of the staff to take short courses in specialist subjects including visits to certain centres with special facilities in this type of work in Miami, Oklahoma, Washington and New York.

The functions performed by the staff of RACSA can be divided into two parts: the



At work on the radioteletypic and radiotelephonic apparatus by means of which direct contact is maintained with aircraft in flight. Messages received are recorded at 75 words a minute

first consists of handling messages relating to the internal economy of the corporation and the second of dealing with messages referring to aircraft in flight. Staff housed in the RACSA radio station at the airport of José Mart, are in constant teletypewriter communication with the United States and the member-companies of the corporation as well as in telegraphic and telephonic touch with other stations and aircraft in connection with all matters affecting flight operations. As soon as an aircraft leaves the three-mile zone within which it is under the control of the airport, radiotelephonic communication with the ground ensures that information relevant to its flight and to that of other aircraft in the regional control zone is recorded and passed on. Thus all concerned are immediately informed of the position of aircraft, of devia-



Control panel and transmitter controlling VHF reception at the station. Cuba is the centre for the Caribbean area as regards flight control and twelve airline companies operate RACSA jointly



The repair shop. The centre uses the most up-to-date radio communications equipment and keeps abreast of the latest technological developments in the field of air safety and flight control



In the teleprinter room where messages are received from and relayed to all parts of the world. The staff are graded according to their qualifications and certificates of proficiency are issued


tions made or recommended, of meteorological conditions, or of any other matters such as mechanical trouble or bad weather which might delay or endanger aircraft. When an aeroplane is in flight, its safety and that of its passengers depend in very great measure on the efficiency of the telecommunications system.

RACSA, set up in 1947 with a ten-year concession, has had its position of sole provider of radio and telecommunications services challenged by other organizations, not always outside its own camp. Thus three member-companies have established their own teleprinter services, whilst two airline companies have stood outside the consortium and maintain their own radio service. RACSA is not a commercial monopoly, however, in that it is not operated with the object of making a profit but of supplying a necessary and uniform service. Since Cuba, and in particular Havana, has been made the centre for the Caribbean area in matters of flight control and safety, it would appear reasonable to centralize all such activities in one concern – in this case RACSA, which was set up for just such a purpose under the terms of an international agreement. This is the position maintained

by the Cuban Civil Aviation Federation (FAN) the trade-union body catering for those employed in the civil aviation industry in Cuba and affiliated with the ITF. This union has been fighting to maintain RACSA against attempts to split it up or reduce its functions, with consequent detriment to the staff. Largely as a result of the campaign conducted by our affiliate, the concession of RACSA has been renewed for another ten years.

With acknowledgements to Aero Voz

The footplate man's eyesight

 A RECENT EDITORIAL in the New Zealand *Locomotive Engineer's Journal* draws attention to the fact that the one thing, more than anything else, which determines a member's suitability for footplate work is his eyesight. The very nature of the work demands that both visual acuity and colour perception are of a high standard and not below a given minimum at all times.

However, the editorial points out, in certain countries locomotivemen, for many years and under certain specified conditions, have been permitted to wear specta-


cles while on duty when such will bring the wearer's eyesight up to normal, the principle behind this practice being that the man whose eyesight is normal with the aid of spectacles is safer than the man whose eyesight is below normal without the aid of spectacles.

Up to now, in New Zealand – with the exception of a few specified shunting rosters where diesel traction is in operation, the use of spectacles by locomotivemen has been prohibited. However, negotiations between the Locomotive Engineers, Firemen and Cleaners' Association and the Railway Department over the years have now reached the stage where the General Manager has approved in principle the wearing of spectacles by enginemmen operating non-steam locomotives. Details have not yet been completed and the question of extending the same concession to enginemmen operating steam locomotives has yet to be determined.

Locomotive Engineers' Journal comments that while the concession may be of minor significance because of the relatively few members affected, the importance of the psychological effect on all members should not be overlooked.

Trade unions on US railroads

by BOB COUTTS

 THE RAILROADS IN THE UNITED STATES are fully unionized. The first unions were organized more than seventy-five years ago, and for the most part all other railroad unions have existed for almost fifty years.

Railroad unions in the US are voluntary associations of workers. Neither the national nor state governments have any authority over the organization and operation of any railroad trade union. Nor is any such union required by law to file any document of registration. Every union conducts its own affairs, subject only to the will of the majority of its members, and free of any intervention by the government.

Union affairs are administered by their executive officers who are elected at the union's congress (called 'general convention' in the US). Delegates to the congress of a railroad union are elected democratically by a majority vote of the members, and elections are for the term specified in the union's constitution – usually three or four years.

The executive officers of railroad unions are members, and all have had years of practical experience in their own class of work on the railroad. The officers devote their full time to the work of negotiating contracts for wages and working conditions and for disposing of claims and grievances which may arise out of the working contract. Their salary is paid from the funds created by the dues which each member pays annually.

All of the railroad unions in the United States are either craft or departmental unions – that is, their members are all employed in the same general class of work. This differs from the industrial type of union (one union for all crafts) which is to be found in many countries.

There are more than twenty separate railroad unions in the US, all of them organized on a national basis. On each individual railroad, however, there is a local or committee organization of the union for administering its affairs on that particular railroad. A few railroad unions have more than 100,000 members, and the smallest has a membership of about 5,000.

Union activities are paid for by the dues

US railway trade unionists play an active part in international labour affairs. Familiar figures at ITF meetings are A. E. Lyon Executive Secretary of the RLEA (centre left) and George Harrison of the Brotherhood of Railway Clerks

In the second article of this series, Brother Bob Coutts deals with the organization and administration of labor organizations in the railroad industry and provides a brief introduction to the legislation which governs their activities. Brother Coutts' final article, which will appear in our May issue, deals in some detail with the workings of the Railroad Labor Act as it affects the disposal of claims and grievances.

and fees which each officer and member pays each year. It can be said that in all but a very few instances the union dues amount to less than one per cent of a worker's annual wages. In rare cases, because of some

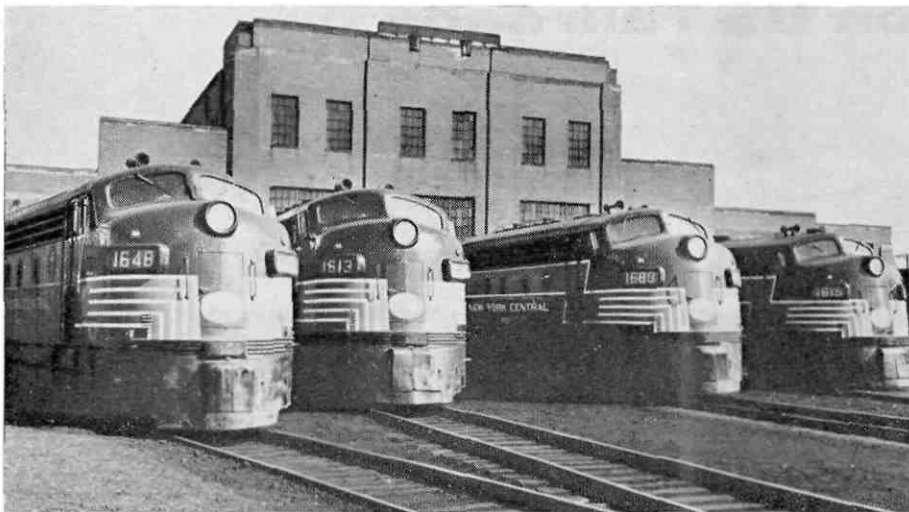
emergency, there may be a nominal special assessment over and above annual dues.

With very few exceptions railroad union contracts require that all employees represented by that union must become a member within sixty days after the date of their employment. For this reason every worker pays the same share for the cost of negotiating for his wages and working conditions. This is fair and just, because every worker receives the same benefits and when every member pays his share of the expense the cost is not great. Except in a very few cases, union dues are not deducted from a worker's wages. He pays them voluntarily, because US railroad workers recognize that the payment of their union dues is a just debt, and is as important as their insurance. Indeed, union dues are but an insurance payment on the most valuable property a worker owns – his job!

With only a few exceptions the railroad unions are affiliated with the AFL-CIO. However, that federation does not exercise any control over the internal affairs of any union. Each union is completely free to conduct its own affairs, so long as it does so honestly and in accordance with established trade union principles.

In addition to being affiliated with the





Diesel locomotives of New York Central outside the locomotive shops at Collinwood, Ohio. US Locomotive crews are part of the ITF through their membership of the Railway Labor Executives' Association (New York Central photo)

AFL-CIO, the presidents of the various railroad unions comprise what is known as the 'Railway Labor Executives' Association'. This is not a federation of the railway unions. It is only an informal organization which serves as a clearing house for the exchange of useful information, for discussing trade union problems of mutual interest and for formulation of policies and programs which all of the railroad unions have an interest in. The Association does not exercise any control over the affairs of any affiliated union.

Each separate union has exclusive jurisdiction over the collective bargaining and grievances of its members. These duties are performed by the union's officers, or its duly authorized committees. There is no condition such as may be found in some countries where more than one union claims to have a right to represent the same employes. And all negotiations are conducted by the union officers in direct conference with the officials of the various railroads. The government cannot interfere with or participate in these negotiations unless the mediatory services of the government are requested by one or both of the parties.

All collective bargaining agreements are written contracts between the union and the railroad concerned. These contracts are legally enforceable in the same manner as any other contract between two parties. But, as we shall soon explain, the enforcement of labor contracts in the US railroad industry is accomplished by a Board which is established for that specific purpose by US law. But these contracts do not require the approval of any state or national government, and no provision of the working contract can be suspended or changed by anyone except the union and the railroad which negotiated it.

All railroad collective bargaining con-

tracts in the US remain in effect for an indefinite period. Once entered into, those contracts continue in effect until the parties agree to make some change. No change can be made without thirty days' previous written notice being given. Then the parties must negotiate for the proposed change, and if they cannot agree, the contract continues in effect as it was before such advance notice.

Law on US railroad unions

As compared with many other countries, one of the outstanding facts regarding the organization and administration of trade unions on the US railroads is that the unions are subject to a minimum of legislation. The emphasis is upon the orderly processes of collective bargaining instead of relying upon extensive labor codes. The rights and requirements of the unions and the railroads are stated in the collective bargaining contract rather than in various laws.

Although some legislation pertaining to railroad labor affairs in the US was enacted before 1900, most of such laws have been repealed, excepting those relating to health and safety. The relations between railroad workers and their employers is now governed by *one* basic national law – the Railway Labor Act. That law became effective in 1926, but has since been amended on several occasions, particularly in 1934. During the last named year the law was amended to establish the National Railroad Adjustment Board, which will soon be discussed.

The Railway Labor Act was enacted largely as a result of cooperative efforts of the railroad unions, railroad managements and the Congress of the United States, because the need for such legislation was widely recognized. The basic purpose of the law is to create machinery for orderly col-

lective bargaining negotiations and for the settlement of disputes, thus avoiding any interruption in railroad transportation. The law applies to all railroad unions and to all railroads who transport goods in interstate commerce, (as practically all railroads do). A later amendment to the Railway Labor Act makes it applicable to unions in the field of commercial air lines.

A specific provision in the Railway Labor Act exempts railroad and air line unions from the Taft-Hartley Law – the law which governs trade unions in other fields of industry.

The Railway Labor Act is concerned exclusively with the relations between railroad or commercial air lines trade unions and the employers. Another basic law, the Railroad Retirement Act, makes provision for retirement pensions, unemployment compensation and health benefits in the railroad industry. But we are not concerned with that law in this discussion. However it will be mentioned briefly at another point.

The Railway Labor Act very specifically recognizes the right of workers to organize unions. Indeed, the law makes it a very serious crime, punishable by a fine of as much as \$10,000 or imprisonment (or both) for any railroad or any railroad official to attempt to influence a worker to join or not join a union.

The Railway Labor Act is administered by a three-member Board called the 'National Mediation Board'. It consists of three members, not more than two of whom may be affiliated with the same major political party (there are only two major political parties). The board members are appointed by the President of the United States, with the approval of the Senate of the US Congress. No member of the National Mediation Board may hold union membership nor may any member have any interest in a railroad. They are, and must be, neutral.

An impressive view of the giant rail classification (marshalling) yard of the Southern Pacific railroad at Houston, Texas (Photo: Southern Pacific)





A brakeman at work on the Eastbound No. 98 at Grahon, New York (Photo from Erie Railroad)

The most important single responsibility of the National Mediation Board is to assist unions and railroads in their collective bargaining negotiations when those parties cannot reach a mutual agreement among themselves. But the National Mediation Board cannot interfere with or participate in such negotiations without a request for its services by either the union, the railroad or both, except in very rare emergency situations.

If a union and a railroad, or a group of unions and railroads, cannot reach mutual agreement in their negotiations concerning either wages or working conditions, then either or both of the parties may request the mediatory services of the National Mediation Board. The Board confers with the parties separately, and occasionally brings both parties together, in an attempt to reach a mutually acceptable agreement. If the Board is unable to arrange an agreement, it then offers arbitration to the parties. It suggests that a representative of the union and one from the railroad select some neutral party who has some competence in the field of railroad labor problems. Usually the parties do not accept arbitration as a solution to their disagreement for the reason that the award of a board of arbitration is final and binding. If the parties decline to arbitrate, then the National Mediation Board may, and if there is the possibility of a strike being called usually does, advise the President of the United States that a

serious stoppage of interstate commerce may occur. The President may then appoint an 'Emergency Board' to which the unions and railroads may present their respective contentions. The Emergency Board, consisting of three neutrals who have some experience and competency in such matters, must be promptly appointed and immediately convene its hearings. After both the unions and railroads have presented their arguments concerning the negotiations involved, the Board must prepare a report and recommendation to the President of the United States. The report must be made within thirty days after the hearings have been completed, unless both parties, by agreement, extend the time. The recommendations of the Emergency Board are not binding on either party, although they are usually accepted. No strike action may be taken by the union for thirty days after the report of the Emergency Board is sent to the President. If the recommendations are accepted the negotiations have been completed. If they are not accepted by the union it may call a strike thirty days after the date of the report.

Although collective bargaining negotiations on wages and working conditions must begin with the union on each individual railroad and with each separate union, it

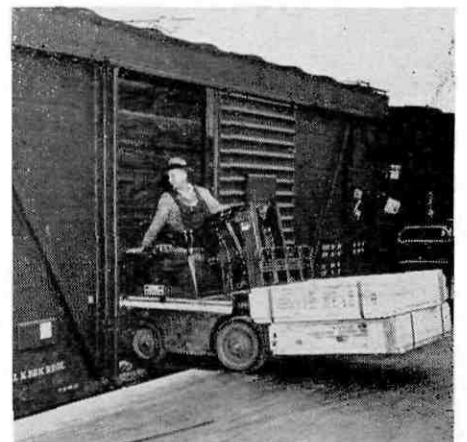
A two-ton fork-lift truck backs into a freight car at a loading docks in Los Angeles, California (Atchison, Topeka, & Santa Fe photo)

should be explained that, as a practical matter, the final negotiations are usually conducted on a nation-wide basis by means of a committee representing the unions and a committee representing the railroad. It should also be explained that, except for special local conditions which may exist on some individual (usually small) railroads, the general level of wage rates and the basic working conditions are practically uniform throughout the United States.

In addition to its important responsibility for assisting in collective bargaining negotiations, the National Mediation Board also has the responsibility for conducting union elections and for certifying which union has the exclusive right to represent a craft or class of workers.

When a union desires to represent a class of employees it must first obtain a signed authorization from a majority of the workers of that class who are employed by the railroad concerned. When a majority of authorizations have been obtained by the union it requests the National Mediation Board to hold a 'representation' election. The National Mediation Board then prepares a list of all employees of that craft or class who are entitled to vote. The union and the railroad assist in the preparation of the list, and both the union and the railroad accept the list as official before ballots are mailed to the workers. The vote is by secret ballot. As the ballots are returned to the

(continued on the next page)



What they're saying



Collective bargaining?

COLLECTIVE BARGAINING, generally recognized as the only fair, democratic method for protecting the rights of workers, apparently has disappeared as far as the railways of Canada are concerned. Without real attempt to negotiate, the railway dismissed the demands of their non-operating workers with the terms: 'Extravagant, Shocking, Irresponsible', words that have been parroted in the press to make the unions appear unreasonable. Without any attempt to enter into honest bargaining, the railways just shunted their responsibility on the Federal Government for conciliation hearings.

The railways did not explain their position, did not make any offer, except to extend an out-dated working agreement; did not give any reason why workers should be forced to carry the burden of an economic situation which is the direct result of Government policy. There is no secret about declining railway revenues but that is not the fault of the workers. It is a national responsibility to provide an efficient railway service and, under no condition, should workers be forced to subsidize it by sub-standard wages and working conditions. That the present wages of railway workers are below the accepted standard of durable goods is a fact. They have been falling behind wages in other industries

(continued from page 84)

National Mediation Board for counting they are checked off the mailing list. Before counting the votes they are thoroughly shuffled so that no one can know how any particular worker voted. If the petitioning union receives a majority of the votes cast then the National Mediation Board issues a written certification granting the union the exclusive right to be the collective bargaining agent. That certification, under the law, must remain in effect for at least two years before another election may be held on that railroad involving the same craft or class of workers. If no other election is sought by another union then the exclusive certification remains in effect indefinitely.

since the last agreement was settled. To allow them to continue, as the railways want, would create a depression for a large sector of the Canadian labour force that could have national repercussions.

The three terms applied to the unions in their demands: 'Extravagant, Shocking, Irresponsible' could better be applied to the railways.

Canadian Transport

Dictators on the way out

ONCE AGAIN A DICTATOR HAS GONE where all dictators must end. The dictatorship of President Perez Jimenez of Venezuela, has been swept away by the justified wrath of his people. Once again democracy is on the march.

It is clear that the fall of a dictator only opens the road for democracy, it does not establish democracy by itself. Believing firmly that only by the development of a strong and free trade union movement the democracy of any country can be secured, the International Confederation of Free Trade Unions and its regional organization ORIT will move its world-wide forces of international labour solidarity to assist in the re-establishment of free trade unionism in Venezuela.

After the fall of Peron in Argentine followed that of Rojas Pinilla in Columbia and now that of Perez Jimenez. The circle of caudillos and military dictators who can give each other assistance and protection even after their fall, as Jimenez did for Peron, is getting smaller and smaller. Even the regime of Franco in Spain, so long kept alive by the tiredness of the Spanish people after the civil war and by the economic assistance received for 'strategic reasons,' is beginning to totter. Let us hope that the time will come soon for the Spanish people and the free world to rid themselves of Franco.

ICFTU News

Social tension in Franco Spain

SOCIAL TENSION is at a high point. Official pronouncements, Press and radio propaganda have not been able to convince the Spanish workers who are facing

new difficulties every day that their conditions will be improved by emergency imports or efforts to influence the market. These are merely expedients with no lasting effects capable of providing effective solutions. They would not be without effect in countries having a healthy economy, but are useless in Spain where agricultural production, for example, is only ninety per cent of what it was in 1929 and where industry has ceased to expand although the population continues to grow inexorably.

From May to December 1957, prices won the first 'leg'. The government has set its face against any increase in wages. A stiffening attitude on the part of the Franco authorities, police and other forms of supervision, the international situation and the events of Ifni, all these are not without a bearing on the absence of major demonstrations. The same may be said of the present period of economic stagnation resulting from the extensive restrictions on electricity and fuel in the Catalonian region - three days a week - as well as in the rest of the country with the exception of Andalusia where the restrictions have been lifted. Winter has got off to a bad start as regards the national economy in general and the Spanish workers in particular. The final bill has yet to be presented.

'News from Spain', the official organ of the Spanish Socialist Labour Party

Principles of brotherhood

DISCRIMINATION because of race, creed, color or national origin is contrary to trade union principles and contrary to the policy of the AFL-CIO.

Such discrimination in employment or in wages or other conditions of employment is unfair and has the effect of undermining wages and labor standards of all workers. The AFL-CIO looks upon such discrimination as a roadblock to, advancements of labor and of the whole community toward a higher standard of living.

The AFL-CIO is dedicated to its drive to bring about the full and equal rights for all Americans in every field of life.


Discrimination because of race, creed, color or national origin is divisive. It breeds

hate, rancor and conflict. The American labor movement is conceived in the idea of brotherhood. Its work consists of advancing the welfare of all who work.

Organized labor is founded on the principle of brotherhood. We strive and work for full and general acceptance of equal opportunity in order to realize the full measure of brotherhood among men.

George Meany, AFL-CIO

What the railroads do in thirty minutes

 THIRTY MINUTES is just about the time we require for breakfast or lunch. It is the time-slot of many of our favorite TV programs.

Thirty minutes is a brief period, yet it can encompass an amazing amount of activity in the field of transportation. To be specific:

In the next half-hour – and in any other half-hour of any day – between 500 and 600 freight and passenger trains will start on their runs somewhere in the United States, and an equal number will pull into terminals, their runs completed.

The transportation output of freight trains in this thirty-minute period will be the equivalent of hauling a ton of freight more than 35,500,000 miles.

When quantities moved and distances involved are measured, it is found that the railroads are responsible for just about as much commercial inter-city freight hauling as all other forms of transport rolled into one.

In the same half-hour, passenger trains will produce transportation equivalent to carrying 1,628,000 persons one mile, and will handle more than eighty-five per cent of all non-local United States mail.

During these brief thirty minutes the railroads will put into the bloodstreams of the nation's economy more than \$285,000 in wages to their employees, \$93,000 in purchase of fuel, materials and supplies; and the treasuries of the national, state and local governments will be fattened by more than \$62,000 in railroad taxes.

The foregoing refers to Class I railroads only.


Remember, all this happens in just thirty

minutes – one half-hour – and it happens each and every half-hour – or forty-eight times every day.

These facts serve to point up and dramatize the tremendous importance of our railroads and the prominent part they play in the nation's economy.

Brotherhood of Maintenance of Way Employes Journal

A dirty word?

 WHAT ARE POLITICS? Ah! some will say, there's a subject we don't have anything to do with. Still others claim that politics are something they don't understand. Finally, many will just turn up their noses and say that politics are humbug, something rather dubious which you can't dabble in without getting your hands dirty.

And all of them are right, because politics *can* be difficult to understand and they *can* also be a rather dirty business. There are in fact many different kinds of politics – depending on who is responsible for them and what they are aimed at. Politics can be like a game of poker, they can be purely a matter of string-pulling; but they can also be idealistic and uncompromisingly honest.

But whether we are interested in or completely indifferent to politics, they nevertheless affect us – in practically every respect and at all times. They therefore have an intimate connection with our daily life; with how we dress and what we eat, how we live, how much we pay in taxes and other duties, what we have a right to expect in return from society, what we may or may not do, etc.


Naturally we all disagree on how political life should be run. Our aims differ and for that reason we have separate political parties – some of which we support, some of which we oppose. But, when we get down to rock bottom, it is impossible for any human being to be indifferent to politics if he has any opinion at all on how problems should be solved. And in any case, no-one is really neutral politically, because one's personal interests and those of the group or class to which one belongs cannot be safeguarded in a completely a-political world.

In other words, when someone pretends

that he is politically neutral, he is often the victim of an ostrich mentality. That too is a form of politics!

Henry Kjellvard in *Signalen* (Swedish Railwaymen's Union)

Trade unionism and Communism

 COMMUNISM is a doctrine completely antagonistic to trade unionism. Like all totalitarian doctrines it ascribes no value whatsoever to the dignity of the human being. How then could Communists, even in theory, fight in the ranks of those who believe in genuine and democratic trade unionism?

Communists are not and could not be trade unionists, for trade unionism for them is only a means of realizing their own political ends.

When the Communists call for unity of action within the working class, it is, of course, because only in this way can they distract the attention of those who oppose them and thus strengthen their own position in the trade union world. It is in fact a unity of action designed to create victims, whether these be the innocents who become indoctrinated with Marxist teachings or the convinced anti-communists who suddenly find themselves transformed into a minority.

It is very peculiar sight to see the Communists in our democratic countries sitting down side by side with those who call themselves democrats and discussing with them strike plans. When one remembers that under Communist social legislation to strike is a crime punishable by the supreme penalty, one is forced to the conclusion that these so-called democrats are either being taken for a ride by the Communists or alternatively that the latter are profiting from the blind eye which is being turned to the plans of the Communist Party.


It would be even more peculiar to believe that the collaboration of Communists would strengthen the activities of our Brazilian trade union organizations. What sort of leaders would our democratic workers have if they found Communist assistance necessary to mobilize their membership?

Boletim Sindicalista do Brasil

The following article was recently published by the Swiss Transport Workers' Union. Its purpose was to give some idea of the everyday work of the Swiss road haulage drivers who fetch and carry the fuel on which many depend for heating their houses and cooking their food.

A driver's life is a hard one



 LONG BEFORE FIRST COCK-CROW a light appeared in the window. After some quiet but busy coming-and-going a key was softly turned and a chilled, sleepy-eyed figure emerged hitching his collar high behind his neck. A bicycle chain whirled for several miles and stopped in front of a large transport depot. The entrance and garages lay quite still under the twinkling neon signs and the giants of the road stood in file, each a tremendous responsibility to those who had soon to drive them brought the hurly-burly of the large towns.

It was exactly five in the morning, the end of the period during the night when goods haulage is forbidden. The protective barriers of the law were lifted. Walter Hug gave his vehicle a quick check over and drove out into the fresh night air. He was heading for Au river port near Basle, some 80 kilometres away.

The heavy diesel engine made an infernal din. Anyone who wanted to talk on the way would have been hoarse in ten minutes. The driver was used to the noise but whether the people living alone the road were charitable enough to regard it as a necessary evil is open to doubt. Perhaps they found consolation in the hope that one fine day an expert on exhausts would come to their aid. An expert on springing would not be amiss either for the vibration in the vehicle was spine-shattering.

The speedometer needle kept steady at the 50 kph mark and there was cause to be thankful for that consistency an hour or so later. Soon after starting, the truck crossed the small town of Baden, a bottleneck which at that time of the morning still presented its innocent face to the world. It was a bizarre feeling to pass alone through a place which at normal times sinks under an indescribable hubbub of motor traffic. After Baden came Brugg with its medieval facades which called to mind an age long ago which did not know the internal com-

bustion engine . . . But the timetable and the driver's duty did not allow for reflections of that sort and he pressed harder on the accelerator.

The Bötzing is hardly an obstacle to a 150 HP motor and its designation as a 'pass' on the sign-board seemed something of an exaggeration, although the stray cyclist who enjoyed climbing steep gradients would have been gratified to read it.

Soon afterwards, the headlights picked up a fast, steeply dropping, and curving stretch of tarmac. A practised hand eased the £12,000 worth of machinery into a lower gear. 'A swine of a bit of road,' the driver called it. It was only due to the attention of the local road authorities that it was passable in snowy or icy conditions early in the morning and indeed these authorities have a great part to play in the driver's work.

As the journey went on more vehicles joined the road, an indication of the proximity of the gateway to the country. Not all the drivers showed Walter Hug's road discipline. Not every haulier had such enlightened ideas on hours of work and rest as his own employer. One of the risks of not belonging to an organization strong enough to safeguard a driver's interests is that the driver becomes a road-hog.

The tail-light of one such maniac disappeared into the distance. His four-axled

vehicle had passed Hug on a bend where visibility was very restricted. He was not the only one of his sort encountered on the trip. Hug and his colleagues know them well and are always meeting up with them – until, that is, the inevitable consequences of their practices overtake them. When that happens are they regarded as victims of their occupation. Who can say? Those who are *their* victims? The judge? The employers?

The port of Au near Basle was already very busy when Hug's truck arrived. Light pierced the gloom and cranes clattered. A forest of mammoth fuel storage tanks surrounded Hug's truck as he shut off his engine in front of a modern filling depot. In a few moments, at seven o'clock, it was his turn and thousands of gallons poured into his tanker through one of three taps which hung underneath a canopy. The vehicle was weighed before and after loading under the supervision of an excise officer.

Other tanker trucks arrived from all over the country and were subjected to the scrutiny of two guardians of law and order who were searching for two drivers who had, according to them, been too heavy on the accelerator pedal. A driver's life is a hard one . . .


A few formalities were quickly settled – which was just as well, for the cold wind chilled to the marrow. The amount of traffic had increased considerably and tourists' cars swarmed like hornets. If there are a few traffic offenders among professional drivers there are certainly more among private motorists. Someone once said that 'caution is not cowardice and rashness is not courage' but not many motorists seem to realize it, for many of them ignore even

the most elementary rules of the road.

Walter Hug took a different way back. Whilst Switzerland is not a land of express motorways there are innumerable possibilities for detours to avoid the most congested places. Eventually back in Zurich, he unloaded his cargo and at one o'clock in the afternoon his work was finished for the day. He was ready to hand over to a colleague who was to take the day's second trip out into what was by then a growing volume of traffic.

There had been nothing special about Walter Hug's day and much the same story could have been told by many others doing the same work – but exacting, essential work it is none the less.

Poles hit out at Communism

 IN A PUBLIC OPINION SURVEY conducted by the Stettin local Communist daily, *Glos Szczecinski* Poles have frankly expressed hostility to Communism.

The newspaper quoted comments received and proved by careful analysis that there was general discontent, even among members of the Communist Party. Most people complained that the Gomulka régime was now trying to reduce the new freedoms.

Tacit admission that *Glos Szczecinski* had quoted representative opinions came from the weekly organ of the Communist Party, *Polityka*. It reprinted some of the criticisms, urging Party leaders to study them.

A civil servant and Party member had stated: 'The leading rôle of the Polish United Workers' (Communist) Party should be discontinued and the opposition, as well as pre-war experts, should be admitted into the Government . . . The Communist system is a Utopia, based on idiocies. It has led to slavery unknown in ancient and mediaeval times. It is killing human dignity, creates thieves, spies and flatterers. It does not solve any economic or political problems.'


Another opinion published by *Polityka* was: 'The Party is the originator of all the evil – economic, moral and social – that

exists . . . Communism is incompatible with the interest of the nation. It is bad, because our Party does not care for the reconstruction and improvement of the standard of living in Poland but is only interested in the speedy application of Communism . . . the persistent realization of the maniac-like Communist doctrine has led the country into a state of misery.'

A teacher accused the Party of concealing the truth, breaking its promises and using the militia to enforce unpopular measures. There was an accusation that ninety-nine per cent of all administrative posts were awarded to self-interested Party members, many of whom were 'so stupid one ought to be ashamed of them'. Another critic said: 'I do not regard the Party as the representative of the nation, and the Government would only be a legal representative if it were composed of more parties and political groups.'

An agricultural worker commented: 'I am now fifty years old, but from my simple observation I have found that so far the Party has not served the fatherland but only served Communism.'

ILO helps organize rail training school

 LIKE MANY COUNTRIES which have taken the road towards economic development, Tunisia is suffering from a serious shortage of skilled manpower. One of the Tunisian Government's first acts on becoming a member of the ILO in 1956 was to ask for ILO technical assistance in the field of educational training.

In response, the ILO sent to Tunisia the head of its training section to make a survey of the country's most urgent needs. The ILO expert made several proposals. The one to which the Government gave first priority provided for advanced training for railway workers through the establishment of a training centre at the central workshops of the Tunisian National Railways.

The aim of the Centre was to be two-fold:

a) to specify the most urgent needs of the railway network in the specialized occupations of diesel motorman, machine fitter, lathe operator, milling machine operator;

b) to train instructors among Tunisians for the eventual replacement of the international personnel at the Centre.


The international staff was to consist of a chief and four chief instructors. The Tunisian Government undertook the financing of the project, whilst the ILO agreed to recruit the experts and to organize the courses. All five experts selected were specialists from the French National Railways.

The training centre was formally inaugurated last July in the presence of President Habib Bourguiba of Tunisia and several ministers of the Tunisian Government, as well as the ILO's training chief, who made the original plans for the project.

In his address the Tunisian Minister of Social Affairs noted that the presence of Mr. Bourguiba testified to the interest of the Government in the solution of complex manpower problems that would otherwise hinder economic development. Mr. Bourguiba himself said that the organization of the centre was proof that international co-operation was no longer in the realm of dreams but a reality.

ILO assistance has now been completed by the provision of six scholarships for three months' study abroad for railwaymen specializing in arc welding. Similar means have also been made available for railway postal clerks.

Effects of shorter working hours to be studied

 THE SWEDISH GOVERNMENT has set up a Committee of Experts to study the economic and social effects of the reduction of working hours. Within its terms of reference come developments in the total production of private industry, the various industrial branches and the economy as a whole, individual output per man-hour, the frequency of absence and accidents, and overtime worked.

As reported in ITF publications earlier the working week in Sweden is being reduced from forty-eight to forty-seven hours as from the beginning of this year, to be followed by two consecutive annual reductions of one hour, leading to a forty-five-hour week as from 1 January 1960.

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 • Costa Rica • 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) • Sudan
Sweden • Switzerland • Tanganyika • Trinidad • Tunisia
Uganda • Uruguay • United States of America

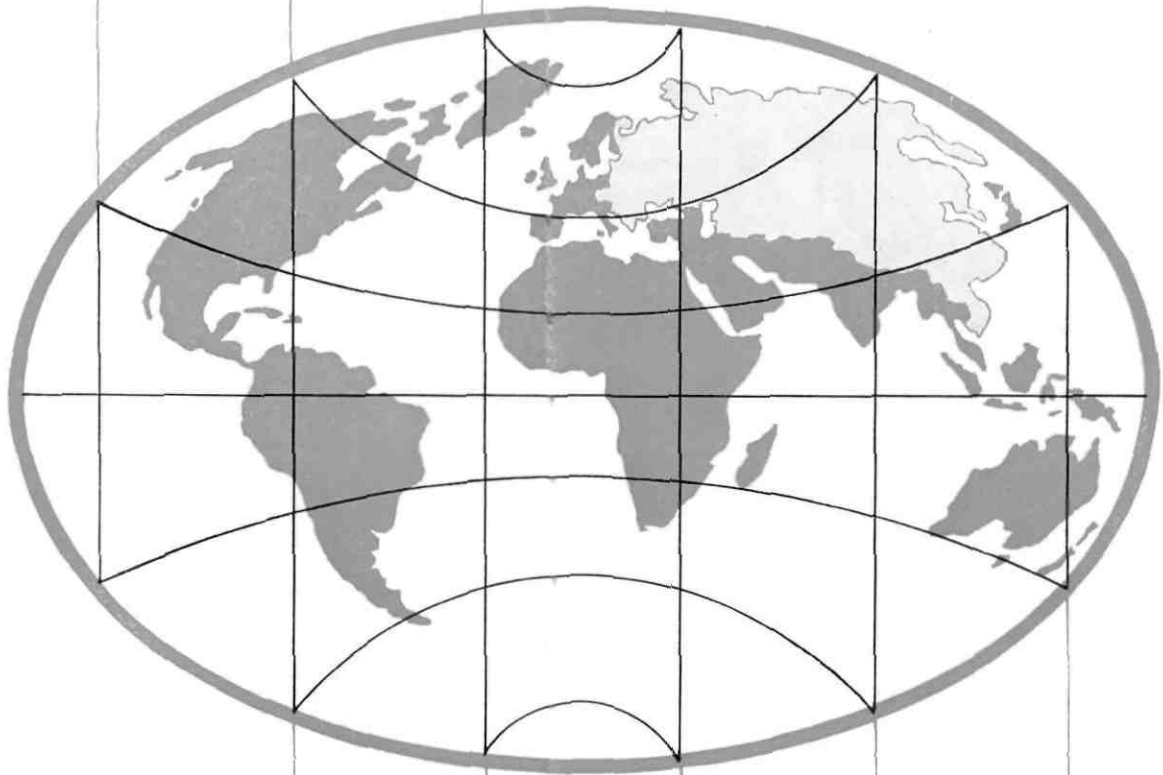
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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