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# International Transport Workers' Journal

Amsterdam 1904-1919-1958

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**Amsterdam Congress Issue**

Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

## 6-7

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

Amsterdam 23 July - 1 August 1958  
25th Biennial Congress

## Comment

THE JAPANESE EMPLOYERS' FEDERATION recently held a discussion to mark its tenth anniversary. The steady stagnation which has marked the Federation's progress towards modern conceptions of labour relations was thrown into relief by one speaker's pithy summary of the Federation's position:

*By a return to that feudalism and paternalism under which the docility of labour was assured before and during the war, the Employers' Federation seeks to solve the problems newly posed by the now growing strength and independence of Japan's trade unions. The Federation believes in the supremacy of order over liberty - a maxim which, excepting in the Communist nations, is usually reserved for the armed forces.*

To hear 'feudalism', 'paternalism' and 'supremacy of order over liberty' commended as principles for the conduct of labour-management relations is a novel experience these days. At least the Japanese employers are outspoken, which is if anything preferable to the lip-service paid to trade union freedoms in some places. But they should harness their frankness to a better cause. This is the twentieth century, not the fifteenth. Slavery, however paternalistic, is out of fashion except (as the Japanese speaker so aptly pointed out) in Communist nations and in a few other dictatorships.

There is little point in debating the issue of feudalism versus freedom. The gulf between the two is so wide that there is no common ground on which the debate could be founded. All we need say is that we find the Japanese employers' approach alien to everything we in the trade union movement hold dear. We shall do our utmost to see them confounded and their 'principles' consigned to the dark past where they rightly belong.

The denial of full freedom of association for Japanese railwaymen which is touched upon in the report of activities to our Amsterdam Congress has acquired added significance by this latest illustration of the Japanese employers' industrial philosophy. Evidently it is not only state employees who are under attack in Japan.

# Amsterdam 1958: our 25 thCongress

by OMER BECU, General Secretary of the ITF



OUR TWENTY-FIFTH CONGRESS IS TO BE HELD IN AMSTERDAM. It is only the second to be held there and that in a way is surprising for our links with that lovely city have been close and of long standing – the first Amsterdam Congress was as long ago as 1904. And Amsterdam was the scene, too, of what was perhaps the most momentous meeting in our history, the conference in 1919 which saw the ITF reconstituted after the First World War.

For twenty years, between the wars, the ITF headquarters were housed in Amsterdam. They were difficult and dangerous years for the ITF suffered considerably from the surge of Nazism and fascism of various kinds which gnawed into the heart of Europe. But the ITF carried on and that it was able to do so was in large measure due to the efforts of a succession of sterling Dutch Management Committees which bore much of the heavy responsibility resting on those in charge of our affairs. One of our old colleagues who served on the Management Committee almost continuously, Johan Brautigam, hopes to be at the Congress as one of our honoured guests. And so too does G. Joustra, who as a substitute member of the Committee for several years also helped to make it the very effective body it was.

Also at the Congress will be some former members of the Amsterdam Secretariat, among them Arie Treurniet, who volunteered to stay behind in charge of the Amsterdam offices when most of the staff were evacuated as war became imminent. He was there when the Nazis entered Amsterdam, was arrested shortly afterwards and later spent over two years in the horrors of Buchenwald concentration camp. It was a terrible price to pay for his beliefs but mercifully he survived an ordeal to which thousands succumbed.

Almost twenty years have passed since we had to leave our Amsterdam headquarters and the ITF has changed much in that time; inevitably so, for the world has since been transformed by another shattering war. A new tyranny, as virulent and even more pervasive than Nazism, has stifled freedom of thought and action in nation after nation. As invariably happens, trade unionism has been among the first to suffer and the ITF has been cut off from contact with countries and trade unionists

with whom it once had close relations.

There have been some compensations, however. If there are many parts of the world where trade unionism has been killed there are equally many other areas where it has only recently been born. A review of our activities over the last two years shows that the ITF has in fact spread its membership and its influence more widely than ever before in its history. We have today affiliates in over sixty countries, many of them countries where viable trade unions were unknown only a few years ago.

Many of these unions are in their infancy. They are often financially weak, sometimes uncertain in their use of trade union tech-

*The coat of arms of Amsterdam. The motto 'Heroic – Resolute – Merciful' was added by Queen Wilhelmina as a tribute to the conduct of the people of Amsterdam during the Occupation*

niques, and occasionally subjected to attacks from the authorities or the employers. Those which affiliate with us look to the ITF for aid and guidance and much of our time recently has been taken with trying to gear our organization to provide it as plentifully and usefully as our resources allow.

There are good reasons why we should attach such importance to this work. It is primarily, of course, an act of faith. Trade unionism was born out of the conviction that social injustice is an affront to man's dignity and a denial of his inherent right to self-respect. I believe that this conviction is no less strong today, for all the progress to social justice which trade unionism has won in the economically advanced democracies.



*Brother G. J. Joustra, former President of the old Netherlands Union of Railway and Tram Personnel, was a member of the ITF Management Committee during the inter-war period*



*Our old friend Johan Brautigam, who celebrated his eightieth birthday on 18 May last, was one of those who were present at the Amsterdam conference held in 1919 which reconstituted the ITF*

If that is so, then none of us can stand by with a clear conscience whilst millions of our fellow workers live on the verge of starvation. To raise their standard of living is a challenge to which most of us respond intuitively.

But there are reasons beyond intuitive sympathy which make this work a necessity. I have had to travel extensively in Africa, Asia and Latin America in the last few years and I could not fail to be struck by the potentially explosive forces which are breeding in massive poverty and misery on the one hand and, often, a growing political consciousness on the other.

In places such as these, a strong trade union movement is vital to claim for the workers a just share of the benefits of any future economic expansion and at the same time to give a lead in the establishment of democratic institutions and practices. The peoples of the older democracies know well enough that economic advance at the expense of liberty of thought and action is small comfort in the long run, but, to a man with starvation as his immediate prospect, political rights (and many have never had them) seem a trivial abstraction. I believe that the trade union movement is the best instrument for avoiding the necessity of choosing between bread and freedom and it is the forging and strengthening of that instrument which is embraced in the words 'Regional Activities'.

There has been much else to do, naturally. The sectional work has been heavy and the day-to-day administration no less so, but if the main part of this article has been devoted to our work in the 'regions' it is because it has come to occupy a more prominent place in our affairs than ever before and because in a way it can have repercussions, welcome if we succeed and disastrous if we fail, far more profound than one might think at first sight.

In the last fifty-four years the ITF has grown to a strength which those at the 1904 Congress could hardly have dreamt it would ever have and yet there is as much to do today as there was then. It seems that for every hurdle we clear another takes its place. Perhaps it will always be so, but

that is a challenge, not a cause for despair. I am confident the delegates at Amsterdam will respond as responsibly, decisively and courageously as did their predecessors at the twenty-four Congresses which already lie behind us.

### **Trade union membership in the Netherlands**



THE CENTRAL STATISTICAL BUREAU announced recently that the total membership of Holland's three leading trade union centres was 1,100,500 on 1st January 1958.

The secular trade union centre, NVV, had 486,100 members; the catholic union KAB had 395,800; and the Protestant CNV had 218,600 members.

### **Expansion plan for Port of Amsterdam**



A 30,000,000 GUILDERS PROJECT to make the port of Amsterdam accessible to super-giant ships has just been announced. Under the plan as it stands provisionally two new piers, each almost 1¼ miles in length will be built at the entrance of the North Sea canal (Amsterdam's outlet to the sea) and the 16-mile canal itself will be widened to allow vessels of up to forty-five feet draught to pass through. The total port area is expected to be doubled by 1975 with more than 3,700 acres of land in reserve for new sections and storage capacity. Also planned is the eventual installation of a refinery plant. The project still requires the sanction of the municipal, provincial and central government authorities.

### **British union and Yugoslavian trials**



THE JOURNAL OF THE BRITISH UNION of Shop Distributive and Allied Workers (USDW), an ITF affiliate, has published correspondence which it has had with a Yugoslavian union of commercial and catering workers following USDW's recent protests against the series of trials and the subsequent imprisonment of a

number of Yugoslavian trade unionists and social democrats. The prisoners include Milovan Djilas, former Vice-president of the Yugoslavian legislature, Bogdan Krekic, a founder-member of the Yugoslavian Socialist Party, and Alexander Pavlovic, former vice-president of the party.

When the trade union's protests were first sent to the Yugoslavian Embassy in London, the Embassy refused to receive them and a later protest to the Yugoslavian union of commercial and catering workers, with which USDW had formerly had relations, was returned undelivered. The Yugoslavian union has now sought to explain the non-delivery of the protest by its recent removal to new offices, but the Executive Council of USDW has found its explanation hard to accept since the union still possesses the original envelope stamped in Yugoslavia to the effect that the union to which it was addressed was 'not known' in Belgrade, despite the fact that the trade union in question is one of Yugoslavia's largest!

With regard to the trials themselves, the Yugoslavian union has reiterated the Communist assertions that Pavlovic and Krekic had committed 'treacherous and demagogical deeds' and were out to overthrow the existing social order, USDW has replied that, although the Yugoslavian press published the prosecution case in the trials, the 'outspoken defence of Democratic Socialism by these men from the dock has been suppressed, as has the successful refutation of the prosecution case by the defence.' In view of this, says the unions' letter, it would be true to say that British trade unionists in fact knew more about the real position and the fairness of the trials than the Yugoslavian people.

In conclusion the union says that it believes in the principle that the people should be the judge of the rights and wrongs of the dispute and in return for publishing the Yugoslavian union's letter in its own journal, it has asked them to give similar full publicity to USDW's letter, to its resolution passed recently on the trials, and to an article on the subject written by the union's President, Walter Padley.


## The Netherlands - the country of our hosts



*The Damrak is one of the best-known of Amsterdam's busy main thoroughfares. Behind the trams can be seen the city's largest multiple store - the Bijenkorf (the Beehive)*

the sea and flood waters by a system of dykes and canals begun in the dim past and perfected throughout the centuries.

Some seven centuries ago, the inhabitants went over to the offensive. About 1300 AD, what had been a sand-dune fringed freshwater basin, the Flevo lacus of the Romans, had gradually turned into a great southern bay of the North Sea with the steady sinking of the land (or rising of the sea level). This process, whereby the Zuider Zee was formed, was a gradual one. There were however other disastrous floods and inundations. In 1277, thirty villages in the lower Ems basin were destroyed. In 1421 a disastrous flood overwhelmed 72 villages with the loss of over 100,000 lives. A century later, in 1532, the fertile eastern part of South Beveland with its 3,000 inhabitants was submerged in a single flood. Nevertheless, the overall story is one of gradual mastery over the waters and increasing endiking and reclamation of land. After 1500 the sea made no further encroachments. One by one, the large lakes in the province of North Holland were drained

 **GEOGRAPHICALLY**, the Netherlands came into being when the retreating ice after the last Ice Age left an intricate pattern of sandy knolls and marshland in a region where sediment brought down by vast river systems was held back by the tides and current of the North Sea. Waves and wind built up a strip of dunes (now broken in the North into a string of islands). Islands and mudbanks in the river and estuaries were gradually linked together. Settlement began on the still separated mounds. The settlers built dykes round the marshes and drained the land as best they could. Time and again, however, their work was undone when storms breached the protecting dunes and their primitive defences proved inadequate against the rising seas and flood waters.

The history of the Netherlands is thus the story of a long battle waged, first by land against water, and later by Man against tides and floods. We cannot know for certain just how the story went. We are reasonably certain that there were two periods of dune building, the second to an extent overlaying the first. The first phase is thought to have ended some time before

300 AD. The next and present period of dune-building is associated with changes in land and water levels. The upper portions of the oldest of the Old Dunes are now several feet below sea level and certain Roman structures have been discovered also well below present-day sea level. Today, two-fifths of the country lies below sea level, protected from encroachment by



*A characteristic feature of the city of Amsterdam are its famous street organs, which are much larger and more elaborately decorated than those which are found in most other countries*

*In addition to being a thriving commercial and industrial centre Amsterdam is, of course, also a world-famed port. This is the Prince Hendrik Quay. Behind the houses in the background can be seen the spire of St. Nicholas Church*



and won over to cultivation. (Holland incidentally is but one of the several provinces forming the Netherlands.)

By 1919, initial technical preparations had been made for the biggest scheme of all – the reclamation of the Zuider Zee. In 1923 work was begun on the some twenty-mile long dam 'sewing up' the mouth of the southern sea and turning it into an inland fresh-water lake – the IJssel Lake – with drainage sluices along the dam to discharge the waters into the North Sea. In 1932, the dam was completed – the tidal Zuider Zee had ceased to exist. Draining was commenced at once and today two areas of reclaimed land (polders) are already bearing crops. These, with three other polders on which work is in progress or projected, will add about ten per cent to the country's arable acreage.

The concept of the inhabitants of the Netherlands as primarily engaged in agriculture, however, is erroneous. Today, something like forty-three per cent of the country's employed population work in industry, agriculture (with fisheries) accounting for only fifteen per cent. Nor in spite of progressive land reclamation, is agriculture likely to absorb many more farm workers owing to the extent to which mechanization is expanding. With a density of population some twelve times greater than that of the United States, the Netherlands is now the most densely peopled country in the world and emigration has assumed large-scale proportions.

Politically, the Netherlands emerged from a conglomerate of feudal states and communes to the present day stable democracy with a two-chamber Parliament and a constitutional monarchy. Before national independence was achieved, however, long and bloody wars had to be fought against foreign domination, mainly against the French and Spaniards, and complicated by the rise of religious differences. Today, although religious freedom is written into the constitution, these differences are reflected in many aspects of national life – in Parliament for example, where the Labour Party and the Roman Catholic People's Party, the two main parties, are almost

evenly matched, and also in the trade union movement, there being three national trade-union federations: the Catholic *KAB*, the Protestant *CNV* and the secular *NVV*.

The Dutch are a sea-board folk and as such their history and destiny have been bound up with and shaped by the sea. It has been their friend and their enemy. As a seafaring nation they have ranked and still rank among the foremost in the world. The exploits of their great navigators and their voyages of discovery are matters of general knowledge not confined to Dutch history books. As traders and explorers the Dutch discovered Australia and New Zealand and established colonies in the two Americas, in Asia and South Africa. They sailed up the Hudson and founded New Amsterdam (now known as New York).

As a maritime nation, the Netherlands holds eighth place in the list of the world's shipping countries. The largest port is Rotterdam which is the largest port on the European continent. In virtue of her position at the mouth of western Europe's great waterway, the Rhine, the country's inland shipping has attained great prominence, constituting 52.5% of the total Rhine fleet. With most of the country's freight being carried by waterway, her railways are used mostly for passenger services. During the course of the present year, the State Railways expect to dispense with steam traction; trains running over electrified track or hauled by diesel-electric locomotives.

In air transport, the Netherlands claims to have the world's oldest commercial airline, the Royal Dutch Airlines (*KLM*). This company began operating in 1919. Today it operates over a network of more than 150,000 miles and employs a staff of 17,500 including more than 1,200 flying personnel. On the ground, however, the individual Dutchman's most popular means of transport remains the bicycle, of which there is one to every two inhabitants. In all probability, the Dutch child rides to school on his bike when he begins school at the age of six.

Dutch children go either to a public elementary school, run by the municipality,

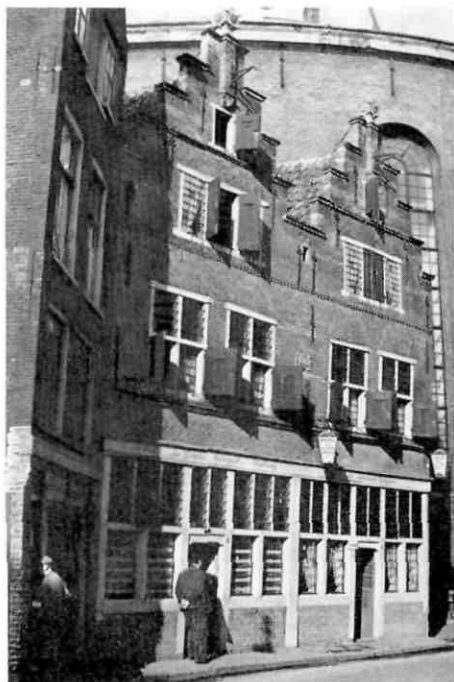
*(continued on the next page)*

*An unusual view of the Royal Palace on Dam Square seen from the corner of Eggerstraat. The Palace is at the other end of the Square from Hotel Krasnapolsky, (see our cover picture), where the ITF Congress is being held this year*



# Labour relations in the Netherlands

by DR. P. S. PELS, Secretary of the Social Economic Council and Secretary of the Wages Committee of the Labour Board



Two real old Amsterdam gabled houses (*gevel-tjes*) in the city centre. At street level there are licensed premises: on the left 'The Golden Mirror' and on the right 'The Silver Mirror'

(continued from page 121)

or to one of the 'special' schools owned by churches or private bodies. With the exception of religious teaching, however, the curriculum is the same. Much attention is given to foreign languages, particularly English, French and German, and the visitor to the country is frequently surprised at the number of people he meets from all walks of life who can converse in his language. Secondary education starts at the age of twelve and, for those who take this form of education, goes on till the age of eighteen. Otherwise the school-leaving age is fifteen. In the latter event, there are continuation and vocational training schools specializing in the various crafts and industries. Study courses are designed to last two years except in the case of the 'MULO', a system of instruction giving commercial training, where the course lasts four years.



THE HOLDING OF THE TWENTY-FIFTH BIENNIAL CONGRESS OF THE ITF IN AMSTERDAM this year presents us with an opportunity to say a few words in the Congress issue of the ITF Journal about various aspects of social-economic conditions in the Netherlands.

Although readers will primarily be interested in developments in the field of transport, it is as well to point out that such developments can best be viewed against the background of existing conditions over the whole field of labour relations. It is no easy task to give a complete picture of present labour relations within the compass of an article of this kind. Nevertheless, within the short space available, I hope to give readers an insight into what has been achieved in this country, the results of the changes introduced hitherto, and the perspectives now opened.

I will take it for granted that the reader is fairly conversant with the structure of the trade union movement and will draw his attention to the fact that, as a result of the process of change in society itself, the relationship between government and society has also undergone modification. In this connection, a changed relationship between the bodies representative of employers and employees may also be observed, accompanied by the significant phenomenon of co-operation in social-economic matters between organized industry and the authorities.

In the Netherlands, too, social conditions at the turn of the century were truly wretched, workers' lives being overshadow-

ed by fears of unemployment, by insecurity and the absence of any rights. The efforts of the trade union movement, then growing in strength and influence, were therefore primarily directed towards securing better working conditions and improved social conditions generally. During this period of development, consultation with employers or their representative organizations necessitated by changing conditions was primarily of an incidental character, whereas in later years such consultation tended to develop more permanent features. In the 'thirties in particular, increased contact between employers' and employees' organizations became noticeable. This was mainly in connection with the implementation of

The Netherlands has six Universities, the oldest being that of Leyden founded in 1574, and four colleges with University status.

Social services in the Netherlands fall under the Ministry of Social Affairs and Public Health, headed by a Minister with cabinet rank. Workers are covered by industrial schemes in the event of unemployment, accident, illness and incapacity. Insurance is compulsory for employees and optional for the self-employed. The total number of compulsorily insured exceeds five million, with half that number self-insured, so that seventy to seventy-five per cent of the population come under the insurance provisions. Contributions are not inflexible, being based on earnings, and benefits vary accordingly. State old-age pensions are paid. Supervision and co-ordination of the activities of the industrial associations entrusted with the running of

the insurance schemes is in the hands of a tripartite body – the Social Insurance Council. This works in close collaboration with the Social Economic Council and the appropriate Ministry.

Labour-management relations in the Netherlands form the subject of a separate article in this issue of the Journal.

In this short article it is, of course, impossible to give more than a brief glimpse of the country of those who are our hosts at the twenty-fifth Congress of the ITF. Delegates and visitors will doubtless carry away with them their own pleasant memories of Dutch hospitality, symbolized by the many twinkling lights from countless Dutch homes – lights which spring up when night falls and which, unconcealed behind heavy, drawn curtains, reveal scenes of everyday domestic contentment and seem to beckon hospitably to strangers passing by.





*A very large amount of new housing is now to be seen in the outer suburbs of Amsterdam. These new flats are in the Western area of the city*

social insurance legislation and consultation on amendments to a number of wage contracts in certain branches of industry.

The war years 1940–1945 put a stop to this development, not least by reason of the fact that, during this period, there was no opportunity for organizations based on democratic and voluntary association to function. Nevertheless, it was just during these dark days of bitter memory that personal contact between leading personalities in these bodies was strengthened, particularly during secret talks on how consultation between employers' and employees' organizations on a more permanent basis could best be brought about after the war.

Thus, shortly after the liberation, the

*A very pleasant and comfortable way of seeing a lot of Amsterdam within an extremely short space of time is to take an excursion trip on one of these extremely modern canal buses*



Labour Board (Stichting van den Arbeid, lit. Labour Foundation) was set up. This is a bipartite voluntary body composed of members of the employers' and employees' national federations. The Netherlands TUC (NVV) is one of three trade union federations represented on the Board. Its governing body consists of the chairmen of the largest employers' association (the CSWV) and of the NVV. The Board's functions lie in the field of social security, the government from the outset having appointed the Board as its official advisory body in matters concerning social welfare, of which those having to do with wages may be viewed as the most important.

A policy of wage control and co-ordination instituted by the government and organized industry, has been pursued in the Netherlands since 1945. This means that wage agreements, as collective bargaining contracts, and other agreements of the same kind have the force of law only after approval by a government body, i.e. the

*Amsterdam, naturally enough, has one of the best collections of Dutch paintings in the world. A group of schoolgirls take a look at one of Rembrandt's best-known works – 'The Night Guard'*



State Mediation Board (College van Rijksbemiddelaars).

In 1944, general principles to be observed in the consideration of wage claims were drawn up as the result of consultations between the Labour Board and the government, i.e. the State Mediation Board, which forms a department of the Ministry for Social Affairs.

Over the years, these principles have been modified to suit changing economic circumstances. As a result, general wage increases have been authorized on a number of occasions. In the same way, within the framework of the wages policy, there have been under constant discussion and review such matters as job classification, increased production bonuses, the improvement of the so-called secondary working conditions (holidays, holiday pay, pension arrangements, regulations on shift work, sickness and accident insurance benefits, etc.)

Within the system herein outlined, the Labour Board plays an important role in that a final government ruling on specific wage claims, which are mostly made in respect of one branch of industry, cannot be given until the Board has advised on the claim. This means in practice that a special

*The extensive network of canals which criss-crosses the oldest part of the Dutch capital is one of Amsterdam's most characteristic features. How much canals add to the city's beauty can be judged from this excellent photograph taken on a summer's evening*



*A fine view of Amsterdam's Western Clock Tower surmounted by its Emperor's Crown  
(Photograph taken by Henk Nieuwenhuis)*

bipartite wages committee set up by the Board is constantly engaged in examining the numerous collective contracts to ensure they conform with the guiding principles laid down by the Labour Board. This presupposes in most cases close consultation with the contract parties directly affected. It should be made clear that, in this fashion, the main emphasis of effort is towards maintaining the most equitable wage relationships possible between the various branches of industry, whilst ensuring the maximum possible strengthening of the ties between the official wages policy and the national economy.

One of the most outstanding results of this wage policy procedure has been a strengthening of the contacts between the employers' and employees' national centres as well as those between trade union national centres and their affiliated unions. In addition, practice has shown that the gearing of organized industry to the process has made a considerable contribution to peace in industry, with consequent benefits to the national economy. Furthermore, in the event of bargaining partners failing to reach agreement, the Labour Board – which is regarded as a top-level authority in its own right, as it were – can offer its good offices as a mediator, thus relieving tension and even averting a strike.

To complete the picture, mention should be made of the fact that, as a result of the experience obtained of the operation of the wage policy over the years and of the developments which have taken place, notably the creation subsequently of the Social Economic Council – about which more will be said later – thought is now being given to the extent to which it is desirable and practicable to set some kind of limit on the government's exercise of the ultimate word in the matter of wage movements and to introduce changes in the operation of the wage control policy.

From the outset, the Labour Board has been concerned with the extent to which the equal claims of employers' and employees' organizations could be given due consideration, not only in the field of social welfare but also in the general economic

field. Consideration was given to the creation of a tripartite body established under public law. Not least among the factors weighed in this connection was the fact that, as a result of changes in society and of a different constitution and objectives of the trade union movement, consultation in organized industry or between industry and government could no longer be restricted to the more limited field of social welfare.

After lengthy preparatory work, an Industrial Relations Act was promulgated in 1950 which ushered in a new period in the country's social economic life and which, above all, endowed the trade unions with new functions and responsibilities.

Under the terms of the Act, a top-level industrial body was set up: the Social Economic Council. This body is tripartite; of its forty-five members, one-third represent the employers, one-third the three national trade union bodies (the NVV has seven members), whilst the remaining third consists of independent experts appointed by the Crown – not government representatives, therefore.

One of the functions of the Council is to promote the establishment of various industrial bodies enjoying powers conveyed under public law, i.e. powers of compulsory enactment. It is not proposed to enter into a further description of this separate and special function of the Council. Suffice to mention the second function which has hitherto proved to be its most important, viz. its work as a advisory body. This results from the Act requiring the government to seek the recommendations of the Council on all important matters affecting the country's social and economic life.

The preparation of these recommendations occurs in separate tripartite committees, the composition of which is largely determined by the nature of the problem concerned. Over the years, the Council has been called upon to make recommendations over a wide range of subjects. These include: general wages and prices policies; the wage policy system; hours of work; unemployment benefits and insurance; rents; sickness insurance; employment





*Peaceful little backwaters like this are to be found in many places, even in the very heart of busy Amsterdam. The photograph was taken (again by Henk Nieuwenhuis) in the Reguliersgracht*



*As in many European capitals, Amsterdamers like to spend their evenings seated in pavement cafés watching the rest of the world go by. This shot was taken in the Rembrandtsplein (Rembrandt Square)*

Council's activities touch on diverse aspects of industrial life with particular reference to the significant role the trade unions play therein.

It should be made clear, however, that the government is in no way required to give the Council's recommendations legislative effect. Nevertheless, to the extent that general agreement is reached in formulating recommendations, which incidentally are always given wide publicity, the government finds it difficult not to follow them.

These developments in the field of labour relations, which also contributed to the setting up of works councils through the medium of the Social and Economic Council, have brought a shift in the position formerly held by the labour-management consultation machinery in the general industrial scheme. They have also inevitably broadened and increased the work of the trade unions.

Apart from the range of problems presented by the changed situation which also affects the trade union movement, the altered circumstances in labour-management relations open up wide prospects for the trade union movement, not the least of these being the possibility of serving the direct interests of individual members. Responsibility for these members would appear to extend at the same time to the welfare of the entire nation.

In the final analysis, the latest developments in this field do in fact imply a completely new relationship in society generally, an essential contribution being made to harmony in the field of human relations in which the labour factor is awarded its rightful place.

This new consultation machinery and the results obtained from its operation have met with due interest in countries other than the Netherlands. Naturally, this development has to be seen against the background of historical developments peculiar to the Netherlands and the growth of views and attitudes connected therewith, but it is hoped that this short sketch has enabled readers to gain an insight into the labour-management relations machinery existing in our country.

schemes; children's allowances; equal pay for men and women; agricultural labour; Benelux affairs; hire purchase; the national old age pensions scheme; widows' and de-

pendents' insurance; matters in connection with the Labour Act and the Act relating to Drivers' Hours of Work, etc.

From this summary, it is clear that the

*Until the projected tunnel under the River Y is finally completed, the best way of crossing from the city centre to North Amsterdam is by ferry. A number of the ferry boats are shown in this photo. In the background can be seen some of Amsterdam's docks*



## Portrait of a Hague tram conductor



FOR MOST PEOPLE the ringing of an alarm clock is the signal that they must get up in order to arrive on time at their office, factory or other place of work. The same sound – but somewhat earlier and at different times because the start of his shift varies – also wakes a Hague tram conductor for his daily task of getting others to their destination or local railway station.

We would like to tell you, in the article which follows, something about the conditions under which a conductor employed by the Hague Tramway Company (HTM) works.

An HTM conductor has a working week of forty-eight hours – although this is in fact not laid down by law. He has enjoyed a forty-eight-hour week ever since 1918, except for the period 1921-24, when operating staff on the city lines worked fifty-two hours and those on suburban services fifty-four hours.

The tram conductor's duties – including broken shifts, which are also known to us – are spread over a period of twelve hours. On transfer to early shift the period of night rest is generally twelve hours, but must be of at least ten hours. Every sixth day is a day off and, in addition, a conduc-

tor must be given at least thirteen free Sundays per year and can actually claim seventeen if he so wishes. On the basis of the work roster and including his annual leave, a conductor usually gets eleven Sundays free of duty, which means that he is still entitled to an additional two or five as the case may be. These are then given as extras, but retaining the normal day off during the weeks in question. The average working day for a conductor on city services amounts to eight hours thirteen minutes and on suburban services to eight hours and twenty-four minutes.

At tram terminuses there is usually a small rest room, equipped with toilet facilities and a gas stove on which the conductor can brew up whatever beverages he may have brought with him. Whenever a conductor works on a recognized public

*Good humour is a great asset to workers like tram conductors who have to deal with the public directly. This conductor at least seems to have infected his passengers with his own cheerfulness*

holiday, he is entitled to another day off in compensation. This also applies if he happens to be on leave or having a normal day off on the holiday in question.

Relations between the conductor and his superiors – ninety per cent of whom are also organized in our union – are excellent, something which could not always be claimed before the outbreak of the Second World War. The fact that personnel relations are so good is an advantage to both staff and the undertaking which employs them.

Now let us take a brief look at the wages and other working conditions of our conductor. The gross weekly wage at the age of twenty-four amounts to 73.32 guilders (£1 equals 10.60 guilders; \$1 equals 3.80 guilders), plus a supplementary payment of 8.56 guilders for irregular duty. The actual gross weekly rate is thus 81.88 guilders. The irregular duty bonus is payable to staff who are rostered to work on Sundays and public holidays; on normal working days between 22.00 and 06.00 and between 18.00 and 22.00 hours; and, in addition, on Saturdays between 14.00 and 18.00 hours. However, agreement has been reached on the payment of a fixed allowance to all operating staff, i.e. including conductors, and this payment continues to be made even where the staff member concerned is on annual or sick leave.

A conductor who performs work over and above the hours laid down in his duty roster is entitled to overtime pay at the following rates: time and a quarter for the first four hours of overtime on normal working days; time and a half for any additional hours on working days; and double time for duty on Saturdays and Sundays. For work performed on days off double time is payable, with the proviso that at least four hours at double rates must be paid.

Where, for operational reasons, a day off has to be worked and a non-rostered

*The Hague tram conductors have a well-deserved reputation for courtesy to passengers. Of course there are some occasions when there is even more incentive to courtesy than normally!*

day off is given in compensation, then a special supplement of twenty per cent is paid for the hours worked on the original day off. Furthermore, we also have a stipulation on *altered duty time* which provides, inter alia, that a supplement of twenty-five per cent is payable for hours worked outside the duty period originally laid down by roster.

In addition, a conductor-driver – who in any case earns 1.61 guilders per week more than a conductor – has his pay made up to that of a driver when he serves in that capacity. When he works on a one-man operated tram he qualifies for an additional allowance of 2.96 guilders per week. This latter allowance is also payable to bus drivers employed by the company, since all bus services are in fact one-man operated.

Having said something about the wages structure, we would now like to mention some of the deductions which are made from gross rates and explain what their purpose is.

The first such deduction is of course the premium which all members of the company pension scheme have to pay. For a conductor this amounts to 4.75 guilders per week.

What benefits does he receive for this premium? Well, first and foremost he has, of course, the right to a service pension on reaching the age of sixty-five. For each year of service a conductor acquires the right to  $1\frac{3}{4}$  per cent of his pensionable emoluments, up to a maximum of seventy per cent, and with the proviso that he must have at least seven years' service to his credit.

Pensionable emoluments are made up as follows: fixed annual wage; the value of service uniform provided by the employer (this has been supplied free ever since 1901); the irregular duty bonus; two weeks' holiday bonus; plus any other service income, if this amounts to more than 25 guilders per annum.

In addition to the company pension at age sixty-five, we also have a disability pension, and widow's and orphans' pensions. The disability pension is granted to

any employee who is retired on medical grounds provided that he has at least five years of service. In theory, he would thus be entitled to  $5 \times 1\frac{3}{4}$  per cent of pensionable salary, but in fact he received thirty per cent. In cases of two-thirds disability, this is increased to fifty-two and a half per cent, payable up to the age of sixty-five, after which the employee reverts to the normal thirty per cent. If an employee becomes disabled as a result of service with the company he can receive a 90% pension.

**Before 1 January 1957, widow's pensions were calculated as follows:**

- 50 per cent of the first 2,000 guilders
- 40 per cent of the next 3,000 guilders
- 20 per cent of the next 5,000 guilders; and
- 5 per cent of the remaining amount of pensionable salary.

Since that date, however, the system has been like this: The basis used in calculating the pension payable to the widow of an employee who dies before his sixty-fifth year is the amount which the employee would have received if he had survived to sixty-five. This amount in turn is based on the average pensionable emoluments applicable to the employee at the time of his death. We will try to make this clear by a practical example.

We will presume that an employee entered the service of the tramway company at the age of thirty and died at the age of fifty. His average pensionable salary was 4,000 guilders. At age sixty-five he would thus have been entitled to  $35 \times 1\frac{3}{4}$  per cent of pensionable salary, in other words to 2,450 guilders. His widow therefore receives a pension amounting to five-sevenths of 2,450 guilders, i.e. 1,750 guilders. This is because the present regulations state that a widow's pension amounts to five-sevenths of pensionable salaries up to 5,000 guilders, and to five-eighths in the case of pensionable salaries over that amount.

Orphans' pensions amount to forty per cent of the widow's pension in the case of children and to twenty per cent in the case of stepchildren. However, the total amount of widow's and orphans' pensions may not



exceed the deceased employee's normal pension, from which they are either derived or presumed to have been derived. Orphans' pensions are payable to all unmarried children under the age of twenty-one.

The second amount which must be deducted from gross earnings is the amount of the premium for the general old age pension scheme which has applied to all Dutch citizens since 1 January 1957. This comes to 6.75 per cent of wages. It is worth mentioning here that, when the scheme was introduced, all workers received a compensatory wage increase of 5.6 per cent.

In contrast to the staff pension fund, which is a capital insurance, the general old age pension scheme is based on the principle that those now at work pay for the pensions of their fellow-citizens who have reached the age of sixty-five.

In order to avoid any undesirable clash between industrial and national pensions schemes, the Government considered it necessary to bring in legislation providing that the total income by pension of government employees (the Hague Tramway Company's scheme is linked with the legislation on civil service pensions) must stand in reasonable relationship to working income.

This is done in the following way: for each year of service counting towards pension entitlement, two per cent of the national old age pension is deducted – up to a maximum of forty years of service. To illustrate this we will take the case of an employee with forty years of service who retired in 1939. His pension would be calculated like this:

Service pension:

70 per cent of f 1,570	f 1,099
plus	
percentage of bonus	1,473
	f 2,572
minus eighty per cent	
of old-age pension	f 1,123
Leaving	f 1,449
plus old-age pension	f 1,524

leaving a total pension  
of f 2,973 per annum.



All bus services in the Hague run by the HTM are one-man operated. The additional demands made on the bus workers and those on one-man trams are recognized by the payment of extra allowances

In addition, when an employee – including a retired employee – dies, his dependants receive a lump-sum payment of 300 guilders. In the case of an active employee, his dependants continue to draw his normal wage for thirteen weeks after his death.

In Holland, all workers – except for those employed by the Government – are compulsorily insured against sickness (this includes the services of a family doctor, specialists, the provision of medicaments, and hospitalization up to a maximum of six weeks). The total premium payable is 4.4 per cent of earnings, shared equally between employer and employee.

In the case of sickness, an employee of the Hague Tramway Company continues to draw full salary for twelve months, ninety per cent of salary for the next three months and eighty per cent for nine months thereafter. If he has to undergo treatment for tuberculosis, then he can qualify for sick leave on full pay up to a maximum of three years.

To complete the picture, we should also say something about child allowances. Following the war, Holland had to adopt a greater measure of control in its wages policy. One of the first steps taken in 1945 was to establish a so-called minimum 'social' wage. This was based on the cost of purchasing the necessities of life plus certain fixed outgoings, such as rent, in-

surance, etc., for a family of two persons.

In the case of families with children, this 'social' wage was enhanced by a child allowance payable quarterly or, as in the case of our undertaking, on a weekly basis. The allowance continues until the children reach the age of sixteen, but in the case of those children who are still being educated or who are physically incapacitated payments may be made up to the age of twenty-seven.

Exactly how this works out in practice can be seen from the following wage structure applying to a married conductor with two children under the age of sixteen:

Fixed wage	f 73.32
Irregular duty bonus	8.56
Gross earnings	81.88
Children's allowance	9.09
Total income	f 90.97
Sickness insurance	4.30
Total	f 95.27
Deductions:	
Pension fund	f 4.75
Old-age pension	5.45
Sick fund 2.1 per cent	1.72
Funeral benefit	0.10
Social fund	0.25
Income tax	2.80
Convalescent fund	0.20
Union dues	0.90
	f 16.17



So far as secondary working conditions are concerned, we would mention that a conductor is entitled to seventeen days' leave. At the present time, this is split up into two periods of five days (i.e. two weeks), which is considered as an annual holiday, whilst the remaining days are taken in the form of casual leave. A holiday bonus, which is the equivalent of two extra week's pay or four per cent of annual salary, is given for the annual holiday period. In addition, those who are in receipt of child allowances have them doubled for the same period. Additional leave is granted in certain cases.

Now that we have said something about the wages and social position of a Hague tram conductor, the reader is probably wondering exactly what the conductor can do with his money.

In The Hague, as in Holland as a whole, cost-of-living surveys are carried out at regular intervals. The last general survey was undertaken in 1951. Our own investigations have shown that the percentage of income spent, for example, on food has not changed to any real extent since that year. For a family of four in the income group represented by a tram conductor this came to 35.5 per cent. Naturally, this in itself does not necessarily mean very much since, if prices rise, this simply implies that smaller quantities of foodstuffs are being purchased.

If we look into the matter a little more closely, we find that expenditure on food can be broken down as follows (in percentages of total amount spent):

Bread and biscuits	10.6
Cakes and pastries	5.6
Potatoes	4.8
Green vegetables, etc.	5.9
Fruit	6.1
Sugar	4.5
Tea, coffee, chocolate, jam	9.9
Meats (various)	15.1
Milk	13.1
Cheese	3.3
Eggs	2.8
Fats and oils	9.9
Fish	1.7

In considering the above, one has of course to take into account the food habits of the Dutch people and the changed attitude towards the nutritional value of vegetables, etc. Some changes in these habits are in fact taking place as the result of higher living standards and other factors. In 1921, for instance, only 2.2 per cent was spent on fruit as against the present 6.1 per cent.

To give ITF readers an even better idea of the purchasing power of a tram conductor, we have calculated below the amount of time he must work to purchase certain commodities (1 kg. is 2½ pounds; 1 litre is 1¾ pints; 1 km. is a little over half a mile):

1 kg. bread		15	mins.
1 kg. meat	3 hours		
1 kg. margarine		45	mins.
5 litres of milk	1 hour		
1 kg. sugar	½ hour		
1 kg. tea	4½ hours		
1 kg. coffee	4 hours		
1 kg. rice		43½	mins.
1 kg. soap		25	mins.
10 oranges		45	mins.
100 km. train journey	2 hours	15	mins.
1 bicycle (complete)	100 hours		
1 de luxe moped (pedal-assisted cycle)	316 hours		
1 man's suit:			
ordinary quality	52 hours		
medium-priced	70 hours		
top quality	88 hours		
1 pair medium-priced shoes	10 hours	36	mins.

In the foregoing, we have tried to give some idea of the working conditions, duties and wages of a tram conductor in The Hague. The reader might perhaps be tempted to think that a conductor is only interested in the material side of life, since we ourselves have only dealt with that side so far. However, that would be a very wrong impression. On a number of occasions our company has sent round service notices thanking staff for the way in which they

have performed their duties during a particularly difficult period, for instance the transportation of an unusually large number of passengers during a period of very bad or very cold weather. Almost every member of the staff does such work gladly, as can be seen from the fact that whenever youngsters want to resign from the company almost the only reason given is that they do not like the irregular hours which are an unavoidable feature of any job in public transport.

In a book on the Netherlands trade union movement, we recently came across the following sentence:

*'Treasures of knowledge have been acquired by countless men and women who, without the influence and activity of trade union organizations, would have been deprived of any contact with cultural development.'*

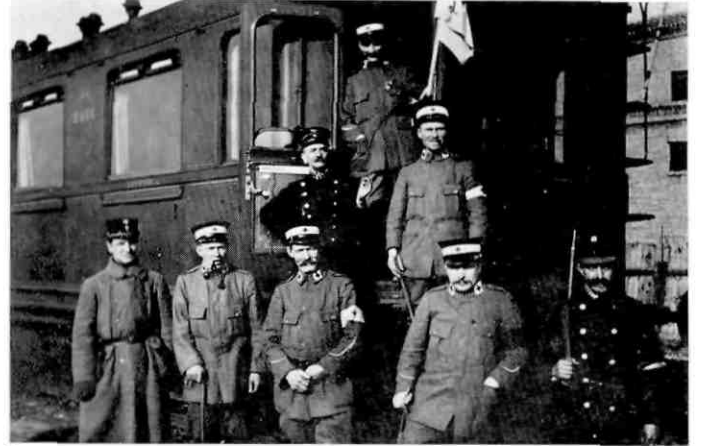
It was in fact as a direct result of trade union activity, particularly that aimed at reducing working hours, that the beginning of the twentieth century in Holland saw the creation of workers' recreational associations, such as choral, musical and theatrical societies. Many of these societies have good reason to be proud of what they have succeeded in achieving within a very short space of time. That is also true of the staff associations which have been built up within our own undertaking. Owing to the irregular nature of our duties it is not possible for us to join a club made up of those work normal hours, and for that reason we created our own staff associations at a very early date. Our theatrical and musical societies, for instance, have been in existence for fifty years, and our male-voice choir for about forty-five years.

Of course, not every employee of the Hague Tramway Company is a member of these societies, but you usually find that they belong, for example, to a football, bridge or billiards club, whilst others take up hobbies such as making model trams, cultivating an allotment, etc. If you visit the homes of others you may find that they have built up an extensive library or discover that they are members of an Esperanto group. This naturally does not ex-

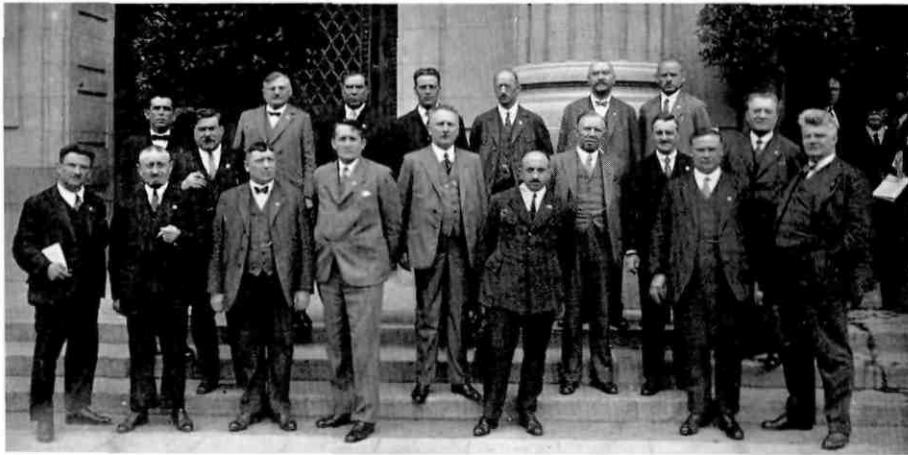
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# The ITF in Amsterdam

 FOR A PERIOD OF ALMOST TWENTY YEARS the fortunes of the ITF were bound up with the city of Amsterdam. In fact this was very largely true of the whole democratic trade union movement of the inter-war period. In the 1920's and 1930's most people referred to that movement as the 'Amsterdam International' and its policy as the 'Amsterdam Programme', in order to distinguish it not only from earlier trade union groupings, but also from the 'Red International' based on the newly established Russian Communist state.

It was hardly surprising that Holland, this small ex-neutral country, should have been chosen as the headquarters for both the old International Federation of Trade Unions and many of the International Trade Secretariats following the end of the First World War, for it was in the main Dutch trade unionists who had tried during the war years to keep alive the links which had been established before 1914 and it was

they too who had taken a leading role in setting the scene for the recreation of the international movement.

For the ITF itself the period was to begin with a small conference – consisting of only fifteen people, including two representatives of the Provisional Secretariat – which met to discuss the possibility of reviving the pre-war international organization of transport workers which had been based on Berlin. It would be idle to pretend that the conference was not affected by the long years of war or by the propaganda and counterpropaganda to which delegates from the former belligerent countries had been subjected. There were in fact bitter recriminations on both sides, particularly between the Belgians and Germans over the submarine warfare which had been waged against merchant shipping and which had naturally taken a heavy toll of merchant seafarers. It was thus no easy task for the peacemakers – who included Edo Fimmen and the late Ernest Bevin – to overcome the hatreds which had been bred in the violence of war and persuade the representatives of the ex-enemy countries to concentrate on the far more important work of re-creating a strong and united international family of transport workers.

When the ITF left Amsterdam for London twenty years later the world was again split on almost exactly the same lines as during the 1914-18 war. There was, however, one very important and significant difference so far as our International was concerned. The division in the world as a whole was in no way reflected in the transport workers' movement, nor for that matter in the general international trade union field. Too much had gone before, too many sufferings had been shared, too many bitter – and often hopeless – battles had been fought against a common enemy

for that to happen easily.

And indeed, the two decades which the ITF spent in Amsterdam had been a truly tremendous period in a variety of ways. It is certainly no exaggeration to state that they were probably the most important formative years of our Federation, as regards both policy and organization. From a small, relatively inactive organization which had collapsed under the strain of the First World War, the ITF, during these two decades, developed in size, importance and breadth of vision to the point where it had become one of the most vital – if not *the* most vital element – in the international labour field.

It is easy to forget, for instance, how many of the present basic policies of the ITF were formulated during the inter-war years and how many of its methods and organizational forms were developed or planned during the same period. To take only a pair of examples. The present Congress in Amsterdam will be discussing two very vital questions: the co-ordination and integration of the various means of transport against the background of steps towards European unification; and the further development of the ITF's activities in the under-developed regions of our world. On the first point, it is worth recalling that the ITF Congress held in Hamburg in 1924 was probably the earliest trade union forum to seriously consider the possibility of a United States of Europe, whilst Congresses held in the 1930's – and particularly those held at Prague and Copenhagen in 1932 and 1935 – gave very careful attention to the need for a co-ordination of transport and the problems arising out of such co-ordination.

So far as regional activities are concerned, one has only to recall the resolution on this subject which was adopted as long ago as the Stockholm Congress of 1928 and which concluded with the following words:

'This International Congress instructs the General Council, the Executive Committee and the Secretariat:

a) to devote special attention to propaganda and endeavours to ensure the affiliation of the unions in those countries still

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1) *The conference held at Amsterdam in May 1919 at which the ITF was formally reconstituted. Edo Fimmen and J. Oudegeest of the Provisional Secretariat are seated at the table and immediately in front of them can be seen (from left to right) Johan Dör'ng, Johan Brautigam, Herman Jochade and Ernest Bevin*

2) *A group of Red Cross personnel accompanying one of the trade union movement's relief trains to Vienna in 1920 photographed with two Austrian guards while crossing the frontier post*

3) *A group of ITF delegates who attended one of the early ILO conferences. In addition to Ernest Bevin and Edo Fimmen can be seen the ITF's Assistant General Secretary Nathan Nathans (extreme left of front row) and K. Maxamin of the pre-war Polish Railwaymen's Union (third from right; front row)*

4) *For nearly twenty years the headquarters of the ITF Secretariat was to be established in this old house in Amsterdam's Vondelstraat*

5) *The late Edo Fimmen together with representatives of the Japanese transport workers' trade unions during his historic mission to Asia and the Far East in the early 1930's*

6) *The funeral of Nathan Nathans who was killed in a plane crash near Brussels in 1937 while travelling on an ITF mission to aid refugees from Spain. The ITF flagbearer at front left is Brother V. Klatil of the Secretariat*



lying outside the sphere and influence of the ITF;

b) to consider and pave the way for steps which will enable the ITF to meet in ever-increasing measure the needs and wishes, both organizational and economic, of the extra-European organizations.<sup>7</sup>

Or alternatively, one could mention the long journeys taken by the then General Secretary, Edo Fimmen, to the Americas, India and the Far East at a time when a mission of this kind was almost one of the seven wonders of the international trade union world. How far-sighted Fimmen was, however, in undertaking such journeys is best shown by the list of present-day ITF affiliates from Asia, Africa and the American continent.

It was while the Federation was in Amsterdam, too, that the basis was laid for the ITF's present extensive participation in the work of the International Labour Organization – participation which now covers the whole field of transport labour. The ITF was in fact one of the first international bodies to realize the importance of the ILO for the workers which it represented, and it was quick to translate that realization into concrete action. There can be not the slightest doubt that if the leaders of the ITF in the early 1920's had not had the good sense to ensure that transport workers were properly represented in the existing bodies of the ILO, as well as to press for the creation of adequate machinery where it was not already available for the individual branches of the transport industry, then the ITF and the workers whom we represent today would possibly never have possessed the pre-eminent position and the respect which they now enjoy in this world parliament of labour. Nor is it likely that there would have been the present wealth of international labour legislation dealing with the problems of those employed in our industry.

It is worth recalling, for example, the action taken in this field by the two principal groups of transport workers on which the early ITF was very largely based, namely the seafarers and dockers. The dockers began their campaign within the ILO with

the introduction of decasualization schemes and port safety measures at the beginning of the 1920's and although subsequent progress must have seemed painfully slow to those who were immediately concerned at the time, these early efforts were later to be well rewarded by the great influence which discussion within the ITF and particularly by ITF representatives within the ILO had on later developments in the dock labour field.

The successes achieved by the seafarers were rather more striking. The Joint Maritime Commission was one of the first specialized industrial committees to be set up by the ILO, largely as the result of pressure by the ITF, in which the seafarers were already quite an influential section. As early as 1926, the JMC was composed entirely of representatives of ITF-affiliated organizations except for one acting on behalf of the International Mercantile Marine Officers' Association. The seafarers were thus able to present a united front within the ILO in support of common policies which had been worked out in advance at ITF meetings. How advantageous that early close collaboration between the seafarers of many countries turned out to be can be gauged from the present International Labour Code – the name which has been chosen to describe collectively the international minimum standards which have been established within the ILO during its thirty-nine years' existence. No less than four separate sets of international conventions dealing with maritime labour conditions have been adopted on the initiative of the ITF's seafarers' section, culminating in the comprehensive and monumental Seattle Conventions of 1946 and their later amendments, which cover almost every phase of the seaman's life including wages, hours and manning, food and catering, medical examinations, accommodation, social security, pensions and paid vacations.

In addition to these practical results, the action taken by the seafarers and dockers in Geneva during the inter-war period were of considerable consequence for the prestige and influence of the ITF. The fact that

the ITF became recognized at a very early stage as the one international organization capable of speaking on behalf of the world's transport workers was to stand it in good stead at a later period when it expanded its activities not only to new areas of the world, but also to new groups of transport workers. An example of the latter is the attention which has been given within the ILO in recent years to the problems of two comparatively new ITF sections – those representing inland waterway and civil aviation workers.

But perhaps the most notable feature of the years during which the ITF was in Amsterdam was the complete change which took place in the character and methods of action of our Federation. The implications of this change were well put in a statement made by Edo Fimmen in the early 1930's. He said:

'The ITF, immediately upon its reconstruction, broke with the view generally held before the war, that the trade union movement should confine itself to protecting and improving the conditions of its members and should not, therefore, concern itself with questions of a general political character. To its activities in connection with matters lying outside the sphere of trade union affairs in the narrower sense, the ITF owes in considerable measure the position it occupies in the international labour movement. Its propaganda and efforts against militarism and warmongering, against Fascism and reaction of all kinds, have given the ITF a reputation far beyond the ranks of the transport workers'.

The phrase 'immediately upon its reconstruction' used by Fimmen was no mere rhetoric. One of the very first tasks undertaken by the newly-created international trade union movement, even before the end of 1919, was the organization of a relief campaign to aid the starving population of post-war Vienna. Despite the fact that workers in other war-ravaged countries were only little better off than their Austrian colleagues, their response to this appeal for international solidarity was little short of overwhelming. Almost at once donations began to pour into Amsterdam

7) Throughout the inter-war period, the ITF was hampered in its fight against Fascism and Nazism by Communist attempts to infiltrate the democratic trade union movement. Here Communist sympathisers are seen demonstrating outside one of the 'International Seamen's Clubs' set up by the Communist self-styled International of Seamen and Harbour Workers



8) An ITF rally held in Vienna during the inter-war period. Addressing the gathering is the late Charles Cramp, who was then President of the ITF. On the extreme left is Nathan Nathans.

9) A group of translators at work in the old ITF office at 61 Vondelstraat. At front left can be seen the late Gordon Clutterbuck, who served the ITF as translator/interpreter for more than thirty years



10) Like the General Secretaries who have followed him, Edo Fimmen was a great believer in personal contacts with affiliated unions. Here he is seen with a group of Yugoslav transport workers at Ljubljana in 1927

and by the 20th January 1920 the first trainload of foodstuffs was on its way to Vienna. During the following year more than 2,200 tons of food was distributed, all of it purchased with money subscribed by individual workers and their trade union organizations. Nor was that all. Many children were evacuated from the Austrian capital and given temporary homes with workers' families in other countries, particularly Holland, Switzerland and Scandinavia, until conditions improved sufficiently for them to be sent back.

This action undertaken by the whole trade union movement was to act as a model for many similar international campaigns to aid both workers in transport and those in other industries who were suffering as a result either of political persecution or of victimization by their employers. The boycott of Hungary during the Horthy Terror is one of the best known examples of this type of international solidarity, but there were also many similar campaigns to aid workers, for instance, in Poland, Fascist Italy, Dolfuss Austria, Great Britain, Spain, and, perhaps the most



important of all, those who still continued to resist inside Germany following the takeover by Hitler.

Fimmen was in fact constantly warning the whole trade union movement of the potential danger of Hitlerism long before 1933 and when it finally became clear that that danger was imminent, he proposed to the German trade unionists that international action should be taken to assist them in resisting it. That offer was unhappily rejected. The German labour movement at that time was too confident of its own strength to take the offer seriously. Only a few weeks later the Nazis took over and the proud German movement was completely destroyed.

This was a bitter blow to Fimmen and to the whole ITF, but it did not mean that the fight was abandoned. The ITF quickly made contact with those transport workers' groups which were still continuing to resist and it was not long before an extensive network of underground organizations had been created.

Representatives of the illegal anti-Nazi movement regularly left Germany for secret meetings with ITF officials in a number of countries, including Denmark, Czechoslovakia, Holland and Luxembourg, whilst Fimmen and other members of the ITF Secretariat undertook missions inside Germany itself to discuss tactics and campaigns with local organizations.

The story of the part played by the ITF resistance groups during the Hitler regime has never been properly told and indeed it will probably never be possible to piece together a coherent account of what actually took place, for all too many of those who were actively engaged in this work were later murdered by the Nazis. In addition most of the confidential records which were kept during this period had, of course, to be destroyed when the ITF left Amsterdam. But the memories of those who gave up their freedom and often their lives to maintain democratic resistance, not only in Germany, but also in Italy, Austria and Franco Spain, will never die, for it was in no small measure due to their sacrifices, almost always in the face of terrible odds,

that the Nazi and Fascist tyrannies were finally overthrown in all but Spain, and a free trade union movement could be re-established.

One thing, of course, is immediately clear from any examination of the period which the ITF spent in Amsterdam, namely that the ITF's story was also very largely that of one man—the then General Secretary Edo Fimmen. Fimmen, was, in the truest sense of the phrase, one of the giants of our movement and he set the seal of his whole personality on the organization which he led for so many years. Certainly, none of those who knew him personally will easily forget the tremendous impact which he made on them.


Although he was not a member of the working class by upbringing, his intuitive sympathy for the poor and oppressed of his generation led him to identify himself completely with the workers' struggle for a better life. He lived only for his work, for the movement to which he belonged, and the organization which he served. His energy was something to be marvelled at and in the later years of his General Secretaryship he not only worked, but literally lived and slept in his small office in the ITF Secretariat in the Vondelstraat. A brilliant linguist, he possessed in addition a quick grasp of problems coupled with an extensive knowledge of the life and conditions of many categories of transport workers. He was thus able to discuss with the workers of many countries their own special worries and difficulties and to give them advice born of his own vast experience of the labour movement and of the industry in which he worked. It has often been said that for the Italian transport workers Fimmen was an Italian, for the German transport workers a German, and there is only very slight exaggeration in that statement, for Fimmen was a true internationalist and was really capable of putting himself in the place of those with whom he talked. Essentially a man of action, who always said and did what he thought was right and in the best interests of those whom he represented, he was a highly controversial figure whose activities were often the sub-

ject of bitter comment and debate. Edo Fimmen would certainly have been the first to admit that this was a true assessment of his position in the inter-war ITF.

In fact only shortly before he died he said as much himself in words which very aptly summed up the period of the ITF's history in which he played so essential a part. He wrote:

'When in the comparative leisure illness gives me, I look back over my work of the last twenty-five years, I find that I have made many and great mistakes. But these mistakes, that load me with a heavy part of the responsibility for the defeat of European trade unions, do not consist in that I gave the wrong lead. They consist in the fact that I gave the right lead too feebly. The fact that I was very often alone with my opinion made me hesitate . . . It is true I have called things by their names and divulged to the workers the shortcomings of their organizations. But where I dealt criticism, I ought to have dealt blows and where I spoke, I ought to have shouted . . . I am certain that the catastrophe through which we are passing will mould better men than we were, a generation, feeling with Danton that the one thing necessary to lead men into the promised land is audacity, more audacity and audacity again.'

### Fewer accidents on French waterways


 THE BULLETIN OF THE FRENCH ASSOCIATION for the Prevention of Industrial Accidents on Inland Waterways revealed recently that the number and gravity of accidents on French waterways had fallen in 1957.

The total number of accidents fell by seven per cent, fourteen of them being fatal as against twenty in 1956. The Association, which has been responsible for providing some 2,700 first-aid boxes on board inland waterway vessels, is to continue its efforts to promote such safety aids as non-slip shoe soles and to eliminate such sources of danger as winch crankshafts without safety catches.

# Navigare necesse est . . .

by PIETER DE VRIES, *President of the Dutch Seafarers' and Fishermen's Union (CKV)*



 THE ABOVE QUOTATION to the effect that for some countries it is essential for them to take to the sea if they are to survive, is true of a number of countries but is particularly applicable to little Holland which, by reason of its closeness to the sea, was destined to play a significant role in maritime transport throughout the seven seas. Hand in hand with its proximity to the sea went economic necessity, which sent Dutchmen out on to the waters in a search for markets and resources to supply growing economic needs.

Naturally, the desire for adventure and to explore the planet on which we live played a significant part in these maritime ventures. Nevertheless, we gain the impression that these were of secondary importance and that the majority of those who went to sea did so in order to earn their living and to provide for their kin.

This in no way detracts from the historical achievements of Dutch seafarers, in both peace and war, which were marked by a spirit of enterprise and heroism. We may mention the numerous voyages of discovery undertaken by the Dutch, in many instances producing surprising results, which brought considerable economic advantages to the country for many years. Those were the days when Dutch vessels flew a broom at their masthead to symbolize their mastery at sea. From those days, too, we may recall the names of many renowned Dutch seafarers – names which were known and

feared far beyond the borders of their own country.

With the passing of the Middle Ages and the dawn of a new era, in which trade and traffic between the nations came to assume an ever increasing importance, the leading position in maritime affairs formerly held by the small country of the Netherlands diminished to the extent that any claim to maritime supremacy was no longer relevant.

Nevertheless, the validity of that part of the quotation implying that the necessity to live must drive certain peoples to

*Herring trawlers in the Port of Ymuiden. Ymuiden is one of the largest fishing ports in the Netherlands*

take to the sea remained as true as ever, with the result that the Netherlands throughout the years have always held an important place in the ranks of the maritime nations.

In the circumstances, therefore, it needs no stressing here that the story of the Dutch as a seafaring folk goes back very many years – years during which they, in company with their fellow seafarers in other lands, have had to fight a long battle for their existence. This battle, carried on at first by men acting alone but very soon by means of concerted action, was fought with varying success and frequently without regard to the particular economic conditions prevailing in the maritime industry at the time. It was fought throughout with unceasing tenacity and firmness of purpose.

The story of the present trade union organization of seafarers in the Netherlands goes back to the latter part of the

*Brother de Vries, President of the Dutch Seafarers' and Fishermen's Union and author of this article, is seen here in discussion with Brother Omer Becu at a seafarers' conference*



second half of last century – a period which also saw the beginnings of trade unionism in other branches of industry in the country as well as among seafarers in other lands. In form and essence it did not differ from that of other groups of workers except that the ratings did not form separate unions for seamen, firemen and catering staff as was the case in some other maritime countries. Around the turn of the century, however, we see the ship's officers starting up with separate bodies for navigators and engineers, whilst a union of radio officers was formed at a later date.

As regards ratings, there is therefore no division according to trade or calling; what division does exist is in differences of opinion as to where the union should direct its efforts – a difference on a matter of principle, therefore, which for years has undermined the strength and efficacy of the trade union movement in the Netherlands. Since the end of the Second World War, the situation has changed to the extent that a form of co-operation has been agreed upon between the democratically organized national trade union centres: the NVV, based on general principles, the KAB, the Catholic trade union movement, and the CNV, which

*(continued from page 131)*

haust the list of spare-time activities, but we feel that we have given enough examples to show that the average tram conductor is not only interested in the purely material side of life.

Most of the older members of our staff are strongly aware of the value of union organization because of their practical experience of the way in which long working hours, low pay, and petty injustices have been eradicated by union action. Our younger colleagues, however, are no less conscious of the fact that what has already been achieved and still remains to be achieved in certain respects can only be maintained and improved if a strong

has Protestantism as its basis.

Fortunately, the Netherlands seafarers' unions were affected very little or not at all by this division in the country's trade union movement. Over the years, moreover, they became increasingly convinced of their interdependence and the need for the maximum degree of co-operation to achieve their social aims. The brotherhood of the sea is a concept which the Dutch seafarers fully appreciate and which served them as a basis on which to build their union in the form in which we know it today.

It is in this spirit that we welcome the Congress of the International Transport Workers' Federation which is being held in Amsterdam this month. It was in this International too that the concept of the seafarers' worldwide community of inter-

trade union is defending their interests.

It is to be regretted that there are still three separate tendencies in the Netherlands trade union movement, something which is also reflected in our own tramway undertaking. Nevertheless, the fact remains that about seventy per cent of the staff are organized in the union affiliated with the ITF.

In concluding this article, we would like to mention that the Hague Tramway Company is the oldest in Holland. Starting with horse trams in 1864, it now operates seventeen tram routes (including three suburban services) and twelve bus lines, and a further extension of its network is expected in the near future.

ests found expression after the last world war when the pre-war international organization of merchant marine officers decided to cease its activities in the industrial field and advise its members to affiliate with the ITF. In the Seafarers' Section of the ITF, therefore, the international community of seafarers of all ranks is represented in the same way as all sections in the Netherlands seafaring industry have been united in the Dutch Central Union of Merchant Seafarers and Fishermen (CKV) since 1st January 1956.

The ITF Congress therefore will give us an excellent opportunity to discuss the problems with which seafarers are concerned internationally and to decide on what common action should be taken to solve them. These problems are of a difficult nature, and two of them – the 'flags of convenience' menace and the international regulation of the maritime industry – are matters of vital importance, on the satisfactory solution of which depends the future of the industry and those who follow the seafarer's calling. To those who are familiar with the situation, therefore, it will occasion no surprise to learn that, in particular, the seafarers of the traditional maritime countries are following developments with great anxiety.

Nevertheless, it would be a serious error to assume that the problem affects merely the maritime industry and the fortunes of those directly involved. This point has been repeatedly stressed by the ITF and its affiliated unions in recent months. The traditional maritime countries should be made



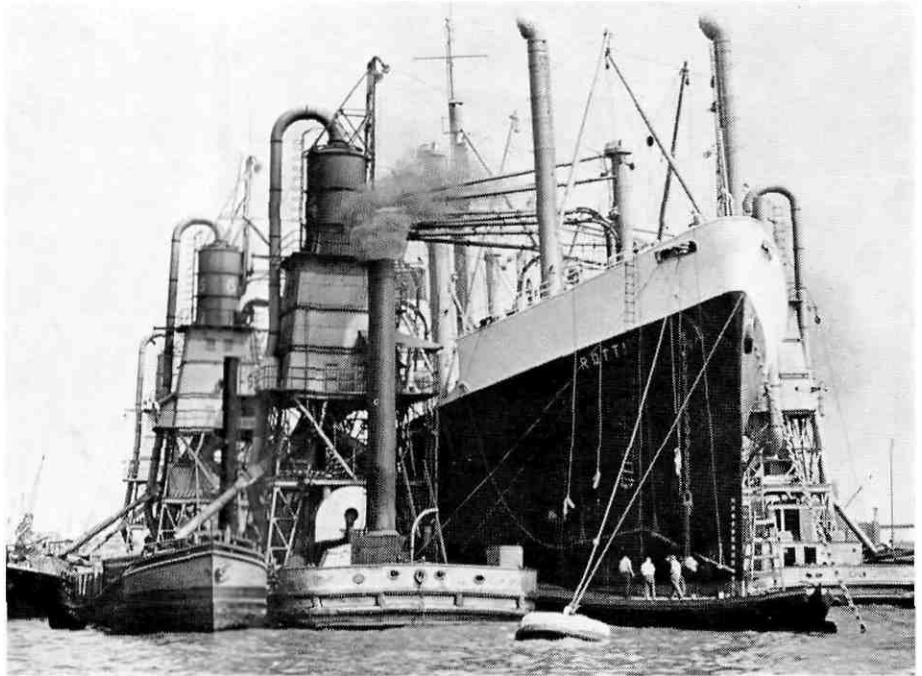
aware of the extent to which this represents a threat to their entire national economies and their governments urged to address themselves to the problem with a greater sense of urgency than they have hitherto displayed.

They should be made to realize that, if the dangers in this situation are not averted in good time, the truth of the ancient saying 'navigare necesse est' may be brought home to them in no pleasant manner.


In any case, we, as members of the ITF are now called upon once again to turn our minds most seriously to this problem. May this present Congress, which we here wish successful deliberations and fruitful discussions, go down in the annals of the ITF as one of its most successful as regards this and the other problems it has to face.

*In the Port of Amsterdam. Throughout Holland's long and chequered history, the shipping industry has had an extremely vital role to play in the economic life of the Netherlands*

*(Photo by Jan Eenkhoorn)*



### **Social security legislation for Cuban transport workers**

 THE CUBAN GOVERNMENT has recently promulgated an Act, dated 2 October 1957, entitled 'Act governing Retirement Pensions for Drivers'. In addition to retirement pensions, however, the Act covers the wider social security field of disability and unemployment.

Those covered by the Act include all road transport drivers, including private chauffeurs, as well as those working in garages, repair shops, or otherwise engaged in the motor vehicle trade, including driving schools.

The Act sets up a Social Insurance Fund to which employees contribute at the rate of three per cent or five per cent of their wages or takings according to their category. Those taking vehicles out on the roads for the most part contribute five per cent. Employers contribute a like amount. The Fund is to be supplemented from other sources, including a proportion

of the fines inflicted for traffic offences.

The benefits provided by the Act include old age, disability and long service pensions, as well as unemployment benefits.

Old age pensions are payable at sixty-five; long service pensions at sixty (after thirty years' service), at fifty-five (after thirty-five years' service) and after forty years' service or longer.

The basis of payment is seventy per cent of average annual income, except that the pension or benefit may not exceed 150 Cuban pesos a month or be less than sixty pesos. (The Cuban peso is quoted at 2.80 to £1 and at par with the US \$1.) Benefits and pensions are not cumulative with any amounts paid under the Industrial Accidents Act. Deductions are made in the disability pension if the person concerned has not contributed to the Fund for a requisite period.

Unemployment benefit amounts to fifty per cent of average earnings for a period of six months and thirty per cent thereafter. The same amount is paid as hospitalization and injury benefit in the event of an acci-

dent to a driver preventing him from driving for a period of not less than sixty days. Here again, the benefits accruing are not cumulative.

In the event of the death of an employee, or former employee drawing a pension, this pension or pension entitlement is transferred to the widow in full if there are no children, or half to the widow and the remainder to the children. If there is no widow, the full amount is paid to the children, failing which, to the parents. It is paid to the widow unless she remarries and to male children until they attain majority and to female children until they marry, reverting to them if they are widowed or divorced and have no other pension or means of support.

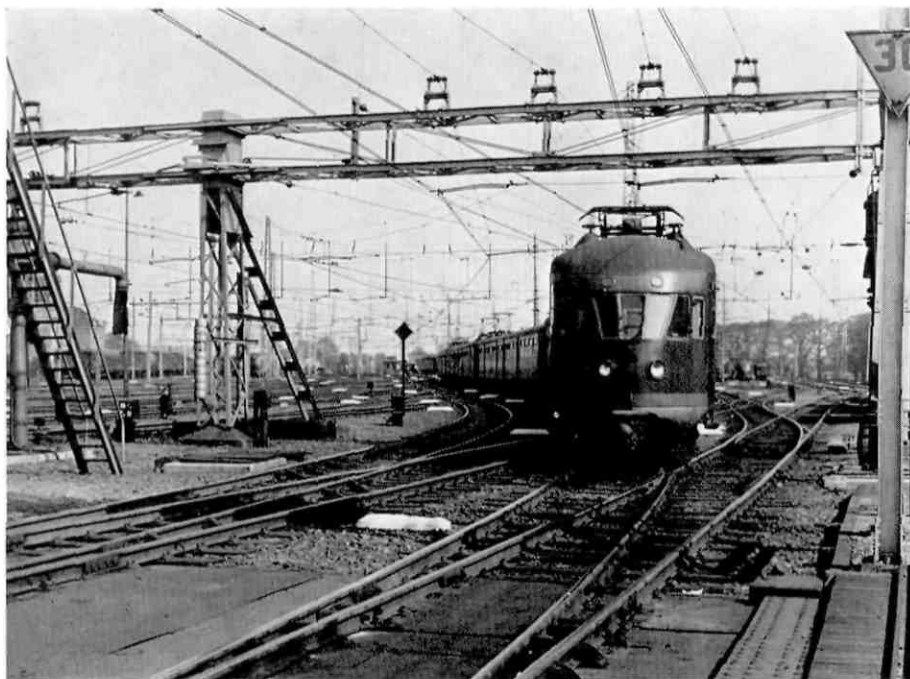
The Social Insurance Fund which is established under the new Act will be operated by a board consisting of a government representative, appointed by the President, four employers' and four employees' representatives, with a further two members representing those in receipt of pensions or benefits from the Fund.


# Locomotive engineers on the Netherlands Railways

by G. J. H. ALINK



*A Netherlands Railways train entering Amsterdam station. In the Netherlands steam traction has been replaced almost completely by electric, diesel and diesel-electric locomotives*



 GIVING A BIRD'S EYE VIEW of work on the Netherlands Railways is not a simple undertaking. I think it can best be done by taking the case of the locomotive engineer, for in describing the various facets of this particular job a number of factors will be brought in which are typical of work on the railways as a whole. To do so, we shall follow the career of an engineer from the time he applies for employment to the time he takes his retirement pension.

A young man who has been through elementary school, who has taken a course in engineering at a trade school and has worked in engineering for at least a year, can, providing he is twenty-one years old, apply for a post as a trainee locomotive engineer with the Netherlands Railways.

After applying, he receives a summons to attend a medical and intelligence test, for which of course the pass standards are high. If this is passed and if the applicant has made a favourable first impression then an enquiry is made into his past record to determine his honesty and trustworthiness.

After this thorough preliminary selection procedure, the young man is taken on by the company for a short probationary period as a trainee engineer. In the days when we still had steam locomotives the

trainee would have spent this time as a fireman. Now that we have switched completely from steam to electric, diesel and diesel-electric traction, the training of future engineers has had to be altered as the railways have gone over to one-man operation of locomotives.

Our young friend therefore serves in the workshops in the early years. Here, the locomotives and train equipment are repaired and maintained and one can become acquainted with the different forms of traction, with how machinery is made up and how equipment works. It goes without saying that the apprentice does not remain in one part of the workshops. He goes through all the departments and even from workshop to workshop. One day a week during this practical work he receives

theoretical instruction in railway practice.

## Assigned to a yard

After some two to three years' work he is sent to a yard where he is made familiar with those activities necessary to the efficient functioning of locomotives. He helps the mechanics, the electricians, the carriage and wagon examiners and those responsible for fuelling the locomotives. When this period has been completed satisfactorily he is assigned as second man to an experienced engineer on a diesel shunting locomotive. He thus has an opportunity to prepare himself for his eventual profession and at the same time pick up a necessary knowledge of track lay-out. In conjunction with this work he receives more theoretical instruction for a few weeks with particular attention paid to instilling essential knowledge of rules and regulations.

The apprentice with about four years' service then takes his first examination and becomes a qualified trainee-engineer which leads to a rise in pay. He may now work alone on shunting locomotives and after four years at this work he transfers to freight diesels. He serves for two months as second man and receives further theoretical training, after which he takes another examination.

Thus he has now spent eight years in the railway's service and has been promoted to engineer, a step which brings a further rise in pay. He remains working in this branch of diesel traffic for some four more years and is then trained for service on diesel-electric units, a step which means another pay increase.

Now, after twelve years, our engineer is at the last stage of his training, where he has to acquaint himself with service on electric trains and locomotives. There follow another two months as second man, supplemented with theoretical instruction and then an examination.

*This convalescent home for railwaymen and their dependents is maintained at Nijmegen by the railwaymen's union, which has now become part of the Netherlands Transport Workers' Union*



And so after a career of some fifteen years, the engineer reaches the moment where his training is complete and he is thus entitled to the top wage for the job.

The employers provide their engineers with a complete uniform consisting of a cap with a broad gold band, a short winter jacket and trousers, a short serge summer jacket and trousers, and a raincoat with a detachable woollen lining. The average time his working clothes last is established and new uniforms are issued regularly on this basis at the cost of the company. This clothing is regarded as part of his total income and the assessment of his pensionable emoluments is raised by the annual value of clothing issued.

As the steam locomotive engineers of the past used to have the chance to earn allowances by the economical use of coal and oil a bonus is also paid nowadays to all engineers assigned to other forms of traction. This amounts to about five per cent of the engineer's maximum income.

#### **Duty and rest hours**

Now a few notes on the duty and rest periods of the engineer. He works an average of forty-eight hours a week. His duty roster is made up for a maximum of eight weeks and in these eight weeks he may be on duty for a maximum of 384 hours ( $8 \times 48$ ). Duty per day may not total more than ten hours and night rest must be of at least twelve hours except that in special

circumstances night rest can be of a minimum of ten hours once in a two-week period. No more than 104 hours in a period of two consecutive weeks can ever be worked and a rest day of at least thirty hours must be given every week.

Once in every three weeks a rest day is to be given on a Sunday. This must span at least thirty-six duty-free hours and it is prescribed that these hours must include those between two o'clock on Sunday morning and four o'clock on Monday morning. It is further provided that if one has worked on seven or more Sundays in a quarter he has the right to an extra day off in that or in the following quarter of the year. The management may consult the worker concerned as to when the extra day is taken.

It is also important to note that in the case of leave or sickness the hours of an employee's absence are deducted from the maximum hours he may work in a certain period. This rule is meant to prevent the lengthening of duty hours by bringing into reckoning days of leave or absence through sickness. Another important point is that all activity on the railways is counted in the duty time, including time spent on stand-by, familiarization with routes and waiting at other than the home station.

We mentioned leave in the previous paragraph and it would therefore be appropriate to give some information on the amount of leave a Dutch railwayman has each year.

#### **Annual leave**

On entering the railway service he is entitled to fourteen days; after five years' service, sixteen days; after ten years, eighteen days; and after fifteen years, twenty-one days. Leave is staggered over the year to ensure its even distribution and a certain part of leave must be taken in a definite part of the year. During the vacation season of June, July, August and September one may take six consecutive days' leave and to these must be added at least one free day so that there is a full week free of duty.

Furthermore, a worker is entitled to a holiday allowance equal to four per cent of his annual wage (this works out to about two weeks' extra money). This is paid at the time the worker takes six consecutive days' leave, to encourage the spending of the money for holiday purposes rather than having it regarded as just another emolument.

In addition to ordinary leave a worker is entitled to extra leave in a number of cases. Two extra days are granted if he marries and four days on the occasion of the death of his wife or of an unmarried child living at home. He also gets an extra day on his wife's confinement and on the twenty-fifth and fortieth anniversary of service with the railways. These anniversaries are also recognized by the payment of a special bonus amounting to thirty days' pay.

Service at 'inconvenient' hours of the





*A locomotive engineer is relieved by a colleague. Engineers work forty-eight hours a week on the average and there are clearly defined limits to the number of hours they may be on duty*

day, on Saturday afternoons and on Sundays earns an extra payment, the same for all the staff, of 36 cents (about 9d) an hour. The inconvenient hours are defined as from ten o'clock in the evening to six o'clock in the morning and Saturday afternoons are reckoned to begin at two o'clock. The extra payment is also made for the recognized Christian festivals.

In general, workers are paid their full wages during sickness. And to this most important 'fringe benefit' should be added the advantage of free railway travel for the railwayman and his family and concessionary freight rates. These advantages apply to all the railway's routes.

#### **Disability pensions**

To return to our engineer, it should be pointed out that men in his craft are medically examined periodically by the railway's doctors. Naturally it sometimes happens that a man is pronounced as medically unfit for his job. In these cases he can claim a disability pension but before the pension takes effect he first gets a year's sick leave with full pay. Then for a further year his disability pension is made up to seventy per cent of his wages prior to his disablement.

However, it often happens that a man, while unable to continue as an engineer, is perfectly fit to do another job. If there is a vacancy for him he is then assigned other work and receives the engineer's pay that he had at the time of his rejection by the doctors. He thus retains the pension rights he had as an engineer and suffers no disadvantage by his release from that work. Also, his pay remains linked to that of the engineers so that if their pay is raised then

the ex-engineer gets the rise too.

The allotment of duties is on the basis of seniority, which means that the oldest engineers drive on the most important routes. In a few cases an older engineer might ask to be assigned to a somewhat easier service. As a rule, this is permitted and there are no repercussions on the pay of the man concerned.

When an engineer has to work away from his home station he receives travelling and living expenses. He gets seventy cents for a period of at least three hours and not more than nine. If the period exceeds nine hours he receives eighty-five cents. This money is intended to cover the cost of a cup of coffee and so on. In the waiting rooms, he can buy refreshments at a reduced rate – the so-called service rate – and railway canteens are stationed at regular intervals over the network.

#### **Retirement pensions**

And so we are gradually nearing the end of our engineer's career. When he is sixty he may apply to the management for release with an immediate pension, a request that is almost always granted, and at sixty-three he has to take his pension and leave his job.

If he began work on the railways at twenty-one he has thus completed a full forty years of service. He therefore receives a pension amounting to seventy per cent of his average pensionable emoluments over the last three years of work and at sixty-five this is raised again by the addition of a part of the general state retirement pension. In this way, the railway pensioner receives about eighty per cent of his former wage as his total pension income.

I hope in conclusion that by this description of a typical case I have been able to give some impression of the way things are ordered on the Netherlands Railways and the conditions under which their railwaymen live and work.

#### **Canadian Pacific extends trucking interests**



THE RECENT ACQUISITION OF THE SMITH TRANSPORT CO. by the Canadian Pacific Railway has meant a considerable extension of the railway's road transport interests. Smith Transport was the largest trucking company in the country, owning some 2,500 vehicles. Canadian Pacific has now taken over all its operations except in Quebec where the former Smith Transport management will operate its business as a CPR subsidiary.

The Canadian Brotherhood of Railway Employees and Other Transport Workers says there is good reason to believe that the CPR intends eventually to have subsidiary road transport interests across the whole country. They already owned three road transport companies operating from Winnipeg prior to the Smith Transport transaction.

Both the CPR and the other big Canadian railroad, the state-owned Canadian National, have undertaken large-scale 'piggy-back' services with their own equipment and have succeeded in winning back a lot of traffic in the high-density traffic areas of southwestern Ontario. They recently made agreements with various road transport companies to haul the companies' trailers on a fast overnight service between Toronto and Montreal. The railroads claim that these agreements have brought them extra revenue without losing any of their own 'piggy-back' traffic. They are now extending this service west to Winnipeg.


#### **Battery rail-car on British Railways**



BRITAIN'S FIRST BATTERY RAIL-CAR is undergoing trials on a Scottish branch line. The line, which is forty-three miles long, has twelve intermediate stations and a maximum gradient of one in sixty-eight, was specially selected to test the performance and economy of the car which seats 117 passengers in twin coaches. The car has a top speed of sixty miles an hour and its batteries are charged at each end of the line.

*A container is hoisted on to a truck. The floating containers reduce the cost of loading and unloading to a minimum. Their lightness, too, makes handling easier (British Transport Commission photo)*

## 'Water trains' for British canals

 THE STATE-OWNED BRITISH WATERWAYS COMPANY recently demonstrated a new and experimental type of floating container which has been evolved for the speedy and economic movement of freight traffic over 100 miles of narrow English waterways in the industrial Midlands.

This container, which has been developed from the compartment boat system of container 'trains' which proved successful on wide waterways in Yorkshire, has been specially designed to carry loads which cannot be handled economically by a twenty-five-ton narrow boat. It can be towed by a tug either singly or with others as part of a miniature compartment boat 'water train', and can be lifted easily from the water by crane or slipway direct to loading or unloading points, or to a trailer or other vehicle.

There is at present in the Midlands a




considerable volume of short-haul traffic passing in small quantities between canal-connected premises and for traffic of this kind the floating container system is thought to have real advantages. The need for a high standard of packing is eliminated, there is a high degree of immunity from loss or damage, and the costs of loading, stowing and unloading are minimized.

Five prototype containers – three 7 ft. long, one 10 ft., and one 17 ft., with capacities of three, five and eight tons respectively, and all of 7 ft. beam to allow passage through the locks of narrow waterways – were demonstrated. These prototypes are of plywood construction, but it is envisaged that production containers would be constructed of either fibreglass or aluminium, with bracing and ribbing moulded into the craft to make a light, but strong unit. The lightness would give a low weight ratio to tonnage carried and would facili-

tate handling. Watertight doors, designed to open outwards, would give easy access for loading or discharge.

Towing attachments which slide in slotted tubes to the full depth of the containers allow for 'trains' of containers being loaded at varying depths, and also prevent rolling and turning.

## International currency for seafarers?

 DR. G. A. THEEL OF THE BREMEN INSTITUT FÜR SCHIFFAHRTSFORSCHUNG (Shipping and Research Institute) has recently proposed the introduction of an international currency for seafarers in order to eliminate the differences in the purchasing power of their wages arising from the fact that they may be paid in either soft or hard currency. Dr. Theel has suggested that the maritime nations should enter into an international agreement which would aim at reducing or eliminating the difficulties met by seafarers from soft-currency areas and the special advantages which are enjoyed by those from hard-currency countries.

*A 'train' of containers on a narrow waterway in England's industrial Midlands. These loads could not be handled economically by narrow boats (British Transport Commission photograph)*



# Civil Aviation - our work and our life

by J. DE GRAAF, General Secretary, Netherlands General Union of Civil Aviation Personnel



✚ ASSUMING THAT THE TERM 'WELFARE' means providing every human being with a sufficient supply of goods and services in both the material and cultural spheres, then there can be no doubt that transport has very largely contributed to a continuous increase in the general welfare. Like the development of industrial production as a whole, transport can be said to have followed its own historical path. Successively, mankind has engaged in the transportation of goods and persons by river transport, then by means of coastal shipping, and eventually across the oceans of our world. Only in the last few decades has the use of steam traction, the internal combustion engine, and the development of electricity made possible the opening-up of the continental hinterland. And, finally, only about a quarter of a century ago, aviation too became an important factor in the transport of men and materials.

For it is really not so very long ago that people gathered in crowds to gape at the intrepid adventurer who dared to leave the safety of the ground – whether by balloon, glider or airplane – for the unknown dangers of the air. Nowadays, the coming and going of aircraft is no longer a sensation, but for many people anything connected with flying still has an air of romance about it, a touch of bravado and danger. There are, in fact, still many of our contemporaries who would not think twice about travelling by tram, train or car, but who could not be persuaded to enter a plane for all the money in the world. However, with the continuous development of air transport, the number of such people is naturally

diminishing all the time. For while it can be readily admitted that there is something unnatural about human beings travelling through the air, at the same time the fact that at any given moment thousands of aircraft throughout the world are maintaining services with the regularity of clockwork means that the last remaining prejudices against using that most modern and rapid of all means of transport – the aircraft – are gradually disappearing.

Indeed, in its few years of existence, civil aviation has become a major industry. And, like every other industry providing goods and service, its aim is, on the one hand, to provide an income for both those who finance it and are employed by it, and, in

*A Vickers Viscount of KLM flies over the control tower at Schiphol Airport, Amsterdam. On the apron below can be seen a KLM CV 340*



*A fork-lift truck of the Internal Transport Department loads some live freight into an aircraft of the Royal Dutch Airlines (KLM)*

so doing, to make its contribution to the general welfare of mankind. In the case of air transport, that contribution is to carry goods and persons through the air as cheaply as possible, as quickly as possible, as regularly as possible, and – last, but certainly not least – as safely as possible.

For all of us who are employed in air transport that is, of course, our work. But, to the extent that we consciously think of the contribution which our work in civil aviation makes to the welfare of mankind, our work is in a very real sense also our life. Not from any romantic standpoint; rather that we feel ourselves directly involved in what we are doing, or trying to achieve, in our dynamic industry every day of our working lives.

Like every other industry, civil aviation has its own unique atmosphere, its own characteristic flavour which could perhaps best be summed up by the term 'international citizenship'. All of us who work in the industry, whether we sit in an office drawing up plans, making calculations, analyzing operating statistics; whether we maintain, repair, check, supply or load air-



*The technical staff of KLM work in shifts throughout the day and night, repairing, checking and servicing aircraft engines, electrical equipment and pressurization and hydraulic systems*



*The crew members of the KLM Vickers Viscount which recently set up a new record for the London-Amsterdam flight. On the left can be seen the flight captain, Captain Van Straaten*

craft; or whether we actually fly the aircraft – all of us learn, during the course of our job, to think internationally. Air travel, in fact, links all the peoples of our world.

We have already made it clear that civil aviation does not begin and end with the crewing of aircraft. In fact, hardly ten per cent of the total staff employed by our undertaking consists of flying personnel. There is indeed a tremendous variety of occupations in our industry and a large-scale organization of men and materials is necessary before an aircraft ever leaves the ground. Particularly in the case of our own KLM, whose network covers the whole world.

In addition to the fact that the airline undertaking itself employs a very large number of people covering a diversity of occupations, there are also many undertakings which in their turn provide goods and service for the airline. At Amsterdam's Schiphol Airport, for example, at least 16,000 persons are normally employed, but of these not more than 6,000 are actually in the service of KLM. The remainder are employed either by the airport administration or by firms which often have very little to do with transport as such.

The staff employed by KLM can be split up into a number of individual categories. The first group, which is also the smallest, is made up of the flying staff proper: pilots, navigators, flight engineers, radio officers/communicators, and cabin personnel – the latter being responsible for looking after passengers in flight.

Among the ground staff, we also find groups of workers who – like the flying staff – are responsible for the technical and

navigational preparation of flight operations, a process which continues incidentally while the flight is actually in progress, for even then the aircraft is more or less continuously in contact with the ground services for the purpose of receiving navigational, meteorological, and other information. Such preparatory work is mainly carried out by specialist personnel employed in the Operations and Navigation Sections. So far as the purely technical side is concerned, specialist ground staff are also entrusted with the maintenance, checking and control of the aircraft. Then, too, there are other groups of workers who are responsible for supplying food, drink, and equipment of various kinds for the use of both passengers and crew members. Finally, there is a large number of employees who deal with the handling of passenger and cargo arrivals and departures – a process which involves quite a lot of work. For it must be remembered that in air transport this is not just a question of issuing and clipping tickets for passengers.

All these activities require a large measure of administrative and financial control, the proper administration of stores and depots, and make continuous planning, checking and cross-checking an absolute necessity.

The varied types of activity carried on by both ground and flying personnel – all of them essential to any flight operation – mean that in civil aviation the need for a continual and progressive system of specialist training and exchange of specialist knowledge and experience is greater than in other industries. It is this experience,

*KLM stewardesses admiring a rather unusual passenger – a cheetah – at Amsterdam's Schiphol Airport (all photographs used in this article are reproduced by courtesy of Royal Dutch Airlines)*

collated and analyzed in the planning offices and technical departments of air line companies, which provide aircraft manufacturers with such useful guidance when deciding on future technical developments.

We have already mentioned the need for continuous specialist training. It is worth stressing, in this connection, that KLM is probably the largest training institution in our country, operating training establishments which employ large permanent staffs of experts and organize specialist lecture courses which sometimes continue for periods of years.

In addition to all the separate sections which have already been briefly touched upon, an air line also has to maintain departments dealing with staff management and administration, wages departments, facilities for periodical medical examinations and the psycho-technical selection of persons employed in certain occupations, etc., etc.

As we said at the beginning of this article, civil aviation is the youngest member of the transport family. It is still in its infancy, still in full process of development. Probably it is too early to be able to talk about a sociology of aviation, but it is nevertheless true to say that the significance of this young industry for the peoples of the world is much greater than is generally assumed. Equally true is the fact that its importance will probably increase very rapidly during the next few decades, not only in Holland but throughout the whole world. There are of course still many millions of our fellow-citizens who cannot yet afford to make use of the air lines, whether for business or pleasure, however much they may wish to do so. Nevertheless, the democratization of air transport will undoubtedly follow from the progressive increase in the general welfare of the world community. It is possible that, unless there is a large increase in world population, some of the older forms of transport like the railways may have reached saturation point. This is certainly not the case with civil aviation. In Holland at the present time, KLM employs something like 17,500 staff; the total labour

*(Continued on the next page)*




*The Flight Equipment Department is responsible for seeing that every aircraft of KLM contains all supplies and equipment needed for passengers and crews - and there's quite a lot of it!*





# IMCO becomes a reality

by OMER BECU

 THE INTER-GOVERNMENTAL MARITIME CONSULTATIVE ORGANIZATION (IMCO) is to become a reality. It is ten years since the Convention establishing IMCO as a United Nations Specialized Agency was drawn up at a conference of thirty-two governments and it has taken all that time for the necessary number of affiliations to give the convention effect – twenty-one, of which seven had to be of nations having at least one million gross tons of shipping – to accumulate. Even now there are some important gaps in the list of signatories, notably those of the Scandinavian countries, but there are now enough parties to get the organization under way.

The need for such an organization has been stressed by the ITF for many years. A resolution on 'International shipping policy' was passed at an ITF International Seafarers' Conference in 1944 advocating the setting up of a permanent international shipping authority after the war and whilst the scope and functions of IMCO – 'the functions of the Organization shall be consultative and advisory' according to the Convention – are not as broad or as authoritative as the sponsors of the 1944 resolution would have liked, the ITF has supported the Convention consistently and has more than once publicly deplored the delays in its ratification.

At one stage an ITF Congress, the Lon-

don Congress in 1954, was so exasperated and dismayed by these delays that it suggested that the fourteen nations which had up to then ratified the Convention should set up an IMCO machinery voluntarily rather than wait any longer. Two years later, at Vienna, Congress suggested that the United Nations should if necessary reduce the minimum number of ratifications.

Much of the blame for IMCO's protracted gestation must be laid at the door of the shipowners, who in Scandinavia seem for the time being to have made their opposition to IMCO effective. They fear that the Organization will interfere in the shipping industry to their detriment and their view found expression in an attempt by Norway,

acting on behalf of the Scandinavian countries, to amend the Convention so as to exclude economic and commercial matters from the Organization's terms of reference.

The move was defeated, which is as well, for IMCO's field as defined in the Convention is limited as it is. It comprises the provision of machinery for co-operation in maritime technical matters; the promoting of safe and efficient navigation; the removal of discriminatory or restrictive practices in international shipping; consideration of matters referred to it by other Specialized Agencies; and provision for the exchange of information among governments on matters under IMCO's considerations.

Its main organs will be an Assembly, which will consist of representatives of all the member states and which will ordinarily meet every two years, and a Council of sixteen members which will meet as often as necessary. The Council, which is elected by the Assembly, is to be composed of (a) the six members 'with the largest interest in providing national shipping services', (b) the six 'with the largest interest in inter-

*The safety of maritime navigation will be one of the principal preoccupations of the new ly-created organization. Here inspectors are seen at work on a British vessel's lifeboat radio*

*(continued from 146)*

force on the Netherlands Railways is about twice that figure. However, the time is not very far distant when our civil aviation industry will reach the level of employment already attained on the railways and may even exceed it. And that is not even taking into account the constant development of the subsidiary industries which provide goods and services for air transport. It thus appears likely that civil aviation will make an increasingly large contribution to the progressive integration of human relationships throughout the world.

Our trade union movement, like the ITF, is faced with the stimulating task of organizing civil aviation staff on a larger scale than ever before, not merely for the benefit of the workers themselves but also for that of the air transport industry itself – an industry which is both our work and our life.



national seaborne trade' and (c) two further members from each of these categories. An appendix to the convention actually named the countries to join the Council under (a) and (b) but this will probably require amendment as some of the places were allocated to countries which have not yet ratified the Convention.

One of the most important of IMCO's functions according to the convention is the promotion of safety in the industry and this is to be entrusted to a Maritime Safety Committee. The Committee will have fourteen members elected by the Assembly of whom not less than eight shall be representatives of the largest 'ship-owning nations'. 'Nations interested in the supply of large numbers of crews' are also included among those to be considered in the elections to the Committee. This is the only committee specifically mentioned in the Convention but others may well eventually prove necessary.

It is not easy to judge at this stage how effective IMCO will prove. As I have said already, its terms of reference and powers are more limited than the seafarers in the ITF would wish. Its ability, for example, to tackle the Panlibhongo problem, one surely tailor-made for international governmental action, is open to doubt. On the other hand, the references in the Convention to restrictive and discriminatory practices are more encouraging. And at the very lowest estimate of its worth, it will provide an international forum where shipping affairs can be given a thorough airing.

In short, it is a step, however modest, in the right direction and thus it has the ITF's blessing. We shall certainly do our best to see that the seafarers' voice is heard within the Organization as effectively as possible.

To this end, the ITF Seafarers' Section adopted two resolutions on the subject of IMCO at its last meeting in April just prior to the Maritime Session of the International Labour Conference.

The first welcomed the adoption of the IMCO Convention and instructed the Secretariat to approach the Organization with a view to obtaining consultative status for the ITF. The second drew the attention of

seafarers' organizations to the need to join in IMCO's work on an equal footing with the shipowners and called upon the ITF's seafarers' affiliates to make representations to their respective governments to ensure that delegations to the various bodies and organs embraced by IMCO were chosen with the necessary impartiality.

### East bloc buyers' headaches



NEARLY THREE-QUARTERS OF THE ELECTRIC LOCOMOTIVES imported into Poland during 1955 and 1956 from Eastern bloc countries had to be laid up owing to defects and poor quality workmanship.

This statement was made in the Sejm (Parliament) by the Communist deputy D. Sanko-Sawczenko earlier this year and reported in *Zycie Warszawy* the following day. He was deploring the premature abandonment of the production in Poland of steam locomotives which, he said, had enjoyed a high reputation both in Poland and abroad. He was not against electrification of the railway, but this decision meant that Poland had to import all the locomotives she needed, 'and experience has shown that these imports leave much to be desired'.

The locomotives were imported from East Germany and Hungary. A year ago, *Sygnaly*, weekly organ of the Polish State Railways, reported that electrification of the railways was running into serious difficulties. The rolling stock imported from East Germany was found to have 'considerable constructional faults. About half of the locomotives are at a standstill because defects must be eliminated or parts exchanged. Moreover, in 1956 East Germany failed to deliver the quantities contracted for and intends to restrict deliveries again this year . . . The Polish State Railways also have several dozen locomotives imported from Hungary, and unfortunately they all have constructional faults, and there are difficulties about the import of spare parts.'

The East German locomotives have proved unsatisfactory before. On June 22, 1955, the Lodz newspaper *Lodzki Express*

published an article about the Lodz-Warsaw stretch of line which had been electrified, and said: 'The electric trains recently delivered by East Germany and now being tried out on this stretch are very often late. They have technical faults, and breakdowns occur during the journey which the crew cannot put right. No wonder passengers on the Lodz-Warsaw electric expresses curse the railways. They pay the supplement for an express and often take longer on the journey than if they had travelled with an ordinary slow train.'

### South African trade unionists condemn 'Job Reservation'



THE ANNUAL CONFERENCE of the South African Trade Union Council which met recently in Pretoria passed a resolution condemning the division of trade unions on racial lines and the introduction of 'job reservation' by which workers of a particular race could be denied the right of employment in reserved occupations.

### Dutch population tops 11 million



ON 31 DECEMBER 1957, the total population of the Netherlands was 11,094,736, representing an increase of 138,000 over the corresponding figure for 1956 in spite of emigration.


*We would like to say a sincere 'thank you' to the following persons and institutions who have helped us in the preparation of this Congress Issue by supplying material, photographs, or advice:*

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*You've never seen archers on board ship? On Danish vessels, however, this has become a very popular pastime thanks to encouragement from the Danish Merchant Navy Welfare Board*



### **Welfare for the Danish seaman**

 THE DANISH MERCHANT NAVY WELFARE BOARD continued its good work on behalf of Danish seafarers during the financial year 1956-57. In its annual report, the Board makes mention of an increased interest among seafarers for its work in the field of sport, education and hobbies. Collaboration with like organizations in Norway and Sweden and seafarers' welfare bodies both at home and abroad was continued and intensified.

Apart from the aid given to seamen's churches and other institutes, at home and abroad by the provision of sports equipment, films and newspapers, the Board mentions various items of financial aid including: 1,478 kr. to the Scandinavian

reading room in Calcutta, 6,917 kr. to the Danish Seamen's Centre in New York, 20,222 kr. to the Hotel 'Scandia' in Antwerp, 69,092 kr. to the Seamen's Club in Bangkok, and 20,000 kr. to the Scandinavian medical centre in Le Havre. (There are about 20 kr. to £1 and 6.82 to us \$1.)

During the year under review, the Welfare Board maintained close contact with 140 clubs on board ship organizing leisure-time pursuits and opened twenty-seven new ones. Some clubs closed down for a number of reasons, but others, which had ceased to function, were re-opened. Most of the clubs cater for various hobbies and leisure time activities and are not concerned solely with sport.

The Board works in close collaboration with similar institutions in the other Scan-

dinavian countries and Finland, organizing sports competitions among teams from Scandinavian vessels. During the year covered by the Board's report, teams from over 550 Scandinavian and Finnish ships competed for a football cup.

The distribution of reading matter (books, newspapers and periodicals) was continued, thirteen institutions being supplied in Denmark and ninety-nine abroad. Of the latter, twenty are Danish, thirty-four Norwegian, eighteen Swedish, five Finnish, eight joint Scandinavian, one Icelandic, and fourteen of other nationality.


The Board also provides a film service. Sound projectors have been supplied to twenty-nine centres at home and abroad. Some twenty-five seamen's centres in Denmark and seventy-two abroad are regularly supplied with films from a 'library' of forty-three together with 325 'shorts'. The question of supplying films for use on Danish ships, however, has still to be settled, although the Board acts as a film exchange centre for Norwegian vessels.

The report registers a growing interest in the educational and hobby facilities provided by the Welfare Board. The number of new registrations for correspondence courses was 950 compared with 860 in the preceding year. The total number taking the various courses was 1,227. Of these, 876 were for free courses and the remainder were study courses for which the seaman was expected to pay. The English language course had the most students (402), followed by arithmetic (326). The Board's correspondence courses have been taken by 5,690 seamen since they were originally started in 1950.

Requests for the purchase of books for private study was ten per cent higher than the preceding year. The Board was further helpful in the purchase of language courses based on gramophone records and tape recordings, games and sports equipment. In personal interviews or by letter, the Board was able to advise and help a number of seamen or their relatives with their personal problems or on matters affecting their careers. During the year under review, 1,900 ships and 35 hospitals were visited.

# The road transport driver in the Netherlands



 THERE ARE MANY TYPES OF ROAD GOODS TRANSPORT, but the category which the public meets most are the despatch and delivery express services. Working in these services in the large towns is certainly no simple matter. The daily stream of goods arriving and leaving calls for a transport organization which makes great demands on its drivers in particular. Only one Dutch concern – Van Gend & Loos, associated with the State Railways – can be said to have a controlled and therefore regular flow of goods which means that the drivers in that instance serve specific areas with the goods for these areas already sorted and the driver is able to assess the work he has on hand. Drivers for this concern are also favourably placed in that when on despatch work they can unload at one point from which the company's depot transport services take over the delivery of the goods to the appropriate railway wagons.

The drivers in the private companies are in a quite different position. Here depot services are non-existent or very sparse, with the result that if the long-haul trucks have to be unloaded and the goods transferred to delivery vans the drivers have a very difficult job loading their goods in a specific order. Improvements in this position, which is very time-consuming, are coming only very slowly. In some places carrier centres have been set up providing a central point specially equipped for handling goods. However, co-operation between the various firms has not generally been taken to the point where the goods are dealt with by a centralized organization, an exception being Schiphol airport at Amsterdam where the express companies stationed there have brought into being a central despatch and

delivery service by the creation of an ad-hoc registered company.

The drivers in all the companies have one thing in common, namely the possession of an outstanding knowledge of street lay-out. It is very necessary to know, for example, which are one-way streets and in which direction the traffic in them has to go. This knowledge is especially vital in Amsterdam where many commercial and textile concerns are grouped round the numerous canals. Knowing at the same time in which block a certain house-number is to be found also pays a great part if the driver is to be able to make straight for his destination. This information is also reflected in the loading of the vehicles. An experienced driver can call on sixty to seventy addresses in four to five hours,

whereas one unused to this work sometimes has his hands full for a whole day with fifty addresses.

## Long-distance services

There is one group of drivers in the scheduled long-distance sector who have a very taxing job. These are those in the smaller companies who have not only to operate a service between certain towns but at the same time run a door-to-door service for the customers. They leave in the morning from one point, drive to the other end of the route, distribute their goods and fetch back the return freight, load up once more at the company's agency, if one exists, and return again to their starting point where the same procedure awaits them the following day.

Drivers for the bigger companies which run special long-haul services have a more limited function – not that that means they need only drive their trucks from the point of departure to their destination. In most cases they have fixed addresses on their route where they unload goods and pick up others for different destinations. Uninterrupted point-to-point runs are confined to the very long routes; very long that is, by Dutch reckoning. Understandably, this traffic is in the main carried on

*The work of the drivers engaged in international traffic is extremely arduous and many of them in have to leave the profession long before the normal time for retirement is reached*

during the evening and at night. The provisions of the driving hours ordinance safeguard the driver against having to work exclusively at night, however, for there is a ban against working more than six nights at a time between one a.m. and six a.m. Thus the drivers work on a shift basis and if they have to do day-time duties for a week they are mostly switched over to the despatch and delivery services.

It is in this branch of the industry that most difficulties arise in connection with the wage rates established in the national wage agreement. These services are continually operated under pressure of time and the employers are chary of paying overtime which has been 'wangled' by the drivers. There is indeed an opportunity for the drivers to do so, for effective control is not really possible. The tachograph, which some companies have introduced, provides some check, it is true, but it is certainly not conclusive. These considerations have led the employers to pay rather more than the

weekly wage fixed in the agreement with the implicit understanding that this enhanced rate covers payment for overtime.

#### **Non-scheduled traffic**

It is in the non-scheduled traffic group that the driver finds varied and exciting work. The term 'non-scheduled' is in fact a comparative one, for some hauliers do have regular customers who generally have a more or less standing market for their products. However, the timing of their sales is not known in advance and road transport is being used more and more for the carrying of their goods, since both consignor and consignee are attaching much more value to 'house to house' service.

This has led, too, to a steady increase in specialized forms of road transport and all over the country there are undertakings to be found specially equipped for heavy haulage. A twenty-ton vehicle is a normal sight on the road nowadays and monster vehicles of special construction are becoming more and more common. Frequently these are encountered in the company of a police escort as they are of a size far in excess of that laid down in the traffic regulations and thus require special supervision to provide other traffic with a warning of possible danger.

Extra heavy freight also raises particular problems of loading and unloading and to meet this cranes of very high lifting power have been built. This type of haulage should undergo considerable expansion in the near future if its possibilities are fully grasped. Even now it is no longer rare to meet units of twenty metres or more length on the road and giants weighing eighty to one hundred tons are also seen from time to time.

Their drivers need to have great experience and resource at their disposal for they are often faced with problems which cannot be solved by theory but whose solution calls for a very definite practical knowhow.

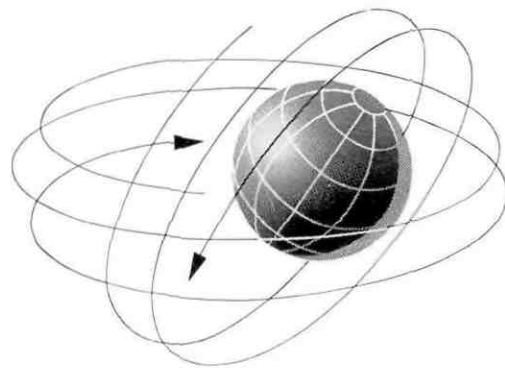
#### **International traffic**

International road transport was already  
*(continued on the next page)*



*Goods despatch and delivery in Dutch towns calls for careful preparation' and demands from the drivers an extremely extensive knowledge of the geography of the town concerned*





## Union meeting goes on TV

**I** MEMBERS OF THE UNITED STEEL WORKERS OF AMERICA, one of the biggest trade unions in the USA, can now sit in on a monthly meeting of their organization without leaving their own arm-chairs. For the past five months, USWA has used a regular television programme to take union business into the homes of its 1,200,000 members.

The programme started as an experiment to highlight some of the major activities of the union for the benefit of members who can't – or won't – attend regular meetings of their local branch. Now the series is a big success and twenty-nine stations carry the programme.

Entitled 'The USWA Meeting of the Month,' the programme is designed to place before viewers the important issues facing both the steelworkers and the trade union movement as a whole. But it is not aimed at encouraging laziness, for the programme constantly urges members to attend meetings and take a part in union affairs.

The programme also has another task: it acquaints the general public with the trade union attitude on topical matters.

*(continued from page 151)*

presenting considerable attractions to drivers long before the Second World War. The adventure to be found in this work was for some a stimulus to take it up even at some sacrifice. There was an element of challenge and if one achieved a lot it also often cost a lot. Time tended to be lost through difficulties with customs formalities and mechanical troubles and it was usually lost at the expense of the drivers' nightly rest.

There was a great demand for road transport just after the war in view of the fact that railway and sea transport was very restricted, if not impossible. The Dutch people can still remember the great publicity given in the press to the welcome accorded to Dutch road convoys by civic dignitaries or even state ministers in distant foreign cities. Many firms succeeded in

And, says the union's president, David McDonald, it is planned 'to let the general public look over our shoulder and see how a big influential union operates.'

To increase interest and bring life to the programme, real examples are often used to illustrate the union's work. For instance, an explanation of the union's supplementary unemployment benefit plan was underlined with the practical case of what happened when a small works closed down.

## New health centre for seafarers in Baltimore

**I** SEAFARERS IN THE PORT OF BALTIMORE have at their disposal facilities for complete physical examinations and diagnostic services now the last of four health centres operated by the ITF-affiliated Seafarers' International Union has been established there. The centre, opened on 3 February, is at present handling SIU members only, but eventually provision will be made for the same facilities to be available to seafarers' families as well.

The Baltimore venture completes the programme begun with the opening of the New York Health Centre last April and the subsequent provision of facilities in

building lasting business contacts from what was in fact a time of emergency and so today the Netherlands has an international road transport industry with its vehicles found regularly in places as far away as Spain, Italy, Greece and the north of Sweden. Scheduled services from Amsterdam to Hamburg or Rotterdam to Basle are quite commonplace.

The demands made on these drivers are far too great, a fact to which attention should be paid. Fine fellows still in the prime of life who have done this work for some years have exhausted so much of their strength by the age of forty or fifty that they are no longer fit to do a driver's normal work. It is high time, then, that effective international controls put an end to duty hours which even now can frequently amount to as many as forty-eight hours at a stretch.

Mobile and New Orleans in December last. Like the centres in the two Gulf ports, the Baltimore centre is a temporary one set up under contract arrangement until the SIU Welfare Plan can establish permanent centres in the ports.

With all four centres now functioning, the programme provides facilities for virtually every SIU member to get complete head-to-toe physical exams and diagnostic services at twice-yearly intervals. At one time or another, the great majority of members touch these major ports, and can make arrangements for an examination.

The centres, which are operated by the Seafarers' Welfare Plan Medical Department, are designed to 'keep 'em healthy' with a programme of preventive medicine and detection of ailments before they reach the disabling stage.

Accordingly, the centres offer complete physical check-ups, blood and urine analysis checks plus other laboratory services, X-rays, electrocardiographic service, eye examinations, and other aspects of thorough medical examination.

## American Airlines using 'Teleticketing'

**I** AMERICAN AIRLINES were due to begin using a teletype system to transmit airline tickets to business offices on 1 April. The teleticketing system has been devised in co-operation with the New York Telephone Company for use by large companies that buy many tickets for employees.

A spokesman for the airline has stated that a number of large business organizations had shown interest in the idea. The companies would lease the teletype machine and the telephones servicing it, at monthly costs varying with location in the country.

The system uses a teletype receiver modified to print tickets from a roll of ticket forms. Each ticket will be about the size of a US dollar bill, and will have seven copies printed simultaneously. Four will serve as actual tickets. One will be the passenger's receipt, another will be returned to the airline together with payment, and the remaining copy will be retained

by the company for its records.

When the prepared ticket is removed from the receiver it will be validated by a company representative with the airline's special validating stamp.

The new method, it is reported, is expected to cut down on both time and manpower, and to decrease errors caused by illegible handwriting.

### Air travel safety improves

**A** IN A REPORT ON THE CIVIL AVIATION INDUSTRY IN 1957, the ICAO Council states that on the basis of preliminary estimates it would appear that the overall passenger fatality rate in that year - 0.89 per mission passenger-miles - is the lowest yet recorded for the world's scheduled air services. In spite of an increase in the number of accidents (29 as against 27), there were about 100 fewer passenger fatalities in 1957 than in 1956.

Owing to an eleven per cent increase in the total miles flown by scheduled air lines, as against a seven per cent increase in the number of fatal accidents, the rate of 1.64 fatal accidents for each 100 million aircraft miles flown in 1957 was also the best result yet achieved for scheduled air services as a whole.

### Inflatable rafts for ships

**A** THE BRITISH MINISTER OF TRANSPORT is expected to issue regulations making the carriage of inflatable life-rafts compulsory on a wide variety of British ships.

Demonstrations of the type of raft the carriage of which may be made compulsory in the case of some vessels were held recently.

A self-inflating raft for twenty people was released from its stowage and thrown overboard by two men. It inflated and was boardable within thirty-five seconds of its striking the water. A man in frogman's clothes then jumped from the ship's side and bounced on the roof of the life-raft, showing that there was no danger to limb from jumping from a high deck.

He then dropped into the sea to demonstrate that the raft could be boarded by an

attached ladder, which is standard equipment to give easier access to survivors from the water. He also demonstrated that there was little danger of capsizing the raft. Indeed, when it was necessary to turn the raft upside down to show how easily it could be righted, the efforts of three men using ropes were needed.

Inflatable rafts have been developed for all types of vessel ranging from fishing craft to liners. A miniature radio beacon set, which could be fitted to the raft as an extra, and hydrostatic release mechanisms, to free the raft from its stowage if the ship sank before the raft could be launched, were also demonstrated.

### Scientific selection for merchant marine

**A** PSYCHOLOGICAL TESTING of new recruits for the merchant marine has been introduced on a tentative basis in Norway. The immediate reason for this experiment is that a large percentage of young people going to sea leave again after a comparatively short time.

### How strenuous is a docker's job?

**E**VERYBODY KNOWS that a docker's job is strenuous, but just how strenuous is a matter on which opinions might vary. Scientific research into the amount of physical energy expended by a docker during the course of his work has been made by a Swedish scientific institute (the National Institute of Gymnastics - industrial physiology department). The following is a summary of the department's finding and comments as laid before a meeting of the ITF-affiliated Swedish Transport Workers' Union.

One of the methods of gauging expenditure of energy is to discover the pulse rate. In an experiment carried out in two Swedish ports, it was found that, when dockers handled heavy bales one after another, the pulse rate jumped to 150-192 compared with a normal rate of 60-80 when at rest and 120-125 during normal work. When the men made a pause between each lift, however, the increase in the pulse rate was



*Dockers in two Swedish ports have recently been the subject of an investigation designed to discover exactly how strenuous port work really is*

by no means so pronounced.

The temperature of the body is also an indication of the amount of energy being expended to perform a task. During light work, body temperature is normally below 37.5 degrees Centigrade, medium heavy work causes a rise in temperature up to thirty-eight degrees, whilst heavy work sends it up to 38.5 degrees. In the case of very heavy work, it can go up to thirty-nine degrees. It was found in the case of dock workers that their body temperature seldom rose above thirty-eight degrees Centigrade.

Owing to its strenuous nature, the docker's job was found not to be particularly suitable for middle-aged or elderly men. Normally a man of sixty had only about sixty per cent of the physical strength of a young man of twenty.

On the subject of back trouble, the investigation showed that there was no great difference in the incidence of complaints of this kind between those performing heavy work and those whose work was of a lighter nature. It was conceded, however, that statistics on this point may have been influenced by the number of workers who had given up the heavier form of work because they were having trouble with their backs. In this connection, medical examination before engaging men on heavy work was recommended.

### More mile-a-minute trains

**A** QUARTER OF A CENTURY AGO there were only a very few mile-a-minute passenger train runs in the United States. Last year, however, there were more than 3,000 such runs daily, some ranging up to more than eighty-four miles an hour, start to finish.

# The Japan Travel Bureau Workers' Union

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



THE JAPAN TRAVEL BUREAU, more familiarly known as 'Kotsukosha', is the Japanese counterpart of the American Express Company or Thomas Cook and Sons. Unlike the two tourist agencies, however, the JTB is a non-profit organisation. It is, as a matter of fact, a juridical foundation managed by a Board of Trustees.



The head offices of the Japan Travel Bureau opposite Tokyo Central Station. The ITF-affiliated Japan Travel Bureau Workers' Union has its headquarters in the same building

The JTB, or rather its predecessor, the Japan Tourist Bureau, was formed on March 12, 1912 with the active support of and contributions from the Japan National Railways, transport organizations, hotels, theatres, department stores and other sources.

The objectives of the Bureau, now very much widened in scope and extent, were to offer to foreign visitors every possible assistance and to introduce things Japanese abroad. The Japan Tourist Bureau was reorganized in 1942, at which time it was registered as a foundation and renamed the Japan Travel Bureau. The JTB now operates some 220 ticket and information offices within the country, employing a staff of 3,000. A sister organization, the Japan Tourist Association, maintains overseas offices in the United States and Canada.

Of the JTB's employees, 2,275 are organized in the ITF-affiliated Japan Travel Bureau Workers' Union. Like many an-

other union in the country, the JTBWU had its beginnings in the period 1946-47, when, with the Occupation authorities fostering and encouraging the growth of democratic institutions, there was a spurt in trade union organizational activity.

The JTBWU is a small union as unions go, even for Japan. Its achievements are, however, by no means small. They are indeed remarkable and would appear to meet very satisfactorily the needs of its membership, a none too easy accomplishment in the difficult climate of the country! These achievements, of which mention is made later, have been made possible because of the devotion of an executive who place membership needs above political considerations; an executive composed of persons from the industry itself and who are therefore the better able to gauge those needs from intimate knowledge and association.



The JTBWU is an independent union, not being affiliated to either SOHYO or ZENRO, the two largest national centres. It is, however, a member of ZENKOUN, the All-Japan Council of Traffic and Transport workers' Unions. With this latter organization, the ITF Asian Office maintains a very close liaison.

Because of their interdependence, very strong ties exist between the JTB and the Japan National Railways Corporation. Board members of the JNR are, in some cases, trustees of the JTB and, as such, exercise considerable influence over the latter's policies. A large part of the JTB's income is derived from commissions on the sale of railway tickets. Because of this seemingly close association, the JTB is often thought of as being an adjunct of the railways, which of course it is not.

Similarly, and for the same reasons, the relationship between the JTBWU and the ITF-affiliated National Railway Workers' Union is particularly close. They work in consort in matters of mutual concern, affording each other moral and material support during an industrial crisis or dispute.

The nature of their work, their close association with the transport industry and transportworkers' organizations, emphasize the feeling among JTB employees that they are part and parcel of the larger family of transportworkers. In official circles and publications they are so classified, and because of that fact the JTBWU is affiliated to the ITF and the ZENKOUN. In the ITF, there is no specific section allotted to such workers as those of the JTB, a fact which engenders some 'resentment' on their part. Consistently since 1953, therefore, the JTBWU has gone on record as suggesting the creation of a separate section within which they and other kindred workers can discuss mutual problems. At our forthcoming Congress, the JTBWU is to move a formal resolution asking for the setting-up of a special section to cater to the needs of workers employed by tourist agencies. The resolution will be moved by a delegate of our affiliate who will be attending the Congress. The JTBWU believe that there



Leading officials of the Japan Travel Bureau Workers' Union. Above the door is a translated version of a message of support to the union in its wage dispute last year sent by Omer Becu

must be within the ITF family many unions organizing such workers as employees of the JTB and, since their problems are somewhat different from those of the general run of transportworkers, a special section, or at least a separate forum, should be provided for such members.

As of December 31, 1957, the membership of the JTBWU totalled 2,275, of whom twenty per cent were women, the latter being mostly clerical employees with a few telephone operators and ticket checkers.

Because of the nature of their employment, which requires 'contacts' with persons of different nationalities, a high standard of education and knowledge of foreign languages is required of JTB employees. Hence it is that, by and large, liaison officials of the JTB are conversant with English and other languages, a not too common feature in other spheres of employment in Japan. Salary scales which portray this fact are therefore above average as are the employees themselves, most of whom are college graduates.

The start-at wage rates for members of the JTBWU range from Y 8,250 (£1 equals Y 1,010; \$1 equals Y 260) for high school graduates and Y 35,000 in the case of college graduates. Maximum rates, which are reached in about twenty years, are of the order of Y 65,000 per month, exclusive of allowances and other fringe benefits. Annual incremental rates are seven per cent of basic rates for all employees and there are bonuses averaging three months salary per annum.

Readers may perhaps be interested to learn that the standard or basic wage in Japan is composed of three elements, namely: 'basic wage', family allowance and area allowance. Fringe benefits are many and varied and include payments for overtime, night work, seniority allowance, cold-area allowance, and special 'grade' allowances. As in other industries, a check-off system prevails in the JTB, dues rate in the JTBWU being based on the slab system, with Y 250 being the minimum rate and Y 500 the maximum.

Among the fringe benefits negotiated by our affiliate are: -

*Area allowance:* The rate varies from place to place and ranges from three to twenty per cent of basic salary.

*Family Allowance:* Y 600 per month per dependent up to a maximum of Y 3,000 per employee.

*Overtime:* For all work in excess of forty-eight hours a week, a consolidated payment at one and one-eighth times the monthly basic rate.

*Night-work and holiday-work:* At time and a quarter per hour.

*Service Allowance:* This is paid to employees in supervisory grades, such as Section and Sub-section heads. The payment varies between Y 3,500 and Y 5,000 per month.

*Cold area allowance:* This is paid to employees posted to certain areas in the island of Hokkaido. The amount of payment is dependent upon location and ranges from fifteen to eighty per cent of the basic monthly wage. Additional employees are furnished free supplies of coal and kerosene.

*Annual Bonuses:* Bonuses are paid three times a year and are to be separately negotiated on each occasion. On an average, annual bonuses amount to four and a half months' salary.

Retirement benefits are generous, as are

*Travel Bureau workers at their desks. The Japan Travel Bureau is a non-profit-making organization. It was founded originally with support from the railways and the entertainment industry*



*The offices of the Bureau are extremely well equipped. The office seen here is at the Tokyo Central Station. The JTB operates some 220 ticket and information offices throughout Japan*

schemes for severance pay and non-contributory and contributory provident funds. The qualifying period of service for enjoyment of retirement benefits is five years. Thereafter service is in slabs of five years, with the rate of benefit increasing from one month's salary for each year of service to three months after thirty years. The retirement benefit is non-contributory. A contributory scheme also exists and came into force early this year. Sponsored and administered by a Mutual Aid Society, contributions to this fund from management and employees are at two and six per cent of monthly salary, respectively. Pension payments under this fund, payable at age sixty years or after thirty years' service, will average about Y 200,000 a year.

The government of the JTBWU is through a General Council and an Executive Committee of ten. The Executive, elected by secret ballot for a one-year term, includes the President, the Vice-President, a General Secretary and a treasurer, all four of whom are full-time paid officials. Branches and locals, seven in number, are located in the larger cities of the four island. The General Council, which meets five times a year, is composed of thirty members and are drawn from branches and locals. Members of the Executive are represented on a joint Management Council which meets periodically, or on request by either party, to discuss practically every issue affecting the working of the Bureau, particularly its programme for an expansion of activities.

*Heading the JTBWU are: Chairman S. Yamamoto, Vice-Chairman K. Nakajima, General Secretary S. Sugino.*

## What they're saying



### The London bus strike and the Government

**THE LONDON BUS STRIKE** has been the direct result of the economic policies pursued by the Government. Following these policies it chose the London busmen's pay claim as the occasion to compel a publicly-owned industry to conform to its wage theories – that is, no wage increases – in order that private employers might thus be encouraged to resist wage claims in those negotiations with which the Government cannot directly interfere. It is undoubtedly an attack by the Government on the trade unions and their leaders, and is an attempt to have 'the showdown' with the trade unions which the Government back benches (i.e. Conservative rank-and-file Members of Parliament) have been urging upon their Ministers for some time.

*from 'New Dawn', British Union of Shop, Distributive and Allied Workers*

### A share of the cake

**RAILWAYMEN** are in agreement with the railways administration that, in the long run, only an economically sound operation of the railways can guarantee good wages and working conditions which could serve as a model in the social field. For that reason, ever since the collapse of German armed resistance, they have made every effort and assumed every burden laid upon them in order not only to re-establish the German Federal Railways but also to bring them right up to date, creating a transport system capable of holding its own against all other forms of transport and meeting the requirements of a rapidly expanding economy.

The conscientious way in which the German railwaymen set about this task and the spirit of sacrifice they have displayed in its performance have been recognized and commented on in the highest quarters on more than one occasion.

If the German Federal Railways can point to outstanding successes as a result of rationalization, achieved in spite of the meagre capital resources made available by the government, the German railway-

men may with equal justice claim practical recognition of their decisive contribution to this achievement in the form of better pay and conditions of work.

*from 'Der deutsche Eisenbahner',*

### For the good of all the people

**OURS IS AN OPEN UNION** devoted to furthering the legitimate aspirations of our members. As in most unions, our laws are made by our members. Our officers are elected from the ranks by secret ballot elections. Our agreements cover more than 15,000 different business firms. We live up to our agreements, and like most unions, we use our right to strike sparingly, as a last resort.

History shows that every gain by union members redounds to the good of the people.

From free public schools and the right to vote of 100 years ago, to unemployment compensation and old age pensions in our time, labor's gains have been gains for all. In large part, the heritage of America is the proud accomplishment of working people.

*Al Hayes, President of the US International Association of Machinists*

### It happened 25 years ago

**TWENTY-FIVE YEARS** have passed since the 2nd of May 1933, the day on which the free trade unions of Germany were silenced. They were not banned; they were not disbanded. No law was passed which prohibited their activities. By backstairs methods, as is the way of bandits, the Nazis destroyed the great workers' organizations; pocketed the assets which had been built up by workers' contributions; lorded it by right of brute force in trade union headquarters, offices and homes; drove out old and trusted employees; arrested, persecuted and tortured innumerable others.

Only the day before, an attempt had been made to delude the workers into thinking that the new masters of Germany were well disposed towards them. To the accompaniment of mass demonstrations, the 1st of

May had been celebrated for the first time as the 'National Day of the German People', and the trade unions had been made use of to bring the workers out on to the streets.

On the evening of that day there must have been many who thought that things weren't so bad after all and that too black a picture had been painted by those who warned against easy delusion. The next morning was to show how right those warnings had been . . .

The German Railwaymen's Union mourns many victims of Nazi violence. On this twenty-fifth anniversary of the suppression of the trade unions we remember them with a mixture of pride and sadness. The bitter memory of this terrible period lays upon all those who have the social and economic betterment of the working class at heart the obligation to prevent slavery and dictatorship from ever raising their heads again.

*from 'Der deutsche Eisenbahner'*

### Denmark's workers will not easily forget

**IN ALL TOO MANY COUNTRIES** THROUGHOUT THE WORLD the peoples are deprived of the most elementary rights to freedom. Dictatorship and oppression still reign in far too many areas. Danish workers will not easily forget the brutal suppression of the freedom-loving Hungarian people which took place in 1956. This shameful act was a direct expression of the lying policies followed by the Soviets and the Communist regimes in Eastern Europe and gave us proof more clearly than ever before of the true nature of the Communist ideology.

The organized workers and salaried employees of Denmark therefore reject with abhorrence the burrowing tactics of the Danish Communists and wholeheartedly associate themselves with those forces in the democratic world which are fighting so that all peoples can win freedom, the right to self-determination, and decent living conditions.

*May Day Manifesto issued by the Danish Federation of Labour*

# 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
- 197 affiliated organizations in 62 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 • Ceylon • 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

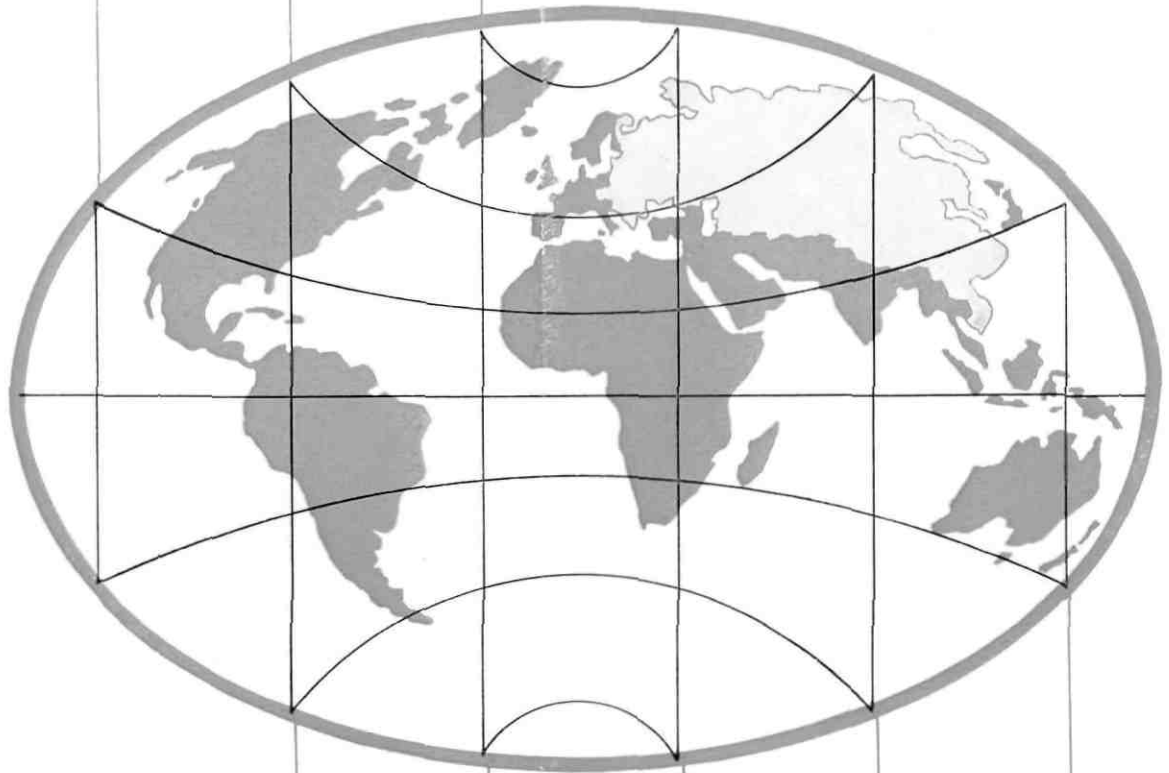
# Publications for the world's transport workers

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