

# International

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# Transport Workers' Journal

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*Forthcoming meetings:*

London      16-18 December 1958  
Executive Committee  
(Postponed from November)

**An office in Africa**

THE ITF'S REGIONAL ACTIVITIES PROGRAMME advanced a step further recently with the establishment of an African Regional Office in Lagos, Nigeria. The work of the office, like that of the Asian and Latin American Offices, will be under the general control of the Executive Committee and the General Secretary and its administration will be supervised by Michael Labinjo, the ITF's Honorary Representative for the area.


Among its main tasks will be to make possible a closer working relationship with affiliated unions in the continent and the establishment of contacts with unions yet to affiliate. At the same time it should ensure a fuller and speedier flow of information on African industrial, economic and political affairs, which is vital to the efficient direction of the ITF's efforts.

No one would deny the urgent need for the ITF to secure a strong foothold in Africa. The continent is one of tremendous and largely untapped riches. Its full potential has only been grasped in recent years and the development of its resources is now proceeding at an ever-accelerating pace. Without a strong and democratic trade union movement that development will almost surely provoke in its wake a social upheaval, the disastrous effects of which would be felt far beyond Africa's boundaries.

When one considers that this explosive mixture is held in many cases in a colonial package the dangers of ignition are all the greater and the role of the free trade union movement all the more crucial. We ally a belief in social justice with a belief in democratic practices. These are beliefs which must be asserted in Africa in the years to come and our African office is one of the many means by which we shall strive to see that they are.

## Iceland incident and fishermen's fears

by DR. KARL KÜHNE *German Transport and Public Service Workers' Union*

 A PHONEY WAR HAS BEEN RAGING OFF THE ICELANDIC COAST, the epic aspects of which may lure us into choosing an alliterated headline worthy of the country that produced the Edda . . . Certainly world public opinion has been shocked by the spectacle of two closely allied nations battling about what had hitherto been considered as a sort of common property – namely fish.

This is indeed one of the economic aspects, which alone it behoves an economist to analyse. Like the high seas, fish have been nobody's or everybody's property so far – everybody's who might catch them. Whenever economic resources are not protected by law – or, in other words, where there is no proprietor with exclusive rights, the question arises whether there might not be over-exploitation.

This problem seems to be all the more serious in an economic sector largely based on the principles of hunting – with a good deal of uncertainty and speculative elements which make it almost resemble a lottery.

There is a second aspect to it: the economy of Iceland is largely based on fish. This is the famous problem of a country faced with what economists call a monoculture system. As if this were not enough, the country has more recently been showing a certain tendency to slide into lopsided trade relations which even contain the seed of political trouble for the Western world.

However, the specific Icelandic problem is to be seen against an international background: what Iceland does today might not matter so much, were it not for the danger that a host of other nations might adopt similar measures tomorrow. In the short run, there may be serious repercussions on earnings and employment possibilities in the fishing industries. This is the third aspect.

And finally, there is a fourth aspect which again extends into the realm of economic collaboration and integration: the problem of how to catch fish cannot be separated from marketing and pricing problems within the set-up of primary production and importation of foodstuffs in the fish-consuming countries of Western Europe. This again may have serious long-run consequences for the earnings and employment possibilities of fishermen in the countries concerned.

### The common resource problem

The chief argument for an extension of ter-

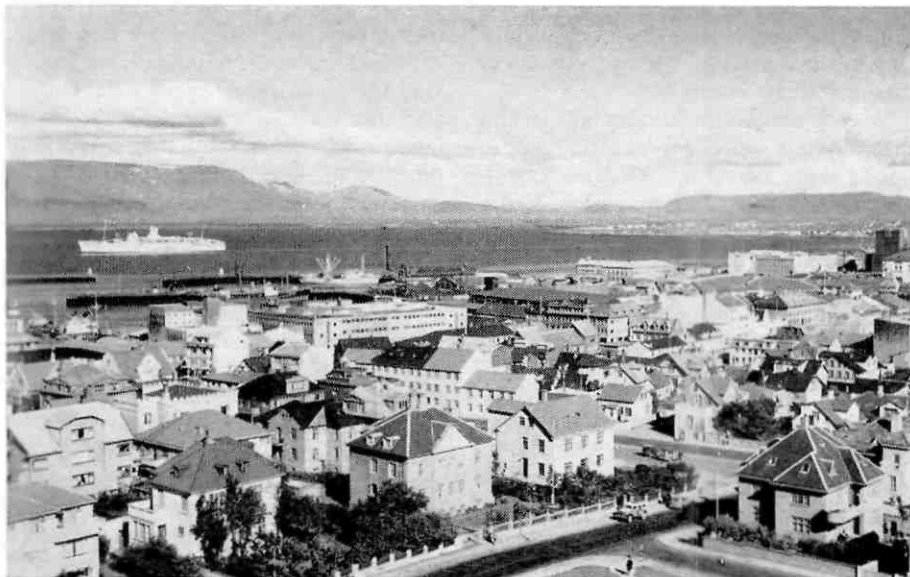


*Dr. Karl Kühne, the author of this article, is a member of the ITF Experts Committee responsible for drafting the statement on transport problems discussed at our Amsterdam Congress*

ritorial waters seems to be this: there is the annual cycle of fish movement which brings herring and cod early in the year to the Gulf Stream waters along the Norwegian coast for spawning, and later to the coast of Iceland. Nobody denies that there might be some advantages in protecting spawning areas from overfishing. Nor can anyone deny that any economic resource which is nobody's property is in danger of being over-exploited.

As long as there is an owner, one may presume that he will be able to see his long-run interests, which would prevent him, in the short run, from exploiting his property at such a rate that production will fall off after a couple of years. It is well known that such a presumption will not always be warranted. Private owners of forests have been seen sacrificing their long-run interests just because they were all too greedy to get maximum profits in the short run; this is one of the favourite arguments of public ownership in such areas of primary production where individual initiative is not absolutely indispensable and small-scale enterprise not too efficient.

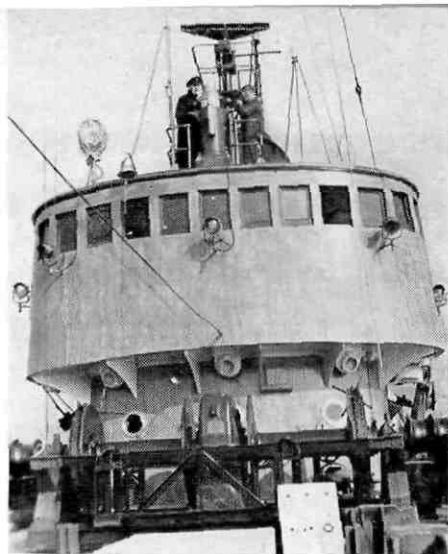
In the fishing industry, private initiative and venturesome spirits are surely most important. An industry which is largely based on elements of hunting, depending on weather conditions and irregular movements of the game, must naturally assume certain gambling aspects. All this has contributed to the fact – sadly deplored by trade unionists – that up to this day a system of remuneration has been prevailing in the fishing industry which makes earnings depend to a large extent on the value of the catch. While on the European continent, in Great Britain and even in Iceland a combined system of fixed wages plus a percent-



*Reykjavik, capital of Iceland, a prosperous and modern city and the heart of Iceland's fishing industry. It is the income from the fishing industry which provides almost all the country's revenue*



*Trawlers get larger, faster, better equipped – one factor contributing to the threat of over-fishing (Photo copyright by F. Huntly Woodcock)*



age share mostly based on net proceeds is in vogue, the share-system in a purer form prevails in a large part of the Scandinavian and American fishing industries.<sup>1</sup>

While this system pushes a good deal of risk upon the shoulders of fishermen and even accentuates the gambling elements in their life, it may also strengthen certain tendencies in favour of fishing for quantity rather than for quality. This certainly raises again the problem of overfishing. One is almost tempted to conclude that this danger might be diminished if, by concerted trade union action, the share of fixed wages in total earnings could be substantially increased.

Certain problems of overfishing, 'spoiling the market', pricing systems, remunerative systems encouraging quality fishing and thereby promoting fish consumption – in the long-run interests of employers and workers – may be closely inter-related. It may even be argued that the share system discourages investment in modernized and efficient equipment, but encourages investment in a large number of boats – with the results that low returns prevail, that an excessive number of fishermen (with backward and often harmful methods) does more damage to the fish population than bigger, more modern boats concentrating on quality might ever be able to do.

On the other hand, it is frequently forgotten that man is by no means the only destructive factor. Fish feed on each other, and almost all the species man catches are carnivores. If man kills the robbers along with the prey, it is doubtful who does the greater damage.

However, there certainly is such a thing as an optimal exploitation of fishing grounds which would permit the fish to regenerate normally. There seem to be three methods for fish conservation. The first one Iceland is about to try – to make fish an individual property of one country. The second one would be the same adopted in hunting on

the land – that of a closed season, or of closed areas. And the third method is a complicated one, combining measures of regulating fishing conditions with marketing arrangements – the only one capable of dealing with biological and economic problems at the same time.

### The special case of Iceland

It has been said that the fisherman is poor because 'he is much like the farmer's hired man and not much like the prosperous farmer who receives rent and profit as well' (Professor Anthony Scott)<sup>2</sup> – for the farmer owns his land, while the fisherman does not own his fish. Iceland's policy may almost be described as an attempt to make the fish around her coasts the collective property of Icelandic fishermen, to get them out of their poverty.

Why are Icelandic fishermen poor? Their present action seems to indicate that they think they might be better off if they were able to monopolize the fish in their territorial waters.

There may seem to be some truth in the contention that fishing possibilities have deteriorated around Iceland since the end of the war. Between 1953 and 1956, quantities caught by German boats alone around Iceland decreased by 43%, or, in absolute figures, by 100,000 tons. Since May, 1956, the area of Iceland has for weeks been missing in the reports on the whereabouts of German fishing vessels.<sup>3</sup>

Yet it is difficult to ascertain how far this deterioration was due to overfishing or to one of those almost irrational movements of fish which have been so frequent in the history of North Sea fisheries. In any event, it would seem to be very doubtful whether the exclusion of foreigners would bring about an improvement in the situation.

There is the obvious danger that Icelandic fishermen, even if left alone with what they claim to be 'their' fish, would go on overfishing all the same – which would

call for additional regulative measures. But if regulation were to be intensified, that might be done right away – and then it would perhaps no longer be necessary to kick the foreigner out.

Iceland's position is typically that of a 'monoculture' country. Ninety-seven per cent of the country's exports consist of fish.

Where do the exports go to? For a long time, the main consuming countries were Spain, Italy, Portugal, Greece and – for salted fish – Brazil. More recently, the Soviet Union has been stepping in: between 1955 and 1957, the Russians increased their purchase of Icelandic products by forty per cent, while East Germany even doubled her imports from Iceland. The Eastern customers paid even more than world prices. The consequence was that Iceland's imports from Russia more than doubled. On the other hand, between 1952 and 1956 – after the first quarrel about the four-mile zone – Icelandic fish was excluded from British markets.

So Iceland offers the curious picture of a NATO state economically dependent on the Eastern bloc, because there are not enough trading possibilities with the Western world.

From 1930 to 1939, the Icelandic fishing industry was in a languishing state. During and after the second world war, Iceland's fishermen fared relatively well. For a long time, no foreign competitors were in the game. In the thirties, herring had increased in importance; and the first blow fell when herring temporarily deserted the Icelandic coast, only to return in 1956.

Anyway, the Icelandic fishing fleet was rebuilt in the war years to a figure of about fifty trawlers; they got bigger and bigger, and between 1950 and 1955 their gross registered tonnage increased from 13,000 to 29,000. In addition, there are almost 600 motor vessels with 24,000 tons. In general, it can be said that by 1955, the tonnage of the fishing fleet had more than doubled since pre-war days. So had the catch of

<sup>1</sup> Cf. H. Zoetewij, *Fishermen's Remuneration*, in: *The Economics of Fisheries* (Round Table organized by International Economic Association, Rome, Sept. 1956), edited by R. Turvey and Jack Wiseman, published by Food and Agricultural Organization of U.N.O., Rome 1957, p. 18.

<sup>2</sup> Cf. A. D. Scott, *Natural Resources: The Economics of Conservation*, University of Toronto Press, 1955.

<sup>3</sup> Cf. Prof. Dr. J. Lundbeck, *Biologisch-statistischer Bericht über die deutsche Hochseefischerei*, in: *Jahresbericht über die Deutsche Fischerei 1956*, Verlag Gebr. Mann, Berlin, Oktober 1957, S. 123.

white fish: from 155,000 (average 1936/40) to 355,000 tons in 1955. The temporary decline of herring catches to about one third of the pre-war figures can be neglected here, as foreign vessels – especially the British ones – go after white fish.

### Over-expansion, inflation and over-valued currency

But – and this is the tragedy! – in spite of the heavy decline in herring catches in the twenty years from 1936 to 1955, there have been big investments in even the herring industry, as the Icelandic economist Olafur Björnsson has been able to show.<sup>4</sup> It is true that some of these investments were conditioned by the fact that herring was now caught much farther from Icelandic coasts, so that bigger trawlers were required and the traditional combined boat for herring and other fish would no longer do. Icelandic trawlers delivering to British ports could not wholly compete with the British trawlers who were supported by their special subsidy scheme.

Nevertheless, overcapitalization occurred even in other spheres: already in 1953 freezing capacity in Iceland was over six times its pre-war size.<sup>5</sup> Together with the expanded fleet, this explains a lot of Iceland's difficulties.

Thus it can be said that, if there has been overfishing, the Icelanders themselves may have taken part in it to a very large extent. If the present measures were really intended to promote protection of the fish population, the obvious thing would be to exclude not only foreigners, but also Icelanders – perhaps from fishing within a six-mile zone, while the remaining six miles of the new twelve-mile limit would be open only to ships of those nations who had been fishing there before.

Any such sensible solution does not seem to be feasible at present. On the other hand, it may be well to remind Icelanders that the whole scheme will hardly offer a solution to their long established ills.

<sup>4</sup>) O. Björnsson, *Fish Marketing in Iceland with special reference to foreign trade*, in: *Economics of Fisheries*, Rome 1957, p. 215 ff. and page 232.

<sup>5</sup>) Cf. Article 'Captains Contentious', *The Economist* August 30, 1958, page 650.

So far, in order to keep up their fishing activities, the Icelandic government has been subsidizing the fleet to the tune of £185 for each trawler per day. To pay for this, Icelandic consumers had to accept tax increases amounting to 50% for certain imports, and to 160% for cars.

Why is this being done? Just in order to avoid a devaluation of the Icelandic krona.

Icelandic prices are relatively high in the world market, because Icelandic costs are high – and the latter are pushed even higher by exorbitant import duties. This is a vicious circle which spells inflation. If the krona were devalued, there might be a good chance that exports to other countries west of the Soviet bloc might increase, although consumption in the country might suffer temporarily. It is understandable if trade unionists have been opposing a policy that might mean a lowering of real wages, at least in the beginning. But it is doubtful whether this is wise in the long run for a country heavily dependent on world trade, and whether real wages might not improve along with healthier trade relations.

This is really a question of demand elasticity on the world market. Expert opinion is more or less agreed that this must not be overestimated. Export cartels as fostered by the Icelandic Government hardly offer a final solution, since Iceland only constitutes a very small part of the world's producing side.<sup>6</sup>

Generally speaking, the Icelandic attempt to make fish a collective property of Icelanders would hardly seem to offer a final solution either for the country's own troubles or for the general problem of optimal utilization and conservation of fishing possibilities.

There is very little probability that countries with 12-mile limits will reach their alleged aim, i.e. fostering the conservation of fish. Protectionist measures allowing the citizens of privileged countries to go on overfishing as they like, provided it is not the foreigner who is sinning, must be clearly thought absurd.

<sup>6</sup>) See the discussions between Cassidy, Hildebrandt, Turvey, Gerhardsen and other economists, and Zoetewij's arguments for liberalization, in: *Economics of fisheries*, p. 227-234.

### Overfishing and conservation measures

We may briefly discuss the question of what could be done about overfishing, if that were indeed the chief problem.

There have been some cases of overfishing in the past which could be proved more or less convincingly. For instance, in 1935 when Norwegian fishermen began using the gill-net for catching halibut, catches increased enormously and prices fell. Biologists agreed on the necessity of prohibiting the gill-net – but this was not done. The government only decreed a closed season; when prices rose again, everybody seemed to be satisfied.

This brings us to the decisive point: if there is a certain amount of overfishing, what are the best methods to prevent it?

The biological aspect contained in this question should be clearly distinguished from the economic problem of how far measures taken or to be taken affect catches, prices and marketing possibilities in the long run.

Iceland has been trying a sub-species of the closed-area scheme, namely the method

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*Are the prosperity and social standards of the fisherman really safeguarded by protectionist measures? The author of our article, Dr. Kühne, thinks they are not in the long run*



of closing a twelve-mile area around its coasts to foreigners only. Another sub-species of the same scheme would be a closing of certain areas, for a certain period, to all nations. Such a delimitation or temporary blocking of fishing grounds has already been tried in several national cartel schemes, although generally with insufficient supervision.

A different scheme is that of a closed season. This has been applied in the Norwegian gill-net case. On a larger scale, it has been implemented in the Pacific Halibut Programme. Here, the fishing season has been limited to a few weeks a year – with the result that almost the same quantity of halibut is now caught in these weeks which formerly took several months to catch! The only difference is that many more ships and men were employed for a short period only, doing the work that used to be done by fewer resources before. While the programme was formerly hailed as an outstanding success, it has been dubbed by an eminent expert, H. Scott Gordon, as 'one of the clearest cases of failure. We must admit that the stocks of halibut have risen greatly since the treaty of cooperation was made in 1924. We may give the Control Commission some or even all of the credit for this change, but along with the increase in stock has come a great expansion in the fishing fleet and numbers of fishermen... The industry is heavily over-capitalized and its potential net returns are dissipated by higher costs...'<sup>7</sup>

Thus it may happen that such a scheme helps the fish, but not the fisheries or the economy in general, which is, after all, the ultimate *raison d'être* of any economic proposition.

Similar negative and cost-raising results are inherent in certain cartel schemes – ships laid up under repair programmes etc. – as practised on the European continent. These schemes are certainly not devised primarily with an eye on conservation; but they even fail in their intention of improving the industry's situation, as the Icelandic scheme does.

### A new wave of protectionism?

The real danger is, of course, constituted by the fact the Iceland's attitude threatens to incite other nations to try the same trick.

One may perhaps disregard the ridiculous claims made by certain countries, like Peru and Chile, for a 200-mile limit, on the grounds that fish in the Pacific Sea were feeding on nutritive stuffs carried by Peruvian rivers (!). These and other arguments advanced in the protracted debate in the United Nations Conference of Plenipotentiaries on the Law of the Sea, held in Geneva from February to April 1958, can hardly be accepted at face value, but there remains the fact that Norway was already engaging in the process of enlarging its territorial waters by 'straightening out' the line from island to island<sup>8</sup>, while supporting a six-mile limit at Geneva.

Similar tendencies are reported from Indonesia, while Russia seems to think of trying the trick for certain bays and gulfs. There is again the peculiar Canadian attitude lurking in the background, which led as early as 1908 to a wholesale restriction of trawling activities in Canadian waters. More recently, the Faroese people have brought political pressure to bear on Denmark, threatening to secede (and accede to Norway!), unless legislation was enacted to give them the twelve-mile limit too.

If all this should come to pass and twelve-mile limits were introduced everywhere, it has been estimated that the British fishing fleet would lose forty per cent, and the German fleet between twenty-five and thirty per cent of their present fishing areas, measured by the amount of deep-water fish they bring home.

This would be the result of an application of the method of closed areas – closed to foreigners only.

One thing is sure. If the present tide of nationalist protectionism should persist, it would not remain limited to the carving out of national monopolies in what had hitherto been considered a common property of all nations. The result could only be that

protectionism would be revived all along the line – with regard to trade in fish, national price support schemes, export subsidies etc.

Those nations which already possess such schemes would strengthen them or, at least, would not be prepared to abolish existing trade obstacles. Even within the Treaty of the Common Market, quite a number of possibilities exist in that direction; for fisheries, according to Article 38, are treated in the same way as agriculture – and it is well known that the complicated procedure devised for an integration of agricultural policy, joint minimum prices etc. offers every opportunity for procrastination.

The consumer would certainly suffer from such a development, and it may be doubtful whether the fishing industry in general would gain in the long run.

Nor is it possible to think that the workers would benefit from such a new paroxysm of economic nationalism. The countries who might apply the twelve-mile limits in most cases do not dispose of a large inland market. They have to rely on exports. If, by their very action, they help to get present protectionist tendencies stiffened or to torpedo incipient liberalization measures, they are the first to suffer.

### What will be the outcome?

Countries with extended territorial waters would have an oversupply of fish, which they could only hope to sell abroad by undercutting each other's prices. Other countries would maintain trade obstacles to keep up their internal price structure.

Undercutting world prices, however, means that the level of earnings would be in danger. If export subsidies are resorted to, it is the general taxpayer who suffers – and in countries like Iceland and Norway, where fishermen constitute a substantial group, they might lose as taxpayers a good deal of what they think they might gain through subsidies.

And, with some good reason, these other countries would act on the principle that there can be no free trade in fish as long as

(continued on page 215)


<sup>7</sup>) H. Scott Gordon, *Obstacles to Agreement on Control in the Fishing Industry*, in: *Economics of Fisheries*, p. 69.

<sup>8</sup>) Cf. Article 'Fishermen's Differences', *The Economist*, May 3, 1958, p. 417.



# How not to run a railway!



 NO LIBRARY OF LABOUR LITERATURE would be complete without a copy of the Indian 'Railway Services (Conduct) Rules' which govern the lives of hundreds of thousands of Indian railwaymen. They must be almost unique in the free world. For unabashed, impertinent intrusion into a worker's private life and for blatant infringement of his liberty of expression and opinion they have to be read and re-read to be believed – and even then but for the use of the word 'railway' and the date which figures prominently at their head one would have constantly to remind oneself that they were framed in 1956 and not 1596.

After a short period of preliminary sparing – three rules giving the official title of the regulations, 'definitions' and 'general' (Every Railway Servant shall at all times maintain absolute integrity and devotion to duty) – there is at once a frontal assault on the railwaymen's political rights:

**4. Taking part in Politics and Elections:**  
(1) No Railway Servant shall be a member of or be otherwise associated with any political party or any organization which takes part in politics nor shall he take part in, subscribe in aid of, or assist in any manner, any political movement or activity.

The war put a heavy strain on the Indian railways' equipment and help was needed from the World Bank to renew the locomotive stock. There are some 48,000 miles of railway track

(2) It shall be the duty of every Railway Servant to endeavour to prevent any member of the family from taking part in, subscribing in aid of, or assisting in any other manner any movement or activity which is, or tends directly or indirectly to be subversive of the Government as by law established and where a Railway Servant is unable to prevent member of his family from taking part in, or subscribing in aid of, or assisting in any other manner any such movement or activity, he shall make a report to that effect to the Government.

(3) If any question arises whether any movement or activity falls within the scope, of this rule, the decision of the Government thereon shall be final.

(Note the duty to answer to the Government for the political activity of one's family!)

Sub-Section (4) of this particular rule goes on to forbid a railwaymen to canvass or otherwise interfere or use his influence in connection with, or take part in an election to any Legislature or Local Authority but does concede that he 'may' exercise his right to vote although he must not indicate for whom. Not to put all this in too bad a light, it is only fair to add (sub-section (iii) of sub-section (4) of rule 4) that the Government may permit a Railway Servant to offer himself as a candidate for election to a local authority and the Railway Servant so permitted shall not be deemed to have contravened the provisions of this rule.

Anxious, evidently, that this burst of liberal sentiment should be seen in its proper perspective the authorities proceed in rule 5 to make sure that if a railwayman has an opinion (and recognizing the limitations of even their power over him they have wisely refrained from explicitly forbidding him to have one) he should not be allowed to express it through any public media without their permission:

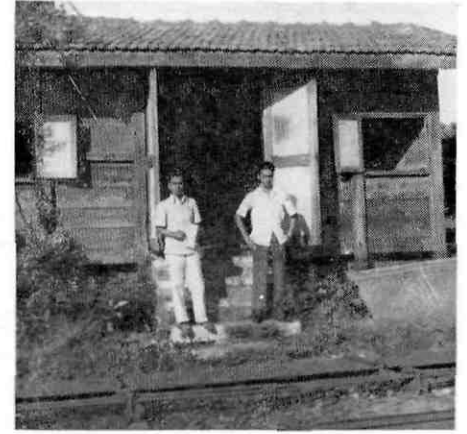
**5. Connection with Press or Radio:**

(1) No Railway Servant shall, except

*A view of part of an Indian marshalling yard. The Indian railways are state-owned and organized into a number of systems to serve various regions. There are seven regional systems in all*



*As is to be expected in an economy yet to be fully developed, many of the railways' premises are not of a very high standard. This train clerks' office was made from a converted railway carriage*



with the previous sanction of the Government own wholly or in part, or conduct or participate in the editing or managing of, any newspaper or other periodical publication.

(2) No Railway Servant shall, except with the previous sanction of the Government or any other authority empowered by it in this behalf, or in the bona fide discharge of his duties, participate in a radio broadcast or contribute any article or write any letter, either anonymously or in his own name or in the name of any other person to any newspaper of periodical.

Provided that no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic or scientific character.

Now should a railwaymen go to the microphone on the pretext that his contribution is 'purely literary, artistic or scientific' and proceed to criticize, for example, the literary style of government publications or the artistic standards of government architecture or indeed any aspect of the government's affairs he would be in very hot water. The government is not to be criticized. Rule 6 says so:

6. *Criticism of Government: No Railway Servant shall in any radio broadcast or in any document published anonymously or in his own name, or in the name of any other person or in any communication to the Press, or in any public utterance make any statement of fact or opinion –*

- (i) *which has the effect of an adverse criticism of any current or recent policy or action of the Central Government or a State Government; or*
- (ii) *which is capable of embarrassing the relations between the Central Government and the Government of any State; or*
- (iii) *which is capable of embarrassing the relations between the Central Government and the Government of any Foreign State.*

*Provided that nothing in this rule shall apply to any statements made or views expressed by a Railway Servant in his Official capacity or in the due performance of the duties assigned to him.*

Having safely put itself beyond the reach

of criticism – and how many governments have tried to do the same! – the government can now proceed to exercise an oversight of the railwayman's outside activities. Rule 9 is, whatever else one may think of it, a model of brevity and clarity:

9. *Subscriptions: No Railway Servant shall, except with the previous sanction of the Government or of such authority as may be empowered by it in this behalf, ask for or accept contributions to or otherwise associate himself with the raising of, any fund in pursuance of any object, whatsoever.*

Rule 10 is quite staggering. It decrees that *no Railway Servant shall, except with the previous sanction of the Government, accept or permit his wife or any other member of his family to accept from any person any gift, of more than trifling value . . .* It goes on to say that gifts of a value reasonable in all circumstances of the case may be accepted from relatives and personal friends on occasions such as weddings but acceptance of such gifts other than those of trifling value shall be reported to the Government and the gifts shall be disposed of in such manner as the Government may direct.

All this, the last provision in particular, defies commentary. There is even a formula defining 'trifling', devised to save a railwayman from torments of doubt on the point. It all depends, a helpful explanatory note says, on whether the value of the gift exceeds one-twentieth of his monthly pay or Rs. 20, whichever is the less, in the case of a gift not from a relative or personal friend. The latter can afford to be rather more generous: up to one-eighth of the recipient's monthly pay or Rs. 50. On special occasions one can be positively lavish: one-half or Rs. 200.

The last bureaucratic embellishment is surely, one may ask, the climax to this

catalogue of offensive meddling in an employee's private affairs? But no, that position must be yielded to rule 15, which to be savoured in all its medieval richness must be accorded a full quotation:

15. *Movable, immovable and valuable property: (1) No Railway Servant shall, except with the previous knowledge of the Government, acquire or dispose of any immovable property by lease, mortgage, purchase, sale, gift, or otherwise, either in his own name or in the name of any member of his family.*

*Provided that any such transaction conducted otherwise than through a regular or reputed dealer shall require the previous sanction of the Government.*

(2) *A Railway Servant who enters into any transaction concerning any movable property exceeding Rs. 1000/- in value whether by way of purchase, sale or otherwise shall forthwith report such transaction to the Government.*

*Provided that no Railway Servant shall enter into any such transaction except with or through a regular or reputed dealer or agent or with the previous sanction of the Government:*

*Explanation: For the purpose of this sub-rule, the expression 'movable property' includes inter alia the following property, namely:*

- (a) *Jewellery, Insurance Policies, Shares, Securities and Debentures;*
- (b) *Loans advanced by such Railway Servants whether secured or not;*
- (c) *Motor cars, Motor cycles, Horses and other means of conveyances;*
- (d) *Refrigerators, Radios and Radiograms.*

(3) *Every member of Class I and Class II services shall on first appointment in Railway Services and thereafter at intervals of*





twelve months submit a return in such form as the Government may prescribe in this behalf, of all immovable property owned, acquired or inherited by him or held by him on lease or mortgage either in his own name or in the name of any member of his family or in the name of any other person.

(4) The Government or any authority empowered by it in this behalf may, at any time, by general or special order, require a Railway Servant to submit, within a period specified in the order, a full and complete statement of such movable or immovable property held or acquired by him or by any member of his family as may be specified in the order. Such Statement shall, if so required by the Government or by the authority so empowered, include details of the means by which or the source from which, such property was acquired.

This is beyond all justification. No amount of special pleading could square a rule like this with any modern principle of labour relations. It is as abhorrent for its violation of privacy as it is frightening to speculate on the sort of mentality needed to frame it. How any administration can look for a degree of self-discipline, responsibility or initiative from its staff when it proceeds at the outset on the assumption that they are potentially dishonest, corrupt, disloyal and quite incapable of handling their own affairs, when it takes upon itself the role of

arbiter in decisions which are not of the slightest concern of the management or of the government (rule 18 runs: *No Railway Servant who has a wife living shall contract another marriage without first obtaining the permission of the Government notwithstanding that such subsequent marriage is permissible under the personal law for the time being applicable to him*) this is beyond comprehension.

No employer can extract loyalty or respect from his workers on this basis. The imposition of rules such as those exposed in this article are a direct invitation to the corruption which they are presumably intended to avert, for they are written in a spirit of suspicion and mistrust which must infect to some degree the whole working atmosphere. And if one grants their authors the most worthy motives these rules betray an appalling lack of confidence among the high authorities in their own ability to tackle bribery or other types of dishonesty with some more sensitive measure than a host of bureaucratic, innuendo-laden and downright offensive rules which, if implemented thoroughly, must entail the expenditure of an enormous number of manhours.

They should think this over and ask themselves whether it would not be better on the grounds of decency and efficiency to withdraw this disgraceful document.

(continued from page 212)

there is no free fishing. Surely, we cannot liberalize trading channels while de-liberalizing the law of the sea, denying free access to fishing grounds to those same countries who are the greatest potential consumers of fish. The result can only be that they close their economic frontiers, thus cutting off present and future sales possibilities.

There surely remains a lot to be done to develop consuming habits and increasing consumption, especially in central Europe. The frozen fillet, processing ships, abolition of antiquated marketing methods to avoid a break in the freezing chain – OEEC reports indicate that half of the fish is two weeks old when it reaches European consumers! – all this cannot be discussed in the present context.

But one thing is sure: national protectionism can only mean, in the long run, overstocked markets, falling prices and shrinking earnings for countries monopolizing their territorial waters – shortage of fish, high prices, protectionism and a general decline of fish consumption in other countries. Such an artificial rift in the development of different countries can only turn out to the detriment of employment and earning conditions in the European fishing industry in general.

### A European fishing authority?

The real solution seems to lie in an extension of those measures underlying the Convention for the Regulation of the Meshes of Fishing Nets and the Size Limits of Fish, as concluded in London in April 1946, and the activities of its Permanent Commission (Article 12) which first met in London in September 1953.

The control of mesh sizes, delimitation of fishing areas, limitations on the size of catch and prohibition of particular techniques as well as imposition of closed seasons might all be measures conducive to a proper conservation policy and simultaneously to a healthier fishing industry. Even a licensing system might be envisaged; special measures might be taken against catching immature fish (as in the Danish herring industry).

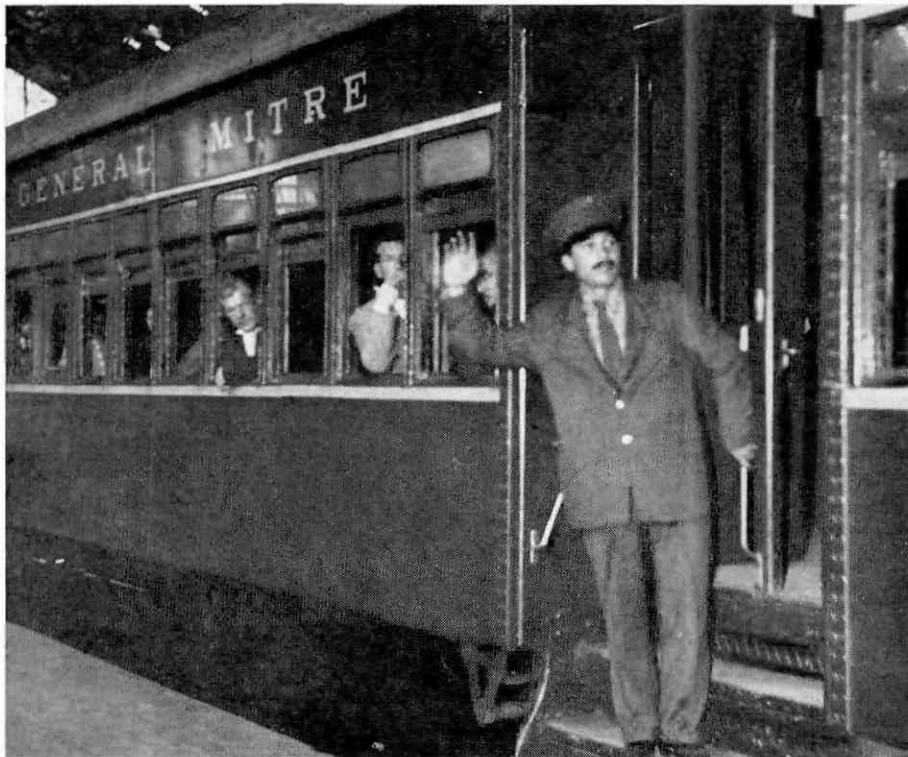
All this of course presupposes an increased number of international agreements and certainly some international or supra-national machinery to carry them out, and also agreements aimed at increasing sales possibilities abroad.

Such agreements might even extend into the area of marketing and pricing policies, replacing national cartel systems. Measures of this scope might require, in the long run, the setting up of an international agency or authority, at least for the area of the North Sea and adjoining fishing grounds, with wide powers and facilities for implementing a policy aiming at fish conservation and optimal utilization of fishing possibilities within the framework of European integration – perhaps in the Free Trade Area.



A train clerk goes about his work protected against the rain by his umbrella and hugging his lamp

## They work in Transport



**T**HE TRAIN CONDUCTOR (or 'guard', as he is called on the British Railways) is but one of those many faithful servants of the Argentine railways the sum of whose efforts in their several spheres makes the smooth running of the network possible. Although there may be some who have no very clear idea as to the exact functions of the train conductor, a closer look at the nature of his duties would reveal that the safety of passengers and goods being transported largely depends on the manner in which he discharges his duties. He is required to combine an extensive knowledge of all aspects of railway operations with personal qualities commensurate with the rank he holds and the authority he exercises.

The nature of the conductor's duties entails irregular hours of work. He is required to present himself for duty at any time demanded by the exigencies of the service, even if he has just sought sleep following a tiring tour of duty. Similarly, he may often seek his couch, even when not really tired, in order to be ready to answer a call to duty at an unexpected time – something that happens not infrequently.

Arrived at the station, the conductor makes his way to the office of the station master from whom he receives his instructions. He takes charge of the papers relat-

ing to the transport of merchandise on the train assigned to him and makes a check as to destination and all other matters affecting the safe transport of the goods. He is required to check all loading and unloading operations.

In the case of passenger trains, his duties are a little more exacting and call for the exercise of much tact and courtesy. As the official in charge of the train, he is responsible for giving orders relating to departures and stops. He is also called upon to handle any incident arising during the journey. Unforeseen occurrences frequent-

*The conductor on the Argentine railways is required to combine an extensive knowledge of all aspects of railway operations with personal qualities commensurate with the rank he holds*

ly call for a wide knowledge of all matters pertaining to railway operations and even the exercise of police authority until the arrival of police officials in the event of an incident calling for such a procedure.

As may be inferred from the foregoing, the conductor is an essential element in the efficient operation of a railway network, although many may be inclined to overlook the significance of his functions. These he performs with a sense of responsibility, proud in the knowledge that on the efficient and conscientious discharge of his duties depend the safety and the comfort of those entrusted to his care.

Argentine railways personnel are paid according to their position in the classification scheme and their seniority ranking. The minimum salary on which other salaries are based is \$1,700 a month. (On the basis of the rate quoted in the free market, this works out at about £17 a month.) If married, our conductor – in company with other staff – would draw a family allowance amounting to \$50 a month for his wife and \$150 for a child. He would also be entitled to a bonus for regular attendance amounting to \$110 a month.

Hours of work on the Argentine railways may not exceed eight a day, or seven in the case of night duty between the hours of nine in the evening and six in the morning. Annual paid holidays are fixed at 17 consecutive days after one to nine years' service, twenty-three days after completing ten to nineteen years of service, and thirty consecutive days after twenty years' service. The Act governing the retirement of railway staff lays down retirement on pension at the age of fifty-five after thirty years service.

If he falls ill, our conductor would receive medical treatment through the Railwaymen's Social Insurance and Benefit Society to which he contributes two per cent of his monthly salary. On his annual leave he could go to the holiday centre run

J. D. Randeri, General Secretary,  
Maritime Union of India (MUI)



## Profile of the month

by his union in Alta Gracia. Situated in ideal surroundings, this centre is a model of its kind. At a very modest cost, he could rent one of the eighty-three chalets at this holiday centre and enjoy the wide range of facilities offered. The chalets vary in size, accommodating two, three, four or more people.

The union to which our conductor belongs is the Argentine Railwaymen's Union (Unión Ferroviaria) which embraces all railwaymen with the exception of the locomotive engineers. Founded in 1922 as a result of the merger of unions catering for traffic and workshop personnel, the union received official recognition one year later. Members, in the region of 218,000, contribute at the rate of 0.7 per cent of their salaries. These funds go in part towards the running of the holiday centre, the production of the union's official organ, 'The Railroad Worker' and towards the payment of death benefits, etc.

The Argentine Railwaymen's Union is run on a centralized basis, its executive committee consisting of twenty-six members representing all the various branches of railway operations. Among its past successes may be mentioned the negotiation of the family allowances and regular attendance bonus of which mention has already been made. At the present moment, the union is seeking a satisfactory solution to such matters as the introduction of retirement benefits and pensions based on a moving scale for staff at present in service; the introduction of a minimum salary based on and moving with the cost of living; a review of wage scales and job evaluation; the activation of the functions of the Joint Committee; and the return of the railwaymen's hospitals placed under government control in 1944.

The union is also pressing for representation on the board of directors of the Argentine Railways. It is also urging the repeal of certain decrees affecting the wages and conditions of its members such as the decree extending the period of validity of the present collective agreement and the decree relating to the board set up to handle industrial relations on the railways.

JAYANT DAYARAM RANDERI is a mild-mannered, softly-spoken, forty-seven year-old native of Bombay who is the executive head, the General Secretary, of a union with few equals in Asia.

It is financially stable, adequately staffed, efficiently administered, respected by shipowners and government, democratically led by an executive committee of serving merchant marine officers, and in collective bargaining has won conditions for its members to which few Asian workers would aspire. Its activities are marked by a vitality and freshness which account to a large degree for the fact that over a lifetime of no more than twenty years it has reached the point where it can claim a collective agreement covering the officers of every foreign-going Indian vessel and the great majority of Indian coasters.

In a country where trade unionism is bedevilled by personal and organizational rivalries, chronic poverty and illiteracy this is a remarkable achievement. And although Randeri would be the last to claim credit for it, if the credit for the union's strong foundations should rightly go to his predecessors then at the same time the steady progress from those foundations and their consolidation in recent years are largely due to his diligence, organizing ability and firm grasp of maritime affairs.

His knowledge of the industry has a practical basis. At the age of sixteen he joined the Indian training vessel *Dufferin* as a cadet and on completion of his training began service with one of India's oldest and largest shipping concerns, the Scindia Steam Navigation Company. He obtained his officer's certificate of competency in 1931 and for the next twenty-two years worked for Scindia as a navigating officer.

His service with Scindia was suspended in 1953 on his election as General Secretary of the MUI—the union's agreements provide for companies to release officers for service with the union whilst keeping their jobs open for them. Since then he has had his hands very full. In addition to the daily round of negotiations, representations, administration and organization he has assumed other responsibilities which accrue to the chief spokesman of the country's merchant navy officers. He is a member of the Selection Board to the Marine Engineering Training College, a technical advisor to the Union Public Service

Commission and a member of the Seafarers' National Welfare Board.


His international interests are wide. The MUI was affiliated with the ITF in 1944 and in 1946 joined the Officers' (Merchant Navy) Federation, an organization embracing officers' unions in the British Commonwealth. He is a member of the ITF's General Council and in 1957 was co-opted to the Executive Committee. The valuable contribution he has made at international level to the seafarers' cause found deserved recognition early this year with his election to the ILO Joint Maritime Commission.

In the same way that he has interests beyond India's frontiers, he is concerned within India with matters outside the immediate scope of his officer members. The organization of ratings into a bona fide trade union has been one of the MUI's objectives for many years since it recognizes that an organizational weakness among the ratings constitutes a weakness in the industry in general. Its efforts, in which the ITF too has played a leading role, have not met with all the success they merit but Randeri has not given up the fight and his persistence may yet reap its reward.

Jayant Randeri is justifiably proud of what his union has achieved and the reputation it has won in India and beyond. He is also, well alive to the special responsibility which a union of the MUI's calibre bears in a trade union climate as stormy and troubled as India's. It is a model organization and he intends to see that it continues to be a model worthy of emulation.



## Overworked drivers - the tachograph the answer?

 THE SWISS TRANSPORT WORKERS' UNION'S WEEKLY PAPER recently sounded the opinion of a gathering of drivers at a road-side café on a number of industrial topics. Prominent among them was the obligatory installation of tachographs, instruments recording graphically a truck's speed during a journey.

*Here on the left of the truck's dashboard is an older type of instrument which except for recording travelling speeds performed many of the functions of the modern tachograph (Photo by J. Meyer)*

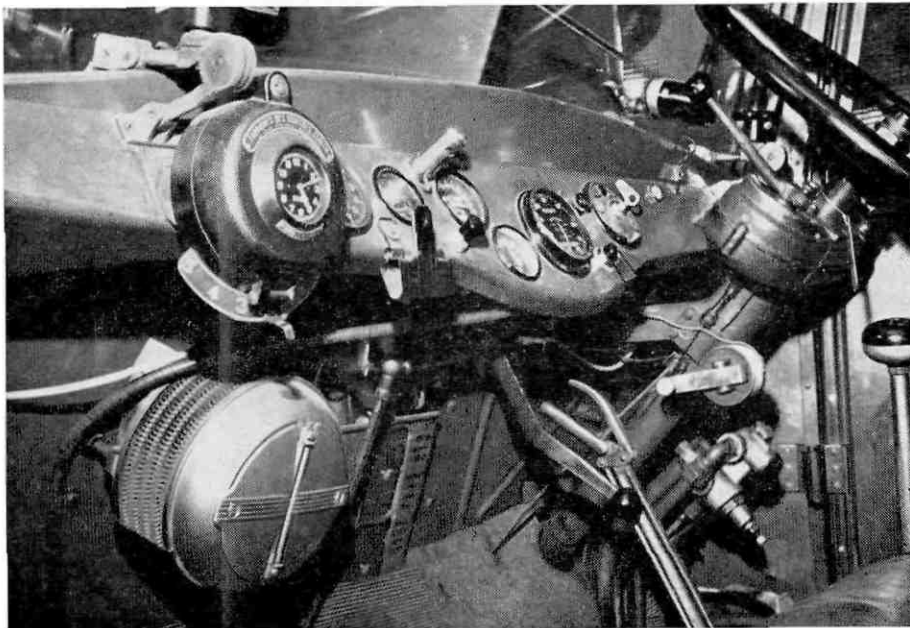
At best, the tachograph found only qualified support. One driver felt that if it was only a means of controlling working hours there would be nothing against it, but tachographs had other applications which could put the driver at the mercy of police and the employers. Another said that although they had their advantages there were times when he would be better off without one in the cab, a view shared by one of his colleagues who said that in practice there were situations in which the driver could for a short time exceed the permitted speed without danger – a fact which the tachograph did not take into account. One driver rejected them altogether: there were too many checks on a driver as it was.

### The case for the tachograph

The union's paper put the opposing case in a later issue, again by going to the drivers themselves, this time to a group of drivers for a large industrial concern who had been working with tachographs for some years. The first thing that struck the paper's representatives was the fact that all the drivers were back in the garage at five in the afternoon. This example of regular working was due in the first place, one of the drivers said, to the tachograph. The garage superintendent knew from the outset what trips to schedule for the drivers having regard to the distance to be travelled and the working hours laid down by law. Naturally the tachograph forced the driver to exercise self-discipline, but was that so bad anyway? Was that the only bugbear? This was where he thought the opponents of the tachograph, which had done away with the log- or 'lie'-book, went wrong. Was the union to fight for a shortening and control of working hours for these to be used improperly or spent in a bar?

### The driver's break

One point on which some drivers have



doubts about the tachograph is the way it records their stops on the road. 'A driver,' they say, 'has a right to a fifteen minute break every two hours. What would the firm say if the tachograph showed that these stops for a rest or a meal had overstepped the mark?' The assistant garage superintendent said that gross abuses of rest periods had stopped with the provision of tachographs. In any case a driver's work did not enable him to keep rigidly to a break every two hours and so the firm took no notice if the tachograph showed every now and then that a break had been a bit prolonged. And it was good for both the firm and the drivers that the tachograph should have eliminated the excessive consumption of alcohol which too much time in a café often entailed. The union's paper asked at this point whether any responsible driver in the union could seek to justify these practices of out-moded camaraderie and equally whether there were any who did not know from their own experience

that such drivers still existed.

### Overtime

To the point that overtime would still be demanded now and then one driver replied that while that was naturally true the tachograph recorded clearly and accurately how much overtime had been worked. Now they had the tachograph they could account for every minute and it never occurred to the employer to query it. Another driver said that it was thanks to the tachograph that he could now have an hour and a half's break in the middle of the day and be home with his family in the evenings. Formerly the trips were excessively long and they were unable to prove to the employer what work they had actually done. Then they had to make up in the evenings or the middle of the day for time lost during a break.

### The employer's view

From the employer's standpoint the tachograph enabled him to eliminate gross cases



Hans Luraschi, a member of the Swiss Transport Workers' Union, has been driving with a tachograph for several years and says it is the main reason for his regular working hours (Photo: J. Meyer)

of dallying on the part of his drivers. The latest models would also provide data for studies of an industrial or economic nature. Already by studying speed records they were able to draw certain conclusions as to a driver's driving habits. Those who believed that driving was a profession had also to allow for discrimination between the capable and the poor driver. The efficient driver had nothing to fear – on the contrary, the tachograph tracings were an infallible witness to his ability.

One last question was put to the men: had the tachograph given anyone cause to fear the police? One smiled and said that the only ones who needed to fear the police were those who had done something they should not have. 'That includes wild speeding,' said another. 'Those who race through the streets today don't give a thought to the destructive power of a heavy truck or how their nerves and health are undermined by driving that way.'

A third driver cited a case in which he had been concerned a few weeks before. His employer had received a notice from the police that he, the driver, had gone through a stop signal at a certain time on a certain day somewhere near Basle. By referring to the tachograph record for the day in question he was able to show that he certainly had not passed that signal at the time stated by the police.

#### A British footnote

Shortly after the Swiss article appeared, figures were published in Britain by the vehicle licensing authorities showing that the statutory limitation on driver's working hours – no more than eleven hours in any twenty-four hour period – was being infringed on an alarming scale. In 1954, the year that the denationalization of road transport began, there were 924 court convictions on charges of excessive working. In 1956, the last full year for which figures are available, the number of convictions had risen to 3,336.

The same law which limits working hours also lays down that a record of working hours shall be kept. Convictions under this section of the law have more than doubled

between 1954 and 1956 – from 2,496 to 5,842 – the cases involving charges such as failing to keep a log-book or falsifying log-book entries. The picture is made all the more depressing for the fact that the number of cases resulting in convictions is probably only a minute proportion of the number of offences which go undetected.

There are no doubt legitimate objections to the tachograph as the solution to the predicament of the overworked driver but there can be no two minds as to the importance of finding an effective answer of one sort or another, both for the sake of the drivers themselves and the general public whose safety is jeopardized by the existence of 'road-drunk' drivers wielding ever larger and more powerful vehicles.

#### Radio weather maps a new aid for shipping?



ACCORDING TO 'CANADIAN SAILOR' (published by the Canadian District of the ITF-affiliated Seafarers' International Union) the day may be just around the corner when navigators will be able to tell what kind of weather there's going to be in their areas by looking at the picture of a weather map in much the same way as you do on your home television screen.

Experiments are currently being carried out in the United States to estimate the value to merchant shipping of weather maps, or sea condition charts, received by radio. The tests are being carried out aboard vessels in the Atlantic which have been equipped with a special radio facsimile recorder. The recorder plucks up-to-date government weather maps out of the air and provides the ship with accurate information on the condition of the sea and air around it. The charts themselves are broadcast several times a day by the US Navy.

Although a full evaluation of the experiments is still being awaited, writes 'Canadian Sailor', vessels concerned in them have reported enthusiastic impressions of the tremendous potential value of the transmissions.

At present merchant ships receive weather

data by coded radio message, which must be transcribed and plotted before being of value. The new system, however, would provide pictorial reviews three or four times a day of the area in which the ship is travelling.

Facsimile radio transmission of weather and sea information has been used by the US Navy since 1950. Until about two years ago, the transmissions were confined to weather data. Now sea condition charts have been added to the long list of charts sent out from Fleet Weather Control in Washington. The charts cover the world and are prepared by a weather analysis centre in the State of Maryland.

US Weather Bureau officers have been travelling aboard the merchant ships equipped with the experimental device and they have voiced the opinion that the success achieved up to date indicates that the new picture receivers will be in widespread use within the next two or three years.

#### Protection against radar hazards



AN AMERICAN AIRCRAFT COMPANY is reported to have developed a small device resembling a hearing aid which warns its wearer when exposure to high intensity radar beams nears danger point. The device gives its warning in both aural and visual forms. The possibly harmful effects to ground staff working on aircraft radar equipment of prolonged exposure to radar beams was pointed out to the American aircraft industry last year by the US Air Force.

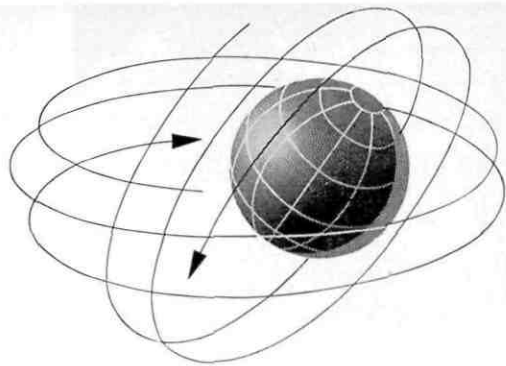
#### British railwaymen to check on repair work



THE ITF-AFFILIATED BRITISH NATIONAL UNION OF RAILWAYMEN has ordered its 80,000 repair depot members to report on every engine, wagon or truck which is being repaired by private companies.

Suspicion has been aroused that work which could be handled by the railways' own workshops, where overtime is being cut down, is being handed to outside concerns.

## Round the World of Labour



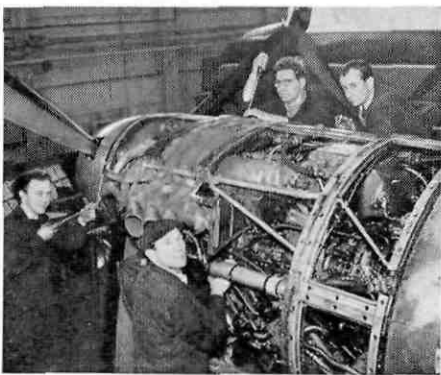
### BEA report on turbo-prop maintenance

**T**HE ANNUAL REPORT OF BRITISH EUROPEAN AIRWAYS for the financial year ending 31 March 1958 revealed that during the year major extensions were authorized in the flying hours between maintenance checks on Viscount 701 aircraft. The new check schedules were also applied to the Viscount 802 after five months' service.

The new schedules authorized by the British Air Registration Board for 1957-58 give the following flying hours between checks (1956-57 equivalents in brackets): Check 1, 135 (135); Check 2, 620 (520); Check 3, 1,240 (1,040); Check 4, 3,000 (1,500).

The overhaul life of Viscount engines was also lengthened during the year. (Most of these overhauls are carried out by the manufacturers, Rolls Royce, at their own plant but a limited number are now being overhauled at London Airport.) The overhaul life of the Dart 506 engine (used in Viscount 701s) was increased from 1,050 to 1,600 hours and that for the Dart 510 (Viscount 802s) from 750 to 1,250 hours. The Dart 520 engine (used in the recently introduced Viscount 806) was given a life of 400 hours.

The report goes on: 'It would be misleading, because of changes in the work content of Viscount checks, to make a direct comparison with the number of



Maintenance staff of BEA working on the engine of a Vickers Viscount (Photo by The Aeroplane)

checks with the previous year. *The general tendency, however, is for the number of checks to continue to fall despite increase in total flying hours.* The number of engine overhauls fell by five per cent from 354 to 336.' (Our emphasis.)

The effect on maintenance work of the introduction of turbo-prop aircraft is shown by a table giving the average number of maintenance man-hours per flying hour in the first year of service of three aircraft types: the piston-engined Elizabethan, the turbo-prop Viscount 701 and a later Viscount, the 802. These are given respectively, as 8.80, 5.50 and 3.23 – a very significant trend.

(The Air Registration Board recently approved another extension to the overhaul life of the Dart 506 (Viscount 701) engine which is now fixed at 2,000 hours. This is the highest engine overhaul life ever approved by the Board and one of the highest in the world.)

### ICFTU African Area Committee established

**A**N ICFTU AREA COMMITTEE GROUPING ICFTU AFFILIATES IN EAST, Central and Southern Africa was established at a meeting of trade union leaders from the area held in Dar es Salaam in July. The meeting adopted a constitution for the Committee and elected Tom Mboya, General Secretary of the Kenya Federation of Labour, as Chairman. It was also decided to set up the Committee's Secretariat in Nairobi.

The establishment of the Committee is a sequel to the ICFTU's African Regional Conference held in Accra at the beginning of last year where it was decided that an African Regional Organization should be created within which there would be three Area Committees – one for North Africa, one for West Africa and one for the East, Central and Southern area. The activities of the three Area Committees are to be coordinated by a Regional Council of six members with two representatives from each Area. (Those elected at Dar es Salaam to represent the new Area Committee on

the Council were Tom Mboya and Laurence Katilungu, President of the Northern Rhodesia Trades Union Congress.) A meeting of the Council is due to be held before the end of the year.

The delegates at the Dar es Salaam conference came from Kenya, Madagascar, Mauritius, Northern Rhodesia, Nyasaland, Somalia, Southern Rhodesia, Sudan, Tanganyika and Uganda. The ICFTU was represented by J. B. Krane, Assistant Director of Organization.

### State takes over Colombo port

**C**ARGO HANDLING AT THE PORT OF COLOMBO in Ceylon was taken over by the government's Port Cargo Corporation in August. The new body has replaced about twenty private firms and some 10,000 port workers have become government workers.

### Exploitation of truckdrivers in Japan

**T**HERE HAS BEEN A GREAT INCREASE IN RECENT YEARS in the number of trucking firms in Japan. There are now some 500 operators, 200 in Tokyo and the rest in the provinces, and they have captured a great deal of freight traffic from the railways. The race to profit from this development has led to widespread cut-throat competition with many unscrupulous provincial operators recruiting young drivers from the provinces and exploiting them ruthlessly.


The Japanese National Federation of Truck Drivers' Unions recently called on the labour authorities in the districts concerned to take action to put an end to this practice. It pointed out that these workers, who mainly work on regular trips between Tokyo and the provinces, are employed under appalling working conditions. Their basic pay is extremely low and they have to depend on 'incentive' payments per trip, with the result that to make a living some of them are doing night-work overtime ranging from 100 to 200 hours a month.

There are no relief drivers and no rest



facilities which means that many of them are working an almost continuous shuttle service.

### **A successful experiment in price control**

 THE AUSTRIAN FEDERATION OF TRADE UNIONS in a recent News Bulletin comments on the extent to which a Bi-Party Control Commission set up to stabilize prices and wages in the country has been successful.

Early in 1957, the economic condition of Austria had become critical. The cost of living had been rising continuously and there were signs that even greater increases might be expected. Concerned at this situation, the Federation worked out a scheme of stabilization which was accepted by the government. Under the scheme, a Bi-Party Prices and Wages Control Commission was set up consisting of two members each from the two political coalition parties, the Federal Chambers of Commerce, Agriculture and Labour, and the Austrian Federation of Trade Unions.

The aim of the Commission was to act in concert with the Austrian government and employers' and employees' associations with a view to bringing rising prices under the greatest possible control. This in turn presupposed a willingness on the part of the trade union federation to submit to a certain measure of control in the field of wages. In practice, this meant that wage demands had first to be laid before the Control Commission for examination in the light of the justice and urgency of the claim as well of possible repercussions on price levels in general. At the same time, the government directive of March 1957 also laid down that employers and industrialists could not raise their prices at will but had first to submit their proposals to the Commission, which would then examine them. There was no intention of introducing a price or wage freeze; all that was intended was to put price and wage policies on an equal footing and exercise a brake on rising prices.


The policy succeeded. On an average the cost of living in 1957 rose by only 2.2 per

cent above the 1956 level. In all other Western European countries the increase was far greater.

By the end of 1957, it became apparent that there had been a rise in real wages of 3.1 per cent compared with 1956. Thus the requirement that wage demands had first to be submitted to the Commission had not resulted in a wage freeze. In terms of figures, the Commission had reviewed 232 claims and rejected only three from the time of its establishment to the end of April 1958. These figures speak for themselves.

Although it had originally been intended that the Commission should function only until the end of 1957, the favourable results achieved led the Austrian Federation of Trade Unions to press for its retention beyond that date. It was also decided to urge closer collaboration between the various elements making up the Commission and that it should be given more extensive statutory powers. In particular, the Federation demanded a tightening of the law against profiteering. In mid-April 1958, agreement was reached on the revision of the Anti-Profiteering Act and an amending Act, at present in draft stage, envisages 'prices locally customary'. This means in practice that prices will be fixed by agreement between the Federal Chamber of Commerce, the Labour Chamber and the Federation of Trade Unions. In future, representatives of producers and consumers will have to agree among themselves as to what prices are to be considered 'locally customary'. Prices in excess will be deemed profiteering.

### **Maritime commission reports on merchant marine officers**

 A 'SURVEY OF LICENSED OFFICERS OF THE AMERICAN MERCHANT MARINE' showed that officers manning ships of the American Merchant Marine earned \$140 million during 1957, the US Maritime Administration said.

The study showed that of 11,405 officers queried, 71.3 per cent are married and 54.9 per cent own their own homes. This was broken down to show that of the 5,632

engineers answering the questionnaire, 3,814 were married, 2,946 owned homes, and all but 1,162 had children; of the 4,882 deck officers, 3,622 were married, 2,713 owned homes, and all but 985 were fathers. Of the 1,161 radio officers queried, 692 were married, 543 owned homes and all but 321 had children.


Eleven masters and chief engineers had seven or more children, while fourteen third and fourth assistant engineers had seven or more.

Of the total, 1,184 officers were graduates of military-maritime academies; 266 were college graduates; 1,370 had three years or less of college; and 3,703 were high school graduates.

The monthly base wage for deck officers ranges from \$1,281 (£456.10.5) for masters to \$530 (£188.17.7) for fourth mates. Engineers salaries go from \$1,175 (£418.14.11) for chiefs to \$531 (£189.4.8) for fourth assistants. Radio officers average \$569 (£202.15.7).

The Maritime Administration said: 'This is a phenomenal increase in home ownership over pre-war estimates and reflects the substantial social and economic gains achieved by American merchant marine officers.'

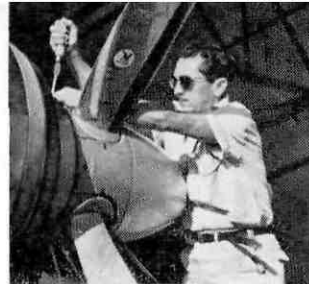
### **Another purge in China's 'unions'**

 CHINA'S UNIONS have just been through yet another purge. A number of 'revisionists' were smoked out and have been dismissed from high positions on the grounds - now familiar - that they failed in their trade union work to emphasize the supremacy of the Communist Party. The new president of the Chinese 'trade union' federation put this point very clearly:

'All trade union functionaries must always keep in mind the most fundamental truth, that trade union organizations must unreservedly accept the leadership of the Communist Party. They must strengthen the work of inculcating Communist ideas in the masses of the workers so that they will carry out the party's line, principles and policies on their own initiative.'

## Airline mechanics in Cuba

*At work on a Super Constellation. The department of Cuban Airlines responsible for repair and maintenance has recently been re-organized and works with an efficiency leaving little to be desired. Very high qualifications are demanded*



**+** RELIABILITY AND EFFICIENCY are essential factors in the successful operation of an airline company. Whatever its financial resources, no commercial airline can hope to avert a serious crisis unless it can provide a safe and efficient service based on the skill and reliability of its staff. Among the qualified staff which constitutes the keystone to the operational structure of a successful commercial airline the group of technicians – the aircraft engineers and mechanics – rank among the foremost. Theirs is the responsible job of seeing that everything is done to ensure the operational reliability of the aircraft they service.

The Cuban Airlines, which is a joint enterprise, owes much of its success to the devotion and skill of its engineering staff. The extent of the contribution of this department has to be viewed against the background of recent developments and the enormous changes which have occurred

in rapid succession in the field of aviation and, in particular, on the engineering side. Such developments make heavy demands on the efficiency, skill and devotion of the staff responsible for servicing the company's aircraft.

The department of the Cuban Airlines

responsible for the maintenance of the company's machines has recently been re-organized and now works with a rhythm and efficiency which leave little to be desired. In this connection may be quoted the inspection department the staff of which in terms of wide experience and knowledge represent a body of which the company is justly proud. Those working in this department have to hold a license covering aircraft engines and gliders, issued by the Cuban Civil Aviation Board. They are also required to pass a severe company examination.

After successfully passing strict tests, more than fifteen mechanics have graduated to flight engineers. This is all the more remarkable in view of the fact that a number of the world's airlines have to rely in part on flight engineers of other nationalities. According to testimonials received from manufacturers supplying Cuba with aircraft and engines, these flight engineers can claim to rank among the best in the world.

The aircraft mechanic employed by Cuban Airlines can improve his theoretical and practical knowledge in the special training section run by the company. This section runs course for mechanics and apprentices. Courses vary according to the type of work done by those attending. The training school is fully equipped and the teaching staff includes instruction teams for Rolls Royce and Vickers Viscount engines, etc. The training section also provides refresher and specialized courses for pilots, engineers and inspectors. Flight personnel and mechanics from as far away as Chile and Colombia are also given training at this centre.

The staff engineers and mechanics of the Cuban airline company have not been content to work purely 'according to blueprint' as regards the aircraft operated by the company. On the basis of their experience as mechanics and the performance of the machines under Cuban conditions, they have been able to make a number of improvements in the aircraft supplied by foreign manufacturers. Many of their suggestions have been incorporated in later

*Working on the tail of a Viscount. Cuban Airlines keep well abreast of developments in aviation and the mechanics are called upon to service and repair various types of aircraft equipment*

versions of the aircraft or have led to the manufacturers recommending other companies to introduce them in the aircraft already supplied.

As a result of the expansion of the company's operations, the department responsible for the maintenance and servicing of the Cuban Airlines' fleet of aircraft has grown considerably. The company's engineers and mechanics are also progressively increasing the extent to which they repair and replace accessories and instruments. Thus an electrical instruments section has been established; more than eighty per cent of the accessories and instruments of the L-1049G and the Vickers Viscount are now serviced and repaired 'on the spot'. Rolls Royce engines are put together in the expanded and modified build-up section, whilst the engine repair shop, in addition to the general repair of engines, can take on more specialized tasks such as modifications to the Rolls Royce gear-box recently recommended by the manufacturers.


With the new tasks accruing to the engineering staff of the Cuban Airlines, there is inevitably a shortage of fully-trained and

experienced staff. The company has recently taken on some forty young men to train for the position of assistant mechanic. They are being given intensive theoretical and practical instruction and in due course will help to swell the numbers of trained mechanics already employed by the company. In addition, fifty scholarships to the Inter-American Aviation School are being afforded to scholars who have successfully completed their studies at Cuban technical schools. This school represents a valuable 'nursery' to which the company can turn for suitable staff as its activities expand.

Mechanics and engineers employed by the Cuban Airlines formed their own union, the National Union of Aircraft Mechanics, in 1948. In those days, its membership numbered only sixty. Today it has something like 250 members. During the few years it has been in existence it has been successful in winning wages and working conditions for its members commensurate with the responsibility of their work and the skill and efficiency with which they carry it out.

*(Condensed from 'Aero Voz', official organ of the ITF-affiliated Cuban Air Transport Workers' Federation)*

### **Air-conditioning for the bus driver**

 A NEW TYPE OF LONDON BUS, the 'Routemaster', which London Transport are shortly to put into service, was one of the features of a commercial vehicle show held recently in London. This latest version of the city's famous 'double-deckers' will seat sixty-four people as against the maximum of fifty-six in the current models. The 'Routemaster' will nevertheless be up to half a ton lighter. Its driver will not need to manipulate gears or clutches as it has automatic transmission. The temperature in his driving cab will be regulated by an air-conditioning system.

Heavy commercial goods vehicles exhibited at the show also had a number of amenities for the driver's comfort. These included built-in radios, electric razors, cigarette lighters and interior heaters and coolers.



*A group of Cuban Airlines aircraft mechanics servicing one of the many aircraft operated by this company. These mechanics are justifiably proud of their record of very high skill and efficiency. They belong to their own craft union*






*The scene in the crowded hall in the Hague at the meeting called last May in support of wage demands. The meeting is being addressed by H. J. Kanne, chairman of the Railway Staff Council, President of the Dutch Inland Transport Workers' Union, Vice-President of the ITF and author of this article*



# Wage review on the Netherlands State Railways

by H. J. KANNE, *President of the Dutch Inland Transport Workers' Union*

 THE SALARY SCALES OF THE PERSONNEL OF THE NETHERLANDS STATE RAILWAYS are laid down by statute. Under the Railway Act, for example, the railways administration is required to submit proposed changes in working conditions to the Minister of Transport for approval. That requirement dates from the year 1903, the year when the Dutch workers for the first time came out in open opposition to social injustice and exploitation by proclaiming a general strike. The railwaymen played a significant role in this action. The trade union movement was not particularly strong in those days, however. Nor did it possess the financial means for a successful prosecution of the struggle. Moreover, there was a certain lack of clarity regarding objectives and methods. The outcome was that this first attempt to raise the standards of the Dutch workers was brought to nought by the intervention of government forces. A statutory ban was placed on strikes by public servants and railway employees. As a corollary, the Minister of Transport was given the responsibility of approving the working conditions laid down by the railways management. In this way railway employees were provided with some form of protection against any arbitrary exercise of power on the part of the railways management.

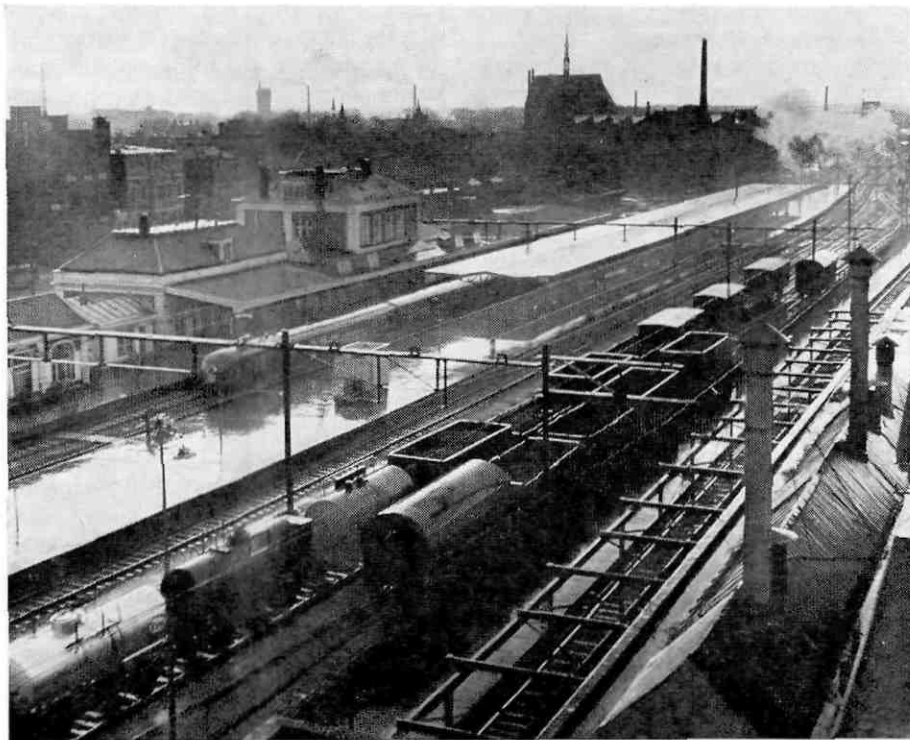
As the power and influence of the railwaymen's trade union movement grew, so too the railways management came to realize that it was reasonable to hear the union's views on matters affecting the working conditions and standards of the railway workers. Today it is normal practice that no proposals on changes in working conditions are laid before the Minister for approval without their having been first discussed with the union. This procedure has been observed for some decades and has resulted in overall agreement.

Since the liberation, the regulation of railwaymen's wages has been subject to the Emergency Decree on Labour Conditions which was promulgated with the object of enabling the government to rebuild the country's shattered economy after the disruption caused by the war and occupation by enemy forces, and to restore and further develop the living standards of the entire nation in accordance with principles of social justice. A wage-control apparatus has accordingly been set up with the purpose of ensuring that wages are held at a level deemed possible and desirable from the point of view of the community in general. On the other hand, the target has been set of achieving approximately the same level of social benefits for work of an equivalent kind irrespective of the particular branch of industry in which it is performed, i.e. without regard to the prosperity of any particular industrial sector or its relative economic power.

In addition, there exists the State Mediation Board which, under the direction of the Minister for Social Affairs, is required to approve any general wage agreements or amendment thereto. With the Minister for Social Affairs holding these powers, it is clear that the Council of Ministers, i.e.

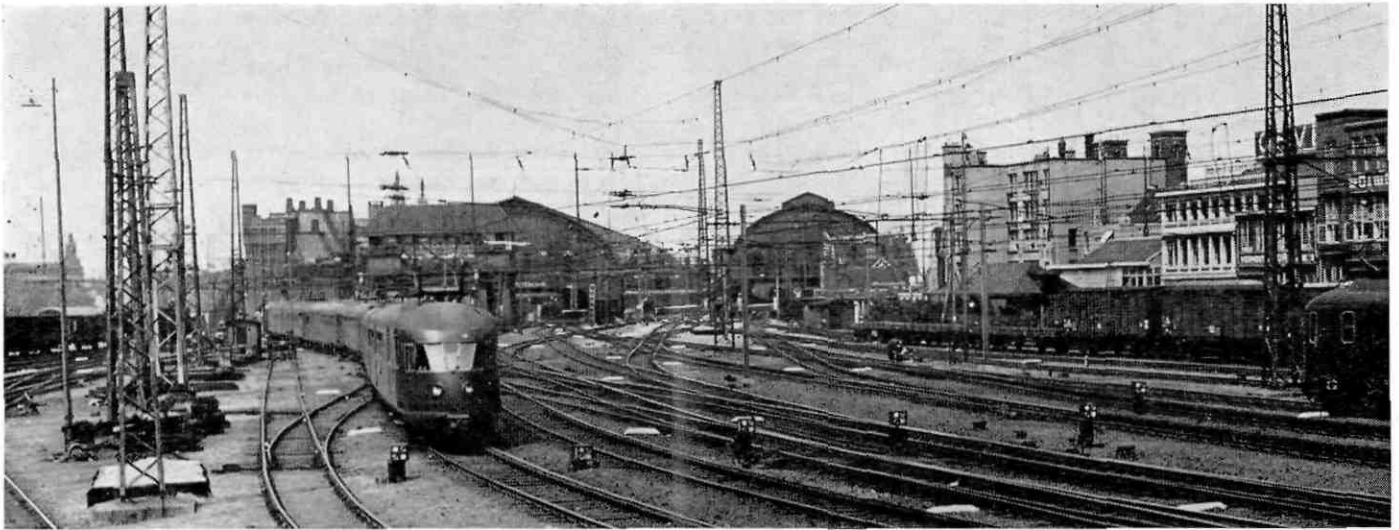
the government, can step in and take over at a given moment on the grounds of national social-economic policy. It emerges, therefore, that improvements in the wage scales of railways staff are viewed by the Board in the light of those ruling elsewhere in the nation's economy, wages which have developed to their present form within the limitations imposed by a general wages policy.

From this brief review of the procedure which has to be followed to bring about any changes in the working conditions of the railways staff, it is clear that a number of obstacles have to be overcome – apart from the reaching of agreement with the railways management – before such changes can be put into effect. It may be mentioned at this point that, as a result of the way in which the last revision worked out in practice, the unions and the railways management have both come to the conclusion that the system underlying the railwaymen's



*Railway repair shop at Tilburg. Steam traction has practically disappeared from the Netherlands State Railways. The changeover to other forms of tractions meant changes in a number of bonuses*

*A view of Amsterdam railway station. Railway transport in the Netherlands is almost entirely confined to passenger traffic – nowadays most goods go by road or inland waterways*



present wage structure is defective and in need of simplification. In particular, the powers of the Minister of Transport, which were created as a means of protection for railwaymen, were exercised in such a fashion during the last review that the very opposite was achieved. The entire procedure, which stems from conditions which no longer obtain, should be abolished, including the ban on the right to strike – which could be allowed to become a dead letter.

The trade union movement of the Netherlands regards a co-ordinated wages policy proceeding from the principles of social justice, social insurance and full employment as just. It is of the opinion, however, that, as regards the railwaymen, such a policy could well be applied within the framework of the statutory regulations governing industry as a whole.

Meanwhile, in spite of the obstacles, a new wage structure covering the entire railway staff was brought into existence on 1 July of this year. In many respects it represents a considerable rise in railwaymen's living standards.

Last year it had been established that the wage level of railwaymen had fallen behind that of workers in all other industries in that certain principles which had been laid down in the general wages policy had been

applied in the case of industrial workers generally but not to the country's railwaymen owing to the special nature of the industry. Agreement was therefore reached with the railways management on the need for a revision of the entire conditions of service.

The real difficulties did not begin until the governmental apparatus, already briefly described, was geared into the proceedings with the object of obtaining the requisite official approval. It was then found necessary to throw the whole weight of the trade union movement into the balance merely ultimately to achieve what had already been agreed on in talks between the union and the railways management. There followed the award of a bonus to cover the considerable lapse of time since negotiations had been started. This was won, however, only after the union had staged an all-out public demonstration.

And what has all this meant in practice? In private industry, payment according to a system of job classification has long been the rule. As regards railwaymen, these had been classified according to five basic functions forming the basis of all other types of work performed, these being grouped in accordance with relationships developed over the years. This method soon brought a number of inequities to light; the perma-

nent way worker, for example, who had always been regarded as an unskilled labourer, was wrongly classified and ought to have been considered as a skilled labourer. The result was that the entire group of maintenance of way workers have now been put on a higher wage scale. Employees of the Netherlands State Railways exercising a craft, including the entire locomotive staff, have also been rated higher. Up to 1 July of this year, shunters had been regarded as skilled workers. The review made it clear that their work should be regarded as requiring specialized training.

In this fashion we could run through the entire range of railway personnel. In a brief survey of this kind, however, it may suffice to point out that the entire railway staff have benefitted from wage increases. The average increase works out at nearly six per cent. In individual cases the increase ranges from three per cent to twelve per cent.

Thus platelayers were getting 3,696 guilders a year (about £350). They now get 3,936 guilders, an increase of about 6.5 per cent. In addition, the rate goes up to 4,092 guilders after two years' service and a training course which qualifies them as platelayers Class I. This means a wage increase in the region of 10.7 per cent.

Engine drivers were drawing an annual salary of 5,196 guilders (about £490). A 6.5



per cent salary increase now brings them up to 5,532 guilders a year. Furthermore, twenty-five per cent of the drivers who are deemed to have drawn this salary over the last ten years or more move up a stage on the salary scales and now get 5,796 guilders a year – an increase of 11.5 per cent. In addition, all drivers get a fixed sum of 252 guilders a year (about £24) as compensation for the loss of the bonus for economical use of fuel resulting from the change-over from steam traction.

Shunters and guards get an increase of five per cent with annual salaries of 4,296 guilders as opposed to 4,092 guilders formerly. Chief guards, formerly drawing a maximum of 4,668 guilders, now get 4,872 guilders, an increase of 4.4 per cent.

All staff up to the rank of superintendent get a supplement of 0.36 an hour for working irregular hours. The rate was formerly 0.34 guilders. This supplement is payable for work between ten o'clock at night and six o'clock in the morning as well as for work on Sundays, Saturday afternoons after two o'clock and on officially recognized Church holidays. Rostering of irregular hours of duty – mainly between six o'clock in the morning and ten o'clock at night, is compensated for in the form of seven per cent of the annual basic salary.


Holiday bonuses are paid amounting to four per cent of the annual salary. In the case of sickness, wages are paid in full for a period of two years and, in certain instances, for a longer period. If staff are transferred, they are entitled to an allowance equivalent to twenty-eight days' pay to help defray removal costs.

Pensions are worked out on the basis of one and three quarter per cent of average earnings over the last three years before retirement. Thus, after forty years' service, the annual pension amounts to seventy per cent of the annual salary. In addition, retired railwaymen at the age of sixty-five are entitled to draw one-fifth of the national insurance pension which at the present moment amounts to some 1,500 guilders a year. Contributions to the national scheme are on a joint basis, each party paying seven per cent of the wages drawn.

Although in the space available it has not been possible to give a complete description of the new wages and service conditions on the Dutch State Railways, from this brief review it is clear that the overall improvements now introduced have made good the arrears in railwaymen's wages which had slowly but surely accumulated over the years as compared with industry generally.

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### The work of the Canadian Labour Relations Board

 THE CANADIAN LABOUR RELATIONS BOARD, set up under the 1948 Industrial Relations and Disputes Investigation Act, adjudicates on labour matters affecting 'employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada.' Some 400,000 workers fall under the jurisdiction of the Board including those employed in shipping, railways, canals and the aviation industry (airports, aircraft and airlines).

The CLRB has eight members, four of whom are union nominees, the other four being nominated by management. There are further an independent chairman and vice-chairman together with a chief executive officer and secretary who are government employees. Employers' and employees' representatives are nominated by their respective associations but are appointed by the government on the recommendation of the Minister of Labour.

The Board is a quasi-judicial body empowered to 'receive such evidence and information . . . as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.' It can implement its decisions by using officers employed by it for enforcement, and makes its own rules of procedure (subject to Cabinet approval).


One of its most important functions is the interpretation of the Act which set it up. The CLRB acts as sole and final interpreter of the Act in all cases of dispute as to the industrial status of a person or association,

the validity at any given time of a collective agreement, the provisions of the Act regarding due notice to be given in the case of negotiation and bargaining having been complied with, whether a group of employees is an appropriate bargaining unit, the union standing of an employee, and what constitutes a craft group or one exercising technical skills.

In all these and analogous cases, the Board's decision is final. It may, however, of its own accord reconsider its decision. The Board, which is a Federal body, also administers labour legislation enacted by a province provided such legislation is substantially in agreement with the relevant part of the Federal Act (the Industrial Relations and Disputes Investigation Act).

The relevant part of the Act which the Board is required to administer at Federal and (by agreement) provincial level concerns: certification and de-certification of bargaining units; the supervision of provisions written in collective agreements; and the fixing of the procedure for the settlement of disputes. The Board does not take a direct part in conciliation, the Act providing for Federal industrial relations officers and conciliation officers who do the actual work of meeting with the parties involved and working towards a mutually satisfactory settlement.

### Pilots wanted

 SWISSAIR, the Swiss airline company, is safeguarding against the possibility of a shortage of pilots. To popularize the profession, Swissair in 1956 inaugurated a scheme of free instruction in flying. Students at University technical colleges and high schools were offered fourteen-day courses in the principles of flying. These courses, which were free of charge, were given by experienced flying instructors during the Easter and 'long' vacations. The Link trainer was used to give an insight into the principles of blind flying. Pupils showing aptitude and an interest in the career were given the opportunity of taking the Swissair pilot training preliminary course with a view to becoming fully-fledged pilots.

## What they're saying



### A sobering thought

**T**HE CONTROLLER REACHED FOR THE TELEPHONE. Before he could pick it up the two blips on his radarscope merged. Twenty people were dead. This is one man's view of the Capital Airlines-National Guard jet collision near Baltimore . . .

Today the controller is in the hospital suffering from a nervous collapse and his two associates are on sick leave. These men were as much a casualty of that collision as were the people aboard the Viscount.

They will be joined by others in the near future, for human beings can only take so much mental and physical abuse . . .

*Fred. D. Richard in Safe Flying*

### What trade union freedom means

**W**E IN THE DEMOCRATIC WORLD have found how difficult it is for people who have not enjoyed real freedom to settle in countries where such freedom exists. The longer a dictatorship has lasted and the smaller the number of men and women who know what it means to live under conditions of freedom – to have the right to think and to express their opinions; to set up organizations or to join organizations of their own choice; to worship in the way they wish; to elect their officials in trade unions and political parties; to elect municipal, provincial and state parliaments in full freedom; and so to have the possibility of voting the Government out of power – the more difficult it becomes to find a common ground for discussion and understanding.

Loyalty is a fine thing, be it loyalty to the organizations to which we belong or to the persons whom we alone have chosen to lead such organizations, but loyalty and blind obedience are not the same things. In our movement we do not believe in blind obedience; we believe in discussion, not in submission. The essence of democracy is that a minority can become a majority. That new majority must again abide by the rules of democracy and not assume that they have been elected for all time.

*J. H. Oldenbroek, General Secretary of the ICFTU*

### Towards an international boycott

**O**UR MEMBERS will certainly have noticed that in the last few weeks there have been constant references in the press to a boycott of the so-called Panlibhonco ships. There can be no doubt that the interest in this subject has its origins in the decisions which were taken by the twenty-fifth Congress of the International Transport Workers' Federation, which took place in Amsterdam from 23 July to 1 August last.

In an unanimously-adopted resolution, the ITF stated that the continued operation and expansion of Panlibhonco shipping adversely affects the shipping industries of the traditional maritime countries and thereby threatens the wages and working conditions of seafarers throughout the world. The ITF also came out in favour of an intensified campaign against Panlibhonco vessels and announced that a general boycott of such ships was under consideration . . .

In short, we are now thinking in terms of an international boycott, and the significance and scope of this action will certainly not escape anyone. It is probably the first time in its history that the trade union movement has decided to embark on a campaign of such proportions . . .

In the past, the dockers of Antwerp have always strongly upheld the principle of international solidarity. We are certain that on this occasion too they will play their part in a struggle which is attracting the attention of the entire maritime world.

*from De Haven, Belgian Transport Workers' Union*

### Children VS the mob

**A**MERICAN CHILDREN, both Negro and white, are being deprived of a basic democratic right to a free education by the governors of Virginia and Arkansas, who have ordered public schools closed rather than comply with federal court orders to enrol Negro students in formerly all-white schools.

In the case of Arkansas, the governor is openly defying a Supreme Court decision,

handed down after years of litigation, that the time has come when integration can no longer be stalled, that the law of the land must be obeyed.

The issue has grown beyond that of school integration. Defiance of the Supreme Court decision is defiance of the basic structure of the American form of government, of the concept that America is governed by law and courts, not by ugly mobs paying homage to demagogues.

*from AFL-CIO News*

### For the workers, by the workers

**W**E DEFEND OUR AUTONOMY because we believe that problems affecting the workers should be solved by the workers themselves – without interference by governments or political parties.

We do not want corporative laws which limit or deny either individual or trade union freedoms.

That is not to play at politics or to defend personal views, as has been alleged by certain members of the Senate. Nor does it mean that we are trying to confuse the people. For without the freedom of the individual to say what he thinks and feels about social affairs, there can never be any trade union freedom.

We are defending a principle and not a position, because we believe that the best judges are our own comrades and that our best law is our social statute.

We do not see our movement being run by erudite Senators, mouthing flamboyant phrases, employing dubious logic and completely divorced from the needs of the workers. Nor yet by demagogic politicians, over-ambitious for power and interested only in using us for their own ends.

We want a trade union movement where the leadership is controlled by the rank-and-file and not the other way round. A movement in which the voice of the real workers is heard, not that of clever politicians who preach good but practice evil, and who make use of malcontents to foment division and split the trade union movement.

*Felix Mendoza, President, Argentine Locomotivemen's Union (La Fraternidad)*

# International Transport Workers' Federation

President: FRANK COUSINS

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



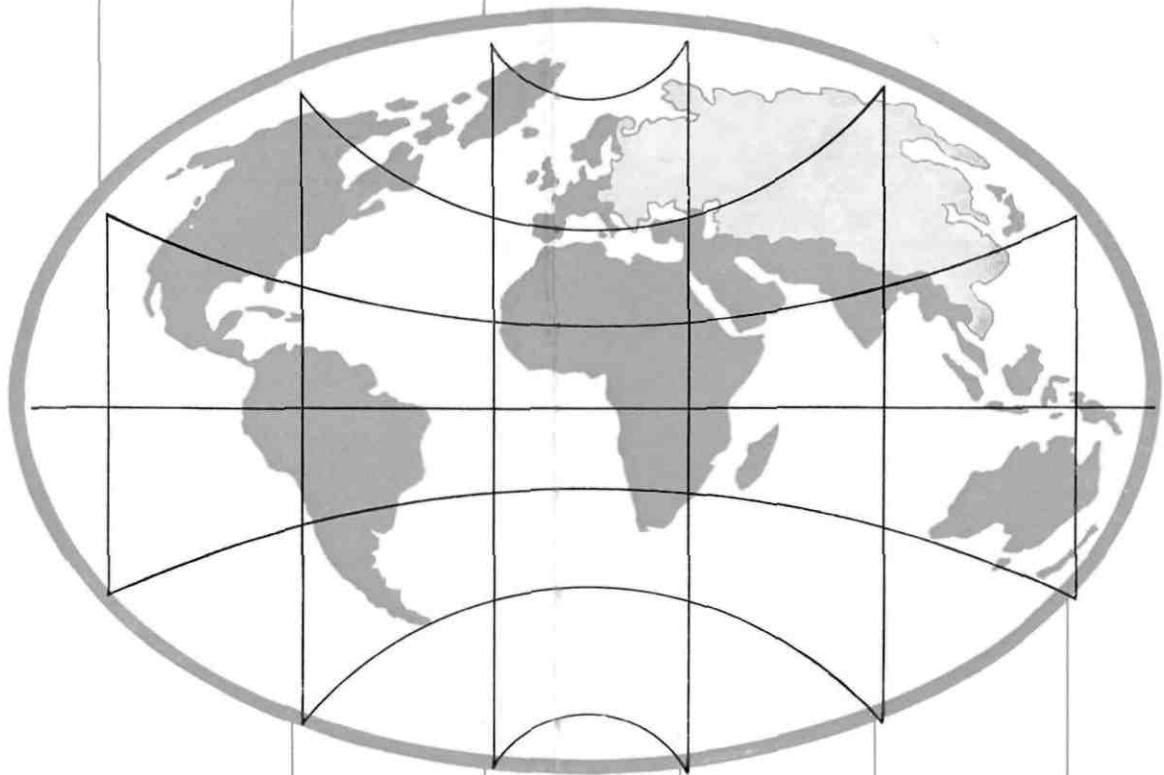
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



Printed in the Netherlands by Caster, Amsterdam

## Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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