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5

International Transport Workers' Journal

In this issue:

Policy into practice
by Omer Becu

The ITF aids the
Uruguayan port workers

Taxi drivers need
protection

Which navigation aid for
the jet age?

The hours of work of
Swedish seamen
by Johan S. Thore

Palletization on European
railways



Monthly Publication of the International Transport Workers' Federation

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5

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Forthcoming meetings:

Stockholm	16-19 June 1959 Road Transport Workers' Section Conference
Copenhagen	5-8 August 1959 Executive Committee and Regional Affairs Committee
Salzburg	16-19 September 1959 Railwaymen's Section Conference

Comment

Pot calling the kettle black

ONCE AGAIN the people of a small country – Tibet – have risen against their Communist 'protectors', their revolt has been suppressed (though as yet only partially), their leaders forced to flee the country, and a puppet government with no popular support installed by the occupiers. The story is a familiar one; we have become only too accustomed to it since the Communists began expanding their empire.

Its interest, however, lies in the fact that it is set in Asia, an area where colonialism belongs very largely to the past and where national freedom has transformed one country after another. India, Pakistan, Burma, Indonesia, the Philippines, Malaya – these are only the best-known of the Asian countries which have achieved independence during the post-war years. In the overwhelming majority of cases independence was freely granted by the former colonial powers. Only Communist China seems intent on reversing the trend.


The brave new world of the Communists is now seen as a very old world indeed – that of nineteenth century imperialism. The only improvement seems to be in the techniques of repression. Where the old-style colonialists were content to send a gunboat or a battalion or two to quell their unruly subjects, the Chinese use jet aircraft and paratroopers to re-establish the dominion of 'the glorious Han people' – as they now style themselves.

The 'glorious Han people' have apparently assumed the role of old Imperial China. How else can one explain their anxiety to enforce a traditional suzerainty, which had been a dead letter for so long? In the circumstances, the Chinese and Russian references to Tibetan 'imperialist cliques' have added irony. One is reminded irresistibly of the old saying about the pot calling the kettle black. The only imperialists in Tibet today are the Communists themselves – a fact which has not been lost on the other peoples of Asia.

Policy into practice

by OMER BECU, General Secretary of the ITF



 LAST MONTH THE ITF FAIR PRACTICES COMMITTEE held its second meeting of this year in London. Its task – a very vital one – was to spell out in detail the practical application of the revised ITF policy on flag-of-convenience shipping adopted in January at joint conferences of the Seafarers' and Dockers' Sections. The Committee met at a time when it was already crystal clear that the intensified campaign by the ITF against Panlibhon vessels is having very welcome repercussions in the shipping world.

Since the world-wide ITF boycott of December last, it has become increasingly obvious that the flag-of-convenience operators are very much on the defensive. One indication of that is provided by the frantic – sometimes almost hysterical – propaganda campaign being carried on by the high-powered publicity organization which they have been forced to create in order to 'explain' themselves to the public. However, that is by no means the only reason for thinking they are now on the run. There is much more tangible evidence. Many ship-owners, for example, are becoming chary of using Panlibhon ships if they do not have agreements acceptable to the ITF. More

than one charter company has already approached the ITF Secretariat and asked its advice about ships which they were thinking of utilizing – a trend which is likely to become even more noticeable in future months.

Reports given to the Committee by members from various countries clearly indicated that shipowners are afraid of a new ITF boycott and have recently approached seafarers' unions for reassurances about this. Representatives of the two US seafarers' unions also reported that since January they had held a number of joint meetings to decide on further action against the 42% of the Panlibhon fleet which is controlled from

Brother Becu addresses the meeting of the ITF Fair Practices Committee. The meeting was called to work out the detailed application of the ITF's revised policy on flag-of-convenience ship

their country. They told the Committee that they had already selected several targets, although these had not yet been made public. This action contemplated by our American colleagues was discussed by the London meeting and firm decisions were taken on early moves against certain shipowners. In this connection, it is significant that shortly before the Fair Practices Committee meeting, fourteen US unions organizing maritime workers and those in associated industries decided to recommend the creation of a steering committee which would undertake collective action against pirate-flag ships.

To sum up, the London meeting was held in an extremely encouraging atmosphere, at a time when the eleven-year ITF campaign is achieving positive results on an ever-increasing scale. The decisions taken by the Fair Practices Committee were equally positive. They can be briefly summarized like this:

Firstly, no collective agreement will be concluded without the prior approval of the ITF Secretariat. The Secretariat, acting as a clearing house, will determine which affiliated unions have jurisdiction over the ships of particular companies – on the basis of the effective financial control of the shipping operation. Only agreements concluded in this way will be recognized by the Fair Practices Committee.

Secondly, the aim of the ITF-affiliated unions will be to conclude agreements, not simply for individual ships owned by a company, but for the whole of its flag-of-convenience fleet. If necessary, vessels will be subject to indefinite boycott action, either nationally or internationally, until the owner agrees to sign a contract for his entire fleet.

Thirdly, all existing collective agreements which are not now in conformity with ITF policy will be terminated, in accordance with the provisions of the agreement, as soon as the affiliated union recognized as

Brother Becu discusses a knotty point with Joseph Curran, President of the United States National Maritime Union. On Brother Becu's left can be seen Sir Thomas Yates, General Secretary of the British National Union of Seamen, who acted as the Chairman of the London meeting



The North American delegation (seen in the foreground) included Brothers Paul Hall of the SIU (extreme right) and Joe Curran of the NMU (extreme left). Attending as an observer was Bro. Gleason of the International Longshoremen's Association (in light suit, facing camera)



Another group of delegates to the meeting, including Bro. M. Petroulis of the Pan-Hellenic Seamen's Federation (holding cigarette) and Capt. Romagnoli of the Italian Seamen's Federation (with back to camera). In the background are representatives of Belgium, Holland and UK

bargaining agent indicates that it is ready to begin negotiating a new contract.

There is one further point to be considered. Flag-of-convenience vessels are also controlled and operated from certain countries where bona fide seafarers' unions simply do not exist at all or are not sufficiently strong to prevent the introduction of sub-standard conditions. Examples of such countries which immediately spring to mind are Spain and Portugal but there are also others, particularly in Asia. In order to plug this loophole, an exception has been made to the general policy. In a case like this, the ITF itself will negotiate contracts through its Special Seafarers' Section, based on certain minimum conditions which will be announced at a later stage.

Finally, I should also mention one change which has been made in respect of ship-owners' contributions to the International Seamen's Welfare, Assistance and Protection Fund. In future these will be at the rate of £1 per man per month in the case of those Panlibhon owners who provide for the social security of their crews through payments to national social security schemes or those operated by agreement with seafarers' unions. However, in the case of owners who take no steps whatsoever to protect the seafarers against the normal risks of industrial life (i.e. sickness, accident, etc.), the payment will be at the rate of £3 per month. In other words, the owner who completely neglects the social welfare of his crews will be more heavily penalized. Any owner can, of course, escape the penalty of past neglect by the simple expedient of registering his vessel in a bona fide maritime country and thus guaranteeing his seafarers the protection provided by national maritime legislation and social security arrangements.

To clear up any possible misunderstanding about the implementation of the new policy, I would emphasize that its aim is not to unduly oust seafarers of any nationality from any Panlibhon ship nor is it intended

THE INTERNATIONAL FAIR PRACTICES COMMITTEE OF THE ITF, meeting in London on 13th and 14th April, 1959, considering the policy laid down by the Joint Conference of the Dockers' and Seafarers' Sections of the ITF which met in London on 22nd January, 1959, regarding ships flying flags of convenience, whereby it was decided:

'To seek to have established the appropriate collective agreements covering wages and working conditions and where lacking, social security; such agreements to be concluded through the affiliated unions of the country in which actual control of the shipping operation is vested, and, where necessary, by the ITF Seafarers' Section through its Fair Practices Committee':

Unanimously agreed on the detailed application and implementation of the policy;

the Meeting further agreed that:

a) Only collective agreements concluded with the prior approval of the ITF acting as clearing house will be recognised by the Fair Practices Committee.

b) All existing collective agreements which are not now in conformity with ITF policy will be terminated as soon as the union under whose jurisdiction the shipping company comes signifies that they are ready to apply the policy to those ships.

to increase the power or membership of any maritime trade union. Put in its simplest terms, our policy is designed to ensure that seamen throughout the world enjoy proper wages and working conditions and are not used by unscrupulous owners to cut hard-won labour standards. No seamen will lose by our fight; all seamen will gain by it.

There can be no doubt that a further period of hard struggle lies before the seafarers and dockers of the ITF. There will naturally be bitter opposition to the new policy by the very powerful shipowning interests against which it is directed. The seafarers and dockers, however, have now forged a very potent weapon in their fight and they are confident that they will be able to use it to very good effect.



Successful 'Pushboat' experiment

FROM BOTH A TECHNICAL AND NAVIGATIONAL POINT OF VIEW the recent experiment of trying out the 'push-boat' technique on the lower Rhine has proved fully successful, according to the two Dutch and two German companies who have been operating this form of inland waterway transport on the Rhine since October 1957. The 'push-boat' unit, consisting of the 'pusher' (the 'Wasserbüffel' or 'Water Buffalo') and four barges, had made more than forty trips between Rotterdam and the Ruhr by the beginning of this year. Average time taken per trip was thirty-eight hours upstream and twenty hours downstream.

The operators state that the unit could operate in all weather conditions in which other forms of inland waterway navigation was possible and their service was interrupted with no greater frequency than that of the conventional tug-train traffic. Only in the event of very low water would changes in length or breadth have to be made; no such low water conditions, however, had been experienced during the period they had been operating.

In addition to the normal service, two further test runs had been made: one between the Ruhr and Amsterdam and the other from the Ruhr up to Mainz. Experience gained on the latter led to the conclusion that the navigability and power of the push-boat unit was such as to make navigation on the difficult higher reaches of the Rhine entirely feasible without the aid of a 'leader' vessel. The use of the push-boat technique to and from Amsterdam, however, presents difficulties owing to the size of the locks along the Amsterdam-

The Wasserbüffel or Water Buffalo is the pushboat referred to in the accompanying article. Experiments carried out with it recently have given first-class results (Photo by Karin Eeckert)

Rhine canal and the density of the traffic.

Meanwhile on the sector Rotterdam-Ruhr, another firm has introduced pushboat traffic in the form of fifteen m. square boats, each capable of carrying 500 tons of bulk goods. Five of these components are towed by two tugs at present, but it is intended to make one unit out of ten of these boats and in due course construct a pushboat to propel them.

French Rhine waterway interests are also alive to the possibilities of this form of transport and one company in particular has for some time been experimenting with converted tugs on the Ruhr-Strasbourg sector. In this connection, different combinations have also been used in night-time navigation. Although a specially constructed push-boat is more likely to give better results than a converted tug, the operators are said to be well satisfied.

From the operators' point of view, one of the most advantageous aspects of the push-boat technique is that only the comparatively cheap and unmanned components are subject to periods of waiting at loading and unloading times, whilst the considerably more expensive and crewed push-boat itself can be used to push another load without loss of time.

At the present time, the operators of this form of transport on the Rhine are chiefly concerned with its economic aspects. By means of further trials and the experience already gained, they hope to be able to establish the best method of attaching the pushed barges to the pusher element in order to achieve the best financial results.

The ITF aids the Uruguayan port workers



ON 16 FEBRUARY THE GOVERNMENT OF URUGUAY CONFIRMED AN AGREEMENT concluded on 5 February between the Uruguayan Minister of Industry and Labour on the one hand and representatives of the Uruguayan Port Workers' Union (USOP), the Uruguayan Federation of Labour (CSU) and the ITF on the other.

The agreement, largely brought about by the assistance of the ITF, which had sent the Assistant to the Latin-American Director of Regional Affairs, Bro. R. Houke, to Montevideo to help in reaching a solution of the dock workers dispute in that port, successfully terminated a twenty-two-day strike which had threatened to bring activity in the port to a halt. It also represents a major setback to the Communists, against whom the strike action was largely directed.

For some time now trade unions in the free world have been concerned at the threat to Uruguayan democratic institutions represented by the infiltration of Communist elements. Early in 1957, the ITF was instrumental in delivering these elements a severe blow when it sprang to the aid of four Uruguayan maritime workers' unions which had broken away from the Communist-dominated Union of Port and Maritime Workers, which subsequently attempted to crush these unions by supplying black-leg labour when they were on strike for better pay and conditions. On that occasion, an international solidarity action organized by the ITF, and generously supported by the action of the ITF-affiliated Belgian dockers, who boycotted one of the vessels concerned in the port of Antwerp for a period of seventeen days, brought about a successful termination of the dispute.

More recently, the Federation went on record in defence of free trade unionism in Uruguay. At its meeting in December 1958, the Executive Committee again reviewed the situation, giving expression to the concern it felt at the extent to which totalitarian elements in the country had embarked on a campaign of intimidation and violence against the democratic workers' movement in Montevideo and other Uruguayan ports. It assured the unions concerned of ITF support in their fight to uphold the principles and practice of free trade unionism in their country. An opportunity to make it clear that this was more than a pious resolution

came when the Uruguayan Port Workers' Union (USOP) found itself in conflict with a Communist-dominated union in the port of Montevideo following a government decree which, whatever the intentions of the Uruguayan government may have been, effectively took away from this union's members work which they had previously been performing and gave it to the Communist-run union.

The decree concerned, dated 13 January, was promulgated in spite of a draft Bill due to be considered in the Chamber of Deputies and designed to regulate conditions in the country's port industry. It redefined the coastwise and ocean-going trades in such a way that, by means of transshipment in Brazilian ports for example, overseas cargoes could be put in vessels which, by definition became 'coastwise' shipping. In this way taxation could be avoided. It seemed a good piece of business for some financial interests involved. It was also a good piece of business for the Communist-dominated dockers' union which owing to the division of dock work peculiar to the country, stood to gain by this wholesale and arbitrary redefinition of 'coastal' trade. It is the Communist-run union which is allocated work on vessels engaged in the coasting trade. Members of USOP, the democratic union, work vessels in the ocean-going trade.

Thus, whatever the intentions of the Uruguayan government may have been the result was that it practically gave a monopoly of stevedoring work to the Communist-dominated trade union sector. The reaction of the democratic USOP was immediate. On 14 January, the day following promulgation of the decree, it called a strike of its members, demanding suspension of the decree and the establishment of a Parliamentary committee to study the situation in the country's ports including the question of the definition of coasting trade. In particular, the union demanded the right to conti-

nue to work a vessel, the 'La Plata', which, as a result of the government's new definition, had been allocated to members of the Communist-dominated union. The Uruguayan government's response was to use members of the armed forces to act as strike-breakers. Held up at first by the ships' masters, who were in sympathy with the democratic union, they went to work on 25 January on six of the vessels held up by the Montevideo dockers. Some 500 at first, their numbers were increased by the end of the month to 1,000.

Informed of the situation by the Uruguayan Federation of Labour (CSU), the ITF had already sent Bro Houke to Montevideo with instructions to study the situation on the spot and give what assistance he could in bringing about an amicable settlement of the dispute. Arriving on 27 January, the ITF representative found that the Uruguayan authorities had already called in troops as strike-breakers. His strong protest to the Uruguayan government on the use of troops as strike-breakers was vigorously supported by ITF headquarters in London which on 30 January sent a cablegram to the Uruguayan government expressing its grave disquiet at the use of troops for such a purpose, informing it that the ITF had pledged full support to the Montevideo dock workers, and urging immediate withdrawal of the troops.

This cable was followed up on 2 February by instructions to the ITF representative to advise the Uruguayan government of the ITF's grave concern at the continued use of troops as strike-breakers and the Federation's intention to declare an international boycott of ships handled by troops unless they were withdrawn by 0800 hours Thursday, 5 February. This viewpoint was again expressed in a cable to the Uruguayan Minister of Industry and Labour the following day when the ITF made it clear that there was no question of its calling the Uruguayan government's good intentions into question or of wishing to intervene in Uruguayan domestic affairs. It was made perfectly clear, however, that the ITF regarded the use of military personnel to handle strike-bound vessels as a gross violation of the

Taxi drivers need protection

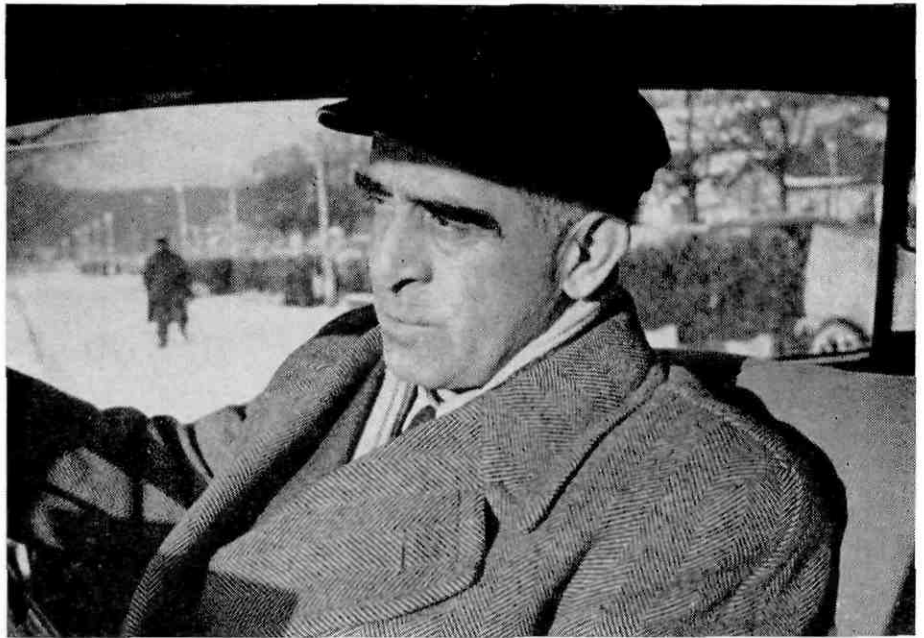


ATTACKS ON TAXI DRIVERS with the object of robbing them have assumed alarming proportions of late in a number of countries. Hardly any country is free from the scourge of this type of lawbreaker who adds physical violence to theft. Only a few weeks ago the taxi drivers of Hamburg staged a short strike in protest against acts of this kind following the murder of one of their fellow taxi drivers. As long ago as 1956, French taxi drivers were asking police permission to carry arms as a protection against such attacks, whilst that same year in Germany, the Munich city council gave taxi-cab drivers permission to carry arms following several attacks by gunmen. In Switzerland, where attacks of this kind have also occurred, our affiliate, the Swiss Transport Workers' Union (VHTL) has asked a number of its members who are taxi drivers what they think the best method of protection would be against such attacks; their views on existing appliances designed to circumvent would-be attackers; and whether they thought any other appliances could be used for this purpose. A summary of the replies received and the comments of the union on the situation are given below.

Most of the drivers asked were of the opinion that their best protection lay in giving their fare a very close 'look over'. If they did not like the look of him, they should ask for the fare in advance or even refuse to carry him. One admitted, however, that it took a lot of courage to refuse to take a fare where he wanted to go to.

As to the built-in bullet-proof window between driver and passenger, doubts were expressed as to its usefulness. Nearly all the drivers pointed out that, if a robbery were going to be attempted, it would not occur during the trip but when the passenger had got out. Not one driver went beyond saying that 'it could have its uses'.

On the value of a mirror through which the driver could see his passenger, opinion was somewhat divided. One driver already had such a mirror, which he used as he drove his fares around. Others pointed out,



Franz Faedi, fifty-two and a taxi driver for over thirty years, is concerned at the number of cases of robbery of taxi drivers accompanied by violence. He is not in favour of having any built-in bullet-proof glass partition inserted between the driver and his passenger, however



Many drivers question the value of the mirror so placed as to give the driver a view of his fare at the back of the cab. They say it is of little use at night and does not enable them to see enough

however, that the driver needed all his eyes for the road, that the mirror could only give a restricted view, and that it was not much use at night when trouble was more likely to occur.

There was, however, general agreement on the value of an appliance which would sound an alarm in the event of an attempt at robbery, the only drawback in the drivers' opinion being that, away from any fairly inhabited area, its practical value was seriously open to question. An alarm system with which taxis can be equipped is already on the market and is described by our affiliate as follows:

When the alarm mechanism is set in motion, the horn sounds, the headlights go on full power, and the engine cuts out. Should the alarm have been set off in error, it can be stopped in two or three seconds. After that, however, it can be switched off only by means of a switch placed so that it is very difficult of access. The alarm is activated acoustically, either as a result of a loud cry, or a revolver shot within or outside the cab, or by means of a foot switch. It is not affected by loud conversation in the cab, the noise of the engine running or that of other traffic. It is thoroughly reliable mechanically and, should a defect develop, it prevents the engine from being started. Once sounded, the alarm cannot

be put out of action by forcibly removing or damaging the electrical wiring.

Commenting on this device, the Swiss Transport Workers' Union points out that, although such an alarm system may not necessarily deter anyone with criminal intentions, experience has shown that a greater likelihood of early discovery, together with the shock effect produced and consequently uncertainty roused in the would-be robber, usually have the effect of causing him or them, to change their mind.



Driver Alois Koffel has been around with his taxi since 1930. He was one of many in favour of a built-in alarm device which would be automatically activated by a loud cry or revolver shot

(continued from page 101)

fence of democratic trade union rights – the ITF worked swiftly and with clear-cut objectives.

Its assistance was deeply appreciated in democratic trade union circles in Uruguay. The nature of the aid, and the way in which it was given, has doubtless made a lasting impression on our friends, not only in that country but throughout Latin America. Their appreciation of the ITF's action is all the greater in that they are fully aware that it was undertaken on behalf of a union which was not actually affiliated with the Federation and therefore might be considered as having no claim on the backing or resources of the ITF.

In this, however, as in similar instances of assistance given by the ITF, the over-riding principle at stake was the defence of democratic trade union institutions and rights. Whenever these are threatened, as occurred in this case, the ITF feels that the dispute assumes an international aspect justifying intervention in the hope of bringing about a settlement in conformity with universal principles of social justice. Defence of these principles in the economic field is one of the corner-stones of the Federation's constitution. Its power to render that aid effective, however, depends on the sense of solidarity and community of interests displayed by transport workers finding its expression in actual affiliation with the Federation. The strength of the ITF, in other words, is derived from its affiliates. If the ITF speaks with authority – and events

in Uruguay and elsewhere have shown that it does – it is because it speaks with the combined voice of some 210 transport workers' unions in sixty-three countries throughout the free world who subscribe to the same democratic ideals and objectives.

In this sense, the ITF is primarily a moral force – the expression of an international collective will to defend and promote the interests of transport workers in the international field. The intervention of the ITF on the national plane acquires its justification and significance only when viewed under this international aspect. What measure of success the ITF has had in actions of this kind – and the record shows that it has not been unimpressive – is due to a strict adherence to this principle. It is also to no small degree due to the fact that in many cases the various bodies and governments concerned, working within the framework of democratic institutions, implicitly subscribe to certain ideals of social justice and democratic procedures and are consequently all the more sensitive to appeals based on these concepts. Thus in the most recent action of the ITF in this field, when the ITF had made it clear that its intervention was not on a domestic but an international issue, and that it was not calling into question the good faith of the Uruguayan government, a satisfactory settlement was soon brought about which the ITF regards as a triumph for the cause of social justice and an ample justification of the steps it took to ensure that it should prevail.




Fred Hostettler has been driving a taxi for ten years and is of the opinion that drivers should carry a weapon at night. He always requires his passengers to sit next to him at night time

The floodlit port of Kotka in Finland. Floodlighting not only reduces the risks of accident, it also increases productivity. Kotka's floodlighting scheme is expected to cost 50 million Marks



Good lighting an important safety factor

 GOOD LIGHTING has long been recognized as an important safety factor in operations connected with the loading and unloading of ships. With the advent of electricity and improved equipment good lighting no longer represents a problem. Nevertheless dock workers are justified in demanding the highest standards obtainable under the conditions existing in any given port. Fortunately, the port authorities are equally aware of the need for installing the best possible lighting systems in the interests not only of safety but also of efficiency generally. The accompanying photos show the lighting system recently installed in the port of Kotka, Finland at an estimated cost of fifty million Finnish Marks (about £56,000).


Due weight is also given to the subject of lighting in the Code of Practice relating to Safety and Health in Dock Work. This Code, published by the ILO in 1958 under the title 'Safety and Health in Dock Work' in the ILO series 'Codes of Practice', goes back to relevant proposals adopted by the Dockers' Section of the ITF at the 1948 (Oslo) Congress. Section four of the general provisions of the Code lays down that 'all

places on shore or on board where dock work is carried on ... and ... to which dock workers may be required to proceed in the course of their work, should be efficiently lighted ...' It further lays down desirable standards to serve as a guide in the planning of new lighting installations without prejudice to any additional illumination that may be needed in particularly dangerous places.




Eight of the proposed twelve floodlight pylons are already in position and functioning in the port of Kotka. It means a big increase in the port's electricity bill but it is well worth the money

Curb on passenger train abandonments sought by US senators

 BACKED BY THE US RAILWAYMEN'S UNIONS, a group of United States senators have presented a bill which would curb the present mass abandonments of passenger train services by the railroads. The bill would require a much tighter investigation by the Interstate Commerce Commission into applications for train abandonments and would amend the provisions of the 1958 Transportation Act under which the number of these applications has increased considerably.

The spokesman for the senators concerned said recently that the Commission had before it twenty-seven notices to discontinue about one hundred trains. Under the 1958 Act these trains would be discontinued unless the Commission ordered otherwise within five months from the serving of the notice. He doubted whether the time was sufficient for the Commission to enquire properly into the diverse and complex issues raised by each case. His bill would require the same thorough investigation into train abandonment applications as that demanded for line abandonments and would also empower the Commission to impose conditions on the mode of abandonment, something which the Commission feels it has no authority to do at the moment.

Irregularities in Russian elections

 SERIOUS IRREGULARITIES occurred in 146 electoral districts of Soviet Russia during the recent elections to local authorities. In all these cases the voters failed to return the approved candidates by an absolute majority and the elections have therefore to be held again. The fact that these districts are but a tiny proportion of the whole is small comfort to the authorities, for the action of these impudent electors is unprecedented. Their waywardness could become infectious and unchecked could lead to the degrading spectacle of an


Douglas Smith Tennant, CBE,
General Secretary of the British Merchant Navy
and Airline Officers' Association



Profile of the month

election campaign on 'bourgeois' lines with candidates competing and soliciting for votes.

Training for the sea in Denmark

 IN DENMARK, the adequate training of seamen has long been recognized as essential, and responsibility for it has been shared between the industry and the government. One leading Danish shipping company recently issued details of its training schemes for three groups of officers – deck, engine-room and catering departments.

The company, which has been providing training facilities for over twenty-five years, aims at giving apprentices further vocational and character-forming training during their stay at the company's seamen's school where they are taught various practical subjects.

Instruction extends over two six-months terms beginning in mid-January and mid-July. To this particular company's school, fifteen juniors are admitted at a time, the qualifications being: age fifteen to nineteen; possession of school-leaving or general certificate of education; good health and sight (in the case of seamen who will have to do look-out duties); and ability to swim at least 55 yds. Selection follows a test and interview.

Juniors are given instruction in practical jobs such as knots, splicing, rowing, sailing in the school's training ship, engine operation and boat sailing. In addition instruction is given in nautical and general theoretical subjects. There are also lectures in physics, engine knowledge, hygiene, geography, meteorology and civics. Trainees are also shown a number of instructional films.

There is an end-of-term examination to test the pupil's general proficiency.

In the second term, when the trainees are called 'seniors', instruction is along very much the same lines but supplemented by other subjects including work management. Great importance is attached to athletics, gymnastics and swimming. Appren-

(continued on the next page)

DOUGLAS TENNANT heads the union which looks after the interests of Britain's navigating and engineering officers – both at sea and in the air. The Merchant Navy and Air Line Officers' Association (or the Navigating and Engineer Officers' Union as it was known until 1956) is a fighting organization which at the same time enjoys a well-deserved reputation for responsibility. Its General Secretary shares those qualities. A tough, lean fifty-three-year-old Tynesider who still speaks in the crisp, clipped accents of his youth and whose face often lights up in an infectious – almost boyish – grin, Doug Tennant has been a fighter all his life, but has always combined combativeness with an equally strong feeling for the ethics of industrial life. In him bluntness is matched by frankness; plain speaking by straight thinking.

One of his other outstanding qualities – and a highly important one in a trade union leader – is an unusually quick grasp of complicated problems, coupled with the ability to sift essentials from factual ballast and to take rapid and incisive decisions on them. Once a situation has been outlined it is clear to him; any supplementary information needed is provided by his own penetrating questions. Very often, during an involved discussion at meetings chaired by Tennant, you will notice him scribbling on a scrap of paper, while he sucks at the empty pipe which juts out at a pugnacious angle and shrewdly measures words and speakers. Until the time comes for discussion to be resolved into decision you might imagine that he was simply doodling, but then you suddenly realize that he has been keenly analyzing the points made and has already worked out a lucid formula for bringing widely divergent opinions together in a coherent policy. He epitomizes the 'good committee man' in the very best sense of that well-worn phrase, and many organizations – not least among them the ITF – have benefited from his capacity in this field. It is one of the reasons why he has so often been elected as an officer of the two ITF Sections with which he is so closely associated – those of the seafarers and civil aviation workers.

His organization represents a highly-paid and highly-skilled professional group. It has, however, never remained aloof from the rest of the trade union movement. Born in 1936, during a period of economic depression, when of-

ficers' salaries and conditions plumbed new depths, it immediately joined the British TUC and was also the first British officers' union to become a member of the International Mercantile Marine Officers' Association (IMMOA) – which for many years worked closely with the ITF until in 1946 it decided to limit its activities and advise its members to join the ITF.

Doug Tennant was himself Secretary of the IMMOA from 1941 onwards and combined the work of assisting officers' organizations from Occupied Europe to re-establish themselves in Great Britain with the General-Secretaryship of his union during the difficult war years. This was, however, by no means his first experience of international work, for he took part in his first ILO Maritime Conference in 1936. Since then, he has attended every ILO meeting but one dealing with maritime affairs and has played a major role in most of them. He was also one of the architects of the ITF International Seafarers' Charter, which led to the 1946 Seattle Maritime Conventions.

Tennant, like his union, is a strong supporter of international cooperation by the seafarers and civil aviation workers, but at the same time his experience within the ILO has taught him that international machinery can grind rather slowly. That is why he is all the more impatient of those who try to put a brake on even this leisurely progress. He was particularly bitter, for example, at the employers' sabotage of the ILO

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(continued from page 105)

tices do their own 'chores' and galley duty and washing up after meals is by rota.

At the end of the second term, there is another examination and further training is continued on board the training ship *Fenja Dan* for another six months, following which apprentices may seek a job as mate apprentices with the company and do the remainder of the service time required for admission to a nautical college i.e. forty-seven months. Time spent at the school and the stay on the *Fenja Dan* count towards this period.

During their apprenticeship on board one of the company's ordinary ships, apprentice mates receive wages under existing agreements. They are thus able to put money by to pay for their two-years' study at a nautical college.

There are four navigation schools for admission to which apprentices may apply on completing their apprenticeship. Here, the course leading to a mate's examination lasts eighteen months. Further training for a master's certificate examination lasts six months. Those studying for a master's certificate can obtain loans from the company on easy terms.

The training scheme for future engine-room officers is based on co-operation with an engineering company. Forty apprentices are taken on in two batches of twenty each in mid-July or mid-January. Admission is subject to passing aptitude tests, examination and interview.

Apprenticeship commences with a six-month course at a seamen's school where instruction is given in forging, drawing, reading, workshop practice, applied arithmetic, physics, Danish and civics. There are also courses in ship and engine theory as well as practical subjects such as splices, rowing, sailing, engine operation, etc. Following satisfactory examination results, apprentices continue at one of the two engineering concerns in collaboration with which the scheme is worked.

Here the training period is three and a half years, but under a recent Act the total four-year period of training may be reduced to three provided the fourth year is spent at

a technical school or college for engineers.

Vocational training proper begins at the engineering concern. It consists of basic training at first and then apprentices work on production in the various departments. Finally, for the last six months they return to the apprentices' workshop and pass their test. The new Act on the vocational training of engineers prescribes an eighteen-month day-school course preparatory to the competency certificate. Such courses are provided in five towns – Copenhagen, Aarhus, Esbjerg, Odense and Aalborg. The shipping company will lend money to students on easy terms to enable them to attend these schools.

When the Engineer's Grade I certificate of competency has been obtained, graduates may continue with a twelve-month advanced course ending in a Grade II certificate. The company however prefers candidates to go to sea immediately after the Grade I examination in order to obtain the two years service as an engineer necessary for taking the Grade II certificate. This enables them to save money and also get experience valuable to them in their advanced theoretical studies.

Since the war, the training of marine cooks and stewards has taken an established form in Denmark with a government-sponsored six-month course, compulsory for all marine cooks, plus a voluntary two-month course for stewards. Four steward apprentices are admitted to the company's training school each year – two in mid-July and two in mid-January. The period of training at the school and on board is the same as for deck apprentices. Vocational training takes place in the school's galley and in that of the *Lilla Dan* where trainees have to cook for the crew single-handed during cruises.

After serving on board the *Fenja Dan*, steward apprentices sign on as cook's mates and later as junior cooks in the company's ordinary ships. At the end of thirty months' apprenticeship, they can apply for admission to the government course for ship's cooks. In addition to the four steward apprentices from the seamen's school the company provides training for future ship's cooks and stewards as cook's mates

and junior cooks on board its ships from where they pass on to the government schools.

(Profile of the month, continued)

Civil Aviation Conference of 1956, enquiring caustically how people with such a stagecoach mentality could at the same time be responsible for management in the jet age. His own organization is very much alive to the problems of that age, as the achievements of its Air Section show very conclusively.

When Capt. Coombs retired from the General-Secretaryship of the old NEOU and recommended the appointment of Doug Tennant as his successor, he said that 'a progressive officers' organization should always be on the alert against the risk of becoming static or old-fashioned.' Under the leadership of Doug Tennant that risk – if it ever existed – seems extremely remote.

Book review



TRADE UNION RIGHTS IN THE USSR; ILO Geneva; 158 pp; price \$1.25 or 7s. 6d.

Part of the ILO series 'Studies and Reports', this booklet contains the full history of the complaint brought by the ICTU against the government of the USSR alleging in substance that there is no freedom of association in that country and that the so-called trade unions in the USSR are essentially no more than an instrument of the Communist party. It sets out in full the nature of these charges, examined by the ILO Committee on Freedom of Association, the replies of the Soviet government and the findings of the Committee.

In spite of Soviet counter-charges that the Committee's reports are biased and tendentious, the reader will find a fair examination of the whole question and a rich documentation in support of the charges made. He will probably be left with the conviction that the Soviet government in

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Which navigation aid for the jet age?

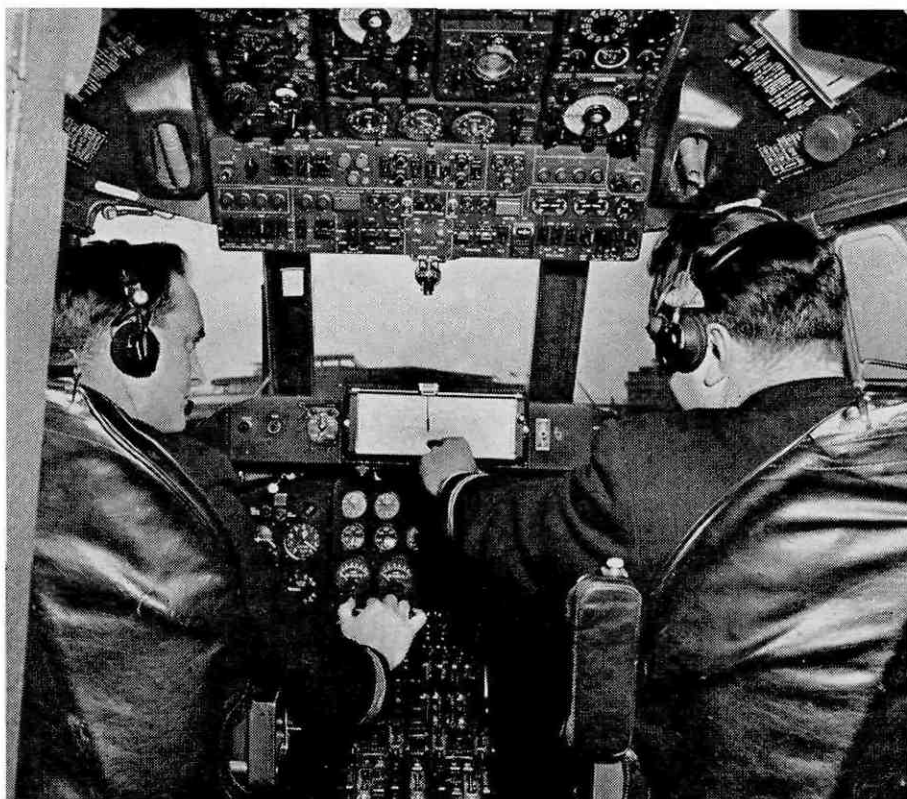
+ WITH EVER-INCREASING NUMBERS OF AIRCRAFT on world air routes and the advent of faster-flying jet machines, the perfection of navigation aids and uniformity of equipment and procedures are assuming vital importance. Earlier this year a special meeting was held in Montreal, the headquarters of the International Civil Aviation Organization (ICAO) to discuss the possibility of reaching agreement on world-wide standards for short-range air navigation aids adequate for the jet age. The meeting was in response to an appreciation of the need for improved navigation aid techniques and a memorandum from pilots calling for 'an accurate and reliable short-range navigation aid based on area coverage systems and designed to provide a pictorial presentation to pilot in the cockpit.'

The meeting, which opened on 10 February and lasted about three weeks, considered two navigation aid systems: the present standard aid, VOR (very high frequency omnidirectional range), supplemented by a form of distance measuring equipment (DMET), and the Decca Navigator. The VOR system was developed in the United States and adopted by ICAO in 1949. DMET, the distance measuring equipment with which it is proposed to supplement VOR, is now being installed in the USA for both civil and military air navigation purposes. Decca has been developed in Great Britain and is used by both aircraft and ships.

In the event, the special meeting of ICAO decided to recommend retention of the VOR system supplemented, when necessary, by DMET. The recommendation, contained in a statement issued on 6 March, made no

(continued from page 106)

answering these charges would have done better to admit that, under such a totalitarian régime as theirs, avowedly based on the dominance of one political party, there is no room for such democratic institutions as trade unions and that the only freedom the worker in the USSR enjoys is complete liberty to do what he is told by the Communist party.



mention of the Decca system. This was presumably because the British delegation withdrew its proposal for adoption of this system 'as a protest, because in its view the conference had not based its considerations on sound and objective technical grounds.'

To become effective, these recommendations must first be considered by the ICAO Air Navigation Commission. They will then be passed on to the seventy-three member-nations of ICAO for their comments. These comments will then be reviewed by the ANC. Finally, the ANC decision will be considered by the ICAO Council consisting of twenty-one member states. A two-third majority of the Council is necessary for the adoption of an international standard.

VOR, which operates on the VHF band, is described as a simple aid to use. A pilot wishing to use a VOR station first selects the appropriate frequency on his VOR receiver. Having selected and identified the VOR

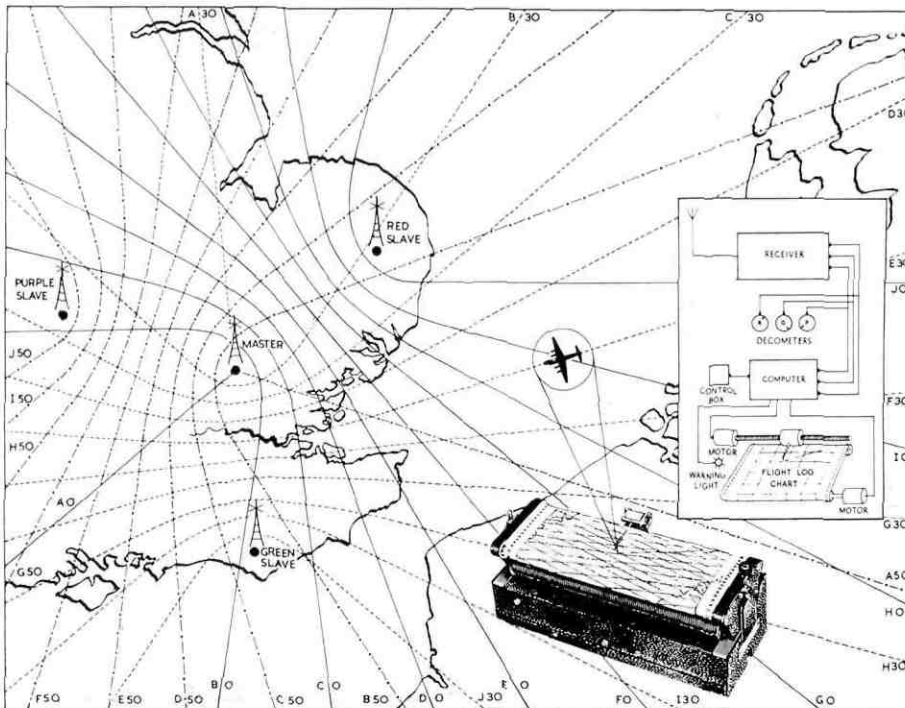
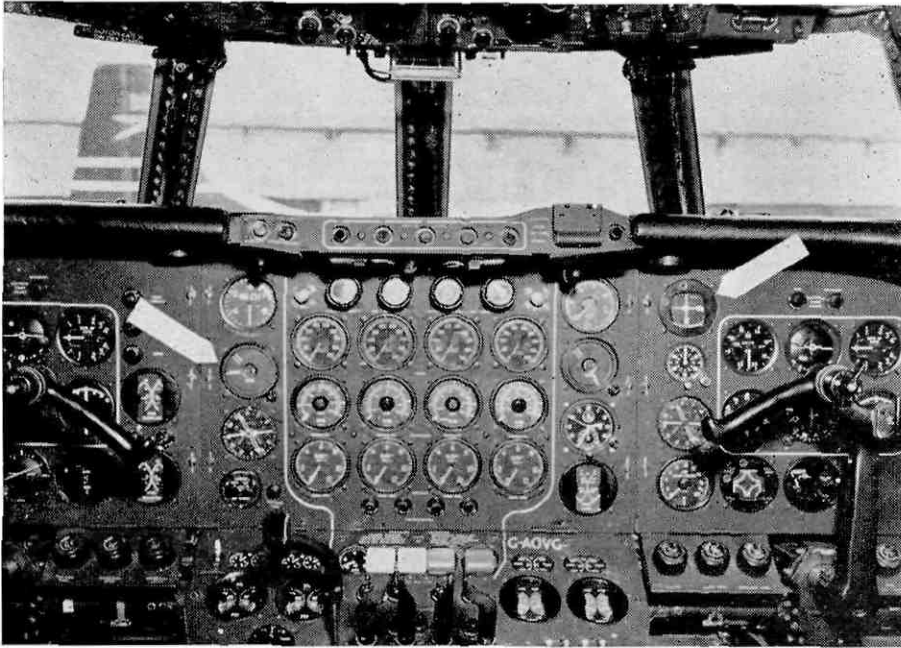
At the controls of a BEA Viscount 800 showing the Decca Flight Log. The DFL has been developed for cockpit installation and its simplicity allows continuous monitoring with interpretative effort. It provides a continuous record of track facilitating the accurate maintenance of the designated flight path (Photograph reproduced by courtesy of British European Airways Corpn.)

station, he then selects on a dial (known as the omni-bearing selector) the track he wishes to make good to or from the station. A second dial (the course line deviation indicator) is provided with a pointer which tells the pilot, assuming he is off the required track, whether he must turn to the right or the left to get back on to it. VOR can also be used for taking *en route* bearings. Its range is about thirty nautical miles to 200 nautical miles, according to the altitude of the aircraft.

As already mentioned ICAO adopted the VOR system as standard in 1949. It has thus

The Decca Navigator receiver on board the aircraft determines position within the chart lattice corresponding to the ground-station transmitted grid and indicates it on the flight log installed in the cockpit. The pilot thus has a continuous picture of his position (Decca Navigator Company)

Cockpit layout of a BOAC aircraft equipped with VOR. The dials (arrowed) indicate the pre-selected desired track which the pilots of the aircraft wishes to make good and the amount of deviation therefrom (Photograph reproduced by courtesy of British Overseas Airways Corporation)



Schematic representation of the Decca Navigator System. Synchronized radio waves are transmitted continuously from the 'master' and four 'slave' stations producing a stable radio grid

been used extensively since that date. Disagreement as to the 'best' air navigation aid would appear to centre around, not the use of VOR itself, but the aid it is thought desirable to introduce as a supplement. Thus, at the end of February, British airlines released a statement to the effect that British and US delegations were in complete agreement that VOR should be retained as a standard aid, but disagreement arose as to whether Decca or DMET should become supplementary standards at this time.

Clearly the last word has not yet been spoken on the question of what navigational aid it is desirable finally to recommend as a supplement to the VOR system at present in use. Equally clearly, there has been a certain amount of conflict of interests and dissatisfaction has been expressed in some quarters as to the manner in which the decision to recommend VOR-DMET was arrived at. From the pilots' point of view, there seems little doubt that the recommendation to adopt VOR-DMET does not meet their request for an area coverage short-range navigation aid with pictorial representation.

Palletization on European railways



FOR OVER A YEAR NOW the Austrian railways have been making extensive use of pallets in the handling of goods. The value of the pallet and other mechanical means of handling goods has long been recognized, of course, but it was not until comparatively recent times that the necessary financial means became available to permit of any large-scale changeover from the traditional method of handling goods.

So long as the producer regarded palletization merely as a convenient method of handling good for storage in his own warehouse, the actual size of the pallets remained a matter of personal convenience. Other considerations immediately arose, however, when the palletized goods were intended for further transport by road or rail. With this development the question of uniform dimensions assumed prominence.

The various bodies and organizations concerned with the problem of goods transport expressed their views on the most convenient dimensions. These opinions, however, did not always coincide. The International Organization for Standardization for example recommended three sizes: 800 × 1,000 mm, 800 × 1,200mm and 1,000 × 1,200 mm. Most of the national bureaux of standards did the same. The Austrian standards bureau recommended 800 × 1,200 mm, whilst the Economic Commission for Europe came out in favour of two intertinent as there was great need for something of that kind for the benefit of Asian seafarers in European ports. European affiliated unions are being asked to undertake the work of looking after the welfare needs of these Asian seamen. The scheme is to be financed by means of allocations from the International Fund.

The new Mariners' Club in Bangkok, to which the ITF has contributed through the medium of the International Seamen's Assistance, Welfare and Protection Fund, and which was due to be opened around the middle of March, offers an interesting example of international co-operation in the field of seamen's welfare. Plans for an 'International Canteen for Seamen' were mooted as far back as 1955, bodies represented on the committee including British, Danish, Dutch and Norwegian interests as well as those of Thailand. Shipping



Palletized goods on the move on the Austrian Federal Railways network. Uniformity of dimensions and the pooling of pallets are being aimed at not only nationally but also on an international basis, which might take some time because of existing national divergencies

existing equipment becomes unserviceable.

In the matter of road-rail co-ordination, palletization represents an ideal transition link. In the first place it is cheap. A flat pallet made of wood, measuring 800 × 1,200 mm, which he was President from 1933 to 1946, is proud to be associated with his memory.



A top-heavy industry



CHARGES THAT THE US RAILROAD INDUSTRY IS TOP-HEAVY have been levelled by railroad unions organized in the ITF-affiliated Railway Labor Executives' Association (RLEA). The charges were contained in a statement issued as a counterblast to an accusation of 'feather-bedding' raised by the railway management. The RLEA contention that 'management required more and more executives to supervise fewer and fewer employees' is supported by figures quoted by the RLEA which show that, in 1923, when Class I railroads in the US had approximately 1,800,000 employees, 16,000 of these were at the manage-

palletized goods for transport by the railway it immediately receives the same number of empty pallets back from the pool. This type of pallet exchange service is regulated by contract between the pool partners. The advantages of this pooling of resources are obvious. A firm making use of this arrangement does not need so many pallets 'in stock' to cover the period its palletized goods are on the road nor does it require to keep so many in reserve for peak periods. From the railway's point of view, there is a gain in that it is no longer to the same extent concerned with the problem of 'returned empty'. Formerly, traffic between two firms was seldom so evenly balanced that the question of returning empty pallets to one or the other did not arise. Under the pool arrangement the railway control centre is merely concerned with those railway depots where the volume of incoming and outgoing palletized freight is not balanced.

Pooling arrangements of this kind have been in existence in Switzerland since 1953 and in Norway for a somewhat shorter period. At the present moment, Sweden,

Handling palletized goods at a Vienna railway goods depot. The advantages of palletizing goods for transport are obvious enough but there is still a great need for uniformity in pallet dimensions



France, Italy and Western Germany are considering establishing a pool of this kind within their national boundaries.

National pallet traffic pools of this kind, however, are not suited to international traffic. Consequently for some two years now the IRU has been seeking ways and means of establishing an international pool. Doubts, however, have been cast on the feasibility of such a plan, but the railways concerned have a number of years' experience in a comparable pool arrangement as a guide: the European wagon pool.


Under present arrangements, the gain in the diminished 'return empty' traffic is felt only within national boundaries. In the case of palletized goods sent abroad, the pallets have to be transported empty back to the sender. Under an international pooling arrangement this disadvantage would no longer apply: the consignee could use the pallets for the dispatch of goods to a third country. A central pool control would have to be set up to ensure that no individual railway administration continued to receive more pallets than it needed for subsequent dispatch.

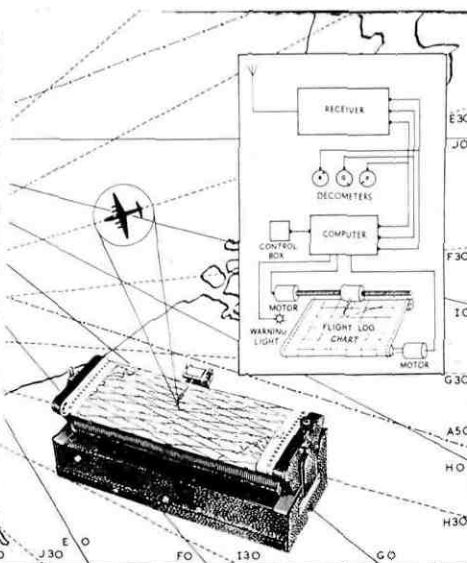
A prerequisite for a successful European palletized goods pool would be uniformity of pallet dimensions. Diversity of sizes would condemn the plan to failure. In September 1958, the European railways had more than 875,000 pallets measuring 800 mm x 1,200 mm and some 350,000 measuring 1,000 mm x 1,200 mm. Many

thousands of these two types were on order. A successful European pallet pool, however, presupposes standardization not only of dimensions but also of structure. The near future may see agreement among the railway on these vital points.

From Der Eisenbahner (Austria)


Combined air traffic control

 THE BRITISH MINISTRY OF TRANSPORT and the Royal Air Force are to set up a joint civil-military air traffic



control organization. This announcement was made by the Minister of Transport at the end of February. Under the plan a new comprehensive radar system will cover all air traffic movements over Britain and thus cater for the air traffic control requirements of all users. It is hoped to extend the coverage over the Atlantic and elsewhere as the need arises. This news comes at a time when much disquiet is evident in a number of quarters at the growing number of collisions and near collisions in the air due, it is alleged, to a lack of co-operation between civil and military air control systems.

An insistent demanding reality

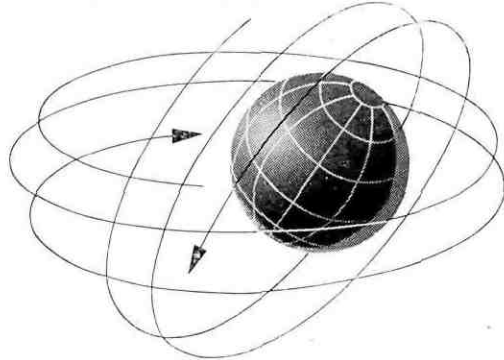
 A HUNDRED YEARS AGO, even fifty, perhaps even fifteen, to speak of world brotherhood was, I suspect, to adorn with rhetoric what was at most a remote ideal. Today, brotherhood has become an insistent, demanding reality, thrust upon us whether we accept it or not by a science which has broken down the fences which had before separated the peoples of the world.

Adlai E. Stevenson


the end of February, British airlines released a statement to the effect that British and US delegations were in complete agreement that VOR should be retained as a standard aid, but disagreement arose as to whether Decca or DMET should become supplementary standards at this time.

Clearly the last word has not yet been spoken on the question of what navigational aid it is desirable finally to recommend as a supplement to the VOR system at present in use. Equally clearly, there has been a certain amount of conflict of interests and dissatisfaction has been expressed in some quarters as to the manner in which the decision to recommend VOR-DMET was arrived at. From the pilots' point of view, there seems little doubt that the recommendation to adopt VOR-DMET does not meet their request for an area coverage short-range navigation aid with pictorial representation.

Round the World of Labour



International welfare of seamen

 DONATIONS, amounting to nearly £5,000 have been made to a number of causes interested in the welfare of seamen by the Welfare Sub-Committee of the ITF. These allocations from the funds of the International Seamen's Assistance, Welfare and Protection Fund, were approved by the ITF Fair Practices Committee during the course of meetings held at the London headquarters of the ITF on 13 and 14 April, 1959.


To the Bangkok Mariners' Club went the sum of £2,500; to the Karachi Seamen's Club, £1,000, whilst another £1,000 was donated to the Indonesian Harbour Workers' Union for the purpose of promoting welfare in port. A further £312 were given to the German Seamen's Home in South Shields (Great Britain) to enable the Home to purchase cinematograph and record-playing equipment.

Apart from these direct donations, the sum of £2,000 was set aside in the first instance with the object of providing welfare facilities for Asian seamen visiting European ports. It was thought that these facilities might take the form of excursions and entertainment as there was great need for something of that kind for the benefit of Asian seafarers in European ports. European affiliated unions are being asked to find persons in their countries willing to undertake the work of looking after the welfare needs of these Asian seamen. The scheme is to be financed by means of allocations from the International Fund.

The new Mariners' Club in Bangkok, to which the ITF has contributed through the medium of the International Seamen's Assistance, Welfare and Protection Fund, and which was due to be opened around the middle of March, offers an interesting example of international co-operation in the field of seamen's welfare. Plans for an 'International Canteen for Seamen' were mooted as far back as 1955, bodies represented on the committee including British, Danish, Dutch and Norwegian interests as well as those of Thailand. Shipping

companies which have contributed to this venture are: Scandinavian, British, Dutch and Japanese. Welfare organizations in or governments of Thailand, Great Britain, Denmark, Norway and the Netherlands have also generously contributed to the Club which could thus well be set up as a model for future co-operation in this field.


Sweden remembers Charles Lindley

 CHARLES LINDLEY, the Swede who spent so many years of his life on board British vessels and did so much for the trade union movement both in his country and in the international field, will be remembered by his countrymen on 1st May. On that day, dedicated to trade unionism and the cause of the workers, many will be wearing the special badge bearing his profile and the simple message 'Charles Lindley, 1 May 1959'.

This is a fitting tribute to a man whose death in 1957 at the age of ninety-two, robbed trade unionism, not only in Sweden but throughout the world, of one of its most colourful and ardent fighters. The ITF, which he helped to found and of which he was President from 1933 to 1946, is proud to be associated with his memory.




A top-heavy industry


 CHARGES THAT THE US RAILROAD INDUSTRY IS TOP-HEAVY have been levelled by railroad unions organized in the ITF-affiliated Railway Labor Executives' Association (RLEA). The charges were contained in a statement issued as a counterblast to an accusation of 'feather-bedding' raised by the railway management. The RLEA contention that 'management required more and more executives to supervise fewer and fewer employees' is supported by figures quoted by the RLEA which show that, in 1923, when Class I railroads in the US had approximately 1,800,000 employees, 16,000 of these were at the manage-

ment level. In 1958, when rail employment had dropped to less than half its 1923 level, the number of those holding managerial positions had remained almost constant.

US seamen's health better

 THE FIRST YEAR'S OPERATION of the US Seafarers' Health Centre indicated considerable improvement in the health and working capacity of men who work on ships under contract with the Atlantic and Gulf District of the ITF-affiliated Sailors' International Union (SIU). In 4,000 health examinations given seamen and their families, a wide variety of ailments was detected and steps taken to correct them before the working capacity of the men involved was affected. The examinations were given in the pilot project in New York and in more recently opened health centres in New Orleans, Mobile and Baltimore. SIU interest in this field, according to Paul Hall, President of the SIU in a recent report, 'just like our interest in shipboard safety, stems from the realization that good wages and working conditions are not enough of themselves to assure economic security for our membership.'

Progress report


 A SURVEY made by the ITF-affiliated International Association of Machinists (IAM) in March reveals that the wage increase negotiated by the union during 1958 averaged out at nearly thirteen cents (11d) an hour. In addition many members received cost-of-living increases. Negotiated wage increases in the case of airline mechanics ranged from seventeen to twenty-one cents an hour (1s.3d to 1s.6d). There were no negotiations last year with the railroads. Wages of railroad machinists, helpers and apprentices, however, rose by twelve cents an hour (about 10d) under productivity and cost-of-living escalator clauses in current IAM agreements with Class I railroads. Some 60,000 IAM railroad members benefit under these clauses.

These figures were taken from an analysis of collective bargaining contracts negotiat-


ed in 1958 covering nearly 549,000 employees (excluding railwaymen) represented by the union. The analysis further shows that paid vacations are almost universal (98.8% of the contracts guarantee them); more than four out of every five contracts guarantee shift differentials; and union security is provided by 81.5% of the contracts.

In addition, the analysis shows that health and insurance coverage has almost quadrupled over the last ten years: four out of five contracts now provide this coverage. Paid holidays are now assured in almost all contracts negotiated by the IAM. Ten years ago, some three-quarters of IAM-negotiated contracts provided paid holidays.

Pensions at sixty


 THE ITF-AFFILIATED GERMAN UNION of Transport and Public Service Workers (Oetv) is pressing for pensions for drivers and conductors employed by municipal passenger transport services at the age of sixty. Reason for this is the large number of drivers and conductors who are obliged to give up their jobs owing to failing health. The union has noted for example that the number of drivers and conductors forced to retire from this type of work increases alarmingly between the ages of fifty and sixty. It is therefore urging that regulations should enable such staff to retire on pension at the age of sixty if they can no longer continue as drivers or conductors even though they may be capable of further work.

UK club for Indian and Pakistani seamen


 A CLUB for the exclusive use of Indian and Pakistani seamen was recently opened in Newcastle (Great Britain). Although it is the only one of its kind on the North-east coast, there are in all seven clubs in Great Britain used exclusively by Indian and Pakistani seamen, whilst a further thirteen clubs have entertaining facilities. The British Merchant Navy Welfare Board has spent something like £35,000 in the last ten years in subsidizing clubs for

the sole use of Indian and Pakistani seamen and the new club in Newcastle owes its existence to the fact that an increasing number of these seamen are now visiting the Tyne. It was therefore thought that the time had arrived to provide them with greater facilities for their welfare and entertainment. During its first month of activity after the new centre was opened, it was used by over 1,200 seamen.

Trade union freedom in Japan

 THE ADVISORY COMMITTEE attached to the Japanese Ministry of Labour has recommended that the government ratify ILO Convention No. 87 (on freedom of association) and abolish the provision in the labour law which restricts the free election of trade union officials in public corporations. The committee also proposed an overall review of labour legislation in Japan to bring it into line with the spirit of the ILO Convention.

Some facts about Australia's trade unions


 IN 1939, there were only 915,000 trade unionists in Australia, or about forty-four per cent of the working population. At the end of 1955, there were 1,802,000 or sixty-one per cent of the working population. The number of male members of trade unions increased from 778,000 to 1,464,000, an increase of eighty-eight per cent, and the number of women members from 127,000 to 338,000, or an increase of 146.3 per cent.

Out of the 1,652,000 persons employed in mines, factories, building and transport, 1,100,000 (sixty-six per cent) are members of unions. On the other hand, of the 252,000 workers employed in retail and wholesale trade, only 72,000 (28.4 per cent) are members of sixteen unions, and out of 301,000 employees in banks and insurance companies, 114,000 (thirty-eight per cent) are members of nineteen unions. Transport workers have the second highest percentage of trade union members, 72.5 per cent out of approximately 350,000 workers.

Maritime nations to confer on runaway flags


 EUROPEAN MARITIME NATIONS will discuss the flag of convenience problem, as well as other shipping questions, with the United States at a conference which will open in Washington on 8 June. Representatives of Britain, Belgium, Denmark, France, Italy, the Netherlands, Norway, Sweden and Western Germany will be present at the conference.

Warning light for pilots

 PILOTS FLYING BRITISH AIRCRAFT are to be warned by means of a flashing light if their altitude drops to below 10,000 ft. BEA is fitting this device on all its Viscounts at present in use and to its Comet B4s and Vanguards when they come into service next year. Reason for this flashing light system is the number of occasions on which altimeters have been misread. The new system is to be fitted on BEA aircraft before 30 September, the date by which new altimeters ordered by the British Air Registration Board have to be installed.

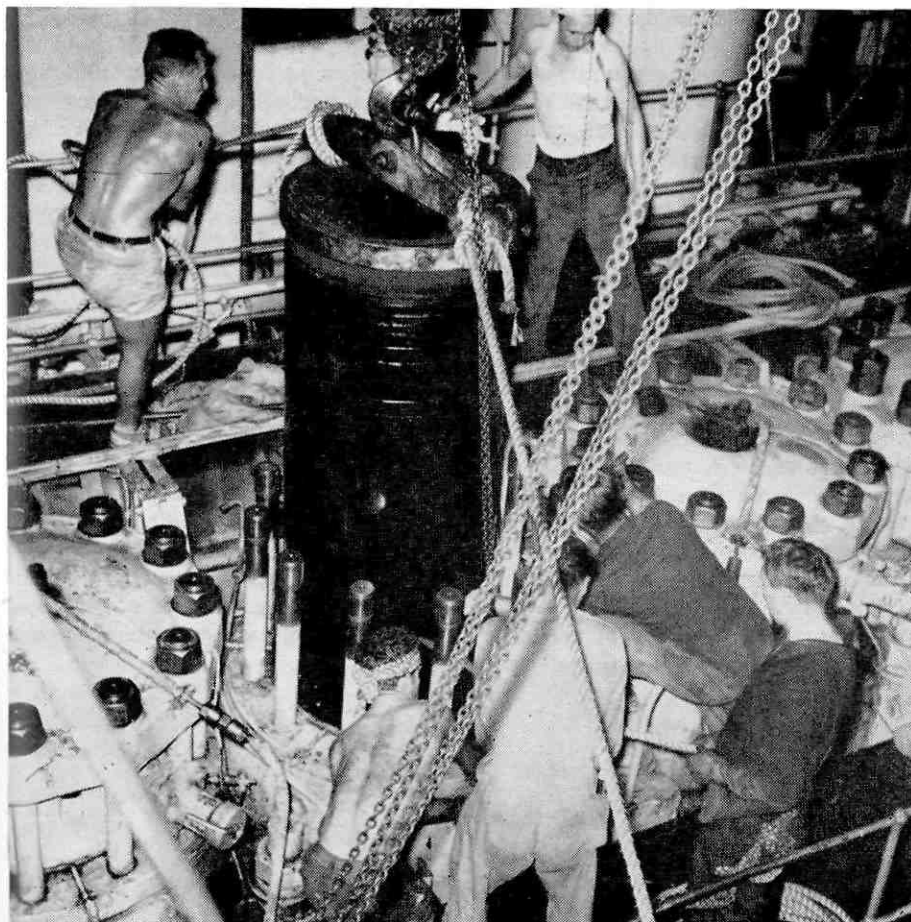
Operated by air pressure, the flashing light will begin working immediately the machine drops to an altitude below 10,000 ft. and will have to be cancelled out by the pilot or co-pilot. Experiments had also been carried out with a warning flag due to show as soon as the aircraft went below 15,000 ft. This was approved by the Board, but it was later decided that it did not give the kind of warning the pilot needed.

New increase in world air traffic reported


 TRAFFIC carried by the world's scheduled airlines again increased to record levels during 1958, according to the International Civil Aviation Organization. The actual number of passengers carried during the year totalled eighty-nine million and each was carried an average distance of 600 miles. The corresponding figures for 1957 were eighty-six million passengers, each carried an average distance of 593 miles.

The hours of work of Swedish seamen

by JOHAN S. THORE, General Secretary of the Swedish Seamen's Union



A heavy job in the engine room calls for aid from the deck personnel. A weight of three tons is being handled here and a slip could be pretty costly, resulting in both damage and serious injuring

 AT THE BEGINNING OF 1957, the Swedish government set up a board of enquiry to study and make recommendations on the hours of work of seamen. The board, on which sat representatives of the trade unions and ship-owners, was required to make recommendations designed to bring the existing law, adopted in 1948, in line with developments which had since occurred in the technical, economic and social fields. It had before it the results of a statistical survey of trading returns for the year 1956 covering vessels of small and medium tonnage (i.e. from 100 to 2,000 tons gross) which were deemed to be a fair reflection of trading conditions during the present decade. Although losses were incurred in some of these tonnage groups (especially in the case of older vessels), other tonnage groups were trading at a profit, and the overall picture in the Swedish merchant marine could not be described as less favourable than that of the country's economy as a whole.

Differences between the statutory hours of work of seamen and those employed in shore-based industry became even more pronounced following the 1957 Act amending the hours of work in industry generally.

The longer hours worked at sea, considerably more than forty-eight a week in some cases, undoubtedly justified the introduction of the shorter working week.

The board in fact recommended amend-

ing working hours at sea. In view of the continuous nature of work on board ship however, with work being required on Sundays as well as weekdays, it could not see its way to approving the introduction of the forty-five hour week for the great majority of seamen. It therefore proposed the retention of the present watch system, which means that normal hours of work at sea for watchstanding seamen on vessels of 500 gross tons or more will remain at a maximum of eight a day (three-watch system) and for those on other vessels a maximum of twenty-four hours during any two consecutive days (the two-watch system). In conformity with present normal usage in the near trades, the board recommended that normal hours of work in the case of a two-watch system should be limited to 112 in a two-week stretch.

The board further recommended the introduction of the principle of the forty-five-hour week in that, provided no other agreement were arrived at, compensatory time off in port should be given for all hours worked in excess of forty-five a week or ninety in any two-week period. Overtime entitlement within the meaning of the Act would then accrue after fifty-six hours of work in one week or 112 hours in two weeks. As compensatory time off at present accrues after forty-eight or 112 hours of work, the proposed change represents a considerable improvement, especially as regards two-watch vessels.

The general rule laying down a maximum eight-hour day on vessels of 500 tons or more could be modified under the board's recommendations, to the extent that the two-watch system could be introduced on such vessels engaged in the near trades provided that it is laid down in relevant collective agreements that the working day shall not exceed an average of eight a day.

As regards catering personnel, the maximum hours of work per day as laid down in existing legislation are reduced by one



Greasing the stays is hard and dangerous work and is only one of the tough jobs assigned to young seamen. The hours of work of Swedish seafarers are, at the present time under review

hour. This applies to hours worked at sea and, in the case of passenger vessels carrying passengers, to hours worked in port. Normal hours of work envisaged under the proposals would be eight a day on cargo vessels and nine a day on passenger ships. As regards the latter, the existing collective agreement already lays down a maximum of nine hours a day. Compensatory time off would accrue after ninety hours work over a two-week period in lieu of the present 112.

Non-watch-standing personnel (day-workers) would work a forty-five hour week instead of the present forty-eight. This would also apply to seamen who are not on the catering staff for the time the vessel lies in port.

The board also recommends certain changes in the present distinction made between the long-distance (ocean-going) and the near trades. Henceforth, the North Sea trade, for example, would count as near trade. In addition, the board's report recommends the introduction of a new designation, 'limited near trade', which would correspond largely to the present near trade. Normal hours of work on vessels engaged in the latter are twenty-four in a two-day period or 112 in a two-week stretch (or with no special limit in a fortnightly period). The board recommends a maximum of twelve hours a day and fifty-six hours a week or, on vessels operating in port traffic or in waters immediately adjacent, a maximum of ten hours a day and fifty-two hours a week.

Under the proposed new legislation, existing regulations on certain minimum limits for the payment of overtime would be replaced by a clause laying down that the overtime rate should be fixed by collective agreement. In no case, however, should the hourly rate be less than that laid down in International Labour Convention No. 109 of 14th May, 1958. In other respects, too, the report proposes certain changes in existing legislation.

If the board's recommendations are put into effect, the wages bill of the various branches of the merchant service would be differently affected. In the case of vessels

with the three-watch system, the wages bill would be increased by five to six percent as regards watch-standing seamen and day-men, i.e. about two-thirds of all seamen covered by the legislation. The increase in the case of catering personnel, as a result mainly of changes in the rules on compensatory time-off, would amount to twenty percent. So too, in the case of seamen on two-watch vessels except engine-room personnel on certain ships where the wage-bill percentage increase would be in the region of six percent.

Finally, the board has recommended that the new Act based on its recommendations should take effect on 1 January 1960. Not all the changes envisaged could be introduced at the same time, however. In particular, the parties will have to do their utmost to ensure that the introduction of the shorter working week is effected in such a way as to avoid difficulties of an economic or any other kind. Failing agree-

ment to the contrary, the three-hour reduction of the working week should be staged over the years 1960 and 1961. Similarly the application of the revised rules on compensatory time-off should be effected in three stages over a two-year period, except in the case of watch-standing seafarers in the ocean-going trade and of vessels of over 1,500 gross tons in the near trades. In the latter case, a one-year transition period is recommended. It is further suggested that the new regulations governing the overtime rate should take effect on 1 July 1960, until which time the provisions of the 1948 Act should remain in force.

The Swedish Seamen's Union and the Stewards' Union, represented at the board's meetings by their respective presidents, Johan S. Thore and Stig Andersson, have issued a joint statement pointing out that they were given an opportunity to present union views on the contents of the report concerning proposed amendments to exist-



On board a tanker in the North Atlantic with heavy seas sweeping the deck. The seamen's job is not an easy one and reduction of his hours of work in line with those worked ashore seems fully justified

Many years at sea often means severing contact with the homeland and when ashore the seaman may be homeless and lost for a place to go to

ing relevant legislation, but that they were unable to influence the board's final recommendations to an extent that they would consider satisfactory.

It was clear that the board had given undue weight to the arguments based on a Board of Trade review of the trading figures for ships of small and medium-sized tonnage as well as of older vessels. In this connection, the unions failed to see how a case had been made out that their trading position was worse. As regards the older ships (the tramp fleet), vessels which can barely keep going at a time when trading conditions are highly favourable cannot be expected to pay their way when normal trading conditions return. Such vessels should not be allowed to constitute a bar to technical and economic development, or a threat to the social standards of seamen.

As regards maritime conditions as a whole, no economic research has been carried out in the last decade which would give a picture of the growth of productivity in the industry, of the profits earned and the expansion which has occurred. On the contrary, the board's report merely touches on developments in the field of productivity in one small sector of the shipping industry. Even then it was shown that, although carrying capacity had increased, there had been no corresponding increase in crew numbers but rather a relative decrease. All this bears out the union's contention that there is no good reason why working hours should not be reduced. The same applies to the trading figures covering certain shipping companies regarded as representative of the industry which the board studied.

The board itself stresses the view advanced by the seafarers' trade unions that on social grounds every attempt should be made to bring the seaman's hours of work in line with those of the worker ashore. The question of reduced hours of work at sea is, in the last resort, not an economic but a social problem.

In connection with certain specific recommendations contained in the report, the unions have a number of observations to make. The board proposes dropping the

definition 'North Sea Trade'. In lieu of this and the existing distant and near trades, it proposes three new definitions: the distant trade, the limited near trade and the near trade. Vessels will be considered as engaged in the near trade when operating in Swedish waters, in the Baltic or waters connected by seaway thereto, but not in waters beyond a line running from the most northerly point of the Shetlands to Trondheimsfjord, longitude eleven degrees West (West coast of Ireland) and latitude forty-eight degrees North (Brest). The term 'near trade' will apply to vessels which under existing definitions operate in the North Sea trade or more limited waters.

The unions hold the view that the proposed definitions will be found to be in conflict with ILO Convention N. 109 and draw attention to the difficulties which may consequently ensue on the international plane.

The unions welcome the proposal to reduce working hours of catering staff on ships to eight. Instead of the recommended spread of thirteen hours, however, they suggest a spread of from six o'clock in the morning to seven o'clock in the evening whilst at sea, from seven o'clock in the morning to six o'clock in the evening in port, and from six o'clock to three o'clock in the afternoon on Saturdays, Sundays and public holidays. As regards the catering staff on passenger vessels, the unions are of the opinion that there is no reason why the hours of work of staff concerned with the supervision of stores and preparation of food should exceed those recommended for catering staff on cargo vessels. It is conceded, however, that things are different in the case of catering staff whose duties consist of serving, waiting at table and comparable work. Taking all factors into consideration such as the nature of the work, the method of computation of wages, etc. it could appear that it is not feasible at present to limit their hours of work to eight a day as in the case of galley and other stores personnel.

Galley and stores staff should be given compensatory time-off for work performed in excess of ninety hours in a two-week



stretch instead of twelve as at present.

The board recommends a ten-hour day and fifty-two-hour week for vessels engaged in the limited near trade when operating in port waters, and a twelve-hour day and fifty-six-hour week for other vessels in the limited near trade. If these recommendations are given legislative effect, it will mean considerably longer hours of work than are at present observed. The unions are of the opinion that the board has not made out a case for excluding these vessels from the provisions of the general legislation on hours of work. Especially in the case of tugs, the unions see no reason for not applying the general law to those who work on them.


Both the existing legislation and the proposed amendments contained in the board's report reveal how badly placed seafarers are compared with shore workers as regards overtime. Ashore there are very limited possibilities with regard to requiring overtime to be worked whereas at sea there are practically no limits. Granted, it is laid down that overtime should not exceed twenty-four hours a week. Nevertheless, seeing that seafarers work eight hours a week more than those ashore, on top of which they may be required to work up to a further twenty-four hours extra, there is hardly any ceiling to the amount of overtime they may be called upon to perform. The unions would like to see the twenty-four reduced to fourteen hours a week. Furthermore, the unions are strongly opposed to any change in the present system whereby it is statutorily laid down that overtime shall be compensated at the hourly rate of 1/75th of the monthly salary in the case of overtime on a holiday and 1/150th on a weekday.

The unions also recommend that the new Act should take effect on 1 January 1960 when the old Act of August 1948 would cease to apply.

What they're saying



Better wages needed - not compensation for inconvenience

 THE AVERAGE RATE OF PAY for all male adults in the service of British Railways on 22 March 1958, as shown in the census was £9.2s. But the average earnings amounted to £12 a week; that is nearly £3 out of £12 per week was made up of payments for piece-work, bonus schemes, overtime, Saturday afternoon, Sunday and night duty, etc.


Now that so much of this enhanced payment is being cut, railwaymen in greater numbers are forced back on to a basic rate of pay. Many, indeed, have always been on that basic rate of pay and those who have been above it have had to put in long or inconvenient hours to get it. The public little realize that the service they get depends on a body of men who suffer a great deal of social inconvenience for the sake of their jobs.

The rather superior people pay tribute to the loyalty of railwaymen and Government departments and the law perpetuate the outmoded address 'railway servants'. Being in service once upon a time was akin to being held in social and economic bondage. Happily the workers have kicked against such an inferior status.

Railwaymen know perfectly well that they have to put up with inconvenience for themselves in order to suit the convenience of their customers. But they rightly expect something better than wages that fluctuate according to what we might call compensation for different degrees of inconvenience.

From *Railway Review*, published by the ITF-affiliated British National Union of Railwaymen

Personal contact with the human being

 EVERY SHIP is a little industry of great value to the owner, which must be entrusted to the care of a relatively small group of employees who have to look after it as best they can during the long periods it is away from home on its voyages to foreign lands. We ask the question: what does the shipowner know about the people who

work for him? Does he know whether the right man is in the right job, or whether his employees are satisfied with the jobs they have to do and the ships they have to sail in? Is he at all interested? We make so bold as to answer in the negative; in most cases the employer has no knowledge of these things.


Presumably, the company always maintains a certain personal contact with the master and senior members of the crew, but apart from that, the employer knows nothing about the people working for him. This is a great misfortune for all concerned.

Our desire, then, is for a more personal interest by the shipowners in their employees and an attempt to achieve the sort of contact with them which can engender a sense of affinity with the firm. This result will certainly not be attained by dismissing an employee for having his own ideas about how a job should be done and expressing these ideas. After all, it is conceivable that even the more humble members of the crew can be right and that their ideas are the best. There are jobs on shore where good ideas are rewarded.

Let us therefore agree to give the human being in the maritime industry a more central position; see him as more than just a number; and to value his efforts accordingly. The maritime industry, like any other, requires skilled workers who feel solidarity with the company and who are satisfied with their jobs. Let us try to create the spirit which is absolutely essential for such a development.

Johan S. Thore in *Sjömannen*

The employers' will to cooperate

 IN A RECENT RADIO DISCUSSION the views of the employers' association on the subject of mutual cooperation in industry were put forward from a positive aspect. There is plenty of room for common agreement on the fundamental issues. Without doubt wage-earners are increasingly coming to feel themselves as partners in industry, with responsibility for production and employment. This feeling will, quite naturally, be strengthened as a

result of any frankness and trust shown by the employers. We have also clearly recognized that increasing competition in the world outside compels us to cooperate in the introduction of new and efficient methods. In this sphere decisive progress has been made since the war. At the same time the employers have realized the value of getting their employees to take pleasure in their work. On the whole the employers' acceptance of democratic management principles is a great step forward towards meeting the demand for agreements establishing joint consultation machinery.

From the trade union point of view we are, as is generally known, prepared to allow private industry quite a wide margin in which to operate. Of course, the size of this margin will not always remain the same, and, in our opinion, a certain interaction between public, cooperative and private sectors is useful and desirable. Admittedly, there must, in the very nature of things, be a certain firmness in any management, in all sectors. But ought not perhaps the September agreement's (basic agreement between the Danish TUC and the Employers' Federation - Ed.) old stipulation regarding the employer's right to direct and apportion work to give way to a less rigid conception? For a long time the tendency has been towards bringing the workers into more and more agreements concerning conditions of work. We shall soon see how far the employers are prepared to go in revising the September agreement. And who is to say that industry shall remain unchanged for ever? Genuine cooperation between workers and management must lead to the former having a voice in the firm's finances so as to give them a reasonably solid identification with their work.

From *Løn og Virke*, Danish Trade Union Federation

The article 'Fail-safe or safety first', which appeared in our December issue, has now been reprinted in pamphlet form. We still have a small supply and will be glad to supply affiliated unions with copies on request

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
- 210 affiliated organizations in 66 countries
- Total membership: 6,500,000

The aims of the ITF are

to support national and international action in the struggle against economic exploitation and political oppression and to make international working class solidarity effective;

to cooperate in the establishment of a world order based on the association of all peoples in freedom and equality for the promotion of their welfare by the common use of the world's resources;

to seek universal recognition and enforcement of the right of trade union organization;

to defend and promote, on the international plane, the economic, social and occupational interests of all transport workers;

to represent the transport workers in international agencies performing functions which affect their social, economic and occupational conditions;

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

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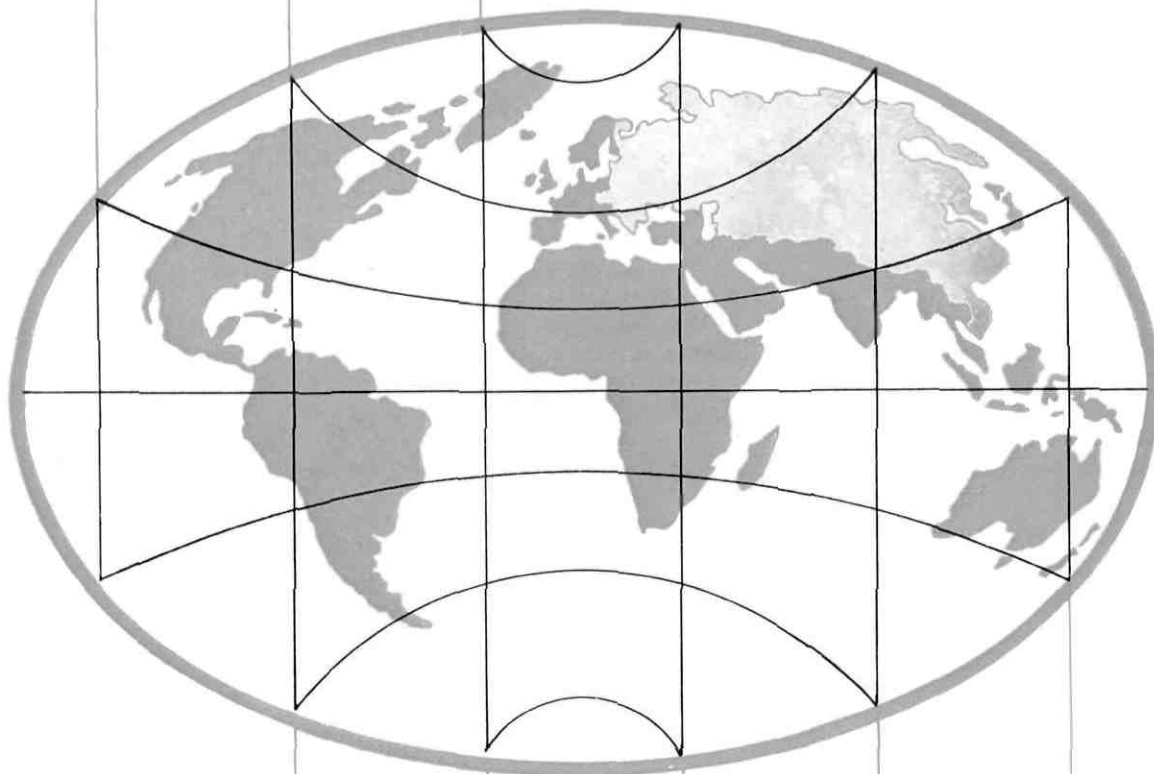
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