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# International Transport Workers' Journal

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Sixty hours  
for fifty shillings



Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

*Monthly Publication of the ITF*

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*Forthcoming meetings:*

London      9 and 10 November 1959  
Flying Staff Conference

Rome        17–20 November 1959  
Executive Committee

## Comment

### The rate for the job

THE ITF HAS AGAIN GONE ON RECORD in protest against the existence of racial discrimination in respect of pay scales and conditions of employment. The occasion was the International Railwaymen's Conference of the ITF which met in Salzburg from 16 to 19 September. In a resolution drawing attention to the continuance of this practice by railway administrations in African territories, the ITF, speaking through the medium of delegates of affiliated railway workers' unions from fourteen countries, called for an end to discrimination on racial grounds and urged that pay and conditions of work should be based solely on skill and experience and not on the colour of railwaymen's skins.

It is unfortunately true that such discrimination – although it has already died a natural and unlamented death in Ghana and the other new independent States – is still far too prevalent in Africa as a whole. It ranges in form from the crude, blatant and often violent race hatred of South Africa's apartheid system to the politer, better-camouflaged, but no less real industrial colour bars applied in East Africa or the Rhodesias. In some territories, it is a shameful fact that the industrial colour bar continues to survive on the railways despite recommendations by official committees of inquiry – in some cases dating back several years – that they should be abolished with the absolute minimum of delay.

The railwaymen of the ITF have now made it quite plain that they are more than a little tired of the subterfuges and evasions used by railway managements to keep their African workers at an artificially low level of pay and conditions. They demand that an immediate end be put to this unsavoury situation and that in future railwaymen of all races should be paid the rate for the job, not what railway administrations think they should get.

# The new citizens

‘... AS TRADE UNIONISTS WE DEMAND FOR OURSELVES AND ALL WORKERS the rights and liberties which a democracy must guarantee its citizens. We want to be citizens, not vassals’.

To those who first heard them, the men and women from all parts of Western Germany who had gathered in October, 1949, to found the new German Federation of Labour, these words by the late Hans Böckler must have had a particular poignancy, for since 1933 their country had known neither trade unionism nor any other kind of civil liberty.

As the second largest organization in the Federation, it has in no small measure fallen to the lot of the Transport and Public Service Workers' Union (oetv), which this year celebrates its tenth anniversary, to translate these hopes and demands into an irrefutable reality. Indeed one might almost feel that the oetv by virtue of its large and varied membership was bound to place trade union activities in their wider civic context. A union that caters for the tram driver, the dock worker and the air hostess as well as for postmen, firemen and nurses cannot take a narrow sectarian view. It is bound to stress the common humanity of its members, to safeguard their rights not only as workers but as citizens and to see that their interests are not neglected by the democratically elected and therefore democratically committed rulers of the country. As Adolph Kummernuss, President of the oetv, points out, rights are not rights unless they are made use of. The trade union has not only the right, it has also the obligation to speak up on behalf of its members. Unless it does so, democracy, rights, liberty will all fade away, no matter how firmly they may appear to be written into the constitution.

## Loyalty at a discount

In refusing to make a false and arbitrary distinction between the worker as such and the citizen as such, the oetv is, in the last analysis, dealing with the human being who appears under these two aspects. One may gain some idea of the complexity of the issues facing the oetv by dwelling for a moment on some of the current problems engaging the attention of just one of its many groups, that catering for the interests of urban transport workers.

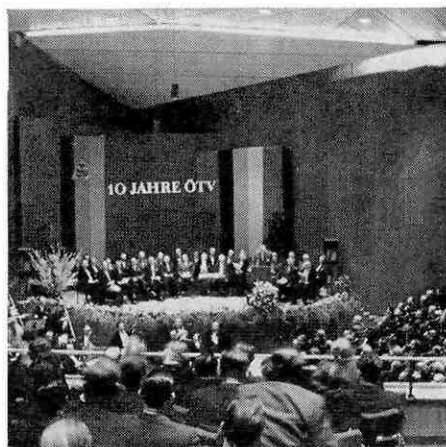
In Germany as in other countries, the

large increase in the number of private cars, the drift away from the town centres to the suburbs, and the need for modern and costly equipment for which the necessary capital is not forthcoming, are all factors contributing to produce an overloaded, uneconomic and inefficient service, which, it must be said, would be even worse but for the spirit of loyalty and self-sacrifice of the transport workers on whom the burden of this inefficiency chiefly falls. There is a whole vicious chain of circumstances destined to undermine the social and economic status of the transport worker, his health and his dignity. The services do not 'pay their way'. Politicians, obsessed by the idea of 'free competition', refuse in general to provide the necessary money for an improvement in services. The workers

1. Photo taken at the celebration of the tenth anniversary of the German Public Transport and Public Services Workers' Union (Oetv) in Stuttgart on 15th February this year. With a present membership of 914, 662, the Oetv is the second largest union affiliated with the West German Federation of Labour (DGB)

2. The Oetv have had their headquarters in Stuttgart since 1949. Inside this fine building there is someone watching over the interests of the long-distance lorry driver on the Autobahn, the garage attendant at the side of the road, the Hamburg docker, the fishermen and seafarers on the high seas, the pilot of the Constellation which is coming in to land at Montevideo airport, and the tram driver in the next street

3. In August 1954, world attention was fixed on the strike of public service workers in the city of Hamburg, when members of the Oetv brought the city's public transport to a standstill for more than a week, in support of their claims for a wage and salary increase to bring them into line with a steep rise in the cost of living



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are underpaid and the resulting staff shortages are not relieved by employing temporary workers. Those who remain in the service are faced with long hours of overtime, which together with the nerve-racking strain of trying to keep to a schedule under present urban traffic conditions combine to undermine the worker's health and thus, directly and indirectly, to jeopardize public safety. In the face of these evils the organization representing the workers' interests has

4. More than ninety per cent of the workers voted to continue the strike in a ballot held on 7 and 8 August, although the Hamburg Senate had begun to show some signs of softening. Work was finally resumed on 12 August after a second arbitration award gave the workers a 4.5 per cent increase, a considerable improvement on the offer of three percent on 5 August

5. The OeTV has made it quite clear that it is determined to secure for its members a fair share in the benefits of Germany's post-war economic expansion. The conditions of those providing a necessary public service must not be allowed to stagnate just because the fruits of their labours are not so obviously 'profitable' as those of workers in other sectors of the economy

6. Urban transport workers represent just one of the many industrial groups catered for by the ITF-affiliated OeTV in its ceaseless struggle to give the transport worker the social and economic security which the community owes him in respect of his indispensable services



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clearly to campaign on a broad front. It has to urge a rationalization and improvement of services which, however, must not be allowed to take place at the expense of the workers. Shifts must be arranged to allow drivers and conductors adequate breaks and free time in which to recover from their strenuous duties. Furthermore, the occupational diseases of public transport workers, which are very often a result of nervous strain and which often lead to disablement and enforced retirement at a comparatively early age, underline the necessity of an adequate supplementary pension scheme. It is equally clear that the solution to many of these problems lies in awakening the public conscience and in the passing of necessary legislation.

#### Action at national and international level

The OeTV's conception of civic and industrial responsibility is not limited to the national plane. The Union has been affiliated with the ITF since its foundation and is represented on the ITF General Council by its President, Bro. Kummernuss, and by Bro. Hildebrand, who is also chairman of the ITF Inland Waterway Workers' Section and a member of the ITF Fair Practices Committee. Many of its problems, particularly those concerning the seafarers, road



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and passenger transport workers, inland waterway workers, port workers and civil aviation personnel among its membership are such as to put a premium on international solidarity. Between the ITF and the OeTV there has consequently been an unbroken interchange of ideas, advice and assistance, notable in the joint policy in regard to flags-of-convenience shipping, and in the Lufthansa wage dispute of 1955, when the support of the ITF was instrumental in the negotiation of considerable wage improvements for the OeTV's flying staff membership.

On its own account, the OeTV has been far from inactive. On behalf of those em-

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## In memoriam

### HENK BOTH

*It is with very deep sorrow that we report the death of our friend and colleague, Henk Both, who for many years had been responsible for the lay-out work in the ITF JOURNAL. Henk died at his home in Amsterdam on 7 September following long months of suffering from an incurable illness. He was a tireless and conscientious worker and the present ITF JOURNAL owes a very great deal to the interest and thought which he gave to its production. Although already seriously ill and unable to work regularly he carried on with his job for the ITF which for him was very much a labour of love, until very recently. He will be sadly missed by all who knew and worked with him at the ITF Secretariat.*

conditions of employment of both established and unestablished employees. So far collective agreement have been negotiated and approved for those employed by small local authorities and by the individual States (Länder), whilst the protracted negotiations on behalf of those employed by the Federal Government are expected to come to fruition in the near future.

Apart from these long and extremely difficult negotiations with public employers, no less than 1,400 comprehensive collective agreements have been negotiated with other employers in the past ten years.

There is not the space here to give anything like a comprehensive account of the solid achievements embodied in this impressive list. One may note, however, that the agreements cover, to take just a few examples from the transport field, all Germany's seafarers, inland waterway workers, and dock workers. The seafarers and the port workers have been covered by agreements since 1950. In the case of road haulage workers, on the other hand, it was not possible to negotiate a comprehensive agreement laying down conditions of employment and valid throughout the Federal Republic until the beginning of 1958. This delay was due, more than anything else, to the determination of employers to continue their frenzied struggle to grab trade from one another, a battle which, needless to say, was waged largely at the expense of their

employees, and to their reluctance to put their name to anything which might tie their hands. Indeed the disheartening opposition and prevarication encountered by the oerv in its fight to achieve safe and tolerable conditions for its members employed in road and passenger transport has led it to the conclusion that, here more than anywhere else, only a radical overhaul of the whole structure of the industry can bring any permanent improvement in

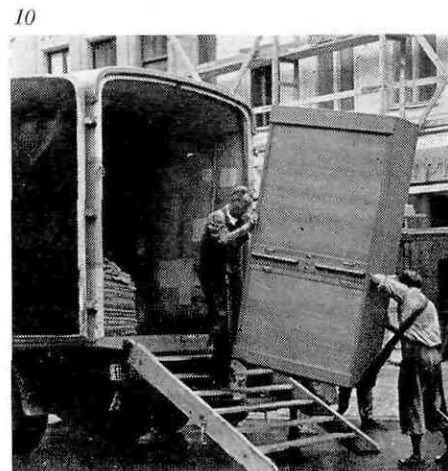
7. The man on the spot has an extremely important part to play in maintaining contact between union headquarters and the local members. He forms the living link in a continuous two-way traffic and is absolutely indispensable for the formulation of a truly democratic policy.

8. The safety of its members is naturally one of the chief preoccupations of any organization catering for transport workers. It must be remembered too that their safety coincides with that of the travelling public. The flight dispatcher (air traffic controller) has an essential and difficult task to perform. It is only fair that the public should reward his services accordingly.

9. Another aspect of safety in civil aviation. As a passenger your life may be in their hands one day. Only the best men will do for this job

10. Physical strength is not enough. Care and attention are also needed. If the goods are to arrive in the same condition as they left, it is only prudent to establish a fair rate for the job. This is hardly the place for cut-throat competition.

ployed by the local, State and Federal authorities, its first aim was to replace the old pre-war disciplinary regulations for public servants by negotiated agreements governing conditions of employment which would redefine and safeguard the status and



*The endless road. Driver fatigue is a killer. It is in everybody's interest that the road haulage worker should not have to put in extra hours to make his money up. Legislation limiting the number of hours at the wheel must be backed by agreements establishing a fair rate for the job*



working conditions. Sooner or later, a truly coordinated policy on tariffs, concessions and licences will have to be enforced and loop-holes closed to those who would evade industrial health and safety regulations.

#### **The self-respect of the working man**

In other fields, the oetv has achieved great improvements in working conditions and social and economic security, both within the framework of negotiated agreements as well as by actively promoting and supporting necessary legislation.

This may be illustrated by considering the solid gain not only in social security but also in self-respect afforded to the large force of casual dock workers by the negotiation of a guaranteed fixed wage in October, 1950. Another agreement which came into effect at the beginning of 1953, provided dockers with a supplementary pension on reaching retirement age or in the event of early disablement. Need it be said that the benefits of such a guarantee are felt long before they are actually enjoyed? The banishing of the spectre of poverty in old age cannot but raise the morale of the men on the job, just as surely as it enhances the dignity of those no longer able to work.

These are just isolated examples of the fruits of a policy that places the human being firmly in the foreground. In insisting that the government and employers alike should regard the worker as a human being, in pointing out each and every instance where his humanity has been disregarded, the oetv is doing everything in its power to ensure that Germany's new citizens can take their proper place in a true democracy.

#### **Need for trained medical attendants in merchant ships ?**



THE NEED FOR AN OFFICER TO A NAVAL SICK-BERTH ATTENDANT to care for the sick on board Merchant Navy vessels was one of the main points stressed by Dr. Alexander Hutchinson, Port Medical Officer for the Hull and Goole Port Health

Authority, in a recent address to the Association of Sea and Air Port Health Authorities. The officer should have a fully recognized course of training in nursing and should be able to carry out simple dental extractions.

At present, Dr. Hutchinson said, only deck officers are required to have any knowledge of first-aid. When presenting himself for examination for his master's certificate, an officer must possess a current first-aid certificate, but from then onwards he need not take a refresher course throughout his whole seafaring career. Dr. Hutchinson thought that the correct diagnosis of illness and dispensing of appropriate medicines required rather more training than this. As it happened, moreover, the care of a sick seafarer was often left to a steward or one of his shipmates who might never have had any kind of first-aid training and had to rely on a medical guide book. Useful as medical guides were, unless an accurate diagnosis was made, the results of treatment might well prove to be disastrous. The difficulties in this kind of treatment were increased by the fact that injections were becoming more and more frequent in therapy as practiced at sea and even amongst those possessing first-aid certificates many had never given an injection in their lives and were extremely apprehensive at the thought of doing so.

Dr. Hutchinson went on to suggest that the time had come for a shift of emphasis in the whole approach to seafarers' health and welfare problems. Up to now there has been a tendency on the part of sociologist and the medical profession to concentrate on three aspects of the seaman's well-being - venereal disease, tuberculosis and drunkenness. With improved facilities for the prevention and treatment of tuberculosis and venereal diseases, the significance of these diseases was diminishing. Dr. Hutchinson said that a great advance in seafarers' welfare had been made by allowing them a ration of beer and spirits at sea. Seafarers no longer went ashore with a 'raging thirst' and this in turn had helped considerably to reduce the incidence of venereal diseases.



## Profile of the month

Dr. Hutchinson concluded by mentioning the part played by the esprit de corps of the ship's personnel in the seaman's health and welfare. Differences between men and officers were often difficult to resolve and shipping companies would do well to follow a recent suggestion that officers should undergo courses on personnel management and human relations.

### IATA bans use of portable radios on planes



THE INTERNATIONAL AIR TRANSPORT ASSOCIATION recently passed a resolution calling for the banning of the use of portable radios and tape recorders by aircraft passengers. Airlines have found that these devices when switched on in the cabins can on occasion affect the indicator instruments of radio aids to navigation in the cockpit. The resolution, which was unanimously agreed, has been submitted to governments for approval and legal enforcement. In the meantime individual companies are already enforcing the ban.

### Fishery research in Malta



THE UNITED NATIONS WORLD FOOD AND AGRICULTURE ORGANIZATION and the Malta Fisheries Department are planning to cooperate in a common research programme. Experiments will be carried out in the use of echo sounders and fish detection and it is also hoped to devise a new type of trawl suitable for use in the Mediterranean.

The FAO Regional Fisheries Officer for the Mediterranean and the Near East, Mr. M. J. Girard, recently visited Malta and discussed the plan with Mr. Assiak, the Director of Fisheries, Malta. The FAO is proposing to provide the experts and necessary scientific equipment, whilst the Malta government will make available one of its modern research vessels. During his stay in Malta, Mr. Girard also carried out a survey of the local fishing industry and expressed the opinion that the island is very much above the standard of other Mediterranean countries in its organization.

ELSEWHERE IN THIS ISSUE we pay tribute to the work of the ITF-affiliated German Transport & Public Service Workers' Union (oetv), which this year can congratulate itself on having completed – and very successfully at that – its first decade of activity. It is rather appropriate therefore that the subject of our Profile this month should be the man who has led the oetv ever since its foundation – Adolph Kummernuss, its first President.

Kummernuss, now in his sixty-fourth year, is an extremely impressive person – in appearance, in word and in deed. A fine and moving speaker, whose voice vibrates with an intensity which is all the more telling for its obvious sincerity, Kummernuss believes in speaking his mind and specializes in straight-from-the-shoulder talk. He has no time for sham, humbug or pretence, whether in human beings or trade union work – and often makes this only too clear. He has never courted popularity, but his many gifts allied to his warm personality have nevertheless made him popular with his members and colleagues alike. He takes justifiable pride in the very real achievements of his union, but thinks they should serve as a spur to even greater effort and results. 'What we have achieved during our first ten years', he says 'shows just what can be done by the workers when they really want to'.

The son of a Hamburg blacksmith who was himself active (and, like Adolph later, active illegally) in the trade union movement, Bro. Kummernuss grew up in a household which was strongly permeated with labour ideas. He was only fourteen and had just left school when he first became a member of the Socialist Youth Movement, and still only seventeen and beginning work as a docker (one of the many groups now represented in his present organization) when he joined the then Transport Workers' Federation.

Service in the First World War was to interrupt his work both in the docks and the trade union field for four years, but on his return he gradually assumed a number of honorary but very vital positions in the trade union life of Hamburg and in July 1927 became full-

time employee of the old Transport Federation.

The Nazi take-over in 1933 brought all this to an end. As a trade union official and member of the German Socialist Party, Kummernuss was a marked man. Dismissed from his job, he continued to work for the trade union movement underground. He became one of those who formed a group working closely with the ITF and attended a number of illegal meetings abroad for this purpose. It was when he was returning from one of these meetings at Roskilde in Denmark that the Gestapo pounced. For the next two years, Adolph Kummernuss was to know only the hell of the concentration camp and the brutality of Hitler's torturers, who broke both his arms and legs.

Released in 1937, he was nevertheless under constant Gestapo supervision right up until the end of the Second World War, when at last he was able to take up trade union work again. He played a leading rôle not only in recreating the movement of his native Hamburg, but also in setting up the German Trade Union Federation and, above all, in unifying the transport workers' movement in the Western Occupation Zones. The fact that he was unanimously elected President of that movement when it became the present oetv is the best tribute to his work in the latter field. His work since then is reflected in the success story of the oetv itself.

Adolph Kummernuss has said that in working for the interests of its members, the oetv is also acting in the interests of the whole nation. That is very true, for Kummernuss and the oetv are not only educating the workers to be active

(continued on the next page)



# Australia's flight stewards

by JIM MACKEN, Secretary, Australian Flight Stewards' Association



**+** THE FLIGHT STEWARDS' ASSOCIATION OF AUSTRALIA was founded on April, 1957. The necessity for union organisation among the cabin crew of Australia's various airline companies had been felt for many years, but it was the pilots' strike of April 1957 which enabled the barriers to be overcome which had prevented earlier organization among stewards. The few weeks of the pilots' strike, which grounded all cabin crew at the same time, gave the union the opportunity of enrolling and organizing all flight stewards in the industry.

The union has a membership now of just over 200. The bulk of the members are employed by Qantas, the overseas airline, but membership also includes all flight stewards employed on Australian interstate air routes as well as Australian 'slip' crews for other overseas airlines.

Membership in the union is restricted to

*(continued from page 201)*

and responsible citizens of the new Germany, they are also making sure that they do not fall victim once again to those dark forces of which Kummernuss himself has such bitter personal memories. There will be no regrowth of Nazism or militarism in Germany while there are still men like Adolph Kummernuss in its trade union movement.

flight stewards, hostesses having their own union. However, close working arrangements exist between the cabin crew unions and on common problems consultations are held between technical air crew unions and the cabin unions.

## Recognition and arbitration

The first problems facing a newly-formed union in Australia are posed by the existence of State and Federal Arbitration Courts and machinery. A union must be registered under the Arbitration Acts to have bargaining rights and to get the right to have the Courts make awards or agreements as to wages and working conditions. This process of registration is by no means easy or automatic and it was not until 26 June 1958 that the union was recognized by the Commonwealth Court of Concilia-

*The author of this article, Bro. Jim Macken, seen against the background of one of Qantas' new Boeing 707. At 31, Brother Macken is one of Australia's youngest trade union secretaries, but in addition to his present job he can already look back on four years' experience as Secretary of the Marine Motor Drivers' Union and eight years as a senior official of the Clerks' Union, which also caters for aviation workers*

tion and Arbitration as the bargaining agent for flight stewards. The State Court in New South Wales registered the union on 8 July 1958.

## Consolidation

The union devoted much of its time in its first year to streamlining its own structure, building a financial reserve, and making the necessary research and enquiry for the prosecution of the main award claim against Qantas Empire Airways. Although successful in negotiating a twenty-five per cent increase in the Travelling Allowance including substantial retrospective payments in that allowance, nothing could be done about an award for flight stewards until after registration by the Courts.



This year of growth and consolidation was mainly responsible for later benefits in the awards held by the union. A reserve of some hundreds of pounds was built up, the rules of the union were drawn up to enable speedy decisions to be taken on all matters by the governing body of the union. The union is governed by a Federal Executive of five comprising a President, two Vice-Presidents, a Secretary and an Assistant Secretary. Major matters of policy and internal administration are dealt with by the Federal Council which comprises the five Officers mentioned above and six Federal Councillors.

It was during this first year that the union first contacted the ITF for assistance in the preparation of our Log of Claims or draft of demands against Qantas. Considerable assistance was given to the union by the ITF even before our application for affiliation was granted later in 1958.

#### Award claims

Following the registration of the union the union began negotiations with Qantas for sweeping changes in the employment of flight stewards. The claims were based as far as possible on the Draft Agreement drawn up by the ITF following the conference of affiliated cabin crew unions in 1957. Certain minor matters were inappropriate to Australian conditions but in all major matters the Draft provided the basis for our claims. The principal claims of the union concerned increased wages, establishment of flight time limits, a guaranteed amount of home base leave between flights, disability rates for noxious or dangerous cargoes, a shorter probationary period and many others.

#### Big advances made

Negotiations which began in December 1958 ended when a Conciliation Commissioner brought down a consent award on 26 June of this year. The fact that it was an award made by consent between the parties obviated the necessity for the usual expensive and protracted Court hearing.

*Summarized, the new award contains the following provisions.*

- \* A new contract of employment clause providing for a month's notice instead of a week, as formerly applied.

- \* Weekly wages for flight stewards made up as follows:

- Australian Basic Wage of £13-16-0 per week.

- Skill margins of £2-5-0 per week for probationary stewards, £5-18-6 for Senior flight stewards.

- An incremental scale of 10/- per week rising over six years to a maximum of £3 per week.

- A compensatory payment for absences from home amounting to £5 per week on long hauls and £3 per week on short hauls.

- A travel allowance of £3-11-11 and £1-16-2 per week on long and short hauls respectively.

As well as the above a flight steward gets free first class messing and accommodation as well as an expense allowance, considered generally to be satisfactory by the union, in each port of call.

- \* Where a flight steward operates as a relief in a classification higher than his own he gets paid the higher rate of pay while he is relieving and for the home base leave accrued while he was acting in the higher grade.

- \* The period during which a steward can be kept probationary was reduced to three months.

- \* The union won the right to have the Arbitration Court review any consistent failure by the Company to promote men from one grade to another.

- \* An annual flight time limit of 1,000 hours was fixed in the award.

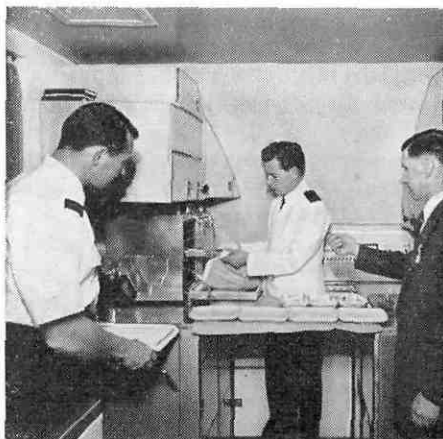
This limit can, under special circumstances be breached by the Company but in such cases the annual leave must be increased by one day for every twelve hours a flight steward flies over 1,000 hours. Other limits provided in the award include a maximum flight span of thirty hours and a twenty-four hour break after flight spans of over twenty-four hours

- \* The new award provides also for home base leave on the basis of two days leave

*Running a hot meal from an aircraft galley for up to ninety passengers requires the maximum coordination of all cabin crew. Our picture shows Qantas stewards Pat McGann and Harry Goerl working in the galley of a Super Constellation*



*Cabin services in the air is preceded by a lengthy course of ground training. Here trainee flight stewards are instructed in the 'mock-up' aircraft in which their early months as a steward are spent*



*The beginning of Australian overseas jet services on 29 July of this year necessitated retraining of cabin crew in revised meal procedures, new safety practices and new passenger-handling techniques. Here a group of cabin staff are attending a lecture on their duties in the new Boeing 707*



for every five days away and a day for a day for duties spent on the ground between flights. The award also provides now that at least fifty per cent of this leave must be taken before a steward can be rostered for duty. Any balance can be taken after a later flight.

\* Annual leave is on the basis of three weeks per annum.

\* Messing and accommodation overseas must be first class and free.

\* Uniforms are to be provided by the Company and laundered at Company expense.

\* Home Bases can not be changed without the consent of the steward and where a transfer is made all expenses and fares are paid by the Company for the steward and his family.

\* The award provides for free transport between the airport and the home of the steward between 11 pm and 6 am.

\* The union can seek to have a penalty

for stewards working on aircraft carrying noxious or dangerous cargoes.

\* New provisions enable the union to have the Arbitration Court settle disputes quickly through a Board of Reference on which the union is represented and also have the Court review wages and working conditions applying in Bases outside Australia.

Other benefits to which stewards are entitled but which are not set out in detail in the award are:-

\* sick-leave which accrues to a maximum of fifty-two weeks,

\* an allowance for lost or damaged clothing,

\* agreed upon crew rest facilities in aircraft,

\* meal allowances into certain ports,

\* provision for payment in case of internment.

The Award came into being from the 2nd of April 1959 and has a life of two

years. This retrospectivity resulted in back payments of wages and allowances to that date.

## Jets

The first of the Boeing 707 jets to go into service with Qantas were due to fly out on 29th July. By deliberate policy the union did not try to have the peculiar circumstances and the very considerable changes which will result from the introduction of the jets, dealt with in this award.

It is the intention of the union to wait until the jet services are operating and then to seek to have the award varied if such variation is shown to be warranted by the changed conditions.

Our immediate concern with the jets are that the new aircraft have adequate oxygen equipment for the cabin crew, are fitted with reclining crew rest seats for crew and are manned appropriately for the work to be done.

A preliminary survey by the union indicates that on the smaller 707's being used by Qantas a cabin crew of six will be required.

The proposed manning scale at time of writing is five; i.e. four stewards and one hostess.

This will be one of the first problems facing the union in the new jet age and the result of the ITF survey of affiliates on this question will be of great assistance to us.

One thing only remains to be said. If the experiences that the Flight Stewards' Association of Australia have had over the past two years are any indication of the experiences and difficulties of other cabin crew unions then it will be imperative that a further conference of cabin crew affiliates to the ITF be held\*).

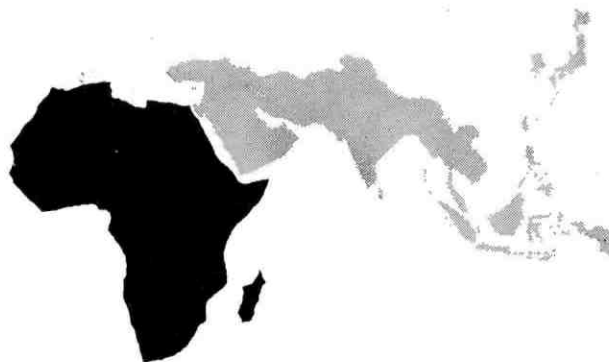
We hold that it is only by finding common cause with one another in the pursuit of our common objective that we can hope to maintain and improve wage standards and working conditions in the jet age that is upon us.

\*) Cabin staff problems are on the agenda of the next ITF Flying Staff Conference - Ed.



*The duties of a Senior Flight Steward are not only to supervise the other members of the cabin crew, but also to look after the bar on the aircraft - in this case again a Qantas Super Constellation*

## News from the Regions



### A new deal for India's merchant officers

by J. D. RANDERI, General Secretary of the Maritime Union of India (MUI)

*For India's merchant marine officers the future now looks very good indeed. The improvements won for them in the new agreement will be reflected throughout the Indian merchant fleet*



**ANCHOR** SHIPOWNERS, SHIPS' OFFICERS AND ALL THOSE INTERESTED IN SHIPPING were anxiously waiting the outcome of our negotiations with the Scindias. It took us nearly ten months of tough bargaining to come to a settlement with them. There was a time when the Scindias would not budge from their offer of five per cent and gratuity or seven and half a per cent without gratuity. The union had a difficult job to make them accept certain principles and readjustment of wage scales etc., having a great bearing on the future employment of officers and their life at sea.

It has always been our misfortune to have to deal with people who have never been to sea and who have never experienced the hazards and privations a sailor has to put up with. They seem to forget that is the men who man the ships, facing danger with

every turn of the propeller, enduring fog, snow and heavy rainstorms and battling with cyclones and typhoons, who bring home safe the ships laden with valuable cargo and passengers. The country owes a lot to these people who help to earn foreign

exchange so valuable to the country's economy and prosperity.

Shipping is an international business. Officers and the men having to spend part of their earnings in expensive foreign countries, the shipowners themselves earning

freight at international standards and the cost of living going up in our own country, were justifiable reasons for demanding an increase in wages and improvement in service conditions. The Maritime Union of India, living up to its tradition of settling its disputes and differences with the shipowners across the table, felt at one stage that the negotiations should be called off and the members advised to stand by for action.

March 31st 1959 was the deadline given by the union to get the company's final reply. Just then, a very dangerous proposal was put up by the shipowners for us to consider, viz, to have one agreement with the INSOA, which would govern service conditions of all foreign-going and home trade ships. Whereas the union accepted this in principle as a desirable objective, it declined immediate acceptance of the proposal, as it had first to conclude the Scindia agreement without any further delay. This proposal was eventually dropped and at a meeting held on 2nd April 1959, with Shrimati Sumati Morarjee taking charge of the situation the crisis was averted by the Scindias agreeing to a ten per cent wage rise with adjustments in chief engineers', radio officers', pursers', and electricians' wages. The acceptance of a gratuity scheme and union welfare benefit scheme were new features agreed to by them.

Since there was more or less agreement on other demands, the union decided to close the deal in consultation with its executive committee.

The company also agreed to grant the benefits contained in the agreement to the union members only. This means that new recruits will have to join the union before taking up employment with the company, and remain members in good standing throughout their service in the company. Also existing employees, in order to gain the benefits of the union agreement, will have to join and remain members of the



union. A further safeguard has been made in the bonus clause, wherein it is agreed that the benefit under the clause will be given only to the members of the union in good standing on the day bonus is declared by the company.

Conscientious members of the union will breathe a sigh of relief, that at last the free-riders who had a good time at the expense of others are now roped in and made to realize that they also have a part to play and share the joys and sorrows of life with others.

Salient features of the agreement between the ITF-affiliated Maritime Union of India and the Scindia shipping company are:

- 1) The MUI is recognized as sole bargaining agent.
- 2) The check-off of union dues will be undertaken by the company.
- 3) All officers with the requisite certificates of competency, and all others, such as radio officers and pursers – hitherto regarded as uncertificated officers – will be treated as certificated officers after seven years of service with the company.
- 4) Manning scales have been laid down, ensuring greater efficiency in running and maintenance, and a reduction of the work load on ship's officers.
- 5) Officers' shipboard mess committees receive recognition.
- 6) Before disciplinary action can be taken against any officer, the Company will hold an enquiry in the presence of union officials.
- 7) The company has also agreed to enter into an agreement with the union on a war or emergency bonus in the event of the occasion arising.
- 8) The age of retirement is fixed at sixty.
- 9) Leave is fixed at forty-five days plus twenty-four days for Sundays and holidays spent at sea (with victualling allowance at the rate of Rs. 165 a month).
- 10) Medical examination and medical leave are properly defined.
- 11) Examination leave is two months leave wages for the first attempt and one month's leave wages for the second with victualling allowance at Rs. 5.50 a day.
- 12) Every officer to be supplied free of

charge with a set of badges, buttons, shoulder stripes, sleeve decorations and uniform caps, and their replacements.

13) Life insurance cover for travel by air is Rs. 100,000.

14) Compensation for loss of personal effects is Rs. 3,000 for masters or certified officers and Rs. 2,500 for other officers.

15) Compensation for loss of life as a result of the carriage of dangerous cargo as defined in detail ranges from Rs. 14,000 to Rs. 50,000.

16) In the event of death or disability a lump sum is payable to a beneficiary nominated by the officer subject to Insurance (P. and I. Rules).

17) In the event of shorthanded working in port or at sea, the absent officer's wages are to be shared among those officers performing his duties.

The agreement also provides a bonus and a gratuity scheme. The former, payable only to members of the union, is based on the dividend declared by the company as follows:

up to Rs. 0.50 per share, 1/20th of the annual basic salary;

up to Rs. 0.75 per share, 3/40ths of the annual basic salary;

up to Rs. 1.00 per share, 1/10th of the annual basic salary; and for every additional Rs. 0.25 per share, 1/30th of the annual basic salary.

The gratuity scheme provides a maximum of Rs. 25,000 at the end of twenty years' service, or fifteen months' salary at last drawn wages, whichever is less, at the time of retirement or retrenchment.

#### Salaries and allowances

The agreement provides an increase of ten per cent with upward adjustments in the case of chief engineers, fourth engineers, radio officers, pursers and electricians. The new scales became operative on 1 July 1958, but seniority is not carried over.

Thus an officer in his tenth year on the old scale would not have gone on to the tenth year salary on the new scale, particularly where there had been a salary adjustment.



Brother J. D. Randeri, who wrote this article on the MUT's achievements in its new contract with the Scindias, is well-known for the active role which he plays in the ITF Seafarers' Section

#### Master

Rs. 1,125 to Rs. 2,000 in fourteen years  
Chief Engineer

Rs. 1,055 to Rs. 1,865 in fourteen years  
Chief Officer & 2nd Engineer with Sup. Certificate

Rs. 860 to Rs. 990 in seven years  
Chief Officer & 2nd Engineer with Rating Certificate

Rs. 795 to Rs. 835 in three years  
2nd Officer & 3rd Engineer with Sup. Certificate

Rs. 660 to Rs. 725 in five years  
2nd Officer & 3rd Engineer with Rating Certificate

Rs. 615 to Rs. 640 in five years  
3rd Officer & 4th Engineer Certificated

Rs. 550 to Rs. 615 in five years  
3rd Officer & 4th Engineer Uncertificated  
Rs. 495 to Rs. 520 in three years  
4th Officer Certificated

Rs. 450 to Rs. 480 in three years  
4th Officer Uncertificated

Rs. 370 to Rs. 405 in three years  
5th Engineer Uncertificated

Rs. 440 to Rs. 465 in three years  
Doctors

Rs. 495 to Rs. 700 in fifteen years  
Radio Officers with 1st class

Rs. 430 to Rs. 760 in twenty years  
Radio Officers with 2nd class

Rs. 400 to Rs. 730 in twenty years  
Purser

Rs. 300 to Rs. 600 in twenty years  
Electricians

Rs. 350 to Rs. 700 in twenty years

**Superior certificate allowance:** is payable as follows:

to second mates holding Master's Certificate



rs. 30 p.m.;  
to third and fourth engineers holding 1st  
cl. Engineer's Certificate

rs. 30 p.m.;  
to third and fourth officers holding Mate's  
or Master's Certificate

rs. 25 p.m.

**Combined Certificate allowance:** rs. 50 a  
month to chief engineers and rs. 40 a month  
to second engineers holding combined  
Motor and Steam Certificates.

**Overseas allowance:** is seven and half a per  
cent of the basic salary applicable to over-  
seas runs as defined in the Indian Merchant  
Shipping Act, 1958.


**Noisy repair allowance:** rs. 5 for each night  
during which noisy repairs are carried out  
between the hours of ten p.m. and six a.m.

**Dirty cargo allowance:** rs. 5 a day for  
masters and chief engineers and rs. 3 for  
all other officers in all ports where dirty  
cargo (such as coal, cement, sulphur in  
bulk) is loaded or unloaded.

**Compensation for extra hours** is at the rate  
of three days a month liquidated by cash  
payment in the case of those entitled to  
overtime as laid down in the previous  
agreement.

Some 600 officers benefit from this recent  
agreement which we can claim as a unique  
achievement on the part of the Maritime  
Union of India, its office bearers and its  
membership. In our enthusiasm, however,  
let us not forget to give credit to the Scindia  
officials who negotiated with us. Through-  
out the period of negotiations, the utmost  
patience, respect and cordiality were exer-  
cised by both parties. When we signed the  
agreement, shook hands and departed, we  
felt the satisfaction of having done justice  
to the job we had taken in hand.

### Sixty hours for fifty shillings

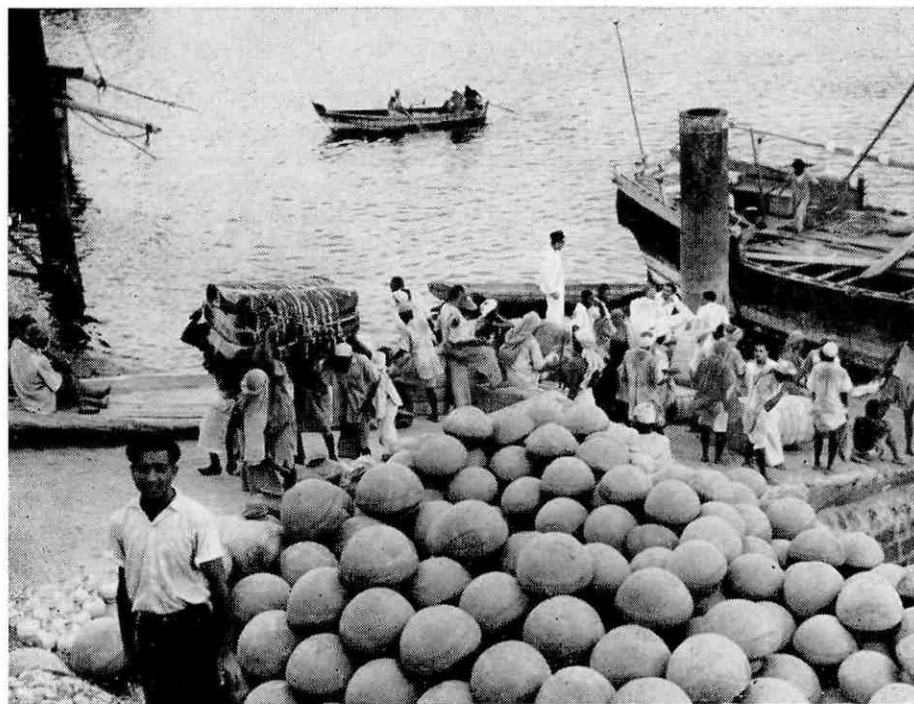
 IN MARCH THIS YEAR, a committee  
was set up, under the chairmanship  
of Sir Ian Parkin, to enquire into working  
conditions in Mombasa's modern port of  
Kilindini. The report of the committee  
which appeared in April and which has  
since been accepted by the Kenya govern-  
ment contains a number of recommend-

ations which ought ultimately to benefit the  
6,500 dockers who work in the port and  
as such it has been accepted in principle by  
the ITF affiliated Mombasa Dock Workers'  
Union as a basis for further improvements.  
Certain aspects of the report however, did  
not fail to arouse criticism. On the central  
question of working hours and the union's  
demand for a break of two hours at noon,  
the committee proposed changes which are  
directly opposed to the workers' demands  
and which if put into effect, would actually  
represent a worsening of the dockers'  
working conditions. One might add, in all  
fairness to the Parkin Committee, that  
their terms of reference were restricted so  
as to preclude any examination of the all-  
important question of basic wage rates.  
These are extremely low and are without  
doubt the main cause of the long-standing  
bad labour relations in the port which led  
to the setting up of the Parkin Committee

In trying to work out a solution to such  
problems as long working hours and  
excessive overtime without being able to  
interfere with basic wage rates, the Com-  
mittee was from the start faced with an  
impossible task. Their proposal to reduce  
working hours, which will also mean a  
reduction in wages, can hardly be expected  
to appeal to men who as it is are barely  
earning enough to keep body and soul  
together.

### 'The irksome discipline of work'

Nevertheless one feels that even within  
their limited terms of reference the com-  
mittee might have been a little more  
generous. One would have been better  
pleased too if the committee had refrained  
from such priggish remarks as 'The need  
to encourage stability among labour is  
particularly important in the case of Afri-



*Mombasa has two ports, the old port and the modern port of Kilindini. This photo shows one of the traditional dhows being unloaded at the old port, a scene which has not changed essentially in centuries. A picturesque spectacle, no doubt, but a back-breaking occupation for those who have to manhandle the cargoes (Photograph by courtesy of Kenya Information Office)*



*In some respects, however, the port of Kilindini is not so modern. Sanitation is primitive, there are only eighteen showers for the use of over 6,000 workers and supplies of cool drinking water – for men doing heavy manual labour in temperatures of 95 degrees – are utterly inadequate*

can workers who sometimes rate leisure more highly than the irksome discipline of work'.

This patronizing attitude is, as one might expect, matched by the understanding shown for the employers (European) who it would seem are confronted with real difficulties and are therefore spared the benefits of the committee's psychological insight. 'Violent fluctuations in the day-to-day demand for dock workers are a universal problem throughout the world and constitute a factor beyond the control of Port Authorities or employers. Schemes for the complete decasualization of labour are therefore generally impractical'. Taken together – and they come together in the report – these two generalizations hardly amount to a serious constructive proposal towards the solution of this 'universal' problem.

They merely reveal an anxiety to distribute praise and blame with the praise all going in one direction, and the blame in the other.

#### **They held their hands**

Once one has identified this attitude, one

is not surprised at the kind of recommendations the committee has to make. These, when they are concerned with 'well-being and welfare of the workers', are in the main limited to a tardy recognition of scandals that must long have been obvious. There are it seems 166 latrines in this modern port for the use of 100,000 workers. The report calls for more. A spokesman of the port authorities the East African Railways and Harbours on reading this recommendation said: 'This is undoubtedly a comprehensive and able report but it obviously needs a lot of study. I might say that the Railways and Harbours are well aware, as the report points out, that amenities at Kilindini Port are inadequate and we were about to embark on a programme for rectifying this, starting with latrines, but we held our hands until we saw what the board had to say'. An anonymous member of the Employers' Association was more concise, more down-to-earth. He thought that 'a lot of the Board's recommendations are really obvious' but that all this was 'going to cost tens of thousands of pounds to implement'. This employer welcomed the Committee's proposal for the setting up of a Dock Labour Board 'to deal with problems not related to wages and conditions of employment'. One notes here the alacrity with which the employer seizes on the restrictions placed on the functions of the proposed Dock Labour Board. Indeed when one reads what the committee have in mind for this institution one cannot help feeling that their intention was to give the impression of doing something about the dock workers' grievances without in fact doing anything of the sort. For the dock workers' demand for the setting up of a Dock Labour Board arose from their dissatisfaction with the Mombasa Port Labour Utilization Board (MPLUB), the employers' organization responsible for allocating work and paying wages and attendance money. They had asked in effect that the functions of the MPLUB be taken over by a Dock Labour Board where the workers would have some representation. The committee, however, had nothing but praise for the work of the MPLUB and thought that it should carry on

its good work. There was, however, in the committee's opinion, room for a Dock Labour Board whose activities should be strictly complementary. Its proper functions would be partly administrative – the Board could well begin, the committee thought, by 'defining' Dock Work and Dock Worker – and partly connected with Welfare. The impressive list of activities under this latter heading is rather less impressive when one notes the committee's 'appreciation' of the fact that 'the functions of the Board in the Welfare field must in some part be of an advisory nature, with recommendations which would not be binding on outside bodies; in fact, in some fields, it could only operate as an activating agent'.

#### **A place in the sun**

At the beginning of the their report the Committee state that their main objectives have been to secure (a) the efficiency of the port and (b) proper labour conditions for the well-being and welfare of the workers. Obviously, the central question as far as the workers are concerned is that of wages and working hours and it is just here that the report's recommendation are so disappointing. The simple fact underlying all the



*A few minutes off. These Mombasa dock labourers work a sixty-hour week for only fifty shillings. The Parkin report recommends that their mid-day break be reduced to thirty minutes*

*The modern port of Kilindini, on the other hand, is equipped with up-to-date installations and large ships tie up directly at the quayside. (Photograph by courtesy of East African Railways and Harbours)*

unrest and discontent at the port is that the docker has to work far too long for too little money. According to one of the tables included in the report a monthly shore-handling labourer earns an average of 200 East African shillings (about £10) a month, of which one quarter is for overtime work. When one considers that overtime is paid at time and one-sixth it can be seen that the docker has been working a sixty-hour week for his fifty shillings – in a humid oppressive climate with temperatures as high as ninety-five degrees. The committee thought, quite rightly, that overtime on this scale should be discouraged. They therefore proposed that it should normally be limited to three hours a day and that the overtime differential should be increased to time-and-a-quarter. It should be noted, however, that this proposal does nothing in itself to remove the docker's need to work overtime in order to make up his wage. Indeed, it would seem merely to aggravate his position.

When it came to improving the efficiency of the port, the committee was able to recommend more radical changes. Previously, the day's work had been divided between two shifts, the first working from seven a.m. to four p.m. with a break of one hour for lunch, the second working right through without a break from four p.m. to eleven p.m. The dock workers proposed that the second shift should also have a meal break of thirty minutes, and that the break in the first should be extended to two hours because of the heat. The employers countered by proposing, in the interest of efficiency, to shorten the break in the first shift to half an hour. In the interests of efficiency, the committee accepted the employers' proposal without modification and the dockers were thus accorded a place in the sun.


#### **Promises for the future**

The implications of the committee's decision in this matter may well be more significant in the long run than their long list of suggestions for improved welfare facilities for the dock workers – canteens,

medical facilities, even the building of housing estates to encourage workers to settle permanently near the docks. These schemes will by their very nature take a long time to mature, and since they will entail the cooperation of other authorities with all the possibilities this offers for passing on the responsibility for any delay, they may safely be 'accepted' without necessarily being acted upon. The question of the two-hour break, on the other hand, was a clear-cut issue involving only the parties immediately concerned: the employers and the employees. Here the committee was faced with having to make a decision one way or the other. The fact that they decided unreservedly in favour of the employers will make it difficult for the workers to accept whole-heartedly the sincerity of the committee's more humane proposals. It seems particularly unfortunate that the committee should have neglected this opportunity of giving a practical indication of the good-will expressed in some of their other recommendations. On the

face of it whilst the dock workers have no alternative but to take these at their face value and accept the report as a whole it seems more than likely that they will have to fight hard all along the line if they are ever actually to enjoy the benefits promised for the future.

#### **Closer ties between West African unions agreed**

 REPRESENTATIVES OF THE GHANA AND NIGERIAN TUC's, who met in Lagos on 22 and 23 August, have pledged themselves to pursue a common policy in the future on all matters of mutual interest. The two delegations also found themselves in complete agreement on the formation of a West African Federation of Trade Unions to cover the English, French and Portuguese speaking areas of West Africa. They mandated the General Secretary of the Ghana TUC to undertake preparatory talks with other national centres on this subject.








Among those attending the joint conference of Ghana and Nigerian unions were Bro. Charles Heymann (standing) of the ITF-affiliated Ghana Transport & General Workers' Union and Bro. John Tettegah, the General Secretary of the Ghana TUC (seated on right of our picture)

In a unanimously-agreed resolution, the joint meeting protested against the carrying-out of atom tests in the Sahara by France and called upon the workers and Governments of Africa to continue their efforts to persuade France to abandon such tests.

Among those taking part in the talks at Lagos were Bro. Charles Heymann of the Ghana Transport & General Workers' Union, Frank de Veer of the Ghana Maritime and Dockworkers' Union, and M. A. Labinjo, ITF African Representative. Heading the two delegations were Bros. John Tettegah (Ghana) and Bro. L. L. Borha (Nigeria), General Secretaries of the respective TUCs.


### Flight crew switch by Air Vietnam

 AS FROM 4 AUGUST LAST, Air Vietnam switched over to operating all its aircraft with wholly Vietnamese flight crews. The change was effected as part of a series of measures taken with the support of the Government and aimed at the re-organization of the national airline.


The new crews of Air Vietnam, made up of pilots, flight engineers and radio officers trained in both France and the United

States, are considered well qualified to fulfil their tasks, thanks to the knowledge and experience they have already gained from flights in various countries of the Far East.


### Pension scheme for Malayan railwaymen

 A PENSION SCHEME TO REPLACE PRESENT PROVIDENT FUND BENEFITS may result from talks between Malayan Railways representatives and officials of five railwaymen's unions representing some 10,000 employees. At the present moment, only about 5,000 employees are entitled to benefits under the provident fund scheme. Union proposals envisage full coverage under an agreed pension scheme. This is estimated to cost M\$ 5 million.


### Centralization of Indian inland water transport

 THE COMMITTEE APPOINTED IN 1957 to look into India's inland water transport system has recommended to the Central Government of India that it should assume responsibility for improving and maintaining all important waterways in the country. Pointing out that, provided it was properly organized, inland water transport had a large part to play in the development of the national economy, the committee recommended the allocation of 500 million Rupees (about £37,500,000) for the improvement of inland waterways as part of the country's third Five Year Plan. Whilst realizing that this sum was hardly sufficient for all the urgent schemes recommended, the committee thought that the lack of adequate data and technical staff would make any more rapid development impossible. One of the main reasons for the decay of India's inland water transport system, the committee thought, was the absence of a technical organization for planning and supervising development works. This the committee proposed to remedy by the creation of special technical wings in the Ministry of Transport and Communications and in the Central Water and Power Commission.


### Woman on Indian railways

 THERE WERE 10,136 WOMEN EMPLOYED in varying capacities on the railways of India at the end of 1958. The largest number was 2,936 on the Central Railway, followed by the South-Eastern Railway with 1,855. Of the total number of women employed, 3,535 were in the medical department, 2,284 in the traffic and commercial section, and 1,838 in the general administration and miscellaneous divisions.

### Long-term transport plan for India

 INDIA'S MINISTER FOR TRANSPORT, MR. S. K. PATIL, has indicated his intention of setting up a high-level committee to go into the whole question of a suitable long-term transport policy for the country. The Minister, who was addressing a meeting of the Transport Development Council, mentioned a number of problems which would have to be tackled if co-ordinated transport policy was to emerge. He listed these as: restrictions on the movement of vehicles, deficiencies in government policy regarding the automobile industry, rationalization of the tax system and the liberalization of permits.


### Singapore Asian seamen's club

 THE FIRST ANNUAL REPORT OF THE SINGAPORE ASIAN SEAMEN'S CLUB shows that during the first ten months of its existence the club provided accommodation for 2,343 seafarers of all Asian nationalities. The majority of the club's regular customers were local seamen from Singapore or the Federation of Malaya who availed themselves of the club's excellent accommodation and frequently stayed overnight at the cheap rate of \$1 (about two shillings and sixpence). The restaurant, with its three kitchens, Chinese, Muslim and Hindu, was well patronized, although there proved to be little demand for Hindu cooking. So many people turned up at the cinema shows in the Assembly Hall every Tuesday and Friday that an




admission charge of twenty cents had to be made before the seafarers themselves could enjoy in comfort the first-class Oriental, American and British films screened.

#### Madras taxi-drivers' pay


 AT A RECENT MEETING OF THE CITY TAXI-OWNERS AND TAXI-DRIVERS' Association of Madras it was decided to pay taxi drivers a minimum of Rs. 5 per day (about seven shillings and sixpence) on collections up to Rs. 30 and a further rupee for every five rupees collected over and above that amount. In the case of 'Big' taxis (according to the latest figures, Madras has 111 'Big' taxis and 765 'Baby' taxis) it was decided that the driver should have a minimum of Rs. 4 a day if his total fares were less than Rs. 25.

In order to avoid the employment of temporary drivers on a casual basis, the meeting also decided that there should be two drivers for each taxi to drive it in rotation under the direction of the owner.

#### Singapore bus workers' unions to merge


 TWO SINGAPORE BUS WORKERS' unions with a combined membership of about 4,000 are to merge to form a single organization for all the city's passenger transport workers. The two unions are the Singapore Bus Workers' Union, representing employees of private road transport undertakings, and the Singapore Traction Company Employees' Union which represents the employees of the city's municipal passenger transport service.

#### Indonesian seafarers' leader has talks with ITF representative

 ON A RECENT VISIT TO SINGAPORE and the Federation of Malaya, Brother Bahar Abik, Chairman of the Indonesian Seamen's Union, had talks with the Asian representative of the ITF, Brother J.F. Soares. Among the matters discussed were problems associated with the recruitment of Asian

seamen by ships registered in Panama, Liberia and Honduras and the affiliation of the Indonesian Seamen's Union with the ITF.

#### A dock labour scheme in Cochin


 A SCHEME TO REGULATE THE EMPLOYMENT OF DOCK WORKERS is to be introduced in Cochin port (Southeast India). The scheme, drawn up by the Government of India, seeks to ensure greater regularity of employment for dock workers and thus help the efficient performance of dock work. The Cochin Dock Workers (Regulation of Employment) Scheme, as it is called, is on the same lines as the schemes already in force in the ports of Bombay, Calcutta and Madras.

Under the scheme, the Central Government will constitute a tripartite dock labour board which will be responsible for administration of the scheme.

It may be noted that the main features of the Dock Workers (Regulation of Employment) schemes introduced in Bombay, Calcutta and Madras are:


- a) the workers are divided into two classes: monthly workers and casual workers, generally known as reserve pool workers. The latter do not enjoy security of employment and are, therefore, registered in a pool and put under the employment of the Dock Labour Board;
- b) The pool workers are guaranteed minimum wages for twenty-one days in a month;
- c) The pool workers get an attendance allowance at the rate of Rs. 1-8-0 per day on days when they come for work but are not provided with it.
- d) The pool workers are also entitled to payment of disappointment money at half the wage if the work for which a worker is booked cannot commence or proceed;
- e) The workers are entitled to eight holidays with pay a year; and
- f) The pool workers are to be employed in rotation so as to ensure equal opportunities of employment for all the pool workers.

#### Malayan deep-sea fishing base

 THE GOVERNMENT OF THE FEDERATION OF MALAYA are proposing to organize large-scale deep sea fishing operations from a base which is to be set up on the island of Pulau Langkawi. The island is ideally placed for fishing the rich grounds off the West coast of Sumatra and the equally rich extra-territorial waters of Southern Thailand and Southern Burma. Storage and ice facilities will be provided on a cooperative basis and there will be accommodation for 200 fishermen whom it is hoped to attract from the states along the West coast of the Federation.


The government, which has already achieved good results in the modernization and centralization of fishing on the East coast, hopes now to do the same for the West coast fisherman. Only by grouping them together in sufficient numbers on a suitable site will it be possible to provide the facilities necessary for a reorganization of the industry on modern lines.

#### Bid to improve life of Singapore fishermen

 THE SINGAPORE MINISTER FOR NATIONAL DEVELOPMENT, Inche Jaacob bin Mohamed, has been visiting the islands to the South of Singapore where he has been able to see for himself the deplorable conditions under which most of the fishermen of the islands are living. Besides securing first-hand information, one of the chief purposes of the mission was to get the fishermen to come forward with their own suggestions as to the best ways in which the government could help them. The mission found that the average monthly earnings for an entire family were no more than M\$ 40 (less than £5), that there was an absence of drift nets, and that the waters were too heavily fished because of restrictions by neighbouring governments. On his return from the islands the Minister announced that he would recommend the Government to negotiate with the Malayan and Indonesian Governments to allow Singapore fishermen to fish in their waters.


The government, he said, would also encourage the islanders to adopt more modern techniques, and would provide grants for the purchase of more modern equipment.

### Tootsies in taxis

 NECESSITY IS THE MOTHER OF INVENTION. When the government of Singapore recently decided to make a number of cuts in government employees' allowances, it looked as if the local taxi-drivers were in for a rough time. Many of their customers began to take to other – less expensive – forms of transport. But Singapore taxi drivers, like their brethren elsewhere, are nothing if not inventive, and it was not long before one of them hit on a 'Lorelei' touch which, if not designed to lure any seamen to destruction, was at least well calculated to bring wandering fares back to the fold: he invited a pretty girl to sit in his taxi (fare paid and no nonsense) and smile at hesitant customers at the various (dare we say it?) 'pick-up' points along the route to town. It worked. Hardy types waiting at the bus stop and determined to save the few cents between the taxi and bus fare found their resolution wavering on being confronted by an inviting taxi containing a pretty girl with a nice 'come for a little ride with me' smile. Nobody was exactly injured in the rush, but business certainly started to boom again. Others took up the 'fair temptress' scheme. Latest reports indicate that the boys working the 'fairs to the fares' gimmick have got the temporary slump beat. Which only goes to show that 'old Adam' in the same in any language and in any clime.

We always thought so.


### Japan approves owner-driven cabs

 FOR THE FIRST TIME, the operation of owner-driven cabs is to be permitted in Japan, as the result of a decision announced by the Ministry of Transportation. Quite a rush is anticipated for licences; more than 20,000 drivers in Tokyo alone


are expected to apply.

Conditions for obtaining them, however, will not be easy. Applicants will be required to have not only long driving experience but also a clean record, a sense of responsibility, ability to pay compensation in the event of accidents and what is described as 'a high degree of culture and refinement'. Owner-drivers will also have to confine themselves to an eight-hour day, with a maximum of 180 kilometres per day.

### More buses needed, not less

 UNIONS REPRESENTING BUS WORKERS IN SINGAPORE have vigorously refuted a statement by the Singapore Traction Company that it may be forced to retrench staff if revenues continue to drop as the result of increasing competition from 'illegal' taxis. Commenting on the Company's decision to withdraw twenty-nine of its 367 buses – with more lay-ups possible to come – the unions said that in fact services should be augmented to meet the needs of Singapore's rapidly-growing population.

### Joint labour council established Malyan port

 THE HARBOUR TRADE UNION OF PORT SWETTENHAM (MALAYA) and three employers of stevedore labour have now signed a memorandum of agreement establishing the Port Swettenham Port Transport Industry Joint Council.

Object of the Joint Council is to provide a constitutional means of consultation and negotiation between the union, which represents some 3,000 dock workers, and the licensed employers.

The functions of the Council are stated to be:


- (a) to negotiate agreements covering the hours of work, rates of pay and conditions of employment of workers covered by the agreement and to secure their observance by all parties;
- (b) to provide a regular method of consultation between the parties to the agreement on matters of mutual interest, in order to

prevent friction and misunderstanding, and to secure the fullest measure of co-operation for the prosecution of measures to be undertaken in the interest of the parties to the agreement; and


(c) to discuss ways and means whereby the rapid and economic turn-round of vessels and the speedy transit of goods by a proper use of the labour force may be facilitated.

The Joint Council will consist of twenty members, ten from each side, and is to have two Joint Secretaries who will be ex-officio members without voting rights.


### Preparing for India's jet age

 LOOKING AHEAD TO THE TIME – NOW not far distant – when they will be operating Boeing 707 aircraft, Air India International has started an intensive jet training programme for pilots, flight engineers, and ground personnel at its Engineering School at Bombay's Santa Cruz Airport. Acting as instructors are five experts from the Boeing Airplane Company.

### Japanese seamen are in demand


 THE JAPANESE MINISTRY OF TRANSPORTATION has received requests from West Germany, Iraq and Indonesia for the supply of seamen for service in their inland waters. The Ministry has indicated that such requests could be easily met because 25.4 percent of Japanese seamen – some 15,000 – are in a reserve pool and could consequently be released for service elsewhere.

### No more casual dock labour at Lagos

 THE MONTH OF AUGUST saw the introduction of a Port Labour Scheme for the regulation of dock employment in the Port of Lagos. The scheme seeks to replace the present largely casual labour in the port by registered dockers drawn from a Port Labour Pool, who will enjoy security and conditions of service comparable with workers employed in other sectors of

Nigerian industry. The operation of the scheme will be responsibility of the Minister of Labour, who is expected to appoint a Dock Labour Board for the purpose.

### ITF railwaymen's conference hits racial discrimination

 AS ALREADY MENTIONED IN OUR leader, the ITF Railwaymen's Conference held in Salzburg last month gave a great deal of attention to the widespread racial discrimination which is unfortunately still being practised by railway managements on the African continent. The conference summed up its views in the hard-hitting resolution which we reproduce below:


The International Railwaymen's Conference of the ITF, meeting in Salzburg from 16 to 19 September,

Having considered reports from a number of African affiliated organizations;

Notes that racial discrimination in respect of both pay scales and conditions of employment is still practised on a very large scale against non-white workers by railway administrations, despite long-standing recommendations to the contrary by governmental commissions and committees of inquiry.

The Conference emphasizes that the proper development of industrial relations in the African continent demands that these practices be abandoned without delay, and that railwaymen of all races should be paid the rate for the job and enjoy conditions based solely on their skill and experience. The Conference therefore urges the ITF Secretariat to devote special attention to this urgent problem and to take all appropriate measures to assist its African affiliates, wherever this proves necessary, in removing such artificial barriers to their members' progress towards the enjoyment of conditions worthy of human beings.

### New Workmen's compensation scheme for S. Rhodesia

 INCREASED BENEFITS ON NON-RACIAL LINES without any increase in premiums are the main feature of Southern

Salisbury, seat of Southern Rhodesia's legislative assembly, which recently gave an unopposed second reading to a new Workmen's Compensation Act, which provides improved benefits without racial distinctions (COI Photograph)

Rhodesia's new Workmen's Compensation Bill which has been given an unopposed second reading by the country's legislative assembly.

The new scheme will cover all workers (and their dependants) earning £100 a month or less. During temporary incapacity there will be periodical payments (for a maximum of eighteen months) to a married man of up to £60 a month (if earnings were £100), and of £45 to a single person. There will be no allowance for children, but as maintenance in hospital is provided out of medical aid it is expected that almost all the benefits payable will be available for the needs of the family.

For permanent injury the government has proposed a scale under which a married man, for example with 100 per cent disability, will in future be paid three-quarters of his earnings up to £40, plus one-half between £41-60 plus one-quarter of his earnings between £61 and £100. Single men will be paid three-quarters of the married rates; but both will be eligible for child allowances, which begin at twelve and a half per cent of benefit for one and go up by five per cent for each further child.

Allowances continue to be paid until nineteen for a child who, between six and nineteen, is attending a recognized educational institution. On death by injury, dependants are treated as if the worker had 100 per cent disability: a widow or widower will then be paid two-thirds of the assessed benefit (with a maximum of £33 6s 8d plus child allowances) and other dependants will get one quarter. Two dependants (a father and a mother, for instance) will share one-third of the pension due. Dependant children will be paid the appropriate child allowances, and persons not wholly dependant on the deceased will be assessed proportionately. The widow of a pensioner who dies, not as the result of his injuries, is paid two-thirds of the assessed benefits plus



child allowances.

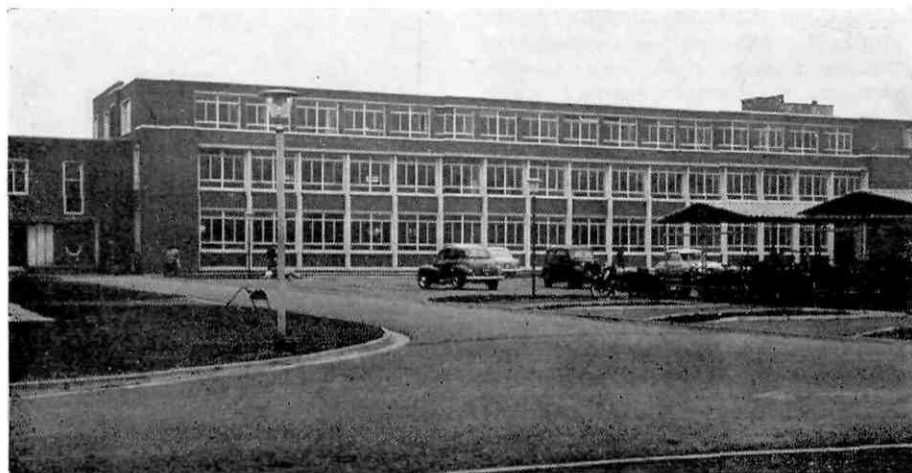
Employers will be liable for medical aid up to £375 a head (regardless of race); funeral benefits will be related to average earnings, not to race; and 'compensation will in future be paid not on a basis of race or colour but on the proper conception that a workman, whoever he may be, is entitled to be compensated for his loss of earnings in relation to the amount of such earnings'. Amounts due to Africans will continue to be paid as lump sums through the native commissioners.

Africans will not benefit from the review of existing pensions provided for in the Bill, because in the past they have been paid lump sums. However, they may qualify for ex gratia payments from the special fund which has been accumulated by the native commissioners out of unclaimed benefits. For Europeans, pensions may go up by between ten and 100 per cent depending on their degree of disability.

Child allowances will be unaffected as many children have ceased to benefit on reaching the 17 year age limit of the old scheme. Nor will benefits adjusted to losses of purchasing power be allowed to exceed payments to newly-injured workers with the same degree of disability. But, subject to these adjustments, pensioners under the 1941 act will receive a 10 per cent increase (for 10-25 per cent disability), 50 (for 26-50) and 100 per cent increase for 51-100 per cent disability.




# Training British fishermen for today and tomorrow



*A wing of the Grimsby College of Further Education, the top floor of which houses the Nautical School. Training facilities for crews of fishing vessels are available in a number of British ports*

and cooking. Furthermore, the students have the sense of belonging to a student body, with an active Students' Union, canteen and recreational facilities. A striking example of the use of these wider facilities occurred when a discussion arose over the strength of a dahn buoy rope when the class were able to settle it by an actual test in the Materials Testing Laboratory.

Students at the new school are of all ages, for one of its major functions is the coaching of trawler officers for their Ministry of Transport tickets. In the past, this has been largely a matter of memorizing by book study, but with the additional practical instruction now available, it is hoped that these officers will tackle their studies with new enthusiasm and obtain better pass marks from the examiners. The Principal is extremely anxious that officers of all ranks and classifications will use the school to keep abreast of new developments and to brush up any points on which they feel 'rusty'. This includes not only the services of the instructors, but also that of the technical library which is shortly to be added to the College.

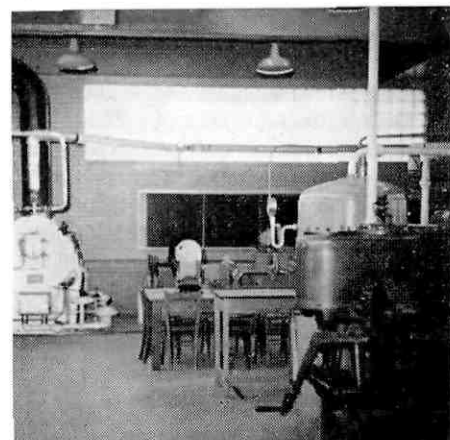
 IN THE CASE OF A COUNTRY SUCH AS GREAT BRITAIN, where the fishing industry plays such an important role in the national economy, it is somewhat surprising to learn the provision of training facilities for the crews of fishing vessels is not all what it could or should be. This deficiency is now being largely remedied by the good work being done by the Nautical School at the Grimsby College of Further Education. For the following story of the activities of the School and the accompanying photographs illustrating various aspects of the work being done there, we are indebted to 'World Fishing'.

Although training facilities are available in a number of British fishing ports, and have been for some time, it has often been questioned as to whether this specialised branch of education is not treated as a poor relation of other, more established, courses of technical training available throughout the country. The result has been that courses run for fishermen and fishermen-to-be are all too often reliant on the effort and drive of one or two dedicated men who, with the best will in the world, cannot provide the necessary equipment or the congenial surroundings for its employment. This feeling of being outside the field of normal further education cannot fail to reflect on the suitability of fishing as a career, both to student and parent alike, and this is especially so in the case of youths of higher intelligence and education who, as the future skippers of even more complex trawlers, are most desirable recruits to the industry.

This was roughly the situation which, until recently, obtained at the port of Grimsby. While facilities existed, they were

cramped and makeshift, occupying an old building near the docks, which originally housed the Fisherlads Institute. Here training courses for both Merchant Navy and fishing officers were held, together with instruction for trawler cooks and deckies.

Fortunately for Grimsby, the question of further education as a whole was placed under review some years ago and a far-sighted policy decided upon. This policy has now borne fruit in the form of the Grimsby College of Further Education, a large modern building in pleasant surroundings at Nun's Corner, in the residential area of the town. Here, one floor of one wing has been set aside for the Nautical School, some seventy per cent of whose activities are devoted to the fishing industry and whose equipment is largely provided by the education authorities, the remainder being contributed by manufacturers and trawler owners. The fact that other courses running in the same building often overlap those of the Nautical School is a tremendous advantage, offering far wider practical instruction in the field of radio, engineering



*A corner of the heat engineering shop where engineers and enginemen are trained. Present facilities at the Grimsby College are immense improvement on earlier make-shift arrangements (All photographs by courtesy 'World Fishing')*



Youths of fifteen years and over may enrol for a preliminary course before going to sea as a deckie learner, or after one year at sea, may take their qualifying course to full deckie and thence in time to third hand.

Not unnaturally, considerable emphasis is placed on navigation, and instruction is given on the Decca Navigator, radar, the Sperry gyro compass and the Consol, and D/F, besides the more traditional methods of navigation. Equipment in this department is already fairly comprehensive and includes a complete Sperry Auto-Pilot, donated by the manufacturers. Later, some of this equipment will be transferred to a specially built cabin on the roof of a new building at present under construction. Here the unrestricted view will allow students to take sights and bearings from a 'monkey island' under conditions approaching those at sea, and to utilise actual radio time signals and beacons. So far the school possesses no working radar unit, but there is an admirable range of radio equipment, from emergency set to Marconi-Globespan, this gear being retained by the education authorities on a rental basis.

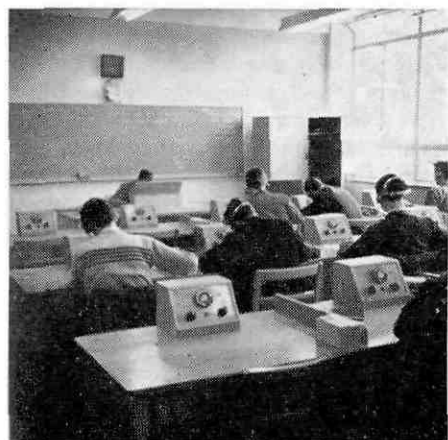
The R/T and W/T class-room is a model of up-to-date planning, and incorporates a number of new ideas devised by the Principal. Each student's desk is provided with

a Morse key, microphone and headphones and a panel which enables him to send or receive on any one of twenty closed circuit channels by dialling the number of that channel. Thus any student can 'work' another, or listen out on that channel, while the instructor can do the same. Weather bulletins and other broadcasts can also be 'piped in' or heard by loudspeaker. Full use is made of a built-in tape recorder which can be used to send or record exercises or to superimpose a realistic background of 'mush' and other transmissions. Tape is also used to train students in lamp signalling and a message can be flashed from a number of fixed lamps in the navigation room and the correct transcription played over afterwards, without supervision. It is hoped to use a similar technique in demonstrating the echo sounder and the interpretation of echo traces, which could be fed into the sounder so that students could watch the trace building up on the paper. This is at present something of a pipe-dream, as the school is ill-provided with fish-finding equipment.

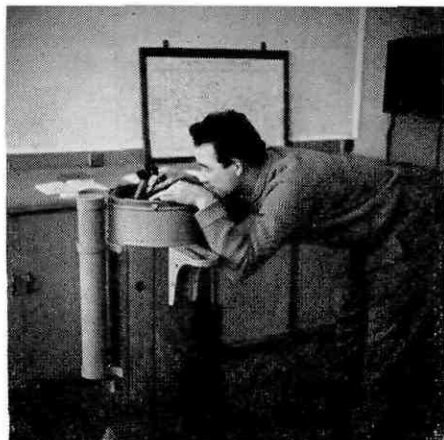
Thanks to the overall facilities of the College, the training of engineers offers more than bare lectures and book study. On the floor below are the Heat Engine Shop and Engineering Shop, which are

available to the Nautical School, while in addition to the Engineers' lecture room, there is a demonstration room in which engine components can be stripped and examined. Engineers' courses cover the gaining of First and Second Engineers' M.O.T. tickets, and the qualification of first and second enginemen in steam and Diesel. For those wishing to convert from steam to Diesel there is the Oil Fuel Certificate course.

The training of trawler and seiner crews does not stop short at the theory of seamanship. Since these courses began, every effort has been made to give practical instruction in net mending, ropes, splices, knots and so on. With the movement of the main part of the Nautical School to Nun's Corner, considerably more space has been made available at the old building, and this is now to be used mainly for deck training. To this end, the main hall is to be fitted out, as far as possible, as a trawler's deck, with galleys, trawl winch, trawl doors, etc., and here shooting and hauling procedure will be taught. Already demonstration exhibits have been prepared to teach the component parts of a trawl, and later the seine net and wing trawl may be added. It is hoped too, to build a relief map of certain North Sea grounds and to incorporate Decca lines



*The R/T and W/T room showing the dialling system which enables students to work in groups or pairs. Equipment is provided by the education authorities supplemented by voluntary contributions from manufacturers and trawler owners*

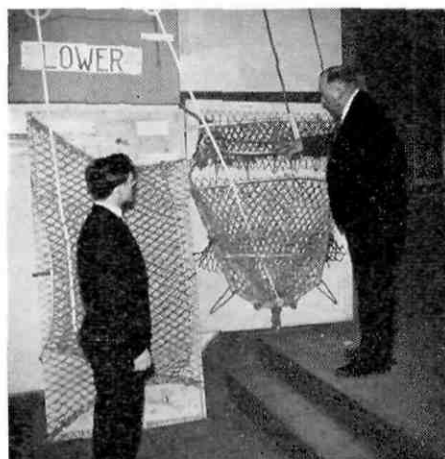


*Practical instruction in the taking of bearings. Fishermen students at the new school are of all ages and a major function of the establishment is the coaching of trawler officers for the Ministry of Transport competency certificate*



*The navigation class-room with swivelling Sperry autopilot and behind it the Decca Navigator. Considerable emphasis is placed on navigation and instruction is given in the most up-to-date equipment in addition to traditional methods*

*Net construction being explained with the aid of a sectionalized trawl. Youths of fifteen years and over may enrol at the school for preliminary training before going to sea as deckie learners*



and soundings, to teach navigation whilst towing. This is, of course, a poor second to seagoing experience in a fishery training vessel, but Britain is still in the regrettable position of being a maritime nation without such a vessel, and there is no indication that this position will change in the near future. This comes as something of a surprise to other, often smaller, nations who have expressed interest in the syllabus only to find that sea-going experience is not included.

The Grimsby Nautical School has been only a short time in its new home and possibly its full potential cannot yet be fully assessed. Some 600 students, from boys to grown men, will pass through the School this year, but that is not, perhaps, the true significance of this new departure in further education. The marrying of fishing to the more 'respectable' and accepted arts and crafts within the same building may herald the beginning of a nationally wider outlook in which the fisherman's skills will be recognised for their true worth. On one door of the Nautical School is the legend, 'Fishing Technology'. It may not be long before that term will be used to dignify the whole, and not part of what is as much a science as the building of bridges or the seeking of oil.


At present boys spend only five weeks at the school before joining a ship, but the prospectus makes provision for a twelve months' course of initial training. The

'apprentices' who take this course will doubtless form the nucleus of the skippers of tomorrow, for whatever changes the next ten years may bring in the industry, one thing is certain – knowledge rather than a basic instinct for finding fish, will be paramount in the trawler officer of the future.

### Increase in world tanker fleet

 DURING THE SIX MONTHS TO JULY 1, 1959, the world's tanker fleet increased by 2.7 million tons to 61.3 million tons dw., 116 new vessels totalling 3.6 million tons were added to the fleet and sixty-three tankers totalling about 700,000 tons were delivered to the breakers. This is more than three times the amount of older tonnage scrapped in the latter half of 1958. Of the new vessels, sixty-eight were of 30,000 tons dw. and over, resulting in an average dead-weight for all vessels launched of just over 31,000 tons. The largest increase under an individual flag was in the British fleet which has gained about 688,000 tons. Apart from launchings this increase has been brought about by transfers from the Liberian and Panamanian flags of vessels owned by the oil companies. The total tonnage under the Liberian flag shows a comparatively small increase of 137,000 tons, although Liberia still has the world's largest tanker fleet – 11.9 million tons as against Great Britain's 10.3 million and Norway's 9.3 million tons.

### Expansion of Israeli fishing industry


 IN 1958, FISH PRODUCTION IN ISRAEL was 12,700 metric tons, or eight per cent more than in 1957 and 4.7 times greater than in 1948.

The sea fishery produced 3,800 tons, an increase of thirty-seven per cent on the previous year and 14 times as much as was produced in 1948.


Israeli fishermen are learning the methods employed in tuna long-line fishing on board the *Shinio-Maru*, a Japanese

tuna longliner which is at present fishing in the North Atlantic for the Israel-Nippon Fishing Co., and supplying the Israeli market with refrigerated tuna.

### Norwegian government aid for unsuccessful fishermen

 NORWEGIAN FISHERMEN PLACED IN A DIFFICULT SITUATION following the poor results of last year's herring fisheries have so far received altogether 2.5 million kroner (£125,000) from government funds. It is estimated that the total Government aid given to unsuccessful fishermen this year will amount to three million kroner (£150,000), considerably less than last year's subsidies.


### ICAO considers air navigation deficiencies

 AMONG THE MATTERS DISCUSSED BY ICAO during its twelfth session in San Diego, California, was the question of deficiencies in the world network of air navigation services and facilities. These were considered to be particularly serious in connection with the use of jet aircraft and ICAO proposes to investigate the possibility of overcoming the difficulties by a system of joint financing whereby nations with aircraft using or needing to use a facility, which cannot be established by the country whose responsibility it is, pool the cost of installing and operating the facility.

After investigation, conferences of the nations concerned will be called with the object of reaching agreement on joint financing.

ICAO is also due to make a study of the development prospects of supersonic civil aircraft and their availability within a period ending about 1975. The study will cover all the main aspects (technical, economic and social) of supersonic flight in the field of civil aviation, its purpose being to allow governments to develop a co-ordinated policy and enable developments to be guided along lines in the best interests of the public, airlines and civil aviation authorities.

# Seamen's taxation in Finland

 THE NEW ACT GOVERNING FINNISH SEAFARERS' TAXATION came into force at the beginning of this year and applies to all Finnish merchant marine vessels of more than 100 grt engaged in the distant and coastal trades. Vessels engaged in the so-called inland waters trade are not included.

Under the Act, a seaman's income is deemed to include amounts equivalent to rent, food and other emoluments paid in kind. Fishermen's bonuses based on a percentage of the catch, however, are not included.

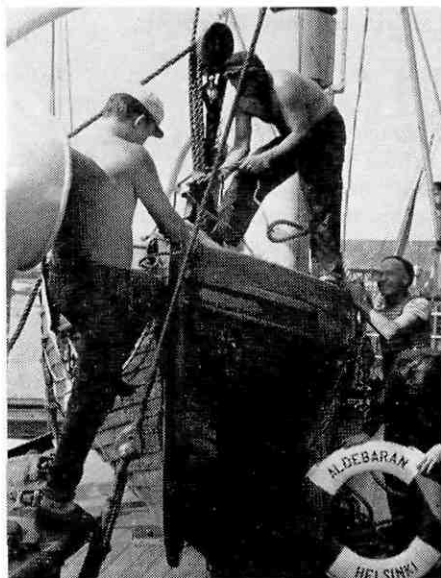
Seamen are taxed in accordance with taxation tables drawn up by the finance ministry. The assessment is final provided the seaman drew wages for a period of four months or more during the financial year to which the assessment has reference. If a seaman has no income other than his wages, he is not required to make any income tax return. If he has other sources of income or taxable property, he must make a return to the taxation of his place of domicile. In his return he must state the wages he has drawn as a seaman.

If a seaman has drawn wages for a period of less than four months, he must attach his seaman's book to his declaration and the tax amount already collected is credited to him in his final assessment.

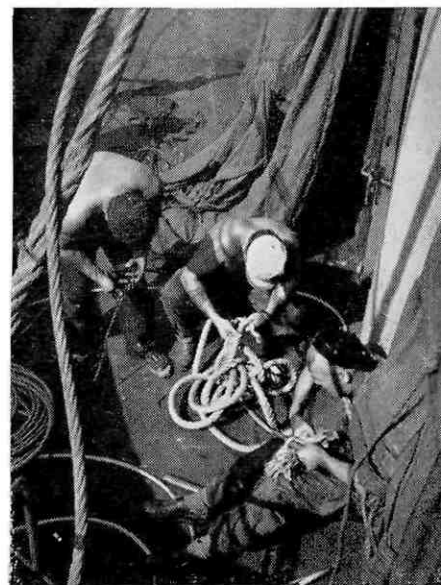
A seaman obtains a seaman's taxation card by applying to his employer or the taxation office for a form which on completion is returned to the taxation office of the district where he has lived or is domiciled. Persons who have no fixed residence make their returns to the central taxation office. This applies in particular to non-Finnish subjects serving on Finnish vessels. If a seaman wishes to claim a lower assessment, he must supply details of his status and the nature of his commitments towards dependents. The taxation table forming the basis of his assessment is entered on his taxation card. The taxation tables are the same as those in the general income tax laws, except that Table II is sub-divided into Tables IIa and IIb. Table I applies to men over twenty-four years of age who are single, widowed, divorced or

separated from their wives and who have not during the taxation year been supporting children under twenty-one years of age. Table IIa applies to men under twenty-four who are single, widowed, divorced or separated from their wives and who have not during the taxation year been supporting children under twenty-one years of age. Table IIb applies to men under the age of twenty-four who have been married for three years at the end of the taxation year but who have not been supporting children under twenty-one years of age. All others come under Table III.

Under the Act, payments in kind are estimated at 6,000 Mk per month, and although these payments are taxable, they have been taken into account in working out the tax rates set out in the applicable Table, so that tax at these rates is only paid on cash earnings. The following allowances are made against seamen's taxable income: a single man receives a travelling allowance of 6,000 Mk, an allowance in respect of contributions to the seaman's Pension Fund, amounting to four per cent of his salary, insurance allowances of 2,000 Mk and an allowance of 3,000 Mk for medical expenses; a married seaman living with his wife receives the aforementioned allowances in respect of travelling, insurance and medical expenses on her account as well; for each child under twenty-one years of age being supported by him, he receives an insurance allowance of 2,000 Mk and an allowance of 3,000 Mk in respect of medical expenses. There is also an allowance of fifteen per cent of total income provided this allowance does not exceed 70,000 Mk, and allowances in respect of living expenses calculated at three-quarters the highest amount allowable by law under this heading. (There are 896 Marks, to £1 & 320 to the US Dollar).



*As from the beginning of this year, all Finnish seafarers serving on board vessels of over 100 grt operating in the distant and coastal trades have been covered by a new law on taxation*

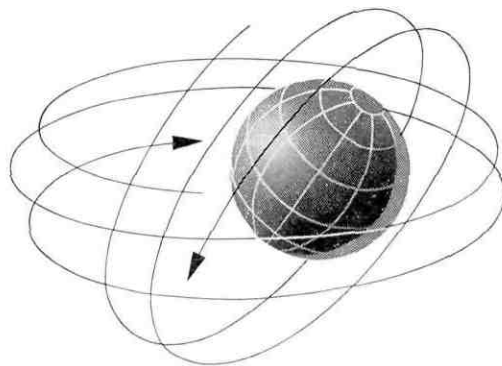


*Working out one's tax obligations to the State may be an even knottier problem than this - particularly if you are a seaman. Finland's new law on seamen's taxation has nevertheless gone a long way towards simplifying the process*


*Our cover picture was taken from the deck of a Danube river craft. Photographer was Bro. Vater, Editor of our contemporary 'OeTV-Press'*



# Round the World of Labour



## Leisure without Freedom


 THE ITF-AFFILIATED GERMAN RAILWAYMEN'S UNION is demanding a thorough revision of the policy of the German Federal Railways in connection with railwaymen's emergency duties. According to German law, permanent state employees are regularly required to be available in their free time so that they can take up their duties without delay in the event of an emergency.

In practice this means that about 15,000 railwaymen have their freedom of movement drastically limited every other week, inasmuch as that, if they leave their homes to go to a cinema or visit a friend they have to leave precise instructions as to their whereabouts. The railway authorities contend that this does not constitute stand-by duty proper since it is only a matter of being 'on call' in the event of an emergency, and on this somewhat arbitrary distinction they base their refusal to grant the railwayman adequate compensation for what is in fact a serious restriction on his private life. However one defines the railwayman's liability, the fact remains that he is not only liable to be called out in the middle of the

night but is also effectively prevented from going anywhere where he cannot be quickly reached.

An important contributory factor to the dissatisfaction which railwaymen feel at the present state of affairs is the comparative frequency of 'emergency' situations: one has only to think of the complexity of modern equipment and organization and the impracticability of maintaining a large reserve labour force capable of dealing with all the thousand and one things that can go wrong anywhere at any time, things which are not in themselves serious but which must be attended to straightaway – one small fault in the signalling system could, for instance, put a large section of track out of action and such small faults are bound to crop up fairly regularly at widely scattered points over the huge areas covered by the railways. Bearing these possibilities in mind, one realizes that the railwayman 'on call' does in fact quite often get called out. Quite apart from the limitations on his freedom already mentioned, the railwayman's awareness of this fact is itself bound to prejudice his enjoyment of his leisure. To claim, as the railway authorities do, that, because he is not at work, no great demands are made on the man 'on call', and to deny him adequate compensation for his services is surely no more than juggling with words in order to avoid recognizing an obvious and just claim.


## New way of plugging the jet?

 BOAC'S CHIEF MEDICAL OFFICER, DR. KENNETH BURGIN, has announced the air hostesses, ground receptionists and other staff members who have to work near jet air liners are to be supplied with specially-designed ear plugs.

The plugs themselves, unlike the ear muffs which have been issued to male employees, are very tiny, fit inside the ear canal and will be invisible in use. Ear muffs, stated a BOAC spokesman with true British understatement 'are not considered to be very prepossessing for the girls'. On the other hand, engineering and electrical personnel who sometimes have to work for

long periods close to Comet aircraft, are to be given the double protection of both plugs and muffs.

## Finnish seamen's pensions

 IN THE THREE YEARS DURING WHICH THE FINNISH SEAMEN'S PENSION LAW has been in operation approximately forty million Marks (about £44,000) have been paid out in pensions to 234 Finnish seafarers. Disablement pensions have been paid to 132 persons, of whom approximately forty-five per cent were suffering from tuberculosis. A further thirty per cent became unfit for work as a result of heart and circulatory diseases. About forty per cent of the disabled seafarers were under the age of forty and a further twenty-five per cent were between forty and fifty year old. As a result of the relatively generous basis on which disablement pensions are calculated, the pensions granted compare favourably with similar pensions received by other workers. Thus, with very few exceptions, all seafarers disabled before the age of forty have received pensions equal to more than forty per cent of their average monthly salary.

Seafarers' old age pensions have tended to increase during the last three years, partly as a result of increase in average monthly salaries on which the pensions are based. Thus, in 1956 the highest pension paid was 24,833 Marks (about £27.10s). In 1959 the highest pension paid so far has been 37,551 Marks (about £42), an increase of about fifty per cent. Under the scheme seafarers are entitled to the full pension, which amounts to half their salary, either on reaching pensionable age – sixty in the case of ratings, sixty-five in the case of officers or on completing a certain number of months' service at sea. In practice this works out so that a seaman can normally expect to retire some time between the ages of sixty-five and sixty-seven when he would normally have between 280 and 320 months service behind him. If he chooses to continue going to sea, his pension is increased by one per cent for every month he serves. Thus, if he retires at sixty-two, he can count




*Germany's railwaymen want to put an end to a situation in which their off-duty time is not really their own because they are required by law to be on call for 'emergency' situations – situations which arise all too often in their industry*



on an eighty per cent increase in his pension, which brings the pension itself up to ninety per cent of the average salary.


### Cooperation has two sides

 BRITISH RAILWAYMEN ARE STUDYING WITH GREAT INTEREST the report recently presented to Parliament by the British Transport Commission on modifications in its plan for the modernization and re-equipment of British Railways. The modified plan envisages a greater concentration of capital investment in the years 1959 to 1963 in order to realize the benefits of modernization more quickly. The reduction in stations, depôts, marshalling yards and route mileage will be more rapid and on a greater scale than was originally intended. The report has very little positive to say on the impact that this acceleration in the modernization programme is likely to have on staff. In view of the fact that the intention is to improve efficiency, the Commission asks for the cooperation of trade unions in the promotion of work study investigations which, it maintains, will result in higher productivity and improve earnings for the staff through incentive bonus schemes. 'The Commission's objective' the report states, 'is to have a smaller but better-paid staff'.

According to the report, redundancy is inevitable – 'Modernization and rationalization inevitably imply a contraction of the staff'. In this connexion the Commission can only hold out the rather bleak promise that 'Every possible care will be taken to mitigate the hardship which this might cause'. To the Commission's avowal that its objective 'is a modern, progressive undertaking with a smaller staff, proud of their industry and better paid' one might answer that a sudden, arbitrary acceleration in the modernization plan, largely dictated by the Conservative governments' embarrassments – as was the case when the plan was slowed down last year – is not likely to inspire confidence. Technically, the modernization plan is bold and imaginative. But, as Brother Greene, General Secretary of the National Union of Rail-

waymen points out – 'I would like to think there was the same foresight on wages and conditions of the staff but up to now we have been left in some doubt'. In seeking staff cooperation, Bro. Greene says, the employers must also cooperate: 'To maintain the spirit of cooperation there must be a guarantee of employment. I know this may mean a man changing his job or moving, as staff cannot be employed standing about doing nothing. On the other hand, staff will not be enthusiastic about a modern industry if they themselves are not likely to be members of it'.

### Retirement pensions for Brazilian flight personnel

 THE ACT GOVERNING PENSIONS (sickness and retirement) for Brazilian flight personnel received the presidential signature on 21st December 1958. It provides a pension on retirement for reasons of health or normal retirement pension. The latter is payable after twenty-five years' service provided the beneficiary is not less than forty-five years of age. The basis of computation is one thirty-fifth of the salary for each year of service up to a limit of thirty-five. For normal retirement pension purposes, length of service is multiplied by 1.5 in the event of the beneficiary annually completing more than one-half of the flight hours laid down by the Board of Civil Aviation.


The pension payable in the case of retirement for health reasons works out at one-thirtieth of the annual salary for each year of service, but with a minimum of seventy per cent of the annual salary, i.e. the salary on which he paid contributions during the twelve months preceding retirement. The pension is payable in the event of any injury or functional disturbance preventing the beneficiary from performing his flying duties. Should he find other gainful employment, the pension will be reduced by the amount he earns. His pensionability is also subject to review after five years and should it be found that he is employable, he is entitled to re-employment.

The pension fund is covered by a two

per cent surcharge on passenger fares and freight rates payable into the Fund by the operators.

The pensions apply to all personnel engaged on flying duties on board Brazilian commercial aircraft and are cumulative with any statutory pensions deriving from other sources.

### ALSSA calls for air liquor ban

 THE ITF-AFFILIATED US AIR LINE STEWARDS' AND STEWARDESSES' ASSOCIATION (ALSSA) has called on Congress to ban the sale or consumption of alcoholic drinks on domestic flights. Cabin staff, ALSSA states, should be spared from 'playing nursemaid to inebriated passengers'. The sale of drinks on commercial airlines, it alleges, 'precipitates incidents ranging from social disturbances to potentially dangerous acts'.

Giving testimony in support of a number of bills before a Congress sub-committee which seek to prohibit airlines from selling or serving liquor, ALSSA's President, Rowland K. Quinn, said that the passage of the bills should substantially reduce such incidents and 'result in the airlines' exercising more responsibility in refusing to board obviously inebriated passengers'.



*US stewards and stewardesses want to serve food unaccompanied by liquor in future. Too many unpleasant experiences with drunk passengers have led them to call for legislation placing a ban on serving drinks on domestic flights*

# A look at the DC-8



— OXYGEN MASKS THAT AUTOMATICALLY POP INTO VIEW IN THE EVENT OF A CABIN DECOMPRESSION.

FOUR MASKS AT EVERY UNIT OF THREE SEATS AND THREE MASKS AT EVERY DOUBLE SEAT. A PROTECTED SUPPLY OF FIRST AID AND SUPPLEMENTAL OXYGEN.

FOUR WALK-AROUND BOTTLES FOR THE CABIN ATTENDANTS.

These are features of the passenger oxygen system that will help the cabin attendant and add to the safety of the DC-8.

## Supple ample

Equally interesting is the quantity of oxygen carried. The system for the passengers and cabin attendants is entirely independent of the system for the flight deck. In case of a high altitude decompression it provides enough of the precious gas to supply all the passengers during emergency descent from cruising altitude to 14,000 feet, where normal breathing can be sustained without supplemental oxygen. It is estimated descent will take two and a half minutes. Then there is enough to supply all the passengers for a seven-minute recovery period, plus a generous amount of first aid oxygen (that required for passengers suffering from oxygen deficiency due to causes other than high altitude decompression) for five passengers. An additional twenty percent of the total of these amounts has been added as a safety factor.

There is some variation in the aircraft on order, but in the standard configuration the oxygen is stored in three high pressure cylinders, each with a capacity of seventy-four cubic feet. Two of these cylinders are located in the ceiling of the main cabin and directly feed the emergency system. The third is located on the floor of the coat room area and supplies first aid and supplemental oxygen.

## Pop-out masks

The pop-out masks are a great time saver at a time when there isn't much time to spare. During normal flight conditions they are stowed out of sight behind small doors in the back side of the seat backs. Should a decompression occur an automatic oxygen supply valve will open when the cabin altitude reaches 19,700 feet. Oxygen from

the storage cylinders then flows through the lines and actuator valves unlatch the little doors which fall open to present the masks. When a passenger pulls a mask towards his face he automatically opens the outlet valve and a continuous flow of oxygen is immediately available to the mask. The extra mask at each position is for a child in arms or a passenger standing in the aisle. There are also masks in each lavatory and in the lounge.

For seats immediately aft of the bulkhead the door and masks are located in the bulkhead.

The masks are oro-nasal in design. They are made of a plastic type rubber compound which is pliable enough to cover the mouth and nose area, and they are connec-

ted to the outlets by a plastic tube.

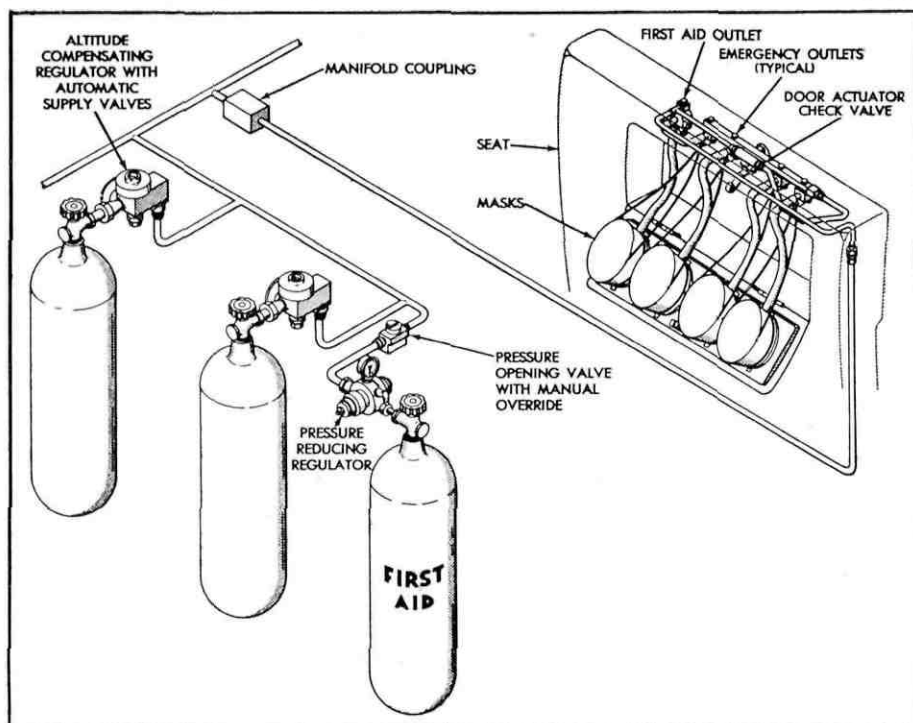
## First aid system

The first aid oxygen system is simple but not automatic. Should oxygen for first aid purposes be desired the cabin attendant must manually open the door holding the masks, open the first aid outlet valve and turn on the first aid automatic supply valve located in the coat room. Oxygen will then be available at the first aid mask.

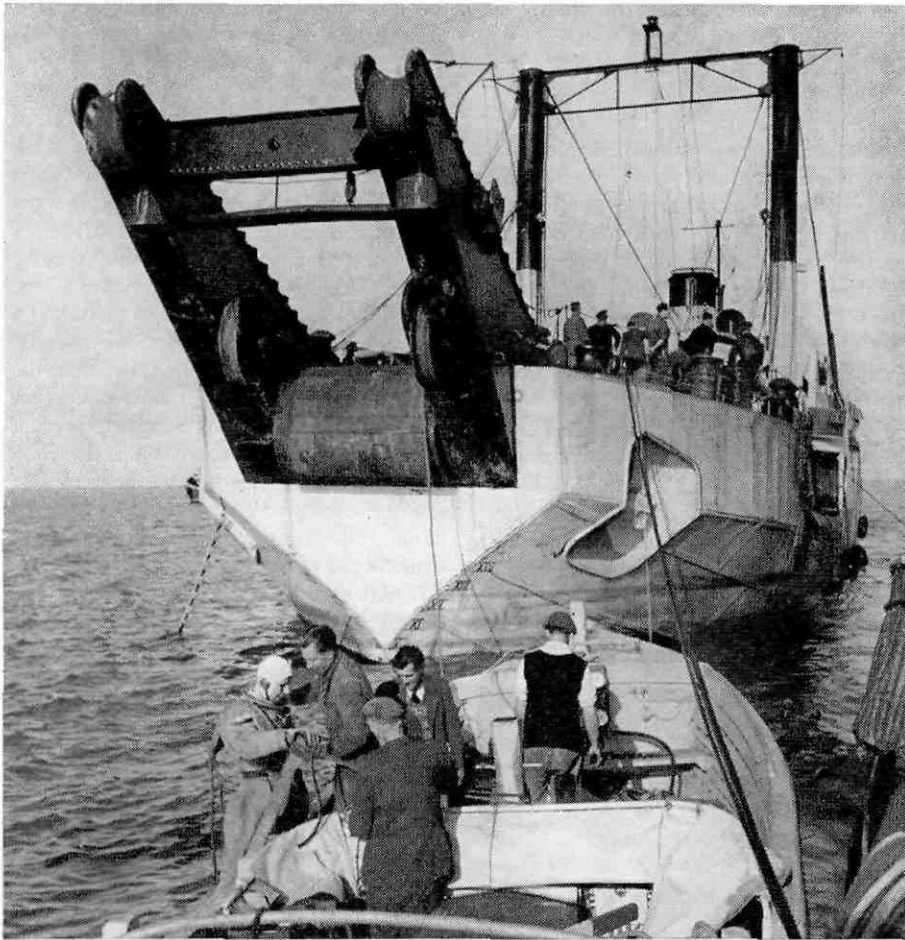
The system operates either independently of or in conjunction with the emergency system. Both systems utilize the same piping installation. When they are operated together, the oxygen in the emergency system is released at an appreciably higher pressure than that of the first aid system. This prevents use of the first aid oxygen until the emergency system has been depleted, thus assuring a reserve to meet first aid requirements.


Each of the walk-around bottles has a capacity of four and one quarter cubic feet.

*(Continued on the next page)*



# Fishing for wrecks



 THE FOLLOWING STORY, condensed from a colourful description of a day's work by a group of Danish salvage workers by Jørgen Jørgensen, appeared in ARBEJDSMAEN-DENES FAGBLAD, the official organ of the ITF-affiliated Danish General Workers' Union. It is typical of the diversity of crafts and callings exercised by the membership of the DGWU which, founded in 1897, is now one of the most powerful unions in Denmark, accounting for well over one-third of the membership of the Danish TUC. Affiliated with the ITF since 1921, the union undertook a major administrative step in 1925 when it changed from a regional to a craft grouping. Transport workers, numbering well over 60,000, form an important and active group within the framework of the Danish General Workers' Union.

(Continued from page 220)

They are mounted with quick-disconnect fasteners at strategic points in the cabin. Each bottle is stowed with its mask attached.

It looks as if Mr. Douglas has fixed things so everyone can breathe easily.

(From 'Cabin Crew Safety Exchange')

The sea is a mouse-grey colour with a heavy ground swell under a lowering sky. We are on our way early – so early in fact that one of us has hardly had time to get his boots on. The fishers for wrecks are underway before daylight if the weather is kind to start on their day's work of anything up to twenty hours.

*At sea, buried treasure may take some unfamiliar forms. The kind of treasure which the salvage men are looking for is rusty, twisted scrap metal – which can be turned into hard cash when sold to the scrap metal dealers ashore*

There is no romance attached to salvage work as some would have us believe. Gold is being fished up out of the sea, it is true, but not in the form of ducats in moulding iron-bound chests from some weed-covered wreck guarded by hungry sharks and the octopus. The gold we are after is in the hull of some ironclad vessel which has been sunk – heavy, twisted metal which at times makes our work a veritable nightmare. But the salvage men stick to their job for there is money in it. They get money – good money – for scrap metal of this sort.

And so in the grey of the morning we are on our way to 'our' wreck. Ahead of us a blunt-nosed dirty stone-dredger is making heavy going of it as it ploughs through the swell. Astern a thin strip of land can still be made out in the growing light, the dull yellow of the cliffs merging in the greenish tints of the land. Under our feet the iron deck heaves and rolls as the vessel's nose falls away and dips into the rolling seas. Our course is due north – to a point on the thin line ahead of us where sea and sky meet.

The skipper comes up into the wheel-house. His wooden clogs clatter on the polished brass rungs of the ladder. He stands there and takes a slow look over the Kattegat which is now changing colour gradually from a cold grey to a warmer, more summerlike blue. With slow deliberate movements he starts to fill his pipe, pressing the tobacco down into the blackened bowl. He looks very young as he stands there and runs his eye over the deck. His fair hair under a dark velvet cap shiny with use makes him appear even more boyish.

'Skipper' is what they all call him, and that is what he is – at the age of 23 one of the youngest of ship's captains, master of the large stone dredger *Erna of Korsør* and top man of the salvaging enterprise which day in and day out – if the weather allows –



fishes for thousands of kroner worth of scrap metal at the bottom of the Kattegat. It is a hard life. But it pays off. And the skipper can use the money.

Bluish-grey smoke curls past my nostrils and I sniff the air. 'We'll soon be there now', he says, pointing ahead with his pipe.

'There she lies – *Der Kaiser* – under that white flag. Several thousand tons of good iron. And dead easy to get at.

The flag is a piece of fraying linen, bobbing up and down against the blue sky. It is also briefly marking the grave of a ship and those who went down with her.

The fate which met *Der Kaiser* was only too common in the last days of the Second World War. A mine, a deafening explosion, and a grim and tragic drama played itself out on a wintry pitch-black night. Such was the fate of the 10,000 ton auxiliary cruiser *Der Kaiser* in the waters of the southern Kattegat. Later the sea gave up a few pieces of wreckage and a body or two, but the ship itself lay 15 fathoms deep on the

greyish-brown mud below the surface of the Kattegat. Ten thousand tons of valuable metal and machinery.

'The Germans got here before we did' the skipper told me. 'They took the best – the engines, instruments and the guns. But the hull is still there. It's easy to get at, and prices for scrap metal are so good at the moment that salvage work is paying off. Usually we go out for stone – dredging for boulders to sell to construction firms – but fishing for ships pays better. We have no trouble getting rid of our catch. The steel works buy up everything we bring in for smelting down'.

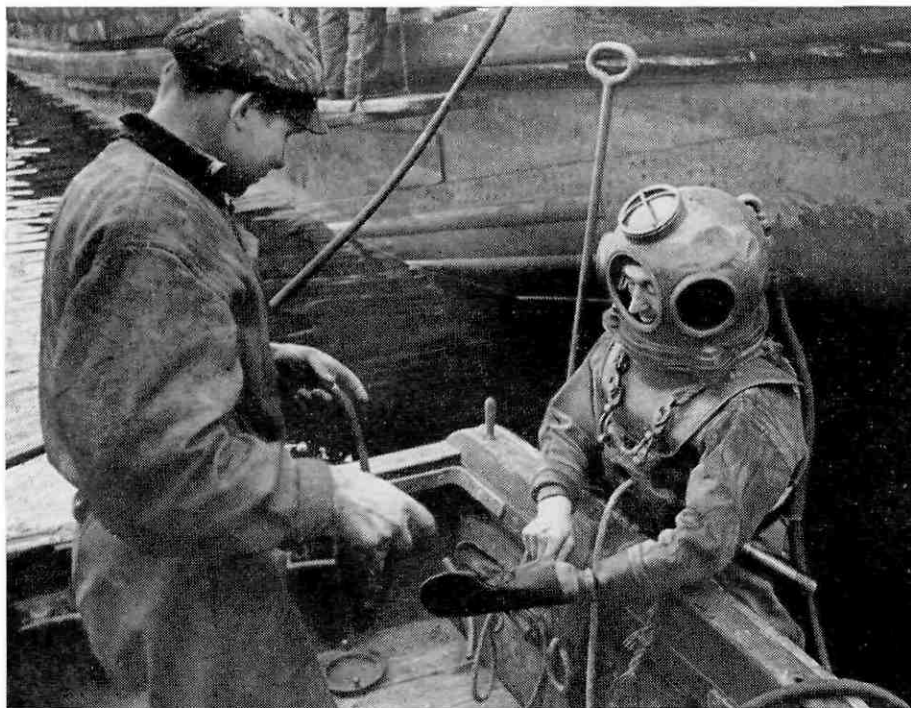
He thrusts his pipe into the pocket of his oily rust-covered overalls preparatory to taking over the wheel. We make a gentle sweep round the flag, passing quite close to the *Inge-Jytte* in whose wake we had been sailing, and drop anchor and lines overboard. The *Inge-Jytte* is already riding at anchor dead over the wreck and has made herself fast. It is from her deck that

the diver must go down and it is of the utmost importance that she should not drag. Any drifting on her part would mean almost certain death for the diver below.

Our boat is now still at anchor, motionless except for a gentle heaving in the swell. Some of the crew have rowed over to the *Inge-Jytte* and we are now waiting. It is the salvage man's fate to have to wait. Today is the first time we have been able to come out this week. For seven mornings in a row, the skipper had taken a look at the sky and then at the sea, given a hoist to his trousers, spat, and turned in again. Not that the weather had been stormy, but a fresh breeze had kept the seas running enough to prevent the diver from going down. He is the king-pin in this business, for he is the man who sets the explosive charges and directs the hauling operations. If he cannot go down, work is out of the question.

Today is a 'working day', however, and the diver is soon on the job, his passage below the surface being marked by a string of bubbles. From the bed of the sea comes a message that there are a number of sheets of metal forming part of the vessel's armour plating which can be got up without the use of explosives. Derricks are swung out from both ships, and sundry tackle goes into the sea to secure the prize. Soon the order 'haul away!' comes from below, and slowly our booty is hauled aboard, stowed away in the hold and the tackle sent down for the next load.

This time the diver is taking longer about it. There is a lengthy conference with skipper Danielsen of the *Inge-Jytte*. Apparently we are on to something big. At long last we are given the order to 'haul away' – and almost immediately both vessels start to heel over whilst wires hum like violin strings. We are obviously in for a tug-o'-war. We win the first round – as a large section of the stern of 'Der Kaiser' breaks the surface. But that is as far as we get it. With the salvage vessels heeling over perilously and decks awash as the water rushes in at the scuppers, it is clearly a case of slackening off a bit until we can decide what the next step is to be. After a 'council of war', it is decided that the *Erna* should



The diver is the king-pin in this business of salvage at sea. He is the man who sets the explosive charges and directs the hauling operations. If he cannot go down, work is out of the question

take the prize in tow back to Rosnaes. The *Inge-Jytte* lets go, we weigh our anchor and in a few minutes are on our way.

And now begins a battle which is to last for hours as with engines at full power we move grimly forward with the 15 tons of armour plating under our keel. There is one uneasy moment as a dull reverberation makes us fear the worst. But it is only another explosion far back where the *Inge-Jytte* is still busy breaking up *Der Kaiser* into 'handy sizes'. Meanwhile we continue our struggle – running aground every now and again but managing to free ourselves until we finally reach a point where, at a depth of about three fathoms, our 'cargo' becomes well and truly grounded, to await the attentions of the diver once more. At that depth he can work much more freely without fear of overdoing his stay below or running the dangers brought on by submersion for a length of time at a pressure higher than that of the normal atmosphere.

The rest is routine stuff. A small explosive charge attached to the 'prize'; an explosion; another descent by the diver followed by a lot of business with tackle; and up comes piece after piece of our booty, covered with sea anemones and mussels to spread an unholy stink throughout the ship as they quickly dry off in the sun. And so, bit by bit, the sea disgorges its prey. But we have to fight for it.

We started at daybreak, and now the sun is going down. Rosnaes beacon is throwing fingers of light into the fast fading daylight. Our engines hum as we make our way towards the green light marking the entrance to port. The shadowy forms of seagulls sweep in over the land. The pastel shades of evening fade slowly away as a peaceful but short night settles down over the Kattégat.

### The Greek merchant marine training programme



THE FIRST ORGANISED NAUTICAL SCHOOL ever to function on Greek soil was set up late in the eighteenth century, long before the institution of the mo-

dern Greek State, on the small Island of Hydra off the Eastern coast of the Peloponnese. Its ambition was to train Greek youths – still living under the Ottoman rule and eagerly looking forward to the day of their independence – in the use of the sextant and the gun with equal dexterity. This school established a tradition which the government Hydra Nautical College resumed in 1929 when it was founded by Royal Decree to succeed a private nautical school operating on the island. Guided by this tradition, the Hydra Nautical College has operated continuously to this date and is now one of the four units within the governments' merchant marine training scheme. Hydra prides itself on being the Alma Mater of most of the Masters in charge of the units comprising the Greek merchant fleet.

The rapid post-war growth of Greek-controlled shipping capacity and the development of new techniques in ship construction and propulsion emphasized the need for the improvement and expansion of the country's merchant marine training programme to ensure an adequate supply of high calibre executive officers and engineers.

To meet this requirement, a government plan to re-organize the country's merchant marine training programme has been in progress since 1950. The good fruit of the efforts and money put into the undertaking are the four government merchant marine colleges which are in operation at the present time. These are the three navigating officer apprentices training centres (Hydra, Aspropyrgos, Kymi; and one marine engineer apprentices college (Aspropyrgos). To round out the picture, seventeen private institutions, recognized and closely inspected by the government, offer courses of instruction in marine engineering, while seven others provide training in wireless telegraphy through evening classes conducted in most of the country's maritime centres.

The main achievement accomplished through the government plan is the founding of the Aspropyrgos Merchant Marine College and the equipping of all four government institutions with modern nautical

apparatus, instruments, machines and tools.


The Aspropyrgos Merchant Marine College installations include three units – a student hall with accommodation for 300 students, a school building and an engine room and workshop with complete equipment. The sum of £250,000, of which £50,000 were contributed by Greek shipowners, has been spent to erect this group of modern buildings overlooking Salamis Bay where the famous seabattle was fought and won by the Greeks against the Persian armada some 2,500 years ago. Another £80,000, a great portion of which came from shipowner donations in response to the Ministry's appeal, has been spent for equipping the four government institutions and their equipment is now being further expanded with funds made available through the Technical Assistance programme extended to Greece by the German Government under the agreement signed in 1957. Funds to the amount of DM 800,000 (\$187,000) have so far been appropriated under this programme and used for placing orders for a series of propulsion engines (reciprocating, turbine and internal combustion) together with all their auxiliaries. The orders also include the most up-to-date navigation aids, nautical apparatus, cut models of new types of vessels, tools and machines, all of which will ensure the highest standards of academic training and practical seamanship. When the new equipment has been delivered and put to use, the College can rightly boast of being one of the best institutions of its kind anywhere in the world.

The Government nautical colleges are a demonstration of close cooperation between the Ministry of Mercantile Marine on the one hand and Greek shipowners and seamen on the other for the accomplishment of a common objective. Through their representatives serving on the college boards, the government schools are closely watched by those best suited to pass judgment on merit and assess progress and requirements. Thanks to the moral and material support of these groups, the Greek training programme is continuously improving and expanding.

## What they're saying



### An ITF action

 THE INTERNATIONAL TRANSPORT WORKERS' FEDERATION is the oldest and one of the most active of the International Trade Secretariats. Endowed with the prestige which has accrued as the result of years of experience, it has over six million members in some two hundred affiliated unions from more than fifty countries.

For some years, 'La Fraternidad' was the ITF's only affiliate in Latin America and consequently is the oldest member of the ITF from that part of the world. Although the bonds which unite us with the ITF have always been firm and our relations with the International most cordial, the Executive Committee has been concerned to maintain them at the high level demanded by the significance of international relations and of the common problems facing footplate staff in all developed countries. It was for that reason that the Executive Committee decided to take part in a series of international talks on one-man driving of railway engines, and send a delegation to the 25th ITF biennial Congress in Amsterdam in order to make known its views on this important subject as well as on the other matters on the full agenda.

The problems presented by the 'military mobilization' of the Union engaged the full attention of the Executive for the period it held office and led it to consider an appeal to the ITF with particular reference to the manner in which this international body could intervene on behalf of Argentine railwaymen. It therefore sent a delegation to the last meeting of the ITF Executive Committee in London towards the end of April. The reaction of the international federation was immediate and decisive: it decided to give full material and moral support to any action 'La Fraternidad' might undertake in defence of its freedom, and to send a delegation to speak with President Frondizi with a view to prevailing upon him to lift the mobilization order.

That is the reason why we recently welcomed in our midst a delegation from the ITF charged with the specific task of discussing the problems with which 'La


Fraternidad' and the railway unions in general were faced. The mission was accompanied by representatives of other important international trade union bodies.

At the time of writing it is too early to assess the full effect of the ITF's mission to our country, we can, however, be sure that the presence of the ITF General Secretary and of the former holder of that office, now General Secretary of the ICFTU, together with a leading member of a North American railwaymen's organization bearing a close resemblance to our own Brotherhood, constituted a great reinforcement of the ancient ties which unite us.

We have no need to be informed of the exact outcome of any ITF action knowing as we do that such actions are sincere and carried out in the spirit of the solemn assurances contained in the preamble to that body's statutes and for which purpose it was established, viz 'to defend and promote in the international plane the economic, social and occupational interests of all transport workers'.

From 'La Fraternidad', published by the ITF-affiliated Argentine Locomotivemen's Union

### That way danger lies

 YOUTH ORGANIZATIONS OF THE EXTREME RIGHT in the Federal Republic already count 70 000 members. The unwholesome spirit now being infused into these still politically inexperienced young people stems from a period which we had thought long dead and buried. And yet here again we find them being inculcated with the exaggerated 'mystique' of a misinterpreted Germanic cult coupled with rigorous militaristic 'traditions', racialism, and a contempt for religion, democracy and cultural freedoms. Seeing how numerically small these groups are we could perhaps afford to ignore them - sparing them no more than a passing feeling of anger tinged with pity - were it not for the fact that millions of dead remind us that the real danger lies in ignoring the first signs.


Fascism is particularly dangerous when it addresses itself to those of tender age whom bitter experience has not yet made

wise. The fact that these young people do not know the horrors of a past which some would now present to them in attractive guise as an ideal at which to strive, is due to the cowardice of parents and teachers still so concerned with what they themselves went through in those days that they simply cannot find the courage to speak up with sincerity and imaginative understanding against these political wire-pullers in the background who are so busy stirring up these young people. Furthermore, the public prosecutor's office, which acted with commendable severity when chairs were being broken up at jazz meetings, appears to regard these non-political acts of hooliganism as more dangerous than the systematic incitement of young people to acts of violence.

It thus remains for young people themselves, acting on their own impulse, to tear the mask of respectability from these neofascists and expose them for what they really are: corrupters of youth from political stupidity.

from 'Welt der Arbeit', organ of the German TUC

### World disgrace

 CANADA IS EXPOSED TO WORLD DISGRACE BY THE 19TH-CENTURY thinking of Newfoundland's Liberal Premier Joe Smallwood with his attempts to have 1,200 striking loggers desert their trade union and establish a government formed and controlled organization. In an effort to help the paper corporation continue its exploitation of a large group of workers we have seen the almost unbelievable action of the Premier in attempting to form a union. Because complete control of workers is necessary for their continuance in power, the formation of state-controlled unions is one of the first acts of Communists when they take over a country. Is Mr. Smallwood, and the members of his legislature, so completely without vision that they do not see where such a course of action leads? Or is this a case of men without principles using Communist methods to further their greedy ambitions?

from Canadian Transport



# International Transport Workers' Federation

President: FRANK COUSINS

General Secretary: O. BECU

**7** industrial sections catering for

RAILWAYMEN  
ROAD TRANSPORT WORKERS  
INLAND WATERWAY WORKERS  
PORT WORKERS  
SEAFARERS  
FISHERMEN  
CIVIL AVIATION STAFF

- Founded in London in 1896
- Reconstituted at Amsterdam in 1919
- Headquarters in London since the outbreak of the Second World War
- 210 affiliated organizations in 66 countries
- Total membership: 6,500,000

## *The aims of the ITF are*

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

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

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

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

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

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

## *Affiliated unions in*

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

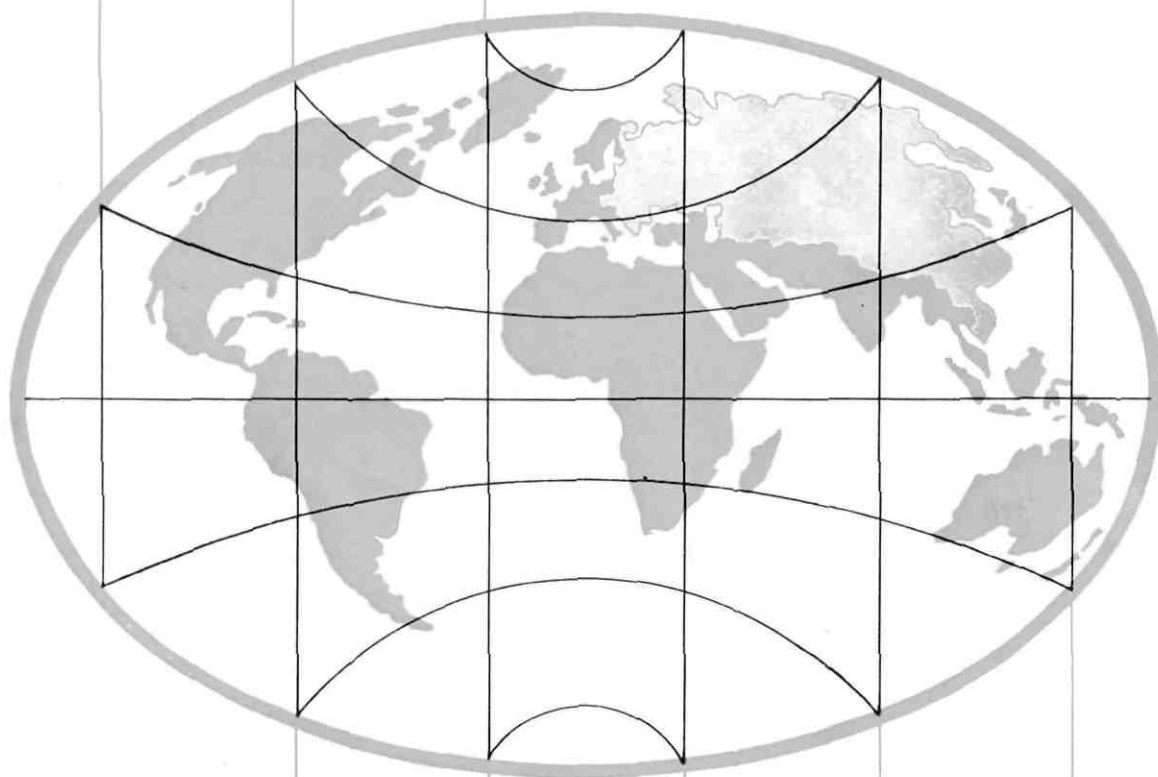
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## **Editions of Journal**



## **Editions of Press Report**

Pressebericht

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

**Press Report** Two separate editions in English issued in London and Singapore