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# International Transport Workers' Journal

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Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

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*Monthly Publication of the ITF*

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*Forthcoming meetings:*

Copenhagen	5 August 1959 Regional Affairs Committee
Copenhagen	6-8 August 1959 Executive Committee
Salzburg	16-19 September 1959 Railwaymen's Section Conference
Rotterdam	28-30 September 1959 Docker's Section Conference

## Comment

### Forty nails in the coffin of human freedom

IN THE UNION OF SOUTH AFRICA they have killed and buried human freedom – unless, that is, you happen to have a white skin. The 'murder weapon', depriving the native (and immigrant Indian) population of its civic and human rights, is a series of legislative enactments by a government representative of the minority of the country's inhabitants going back over a number of years but increasing in tempo since 1945.

Just what 'Apartheid' is in terms of legislative prohibitions and restriction is spelt out in a pamphlet entitled 'This is Apartheid', by Leslie Rubin, published by Victor Gollancz, London, price one shilling. In this pamphlet the author, who is what is known as a Native Representative, i.e. a white person elected by Africans to represent them in the Parliament of the Union of South Africa, makes no attempt to pass the welter of restrictive legislation in detailed review. He contents himself with setting down in the form of forty statements couched in simple language exactly what this legislation means to the Africans in terms of deprivation of human rights.

It is difficult to see what the Union of South Africa hopes to achieve with this panic legislation. Granted it is faced with a problem in human relations of the first magnitude – the problem of the integration of a conquering minority with the mass of the conquered. It is not a problem new to the human race, however. The only difference is that we now live in a climate of world opinion where even the apparently most insignificant happenings in obscure places in the world can and do exercise an immediate impact throughout the globe. In that sense, humanitarian considerations apart, we are all interested in the Union Government's treatment of its subject peoples. Most of us so far have been looking in vain for some sign of an enlightened positive approach to a problem which in the final analysis concerns the entire human race. Some of us have been a little surprised that, apart from its willingness to inflict so much indignity and misery on the majority of the country's inhabitants, the Government of the Union of South Africa, by its purely negative and restrictive approach, is apparently equally willing to leave the ultimate solution of this problem to posterity. We doubt that history will obligingly wait on the convenience of the racial theorists.

# Half a century of progress



*The Union's Foundation Home for retired drivers at Glostrup, a block of thirty-four flats, was purchased in January, 1958. The money came from fines paid into the Building Fund by members for breaking union rules. It is hoped to purchase further buildings when sufficient means are available*



FROM SMALL BEGINNINGS to a position of strength – this is a common enough development in trade union history and the history of the Danish Motor Drivers' Union, which recently celebrated its fiftieth birthday, reflects this general trend. Over eight thousand strong today, the union had its small beginnings when eighty Copenhagen taxi drivers held their first meeting in a small cafe in the city on the 4th May, 1909.

In the first three years of its existence the union was composed exclusively of taxi drivers; the transport drivers proper did not come into the union until 1912. Nowadays the position is reversed. The taxi-drivers have their own union, and have had since 1931.

## Early difficulties with the police

At first the taxi drivers had to contend not only with a ruthless exploitation from the employers, with the long hours and abysmally low wages which were the common lot of all industrial workers at that time, but also with a number of irritations and problems peculiar to their job. As drivers of motor vehicles they had to deal with public hostility to what was then regarded as a noisy, dangerous and revolutionary form of transport, a hostility which found an all too eager and concrete expression in the actions of officious police constables bent on promotion. In one month in 1911 no less than 500 offences were reported, 190 of them for exceeding the speed limit and ninety for 'giving off smoke'. When

one considers that one of the men charged with exceeding the speed limit was driving at twenty-three kilometres an hour and that there were only 650 drivers in Copenhagen at the time, one gains some impression of the pettiness of the restrictions and of the seriousness of the annoyance caused to the taxi drivers in the pursuit of their lawful occupation. In 1911 between eighty and ninety thousand kroner are estimated to have been paid in fines by drivers who were getting one and a half kroner a day fixed payment plus fifteen per cent of the takings.

The union's tasks were therefore clear. It had to campaign against these restrictions, by pointing out, for instance, that a motor vehicle travelling at forty-five kilometres an hour can brake quicker than a horse-drawn vehicle travelling at eighteen kilometres an hour, and by listing the names of the most officious and energetic policemen – a certain P.C. Snekkerup, for example, reported no less than sixty-five drivers in one month. In the meantime, it was the duty of the union, by means of a

special fines fund, to assist members who fell foul of the law in this way.

The first strike in the union's history came two months after its foundation, when the drivers employed by 'Taxamotor' came out for fifteen per cent of the takings – they were getting only twelve per cent – and the abolition of an unjust system of private contracts between the firm and the individual employees whereby the driver had to deposit one hundred kroner caution money in order to get a job at all. Despite the fact that the strike had to be called off after a week, this latter object was secured.

In 1912 the nucleus of the present-day Motor Drivers' Union came into being



*Andreas Hansen, President of the Danish Motor Drivers' Union since 1955, believes in a fresh approach to the new and complex problems confronting road transport workers today and is ready to consider fundamental changes in the structure of the union provided that this will strengthen the drivers' position*

*In a single month in 1911 no less than ninety Copenhagen taxi-drivers were reported for 'giving off smoke'*



when ninety delivery van and lorry drivers came into the union. These men were then working a twelve-hour day for an average wage of twenty-four kroner a week. If one wants to gain a true picture of the miserable working conditions of that time, one must add to the discomforts of hunger, poverty and weariness the rigours of an icy winter. Not only was the driver himself out in the cold. He had also to think of the 'old girl' and like the gentleman he was, give her his coat to keep her warm so that she did not freeze up altogether.

### The war years

At the beginning of the first world war the union had 700 members. For drivers the war brought rising prices, a petrol shortage and a good deal of unemployment. On the other hand, the union was able at this time to secure improvements in wages and working conditions. One agreement negotiated in 1916 gives van drivers 137.50 kroner a month plus 12.50 kroner cost of living allowance for a twelve-hour day, with 70 öre per hour worked after six in the evening and eighty-eight öre for work after ten o'clock at night and on Sunday afternoon. The firm also provided outer clothing and required drivers to help with loading and unloading.

More and more van drivers joined the union at this time and at the end of 1916 they founded their own 'club'. The number of agreements negotiated also continued to grow. An agreement of 1917 gives drivers a minimum weekly wage of forty kroner and overtime rates of ninety öre an hour. It also provides one week's holiday for drivers

who have been employed for at least one year and makes up the difference between sick benefit and wages for a period of sickness up to eight weeks. Working hours here are from six a.m. to five p.m. with one hour for lunch.

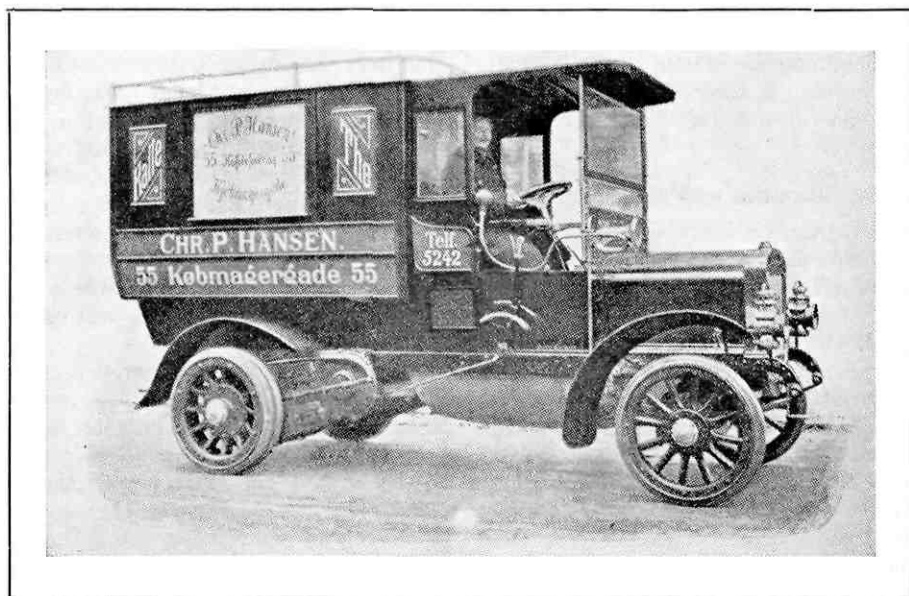
One must see these improvements against the background of widespread unemployment resulting from the petrol shortage. In 1917, 700 taxi drivers were out of work and the union tried to find them alternative employment in lumber camps. At the end of the war half the union's members were out of work, and some had gone over to other occupations. By 1919, however, there was enough petrol in the country for all the goods vans and half the taxis to start running again. The total wages of some van drivers at this time were sixty-three kroner a week.

The years immediately after the war saw a great expansion in membership and in the union's social and cultural activities. In the first half of 1920, membership increased by 400 and the accounts of the union balanced at 88,000 kroner. It was in this year that the union was, after much heated debate, re-

organized to meet the increasingly complex tasks with which it was now faced. In future, it was decided, there should only be one annual general meeting, paid officials should sit for two years and the members of the executive committee should be elected at branch meetings, the private chauffeurs electing one member, the taxi men three members and the goods drivers four.

In this year the union was also able to get some satisfaction on the vexed question of overtime, which was often paid for at rates very little above the normal hourly rates. The new rates for overtime were 225 öre for the first hour, 260 öre for the next two hours and three kroner per hour thereafter – the weekly wage at this time was ninety-three kroner.

On the whole the twenties were marked by long and bitter industrial strife. Prices fell, and the employers were determined to cut wages – in 1922 drivers were getting sixty-five kroner a week, fifteen per cent less than two years earlier. Attempts by the employers to interfere with the eight hour day, which had been introduced in 1919, met, however, with no success. The union



*One of the first delivery vans. The first ninety delivery van and lorry drivers joined the Motor Drivers' Union in 1912 – previously the union had been composed entirely of taxi-drivers. At that time these men were working a twelve-hour day for as little as twenty-four kroner a week*



*A modern Copenhagen delivery van with a member of the Danish Motor driver's Union at the wheel. The present standard weekly wage for Copenhagen motor van drivers working a forty-six hour week is 206.44 kroner (There are 19.34 Danish kroner to £1 and 6.82 to US \$1.)*



continued to grow and in the ten years from 1917 to 1926 membership had increased from 750 to 3,300.

In 1929 Julius Nielsen took over as president of the union from Thorwald Petersen who had been president for twenty years. In 1931, 1,200 taxi drivers left the union to found their own organization and the Motor Drivers' Union began its attempts to organize the drivers employed by private hire-car firms. These firms are engaged in a cut-throat competition with the taxi companies proper. The 'competition' of these firms meant in practice a ruthless exploitation of their drivers thus threatening the hard-won living standards and working conditions of the legitimate taxi-drivers. Deplorable instances of drivers working a twenty hour day for three kroner were revealed by the union in their attempts to put an end to this scandal.

In view of the huge unemployment problem of the time, however, many people displaced from other occupations and young people unable to get any sort of start in life allowed themselves to be exploited in this way, and attempts to organize in this field met with considerable difficulties. Nevertheless, the Motor Drivers' Union could claim on its twenty-fifth anniversary in 1934 1,000 organized private hire-car drivers and

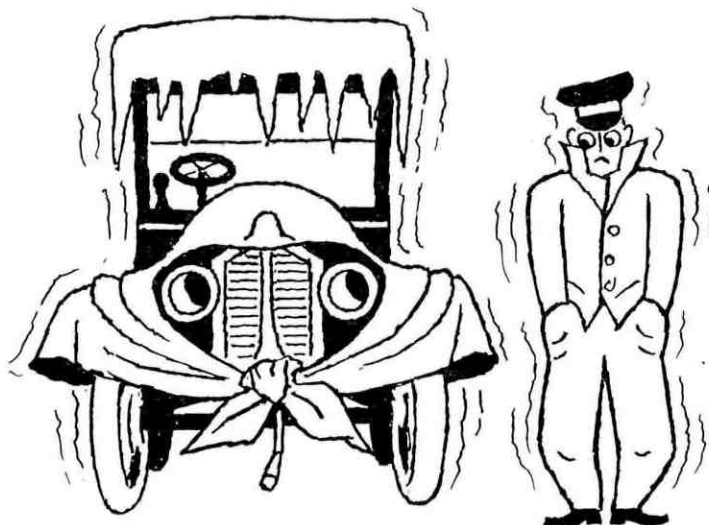
ninety-seven agreements concluded with some of the most important Copenhagen firms.

The union was at this time growing at a rapid pace. Membership was increasing at the rate of seventy a month and a large number of social and cultural activities were embarked on. In 1936 the union was

finally divided into eight branches: (1) Petrol, Oil and Coal, (2) Retail Trade, (3) Wholesale Trade, (4) Industry (5) Private Hire-Cars, (6) Coaches, (7) Dyers and Cleaners and (8) Haulage Contractors.

In 1938 there was lively discussion in the press about driver fatigue. One driver had been compulsorily lodged in a hotel by the police after being found in a state of exhaustion. He had been driving for thirty-three hours non-stop!

In 1939, Julius Nielsen, who had been union president during a very difficult period, became secretary of the Danish TUC. His successor, Emil Winther, was to hold office throughout the equally difficult years of the German occupation. Once again the members of the union were faced with unemployment because of the petrol shortage. By 1942 membership had decreased to just over 5,000 – from 6,000 in 1940 – and of these only 2,700 drivers were fully employed. A partial answer to the problem was found with the use of generator gas instead of petrol, and in 1942 sixty-six per cent of all lorries were using this form of fuel. Generator gas, however, brought its own problems and many drivers suffered ill effects through gas poisoning.



*The old time taxi driver did not have an easy life. Not only was he himself out in the cold. He had also to think of 'the old girl' (this was before the days of anti-freeze) and, like the gentleman that he was, give her his coat to keep her warm so that she did not freeze up altogether*



Two of the 8,400 members belonging to the Danish Motor Drivers' Union. Counting those who are members of other unions, including those employed by breweries and dairies, there are in Copenhagen today between 11 and 12 thousand organized drivers. Photos courtesy of 'Chaufføren'

During the last years of the occupation plans went ahead for the institution of a pension fund for retired union members. Members of twenty-five years' standing retiring after sixty-five were given a yearly allowance of 36 kroner. Members permanently disabled as a result of their work were given the same allowance, regardless of their age, provided they had been full members for three years.

The post war years brought the union up to and beyond its former strength – in 1950 membership was up to 7,000 and by 1954 it was over 8,000 – and it was at last able to realize an old ambition: on 1 January, 1958, the Motor Drivers' Union purchased a block of thirty-four flats at Glostrup as its Foundation Home for retired drivers. And this year, it has celebrated its fiftieth birthday by moving headquarters into its own office building.

In spite of difficulties occasioned by the Conservative Government on the one hand and by Communist intrigues on the other, the position of organized drivers has improved enormously since the war. In 1950 the standard wage was 133.78 kroner per week with overtime rates of 3.36 kroner for the first hour increasing to 5.07 for the fourth hour.

### Looking ahead

On the occasion of the union's fiftieth anniversary, the present president, Andreas Hansen, commented on his union's proud record of achievement, its current problems and the steps that must be taken if the union is to keep up with the times. At present, the union has 8,400 members, but, if one reckons the drivers belonging to other unions, there are today in Copenhagen be-

tween eleven and twelve thousand organized drivers. The main problem today, according to Brother Hansen, is the unfair competition resulting from the exploitation of drivers in the provinces – he mentions cases of drivers there working eighteen and twenty hours a day.

For the future, Brother Hansen sees a re-organization of the Danish trade union movement as absolutely indispensable. In his advocacy of industrial as against craft unions organized on the old basis, one sees the broad and far-sighted view of a man who can envisage the passing away of a fifty-year-old tradition, the break up of a powerful body over which he himself is in a position of authority, *provided* this serves the future interests of its members and of workers and society as a whole.

'We could, for example, set up a transport workers' union, although this would of course mean that many drivers would come under other unions – in any case, this is just what has happened in the last few years to many of our comrades, for instance, to those employed by dairies and breweries. But even if modernization and re-organization did mean the disappearance of a union, would it matter all that much? The union must not be preserved for its own sake. It is a question of the members – of their interests and advantages. Since the war, it has been shown that it is the unions organized on an industrial basis which have been able to gain for their members better wages and working conditions.

The modern age with its advances in technology and organization and international cooperation set us problems which we cannot escape from by a retreat to an outworn dogmatism. We are in a period of

transition and we must look at the future with an open mind. For one thing, there must, in my opinion, be more flexibility in our negotiations. There is nothing else for it but to increase production by adapting ourselves to the new conditions, and seeing to it that we get our share of the increased production.'

These words evidence an idealism that is practical and imaginative. They do credit to a union which owes much to the quality of its leadership.

### Books received



'THE TRUTH ABOUT THE RAILROADS', a pamphlet recently published by the American Railway Labor Executives' Association, gives the text of an address by its Chairman, G. E. Leighty, presenting the facts about railway earnings, the record unemployment among railway employees and the latter's unrivalled rise in productivity, which as the pamphlet points out, 'was in large part a major cause of the displacement of workers'.

Besides answering the unfair charges laid in the railway companies' current multi-million dollar campaign to discredit the railwaymen as 'feather-bedders', the publication brings facts on the railways' shocking safety record, on management's failure to maintain equipment adequately, on the disproportionate increases in the numbers of top railway officials and their salaries and on management practices which are driving away business from the railways.

### Notice to our readers

Owing to the annual staff holidays at the ITF Secretariat and our printers, the next issue of the ITF Journal will be a combined number covering the months of August and September. See you then!

# Greek railwaymen and their problems

by STAVROS DIMITRACOPOULOS, General Secretary, Federation of Greek Railwaymen



AFTER THE LIBERATION, the problems facing the Greek railways were, firstly to rebuild the network of railway lines and then to equip them with adequate modern rolling stock.

At that time when there was still practically no road or rail traffic in the country, the Federation of Greek Railwaymen, noting that alongside the railway network there existed a parallel road network, demanded that the Greek Government should pay particular attention to the coordination of these two means of inland transport, since competition between them could only lead to wasteful duplication, harmful both to themselves and to the national economy as a whole.

The forecasts made by the railwaymen have been borne out only too well. The roads have been repaired and a large number of motor vehicles have been imported into the country so that today Greece has three times as many motor vehicles as before the war – reckoned in tonnage the present-day figure is eight times as great! This, in spite of the fact that the national product has only increased by thirty per cent. Against this, reconstruction of the railways has been very slow, partly because

Brother Stavros Dimitracopoulos, who is the author of this article on Greek railwaymen's problems, is also the General Secretary of the ITF-affiliated Greek Railwaymen's Federation

of the enormous damage done during the war and partly because of the havoc created by the activities of the rebel organizations after the war.

Since the completion of work on the tracks, competition with road transport has developed at a rapid pace, in spite of the fact that the railways have not been equipped with modern rolling-stock. This disadvantage has not prevented the railways from reaching and surpassing the highest level of productivity attained before the war, i.e. in 1938.

However, the yield per ton kilometre and per passenger kilometre is still not satisfactory because of the compulsory low rates fixed by government transport tariff. Another reason is the heavy traffic on the roads, duplicating the services offered by the railways without any legal or other restraint from the government.

As a result, the railway deficit has continued to increase and every year the government has to make provision in its budget to cover this deficit, so that the railways have come to be classed as an 'uneconomic enterprise'. This has given rise to a misleading impression among the public about the deplorable state of the railways, which is in no small measure due to the means employed to alleviate this state of affairs.

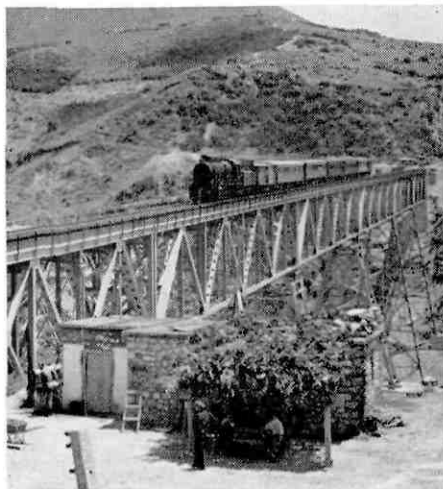
Turning to the personnel employed on the railways, one has to note that, in spite of all their sacrifices during the period of reconstruction, they are still faced with an extremely discouraging situation in regard to their professional and economic claims.

Our Federation, which is the railwaymen's professional organization, has repeatedly pointed out the proper measures necessary in order to avoid the financial deficit – unfortunately without result. The situation is now acute and is engaging the close attention of the Greek Government, which is actively considering a solution to the problem of the country's com-



The former Socialist Prime Minister of Greece, the late General Plastiras (standing beneath poster) opening the newly constructed bridge at Edessa, replacing the one destroyed by the Germans during the war. Greek railway workers faced a tremendous reconstruction task following the Liberation





*Train passing over the reconstructed Gorgopotamos Bridge. The original bridge was destroyed by British commandos and Greek guerillas during the occupation. A typical instance of the gigantic task of rebuilding which has been undertaken by the Greek railways since the end of the war*

munications in their entirety.

It should be pointed out that, although the work of the railways has been almost doubled since before the war, the total strength of the labour force employed remains almost the same. It is this state of anarchy in inland transport which is responsible for the fact that we have not as yet been able to secure the eight-hour working day, despite the intervention of the ITF and the repeated protests of its affiliated unions, to whom we would take this opportunity of expressing our heart-felt thanks.

### Claims and achievements

The eight-hour day remains one of the most important claims put forward by Greek railwaymen. The matter has already been raised within the International Labour Organization – indeed on one occasion the Greek Government delegate supported the staged introduction of the shorter working day. Its implementation, however, has been repeatedly postponed.

The financial situation of the railwaymen is another bone of contention. Present salaries are not sufficient to cover the necessities of life and the unions are continuing to their demands for salaries to be brought into line with the cost of living. The unions are also pressing for the modernization of regulations governing the rights and obligations of employees – the ones at present in force date from the time when the railways were first built, and even then there were hard battles for an improvement of the situation. Nevertheless, the rights of railwaymen today must not be judged according to the criteria of the past, but must be related to present-day needs and working conditions.

A matter of basic concern to the Greek railwaymen is their health and that of their families, and to this end our union has succeeded in instituting an excellent health

service providing medical treatment, clinics and dispensaries.

The railwaymen have also endeavoured to secure their own retirement pension scheme which will entitle all railwaymen to benefits, irrespective of the nature of the undertaking by which they were employed.

Thanks to the unremitting efforts of their unions they have been able to secure an official pension scheme the cost of which is met entirely by the State. The amount of the pension is equivalent to eighty per cent of salaries being paid to those actively employed in the same grade.

The administration of this Pension Fund has been entrusted to the management of the various railway companies. On the other hand, the railwaymen have gained a controlling majority in the administration of another insurance fund, the 'Provident Fund' which gives financial assistance to employees and workers leaving the railways. Thanks to this control, the railwaymen have been able to prevent this Fund being merged with funds administered by

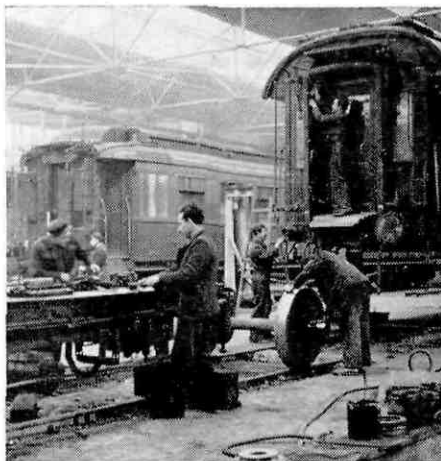
the various railway undertakings. They can also at any time regulate the amount payable to beneficiaries according to the funds available. At present the Fund guarantees railwaymen leaving the service after five years' employment a minimum of one month's pay rising to a maximum of thirty months' pay after the completion of a fixed number of years.

### Other activities

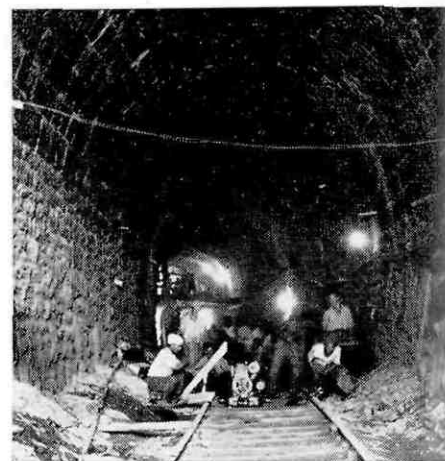
The above gives a general sketch of the basic problems of the Greek railways and Greek railwaymen.

At present the Greek Railwaymen's Federation is occupied with a large number of detailed problems, just like our comrades in other countries. The trade union movement has still its tasks to perform in putting forward the workers' claims and securing for them improvements in their conditions.

We have been following closely the international development of the trade-union movement and, noting the achievements of our brothers in other countries, we are

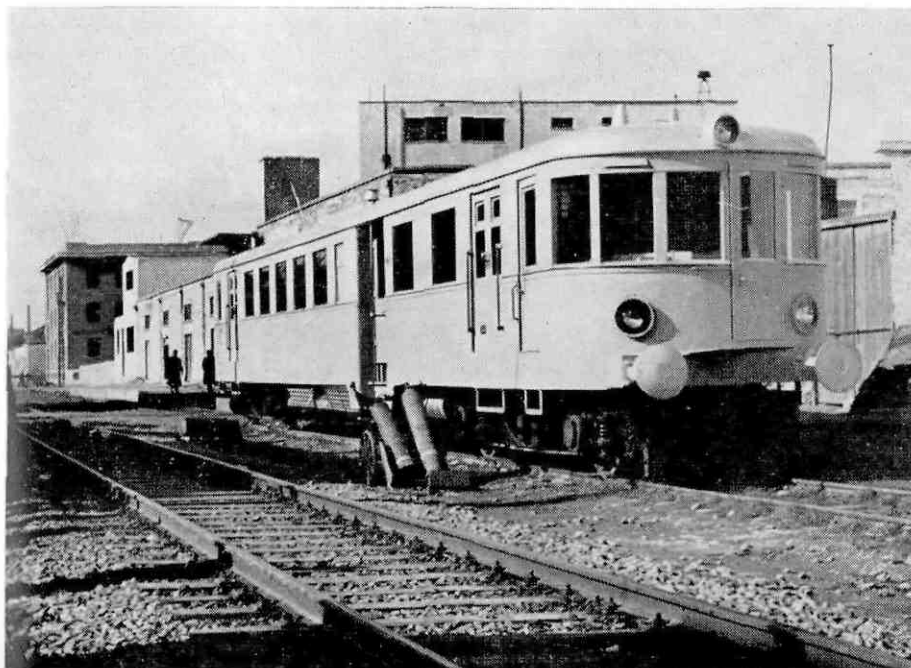


*Members of the Federation of Greek Railwaymen at work in a railway repair workshop. The Greek railwaymen have worked hard to bring productivity up to and beyond its highest pre-war level. Despite their efforts, their present salaries are not sufficient to cover the necessities of life, a state of affairs which the Federation is striving vigorously to alter. It demands that railwaymen's conditions should be related to present-day circumstances*



*Maintenance and permanent way workers laying track in a tunnel. Although the work of the Greek railways has been almost doubled since before the war, the total labour force employed has remained almost the same. This is one of the main reasons for the fact that, despite the intervention and repeated protests of the ITF and its affiliates, the Greek railwaymen have not yet been able to secure the introduction of the eight-hour working day*





*On the whole the lack of modern rolling stock constitutes one of the chief difficulties facing the Greek railwaymen in their attempts to increase productivity. Here, however, is a modern diesel locomotive, one of about thirty which have been constructed in Greece in recent years*

determined to continue pressing the just claims of our own members.

The railwaymen are now represented on the management of the railways and although their numbers are not yet large, they do have a responsible position in this sphere which enables them to express opinions based on acquaintance with the organization and running of the various undertakings.


The social activities of the Greek railwaymen's unions are many and varied. Great interest is shown in such questions as the cost of living, price levels, labour relations, productivity, education, nationalization of the railways, transport coordination leisure activities of employees, the provision of dowries for members' daughters, etc.

The railwaymen's unions are very active in all sectors and it is recognized through-

out the country that, in following the line of free democratic trade-unionism, we have as proud a record as any of our compatriots and comrades to set beside the achievements of fellow trade-unionists in other lands.

We hope for an increasing cooperation with the other Greek trade unions and for a general strengthening of the trade union movement in Greece. By these means, the Greek working class movement will, we hope, be able not only to improve its position but also to become a positive factor working for the establishment of social peace in our country.

#### **What kind of duty?**

 HOW IS THE TIME TO BE REGARDED WHICH A TRANSPORT DRIVER spends in the driving cabin, not actually driving, but resting? The question is a topical one for German long distance road haulage workers at the moment in view of a recent decision by the Wuppertal Land Court. This decision seems, if not actually to reverse, at least to throw doubt on a pro-

nouncement made by the Federal Minister of Labour on 11th February, 1956, when the time spent by the driver resting in the driving cabin was said to count as stand-by-duty (*Arbeitsbereitschaft*).

In contrast to this interpretation by the highest labour authorities, the Land Court in Wuppertal introduced a new idea in a judgement delivered on 6th January, 1958. According to the Court, the time spent in the cabin by the driver when not actually driving constituted not stand-by duty, but 'general readiness' (*reine Bereitschaft*). The court felt obliged to introduce this new concept – hitherto unheard of in labour legislation – because, according to the permanent jurisdiction of the higher labour courts, stand-by duty is a 'time of wakeful attention in a state of relaxation'. Because he is asleep, presumably, the driver resting in the cabin does not fulfil these conditions.

On the other hand, it must be remembered that the driver is there in the cabin precisely because of his work, a fact which the Federal Labour Court recognized in a judgement delivered on 20th September, 1956, when the court held that the time spent resting in the cabin entitled the driver and the driver's mate to payment. In view of this, it is only reasonable to reject the arbitrary distinction made at Wuppertal between 'general readiness' – which most definitely cannot be thought of as time off – and stand-by duty. Periods of rest spent in the driving cabin must be classed as stand-by duty and, therefore, as working time in its wider sense. This would seem, moreover, to correspond to the opinion still held by the Federal Minister of Labour who states that, after consultation with some of the high labour authorities in the country, he sees no reason, in view of the Wuppertal decision, to depart from his previous pronouncement on the matter.

The Wuppertal judgement has been the cause of some confusion, and it would be indeed unfortunate if its distinction between stand-by duty and 'general readiness' were to prejudice the enforcement of protective legislation which, in seeking to control drivers' working hours, aims at eliminating fatigue and ensuring public safety.

# Some medical aspects of jet flying



**+** THE MEDICAL ASPECT OF FAST FLIGHT AT HIGH ALTITUDES, characteristic of modern civil aviation air transport – and particularly of jet aircraft – has long been studied by medical experts concerned with the effects on health of those who fly these modern machines. The following is a résumé of a report on this subject covering jet aircraft operation over a period of eight years compiled by Kenneth G. Bergin, Chief Medical Officer of the BOAC, and published in the *Journal of Aviation Medicine*.

Aircraft of the type studied customarily fly at altitudes ranging from 33,000 ft. to 40,000 ft., necessitating pressurized cabins. Any failure in the integrity of the fuselage or the pressurization equipment results in decompression. Explosive decompression would cause complete disintegration of the aircraft and constitute an irretrievable disaster. Rapid decompression however, lasting from two to ten seconds, during which time the cabin pressure is equalized with that of the ambient atmospheric pressure, need not be catastrophic to the continued flight of the aeroplane. The resultant lack of oxygen, however, induces diminished sensibility, unconsciousness and possibly death dependent on the altitude at which decompression occurs. Taking into account the fact that several seconds may elapse before full realization of what has happened takes place, those flying the aircraft have about five seconds in which to take remedial action, according to

the altitude at which the incident occurs.

For the emergency period following rapid decompression (i.e. the period during which the aircraft is brought down to a safe oxygen level of 10,000 ft.) one hundred per cent oxygen should be available to all crew members, including portable walk-about sets for the catering staff. In addition, one hundred per cent oxygen should be available for all passengers, including two outlets per toilet where a mother and child may be at the same time.

Decompression may occur at a stage in the aircraft's flight necessitating a long post-decompression flight to the nearest airport at an altitude determined by technical considerations but at which lack of oxygen would make itself felt in the case of the majority of the passengers, apart from resultant diminished efficiency among the crew. Oxygen should thus be available for the flight crew for the whole period of post-decompression flight. The extent to which

*A Comet Four jet airliner operated by BOAC. Aircraft of this type customarily fly at high altitudes and the medical aspects of flight at such heights recently formed the subject of a report by BOAC's Chief Medical Officer which is summarized in the accompanying article*

it should or could be made available to all passengers is difficult to decide, bearing in mind the weight factor and that a proportion of the passengers, provided they remained quietly seated, would not need oxygen at all.

The state of emergency arising in the event of sudden decompression presupposes a state of readiness to meet the contingency during normal flight. In view of the shortness of time available should the emergency arise, it is essential for the safety of the aircraft that oxygen should be immediately available for the pilot, co-pilot and other flight crew members. The regulations in operation are in part governed by the degree of flight discipline and the intelligent co-operation in such matters which can be expected from the crew concerned. Where the method of having the oxygen 'instantly available' is adopted, the criterion is that it must be possible for the oxygen mask to be applied by the crew member



## Profile of the month

in a matter of not more than two seconds.

Failure of the pressurization system, however, is not a very likely contingency. Considerable attention has necessarily been devoted to it by reason of the serious consequences ensuing if adequate safeguards are not provided.

There are, however, other less spectacular medical aspects of flight at high altitudes which merit mention.

One of these is glare; another is space myopia, brought about by the absence of focusing points for the eyes.

Neither of these presents the problems that were first anticipated. Glare can be reduced by the use of sun-glasses, cockpit curtains and an appropriate colour background for instrument panels. In the case of space myopia, it has been found that normal focusing is regained during descent and well prior to landing.

It must still be taken into account, however, where there is heavy traffic density at high altitude. Flight at high altitude was also assumed to carry a risk of exposure to radiation. This has been found to be negligible. This matter, however, will demand more serious attention when aircraft fly above 70,000 ft.

Finally, as to the incidence of sickness among jet pilots figures available show, if anything, that it is lower than with those flying piston engine aircraft.

### Book received



**WORLD DIRECTORY OF VENEREAL DISEASE TREATMENT CENTRES, 1959** published by the World Health Organization, Palais de Nations, Geneva, Switzerland from whence further copies may be obtained price 8sh.6d., \$1.75 or Sw. frs. 5, with a discount for orders of ten or more copies. This contains the up-to-date international list of treatment centres issued periodically under the auspices of the WHO and in accordance with the terms of the Brussels Agreement of 1924, together with a personal booklet recording treatment given to individual seafarers. The last edition appeared in 1951.

BELGIUM, LIKE THOSE TWO OTHER SMALL COUNTRIES – Switzerland and Holland – has produced a large number of international figures, not least in our own trade union movement. Roger Dekeyzer, who is as well-known in international trade union circles as he is in the political and industrial life of his own country, is very much in line with that tradition. Speaking English and French as well as his native Flemish (like our own General Secretary he is a native of Ostende) he is also linguistically well equipped to take an active part in trade union work at the international level.

The rather English-looking pipe which he so often smokes is belied by the very Continental and extremely characteristic cravat which he invariably wears. Dekeyzer will carefully explain that this is not a 'Lavallière', but has its origins in a Canton of French-speaking Switzerland and has to be specially imported (there is also a story that he started wearing this distinctive type of neckwear after his normal tie had been snipped short to grace Patachou's famous collection). However, despite the cravat, his English can take on a very passable Scottish accent when he wishes – a relic of the war-time years which he spent in the 'Far North'.

Something which may not be generally known from those years in Scotland is the fact that Dekeyzer served in the British Home Guard (the auxiliary civilian army), rising to the exalted rank of Sergeant-Major and specializing in the teaching of very rough-and-tough methods of unarmed combat.

Teaching was in fact how he began his working life – and strangely enough English was the subject in which he specialized. At the same time, he also played an active role in the teachers' trade union movement, becoming a district official and later a member of his union's National Executive. After a few years, however, he was to exchange the classroom for the galley of a fishing trawler, when he signed on as a cook in the 1930s. It was during this period, too, that his association with the Belgian Transport Workers' Union started. He was Assistant Secretary of the Ostende Branch in 1935 and in the following year became Area Secretary for West Flanders.

In 1940 Dekeyzer moved to France, acting as District Secretary of Clermont-Ferrand for the Belgian Trade Union Federation. He was not to stay there long, however, for in August he was asked to go over to England by the then General Secretary of the ITF. By November, he was already acting as Secretary of the Scottish Area of the Belgian, Dutch, Danish, French and Polish Transport Workers' Organization in exile. It was during his enforced stay in Britain that he produced the first draft of the ITF International Fishermen's Charter, following investigations into the social conditions of exiled fishing crews.

On his return to Ostende in January 1945, he resumed his duties with the Belgian Transport Workers' Union and a year later became its General Secretary.

This post was abolished in 1949, when he was made President – the position which he has held ever since. In addition to his busy life in his own union he also found time to be active in the Belgian Trade Union Federation and in his country's Parliament, where he now sits as a Senator. All the more surprising, therefore, that he has been able to devote so much of his time and energy to working in the international field – as a member of the ITF Executive Committee and Chairman of its Dockers' Section, on missions for the ITF, the ICFTU and FGTV in some two dozen countries, and also as representative of his own country in the United Nations. It is a very crowded life, but one which Roger Dekeyzer tackles with real relish and the energy and vitality for which he is so well-known in our movement.



# Developing Ghana's transport system



GHANA'S ECONOMIC DEVELOPMENT PLAN is now in its second stage. Development of roads, railways and harbours during the First Development Plan was considerable and has provided a sound basis on which further economic progress can be established. The improved harbour facilities still await completion, but when they are complete overall communications in the country will compare favourably with any in Africa.

The overall trunkroad network was drawn up in 1950, and during the first development plan, £17 million was spent on building new roads and bridges and reconstructing existing roads. A considerable proportion of this trunk network remains to be constructed or improved and priority is determined on the basis of traffic density. Most of the coastal road right across the south of the country has already been reconstructed,

and the remainder should be completed during the present Plan period.

General development in the major towns has meant increased traffic and substantial funds are to be spent on improving town roads in such centres as Accra, Kumasi, Takoradi and Obuasi. Major bridges will replace ferries across a number of rivers. Meanwhile survey work continues, enabling the network to be developed in due course.

*Ghana's present development plan also envisages concentration on improvements to the country's railway system and increased operational efficiency. During the period of the development plan the Government Transport Department and the Railway Administration are to be merged*



The increasing volume of air traffic and the anticipated introduction of jet aircraft in the near future have made it necessary to expand the modern international airport at Accra. The project will provide a completely new runway estimated to cater for any type of aircraft likely to use the airport in the foreseeable future. Other facilities to be provided include a new terminal building. New aerodromes are to be developed at Enchi, Sunyani, Yendi, Navrongo, Wa and Ho to allow for the expansion of domestic services.

The present development plan also envisages concentration on improvements to the railway system and increased operational efficiency. Considerable sums have been allocated to improvements to railway stations and the Achimota-Tema line to bring it up to full operational efficiency by the time Tema harbour is opened at the beginning of 1961, whilst further sums have been earmarked for extensions and the expansion of the mechanized accounting system. During this period the Government Transport Department and the Railway Administration will be merged and a separate Harbour Administration set up.

Until it is set up, the exact requirements of the Harbour Administration will not be known, but £2,500,000 has already been allocated for completion of the Tema harbour project. A further £6 million has been set aside for other eventual harbour development works in connection with the Volta River project.

The requirement of the Government



*The increasing volume of air traffic have made it necessary to expand the modern international airport at Accra. The improvement plan, when completed, will enable all types of aircraft to use the airport*

Transport Department cannot be accurately assessed until after the merger with the Railway Administration. Considerable sums, however, have already been allocated for essential works which will be needed after the reorganization. The major part of these funds will be used in the provision of workshops and equipment at Tamale and Tema and the expansion of existing workshops at Kumasi and Accra.

Ghana's own shipping line – the Black Star Shipping Line – was established in 1958. So far it has relied largely on chartered vessels. Although this policy will continue, the nucleus of a cargo fleet is already in existence and further sums have been allocated for the purchase of additional ships.

The training of Ghanaians as seamen is a vital part of the development of the Ghanaian Mercantile Marine and a nautical college has been established in temporary premises. The sum of £120,000 has been allocated for the provision of permanent buildings which when completed will provide courses for both officers and seamen.

The development of Ghana's fisheries will largely depend on the extent and pace of development of safe harbour accommodation for powered fishing vessels. The present plan envisages an increase in such facilities. Development of the Tema fishing harbour is first in importance. The nature of the development, however, will depend on the relative emphasis to be placed on fresh and processed fish. At the present time the results of a tuna fishery survey are being awaited. This is expected to indicate the opportunities for a large-scale tuna canning industry. The Tema harbour scheme will allow large fishing vessels of all kinds to operate from Ghana for the first time, and major development of the herring fishery is certain. An increase in trawler catches is also expected.

Plans for Elmina harbour, which are an extension of work already begun, will result in a fishing harbour second in importance only to Tema. This harbour will be available only to smaller fishing vessels and will therefore be important mainly as a means of extending inshore fishery. Tema on the other hand will favour large boats

*Motor fishing vessel catch. The development of Ghana's fisheries will depend to a large extent on the provision of safe harbour accommodation for powered fishing vessels. Development of the Tema fishing harbour has been given priority*



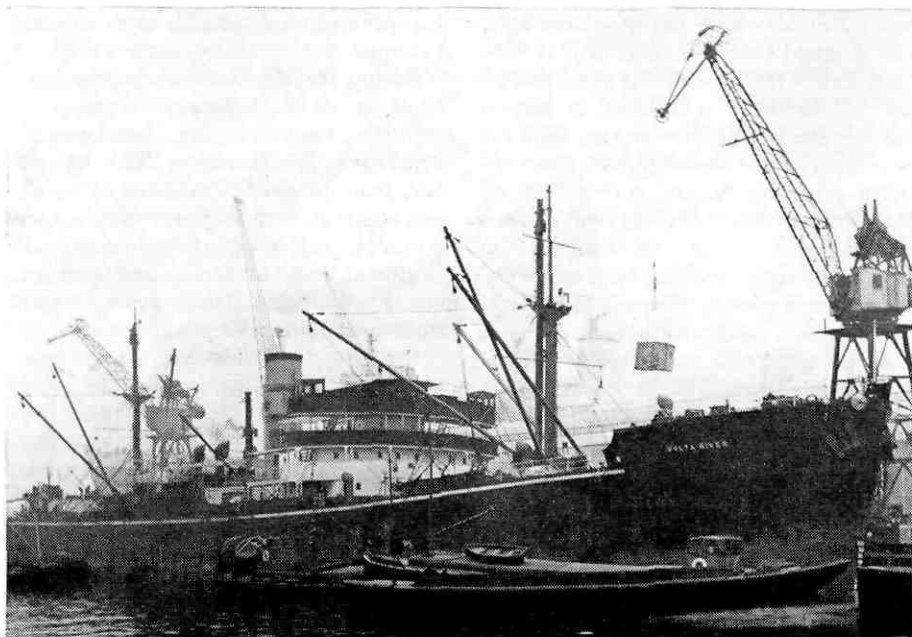
and very big landings, which will benefit the population as a whole, but may threaten the livelihood of the inshore fishermen unless distribution is very carefully controlled.

Between Takoradi and Axim, there are several bays offering natural safe anchorage for fishing boats. These will in due course be developed by providing roads and market outlets for the catch. The best of these bays is that of Miemia, and a road to this point has already been surveyed and its construction is proposed in the Plan.

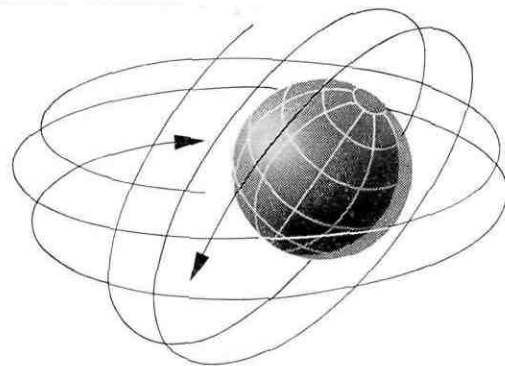
There will be a continuation of emphasis on the development of motorized fishing. Canoe fishermen will also benefit from the creation of harbours, however, both because landing conditions will be better and safer, and because it will then be easy to operate canoes fitted with outboard motors.




*Timber at Takoradi harbour. The government is allocating large sums for harbour extensions and improvements. One of the largest projects, already in hand, is the Tema harbour development scheme for the completion of which the Ghana government has allocated the sum of £2,500,000*



*Ghana's own shipping line – the Black Star Shipping Line – was established in 1958. The nucleus of a cargo fleet is already in existence and a number of additional vessels are to be purchased*




### Domiciliary rights of stateless seamen

 THE 1951 ILO CONVENTION on the legal status of refugees, ratified by Sweden in January 1955, is not satisfactory for refugees who are seamen. Because of their work they are not permanently domiciled in any one country and as a result they are often excluded from the guarantees laid down in the convention. The number of stateless seamen is at present estimated at about 8,000, many of whom are without the travel documents necessary to enter a country or other valid identity papers. This year the Swedish Foreign Minister has recommended the Diet to join the governments of Belgium, Denmark, France, the Netherlands, Great Britain and West Germany in ratifying the agreement reached on 10th January 1958 which deals with the treatment of stateless seamen.


The agreement between the European maritime nations will, in the first place, enable stateless seamen who are otherwise unable to secure domiciliary rights in any country to earn the right to reside in the country under whose flag their ship sails. The required time of engagement is relatively long – 600 days during three years – but for the majority of stateless seamen this represents an improvement, since the agreement is to be implemented retroactively. In other words, any period of three years since 1945 will meet the requirements of the agreement. Moreover, a person who has already been furnished with travel documents by a country in virtue of his legal residence as a refugee in that country will, under the agreement, continue to be regarded as legally resident in the country where he was last provided with such documents. Stateless persons are to be provided with identification papers, whether they are in possession of travel documents or not.

### Pilots to retire at 60?

 THE IMPOSITION OF AN AGE LIMIT OF SIXTY for commercial jet airliner pilots is being considered by the US Federal Aviation Agency. According to records

kept by the agency, there are some thirty pilots over the age of sixty still flying commercial airliners.


### Training civil airline pilots in Great Britain

 A COLLEGE TO TRAIN CIVIL AIRLINE PILOTS is to be opened at Hamble, Hampshire, in the autumn of next year. A two-year course is to be offered and when opened the new college is expected to have about 220 students in training. The government is expected to contribute between £100,000 and £120,000 to the scheme. The new college will be in addition to one already operating at Perth (Scotland) which is attended by student pilots from all over the commonwealth. The Hamble project is for students from the United Kingdom.

The college's board of governors will consist of one representative from the Ministry of Transport and Civil Aviation, one from the Ministry of Education, one expert on educational administration, and three representatives each from BOAC and BEA. The IATA will also be able to nominate a governor.

During the two-year course, flying instruction will be integrated with a thorough grounding in navigation, aerodynamics, meteorology, engineering, and aviation law. Trainees will be sponsored by the airline operators requiring their services and the college will be open to nominees of the British airlines. In some cases, fees and board and lodging may be met by a grant from local authorities.


### More books sent to sea

 DURING 1958 THE BRITISH SEAFARERS' EDUCATION SERVICE sent more books to sea in crew libraries than ever before. The total was 345,060 compared with 337,199 in 1957. This does not include 71,835 paper-backed books and magazines distributed to ships and also 40,000 bound books lent on personal loan.

Forty-five thousand books were added to the Service's stock during the year and

10,118 of them were gifts. Thirty thousand books were withdrawn from stock and 11,075 were lost from ships' libraries. Losses amounted to 3.24 per cent of the numbers despatched, or about one book in thirty.


### Refugee fishermen find new home

 ICELAND, WHICH WITH A POPULATION OF 163,000 is the country with the smallest number of inhabitants belonging to the United Nations, has provided a permanent home for twenty refugee fishermen formerly living in refugee camps in Italy. They left in time to take part in the Icelandic fishing season. The refugees, one at least of whom had been living in a refugee camp for eleven years, were overjoyed at being given an opportunity to resuming their calling.

The UN Commission for Refugees, which arranged the resettlement scheme with the Icelandic government, has praised Iceland's action and expressed the hope that it will influence other countries to apply similar ingenuity in finding permanent resettlement opportunities for refugees.

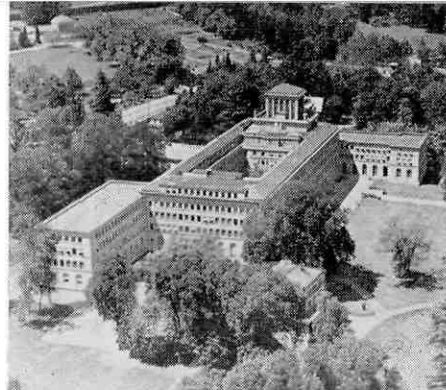
At the present time there are at least one hundred other qualified fishermen still in camps in Italy. The Iceland party consists of the families of four of the fishermen. The remaining sixteen fishermen in the group are single.

### A case for the logbook

 A CASE WHICH ARGUES STRONGLY IN FAVOUR OF A STRICT CHECK on control books used by road haulage drivers occurred recently on the roads of Great Britain. In this instance, the abuse of regulations governing hours of work at the wheel led to a transport firm's appearance in Court where it was fined the sum of £20,000. The charge was 'allowing drivers to work excessive hours and conspiracy'. Four of the officials of the transport concern received prison sentences, and the firm was ordered to pay the costs of the nine-days trial amounting to £8,000.




*An aerial view of the International Labour Organization's headquarters in Geneva. This year the Organization celebrates its 40th anniversary*



During the course of the trial it was revealed that the offences were committed while drivers were in charge of vehicles carrying 'tons of sulphuric acid', thus aggravating the offence. The suggestion was made that drivers obey orders to drive long hours because of fear of dismissal. There was also the consideration that it meant a good deal more money. One trip which a driver was asked to do would have meant a 285-mile run in eleven hours. Another driver, on refusing to work the long hours involved, was given notice and told 'we want men who can work night and day irrespective of time'.


Investigation of the firm's conduct of its affairs began in 1957 when one of its drivers complained to the traffic commissioners. Those sentenced to terms of imprisonment included the firm's traffic manager, assistant traffic manager and two driver foremen. The specific charge was that they conspired to encourage drivers to drive more than eleven hours a day and did not allow them to have ten hours consecutive rest. All were found guilty of conspiring to make false entries in the drivers' log books.

#### **Russia to use 'Decca' on Tu 104s?**

 ACCORDING TO PRESS REPORTS, Russia may equip her jet aircraft with the 'Decca' navigator system. This aid, which gives the pilot a continuous pictorial representation of his position, thus enabling him as it were to navigate 'at a glance', has already been installed in two TU 104 jet aircraft. At an ICAO meeting in Montreal earlier this year, the possibility was discussed of reaching agreement on worldwide standards for short-range air navigation aids adequate for the jet age. (See article in our May Issue.) The meeting decided to recommend retention of the present standard aid (VOR) supplemented, when necessary, by a form of distance measuring equipment (DMET). These aids, however, do not appear to meet the pilots' demand for 'an accurate and reliable short-range navigation aid based on area coverage systems and designed to provide a pictorial

presentation to the pilot in the cockpit'. Before VOR-DMET can be adopted as an international standard, the recommendation must be reviewed by the ICAO Air Navigation Commission and then approved by a two-thirds majority of the ICAO Council consisting of twenty-one member states.


#### **The ILO is forty years old**

 THIS YEAR MARKS THE FORTIETH ANNIVERSARY of the founding of the International Labour Organization. Set up on 11th April 1919 following the First World War, it held its first conference in Washington on 29th October the same year – not, however, without first having to overcome a number of 'teething troubles'. The new institution, the constitution of which is embodied in the Versailles Treaty, represents the essential elements of proposals submitted to the Peace Conference by the British government urging the creation of an official institution charged with the task of formulating and supervising the application of international labour legislation. The body consequently set up represented a revolutionary departure from hitherto accepted procedure. Workers and employers were to take part in its operations with the same status and powers as government representatives. A two-thirds majority could secure adoption of a Convention which would then be submitted to national parliaments with whom lay the final decision on ratification. Nations on becoming members of the ILO undertake to implement Conventions when they ratify them. Recommendations are not ratified; they are essentially a guide to national action. Membership of the ILO however presupposes that these too will be brought before national parliaments or other appropriate national authority so that effect can be given to the standards laid down either by means of legislation or other action.

Since its establishment, the ILO has produced 111 Conventions, ninety-two of which have received a sufficient number of ratifications to bring them into force (usually two). Altogether nearly 1,900 ratifications have been received. Eighty States now belong to the ILO which, in addition to its


head office in Geneva, now has five field offices throughout the world: for Asia (Bangalore for India), Central America, Mexico and the Caribbean (Mexico City), for South America (Lima, Peru), for the Near and Middle East (Istanbul, Turkey) and for Africa south of the Sahara (Lagos, Nigeria). Object of these field offices is to reinforce ILO operational, technical and educational programmes.

#### **Owners to blame for collision at sea?**

 AN ASSERTION THAT A LARGE FACTOR in the increasing number of collisions at sea was 'back-seat driving' by shipowners was made recently by an official of the ITF-affiliated US International Organization of Masters, Mates and Pilots. He alleged that masters were required to disregard speed regulations at the instance of owners anxious to maintain schedules and that those masters who did not thus ignore safety in favour of schedule maintenance were liable to be deprived of their command. Should the vessel be involved in an accident, however, the master was held solely responsible. In this way, the speaker asserted, the master was no longer a master in that he was under pressure from shore-based interests requiring his maintenance of a schedule demanding practically top-speed travel.

The union official also spoke unfavourably of over-reliance on radar, stating that this was more often a hindrance than a help to 'harried' masters.


#### **Fewer men in the British merchant marine**

 OFFICIAL STATISTICS REVEAL THAT THERE WERE 141,891 OFFICERS and men in the British merchant marine at the end of March 1959 – a drop of 171 on the previous month. The figure for March 1958 was 149,783. The drop was mainly in the engineering and catering departments. On the other hand, there has been a bigger recruitment of radio officers of whom there has been a great shortage in recent months.

# Introducing a new affiliate: The Finnish Ship's Officers' Association

by YNGVE FYHRQUIST



 THE FINNISH SHIP'S OFFICERS' ASSOCIATION was founded in 1906 by a group of masters in Åbo. At first the association was mostly made up of masters but as time went on more and more mates joined the association so that these are now very much in the majority. All masters and mates engaged in the foreign trade are members of the association as well as the 'skippers' of ships engaged in inland and coastal traffic and of small ships engaged in the Baltic trade, who do not have a full master's certificate.

*Delegates at the last annual general meeting of the Finnish Ship's Officers' Association. All Finnish masters and mates engaged in the foreign trade are members of the Ship's Officers' association as well as the masters of smaller vessels engaged in inland and coastwise traffic*

At first the Finnish Ship's Officers' Association was a rather idealistic group with its main interest in professional training, seamanship and other matters of technical interest to seafarers. However, as time

went on more and more attention was given to social and economic questions relating to seamen. Cooperation with the ship's officers' associations of the other Scandinavian countries dates back to 1910, the year in which the Scandinavian Congress of Ship's Officers was founded. The Executive Committee of the Scandinavian Ship's Officers' Congress is made up of the leaders of the Finnish Ship's Officers Association, the Swedish Ship's Officers' Association, the Norwegian Ship's Masters' Association, the Norwegian Ship's Mates' Association, and the Danish Ship's Masters' and Ship's Mates' Associations. The committee meets twice a year in the different Scandinavian countries in turn and deals with various matters of common interest to Scandinavian Ships' Officers as well as giving joint Scandinavian backing to claims relating to safety at sea as well as educational and legal affairs of an international character. There is also an intimate cooperation between the Scandinavian

affiliates in social and economic matters.

The Executive Committee of the Finnish Ship's Officers' Association is composed of twenty members, each of whom sits for two years. Half are elected each year at the Annual General Meeting, which is the highest authority. The headquarters of the Association are in Helsinki but its work is carried on throughout the country by the divisional representatives working in the larger sea ports who are in constant touch with headquarters. The Association works in close cooperation with the other Finnish seafarers' unions in matters of mutual concern.

One of the urgent problems which has been satisfactorily solved is the question of seamen's retirement pensions. Officers as well as crew are now entitled to a pension, the former at the age of sixty-five, the latter at sixty. There are also provisions for disability pensions for sick seamen. Another important advance has been the new law relating to income tax payable by seafarers.



Group taken at the Ship's Officer's association's head office in Helsinki. On the right is the author, Captain Fyhrquist, who has been the Association's general secretary since the year 1946

The law, which has been in operation since the beginning of this year, gives the seafarer special relief and rights in consideration of his special place in society. It thus takes account of the social benefits which the ordinary citizen enjoys and which the seafarer misses because of the nature of his work. This law provides in fact a valuable wage supplement.

In 1949 we managed to negotiate a collective agreement regulating ship's officers' salaries and other benefits. The year before, the eight-hour day was introduced for mates at sea. Before that, mates had worked an eight-hour day only in port and at sea most of them had worked a twelve-hour day. In 1930, payment for overtime had still not been accepted but after that it became more usual and by 1936 there was probably not a single shipping company which refused to pay for overtime. However, we have not as yet by any means secured complete satisfaction on this point. One has only to think of portworkers who get double pay for more than two hours' overtime and compare them with seafarers who are, moreover, unable to go home after a normal working day. We hope that this injustice will be condemned by all and that it will soon be remedied. It is also unjust that masters are not, like the rest of the



On the platform at the Association's last annual general meeting: from left to right, Captain B. Frostell (secretary), Captain B. Forman (vice-president), Captain F. Neirama (president), Captain V. Fyhrquist (managing director, general secretary) and E. Osterberg (secretary)

ship's company, paid for holidays worked at sea. Many of them at one time worked a normal twelve-hour day at sea and many too have never received payment for overtime and work done on holidays during the time they were mates. What justice or reason is there in this continuing exploitation of men who are now in their declining years?

With regard to the future, our most pressing needs are for family pensions and for a

reduction in the age at which ships' officers draw retirement pension from sixty-five to sixty. Many ship's officers die before they are sixty-five, leaving their families with nothing. This sort of thing can hardly be allowed to continue in an enlightened and progressive nation. But most of all, we hope for more understanding for seafarers and their problems and for the maritime industry itself, which is in need of more and better ships.



Captain Alfred Heinrichsen, who acts as the chairman of the Executive Committee of the ITF-affiliated Finnish Ship's Officers' Association

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### Right to organize in the Belgian Congo



REPRESENTATIVES OF THE TRADE UNIONS, employers and the government have signed an important social pact in the Belgian Congo concerning the application of trade union law. Under the agreement, signed recently in Leopoldville, employers recognize the right of all workers to belong to a union of their own choice and agree not to victimize workers for trade union membership or activities. The trade union delegation to the conference which resulted in the agreement was headed by Louis Major, General Secretary of the Belgian Trade Union Congress (FGTB).

### South African TUC denounces restrictions on Africans



THE TRADE UNION RESTRICTIONS PLACED ON AFRICAN WORKERS were denounced by the South African Trade Union Council at a recent conference in Johannesburg. The legislation which came under fire was the Industrial Conciliation Act and other instruments which deprive African workers of rights enjoyed by other workers in the country. The conference instructed the African TUC executive to take immediate steps to set up an independent special committee representative of all racial groups in South Africa for the purpose of organizing all workers into trade unions, whether registerable or not.

### Two fisheries schools planned for Malaya



A REQUEST WAS RECENTLY LAID BEFORE THE MALAYAN LEGISLATIVE ASSEMBLY for the provision of M\$132,500 for a marine fisheries school at Glugor, Penang (West Coast of Malaya) and M\$100,000 for a similar school on the East Coast. The Minister for Agriculture said that future progress in the Malayan fishing industry would depend on the training facilities the country could offer to the young men entering it.

The proposed schools will be the first of

their kind in Malaya and will teach fishermen to expand their field of operations into the open waters of the Indian Ocean and the China Sea.

### Industrial conciliation in Southern Rhodesia



SOUTHERN RHODESIA'S NEW INDUSTRIAL CONCILIATION ACT has been received with mixed feelings by the Federal Trade Union Congress. Its provisions for multi-racial trade unions have been hailed as a great advance. Trade unionists however feel less happy about the clause restricting the extension of a union's activities to other allied classes of jobs. This restriction has been condemned as a violation of the fundamental rights of trade unions as laid down in Convention no. 87 of the ILO.

### ILO Conventions apply to African territories



THE UNITED KINGDOM GOVERNMENT has registered with the ILO declarations under which certain ILO Conventions are to be applied to some of her non-metropolitan territories in Africa. Convention No. 87 (1948) concerning the freedom of association and protection of the right to organize is to be applicable with modifications to Basutoland, Bechuanaland, Swaziland and Uganda. Convention No. 98 (1949) concerning the right to organize and collective bargaining is applicable without modification to the territory of Uganda.

### African Labour College at Kampala



AN AFRICAN LABOUR COLLEGE to meet the needs of Africa's growing unions is to be built at Kampala, Uganda. Financed by voluntary contributions from the world's free trade unions to the ICFTU International Solidarity Fund, the project is expected to cost £95,000 and will provide accommodation for forty students as well as staff. The site chosen measures six-and-

a-quarter acres and is near the University College of East Africa. Sculptures and murals to decorate the three-storeyed building will be provided by African artists.

Primary purpose of the College will be to train active organizers and officials in Africa's fast-developing trade union movement, and it is hoped that the example thus set will encourage national labour movements to start their own training programmes.

The first course at the College has already been held – before the actual construction of the permanent residential building. Some thirty-seven students from various parts of Africa who took part in the first course held from November 1958 to February 1959 were housed in temporary quarters. Further courses will continue in these quarters until the permanent building is ready for occupation. This, it is hoped, will be in September 1959.

Director of the College is Sven Fockstedt from Sweden, and his staff includes an African from Kenya, an American Negro trade unionist and a British trade unionist. Within a few years time however it is expected that the College will be staffed entirely by Africans.


### Roster system for Pakistani seamen



THE PAKISTANI GOVERNMENT proposes to introduce a roster system for the engagement of seamen and details are being finalized by the Ministry of Labour. With the introduction of the new system, every Pakistani seaman will get a chance of employment at least once in three years. At present he has no such guarantee – some seamen get continuous chances whilst others remain out of a job for years.

There are about 14,000 seamen in the country, but only some 5,000 of them get a chance of a job every year. In addition, there are some 30,000 Pakistani seamen serving on ships staying at Indian ports. The average period of employment for a Pakistani seaman in one contract is nine months. Minimum salary works out at rupees 110 a month.


### Indian seamen must settle their own wages, hours of work etc.

 INDIAN SEAMEN ARE EXPECTED TO settle such questions as hours of work, wages and manning by negotiation with shipowners without reference to the passage of relevant legislation. This is the conclusion which may be drawn from a statement by the Indian Minister for Shipping during the course of a debate in the Lok Sabha on the report of the Indian government delegation to the International Labour Conference held in Geneva in April last year.

The Minister told the House that, having regard to the desirability of employment opportunities for Indian seamen and the conditions existing in the country, the government had come to the conclusion that questions relating to hours of work, wages and manning should be left to be settled by the parties concerned, the seamen and shipowners.

Out of 38,000 jobs open to Indian seamen, about 34,000 were provided by foreign-going ships. 'We do not wish to do anything to jeopardize in any way employment opportunities open to them', the Minister added.


### 'Cooking the books'

 THE COMMUNIST-RUN STATE OF KERALA IN INDIA, provides one more example of the habit Communists have of 'fiddling the accounts'. There are 9,000 textile workers in this State. In the membership list of the Communist-sponsored union supplied to the Registrar, however, the number of its members is given as 17,000, which is nearly twice as many as the entire number of textile workers throughout the State. In other cases, unions not belonging to any of the central labour federations were shown as affiliated with the Communist-dominated AITUC on the strength, presumably of, a few Communist officer bearers.


This Communist habit of 'cooking the books' when it suits their propaganda pur-

poses probably lies behind the decision of the Indian government to require all unions making their membership returns to state to which of the four central trade union federations they belong – the Indian National Trade Union Congress (INTUC), the Hind Mazdoor Sabha (HMS), the Communist-controlled All-India Trade Union Congress (AITUC), or the United Trade Union Congress (UTUC).


### Trade unions rights restored in Pakistan

 THE PAKISTAN GOVERNMENT has restored to Pakistani workers the right of collective bargaining and the right to strike. An announcement to this effect was made by the Minister of Labour at a tripartite labour conference in May, following amendment to martial law regulation No. 29 which banned strikes and lockouts. It was explained, however, that the regulation would remain in force with regard to 'illegal' strikes and lockouts.

### Provident fund for Indian motor workers

 THE INDIAN GOVERNMENT has decided to extend the benefits provided by the compulsory contributory provident fund to workers in road transport concerns employing fifty or more persons. The number affected is estimated at 14,000, and the extension of the scheme was due to take place at the beginning of May.


### US project to aid Asian medical technicians

 A PLAN TO CREW A VESSEL as a floating medical school for a year's visit to Southeast Asia on an international goodwill tour is under way in the United States. If the project is carried out as planned, the vessel – a US Navy hospital ship – will be taken out of 'mothballs' and operated at cost by an American shipping line. The financing of the venture will be through public donations, the goal to be reached being \$3,500,000.

Primary purpose of the mission would be to train local technicians, such as inoculationists, midwives and X-ray operators, in


modern medical techniques, particularly those of value to the specific area. At the same time, the ship will offer treatment to the residents of the areas it visits.

### Trade unions oppose Communism in Kerala

 THE KERALA BRANCH OF THE Indian National Trade Union Congress (INTUC) has called upon all its affiliated unions and their individual members to join the 'direct action' campaign sponsored by all the parties which oppose Communist rule in Kerala, the only Communist-run State in India. Not only is opposition growing to the Communist régime in this Indian State, but discontent is also spreading among the Communist party's supporters as they begin to see how Communism works in practice. News of resignations from the party and Communist-run unions include a report from Ezhupunna where 23 fishermen have resigned from the party.

AS FROM THIS ISSUE, 'News from the Regions' becomes a regular feature of the ITF Journal. Devoted to the trade union scene in Africa and Asia (Latin America and the Caribbean Area being already covered by our Spanish-language monthly 'Transporte') it will include news items, comment and, whenever possible, feature articles on labour events in the two continents. Contributions from affiliated organizations—particularly those giving news of their own activities—will be welcomed. In our next issue, 'News from the Regions' will be given more space and will include articles on the experience gained in organizing the preliminary courses at the Kampala College and on the attempts currently being made by the Johannesburg City Council to make use of apartheid legislation to employ cheap labour on its bus system.

# Accident prevention in the British fishing industry

 FISHING IS AN INDUSTRY which by its very nature is hazardous and accident prone. It could with justice be claimed that no other industry can have so varied, so wide and so bewildering an array of accident-prevention problems to face as the distant water fishing industry. Fortunately, the naval architect of today is expected to consider crew safety as one of the most important factors in the design of a new fishing vessel. Fortunately, too, both government and the industry itself on a voluntary basis have done much to make the fisherman's calling less accident prone. As a result, statutory and self-imposed safety and accident prevention measures within the fishing industry over the last few years have reduced the accident rate, at sea and ashore, to an all-time low.



The international instrument laying down desirable standards covering safety of life at sea is the ILO Convention for the Safety of Life at Sea (1948). This Convention, which is due for review and revision at a further ILO conference in 1960, applies, with specified exceptions, to all shipping registered in the contracting countries (of which Great Britain is one). Various chapters in the Convention cover such matters as: construction, life-saving appliances, radio-telegraphy and telephony, safety of navigation and the prevention of collisions at sea.

The main instrument giving statutory effect to the Convention in Great Britain is the *Merchant Shipping Act*. In this Act, and the rules and regulations issued under it, detailed requirements are laid down, a number of which apply specifically to fishing vessels. Thus the *Merchant Shipping (Construction) Rules, 1952*, detail the statutory requirements to be observed by shipbuilders. The *Merchant Shipping (Life Saving Appliances) Rules, 1958*, lay down minimum provisions to be made for different types of life-boats, life-rafts and other life-saving appliances, their manning and equipment, and such items as radio-telegraphic equipment signals, lighting, pumps, life-boat davits, etc. A recent change in these life-saving appliances rules requires a specified number of life-saving rafts in addition to the requisite number of life-boats. Minimum provisions in the case of fire buckets, hoses, extinguishers, etc. are contained in the *Merchant Shipping (Fire Appliances) Rules, 1952*.

These, and other rules and regulations, lay down minimum requirements covering safety of life at sea. It is noteworthy however, that in many cases the industry itself voluntarily observes a self-imposed régime designed to reduce accidents to a minimum. The major fishing port of Hull provides a typical example of what the industry can and does do above and beyond statutory

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*Getting the trawl ready. Fishing is a hazardous and accident prone industry, but statutory and self-imposed safety and accident prevention measures have reduced the accident rate to an all-time 'low'*





*Their work is hard – and to make things harder they are called 'bobbers' in Hull and 'lumpers' in Grimsby. They are responsible for unloading all fishing boats in the ports and their work is liable to give rise to all sorts of accidents*

requirements. Among the practices observed by trawler owners in this port may be mentioned a complete and thorough annual survey of trawlers (as opposed to Lloyds' requirement of once in four years as an insurance condition of seaworthiness); the introduction of inflatable life-rafts additional to life-boats some time before this became a statutory requirement; the imposition of additional rules in the field of life-saving musters and drill at sea; the provision of fire-fighting and distress signalling equipment beyond statutory requirements; and the installation of radar on distant water trawlers although this was not a statutory requirement for fishing vessels.

Any review of accident prevention in the fishing industry must also take into account shoreside and factory activities, i.e. those men and women who repair the vessels and handle the catch when the vessel ties up. Ship repairing regulations are issued under the *Factories Act*, but here too a Safety Committee composed of representatives of the employers and of the employees appointed by their unions reviews all causes or likely causes of accidents to shore gangs and by discussion and experiment endeavours to evolve ways and means of preventing them. Largely as a result of these efforts, the accident frequency rate (calculated on the universally accepted basis) dropped from 5.87 in 1950 to 2.31 in 1957.

A similarly constituted Safety Committee exists for the 'bobbers' – responsible for the landing of the catch from the trawler to the quay. This landing force is responsible for 'rigging' the vessel for the landing process, unloading the fish from the pounds into baskets which are then swung ashore on winch-operated runners into the containers, barrowing the containers into position in the market place, and cleaning and stacking the pound boards. These operations, especially in the early hours of a dark winter morning, are liable to give rise to a number of accidents, and the Committee keeps a record of all accidents, both major and minor, and ensures that all possible steps are taken to eliminate them. Inevitably a certain amount of resistance to innovation and change has been encountered, never-

theless continued efforts have resulted in a drop in the regrettably high accident rate of 19.5 in 1950 to the comparatively low rate of 4.3 in 1957. The Committee's aim is to reduce the rate still further, although the human factor may militate against reducing it below three per cent which is the comparable figure for other industries.

### Service to passenger on British Railways



AS PART OF THEIR SERVICE of information to passengers, British Railways recently arranged a two-month experiment whereby train information was passed to passengers. The station chosen for the experiment was King's Cross, one of London's busiest terminals, and the train information system used was the Deccafax visual communication system.

This system, (described fully in 'Modern Transport') enables information to be given about train movements to railway staff and the travelling public by the use of television principles, although no camera is used. Hitherto, information on the running of main-line trains into the London terminal had been passed by telephone to the several station officials requiring the information,

e.g. the station announcer and the official in charge of the train arrival indicator. Under the new system, the information is passed visually to all receiving points simultaneously thus saving time and eliminating the possibility of messages being garbled.

The equipment used during the King's Cross trial consists of a transmitter in the signalbox and receivers located in the station announcer's office, at the train arrival indicator, in the inquiry office and the yard inspector's office. The transmitter employs the flying spot scanning technique. Messages for transmission are written by China-graph pencil on cellophane sheets (transparencies) and placed on the screen. These are reproduced at the receiving points on standard television receiving sets of the most suitable size. To avoid the necessity of continuous watch, a bell is rung from the transmitter whenever a fresh message is transmitted.

For the purposes of the trial, only messages of a stereotype form were transmitted permitting the use of preprinted transparencies. The system can be developed, however, and opens up many possibilities of improved train information service to staff and passengers.



*Message being placed on the screen on the transmitter in the signal box ready to be sent to the receivers in the various station offices concerned with the movements of trains and the passing-on of this information to the public (Photos by kind permission of British Transport Commission)*




*At the receiving end of a televised train movement message. Here the train arrival indicator attendant is taking down details of train movements for passing on to the public. The system opens up many possibilities of improved service to railway staff and travelling public*

## What they're saying




### Tibetan tragedy

 THE SUFFERING OF THE TIBETAN PEOPLE has not gone in vain. It has served, as no other incident in recent history has, to reveal to the world the real character of Communism, be it of the Moscow or the Peking type. Indeed, the value of the Tibetan freedom revolt is perhaps greater than the Hungarian, for the Hungarian tragedy did not have the same reality and the same poignancy for the people of Asia – the people on whose poverty and hunger Communism is thriving.

Working people in India have important lessons to learn from the attitude of the Communists to the Tibetan tragedy. Once again Indian Communists are backing an armed suppression of a freedom struggle merely because the suppressing power is a Communist State. And the AITUC, the trade union 'front organisation' of the Indian Communists, which is so vociferous about the freedom of African peoples from the French and British Imperialism, has no word of sympathy for the Tibetan victims of Chinese Imperialism.

*From Hind Mazdoor, India*

### 'Incentive' for bosses, 'Featherbed' for labor

 A FORTNIGHT AGO LABOR told of a type of 'featherbedding' that's common in rail management – and the Louisville & Nashville was cited as an example. On that road, company officials have a neat three-way cushy arrangement – handsome salaries, fine pensions on retirement, and a stock option plan which has enabled five officials alone to roll up \$125,000 in profits.

A similar situation exists on other roads. The latest example called to LABOR's attention is found in the notice and proxy statement sent by Chesapeake & Ohio its to shareowners, on the eve of their annual meeting in Huntington, W. Va., April 30.

The c & o is a fine railroad; its officers have maintained good relations with labor, but like others, it is participating in the drive by the Association of American Rail-

roads to picture rail workers as 'featherbedders'.

Salary-wise, the notice itemizes the pay in 1958 of only three officers – W. J. Tuohy, president, \$148,572; J. E. Kusick vice president, \$64,670 and M. I. Dunn, vice president, also \$64,670. Also, Tuohy is shown as assured of a pension of \$40,097 a year on retirement at sixty-five; Kusick, \$17,136 and Dunn \$20,055.


In addition, the report tells of the company's deferred compensation plan, under which survivors of company officers – wives or children – are assured payments ranging up to \$1,667 monthly or roughly \$20,000 a year, for up to five years.

Finally the report describes a stock option 'incentive' plan for officers, under which they can buy c&o stock over a five-year period on an installment basis at the price prevailing at the outset of such period. In 1951, at the start of these plans, twenty-four officers were allowed to purchase 112,500 shares at just over \$36 a share. The price now is over \$72. Thus, those who exercised their options have accumulated a one hundred per cent increase in value, plus dividend in the interim.

When it comes to management, all such financial arrangements are classified as 'incentives' and undoubtedly they are. If ordinary workers, however, enjoyed such 'incentives', the word undoubtedly would be spelled differently. It would come out as 'featherbedding'.

*From Labor, The weekly newspaper published by the US railway labor organizations*

### A certain scepticism in order

 TODAY HAPPENS TO BE MARITIME DAY. Like Mother's Day, it is the type of holiday on which people dutifully gather to pay tribute to a grand old institution, but not everybody means what they say.

We suppose that among those praising the virtues of the US merchant marine this afternoon will be Government officials who are bending might and main to protect the interest and promote the development of the runaway fleet at the expense of American-flag ships. There will also be shipowners, among them principally oil


and metals companies, who wouldn't be caught dead flying the American-flag if it weren't for the fact that they operate many of their ships in the domestic trades where the law says they can't bring in a foreign flag.

In the course of the day much fervent oratory will be strewn about extolling the virtues of American seamen whom these same shipowners wouldn't touch with a ten-foot pole.

us seamen's unions will celebrate Maritime Day on the day that American shipowners are compelled to come out of hiding and meet their obligations. Until that happens, the unions will have to be pardoned for a certain air of scepticism about today's ceremonies.

*From Seafarers' Log, published by the ITF-affiliated Seafarers' International Union of North America*

### Common market should be outward-looking

 I AM SURE WE WILL ALL AGREE in welcoming the establishment of the European Economic Community. It is naturally a matter for regret, not only I think to other countries of the OEEC, but to the trade unionists in Europe as a whole that no way has yet been found of establishing an economic association of the whole of Western Europe. There has been a good deal of talking about this subject. Perhaps the present time is one for thinking rather than talking. I will confine myself to saying that some way must be found of bridging the apparent differences between the two groups of countries concerned if we are to secure the consolidation of Europe which inspired the originators of the scheme. Given the political will, I am convinced that a way can be found. The implications for European unity of failure to do so will compel us in that direction. In the meantime it is of vital importance that Common Market countries should be outward-looking and should pursue liberal trade policies towards the rest of the world as well as to their European neighbors.

*Bro W. J. P. Webber at the World Economic Conference of Free Trade Unions*

# 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.

## *Affiliated unions in*

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



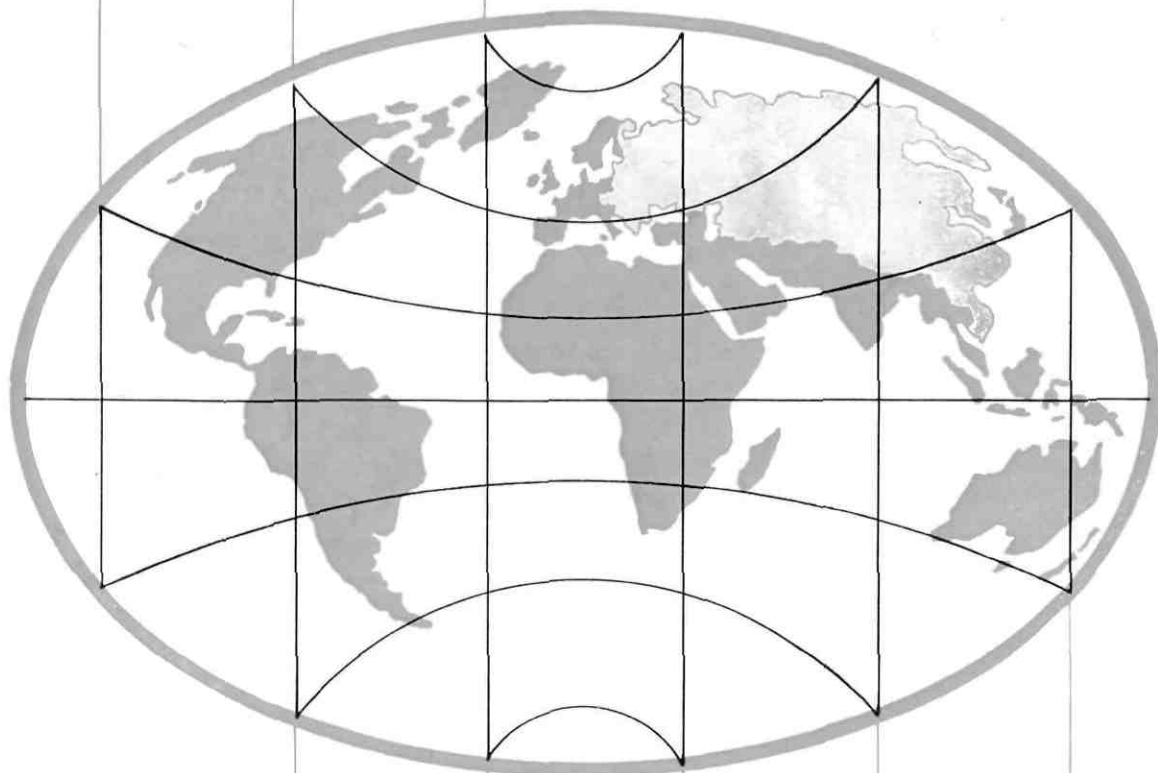
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



## Editions of Press Report

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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