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International Transport Workers' Journal

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Our cover picture, which shows a British trawler skipper at the wheel, is reproduced by kind permission of Esso Petroleum Company. It was taken by Mr Peter Holdstock of the same Company



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Salzburg 16-19 September 1959
Railwaymen's Section Conference

Rotterdam 28-30 September 1959
Dockers' Section Conference

Comment

A long trawl - but a worthy haul

The three international conventions affecting fishermen adopted during the 43rd International Labour Conference represent an encouraging reward for those working on behalf of a group which, not without reason, has sometimes been described as 'the forgotten workers'. As Bro. Dekeyzer pointed out in Geneva, this implicit reproach is not entirely without foundation. It was in 1920 that an International Labour Conference first adopted a Recommendation on hours of work in the industry, but, with fishermen systematically excluded from maritime Conventions adopted by the ILO, thirty-nine years have had to elapse before the first step could be taken towards an international labour code for the industry.

Truly a 'long trawl'. And it has taken an unconscionably long time to bring the catch to the surface.


It is difficult to understand why so little has been done for fishermen. For the most part they are largely excluded from social legislation and their working conditions continue to lag far behind those of workers ashore. In practically all countries, including the economically well advanced, they still work twelve to sixteen hours, or even more, a day without any compensation for overtime. And yet theirs is one of the hardest – as well as one of the most hazardous – of all callings. Loss of life in the fishing industry is proportionately higher than in any other.

Although much remains to be done to improve the fisherman's lot – in such matters for example as safety at sea, crew accommodation, medical care on board and unemployment and sickness insurance – it would be ungracious not to record a word of appreciation for what the ILO has already done for fishermen.

Its study of conditions in the industry, carried out in 1952, and the preparatory work done by its committee of experts in 1954 did much to prepare the way for the three Conventions adopted by such gratifying majorities. This also augurs well for the future. With no ILO Industrial Committee through which to operate, the fishing industry is at some disadvantage. It is therefore to be hoped that the plea of the Workers' Group for the establishment of a comparatively small committee to carry on the good work done for example by the Committee of Experts does not fall on deaf ears.

Fishermen's questions at the ILO

by R. SANTLEY, *Section Secretary*

 THE 43RD SESSION OF THE INTERNATIONAL LABOUR CONFERENCE, which met in Geneva in June last, was memorable in more ways than one. In the first place it celebrated in fitting fashion the fortieth anniversary of the Organization. Secondly, it was the scene of an impressive, often passionate debate on a problem, which may be described as universality versus tripartitism, which has confronted the Organization ever since Soviet Russia and other totalitarian states became members of it. The debate centred on the so-called Ago Report, which tried to find a way out of the impasse in which one session of the Conference after another has found itself due to the fact that employers' representatives – and to some extent also workers' representatives – from free countries felt unable to sit in committee with State-controlled employers' and workers' representatives from totalitarian countries. It is true that the procedure devised by the Ago Committee was adopted by the required majority, so that a smoother functioning of the Conference was assured, but the fact that the new procedure was rejected outright by the whole Employers' Group and that within the Workers' Group too there was much misgiving, makes it doubtful whether the solution is more than a makeshift one.

For the ITF, and particularly for its Fishermen's Section, this year's session of the Conference was memorable because for the first time in the forty-year history of the Organization it adopted instruments dealing with the fishing industry. Declarations that something needed to be done for fishermen by the ILO date back to 1920, but the fact that the fishing industry is one of those which have no special machinery of the kind provided for many other industries

in the shape of the Industrial Committees, meant that it had to take its place in a very long queue and wait for all these years before a tangible result could be secured on the floor of the Conference.

The result took the form of three Conventions dealing with the minimum age for admission to employment as fishermen, the medical examination of fishermen, and fishermen's articles of agreement. In this article we cannot deal with these conven-

Resolution concerning continuation of ILO's work adopted by the International Labour Conference, Geneva, 1959

The Committee on Fishermen, Recalling that the 42nd Session of the International Labour Conference (June 1958) adopted a resolution requesting the Governing Body of the ILO to consider the possibility of setting up a special committee with a view to continuing or initiating studies into certain questions affecting the conditions of employment of fishermen; and

Having noted that the Governing Body at its 140th Session invited the Director-General of the ILO to make proposals for giving effect to that resolution;

Requests that the ILO's work for fishermen be effectively continued, in the most appropriate form, within the framework of the whole programme of meetings of the ILO.



Among the members of the Workers' Group of the ILO Committee on Fishermen seen in this shot are: R. Dekeyzer (Belgium, Chairman), R. Santley (ITF), P. Henderson (United Kingdom), G. Johansen (United States), Ivar Nes (Norway), F. Annerl (Germany), K. Petersen (Denmark), K. Takahashi (Japan), and R. S. Oca (Philippines) (ILO Geneva, June 1959)

tions in detail, except to say that international formulation of the principles which they contain – fixing of the minimum age at fifteen, practically without exceptions, making of provision for the medical examination of fishermen, and the requirement that the employment of fishermen shall be governed by a proper contract – represents a major advance in the social history of the industry.*

Equally as important as the adoption of the three conventions, by majorities well in excess even of the two-thirds required, was the unanimous adoption of a resolution which asked that the work of the ILO for fishermen 'be effectively continued, in the most appropriate form, within the framework of the whole programme of meetings of the ILO'. This choice of words reflects the fact, already mentioned, that the fishing industry is one which lacks the Industrial Committee type of machinery, ensuring continuity of attention for the industries lucky enough to possess it. The idea of

* The main provisions of the conventions were discussed in ITF Press Report No. 13 of 25 June. The full texts of the Conventions will be published as supplements to the Press Report.

establishing such machinery for the fishing industry runs into the difficulty that many other industries naturally cherish the same aspiration, and that we live in a period when there is the strongest opposition in employer circles, and also in some government circles, to such a development of ILO activity.

On the other hand, there is no lack of sympathy with continued ILO attention to fishermen's questions on a more limited scale. There is good reason to hope, therefore, that action will be taken on the aforementioned resolution, and that a committee on the lines of the one which, in 1954, prepared the way for the three conventions just adopted, will be set up by the Governing Body of the ILO, thus taking another step towards the realization of an International Fishermen's Code in the not too distant future.

The adoption by the ILO of these three Conventions represents the culmination of years of effort on the part of the ITF through the medium of its Fishermen's Section to bring about international acceptance of certain principles and standards governing conditions of employment in the fishing industry.

As far back as June 1947, an International Fishermen's Conference under the auspices of the ITF decided on the formulation of an international reform programme for the industry (the Fishermen's International Charter). The Charter, drafted by a committee set up for that purpose at the 1947 Conference, was subsequently approved by the Fishermen's Section of the ITF and since that date the ITF continued to press the ILO to consider the fishermen's demands incorporated in the Charter.

In spite of a marked reluctance in certain quarters to have these matters discussed in the ILO, the constant efforts of the ITF working independently and through the Joint Maritime Commission, have finally borne fruit in the form of these three Conventions, originally placed on the agenda of the 1958 International Labour Conference, and adopted with minor amendments by the 1959 International Labour Conference: a gratifying reward for long years

of effort on the part of the Fishermen's Section of the ITF.

A successful safety programme on board ship



EVIDENCE OF A TREND TOWARDS ACCIDENT reduction on board ship is contained in reports from a number of US shipping companies operating a joint union-shipowner shipboard safety programme. In the case of one shipping company, latest figures available, based on the last quarter of 1958, show lost-time accidents down twenty-four per cent and all accidents lower by six per cent by comparison with 1957 figures. A comparison of accident statistics covering the last three months of 1958 with those for the last quarter of 1957 reveals that: total accidents declined from 376 in 1957 to 355 in 1958; lost time accidents went down from 137 to 104. The latter figure is the lowest for any of the five quarters for which figures are available.

This trend is confirmed by figures from other companies operating the safety programme. One company for example reports a twenty-five per cent accident reduction in 1958 compared with 1957, whilst the figures for another company show 306 accidents in 1956, 287 in 1957 and 266 in 1958.

The joint union-management shipboard safety programme, the success of which is here briefly outlined, is that of the ITF-affiliated Seafarers' International Union of North America (SIU) and the shipping companies for whose vessels the union supplies crews. This joint programme for shipboard safety was initiated late in 1955 when negotiations began with the owners. Before that time, individual shipping companies had been operating safety programmes of their own, but practice was far from uniform, with the seafarers merely passive participants. Direct union participation, it was believed, would reduce the shipboard toll.

As a result, in November, 1955, the union signed an agreement with the shipowners establishing the principle of a joint programme dealing both with shipboard

safety and prevention of illness. One part of that programme was the establishment of medical clinics in major SIU ports to give annual physical examinations to seafarers and serve as diagnostic centres for seamen and members of their families. The other section called for the establishment of a central safety committee and the setting up of a central office for the drafting of safety programmes to be followed on the ships.

With the agreement completed, the SIU then undertook a survey of ships' crews to see in what areas they felt improvements needed. The responses to the union questionnaire clearly indicated that seafarers had specific, constructive ideas on making changes in shipboard gear and shipboard work practices to promote ship safety.

As a result of this survey and further discussions with the operators, the machinery for the programme was set up, effective January 1, 1957. The core of the programme was provision for regular safety programmes on ships in which seafarers would participate directly, with emphasis on prevention of accidents by preventive maintenance, structural alteration where necessary and improvement in individual work habits.

It was agreed that seafarers would elect safety representatives from each shipboard department who would participate, along with the captain and other department heads and officers, as members of a senior safety committee.

On the shoreside end, the central safety committee meets regularly to discuss practices and safety gear, issues recommendations in the light of shipboard experience (such as the recent recommendation for emergency portable dry-cell lights in the event a ship's plant is knocked out), and sees to the distribution of safety suggestions and safety material to the ships, working in collaboration with the safety director of the Seafarers' Welfare Plan.

The objective of such a programme is the creation of a climate of safety-consciousness and an awareness of shipboard hazards and safe working practices on the part of ships' crews.


(continued on the next page)

Unity among flying staff brings results

by M. ALAMICHEL, Secretary, Syndicat National des Officiers de l'Aviation Marchande



Members of the executive of the French National Flight Officers' Union (SNOAM). The Union, founded in 1945, has done much to improve the status and conditions of French flying staff. It has persistently followed a policy based on unity and cooperation between the different categories

 THE FRENCH NATIONAL FLIGHT OFFICERS' UNION (SNOAM), a new ITF affiliate, is a young union whose members belong to a young profession. During the brief fifteen years of its existence the union has nevertheless achieved a great deal. For one thing it has secured legislation defining the status of flying staff, their professional standards, rights and conditions of employment, and this legislation has been achieved in the face of determined opposition and evasive tactics on the part of the employers. During its unrelenting efforts to secure these aims, the Flight Officers have learned one extremely valuable lesson, namely that only a policy based on unity and cooperation can bring results. In joining the ITF the Flight Officers are continuing this policy and carrying it one stage further on to the international plane. The ITF welcomes this young organization, congratulates it on its considerable advances so far and looks forward to a friendly interchange of advice and support, a concerted attack on common problems, and the new achievements which must so surely follow.

The French National Flight Officers' Union (SNOAM) represents practically all the navigators, radio officers and flight engineers employed by Air France, some Air France pilots, as well as almost all

the navigators employed by other French companies - T.A.I., U.A.T, AIR ALGERIE - and by companies that were formerly French-TUNIS AIR and ROYAL AIR MAROC.

At the time of its foundation in 1945, the Union represented all the flying staff employed in French civil aviation. However, in 1954 differences arose between certain of the pilots employed by AIR FRANCE and the rest of the Union membership and the pilots broke away to form their own organization. Since that time, however, many of these differences have been resolved and the two organizations cooperate together on a number of common problems.

Since its foundation SNOAM has had to fight a hard battle, the battle of a young organization without immediate predecessors in its particular field of operation, to attain a reasonable national legislative framework and basis for its work in pursuit of the rights and interests of its members. It has undertaken this task boldly and energetically and its confidence and perseverance have been rewarded with success.

In their attempts to obtain legislation defining the status and rights of flying staff, the Flying Officers had to contend with the evasive attitude of employers and government officials who repeatedly postponed discussion of important questions from one meeting to the next. In 1950, however, the union succeeded in getting a relevant bill introduced by several members of parliament, and although the employers continued their obstructive tactics, the union had already undeniably acquired a certain measure of authority.

In 1951, as a result of its persistence, SNOAM was able to reach agreement with AIR FRANCE on a bill which was introduced and, after a few slight amendments, supported by the entire Socialist group in the Chamber of Deputies. Another bill, the result of lengthy discussions carried on simultaneously with those relating to the proposed Statute for Flying Staff, was introduced and passed by Parliament in the same year. This provided pensions for flying staff at the age of fifty.

However, this law was very slow in being put into effect and the proposed Flying Staff Statute did not even come up for discussion. At the same time, the management of AIR FRANCE were doing everything in their power to undermine the position of the flying staff by refusing to grant them the same salary increases accorded to other personnel as a result of the repeated devaluations of the franc.

(continued from page 162)

Does it work? The safety statistics show that the implementation of the programme has been accompanied by a decline in accidents and an improving safety record. The union is convinced that continued effort will pay off in reducing the toll of crippling and disabling injuries to crewmembers.

The cockpit of one of the 'Caravelle' jets now being introduced by 'Air France'. The problems of flying staff in the jet age are by no means exclusively of a technical nature. Many issues are such as to put a premium on negotiating experience, tact and reliable unambiguous support. Our new affiliate will be able to draw on the support and experience of transport workers from all over the world (Photo by courtesy of 'Air France')



In order to bring these matters to a conclusion, the Union decided at the end of 1951 to call a six-day strike of flying staff employed by AIR FRANCE. The strike was 100 per cent effective – not a single AIR FRANCE plane, except for those approved by SNOAM, took off – and this demonstration of power and discipline was quick to bring results: a decree put the pension scheme into effect immediately after the strike; a provisional statute for the Flying Staff of AIR FRANCE was agreed on; a few months later the Chamber of Deputies discussed and passed the Flying Staff Statute, which was finally promulgated on the 4th April 1953; the salaries of the flying staff were considerably increased and the productivity bonus scheme, from which previously only ground staff had benefited, was extended to flying staff.

Of course, these improvements do not mean that all difficulties have been solved, but they do represent a major advance on the previous position. The position of French flying staff is now regulated by legislation that compares favourably with that obtaining in the majority of countries, for example in the limitation of flying hours to a normal average of 85 per month, 255 per 3 months, and 935 per year, with a maximum of 130 for one month, 350 for three months, and 1,050 for a year. Admittedly, the pensions to which flying staff are entitled at the age of fifty are small in comparison with their high salaries and there is great scope for improvement here. Nevertheless, the present state of affairs is a considerable advance on the former position, where they got nothing at all.

The Statute also establishes important guarantees to flying staff. It lays down standards and conditions of admission to the profession. It establishes a Flying Staff Council and, although flying staff only make up a third of the Council (the other two-thirds come from the employers and the government administration), they are at least able to give formal and official expression to their opinions on matters which concern them. The Statute also defines the status and professional rights of flying staff and sets out rules for the com-

mencement and termination of employment – a written contract, three months' notice, severance pay of one month's salary for every year of service, refund of medical expenses etc. It also provides for the payment of a sum equal to three years' salary to the survivors of flying staff who die in the course of their work. The flying personnel themselves receive between fifty and seventy-five per cent of this amount on losing their licence.

The AIR FRANCE agreement provides certain extra benefits. It sets up a joint committee to enquire into cases of alleged redundancy among flying staff and thus serves to prevent arbitrary decisions. The Flight Officers' Union has also been able to obtain from AIR FRANCE, a guarantee of employment for radio officers and flight engineers whose employment on aircraft of the future has become relatively uncertain, as well as an agreement linking up the salaries of flying staff to other staff and thus confirming the present hierarchy of salaries.

These achievements are the fruit of fifteen years of persistent and unremitting effort, during which the Union has learnt several valuable lessons: that the ineffectual strike of 1949 was followed by a hardening of the positions assumed by the management of AIR FRANCE and the virtual shelving of all the points at issue; but that the 1951 strike, which was 100 per cent effective, gave clear proof of the Union's strength and led to the re-examination of the flying staff's current problems and to their eventual solution.

Since then it has been necessary for the Union to show that its strength has not diminished, and this it has done by a series of small limited actions, stoppages of twenty-four or forty-eight hours, with targets selected in advance in accordance with the Union's general long-term policy. With this outward show of strength, however, the Flight Officers' Union has always been careful to combine a serious consideration of the important issues involved and a just moderation in its assessment and prosecution of each particular case.


The Union has reason to be proud of its achievement. It is, however, determined to



A pilot at the controls of an 'Air France' Super Constellation. Among its three thousand members, the French National Flight Officers' Union numbers all the navigators, radio officers and flight engineers employed by 'Air France' as well as about 220 AF and other airlines' pilots and co-pilots (Photo by courtesy of 'Air France')

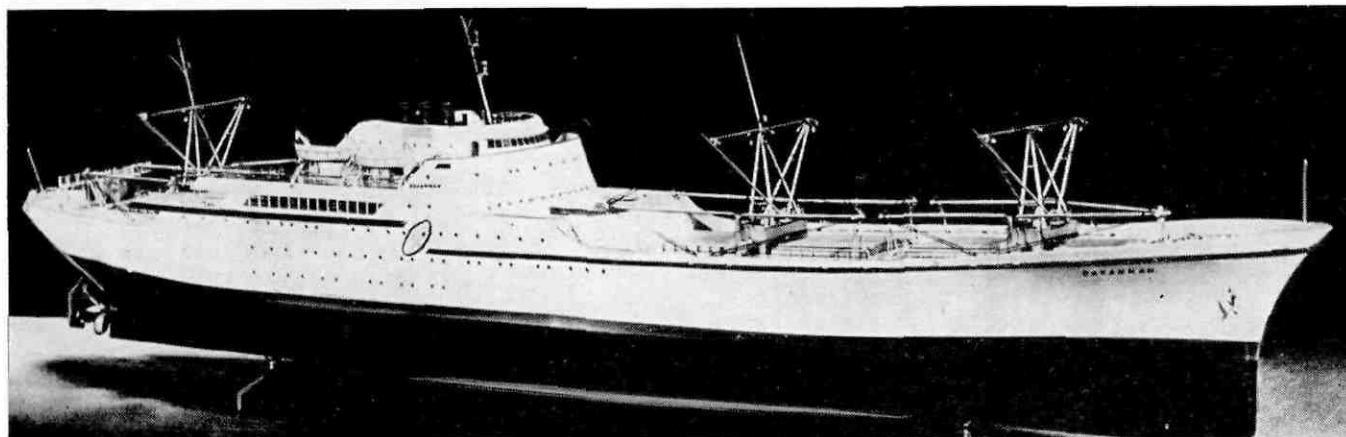
continue its action for the betterment of its members' interests. Convinced that only a policy based on unity and cooperation can bring benefits that are truly lasting, it has become affiliated with the ITF. In doing this, the Union hopes to add its modest contribution to a world-wide movement and to receive advice from men whose knowledge and experience of trade-union practice is infinitely greater than its own.


Road transport in Belgium

 ROAD HAULAGE UNDERTAKINGS IN BELGIUM NUMBER 5,195 holders of general licences (for the transport of goods throughout the country) and 9,500 holders of restricted licences (for the carriage of goods within a prescribed area – within a radius of twenty-five km from the locality where the firm is established). Most of the latter carry on what is described as 'mixed' transport. The Belgian Ministry of Transport does not keep statistics of firms running their own road vehicles for their own account (equivalent to the 'c' licensed vehicles in Great Britain). It is known, however, that vehicles used for 'own account' transport number 157,382 and that their average capacity is 2.5 tons.

The total number of vehicles operated by road haulage concerns engaged primarily and exclusively in the carriage of goods by road is 9,745 (general licence), 1,311 (restricted licence) and 10,500 (short-haul licence). The average capacity of vehicles engaged in long distance haulage is 6.5 tons, and that of short-haul vehicles is five tons.

The world's first atomic merchant ship



 THE WORLD'S FIRST NUCLEAR-POWERED MERCHANT SHIP, the NS *Savannah*, was launched by the wife of the US President at Camden, New Jersey, on 21 July 1959. Costing something like forty million dollars, the vessel is due to be delivered next year and will then have a schedule of operation divided into three phases: initial trials and tests lasting six months to a year; national and international operation in modified commercial service with concomitant operation evaluation; and commercial operation in passenger-cargo service.

Designed as 'a floating laboratory, providing indispensable information for the further application of atomic energy in the field of ocean transportation', the vessel is not, however, expected to be economic in operation. Subsequent ships, however, will

be built more cheaply and, according to American experts, the capital cost of a nuclear-powered ship will compare favourably with that of a conventional vessel in the 1965-70 period.

The Nuclear Ship *Savannah* is a joint

A model of the NS Savannah, the world's first nuclear-powered merchant ship due to be delivered next year. Costing something like forty million dollars, the Savannah, as a prototype, is not expected to be economical in operation

project of the US Maritime Administration and the Atomic Commission. It is a combination passenger-cargo vessel 595 ft long with a beam of seventy-eight ft. Her speed, just over twenty knots, is good for a vessel of her size and she will be able to carry 9,500 tons of cargo and accommodate sixty passengers. She will be manned by a crew of 100 and will be able to operate for about three years and sail 300,000 nautical miles without refuelling.

In the matter of safety, it is claimed that careful design and construction have made the *Savannah* the world's safest ship. Full precautions have been taken in case the vessel is involved in a collision or sinking, the steel containment vessel of the reactor preventing radio-active matter from reaching other parts of the ship even if there were an instantaneous rupture of the reactor.

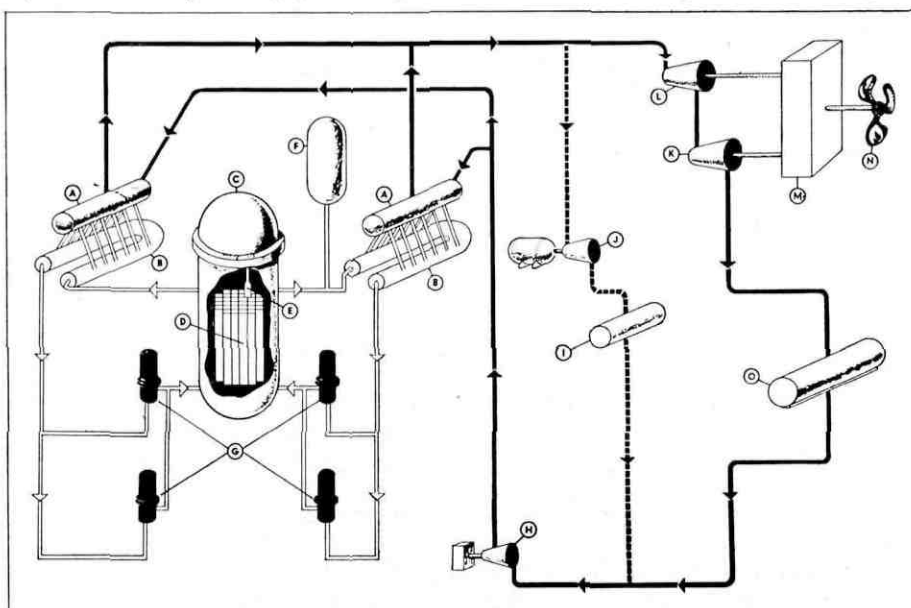


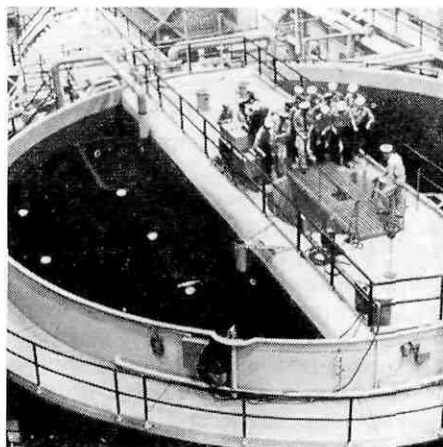
Diagram of the Savannah's power plant flow.
A - steam drum; B - boiler; C - reactor; D - reactor core; E - control rod; F - pressurizer; G - primary coolant pumps; H - main feed pump; I - auxiliary condenser; J - turbogenerator; K - low-pressure turbine; L - high-pressure turbine; M - gear box; N - propeller; O - main condenser

The *Savannah's* nuclear plant, including the containment and shielding, are located amidships. The superstructure has been placed just aft of the nuclear plant to minimize shielding weights and avoid providing access to reactor containment through the superstructure. In a similar conventional ship, the machinery spaces would occupy about seventy ft of the ship's length. In the *Savannah*, sixty ft is needed for the reactor and auxiliaries, and another fifty-five for the steam plant and auxiliaries. The containment vessel and secondary shielding have their long axis fore and aft, thereby improving stability and space utilization. In addition, unlike conventional vessels, the *Savannah* will not have to carry or discharge oily ballast to maintain adequate stability.

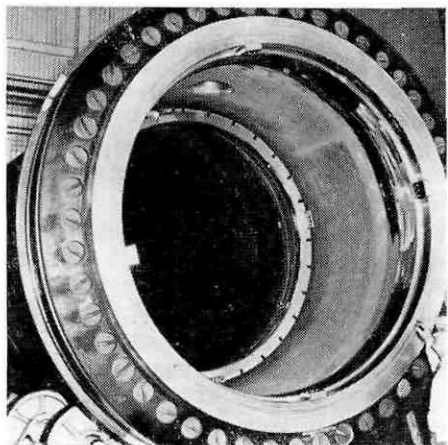
To sail ships like the *Savannah*, there is a new-style seaman in the making – the nuclear specialist. On 26th September 1958, sixteen licensed engineer officers (including eight as a standby) started training in reactor theory, engineering and operation at the US Maritime Reactor School at Lynchburg, Virginia. After nine months devoted to such subjects as atomic physics, electricity, mathematics, chemistry and health physics, they will go on to on-the-job training by the Atomic Energy Commission. Working side by side with scientists and engineers of the Commission, they will take over the operation and maintenance of an atomic power plant as final preparation for eventual duty aboard the nuclear-powered vessel.

The technical problems associated with nuclear-powered ships are being tackled in a number of countries. The United States, in addition to the *Savannah*, has plans for a nuclear-powered tanker. A number of firms have completed design studies on maritime propulsion systems using a number of different reactor concepts. In Great Britain, eight feasibility studies on nuclear propulsion systems were submitted to the Admiralty in May of this year. The groups submitting designs estimated that Britain should be able to build economically-competitive ships within the next five to eight years.

Students examining a full-scale working model of a reactor. Key members of the Savannah's crew are undergoing a year's training to give them a grounding in the fundamental principles and operation of pressurized water reactors



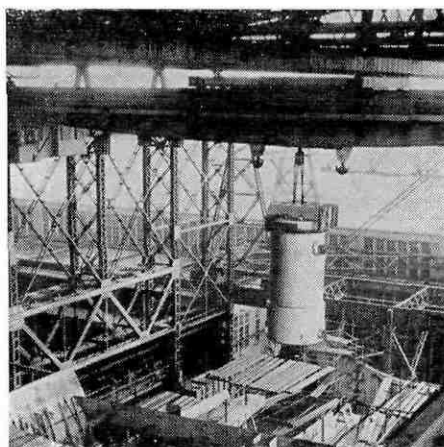
Interior of the Savannah's 105-ton pressure vessel, the 'atom furnace' in which nuclear fuel will be 'burned' to propel the world's first nuclear-powered merchant vessel. It is bonded with a thin layer of stainless steel to prevent corrosion



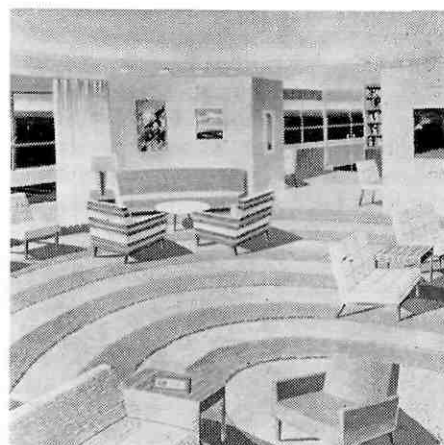
The Soviet Union already has a nuclear-powered ice-breaker – a type of vessel admirably suited to the new form of power. Norway, Sweden, the Netherlands and Germany are also engaged in nuclear shiping research. In France, three different types of reactor design to propel a 40,000-ton tanker are under investigation. Japan has plans for a submarine tanker and a 20,000-ton emigrant ship.

Many shipping experts consider that nuclear propulsion will be particularly useful in oil tankers of about 40,000 tons or more. These ships ply long routes, load and

The pressure vessel clearing the Savannah's stern before being lowered into the protective containment shell which houses the principal parts of the ship's nuclear propulsion system. The longitudinal layout improves stability

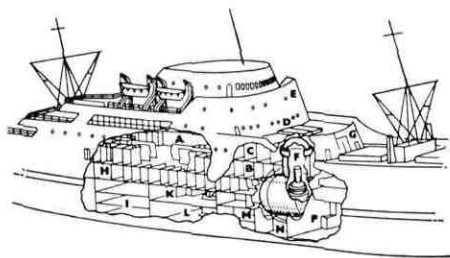


An artist's conception of the main lounge of the Savannah. Built to carry sixty passengers and 9,500 tons of cargo at a sustained sea-speed of 20.25 knots, she will be able to operate for about three years without the necessity of refuelling



unload automatically, and may average twice as much time at sea as smaller freighters. Big tankers sometimes use up to ten per cent of their payload as fuel in transit and could use a good part of this space to carry more cargo by switching to nuclear power. Other big bulk carriers such as ore ships could similarly benefit.

The best prospect, however, would appear to be the use of submarine tankers and freighters powered by nuclear energy. Vessels of this type could make use of atomic power in a number of ways that surface ships cannot. The hull design of an



A - passenger dining rooms; B - crew quarters; C - passenger staterooms; D - reactor hatch; E - main lounge; F - reactor; G - reactor auxiliary hatch; H - crew quarters; I - cargo hold; K - machinery control centre; L - engine room; M - ship's provisions; N - stabilizer space; P - cargo hold

underwater vessel, for instance, could be vastly improved for increasing speed. The fact that nuclear engines require no air could be capitalized in further simplifying design; and in nuclear ships a given increase in power produces a much greater rise in speed than with a surface ship. Once under water, the submarine tanker would be safe from the twisting forces of waves and storms.

In this field, the United States has built up a good deal of experience from the operation of its naval submarines which pioneered all forms of nuclear transport and over the past few years have demonstrated the feasibility of navigating over great distances continuously submerged. Thus during 1956 and 1957, the *Nautilus*, the first vessel ever to sail under atomic power, logged 62,560 miles on her initial charge of fuel weighing a little over eight

pounds. She travelled even farther on her second fuel charge during which she made the historic journey under the North Pole. Nuclear submarines and freighters of the future will probably make similar journeys under the ice.

Such vessels, however, are not likely to be much bigger than the *Nautilus*, which is 320 ft long. They will probably be tankers rather than dry cargo ships because tankers are simpler to build. A liquid cargo would equalize pressure from outside, whereas a dry-cargo submarine, subject to tremendous sea pressures, would require a stronger, heavier, more complex and less economical hull. Bigger undersea vessels are expected to follow, however, and some shipping sources believe that tankers, perhaps up to 1,000 ft long, may be plying the seas in the next ten years.

Railway accident reporting the US

A AMERICAN RAILWAY WORKERS' UNIONS have long been complaining that accident reporting on the railroads carried out under Interstate Commerce Commission rules pursuant to the Accident Reports Act is inadequate to the purpose envisaged and that the rules on accident reporting should be brought more in line with the intentions of the Act. Testimony to this effect was recently given to a Senate subcommittee (the Subcommittee on Surface Transport of the Senate Committee on Interstate and Foreign Commerce) which was hearing evidence in connection with a proposed amendment to the Accident Reports Act which would have the effect of tightening up the Act.

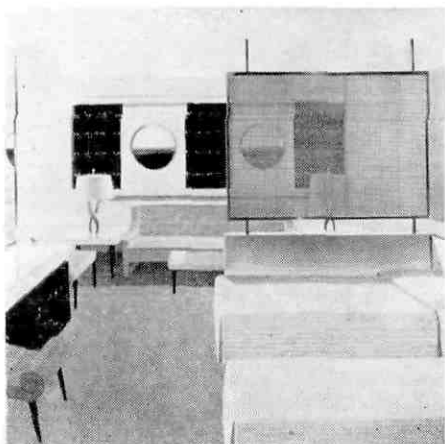
The testimony, given on behalf of the ITF-affiliated US Railway Labor Executives' Association (representing twenty-three US railwaymen's unions), charged that the Interstate Commerce Commission, in placing a very restrictive interpretation on the Act, effectively encouraged the railroads to evade reporting many cases of injury to railway employees as the result of accidents. In particular, exception was taken to the Commission's ruling that an injury to an

employee whilst on duty was not reportable until after he had been off duty as a result of the injury for a period in excess of three days (seventy-two hours). Cases were cited where injured employees were ordered back to work within the seventy-two hour period that the management should not have to report the accident.

The spokesman for the Association then quoted cases where railroad managements had been fined for this 'deliberate failure' to report accidents, stressing, however, that these represented only a small proportion of the number of actual violations 'because they are paid only when the railroad is caught and convicted'. Pleading that the law should be changed to require that all the facts of an accident be given to the Commission, the US Railway Labor Executives' Association, through its representative, claimed that the only way to prevent accidents is to find out their cause 'and then do something constructive about it'.

Reports published by the ICC showed a big increase in injuries and deaths among US railroad employees in the first four-month period of 1957, 1958 and 1959, although rail employment declined by over 170,000. Deaths reported went from fifty-three in the 1957 four-month period, to sixty in the 1958 four-month period, and to sixty-six in 1959. The figures for injuries in the corresponding periods were: 3,644, 4,173 and 4,482. Significantly, employment dropped from 990,396 to 852,800 to 813,286.

Quoting these figures, the RLEA spokesman said that the Association did not accept them as 'final and accurate' by reason of the present reporting rules of the Commission and the failure of some of the railway companies accurately to report the causes of accidents. They were, however, the only figures available. Reminding the Senate subcommittee that the RLEA began a study of these rules in 1956, but that several conferences held with the ICC had failed to secure the remedy the railway unions had sought, the spokesman for the RLEA called for support for legislation which would put beyond doubt the intentions of the Act, Section 38, Title 45 of which reads:



Combination bed sitting room aboard the *NS Savannah* as pictured by an artist. Initial trials of this vessel are expected to last from six months to a year, followed by operation in modified commercial service prior to full commercial operation in passenger-cargo service


*Rudy Faupl, Grand Lodge Representative,
International Association of Machinists; United States Worker-
Delegate to the ILO*



Profile of the month

'It shall be the duty of the general manager, superintendent or other proper officer of every common carrier engaged in interstate or foreign commerce by railroad to make to the Interstate Commerce Commission . . . a monthly report under oath of all collisions, derailment or other accidents resulting in injury to persons, equipment or roadbed arising from the operation of such railroad . . . '.


Book received

 **ATTI DEL CENTRO STUDI E RICERCHE PER L'ASSISTENZA SANITARIA E SOCIALE DEI MARITTIMI**—Published under the auspices of the International Radio Medical Centre (IRMC-CIRM), this is a record of researches on matters relating to the health of maritime workers and representing the results of the first years' work of the research centre set up by the IRMC to 'study scientific problems and pursue clinical research in the maritime field'.

The material is presented in the form of eight papers by seven authors covering various medical aspects of the seafarer's calling. The language is Italian with summaries in French and English.

Of particular interest is the paper on 'Accidents on board Merchant Vessels and their Prevention' by Dr. N. Rizzo, and it is hoped to reproduce this text in translation in a forthcoming issue of the *ITF Journal*.

Increase in Norwegian merchant navy

 **IN THE YEAR ENDING NOVEMBER 1, 1958**, there was a net increase of 500,000 tons in Norwegian merchant shipping tonnage and a corresponding increase of 2,061 or 3.9% in the number of officers and ratings employed on Norwegian ships. This compares with an increase of 2,848 men or 5.7% for the previous year. Of the 54,558 officers and men in the Norwegian merchant navy, 14.2 per cent are foreign seamen.

This represents a decrease on the previous year when the percentage of foreign seamen was 16.8 per cent.

'I WOULD REMIND the so-called Hungarian delegates of the old saying: Those who seek justice must come to the bar of justice with clean hands. The hands of the Hungarian representatives are not clean. They are stained with the blood of the valiant workers and students and plain people of Hungary whose only crime was to seek to establish a free government and free trade unions in their own country'.

Those words were spoken three months ago at the 43rd International Labour Conference in Geneva. The occasion was a debate to decide whether the Conference would accept the credentials of the 'delegates' sent from Hungary by the Russian-dominated puppet régime of Janos Kádár. The result of the debate? For the second year running the Hungarian Communists were excluded from participation in the Conference. Spearheading the opposition to their acceptance was the man whose words we have quoted – Rudy Faupl, United States Worker-Delegate to the ILO.

It is doubly fitting that Rudy Faupl should have had the leading role in the drama played out on the floor of the Palais des Nations, for he started life as a citizen, not of the United States, but of Hungary. His attitude towards Communism – and particularly towards the temporary rulers of his mother-country – is strongly coloured by first-hand knowledge of Communism in practice. As he put it himself: 'Hungary was once my homeland. My own personal experience as a youth growing up in Hungary taught me something about the aspirations – and yes, a deep sense of the sufferings – of the people of that unhappy country. I saw with my own eyes how the Bela Kun regime trampled upon the liberties of the Hungarian people'.

Now forty-eight years old, Rudy Faupl – soft-spoken, courteous and kindly, but also very tough when toughness is needed – has come a long way since he left Hungary as a boy of fifteen to make a new life in the USA. He settled in the Milwaukee area and worked as a journeyman machinist (or engineer) in many branches of the machinist's trade. Faupl was a convinced trade unionist

from the start and soon became well-known as an active labour fighter in Milwaukee. He was only twenty-five when he was appointed representative of the American Federation of Labour in Wisconsin, and still only 34 when he was named Grand Lodge Representative of the International Association of Machinists.

The IAM is the fourth largest US union, with an engineering membership employed in many fields – including the civil aviation industry. Like a number of US unions operating in the transport sector, it has always had a strong interest in international affairs generally and in the international trade union movement in particular. Just how seriously it takes that interest was emphasized in 1951, when President Al Hayes designated a special full-time International Representative to look after the world labour activities of the IAM. The choice fell on Rudy Faupl – and it was a good one. Since that time, Faupl has become a well-known, respected and extremely popular figure in the international labour field. His own enthusiasm and sincerity, allied with an unusually pleasant personality, have seen to that.

Two years ago, he became US Worker-Delegate to the ILO – an extremely vital post at the present time. In his two years at the ILO he has on many occasions led free labour's opposition to Communist attempts to make a political forum of the Organization and in so doing has earned the hatred and fear of the Red emissaries.


One Soviet spokesman, angered by Faupl's persistent logic, tried the well-worn Communist trick of alleging that he did 'not represent the real feelings of the American workers'. That

(continued on the next page)

(continued from page 169)

would be merely funny if Communist tyranny were not such a tragic reality. Rudy Faupl represents the true feelings not only of the American, but of the world's workers – including those enslaved behind the Iron Curtain – in a way that the Communist strawmen will never do. He expresses the loathing which free men will always feel for terror and repression.

Co-operation between European railways

 OWING TO ITS POTENTIAL IMPACT on the wages and working conditions of employees, the question of co-operation between railway systems of different nationalities is one of more than academic interest to transport workers generally and railwaymen in particular. Some ten years ago, several railway administrations decided to establish a close co-operation in the research and experimental work on railway equipment. For this purpose, the administrations within the International Union of Railways (an international body representing the administrations of some thirty-seven countries) set up an Office for Research and Experiment (ORE) with members from the railway administrations of twenty-nine countries. President of this body is Dr. F. W. Den Hollander (formerly president of the Netherlands State Railways). The following is a summary of the main points in a paper read to the Railway Students' Association by Dr. Den Hollander, an abstract of which has appeared in 'Modern Transport'.

The ORE was set up with the principal objectives of co-ordinating the efforts and resources of member administrations, pooling the results of tests and research carried out by the various member railway administrations, and distributing the necessary technical documentation among its members. It also carries out certain research on joint account, studies ways and means of reducing the operating and construction costs of all railway equipment, and examines the possibilities of

distributing the manufacturing work among the various member countries with a view to rationalizing the manufacture of railway equipment. Thus labour and resources are pooled and duplication and overlapping avoided.

Since its foundation, the ORE has dealt with a number of subjects having a bearing on railway co-ordination and co-operation. Thus a careful and detailed study has been made of the problem of transport comfort under consideration of passenger comfort at high train speeds, good seating, heating and lighting. Experiments have been carried out with two trains loaded by the member administrations. These have run over 100,000 miles in Germany and France.

Research into the movement of passengers and freight has also been undertaken and valuable conclusions drawn, whilst a study of track economics, with particular reference to ballast, sleepers, fastenings and rails, is expected to result in improved tracks. In the field of motive power, the Office has made a special study of the subject of electrification and railway administrations are now in possession of a clear and accurate picture of developments in this field. Considerable progress has been achieved in the matter of standardization of diesel engines and parts.


In its search for the best equipment, the ORE has not been satisfied with a purely theoretical approach. Thus it ran a competition among coach builders – ninety in all – for 'the best wagon of the future' and wagons are now being built according to the designs submitted by the three winning firms. Shortly a larger series will be built and tested in normal service.

With wheels, springs and roller bearings having been standardized and requiring no further study than in general terms, the UIC, through the ORE, is able to devote greater attention to a problem it recognizes as of prime urgency – that of the coupling. The Office is therefore about to undertake a large-scale and thorough study of this question by examining and testing all the available couplers.

In all its studies, research, tests and experiments, only an indication of the full

extent of which has been given here, the ORE co-operates with industry. A very strong international working group representing the industry is growing increasingly stronger, so that, in the near future, a situation comparable with that of road, water, and air transport will become a reality for the railroad industry.

Labour in Turkey

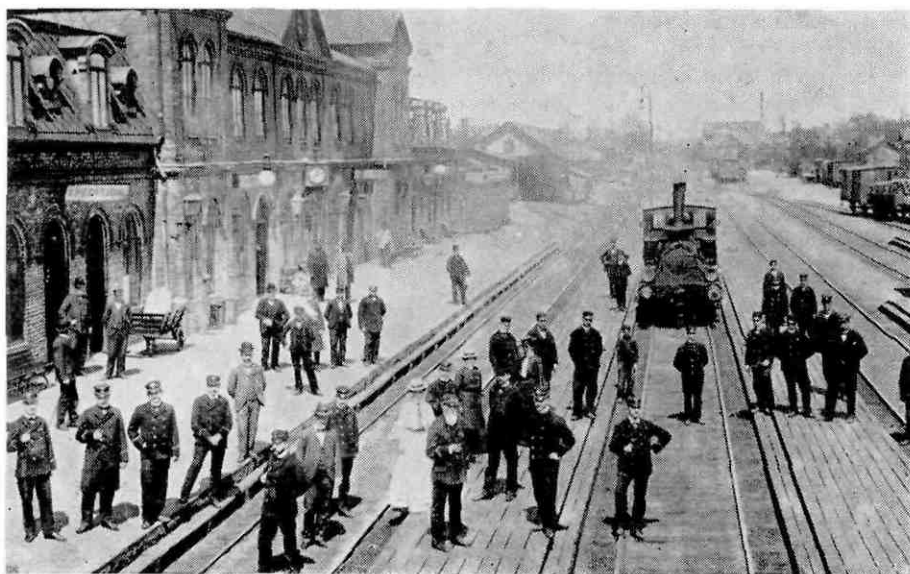
 TURKEY'S LABOUR FORCE as determined at the last general census in 1955 numbered 12,038,000 or almost 50% of the 1955 population of 24,112,000. This was composed of 6,814,000 men and 5,226,000 women, with the largest single category (77.5 per cent) engaged in agricultural occupations. Others included six per cent in manufacturing, 4.2 per cent in services, 2.7 per cent in commerce, 1.6 per cent in construction, and 1.5 per cent in transportation.


Turkey has a basic forty-eight hour week, with a maximum of nine hours per day for a 5.5-day week. Overtime is limited, and must be paid for at a twenty-five to fifty per cent premium. No overtime is permitted in nightwork, underground work, or in industries considered dangerous to health. Work on Sundays, holidays and vacation-time is paid at double rate.

Compulsory accident and occupational disease insurance has been in effect since 1946. Other social insurance benefits provide for sickness, old age, death, and childbirth in the case of a working mother or wife of an insured male worker.

The number of trade unions in 1957 numbered 383, with 244,000 members. This compares with eighty-eight unions with 76,000 members in 1950. Union membership is largest in the textile industry, tobacco manufacturing, public utilities, transport and communications, and coalmining. The Turkish Confederation of Trade Unions, organized in 1952, had a membership of about 225,000 in 1957. This is about one in fifty-three of the country's labour force. This modest proportion, however, must be seen in the light of the country's low degree of industrialization.

A record to be proud of



 THIS YEAR THE ITF-AFFILIATED SWEDISH RAILWAYMEN'S UNION celebrates its sixtieth anniversary. The union, sixty-three thousand strong and one of the largest in the Swedish Federation of Trade Unions, represents ninety-four per cent of all those employed on Swedish railways with the exception of higher officials.

A waning profession?

Although the railwaymen's profession has existed for more than a hundred years it can hardly be said to be one with an expectation of growth in the future. General rationalization measures carried out in the last few years have led to a decrease in the number of people employed on the railways, a decrease which is reflected in the decline in membership of the Railwaymen's Union. Even if the number of people employed on main lines remains the same as it is to-day, future plans for the closing down of uneconomic branch lines will lead to a further reduction of 12,000 in the labour force. Membership of the railwaymen's union may thus sink in the next few years to 50,000.

The first small unions

The Swedish Railwaymen's Union was founded in 1899, rather more than forty years after the railways started running in Sweden. Before this there had been a number of small unions catering for different

categories employed on the State Railways and for the personnel of the various private railway concerns, but a number of factors delayed and weakened attempts to set up a single united union. For one thing, the unions representing the employees of the private railways were never the same as those in which the personnel of the State Railways were organized. The State Railways, incidentally, owned a much smaller proportion of the country's railway system than the private companies until well into the thirties. Besides this there was some resistance to organization on the part of a number of railwaymen who considered themselves somewhat above 'ordinary workers'. The fact that the railway workers were thinly spread out over large areas made it difficult for them to feel the same spirit of solidarity as, say, workers in a factory. One must also take into account the strict, almost military, discipline on the railways at that time; those in authority required of their subordinates an absolute unquestioning obedience. At times there was an almost patriarchal relationship between manage-

The Halmstad strike, April, 1898. The most significant event in the early years of labour organization on the Swedish railways. It was the unscrupulous behaviour of the management in dismissing the strikers which finally brought home to Swedish railwaymen the necessity for organizing on a national basis. The following year saw the foundation of the Swedish Railwaymen's Union, now sixty-three thousand strong

ment and labour, with wages being fixed quite arbitrarily and with almost no regulation of working hours.

The Halmstad strike

Early attempts to organize Swedish railway workers took the form of mutual relief schemes such as the setting up of funeral and sickness benefit funds. These eventually developed into the large number of small unions already mentioned. However, it was not until 1898 that the question of reorganization on a national scale became crucial. In that year the foundation of the Swedish Federation of Trade Unions reflected arrival at a new stage in the general



Brother Herman Blomgren, President of the Railwaymen's Union from 1947-1956 and now Vice-President of the Swedish Federation of Trade Unions, has been a railwayman since he was fourteen years old. His wide understanding of the railwayman's life and problems, however, goes back even further - to his childhood recollections of his father and brothers, all railwaymen, discussing railway matters in the home



Brother Gustaf Kolare, President of the Swedish Railwaymen, argues that co-operation, understanding and careful long-term planning will be required in order to ensure that measures taken to increase the efficiency of the Swedish Railways do not effect railwaymen adversely

development of radical thought and industrial organization in the country. The greatest impetus to a movement to reorganize railwaymen on a national basis, however, was the strike of porters at Halmstad in April, 1898. The strike itself was unsuccessful, but its very failure, combined with the unscrupulous behaviour of the management in dismissing the strikers, served more than anything else to bring home to railwaymen throughout the country the absolute necessity of organization on a larger scale if they were to have any chance of effectively defending their own rights. The following month several hundred railwaymen, representing personnel employed by twenty-five companies, met in Gothenburg and passed a resolution calling on all Swedish railwaymen to intensify their efforts to build a single, united Swedish railwaymen's union, powerful enough to revenge the temporary defeat at the hands of the ruthless director of the Halmstad railway company.

A start was made in the same year towards putting the resolution into practice. Two conferences met in Hälsingborg to draw up the new union's draft regulations and in Stockholm, thirty men representing no more than a few hundred railwaymen held the first meeting of the Swedish Railwaymen's Union. A proposal to affiliate the new union to the Swedish Federation of Trade unions was passed by the meeting but rejected by the Federation on the grounds that the contribution payable by union members was too small – at that time it was fifty öre a month.

At first the union encountered great difficulties in getting railwaymen to join, especially those employed on the State Railways. These latter, moreover, started their own union in 1901 which grew rapidly at first – at the end of its first year it had over 3,400 members, a thousand more than the Railwaymen's Union – but by 1904 most of its membership had left and the union ceased its activities.

Early victories and defeats

In the period of social unrest in the first years of this century the union gained its initial decisive victories. In 1903, the union appointed its first full-time paid official, A. P. Wiberg, who travelled around the country holding meetings and founding branches. In the same year the union took over the journal, 'Signalen', which had been started privately four years earlier by W. Strömberg, a railway employee in Gothenburg, and which ever since has been the railwaymen's official organ.

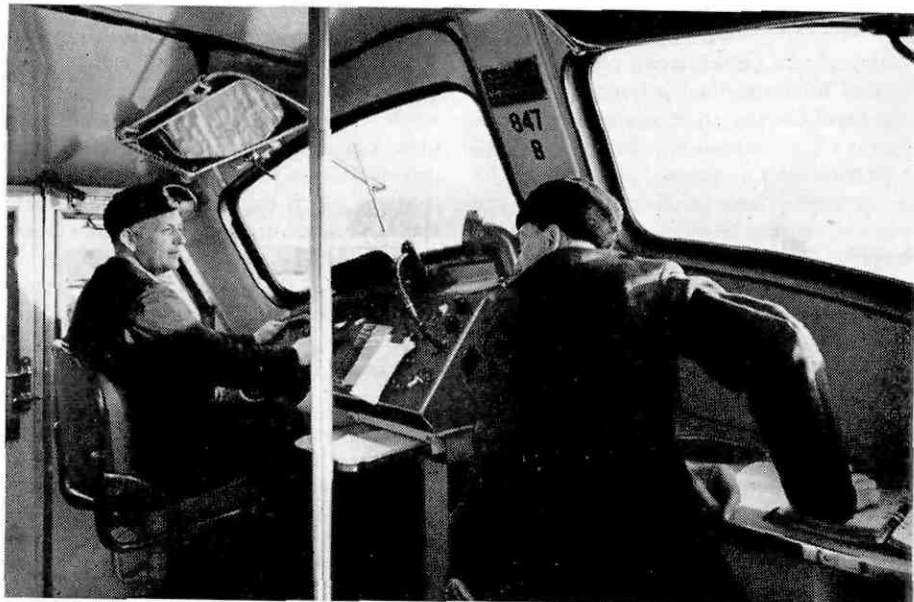
In 1906 the union succeeded in negotiating its first real contract – with the Roslagen Railway – which set the pattern for other agreements. About the same time a short strike on the Malmö-Ystad Railway led to complete victory for the employees whose wages were increased by 100 per cent in the course of three years. Successes like these led to an enormous increase in recruitment – in 1906 alone membership increased from 7,660 to 23,000, and in the following year there was a further increase of 5,000.

These hopeful signs of progress, however, soon gave way to what must have been a most discouraging sight for the union executive: the new members were leaving the union as soon as they had got their pay increases. These losses were as much as anything due to the general strike of 1919 – although the railwaymen were not directly involved in the strike, many of them left the union in order to avoid the extra contributions for the relief of those on strike. The union executive was obliged to recognize how little sympathy and solidarity there was among the railwaymen for the working class movement as a whole.

The following decade, however, brought hunger, unemployment, and inflation. Union membership which had fallen as low as 19,000 in 1910, had risen to over 40,000 by the end of 1920.

One third of state railway personnel dismissed

In the 'twenties the union had many internal difficulties to contend with: the union



The Swedish Railwaymen's Union which has a membership of 63,000 represents some ninety-four per cent of all those employed on the Swedish Railways. For the last eighteen years the Union has also represented the interests of the 4,700 members of the Locomotive Engineers' Union which amalgamated with the Railwaymen in 1941. The Guards' Union re-joined in 1940



The average hourly earnings of a railway worker in Stockholm are about seventeen times greater than they were in 1899, the year in which the Swedish Railwaymen's Union was founded. Even if the cost of living has increased by three hundred per cent during the past sixty years, the increase in real wages is still considerable

cashier embezzled one and a half million kronor out of the union funds and the guards broke away to form their own union. The most important problem facing the union, however, was that of mass unemployment.

The popular idea that the railwaymen's job is a safe one even in times of general unemployment was rudely contradicted when, between 1919 and 1921, roughly a third of the personnel employed on the State Railways were dismissed. The private railways also dismissed about 1,500 men and to meet the situation the union had to increase its contributions. As a result of unemployment union membership had fallen to 35,000 by 1923.

An indication of the seriousness of the economic situation in Sweden at the beginning of the 'thirties is given by the decrease of seventy-four per cent in rail goods traffic between 1929 and 1932. The railwaymen's union was therefore obliged to follow a defensive wage policy.

The crisis on the private railways was in

some cases met by a voluntary acceptance by employees of wage reductions of up to eighty per cent in order to enable their fellow workers to stay on in their jobs. In 1933 the Swedish Diet began considering proposals to nationalize the privately owned railways – the decision in favour of nationalization taken in 1939 has now been almost fully carried out.

By the middle of the decade, however, the worst of the crisis was over and the government passed a measure reducing the pensionable age of state employees in some cases to sixty-five and in others to sixty.

Amalgamation with Locomotive Engineers' Union

The years from 1940 to 1950 saw many new achievements and a large rise in union membership – from 51,000 in 1940 to 68,000 in 1950. In this period also plans went ahead for amalgamation of separate unions and the reorganization of railwaymen on an industrial basis. In 1940 the guard's union, which had broken away in 1925, ceased activities and its members came back into the parent union. In 1941 the Railwaymen's Union and the Locomotive Engineer's Union joined forces in accordance with the policy of the Swedish Federation of Trade Unions, which the railwaymen had joined at the beginning of 1922. The amalgamation brought the railwaymen an increase of 4,700 in their membership.

Notable among the activities of the railwaymen at this time was the support lent by means of donations and grants-in-aid to Sweden's distressed neighbours, Finland and Norway. Among union achievements for its own members the most important was without doubt the collective agreement negotiated with the State Railways in 1947 which brought the state employees wage increases amounting to seventy million kronor (a little under £5 million). In addition, the right to conduct annual collective wage negotiations with the state railway authorities was accorded to the railwaymen for the first time – previously the position had been that the Swedish Diet had considered wage adjustments for state

employees at long intervals, sometimes of as much as ten years. In 1945 the railwaymen secured their own official Unemployment Benefits Scheme and three years later they were able to come to an agreement with the State Railways on the setting up of Joint Consultation Councils.

The period since 1950 has been characterized by a large expansion in the union's activities and the services it provides in connection with education, legal advice, accident insurance etc. One notable feature has been the appointment of union representatives specializing in the various types of occupation carried on by railwaymen. With regard to wages and working conditions, the union has carried on its traditional work for an all-round improvement. Wages have been increased – the *real* wages of certain railwaymen are estimated to have been quadrupled in the sixty years of the union's existence – plans are going ahead for a reduction in working hours, and a new Pensions Scheme, a decided improvement on the old one, has been successfully carried through.




In a message of congratulation to the Swedish Railwaymen's Union on the occasion of their sixtieth anniversary, the Prime Minister of Sweden, Herr Erlander, spoke of the respect and admiration with which the Union was everywhere regarded and thanked the railwaymen for their contributions during the past sixty years both as loyal and conscientious workers and as pioneers of the Swedish working class movement



In another message, the Swedish Minister of Communications spoke of the achievements of the Joint Consultation Councils during the last ten years in the promotion of better relations between the railways authorities and personnel, and of the importance of the Union's educational activities in producing among railwaymen a greater understanding of the railways' management problems and the measures which have been taken in recent years to find a solution


In the future the main problem will probably be that of full employment in the face of rationalization and competition from road transport. The Swedish Railwaymen's Union recognizes this development as inevitable and that railwaymen's wages and conditions of employment ultimately depend on the ability of the railways to provide an efficient service. The union therefore supports mechanization and automation and the closing down of uneconomic branch lines. On the other hand the Swedish railwaymen are against the dismissal of permanent employees and insist on some form of long-term planning which will provide a safeguard against redundancy by a gradual decrease in numbers as pensioned employees leave the service in the normal manner. Up to now this policy has been successful with the exception of the maintenance and permanent-way men, for whom, however, the union has a policy which will spread out the work over the whole year and thus prevent wholesale dismissals every autumn.

Good-bye freedom

 'THE FREE TRADE UNIONS', a Czechoslovak underground trade union paper, in circulation in Prague since the middle of April, carries an article exposing the Communist technique of using Communist-run Trade Union Congresses as a means of expelling the few remaining non-party but influential trade unionists. On the occasion of the last 'purge', some eighty to a hundred trade unionists not belonging to the Communist party were expelled. About 1,600 executive and other posts were handed out at the recent Congress to faithful Communists. There now remain only some twenty to thirty non-party executive committee members (about one per cent) who may be said to have a certain amount of influence on trade union policy. These have so far managed to hold their own in spite of all difficulties.

Just how long this 'democratic' state of affairs will be allowed to last is anybody's guess.

Book received

 'A CASE STUDY OF AN AUTOMATIC AIRLINE RESERVATION SYSTEM', recently published by the United States Department of Labour, Bureau of Labour Statistics, gives an account of the introduction of the Reservisor, one of the first automatic data-processing systems especially designed for keeping an up-to-date inventory of airline seat reservations. By the end of 1959 such systems will be in operation at all but three of the twelve U.S. domestic airlines.


The experience of the airline described in the study suggests that the system produces significant labour savings in certain record-keeping functions but that these can be handled without dislocation of office personnel if it is introduced during a period of rapid and extensive growth in the reservation department's activities. In this particular case the new system resulted in a saving of eighty-five per cent in the unit man years required in keeping inventory records.

A total of thirty-two man-years, about eleven per cent of the total man-years employed in this reservation office in 1952, were saved.

Since the manpower requirements for other office functions were increasing rapidly, it was possible to absorb these labour savings without displacement of any individual employee.

Besides reducing routine clerical content of reservation office jobs, the Reservisor enlarged certain technical and planning activities. A research group of five college trained employees was selected to extend automatic data processing to other clerical activities of the company. In planning technological changes, the management gave both clerical and technical personnel classroom instruction during working hours. Looking ahead to the extension of automatic data processing to other office functions, personnel officials are giving some thought to the need for a more complete inventory of the skills of their employees in view of possible retraining and assignment to other duties.


Call for renewal of fishing fleet

 THE 1958 REPORT ON THE RESULTS OF DUTCH HERRING FISHING, issued at the Hague recently by the Netherlands Association of Herring Fishery Shipowners, urgently calls for the rapid renewal of the country's fishing boats 'in view of the expected increase in competition under the Euromarket provisions'.

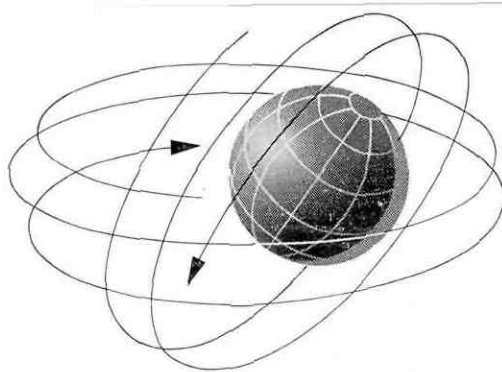
The report calls attention to the downward trend in Dutch herring catches since 1954, both in the driftnet and in trawl fishing. In the past two years nearly fifty obsolete ships have been withdrawn, while only five new trawlers have been added. This, says the report, causes serious concern aggravated by the fact that there are no signs at present that the Government is working on plans to improve the present situation.

Dutch fishermen furnished 689,085 barrels of salt and ungutted herring last year, against 761,442 barrels in 1957. But last year's prices were higher than those of 1957, so that the overall financial results are described as 'less unfavourable' than in 1957 - which was 'a year of substantial losses'.


New chart for Britannias saves time and money

 A NEW TYPE OF CHART DEVELOPED BY BRISTOL AIRCRAFT will enable pilots and navigators flying Britannia aircraft to save time in changing their flight plans at short notice when they are in the air. The chart will make it possible to complete in less than thirty seconds calculations which might otherwise take up to forty-five minutes, and will thus reduce considerably the amount of time wasted in flying at a speed and height which are not suitable in prevailing weather conditions.

The company estimates that a saving of as little as one per cent in flying time can reduce the operating costs of a single Britannia by more than £10,000 a year. If full use is made of the new operating procedures the company believes that savings of up to ten per cent can be reached.




French seafarers' unemployment scheme

 FRENCH SEAFARERS' ORGANIZATIONS, including the ITF-affiliated seamen's and officers' unions of the Fédération Force Ouvrière, and shipowners have set up a committee to administer a new unemployment benefits scheme for seafarers. The scheme will provide supplementary daily unemployment benefits for seafarers amounting to thirty-five percent of their recent average daily wage for a period of 270 days with an extension for those with more than five years' service with firms belonging to the scheme.

To qualify under the scheme a seafarer must have had at least eighteen months' service during the last two years. The scheme will be financed by an entry fee payable by the shipowner and by contributions amounting to one per cent of the employee's salary, of which the employer will pay 0.8 per cent and the employee 0.2 per cent.

Force Ouvrière is represented on the committee by Brother J. Philipps from the Seamen's Federation and by Bro. G. Gendron from the Merchant Navy Officers' Federation.

Canada dismisses railroad workers

 EMPLOYMENT ON CANADA'S TWO MAJOR RAILROADS dropped to a ten-year low in 1958 when more than 18,000 workers were removed from the payrolls. The Canadian National reduced its force by 11,534 while the Canadian Pacific laid off 6,867 employees.

Railroad employment in Canada has declined by approximately 30,000 since 1952 – the peak year, and the sharp reduction was brought about through increased automation and consolidation of operations. The major reason, however, was the decline in business according to CPR President N. R. Crump.

Mr. Frank Hall, spokesman for the non-operating railway unions in Canada, maintained that the layoffs due to technological


change represent a tragedy for the thousands of employees thrown out of work after long years of service. He suggested there should be prior consultation with the unions before layoffs are to take effect. This reduction in force, he explained, has cut into every phase of railway operation; consequently, no group of employees can feel immune.

The situation has prompted union leaders to call upon the Royal Commission to investigate freight rates, to deal also with the problems of railway employees. Requests for severance pay will soon be renewed by the unions. The president of the ITF-affiliated Canadian Brotherhood of Railway, Transport and General Workers (CBRT) has stated that the Canadian Labour Congress has asked the Government to establish a joint committee of management, labour and government to investigate the effect of automation on employment and make appropriate recommendations for compensation to the laid-off workers. As yet no such committee has been formed.

Despite the explanation by the CPR's president that the decline in business was the major reason for the sharp reduction in force the records prove otherwise. During 1958, CPR net earnings totalled \$36.5 million which was higher than nearly every year since 1931, except for the war years of 1941 through 1944, also 1950, and 1955 through 1957 when automation had not taken root.

Canadian railway workers like those in the US cannot expect too much help from their government. Their unions must carry the banner.

Finnish seafarers form import company

 EARLIER THIS YEAR, A NUMBER OF FINNISH SEAFARERS' organizations founded a limited company, Oy Sea-Import AB, with the purpose of regulating the import into the country of wares purchased abroad by Finnish seamen. This is in response to various difficulties which have arisen in connection with the speculation of private dealers in seafarers' import


licenses. Since 1956 the Bank of Finland has granted to seafarers licenses enabling them to bring into the country any wares purchased abroad out of their own earnings. In March this year, however, the Finnish Government, alarmed at the large number of cars that had been imported under the concession, announced their intention of limiting the number of cars that a seaman might bring into the country to one every three years. The seafarers' organizations replied by making vigorous protests to the authorities and indicated that, if the Government insisted on carrying out its proposal they would be compelled to come out on strike.

The Government then withdrew its proposal on condition that the seafarers' organizations founded a company to regulate the import of cars by seamen.

The decision of the seafarers' organizations to found such an import firm was influenced by the difficulties experienced by members at the hands of outside speculators. Dealings involving seamen's import licenses have in some cases given rise to illegal transactions in foreign currency, for which the seamen themselves have ultimately been held responsible. The new firm will provide the seafarer with an honest and properly authorized agent and thus prevent him becoming the unwitting accomplice of unscrupulous individuals.


Seafarers will also benefit inasmuch as any profits from the firm will be devoted to seafarers' welfare schemes and to the provision of recreational facilities'.

US railwaymen want more safety controls

 ALARMED AT THE INCREASING NUMBER OF RAILWAYMEN killed or injured at work, the ITF-affiliated US Railway Labor Executives' Association has made an appeal to Congress to tighten up safety controls and regulations. Deaths among US railroad workers increased from thirty-eight during the first three months of 1957 to fifty-eight during the first three months of 1959. This is an increase of 52%. Injuries among workers during the same period

rose from 2,810 in 1957 to 3,356 in 1959 – an increase of twenty per cent. Over that period, however, railroad employment dropped eighteen per cent, which makes these figures all the more serious.

Disquieting increase in accidents at sea

 AT THE RECENT MEETING OF THE SWEDISH MARITIME ASSOCIATION some figures were given indicating an alarming increase in the number of accidents on board Swedish merchant vessels. In 1957 there were 3,398 accidents against 2,775 in 1955, which means that the accident rate has risen in two years from eleven to thirteen per hundred men employed in the Swedish merchant navy.

A breakdown of the statistics shows that the accident rate was higher among engine room officers and ratings – with an accident rate of 11.5 and 19.4 per hundred respectively – than among officers and ratings employed in the deck department, with 11.4 and 16.2 per hundred. The accident rate for both categories of ratings – which means that about one rating in six in the deck department, and one in five in the engine room will meet with an accident – must be regarded as disturbingly high.

Ten per cent of the accidents occur on stages, gangways and ladders, half of them on ladders in the engine room and on stairs in the crews' living quarters or in the passenger section. A number of fatal accidents are caused every year by men falling off gangways between the ship and the quayside. Some of these might have been prevented by the use of a safety net.


The number of accidents due to rolling and heavy seas has increased in the last few years. The yearly average for the ten years up to 1957 was ninety-two, but in the last year there were actually 125 such accidents. Accidents resulting from slipping on the deck or in the engine room account for one tenth of all accidents on board. Severe injuries are often sustained by men falling into the hold. In many cases the accident is due to inexperience or unfamiliarity with the job. Drunkenness is also a cause of a

number of accidents every year. Only a fraction of accidents are due primarily to mechanical defects. At sea as on land, the human factor plays an important role.

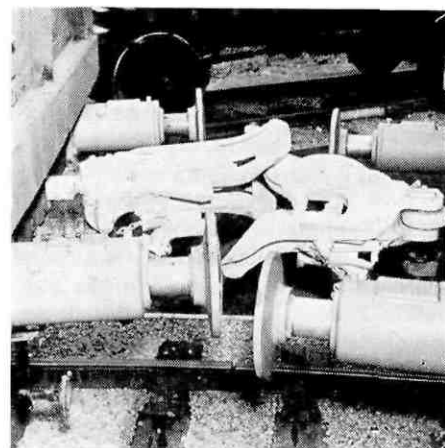
Safety regulations lay down a great number of details concerning the construction and regular inspection of lifts and hoists, gangways, ladders, safety rails around openings in the deck and below, guards and shields around moving machinery, lighting etc., but with the best will in the world it is hardly possible by means of regulations to cover all the risks on board ship. However, it would be possible to give information in the form of handbooks explaining the risks involved in the various jobs, e.g. the risk of explosion or poisoning on tankers. A small pamphlet can give concise information about the essential things to bear in mind in each particular job. By bringing together all the material in this way it would be possible to cover much more ground than by publishing all the details of the regulations for the different departments in separate booklets.

Another suggestion that ought to help reduce the number of accidents is that certain of the officers on larger ships should assume responsibility for the observance of safety requirements.

Automatic coupling

 EVERY YEAR THROUGHOUT THE WORLD thousands of railwaymen are injured – sometimes seriously – as a result of coupling and uncoupling operations they are required to perform. It has long been the view of the ITF that this process should be an automatic one thus obviating the dangers to which railwaymen are exposed. Support for this changeover to automatic coupling advocated by the ITF also comes from the industry itself. In a recent paper on the work of the office for Research and Experiment set up by the International Union of Railways (a body representing the railway administrations of some thirty-seven countries) its President, Dr. Den Hollander, wrote:


'The present-day coupling requires much



manpower, costs too much time, and is dangerous for the railway staff who have to handle it . . . Once the best coupler has been chosen, operations, so far unknown, will be necessary for replacing the UIC-coupler by the automatic one. This will be very complicated and costly, but it will have to be done. The new coupler will save lives, time and money'.

The accompanying photograph shows an automatic coupler of a type developed by a British firm. Gathering horns guide the couplers together on impact and once guided on the parallel centre portion they mutually engage and lock. Uncoupling is effected from the side of the wagon by operating a release lever. General introduction of an automatic coupler of this or similar type would doubtless lead to a considerable reduction in the number of accidents to railwaymen incurred during coupling operations.

250,000 US railwaymen's widows receive pensions

 THE U.S. RAILROAD RETIREMENT BOARD recently indicated that more than a quarter of a million railwaymen's widows over the age of sixty had received pensions under the Railroad Retirement Act since the inception of the scheme in January, 1947. In a little over twelve years, these aged widows have received benefits totalling \$714 million. At the end of March this year it was calculated that 183,500 aged widows, or three-quarters of those awarded such benefits, were receiving an average monthly pension of \$ 56.96.

A visit to Norway

by HANS IMHOF, Secretary, Railway and Road Transport Sections

IM ONE MAY READ IN A BOOK that Norway has a coastline 20,000 kilometres long, that its border with Sweden, Finland and Russia extends approximately 2,500 kilometres, that this enormous perimeter contains a surface area of only 324,000 square kilometres and that in this space only three and a half million people live. Reading on, one begins to admire the Norwegian's understanding and mastery of his bleak environment, his tenacity in wresting a living from the soil and forests of his native land and from the sea around, not only from fishing but also from the development of maritime commerce. With increasing admiration one reads of the remarkable achievements of Norwegians in the field of industry, commerce and communications, and one comes across familiar names from the world of art, music and letters, great artists who have lived and produced their works here. One lays the book aside and then suddenly one remembers as a socialist and trade-unionist that Norway, together with Sweden, New Zealand and Jamaica, is one of the political oases in the world today where labour rules. A special reason for seeing this land of mountains, lakes, forests and fiords at close hand. In trade-union circles study trips are becoming more common. I can heartily recommend Norway as a workers' paradise. Everything is relative perhaps, but this Scandinavian land with its healthy people and its high standard of living surely stands besides Sweden as a rightful claimant to this title.

The Norwegian Railwaymen's Union, which has been affiliated to the ITF for forty years, decided this year to invite a number of leading personalities from railway unions to visit the country. All but two were able to accept the invitation and

make preparations for the journey North. On 28th June, then, the guests arrived in a cordial mood and full of expectations for the coming week. Among those arriving in Oslo were Bro. Freund (Chairman of the ITF Railwaymen's Section) and Brother

Matejcek (Member of the ITF Executive Committee), both from Austria, Bro. Seibert (Member of the ITF Executive Committee) and Bro. Amft from Germany, Bro. Kanne (Vice-President of the ITF) and Bro. Kieboom from the Netherlands, Bros. Gilis and Bourdouxhe from Belgium, Bro. Haudenschild (Member of the ITF Railwaymen's Section Committee) from Switzerland and the writer. They were welcomed by Bro. Trana, President of the Norwegian Railwaymen's Union who, together with his colleagues, had prepared an extremely interesting week's programme devoted to study and the strengthening and renewal of contact between the hosts and their guests. Unfortunately Bro. Becu, General Secretary of the ITF, and Bro. Düby, the Swiss member of the ITF Executive Committee, were unable to come. Most of the delegates had brought their wives with them. They had also brought splendid weather.

There is not space enough to put down
(continued on page 179)



Participants in the study trip are received at the office of the Norwegian Railwaymen's Union. Marius Trana, President of the union, is standing in centre between Bros. Freund and Matejcek. Seated from right to left: Bros. Kanne (ITF Vice-President), Kieboom (Holland), Amft and Seibert (Germany), Freund and Matejcek (Austria), Haudenschild (Switzerland), Gilis and Bourdouxhe (Belgium) and H. Imhof (ITF Section Secretary)

Better seating for aircraft cabin attendants wanted



A further hazard for the cabin attendant – the sharp edge of the locked open galley door is merely fifteen inches from the attendant's head

+ COMMERCIAL AIR CARRIERS use every conceivable type of airplane, ranging from the DC-3 to the Boeing 707 and DC-8. During the transition from small, slow aircraft to the larger and faster aircraft of today, very little attention has been paid to improving the seating for cabin attendants, however. Furthermore, although civil air regulations lay down minimum standards for passengers and crew, these are not always met in the case of crew seats. The ITF-affiliated US Airline Stewards' and Stewardesses' Association, concerned at the inadequacy of seating accommodation for cabin attendants, has produced a report (Report of the Safety Committee: Cabin Attendant Seating, February, 1959) in which it describes and analyses current cabin attendant seating and makes recommendations for improvements.

Pointing out that cabin attendants are charged with explicit duties during an emergency and that they are therefore entitled to demand protection in the location and design of seats, the report states that very little protection is given to the occupants, 'manufacturers having designed very compact seats and fitted them near lavatories, aisles, entrances and galley areas'. The report then goes on to list and illustrate a number of cases in which the seating accommodation on various types of aircraft is inadequate, uncomfortable and unsafe in an emergency or conditions of turbulence. Aircraft types reviewed included DC-3s, Convairs, Martin 404s, DC-4s, Viscounts, Constellations and Boeing 377s.

Thus, on the DC-3s, some five inches to the right of the seated cabin attendant is a metal container, directly above is the first aid kit, whilst the door knob of the cargo door hits the shoulder of the hostess on the

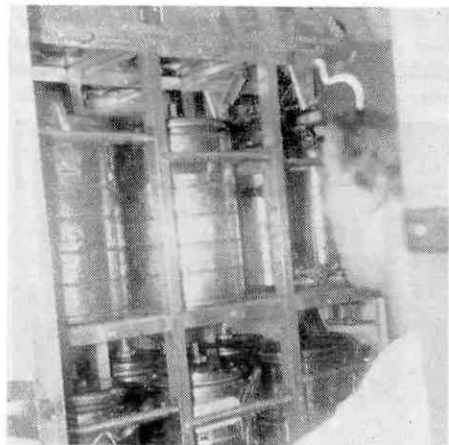
left side. On the Convairs the seat is located in the galley. Being side-angled it gives very little support. On some aircraft an unsecured hot cup is located on the galley behind the head of the occupant. In the case of the Martin 404, the occupant of the seat is offered no protection against baggage falling from adjacent racks during times of turbulence or hard impact. As many as six beverage jugs and two hot cups are located directly in front of the cabin attendant's seat on the DC-4. Similarly on the Viscounts the occupant of the attendant's seat is exposed to food equipment coming loose on hard impact; in the case of the Constellation, cabin attendants are additionally in danger from the sharp edge of a door, whilst the same or comparable hazards face cabin staff on Boeing 707s.

The report, which goes into greater detail as regards the inadequacies and dangers of these seats, concludes with a

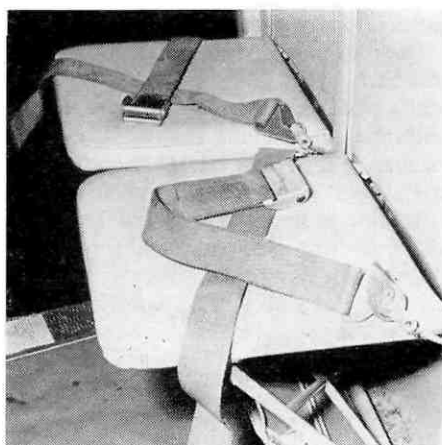
number of recommendations which the safety committee regards as minimum requirements. They are:

1. The attendants' stations should be located as near as practicable to passenger entrance doors or emergency door exits.
2. The attendants' station should be located so as to eliminate any possibility of injury by loose equipment or equipment that may be torn loose, such as food or beverage dispensing equipment, baggage or miscellaneous items.
3. ATTENDANTS' STATIONS SHOULD NOT BE LOCATED IN GALLEY AREAS.
4. Emergency equipment should be located as closely as practicable to the attendants' stations in order that emergency evacuation procedures may be initiated in minimum time.
5. Where either inter-communication or public-address equipment is installed, it should be within reach of the attendants while seated. The P/A mike and other communication equipment should be secured in the stowed position with quick action releases.
6. Attendants' stations should afford freedom of movement of the attendants and must be readily accessible at all times.
7. Attendants' stations must be placarded for sole use of attendants.
8. Attendants' stations should be equipped with both seat belts and shoulder harness. Double seat belts should not be used.
9. Aircraft interiors in the areas of the cabin attendants' stations must be free of sharp corners, protrusions and frangible objects.
10. Attendants' stations should not be located in lavatory areas or other compartments with doors subject to jamming. Attendants must not be exposed to unsanitary conditions such as found in lavatories.
11. For protection of the passengers the location of the attendants' stations should provide complete surveillance of the passenger cabin.

Not such a 'hot' seat. This Constellation cabin attendant, facing aft, is confronted with two hot cups (unsecured) and six containers representing a very serious hazard on take-off or landings



On the Viscount, the cabin attendants' seats are located on the buffet bulkhead in the rear. Facing aft, they are directly in front of the food ovens and beverage jugs – dangerous on hard impact



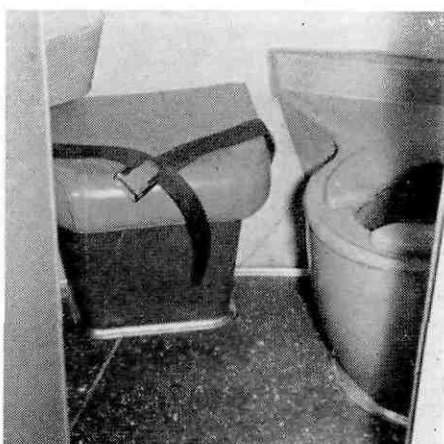
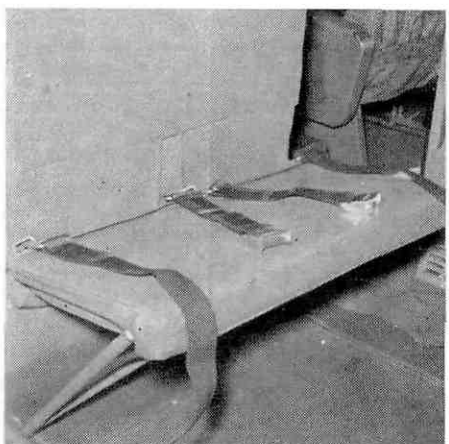
The DC 6 and 7 tell a similar story of inadequate and hazardous seatings for cabin attendants concerning which US stewards and stewardesses have some outspoken comments to make



Attendants' seats on the Viscount expose occupants to the danger of having food equipment thrown at them in the event of hard impact. Here again there is much room for needed improvement

Well really! In this day and age one would have thought operators and designers could have done a little better than this. This is not only dangerous for cabin attendants but also highly insanitary

The cabin attendant's seat is in the lavatory on the DC-7B. Turbulence spills the contents of the lavatory and creates an insanitary condition. A large mirror on the right is a further hazard



12. Attendants' seats should be installed so that the occupant is seated in a fore/aft position. Seats must be securely anchored to the floor. Folding seats must be so designed that they will not collapse when in use.

(continued from page 177)

in words all our experiences in Norway. We were able to see the Railwaymen's Union at work from close to, we were introduced to the leading personalities of the Norwegian Federation of Labour, we were afforded an opportunity of discussing

transport policy with Herr Varmann, the Norwegian Minister of Transport, and high officials of the Norwegian State Railways, we inspected personnel facilities at Bergen Railway Station. In Oslo we saw the Town Hall, the Agricultural Show and Holmenkollen before leaving for the port of Bergen by the unique 'Bergenbane'. On the way we saw places like Finse and Myrdal which, with their glaciers and waterfalls, are as unforgettable as the magnificent view from the station at the top of the Bergen cable-railway.

But there is much more that will remain in our memory from this week in Norway:


above all the distinguished, modest bearing of our hosts, their sincere cordiality and their enviable gift of knowing beforehand what would most please their guests; the general cleanliness everywhere and the friendliness of the people; the fine efficient railways which are so evidently run as a public service and which are consequently appreciated as such by the public, even if, at the moment, they are run at a loss.

We wish to thank the Norwegian Railwaymen's Union, their President and all their members for the friendly invitation and the true hospitality which was shown us. And we shall be back.

News from the Regions



A Labour College for African trade unionists

 AS REPORTED IN OUR JULY ISSUE, 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. The three-storeyed building will include forty bedrooms for students, classrooms, a library, a large lecture hall, common rooms for staff and students, a dining hall, kitchens, offices and accommodation for 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 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.

The idea of an African training college goes back several years. Ever since 1953 the ICFTU had been receiving requests for a residential trade union training centre on the lines of the Asian Trade Union College in Calcutta. Funds did not run to a full-scale effort at first, however, and the ICFTU had to content itself with organizing short courses in a number of African countries and, more recently, with a series of three-month courses at ICFTU headquarters in Brussels. A permanent college in Africa, however, remained the goal. Thanks to the continued support of the free world's trade unions through the medium of the ICFTU International Solidarity Fund, this goal has now been realized and 1960 should see Africa's first permanent trade union training college housed in its own building.

The choice of Kampala as the site for the College was a fairly obvious one. In the

Staff, guests and the students who attended the first course of the ICFTU's African Labour College in Kampala pose for their photograph after the opening ceremony in November 1958

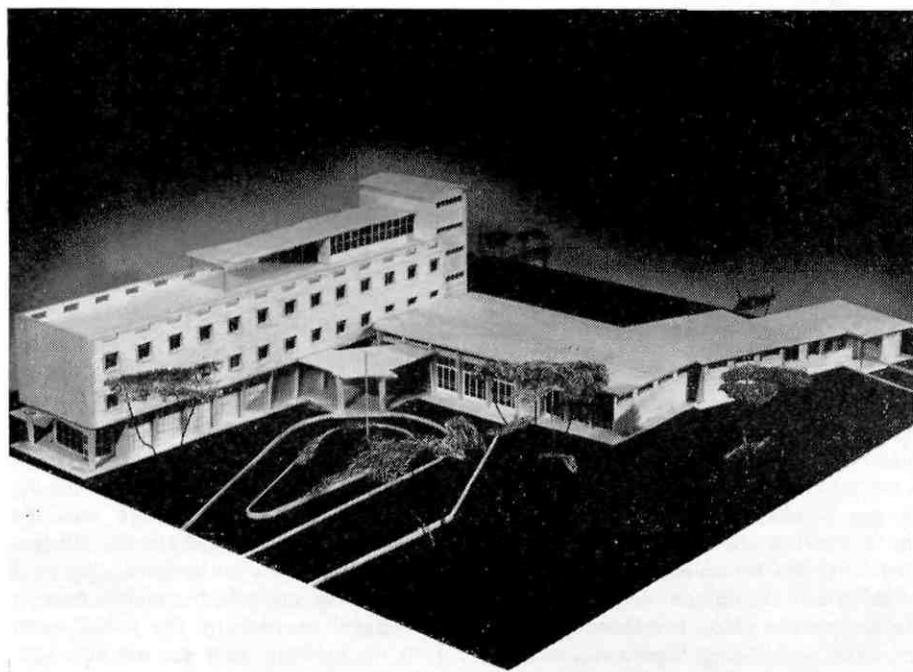


first place, Uganda is an indisputably African territory. Thus the proposed site was on African-owned land which could not be alienated to anyone but Uganda Africans. Secondly, there was an obvious advantage in siting the College near the multiracial Makerere College just outside the town; this allows the exchange of facilities between the two colleges and gives the students a chance to take part in the broader student life of Kampala.

Although the African Labour College at Kampala will not be ready as a building until 1960, the College itself, as an institution, had already started functioning in temporary quarters (the Imperial Hotel, Kampala) in November last year. The first course lasted until February, and the second started shortly after.

Sven Fockstedt, the Swedish Director of the College, has reported on the success of the first course held as well as on the lessons that have been learned for the future.

In choosing the students for the first course, regard was had to practical experience in trade union work. The men chosen were required to have a good general education and knowledge of the English language and hold leading positions in their organizations. There were other important considerations to take into account. Thus



Model of the African Labour College to be erected at Kampala, Uganda. Financed by contributions from the world's free trade unions, it will provide accommodation for forty students and staff and is expected to be ready by 1960. Meanwhile a first course has already been given

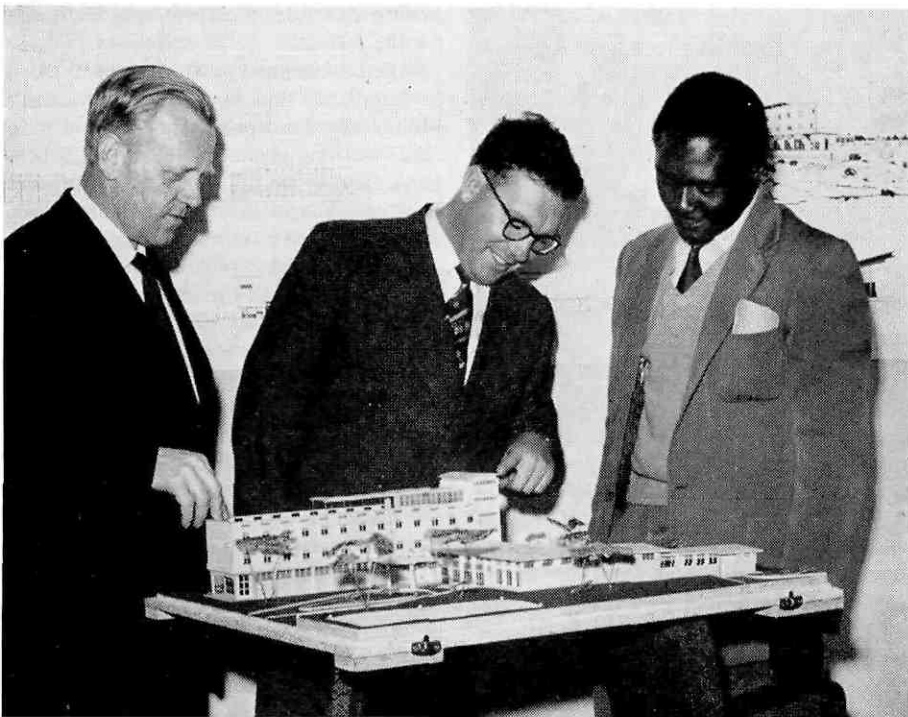
the final list had to represent as many countries as possible from the central belt of Africa and to reflect the relative strengths of the trade union movements in the different countries. It had also to be representative of the main occupational groups as far as possible.

The result was that Ghana, Kenya, Nigeria and Northern Rhodesia each received four places, Tanganyika and Uganda three, Gambia, Mauritius, Nyasaland and Sierra Leone, two and Aden and Somalia one each. Fourteen of the thirty-two students were full-time trade union officials, the others representing nine different occupational groups. All of them held more or less senior trade union posts, no less than eleven of them being general secretaries. Most were in the age group 25-35; the oldest was forty-five and the youngest twenty-one.

Speaking generally, this first course can be regarded as wholly successful. There is a greater similarity between trade union problems in the various African countries than there is in the European countries. Most of the students spoke a common language and learned a great deal from each other.

The course lasted four months and covered the entire field of trade union activi-

The architect, Mr. T. N. Weston, flanked by ICFTU President Arne Geijer and Tom Mboya, chairman of the East, Central and Southern African Area Committee, discusses the new Labour College for African trade unionists which, for the present, is housed in temporary quarters



ties: organization, laws, collective agreements, national and industrial economics, social problems, and the work of a number of international organizations such as the ICFTU and the ILO.

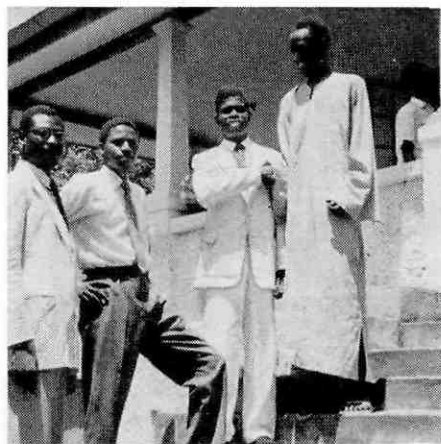
One important result of thus bringing representatives of different African trade union movements together in a college of this kind was that they gained a greater awareness of their common task and the need for co-operation and solidarity not only within their own frontiers, but in the great army of organized labour in Africa and the world as a whole.

Inevitably there were difficulties. Educational work in any sphere has to take into account differences in the students' ability, general education and experience. This raises the problem as to whether instruction should be given at different levels – not always a good thing if the self-confidence of the students is to be maintained. Although this was not introduced on the first course, it may be at a later stage having regard to the students' unequal knowledge of English and also the fact that more intensive and personal training is possible when smaller groups are being dealt with.

Experience gained during the first course revealed the necessity of a kind of preliminary 'first aid' course to make good certain



Students from Mauritius, Kenya, Nigeria and Ghana enjoy a joke between sessions. Students from twelve African countries and territories attended the College's first course which ended last February, having lasted some four months



Four of the thirty-two students who attended the first course at Kampala Labour College. Primary purpose of the College is to train active organizers and officials to play a more vital role in Africa's fast-developing trade union movement




In spite of initial difficulties, the ICFTU Labour College at Kampala got off to a good start. The diversity of apparel of this group of students reflects the wide range of geographical and industrial groups attending the initial course

outstanding deficiencies among the student body. This meant that less time could be devoted to other subjects. This experience, however, is not confined to the Kampala College. It merely underlines the diversity of subjects with which a good trade unionist anywhere must be conversant.

All in all, the Kampala Labour College can be said to have got off to a good start. With initial difficulties overcome and the students housed and trained in their 'own' college in the near future, high hopes are placed in the value of this institution to the growing African trade union movement.

Cheap labour on Johannesburg buses

 THE CITY COUNCIL OF JOHANNESBURG, taking advantage of the present South African government's racial policies, has come up with a scheme for employing cheap labour on its municipal buses: it has decided to employ only non-White bus crews on buses serving non-White passengers. Since the rates of pay and other conditions of work of the African (non-White) workers are considerably lower than those of the African (non-Black) workers, this step is tantamount to under-

mining the trade union principle of the rate for the job.

When it became known that the Council contemplated this step, the Johannesburg Municipal Transport Workers' Union made a strong protest to the City Council. Inevitably, it would seem, the union was referred to the government's racist policy whereby non-Whites are required to serve non-Whites. The City Council did go into the legal aspects of the proposed measure, however, asking the Minister of Labour to investigate the position with reference to the Industrial Conciliation Act, Section seventy-seven of which deals with inter-racial competition.

In the event, however, it transpired that the Industrial Tribunal set up to look into the matter 'did not deem it advisable to make an investigation under Section seventy-seven of the Act'. The authorities must have decided they were on weak legal ground, however, and a Bill has since been introduced in the South African Parliament amending the Motor Carrier Transportation Act of 1930. This would empower local transportation boards to specify the class of persons to be employed for the operation of any vehicle for which a certificate of exemption is issued under the Act. The

Johannesburg City Council (and all other City Councils operating municipal transport services) has thus been given the green light to go ahead with its scheme of employing non-White bus crews at lower rates of pay and inferior conditions.

Just how much lower are the working conditions of non-White busmen?

Wage rates and principal conditions of service approved by the City Council of Johannesburg in respect of non-White bus crews give a driver on the top rate (after two years) 2s 1d. an hour for a forty-eight hour week. Conductors get a top rate of 1s 8d. By comparison, white drivers and conductors get 4s. 4d. an hour after two years' service, i.e. more than double, and work a forty-four hour week. In addition, their hourly rates go up by 2d. a year to a top rate of 5s. 4d.

The same differentiation is noticeable in the case of the cost of living allowance which is fixed at £1 10s. a week for 'non-Europeans' and ranges from £3 18s. to £5 5 3d. (according to length of services) in the case of Europeans.

This story of differentiation between transport workers who do the same job but happen to be of different racial origin, runs



A single-deck bus operated by Johannesburg Municipal Transport. Recently the City Council decision that only non-white bus crews were to be employed on buses serving non-white passengers has raised a storm in trade union circles. (Photo by courtesy of Modern Transport)



An artist's impression of a double-decker recently put into service in Johannesburg. (Photo by courtesy of Modern Transport)

through the entire list of working conditions. Thus: hours of work in any one day are ten for the non-Whites and seven hrs. twenty mins. for the Europeans; the spread-over is fourteen hours for the one group as opposed to twelve hours for the other; paid public holidays, four as against thirteen; annual leave, twelve working days for each completed year of service compared with

ITF Executive Committee resolution on cheap labour on Johannesburg buses

The Executive Committee of the ITF, meeting in Copenhagen from 6 to 8 August 1959,

HAS LEARNED with the deepest concern of the Johannesburg City Council's intention to employ non-white bus crews on its municipal transport services at rates of pay and under conditions of service far below those applicable to white crews performing the same duties;

APPLAUDS AND SUPPORTS the vigorous protests made by its affiliate, the South African Council of Transport Workers, against the City Council's proposals which it has aptly described as a 'piece of flagrant cheap-labour exploitation';

NOTES that the proposed action of the City Council has the support and encouragement of the South African Government; and

DECLARES that racial discrimination is morally indefensible at any time and in any form;

that when applied to condition of employment it is doubly deplorable; that as a matter of principle, the ITF could never tolerate a practice whereby workers are penalized on account of their racial origin;

and that the South African Council of Transport workers will be given every possible support in its efforts to prevent racial discrimination gaining further hold in its country.

three weeks per annum in the first five years and four weeks thereafter, with an additional four to six days 'occasional leave' (according to length of service).

Even in those cases where a general trade union principle is applied, e.g. time and a half for overtime, the employers have found room for differentiation. Thus in the case of the African (non-White) workers, the management 'shall have the right to instruct employees to work time in excess of ordinary hours'. In the case of the Europeans, overtime is 'voluntary'. Furthermore, double rates are paid after a spreadover of fourteen hours.

In spite of longer hours for less pay, the African busman is not accorded the same sick leave treatment as his European counterpart. The latter after six months' service gets twelve working days. After a further period of service, however, his entitlement is increased to twenty-four days per annum accumulated indefinitely, whereas the African busman stays at twelve working days in the aggregate in any one year.

In the matter of discipline, too, the differentiation is stressed: the right to suspend without payment may not exceed three days in the case of the European employee, 'pending enquiry at which a Union representative must be present'. For breach of discipline or failure to perform his duties in a satisfactory manner, the African employee may be suspended without payment for as long as seven days. There is no enquiry attended by a union representative.

The ITF-affiliated South African Council of Transport Workers (with which the Johannesburg Municipal Transport Workers' Union is affiliated) has gone on record re-affirming its adherence to the principle of 'the rate for the job'. Its affiliate was also expected once again to register an emphatic objection to the employment of non-White bus crews at rates of pay lower than those paid to European crews when the City Council gives formal notice of the introduction of the scheme. For the present, the Council has merely announced that it proposes to proceed with the introduction of the scheme 'at the earliest possible date'.

Union co-operates in road safety campaign

THE GHANA MOTOR DRIVERS' UNION, an ITF affiliate, is planning to spend about £10,500 during the current year on a road safety campaign. Brother W. B. Otoo, General Secretary of the union, said that most of the money will be devoted to the purchase of six vans equipped with loudspeakers which will be sent to the various regions for an intensive campaign to keep death off the roads.

The union has already one van at its Koforidua Branch which, according to Brother Otoo, has rendered immense help to the police. As soon as the new vans are ready, local branch secretaries will organize monthly rallies for all motor drivers in their areas. These rallies will supplement the one-day courses on road safety already being organized by the union in cooperation with the Department of Social Welfare and Community Development.


Wanted - an independent multi-racial committee

A CALL FOR AN INDEPENDENT MULTI-RACIAL COMMITTEE to organize all workers in South Africa, irrespective of race, was made by the South African TUC on the occasion of its fifth Conference earlier this year. Instructing the Executive Council to take the initiative in setting up such a body for the purpose of organizing all workers in the country into trade unions, whether registerable or not, the Conference called upon all affiliated unions to give full assistance to this programme.

On the subject of the right to join an association of one's own choice, the Conference re-affirmed its determination to oppose all provisions of the South African Industrial Conciliation Act - and any other legislation - which deprives the workers of South Africa of this fundamental right. This declaration immediately followed one in which the SA TUC formulated a demand that all workers in the country, irrespective of race, colour or creed, should have the

right to organize and participate in collective bargaining processes.

You can go to prison or work for ninepence a day

 THE CHOICE OF FARM WORK PAID AT THE RATE OF 9d A DAY or going to prison has for five years been the practice in the Union of South Africa when African workers were picked up by the police for 'offences' under the country's stringent 'apartheid' laws. Offenders were given the choice of 'volunteering' to do farm work. If they did so, they avoided the consequences of having to appear in court. Being thus as it were adjudged guilty before they could be tried, most, if not all, preferred to opt for the alternative.

In the Union of South Africa, if you are an African, whichever way you jump you are in trouble. The country's racial legislators have seen to that, and these African workers, caught up in the police net, doubtless preferred this dubious 'freedom' (farm work at nine-pence a day and the odd beating thrown in for good measure) to the uncertainties of the law courts. Very likely, had the alternative turned out to be taking their chance on swimming across a crocodile-infested river, they would have preferred that too. Such is their fear of the sentences which would be imposed by the courts in application of the full stringency of the 'apartheid' laws which govern the lives and movements of the African population. That, we feel, is a sorry comment, but not far from the truth.


Fortunately, the Union's legislators have been so busy with repressive racial legislation, that they have had little time to weed out certain remnants of democratic legislation already on the statute book. We do not know how these safeguards got there in the first place. Very likely they were taken over from some other body of legislation before the Union of South Africa decided to put the historic clock back some half a dozen centuries and re-introduce the Middle Ages. How ever this may be, the fact remains that relatives of the men thus put to work on the land were able to take

out writs of *habeas corpus*.

The statements made during the hearing of these applications revealed a shocking state of affairs, and aroused the conscience of decent-thinking Europeans in the Union. This virtually forced-labour practice also came in for some outspoken comments by C. H. Millard, ICFTU Director of Organization, when he toured several African countries during May last. Affirming that these men were virtually used as convict labour, he stated that the ICFTU would do everything possible, including representations to the ILO, to expose these practices.

Needless to say, the ICFTU would have the full support of the ITF in any steps it takes to redress this wrong. Gravely embarrassed by the world-wide publicity given to it, the responsible South African Minister ordered the temporary suspension of this vicious system on the very day (17th June) that the ICFTU published a resolution adopted by its African Area Committee condemning South African racial policies. Meanwhile, the South African government has also announced that two investigations into the position will be held: one on a departmental level and the other as a Commission of Enquiry.

What is 'inhumanly' low?

 THERE SEEMS TO BE SOME DIVERGENCE OF OPINION as to what is meant by the description 'inhumanly low' when applied to wages – at least as regards the wages paid to stevedore labour in the port of Durban. When earlier this year dock workers in the port went on strike for more pay, their case was set out in an article in the (South African) Sunday Times which described the wages of Durban dock workers as 'inhumanly low'.

A statement issued by the Divisional Inspector of Labour, Natal, and read at the annual conference of the South African TUC earlier this year, purports to be a reply to alleged misstatements contained in the article and in particular to the charge that the wages of stevedoring labour in the port are inhumanly low. In seeking to rebut the charge, the divisional labour inspector

obligingly – but unwittingly – proves it correct. Straight-thinking, at least as regards labour matters, is apparently not a strong point with labour inspectors in the Union of South Africa.

'It is of course a fact', he writes, 'that stevedores are the most highly paid labourers in the country'. This statement, calculated to flatten the opposition at the outset, is only impressive, however, if the rest of the labouring world can be regarded as being reasonably well paid. This we doubt. The writer, however, goes on to quote the wage rate: 14s. a day. That would work out to £3 17s. a week on the basis of a five and a half day week, or £4 4s. for a six-day week.

If, with those wages, the docker in Durban is 'the most highly paid labourer in the country' (to quote the labour inspector), we can only register our deep sympathy for the other labouring groups paid at less lordly rates.


On the inspector's own showing, however, the picture is actually worse. In his zeal to refute another charge (that the stevedoring labourer is compelled to work overtime to make his money up to something like a living wage), he goes on to say that 'the records show that the stevedores only work on an average *three* days a week excluding Sundays, which they have always worked because of the fact that the pay for Sunday work is high – £1 1 8d'.

It is difficult to find one's way around in this muddled thinking and exposition. The fact that the Durban dockers work, and 'have always worked' on a Sunday 'because the pay is high' is surely a pretty convincing indication that the pay is otherwise low. The charge that the Durban dockers 'are compelled to work overtime' is therefore in substance true. In his haste to rebut this charge, the writer of the report has forgotten that he hoped to create an impression by stating that the rate of pay is 14sh. a day. He now tells us what the docker gets in practice, i.e. three days a week at 14sh. a day plus £1 1 8d. for working on a Sunday. Assuming the impossible (i.e. that he works every Sunday on an average whilst he can find work only on three of the remaining

six day in the week), his weekly wage works out at £3 3 8d.

That, we contend, is a wage which could justly be described as 'inhumanly low'. Even if the Durban docker worked *seven* days a week, he would still only draw £5 5 8d. Seeing that the official poverty datum line for an average African family was put at just over £21 a month as far back as 1954, it is obvious that with his average £3 3 8d. a week the Durban dock worker is being paid well below the subsistence level.

American union leaders deplore colonialism and apartheid

 TWO RECENT STATEMENTS BY AMERICAN LABOUR LEADERS gave pledges of sympathy and support to the African peoples in their struggle against colonialism and racial persecution.

In a message sent to the mass meeting held at Carnegie Hall on April 15th to observe African Freedom Day, President George Meany of the AFL-CIO assured the leaders and peoples of the nine African states which had already won their liberty that American labour would continue to urge the United States Government, in alliance with all free nations, to provide sufficient economic aid to enable the new fledgling states to maintain and safeguard their freedom in an economically prosperous and democratic society. After an assurance that the AFL-CIO would do all in its power to influence all free nations to break completely with all vestiges of past and present policies of colonialism, President Meany warned of the new disguised form of imperialistic threat to the freedom of the African peoples represented by international communism as witnessed by its recent brutal outrages against the peoples of Hungary and Tibet.

For African trade unionists, President Meany had a special message:

'Throughout the free world the trade unions have been in the forefront of the struggles for human dignity, well-being, and national freedom. I am confident that the rising free trade unions of Africa will be in the front ranks of the fight for national

independence, human dignity, economic progress and well-being. The AFL-CIO will redouble its efforts to render full support to our trade union brothers in this great battle'.


Another statement, by the AFL-CIO Executive Council, condemning racial persecution and economic exploitation of non-whites in the Union of South Africa, expresses the dismay of American labour at the continued and increasing denial of human rights to four-fifths of the country's population.

American labour is particularly concerned because South Africa 'exemplifies attitudes to labour against which American trade unions have had to struggle bitterly in the past: the exploitation of miserably paid workers in order to reap enormous profits for employers; child labour in rural factories; systematic obstruction of union organization - these are only a few examples'.

'African unions', the statement continues, 'are denied government recognition and therefore have no official collective bargaining rights. They must accept the wages and working conditions set by their employers and the Government Wage Board, on which they have no representation.'

The statement ends by vigorously condemning the apartheid policy of the South African Government and particularly its oppressive attitude towards non-white labour.

Death of Aissat Idir

 THE DEATH OF AISSAT IDIR, General Secretary of the Algerian Trade Union Federation (UGTA), in a French military hospital in Algeria on 26 July has roused deep disquiet in the free trade union world. The tragic circumstances of his death, allegedly from the effects of burns inflicted when he accidentally set fire to his bedclothes at the detention centre to which he had been taken following his acquittal by a French military tribunal of a charge of conspiracy, are such that world trade union opinion demands far more convincing assurances


than those hitherto forthcoming from official sources before it is satisfied that this Algerian trade union leader was not in fact subjected to inhumane treatment which if it did not cause at least contributed to his death.

Reflecting this deep concern, the ICFTU at the beginning of August wrote to the Secretary General of the United Nations requesting that the Commission on Human Rights examine the case of Aissat Idir as an instance of the flagrant violation of human rights.

Aissat Idir, who was only 44 when he died, was arrested on 23rd May 1956. It was not until January 1959, however, that, having suffered the rigours of a number of detention centres, he was finally brought before a French military tribunal on a charge of conspiracy. His acquittal, however, did not mean his release. Instead he was transferred to another detention centre where, according to an Algerian government statement, occurred the accident to which his death, in a French military hospital to which he was immediately transferred, is attributed.

All these circumstances justify the present conviction on the part of the trade union world that only a thorough investigation can help to clear those concerned of the suspicion that grievous wrong has been done to a trade union leader and to the hard-won rights of free men throughout the world.

Proposed change in Indian TU law

 THE INDIAN GOVERNMENT is considering a proposal to change the trade union law to provide for compulsory recognition of trade unions provided they fulfil certain conditions. At present recognition depends solely on the employers, the only condition being that it should be granted to the union with the largest fully paid membership.

This system has not worked smoothly. Apart from the difficulties in verifying the membership claims of rival unions, it has often led to open conflicts among workers


belonging to different unions. Employers have also been known to exploit the situation to their own advantage.

According to the Government's proposal every employer will have to recognize a union provided it has been in existence for at least two years and represents not less than twenty per cent of the workers. Before a final decision is taken, the proposal will be placed before the Indian Labour Conference, meeting on July 28 and 29.

One of the proposed conditions, which is likely to be strongly opposed by the labour representatives, is that no outsider should hold office in a trade union seeking recognition.

The provision for recognition of unions in the Kerala Industrial Relations Bill may come up for consideration at the conference in this connection. It lays down that if there is a dispute about genuine membership among rival unions seeking recognition the issue should first be referred to arbitration. If that fails, it should be decided by a ballot.


The anti-labour government in Thailand

 IN SPITE OF PROMISES, the government of Thailand, which came into power following a coup d'état last October, has done nothing to introduce more liberal labour legislation after a series of anti-labour moves. Trade unions, abolished when the present government took over, are still not operating, whilst a number of trade unionists are being kept in jail without any formal charges against them.

With the continued ban on trade unions, and workers prevented from protecting their interests by bargaining collectively with their employers, united labour in the free world, through the medium of the ICFTU, has lodged a complaint with the International Labour Organization calling upon that body to remind the government of Thailand that its actions are incompatible with the commitments which members of the ILO have undertaken to respect. In particular these are the two Conventions (Nos. eighty-seven and ninety-eight) which


respectively concern the right of workers to establish and join organizations of their own choosing, and the right to organize and bargain collectively.

Memorial to Brother P. D'Mello

 ON MAY THIS YEAR BROTHER N. T. ZENDE, President of the ITF-affiliated Transport and Dock Workers' Union of Bombay, laid the foundation stone of a new four-storey building which is to perpetuate the memory of the union's late General Secretary, Brother P. D'Mello. Hopes have been expressed that the new building, the ground floor of which is expected to be completed by October, will house the offices of a united body of Indian transport workers' and maritime unions.

Brother D'Mello, a former member of the ITF General Council and Dockers' Section Committee, was only forty-two years old when he died on 20th March last year. It is gratifying to record that his courage, loyalty and years of faithful service in the Indian Labour movement will thus find so soon a fitting and permanent monument.

Plan to reorganize Singapore trade union movement

 ON JUNE 8 THE SINGAPORE MINISTER OF LABOUR AND LAW, MR. K. M. BYRNE, met leaders of the Singapore Trades Union Congress to discuss the government's five year plan for a reorganization of the Singapore Trade Union Movement. In a press statement after the meeting Mr. Byrne spoke of the Government's intention of setting up an independent labour court for solving industrial disputes. He said that legislation would be introduced allowing a trade union to choose whether it wished this court to arbitrate in an industrial dispute. If a union decided to use the court, said Mr. Byrne, the employer would automatically be brought within the court's jurisdiction. The court would be made up of persons well-versed in industrial and labour matters acceptable to both the unions and the employers.

Legislation would also be introduced to unify the Trade Union Movement. As far as possible, all unions representing similar trades would be grouped into united organizations.

This legislation would also provide facilities for cancelling the registration of 'yellow and splinter' unions.

The Minister of Labour and Law also spoke of plans for building a Trade Union House for the headquarters of the unified Trade Union Movement. (Plans of Britain's Trade Union House and union headquarters in other countries were already being studied). The building, which would help to foster unity in the trade union movement, would also provide a library and recreation facilities.

Training of Ghana Airways personnel

 SINCE JULY 1958, when Ghana Airways came into being, the company has steadily pursued a policy of training its staff with a long-established airline company (BOAC) with a view to such personnel taking over the running of Ghana Airways and thus making it one hundred per cent Ghanaian. Up to date, a number of stewardesses, reservations and traffic staff have attended BOAC courses at London Airport lasting from three to twelve weeks. Meanwhile, candidates are being selected in Ghana for twenty-eight key posts in Ghana Airways for the running of local services. Successful applicants, after a period of training of four to five years with the British airline company and a further period of training in Ghana, will take over the running of the country's airline.

The key men, who will thus benefit from the experience gained by a long-established airline company during the course of years of operation, include: the future general manager, commercial manager, chief pilot, seven other pilots, chief engineer, secretary, accountant, assistant to the general manager as well as duty officers, reservations officers, accountants and a number of engineers, radio officers and stewards.

Ghana bans unloading of South African goods

ON 14 JULY THE GHANA TUC announced that all ships carrying goods from South Africa would not be allowed to discharge their cargoes in Ghanaian ports. This step, taken as a protest against 'apartheid' in the Union of South Africa, may be followed by a boycott of South African goods by Ghanaian workers which was being postponed, however, 'until the appropriate strategic moment'. The Ghana TUC was also proposing to ask the government to ban all trade with the Union.

Last year, imports from South Africa including tinned fish, wine and farm produce, amounted to more than £1 million. This is about 1.8% of Ghana's total imports.

Korean railwaymen show their solidarity

KOREAN RAILWAYMEN, members of the ITF-affiliated Korean Federation of Railroad Workers' Unions, do not forego many opportunities of giving evidence of the unity of purpose and aims which binds them together into a militant union. This is probably due to the fact that, since



Korean railway workers proudly display their Federation's flag. President of the KFRU is Jim Koo Hong, a former locomotive engineer

its foundation in 1946, the Federation has had to fight for its existence and its rights. During the years of confusion immediately following World War II, the Communists did everything in their power to smash the free trade union movement in the country. The fact that they were unsuccessful can largely be attributed to the democratic railwaymen whose union at the time – the forerunner of the present KFRU – continued to make solid gains. The Federation has

also had to fight against government anti-trade union legislation. The unions forming the Federation are organized in three divisions broadly along craft lines. The divisions are: office, traffic and workshop staff. Each constituent union holds meetings of its members at regular intervals. The Korean Federation of Railroad Workers' Unions affiliated with the ITF in June 1957.

Indonesian State Railways recognizes new union

'KBKA', THE INDONESIA RAILWAY WORKERS' UNION formed in 1956 was officially recognized as bargaining agent by the management of the Indonesian State Railways following a recent meeting of union representatives, headed by its general chairman, Soerojo, with the railways management. The 'KBKA' has thus been placed on a par with two other existing railwaymen's unions, the 'SBKA' and the 'PBKA'. The latter are affiliated with the Communist-dominated 'Sobsi' trade union federation and the KPSI respectively.

The newly-recognized union, which held its second Congress in Semarang on 19 March last, claims a membership of 10,000.

Inland fishing in Ceylon

THE BASIS FOR A FRESHWATER FISH INDUSTRY has been laid in Ceylon.

Difficulties have largely been overcome as a result of the efforts of a Chinese fisheries biologist who is spending four years in the country for the FAO in response to a request from the Ceylon government.

One of the difficulties to be overcome was the fact that the people in the inland areas are Buddhists and therefore forbidden to carry out freshwater fishing on religious grounds. Coastal fishermen, however, who are not Buddhist, have been persuaded to move inland during the off season and try fishing in the inland waters. Some of these fishermen made good catches there, and consequently decided to remain. There are now about fifty families working on the lakes, rivers and reservoirs which the FAO has been stocking with fish.



Members of the Korean Federation of Railroad Workers' Unions during a protest march. Heading the procession (middle of front rank) is the KFRWU's General Secretary, Yoo Ki Nam



This demonstration, organized by the Korean Federation of Railroad Worker's Unions is headed by its Vice-President, Kang Tai Bum. The Federation was founded in the year 1946

Air traffic control in the jet age - a German view



+ JET AIRCRAFT, WHICH WITH THEIR HIGH FUEL CONSUMPTION can only be operated economically at high altitudes, present air traffic control with many complex problems. It is necessary for the jet to reach its high cruising altitude without delay, and the fact that the jet's rate of climb depends to a large degree on the prevailing temperature, means that the time to be allowed by the air traffic controller for the jet to clear the airway used by other aircraft varies not only with the type of jet but with the temperature as well; in each individual take-off the jet's course has to be plotted exactly from the time it enters the airway until it has climbed beyond the height at which conventional aircraft using the airway are flown. In theory the first part of a jet's climb, i.e. up to 6,000 metres, should take place outside the airway being used by piston aircraft. In practice, however, in view of the density of air traffic over West Germany and the lack of air space available, jets are often obliged to enter the airway at heights below 6,000 metres so that, in order to maintain necessary separation, the heights of piston aircraft flying in the airway have to be changed. In other cases, special jet-climb zones have had to be arranged which often result in considerable diversions with a loss of time and fuel and a consequent decrease in range or in emergency fuel reserves.

Standard Jet Departure Procedure is to some extent facilitated by the use of available navigational aids such as Non-Directional Beacons (NDB) or the VHF Omnidirectional Range (VOR). In the equally important matter of bringing jets in to land

without delay, Frankfurt Air Traffic Control has led the way in setting up two 'stacking-up areas' for piston traffic, each equipped with NDB and VOR transmitters. One transmitter, 'Metro', deals with aircraft approaching Frankfurt airport from

the North; the other, 'Charlie', aircraft from the South. Not until an approaching jet has landed are the aircraft circling over Metro and Charlie called in to land.

Another important development in this connection is the plan to set up an international air traffic control centre, 'Euro-Control', which in cooperation with national traffic control centres will regulate jet traffic at heights above 6,000 metres. For each individual flight by a jet aircraft the centre will draw up a flight route with a thirty minute allowance each way which will then be cancelled on the aircraft's arrival at its destination. This flexible system together with the high speeds and the special technical and navigational problems involved in jet operation will mean that, in order to meet increased demands with the technical equipment at present available, air traffic control will have to be solely in the hands of this European Traffic Control

(continued on the next page)

Centralized control on the modern trawler



'THE BRIDGE OF TODAY, is the nerve centre from which every function of a trawler's operation other than cooking is controlled. The speed and direction of the ship are controlled, the fish detected, the trawl winch is operated, and shipshore communication maintained'. (Paper read at World Fishing Boat Congress, Rome, April, 1959.)

Instruments give the skipper exact information about his vessel's trim and stability and the speed of the various machines; he has also a 'broadcast' weather map showing the approach of bad weather so that he can avoid it. Electronics now play an important part in the trawler's nerve centre, and automation is increasingly being adopted'.

The growing importance of the bridge as the nerve centre has eliminated outside walkways and increased the size of the structure. The introduction of the cruiser-conical stern seemed to be the signal to increase the structure aft. This improved comfort, gave extra space for accommodation and reduced the risk of the ship being pooped.

'The present tendency to fish only on the starboard side' - the report continues - 'enables the superstructure to be extended

on the port side, again resulting in more and better accommodation and better quarters for the crew'.

Regarding the basic requirements for centralized control, the author of the paper found that hydraulic and electro-hydraulic steering engines are still the most suitable for large fishing vessels, and that, in the interests of safety, at least one magnetic compass must be carried in all types of vessels. Three main classes of fishing vessel were chosen by the author as representatives of the vessels where centralized control would show the greatest saving: the middle distance and deep-water trawler; the fish factory trawler with or without stern trawl facilities; and the factory parent ship or other large vessel. In the case of the middle-distance or deep-water trawler with starboard control of fishing, the push-button controls at the starboard wing can override automatic steering and direct the vessel as necessary. The fish-indicating recorder can be kept under constant observation.

In a control layout applicable to the fish factory trawler with stern trawling and an after-control position, the starboard wing control is not required. Provision is made for closed circuit TV for operations astern. For the largest type of vessel, including the fish factory and mother ship, two schemes are described. Both include a rudder-angle indicator visible from anywhere in the wheelhouse or wings of the bridge, and a reflector type magnetic compass. With the safety factors incorporated where auto-electric control is used, it is possible (states the author) to have hand electric control and automatic steering available through one set of connections, with push button control via the other set at stand-by.

With all these centralized controls leaving much of the port side unobstructed, larger ocean-going vessels tend towards combining the chart-room and wheelhouse. The port side of the latter can be used as a chart table and for the automatic navigator,

electric course recorder, weather map display and other navigation instruments.

A degree of centralized control can also be achieved in the case of smaller classes of fishing vessels. Systems using a magnetic compass as datum and providing automatic hand electric and remote control of steering as an addition to the normal system, are considered particularly useful in drifters, seiners and line fishing boats. The remote steering facility can be particularly valuable (it was stated) in saving manpower.

Progress report on the Antwerp International Seamen's Home



THE ANNUAL REPORT OF THE INTERNATIONAL SEAMEN'S HOME in Antwerp shows that the Home continues to enjoy its popularity among the thousands of seafarers to whom it opens its doors every year without distinction of nationality, religion or colour. In 1958 7,887 seamen and 1,223 members of their families stayed at the home as against 7,666 and 926 in the previous years, in spite of the decrease in the number of seafarers using the port as a result of the world-wide recession. The decrease in the average length of stay - from five nights in 1957 to three and a half in 1958 - is largely attributable to the drop in the number of ships being laid up for repairs in the port.

The largest number of seafarers availing themselves of the home's facilities in 1958 came from Western Germany. The Belgians themselves, although somewhat fewer in number than the Germans (1,200 against 1,521), tended to stay longer so that they were responsible for about twice as many nightly bookings as the Germans (7,564 against 3,836). The 785 British seamen and their families using the home also tended to stay longer than the average and their total nightly bookings are only two hundred short of the German total.

Prominent among the other nationalities staying at the home were the Norwegians with 1,446 guests and 3,340 nightly bookings, Greece with 705 guests and 2,217 nightly bookings, and India with 286 guests and 1,398 nightly bookings.

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Centre except for landing and taking off - this would be necessary if only to avoid repeated changes in frequency and interruption of ground-air radio contact with the jet pilot. It will also mean that in the foreseeable future air traffic control ought to be able to rely on modern surface navigational aids and long-range radar installations for traffic control outside the regular airways and at altitudes above those controlled hitherto. The personnel engaged in air traffic control will also have to be capable of meeting the mental and nervous strain put on them in a way that will ensure real safety to the crew and the passengers whose lives are in their hands. To some extent experiences of these techniques abroad may profitably be used in planning such a scheme.

Nevertheless, in the main, air traffic control is breaking fresh ground and new techniques and procedures will have to be evolved for both German airspace and that of Europe as a whole.



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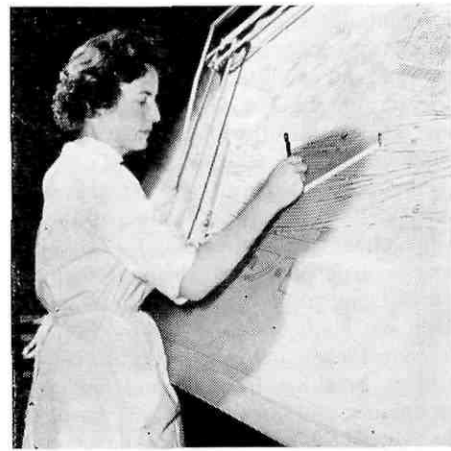
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Women workers on the Swiss Federal Railways



THE SWISS FEDERAL RAILWAYS employ some 1,300 female staff compared with 38,000 men. Naturally, the job opportunities for women are somewhat limited and by the nature of things one would not expect to find them on the footplate, in the marshalling yards or doing any of the strenuous physical work associated with the permanent way. Nevertheless, there is a wide range of work for which female staff can be and are employed. Thus among the jobs listed we find women level-crossing keepers, women in charge of local halts, as well as on the catering staff. As might be expected, the Swiss Federal Railways employ women extensively on office work. We thus find many women engaged in secretarial work, as punch-card operators and in booking and enquiry offices.

Naturally, there is a fair turnover of female staff on the Swiss Federal Railways – as indeed with female staff elsewhere. By the nature of things, many do not necessarily regard their employment as the exercise of a career and leave the service on marriage. Nevertheless, there are careers on the SFR open to women, alternatively, a number of women with professional qualifications pursue their vocation on the staff.

In this connection mention may be made of a number of female welfare officers on the permanent staff as well as those employed in other departments as, for example, in the engineering department as draughtsmen.

1 One of the five female welfare officers employed on the Swiss Federal Railways. Female employees number some 1,300 and perform a wide range of duties not all of which are necessarily associated with female labour

2 Employment on the Swiss Federal Railways has not always meant a career for many of its female staff. Here however are two generations – mother and daughters – who have been in charge of a wayside station or halt for many years

3 Secretary to the Managing Director, a post calling for high standards of proficiency and reliability and long experience of this type of work. Opportunities for making a career out of

Punch-card operators at head office. Operations of this kind, apart from mechanical maintenance, have come to be regarded as the peculiar province of female labour. Compensation for the routine nature of the work is provided by the pleasant surroundings in which it is performed

railway employment however are inevitably limited as far as female staff are concerned

4 Job opportunities on the Swiss Federal Railways are not confined to secretarial work. Many women are in ticket offices where they come into direct contact with the travelling public

5 Work on the permanent way is calculated to give one a healthy appetite and the needs of the inner man are being well catered for by this member of the canteen staff

6 Women are also employed on the enquiry counters of the Swiss Federal Railways. This young lady is effecting a seat reservation at Zurich main station, one of the busiest stations

7 Answering an enquiry at the goods dispatch office in Bern. Women may be found doing jobs on the Swiss Federal Railways which twenty-five years ago or so might have been regarded as essentially a male province

8 In Switzerland, as in many other countries, women are frequently entrusted with the job of level-crossing keeper. Switzerland is not all mountains and there are a large number of such crossings on the Federal Railways' network

9 A draughtsman – or should we say draughts-woman? – at work in the Construction Department. By the nature of things, however, careers for women with professional qualifications are somewhat limited on the Swiss Federal railways

Norwegian idle tonnage

SIXTEEN NEW NORWEGIAN SHIPS, totalling 246,000 tons d.w., were launched in April. During the same month fourteen vessels, totalling 165,000 gross tons, were laid up, bringing the total idle tonnage up to 952,000 gross tons.

There are now 163 Norwegian vessels laid up. Almost two thirds of the idle tonnage is accounted for by 55 tankers, 38 of which have been built since 1945.

Fishermen in the Faroe Islands

by ERLENDUR PATURSSON, President of the Faroe Islands Fishermen's Union



ABOUT EIGHTY-FIVE PER CENT OF THE NATIONAL INCOME OF THE FAROE ISLANDS comes from fish and fishery products, which also account for practically all the islands' exports.

Out of a total population of 31,000, no less than 4,000 are employed as fishermen, practically all of them members of the Faroe Islands' Fishermen's Union, which is affiliated with the ITF.

The Faroe Islands are part of Denmark. In considering the economic basis of the Faroese fishing industry, it must be noted that the Faroe Islands' government has no say in such important matter as foreign trade and the demarcation of the fishing grounds. Foreign trade is carried on via Denmark and the demarcation of the fishing grounds is established in an agreement between Denmark and Great Britain.

Fishing is carried on in home waters around the Faroe Islands as well as in distant waters off the coasts of Greenland and Newfoundland, Bear Island, North Norway and Rockall. There is also some herring fishing off Iceland and between the Faroes and Jan Mayen. The vessels vary from small open boats manned by

four or five men and large trawlers of 800 to 1,000 tons with a crew of fifty or even seventy. The largest part of the fishing fleet is owned by independent trawler owners, although in many cases the fishermen themselves have founded cooperatives. Although extensive credit facilities are available for the purchase or building of vessels (up to ninety per cent), there is an appreciable shortage of vessels. As a result, between 1,000 and 1,200 Faroese fishermen are employed on foreign fishing vessels - Icelandic, Norwegian, German and English.

Agreements and legislation

The fishermen's social and economic conditions are regulated partly by legislation

The vessels employed in the Faroese fishing industry vary between small open boats manned by four or five men, fishing in local waters, and large ocean going trawlers which sail as far afield as Greenland, Newfoundland and Bear Island. There is a shortage of Faroese vessels and about 1,200 fishermen are employed in Icelandic, Norwegian, German and English trawlers

and partly by agreements between the Fishermen's Union and the Trawler Owners' Association. Apart from fishermen engaged on small boats in homewaters, the terms of every fisherman's engagement are regulated by contract, and the fisherman signs on and signs off at an official bureau.

Fishermen's wages are calculated differently according to which kind of fishing they are engaged in, but in general, it may be said that all fishermen have a guaranteed minimum wage and a share in the value of the catch.

For fishermen catching fish by the hand-line method, the rule is that forty-two per cent of the value of the gross catch is divided between the men in equal proportions. In certain cases the fishermen's share is divided so that each man gets forty-two per cent of the value of the amount of fish he himself has caught. In this type of fishing the men pay their own board. Usually the men's catch is sold along with the owner's, but the men have the right to take their own share and dispose of it as they think best.

Fishermen engaged in line-fishing are entitled to thirty-five per cent of the value of the catch after the price of bait has been deducted. Their share is divided equally between the men. The above applies to salted fish. For iced fish the conditions are rather different.

In the winter months especially a number of Faroese 'liners' as well as trawlers unload and sell iced fish directly in Scottish ports. In these cases deductions are made from the gross value of the catch in respect of expenses in port including customs duties, provisions, ice, coal, oil, bait, insurance and harbour charges. The remainder is divided equally between the shipowner and the crew. The crew's share is then

Fishing is the staple industry of the Faroe Islands, fish and fish products accounting for practically all exports from the islands. Salt fish and herrings are landed in the Faroe Islands and then loaded on to carriers for export to Russia, East Germany and Sweden. In the winter especially, iced fish is landed directly in Scottish ports

divided so that the skipper receives two and a half shares, the mate one and a half and every other crew member one share.

Trawlermen receive a fixed wage of 300 kroner (£1 equals 19.34 kroner) per month plus a share in the catch after certain deductions, the most important of these being customs duties and landing expenses in foreign ports (accounting for approximately eighteen per cent of the gross sale value). The remainder is divided so that each man receives 0.55% on trawlers over 500 gross tons, and 0.65% on smaller vessels. If the value of the catch exceeds £9,000, each member of the crew receives an additional 0.10% of the excess amount. The above applies to iced fish. When the catch is salted, trawlermen are paid on a different basis: expenses – provisions, salt, coal, oil, insurance, harbour charges, landing charges and various other minor expenses – are deducted and 34% of the remainder is divided equally between the crew.

In herring fishing, after the deduction of



Almost all of the 4,000 fishermen in the islands belong to the ITF-affiliated Faroe Islands Fishermen's Union. Their wages are in most cases based on share of the catch, although Faroese fishermen are guaranteed a minimum wage of 700 kroner per month which is paid through a special Minimum Wage Fund financed partly from duties on exported fish and partly by government subsidies. A representative of the Union sits on the committee administering the Fund, which also regulates price and subsidies

expenses in respect of salt, barrels, provisions, oil, coal, insurance, and charges in connection with unloading, packing and re-loading the catch on to carriers for subsequent export, the remainder is divided equally between the crew and the trawler owner. The crew's share is further divided so that the skipper receives two and a half shares, the first mate and the chief engineer one and a half shares, the second mate the second engineer and the cook one and one quarter shares and all the rest one share.

Markets and prices

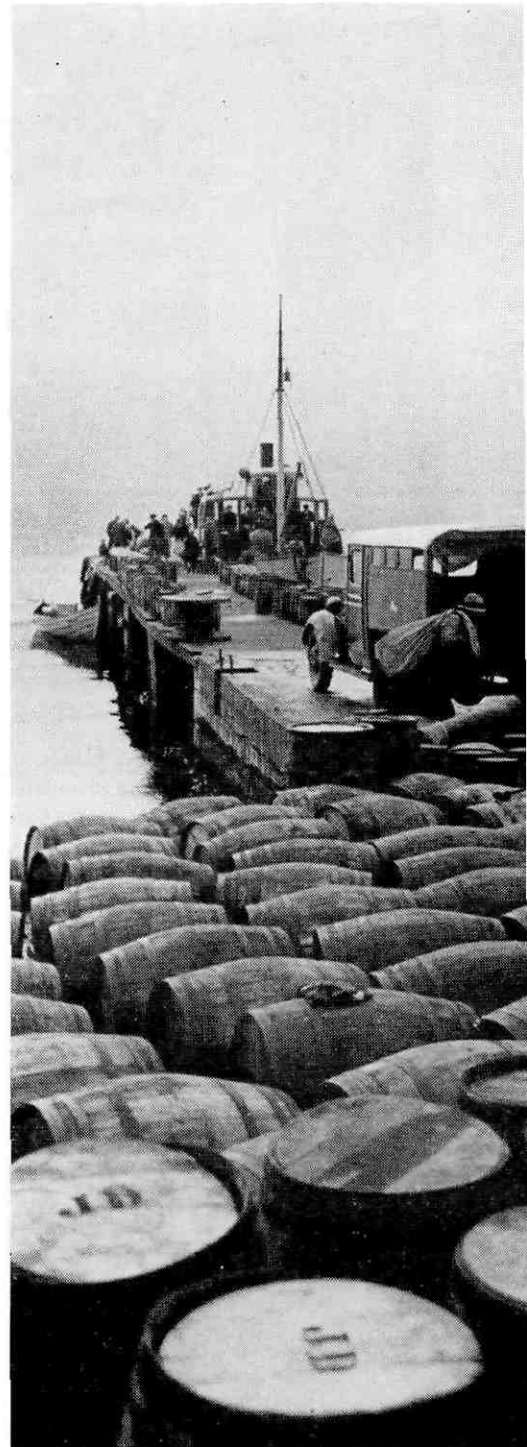
Since fishermen are paid in proportion to the price realized by their catch; legislation and agreements set out which prices are valid for the calculation of fishermen's wages. In the case of fish landed directly in foreign ports, i.e. iced fish landed in Scottish ports, the relevant price is the market price realized minus expenses. In the case of salt fish, the relevant price is that reached in the importing countries – Russia, East Germany, Denmark, and Sweden – minus expenses. In the case of salt fish landed in the Faroes, the price is established by a Pricing Committee consisting of five members, one from the Fishermen's Union, one from the Skippers' Association, two from the Trawler Owners' Association and a chairman elected by the other four members.

Minimum wages and subsidies

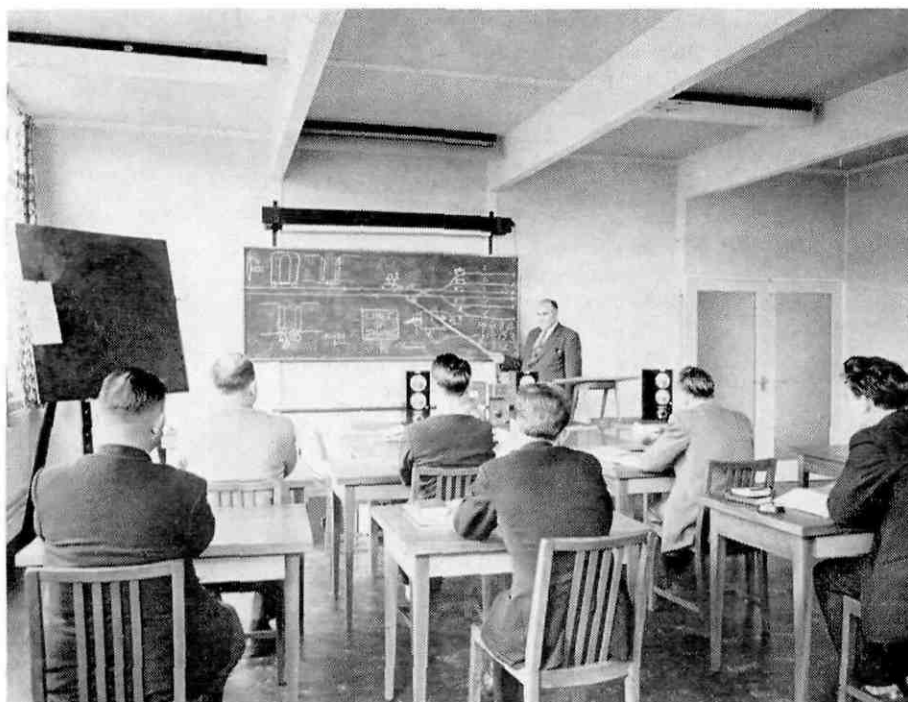
The subsidization of fish prices and the payment of a minimum wage to fishermen are regulated by means of a special Fund controlled by a committee of five members: one from the government, two from the Trawler Owners' Association and two from the Fishermen's Union. The money for the Fund comes partly from duties on exported fish and partly from government subsidies.

At the moment the minimum wage amounts to 700 kroner per month for men engaged in cod fishing and 800 kroner for men in herring fishing. The fund also subsidizes fish prices in respect of the men's share of the catch but not in respect of the owners' share. These price subsidies are not

(continued on the next page)



Staff training on the British Railways



A class in progress at the British Railways Staff Training School at Ilford. Courses last from two to ten weeks and cover a wide range of subjects in connection with the BR modernization plan

A corner of the diesel apparatus room. Instruction courses are also held in modern signalling installations, mechanized office and accounting equipment and station and train working. Training programmes are all centrally co-ordinated



THE PROGRESS OF MODERNIZATION ON BRITISH RAILWAYS has emphasised the need for adequate and up-to-date training facilities for the staff who maintain and operate the new equipment and installations. To meet this demand, the Eastern Region of British Railways has built a training school at Ilford on the outskirts of London capable of dealing with 1,000 men annually.

The school provides courses lasting from two to ten weeks in such subjects as signal engineering, the theory of diesel locomotive and diesel train driving, rules and regulations
(continued on the next page)

(continued from page 193)



paid on that part of a fisherman's total monthly earnings in excess of 1,350 kroner. If for instance, a fisherman's earnings from his share of the catch come to 500 kroner per month, the Fund pays him another 200 kroner to make his wages up to guaranteed minimum.

Since fishermen are not legally entitled to their wages until four weeks after the catch has been landed and sold, the Minimum Wage Fund performs another valuable service in advancing 500 kroner per month on outstanding wages. This amount is later

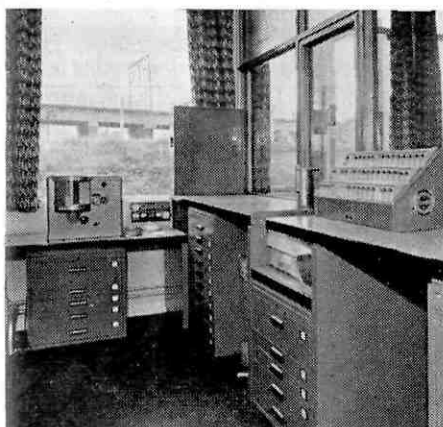
refunded by the trawler owner when the catch is sold.

Holiday with pay

From 1st January this year, all employed fishermen receive an annual holiday payment of six per cent of their total earnings including payments made under the minimum wage and price subsidy schemes as well as their wages from trawler owners. The holiday payment, however, is not made on that part of total monthly earnings in excess of 1,350 kroner per month. Fisher-

Faroese fishermen never work more than eleven months in the year – in most cases considerably less – and many of them have temporary jobs on shore in addition to fishing. Some of them add to their income by working small land holdings. This year the Fishermen's Union has secured for its members an annual holiday payment, amounting to six per cent of their total earnings, which should go a long way in helping to strengthen their social and economic security

A demonstration booking office adjoining a commercial class room at the British Railways Staff Training School. The school, which can deal with 1,000 men annually, was established to meet the need for adequate and up-to-date training in new techniques and equipment in use on the BR



governing train working, and goods and passenger station working and accounts. Training is departmental, being the responsibility of officers and instructors attached to the respective departments, but overall control and the wider aspects of policy are centrally co-ordinated.

The inauguration of this new school by British Railways exemplifies the intention of the British Transport Commission to keep staff training abreast of progress in connection with its modernization plan and represents an important step forward in implementing the Commission's educational policy.



A view of the common room from the centre court. Schools of this kind are the British Transport Commission's answer to the need to keep staff training abreast of technical progress

men also receive sick pay, equivalent to the full minimum wage, 800 kroner per month, for a period of up to three months. All fishermen are compulsorily insured against accident and there are compulsory medical examinations for tuberculosis.

According to legislation, every fisherman has the right to eight hours rest per day. In trawlers there are special regulations providing alternate six-hour periods on and off duty. On all ships the crew is divided into watches so that the work on board may continue uninterrupted.

The earnings of Faroese fishermen vary greatly. The minimum wage is, as has already been mentioned, 700 kroner - for those in herring fishing 800 kroner - with free board and lodging.

1,000 kroner per month is reckoned

as a good wage, and some fishermen get more than this, especially during the summer months. A fisherman is never longer than eleven months at sea in a year. Since most fishermen are at sea a good deal less than this, it is usual for them to have other occupations on shore, and some have small ground lots. This helps to stabilize their social and economic situation.

Japanese sea-rescue service to be improved



THE JAPANESE MARITIME SAFETY BOARD is planning to strengthen its sea and air rescue system this year with an allocation of 6,805 million yen (£1 equals 1,010 yen; \$1 is 360 yen). The Board's programme calls for an increase in the number

of patrol boats and vessels as well as in the number of aircraft, including helicopters, used. Additional air bases would be provided for the latter.

Also under consideration is the establishment of new telecommunications stations and the improvement of marine observation, charting and buoying.

Census of Greek seamen



IN ACCORDANCE WITH INSTRUCTIONS given by the Greek Minister of Merchant Marine, a census of seamen is to take place this year.

Object of the census is to obtain statistical data regarding individual family and professional conditions of seamen at home and abroad.

What they're saying



They expect perfection

AFRICANS are convinced that economic and social conditions cannot be considered apart from their political setting. Self-government and independence open great possibilities for economic and social development.

The subjection of a people, in any form, including forced labour, apartheid, or colonialism under the guise of assimilation, is wholly inimical to economic and social development. This is our answer to those who argue that we must wait until we have a viable economy and have acquired enough experience before we have the right to demand our freedom.

This argument for delay ignores the fact that, so far, experience has shown that it is only after independence that most of our countries have embarked on large-scale economic and educational projects, and that in all cases it is only after independence that the world has begun to be conscious of our economic and social problems. In fact, the foundations for stable government have been laid only after independence, which makes nonsense of the plea of colonial governments that they are training us for self-government.

There are also some who are only too ready to try to make capital out of some of our teething problems. They expect perfection from us and lie in wait to ridicule our demand for freedom every time they see – or fancy that they see – any error or misjudgment by an African. I am flattered by these people, because whereas they have not yet attained perfection themselves, they believe we are better fitted to achieve it before them.

From Tom Mboya, general secretary of the Kenya Federation of Labour speaking at the African Freedom Day Meeting held in Carnegie Hall, New York.

All the talk in the world

HOWEVER, THERE IS ONE LESSON WHICH WE, as trade unionists, have to learn first, namely, that all the talk in the world will not win the day for the workers unless we are sufficiently well organized, strong and prepared for inevitable sacri-

fices. This presupposes a strong trade union movement, something which we have urged repeatedly in these columns, and, in the light of what is happening today, something which we consider to be more urgent now than at any other time in the last two decades. Thus we call on each and every member to stand by the Association in the difficult days that lie ahead. Remember that the worker has no friend but his own kind, no mainstay or prop beyond his trade union. A strong trade union means the retention of all that we have won down the years. A weak and ineffective organization means defeat, humiliation and the certain return to the wall of poverty for all those who have to labour for their livelihoods.

From Power, official organ S.A. Electrical Workers Association

The penalty of colour

THE ANNOUNCEMENT THAT JOB RESERVATION is to be extended to the commercial world has stunned the Coloured population (of South Africa). Must they forever be haunted by this inhuman and dreaded legislation which dogs their every footstep? The constant fear is 'where will it strike next?' It threatens them with unemployment and misery in their lives not because of any inability, but because of the pigmentation of their skin.

At present the gravest concern prevails amongst non-European office workers who have now been selected by the Minister of Labour as the next group to be deprived of earning their living in the career they have chosen. All the efforts and money their parents have spent to educate them is to be wasted, as their children may be prohibited from carrying on with their present work.

This octopus of racialism seems to have no boundary. Wherever one goes, be it places of worship, entertainment halls or recreational fields, groups of people discuss their very existence, let alone the future. Questions on their lips are: 'Why are we denied the opportunity to develop and progress?'

'Why this discrimination?'

'How are we to earn a decent living?'

This policy of discrimination builds in the otherwise peaceful man and woman in the street bitter resentment and racial hatred against the more fortunate and privileged.

Maybe, even at this eleventh hour, this desperate situation could be prevented – because in this rich, beautiful country it is absolutely unnecessary for the people of South Africa to deprive each other of their livelihood.

With decent wages and full employment we have a potential buying market on our very doorstep.

There is room and work for everybody, and so we can build up our country to prosperity beyond imagination.

From 'The Garment Worker', organ of the South African Garment Workers' Union

Deeds, not words!

MANY WILL agree with the African trade union leader who said: 'Trade unions are still the best school of democracy and it is through them that we shall best be able to convince Africans of the advantages of the democratic method'. There has been far too much delay already in granting trade union freedom in the Congo. Let us hope that now the goal of independence for the Congo has been fixed no fresh obstacles will be placed in the democratic path towards it. Let us hope, too, that trade union freedom will be more than just a fine-sounding phrase in Congolese life. The workers want deeds, not words. The 'social pact' which was signed in Leopoldville recently by trade union, employer and government representatives looks like a good omen in this respect. It reaffirms the workers' right to join a union of his own choice and rejects any step designed to restrict the activity or independence of trade unions. If the pact is honoured there is practically no limit to the progress that can be made in the Congo. And the unions will be able to take a lot of the credit for that.

From Free Labour World, the monthly journal of the ICFU

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

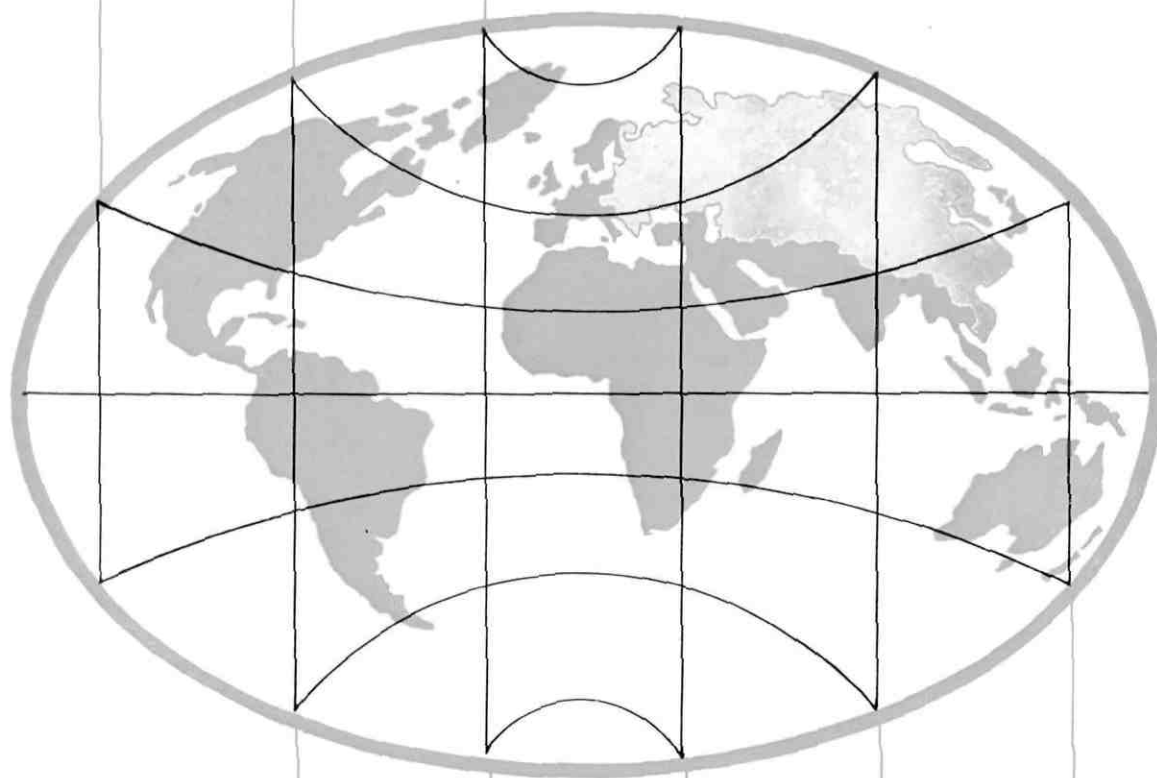
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Pressebericht

Editions of Press Report

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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