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Monthly Publication of the International Transport Workers' Federation



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**International
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Journal**

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Slogans are not enough.

A RECENT WESTERN VISITOR TO HUNGARY has reported that 'on the whole, more Hungarians seem amenable to the argument that if the West cannot, or will not help them, it is their patriotic duty to carve out as good a place as possible for Hungary inside the Soviet bloc'. That assessment if it is true, is a depressingly sad commentary on the failure of the democratic world to take practical steps in support of the Hungarian people when they made their desperately brave bid to throw off the shackles of Communism in 1956. The result of that failure is to be seen in the disillusion and despair which even those Hungarian most hostile to the Soviet régime now evidently feel.

The democratic trade union movement must unfortunately also take its share of the responsibility for this situation. Perhaps more than any other group in the West it had an opportunity of giving practical expression to its solidarity with the workers of Hungary. That chance was missed and the Hungarians, who expected a real international demonstration of trade union support, went down amidst the passing of pious resolutions and expressions of regret.

There is a lesson to be learned from this and it is a simple one. Slogans, however high-sounding or well-meant, are worse than useless unless they are backed up by something more concrete. They may warn those who use them; to the oppressed they bring only the coldest of comfort. The free trade union movement needs more than words if it is to hold its own, let alone win the fight against dictatorship. It must be able to take practical action to aid the weak and unorganized, to encourage those fighting for their freedom, and to give those who have already won it the kind of assistance and advice which they so urgently need. Fortunately, there are now signs that the lesson is being learned and that the trade union movement is taking steps to adapt itself to present-day realities. Only by doing so can it remain a real force in the modern world.

Piece-work and transport workers' wages

by SIGURD KLINGA, *President of the Swedish Transport Workers' Union*



THE SWEDISH TRANSPORT WORKERS' UNION includes in its membership a variety of groups of workers, too small in themselves to form their own unions but who, in view of their connections with some branch of the transport industry, have always been regarded as having their proper place within the Swedish Transport Workers' Union. Altogether, the union has a membership of approximately 48,000. Of these about a quarter are piece workers, all the rest being hourly or weekly rated.

Since the end of the war wage developments in Sweden have radically altered the relationship which existed between the earnings of different categories of workers before the war. Time-rated workers, who used to be favourably placed in relation to piece workers, have lost a good deal of ground and their earnings no longer figure to the same extent as formerly in the upper half of the Swedish wage structure.

Without going into all the reasons for this, it is nevertheless clear that this change has created a large number of irritating complications for a union with such a diversified membership as the Transport Workers. The executive of the union has devoted a great deal of attention to these problems and has come to the conclusion that a lasting improvement can only come as the result of a general switch-over from time to piece rates. It is easy enough to recognize this in theory. The difficulty comes when one tries to find a practical solution. The difficulties come not only



The aim of the Swedish Transport Workers' Union is to secure for road haulage workers a wage commensurate with their achievements and the importance of the services they render to society

from conflicting points of view between employers and employees, but also from such things as structural variations in different sectors and the established habits of thought of union members.

A good idea of the way in which the structure of an industry affects this question, can be gained by looking at the relative numbers of firms and employees in Swedish road haulage: 12,000 firms employing 11,000 drivers and loaders. Of the 23,000 vehicles engaged in the trade 5,000 are driven by their owners, who only occasionally employ others to assist them. The remaining 18,000 vehicles are divided between 7,000 owners throughout the country, some of whom employ a considerable number of workers, although these large firms are exceptional.

The existence of all these small firms is, of course, bound to hinder the adoption of the rationalization measures which would benefit the whole industry, owners, employees and customers alike. The tendency everywhere is for these small firms to obtain operating licences for larger vehicles in order to be in a position to carry heavier loads. As a result small consignments, which ought to be carried on smaller vehicles, often have to be carried on over-sized lorries so that there is a wasteful and unnecessary increase in costs. This has to be met somehow, and unfavourably affects rates as well as the wages of those employed in the industry.

If, on the other hand, road haulage was in the hands of larger undertakings, there would be much greater possibilities for finding the right size of vehicle for any particular load and it would also be possible to coordinate operations so as to avoid the waste involved in empty return journeys. Other important savings would follow. Administration charges could be reduced, and it would be possible to employ fewer

In this article, Sigurd Klinga, President of the ITF-affiliated Swedish Transport Workers' Union, comments on the implications of the piece-work system which his union is seeking to introduce in the country's road haulage industry

different types of vehicles and thus reduce maintenance charges. These savings would benefit those directly engaged in the industry and the country's economy as a whole.

In the world today transport plays an increasingly important role. It is no exaggeration to say that a modern economy could not function without access to public transport. The road haulage industry is an extremely important part of this public service, and for this reason, if for no other, one must condemn a situation where employees are asked to subsidize services by accepting low wages.

Our efforts to secure for road haulage workers a wage commensurate with their achievements and the importance of the services they render to society have up to now met with many difficulties.

As a rule, the question of going over to pieces rates from time rates has been first raised by the employers. In our own experience, this was what happened in the case of oil and petrol deliveries, for example. where, during the last two years, we have come a long way towards achieving a practicable piece-work system. Among other things, it has been said that it would be impossible to work out a method for assessing the actual work done in all the bewildering variety of operations met with in road haulage and, without such a method, it would, of course, be impossible to establish proper piece rates. Not without a certain hypocrisy, certain people have pointed out that piece rates would tempt

Happy New Year

We would like to wish all our friends and colleagues in the trade union movement throughout the free world a very successful and prosperous New Year

Wood products are among the loads covered by the new piece-rate agreement for the haulage industry which the Transport Workers' Union has negotiated.



workers to exceed the legal load and speed limits. The answer to this, of course, as some of our members have pointed out, is that the pace is already so lively that the introduction of piece rates could not possibly make things worse in this respect. Our opinion is that all these fears are exaggerated. The point of all piece work is surely that it enables the worker to increase his output and his wages, if he wishes. The resulting increase in production and productivity is in general a good reason for the employer's approval of the piece work system.

After several years of negotiating with employers' organizations and after a solution to these questions had been made one of the conditions for agreement at this year's discussions between the Swedish Federation of Labour and the Swedish Employers' Association, we have now succeeded in reaching agreement on a staged transition to piece rates in the road haulage industry. Both sides have, moreover, accepted that the piece rates shall be worked out with reference to and within the framework of present legislation on such

matters as speed limits and maximum permissible loads.

To begin with, the agreement is concerned with the carriage of timber and other wood products, sand, gravel, road-metal and slag, but the idea is to extend the system to all possible kinds of loads.

We are quite aware, of course, that there are many problems still to be solved. We have had, at best, half-hearted support from the employers; in some cases absolute rejection. For the new system to function tolerably smoothly, it will be necessary for the workers to have access to records of the loads carried when the employer presents his statement to the customer, for instance, when the delivery of a consignment of timber has been completed - this may take several months. Since, however, the majority of these small firms would probably resent such rights of inspection as interference with their exclusive control of their own firms, there is not likely to be any lack of tricky issues where we shall be able to see how willing the employers are to give the new system a fair trial and give us practical help in making it work.

It is also necessary for the central bodies of both employers and employees to keep their members well-informed by holding throughout the country courses of instruction in the new piece-rate system where they can be furnished with details of how exactly the system is to be put into practice. Both sides will have to abandon their old ways of thinking, with the emphasis on time rates, and learn to think more in terms of piece rates.

It is possible that it may take some time to get over these transitional difficulties. Nevertheless, we shall lose no time in getting the new system to work. We mean to complete this new deal which, we are convinced, is of direct, concrete importance for those of our members covered by it. We also believe that the new system will, in all probability, lead to a change in the structure of firms with a development away from the firm with one or two vehicles towards larger, more economic units. The increased possibilities for rationalization should be welcomed, not least in view of the economic benefits they should bring to the community as a whole.

Their watchword is Liberty

THERE CAN BE VERY FEW ITF AFFILIATES which can claim that their union building once served as the headquarters of a national uprising or that their General Secretary was executed for the part which he played in leading a national liberation movement. That, however, is completely true in the case of the Irish Transport & General Workers' Union which, with its 200,000 members, has for many years formed part of our Federation.

The time was 1916. Abroad, Great Britain had been at war for almost two years with imperial Germany, while at home Ireland – which had been trying to win its independence from the United Kingdom for many years – was in a state of ferment and teetering on the brink of open revolt. The decision to take the final and irrevocable step which was to lead eventually to the creation of the Irish Republic some six years afterwards came at Easter 1916. On Easter Sunday, the Military Council of the secret Irish Republican Brotherhood met at Liberty Hall, the Headquarters of the Irish Transport & General Workers' Union. They finalized plans for a national insurrection to begin on the following day and signed the Proclamation of the Irish Republic which had been printed on the Liberty Hall printing press.

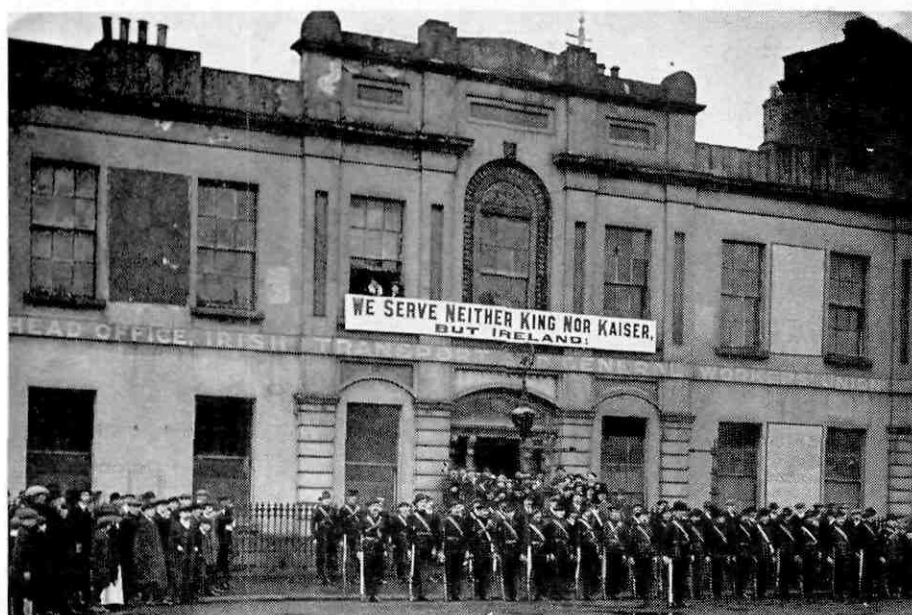
Among the signatories to the Proclamation was James Connolly, Acting General Secretary of the Union and Commandant of the Irish Citizens Army, who directed all military operations in the Dublin area during the uprising. Four days later, Connolly was lying severely wounded and at the end of the week, following the surrender of the rebels to overwhelmingly superior military forces, he was taken to Dublin Castle, court-martialled while still in his hospital bed, and executed before a firing squad on 12 May 1916. In his last dispatch, issued shortly before the surrender and with Liberty Hall already in ruins as a result of heavy shelling, he wrote: 'Never had men or women a grander cause, never was a cause more grandly served'. For Connolly the cause of Ireland and the cause of Labour were one and the same. He looked forward to the day when 'he who says "Labour" must say "Ireland" and he who says "Ireland" must necessarily be planning for the glorification of Labour'.

This was not the first time that either Connolly or his union had been involved in bloody fighting in the streets of Dublin. Only three years earlier, in the fourth year of its existence, the Irish Transport & General Workers' Union – in company with other unions – had fought a bitter struggle against the combined strength of 440 employers in a lock-out and strike which affected about one-third of the city's entire population. The lock-out culminated

in what later became known as 'Bloody Sunday', when police baton-charged workers demonstrating in O'Connell Street, injuring many hundreds and killing two men and a girl. The dispute itself was to end inconclusively so far as concrete industrial gains were concerned, but the prestige which the union won by its leadership during the struggle was such that

thousands of new members were recruited, paving the way for unprecedented growth by an already powerful organization. It was the 1913 lock-out and strike, too, which resulted in the formation of the workers' defence force, the Irish Citizen Army, which played such an important role in the Easter Uprising.

Following the suppression of the Uprising – but not, it should be noted, of the independence movement – the Irish Transport & General Workers' Union was faced with the enormous task of regrouping its shattered forces, of starting again almost from scratch. A campaign of reorganization was quickly begun throughout Ireland, and, amazing though it may seem when seen against the background of that more than difficult period, by the end of 1917 the union had already re-established forty branches with a total membership of 14,000. After that, growth became so rapid that by mid-1918 the original figure had been trebled and still continued to rocket upwards, reaching the first 100,000 by December 1919.



This photograph of Liberty Hall, original headquarters of the Irish Transport & General Workers' Union, was taken shortly before the uprising of 1916. Men in uniform are members of the Irish Citizens Army – founded by James Connolly, then the union's General Secretary

POLICE METHODS CRITICISED
 BY DUBLIN VISITORS
 AND ENGLISH MEMBERS

ANOTHER BATON VICTIM DEAD.
 ENGLISH DELEGATES' ACTION.

POLICE INQUIRY GRANTED.

SPECIAL INQUIRY TO BE HELD BY
 THE BUILDING TRADE.

ULTIMATUM TO MEN.

MEETING IN O'CONNELL ST.
 YOUNG GIRL BADLY INJURED
 (The young girl—about 10 years of age.)

UNEMPLOYMENT DEMANDED AS
 MONDAY, SEPTEMBER 1, 1913.

BLOODSHED IN DUBLIN.

DUBLIN LABOUR CRISIS

CITY EMPLOYERS' ACTION.

20,000 WORKERS AFFECTED.

FUNERAL OF JAMES NOLAN.

SCENE IN O'CONNELL STREET
 BEFORE & AFTER THE ARREST
 DISCRIMINATE DEED
 ANOTHER VICTIM DEAD
 AFTER SATURDAY NIGHT'S BATON
 CHARGES
 GLASNEVIN TRAM ATTACKED
 BY CONDUCTOR ON STRIKE

INDUSTRIAL WAR IN DUBLIN.

GENERAL LOCK-OUT
 OF TRANSPORT UNION MEMBERS
 A GREAT INDUSTRIAL WAR

SATURDAY NIGHT SCENES.
 REPEATED BATON CHARGES.
 BIG LIST OF WOUNDED.

TRADES' CONGRESS
 AND IRISH STRIKE.



This remarkable photograph was caught by an Irish journalist at the height of the 1913 strike. It was taken in Dublin on 'Bloody Sunday', when the police made repeated baton charges against strikers, injuring hundreds and killing two men (Illustrated London News photo)



This is how Liberty Hall looked immediately after the 1916 uprising had been put down and James Connolly executed. Although shattered by shell-fire, the union centre was soon to be rebuilt and to remain intact until the demolition men moved in 42 years later (Photo: Keogh Bros)



Despite the rapid growth in membership and organization, however, the Union was still to face an extremely difficult and anxious period. Fighting between British troops and Irish Republican forces continued throughout the country and the union, known for its active support of the Republican cause, was a natural target for the authorities. Liberty Hall, rebuilt in the meantime, was continually raided, as were union branch offices all over Ireland. The Union Hall in Cork was burned down and the union's paper 'Watchword of Labour' suppressed. In addition, a number of union officials were arrested.

The year 1921, however, brought a truce between the British and Irish forces and the signing of the Anglo-Irish Treaty under which Dáil Éireann, the Irish Parliament, was recognized as a sovereign national authority. Nevertheless, the signing of the Treaty did not bring an end to fighting in the country, for a civil war broke out between protagonists of the Treaty and those who opposed it (the dispute mainly concerned the fact that the new Republic did not include the Six Counties of Ulster in the North of Ireland, which still form part of the United Kingdom). In this war, however, which ended in 1923, both the Transport & General Workers' Union and the labour movement as a whole adopted a completely neutral position.

Although peace had returned to Ireland after many years of struggle, the union was still to face extremely critical times in the purely industrial field. 1923 was to see the

beginning of an acute economic depression throughout Irish agriculture and industry, and the union suffered heavy losses in membership as a result. The 'General' section of the union was particularly hard hit. At one time, for example, the union had succeeded in organizing approximately 100,000 farm workers; by 1932, however, this figure had slumped to something like 30,000.

It was not until the industrial revival of the early 1930s that the membership of the union began to increase again, largely on account of the widespread success of campaigns for increased wages and better conditions which it initiated. One of the most

notable gains for transport workers during this period came after a strike for higher pay, lasting eleven weeks, by Dublin tramwaymen and busmen. Union initiative also resulted in the creation of a number of Joint Industrial Councils, which provided it for the first time with a real voice in the establishment of wages and working conditions. Improved organization in the cities boosted membership, as did also recruiting campaigns in newly-established industries. In addition, the union was also able to consolidate its representation in the political field; in the General Election of 1933 five of the eight Labour deputies elected were members of the union, as were three of the six senators.

The outbreak of the Second World War brought with it a crop of new problems for the union. Ireland remained neutral throughout the war (although despite the old feuds many thousands of its sons and daughters served in the British armed forces), but the war situation was to impose many restrictions on Irish workers. For a time, the Emergency Powers Order severely curtailed payment of increased wages and many workers were affected by the displacement and re-location of industry. Despite this, however, the union continued to go from strength to strength and



The new Liberty Hall, an ultra-modern building with seventeen floors, will look like this. Designed to accommodate the eleven Dublin branches of the union, it will rise in the spirit of the old Hall—a centre and a symbol for Irish workers (Photograph reproduced by courtesy of Irish T.G.W.U.)

led the way in national campaigns for extra pay and better working conditions. It created for itself a vastly enhanced reputation for militancy and inspired leadership, which it still deservedly enjoys today.

The latter part of the war saw a most important development in the Irish transport industry, when the Transport Act of 1944 merged railways and bus and road haulage services into a new company known as *Córas Iompair Éireann*. This had a sequel in 1950 with the passing of a second Transport Act, under which the transport of the Republic was nationalized and provisions were made to safeguard the employment of the workers in it. The most important aspect of these was the establishment of a proper pensions scheme for transport workers. A State transport board was set up under the Act and is the biggest employer of such labour in the country, the vast majority of its 23,000 employees being members of the Irish Transport & General Workers' Union.

The Union has also played a vital part in improving the hours of work of its 200,000 members. It was instrumental in getting passed, as long ago as 1936, the Conditions of Employment Act, which provides *inter alia* for a maximum working week of forty-eight hours and in addition limits shift and Sunday work. In its collective agreements, however, the union has gone even further, and the majority of its members are now on a five-day, forty-hour week, with overtime paid at time and a half or more. In 1939, the union was also successful in having enacted legislation providing for a minimum of fourteen days' paid leave – made up of seven consecutive vacation days and seven public holidays. Here, too, the union has bettered the position in its negotiations and has obtained contracts for a minimum of twenty-one days' annual leave with full pay for most of its membership.

In addition, however, to its work in the field of industrial negotiation and legislation, the union considers it as a very important part of its activities to carry out a consistent policy of educating its membership in social, industrial and political affairs.

Nor has this policy been simply confined to the issue of reports or pamphlets, important though the printed word undoubtedly is in this connection. The union, in fact, views its responsibilities in this field on a much broader basis and has always cooperated with vocational and other educational authorities in the organization of special classes and courses for workers and trade union officials. It consistently encourages its members and officials to participate actively in such courses and provides them with financial assistance for the purpose.

In this its fiftieth anniversary year, the union can look back on many successes won during hard battle. With its branches and sections in every city and town of the Republic and with members in practically every industry and in more than 4,000 separate categories of employment, the Irish Transport & General Workers' Union has won for itself a recognized and authoritative position in present-day Irish society.

In the words of its present Acting General Secretary, Bro. Fintan Kennedy: 'The history of our union is the story of a people's struggle for life, liberty and the pursuit of happiness, a struggle against almost overwhelming odds, a struggle that has at times been bitter and bloody, but that has always been waged by the workers in the full knowledge of the justice of their cause and with a grim determination to win for themselves and their children a decent standard of existence, free from the fear of want and unemployment'.

Radar simulator courses for deck officers



WHEN VISIBILITY IS POOR AT SEA, the view which the officer on the bridge has of the ships around him is often restricted to the blobs on the radar screen beside him. Whilst no one doubts the boon that radar has been to navigating officers in maintaining a safe course in bad weather, it must not be forgotten that radar in itself does not rule out the possibility of collisions. Much depends on a swift and accurate interpretation of these moving

blobs. From them the officer must estimate not only the relative positions of his own and the other ships, but also their speed and direction so that two of these positions do not coincide before it is too late. This is obviously a job in which perfection is indispensable, but also one in which perfection cannot be attained without practical experience. For the first time in Britain it is now possible for navigating officers to acquire this experience without risking their own or other people's lives. A new radar simulator course has just been started in London using equipment which shows, on a typical ship's radar display unit, effects similar to those which would be produced by movements and changes of course and speed of a ship carrying a radar set and of other ships within range of the first ship's radar equipment. The effects of rough seas, rain and land can also be simulated on the screen.

In the exercises with the radar simulator a student will be in the position of an officer in command of a radar-fitted ship and will have complete control of her manoeuvres. On his radar display he will see indications of the presence of one or more other vessels with which there may be danger of collision and will gain valuable experience in the use of radar in collision avoidance. The exercise may be repeated so that alternative avoiding action may be taken and compared. After each exercise the officers will be able to discuss the merits of the actions taken and pool their experience. Each course will last five days and will be attended by six students.

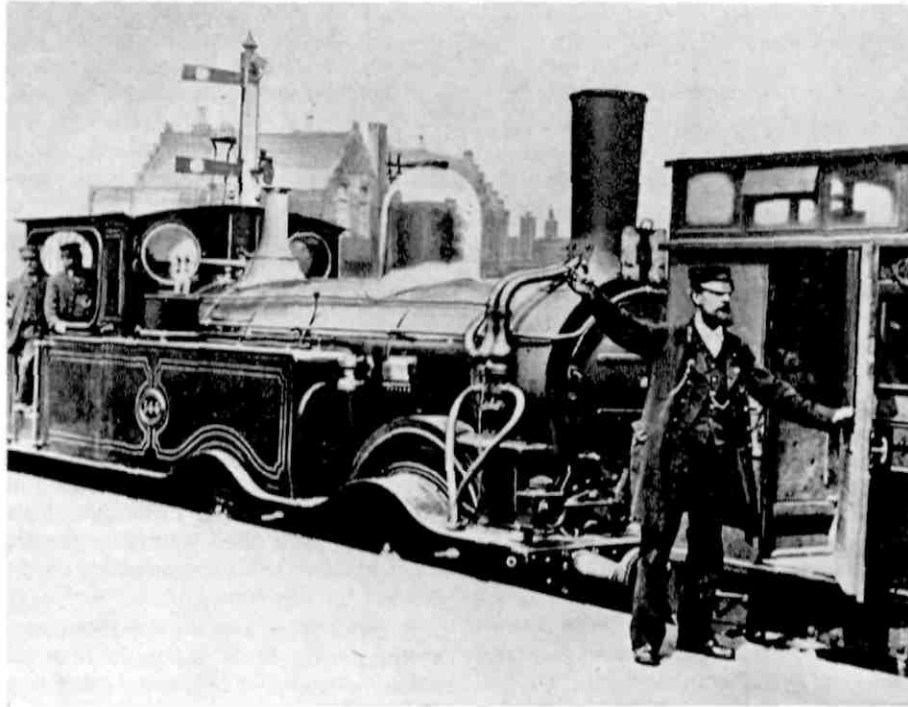
The courses have been designed following tests held with experienced officers and it is hoped that they will lead to a better appreciation of the value of radar in conditions of fog and poor visibility.


Officers completing the course will be issued by the college with a certificate and their certificates of competency may be suitably endorsed upon application to the Registrar-General of Shipping and Seamen.

A similar course will shortly be started at South Shields where the town council has already approved the purchase, at a cost of £8,144, of the necessary equipment.

The many duties of a locomotive fireman-helper

by HARRY S. VAN DRIELEN, US Brotherhood of Locomotive Fireman and Enginemen



 FOR SOME TIME PAST RAILROAD MANAGERMENTS in both the United States and other countries have been carrying on a sustained campaign designed to convince the public that since the change-over from steam to diesel locomotives there is no longer any need for a fireman to travel on the footplate of the new-type engines. Just how faulty and illogical the railways' arguments are on this question is very well demonstrated in this article by Harry Van Drielen, which sets out in detail the very many duties - both old and new - which present-day us fireman-helpers are required to perform.

The changeover from steam to diesel-electric power on the railroads of the United States has brought about a revision in the duties of the locomotive fireman. Essentially it remains the same job of providing the power the engineer uses in the operation of the locomotive. The change is in the method employed to supply the power. The fireman of today is required to have more know-how than was the case with steam. His duty on steam engines was visible. Anyone could see what he was doing, be it oil coal stoker or scoop shovel.

Aside from his new duties in the engine room his other duties remain much as they were in the beginning. He is the assistant to the engineer. Under schedule rules the second man in the cab of locomotives

other than steam is designated 'HELPER'. This rule has been in the contract for many years.

As with steam, the two men in the cab of a diesel-electric are a crew and must work together in harmony. Under the rules, responsibility for the locomotive rests with the engineer. He is the boss. Ordinarily he leaves the decisions pertaining to the diesel engine and appurtenances in the hands of the fireman (helper).

Fireman have prepared themselves for their new duties by studying handbooks supplied by the manufacturers and by experience on the job. Many of them have taken correspondence courses on diesel-electric locomotives.

There are several classifications of diesel-

Times have changed quite a bit on the railway since this Victorian driver and his fireman stood proudly on the footplate of their steam locomotive. The need for a fireman is, however, just as great today even though his duties may have undergone radical transformation in the intervening period (Photograph: London Times)

electric locomotives, such as yard and road switchers, transfer engines, multi-unit road engines, passenger engines and so on. The fireman must acquaint himself with all types on which he may work.

Yard switchers are single unit and usually provide a good view from a roomy cab. The fireman must be alert and keep a vigilant lookout for anything which might create a hazard or an unsafe condition during movements in the yards. His strict attention to all that is within his range of vision is essential to safety.

The road and transfer switchers are also single unit locomotives. Two or more of the same class may be coupled together and operated in multiple from a single control in the cab of the lead unit. The so-called jeep (GP-7, GP-9) is among this class.

Location of the cab on the jeeps differs from yard switchers and the big multi-unit road engine in that it is between housings and nearer one end than the other. The view is from each side of the cab instead of from the end as it is with yard switchers and multi-unit road engines.

The engineer and fireman on the jeeps are required to poke their heads out of the windows in order to see signal indications, switch alignments, hand signals from men on the ground, and other conditions. The jeep's engine is housed in a narrow structure with doors opening from the running boards on each side.

The fact most commonly overlooked when discussing the duties of the fireman is that the engine must be operating, the engineer must have the throttle open when a check is made for engine output, or performance and to determine cause of a partial or total failure. If the throttle is closed at the engineer's stand, all units will be at idle.

Each diesel unit is a power plant com-

plete with main generator to supply direct current to the traction motors which drive the axles. An alternator or auxiliary generator supplies alternating current for lights and other electrical equipment in the unit.

Each unit contains two electrical cabinets which are stencilled DANGER 600 VOLTS. One is the high voltage cabinet and the other is the low voltage cabinet.

The high voltage cabinet contains many contactors and interlocks which may become stuck, burned, dirty, thereby causing a loss or partial loss of load on that unit. They may be open when they should be closed or closed when they should be open. It is the duty of the fireman to locate and correct these conditions when possible.

The low voltage cabinet contains various protective fuses which do burn out. A well-trained fireman will know which fuses are defective and will make replacements in the shortest possible time, thus quickly returning the engine to power production.

A protective ground relay is located in the high voltage cabinet. When a short occurs in the high voltage system, ground relay action results in the engine going to idle with no power output in the traction motors. The fireman must re-set the ground relay trip before the engine can be restored to power production.

An overspeed trip is located at the engine governor. It is actuated by excessive wheel slipping as well as an overload. When it is tripped the engine is stopped and it cannot be re-started until the overspeed trip is re-set. This is also one of the chores performed by the fireman.

The fireman should make periodic checks through the engine rooms. He should check the piston cooling and main bearing oil pressure gauges frequently. If either of them indicates danger to the engine he should remove it from the line, leaving it to idle until it reaches a repair station.

Some engines have an automatic device which is supposed to shut the engine down in case of low oil pressure. Under some conditions this device will operate when there is low oil pressure and the fireman

must re-set the trip button at the low oil governor and re-start the engine, returning it to service when practicable.

Temperature gauges in the circulating water system and water supply showing in the sight glasses require frequent checking. An alarm circuit with bell and coloured lights is supposed to function in case of hot engine or low oil, but as with so many automatic features, it has been known to fail. Many engines are equipped with automatic temperature control which all too frequently do not function properly and adjustments must be made manually. These engines are very sensitive to outside atmospheric conditions. It is the responsibility of the fireman to see that circulating water temperature is maintained within the limits established by his railroad.

When checking the units the fireman usually checks the pressure gauges at the circulating water pumps. By making a report of any improper pressures he aids

the mechanical department at the diesel house.

By checking the fuel return sight glasses at the fuel pump the fireman determines if the engine is consuming all of the fuel with which it is being supplied.

Each unit contains an air gauge which registers the pressure in that unit. The fireman notices this pressure as he passes through the unit. Condensation gathers in the air reservoirs and radiators and must be drained off at intervals.

Ammeter readings are made when checking the units. The position of fuel and speed scales on each engine governor is noted, also the oil level in the governor sight glass.

The fireman compares the position of each load regulator in relation to the position of those in the other units, as this will tell him how the engines are loading in relation to one another.

In passing from one unit to another the



A modern United States diesel locomotive is lined up on the turntable with the track leading to its stall. In the yard, too, the US fireman-helper must be alert and keep a vigilant look-out for anything which might create an unforeseen hazard or an unsafe condition (An AAR photograph)

fireman may find an engine which is loafing. He seeks the cause and returns the engine to power production whenever possible.

On passenger engines there are steam generators which must be kept in operation for the comfort of the passengers. Often more than one generator is in service to supply the needs of a long passenger train. Under various conditions these steam generators will shut down and the fireman must know how to return them to service. These steam generators require a good deal of know-how.

The most important duty performed by the fireman is one which is seldom mentioned although it is well known to engine men and others. This duty is of the utmost importance and has contributed much to the safety record of every railroad. This refers to the duties he performs in the cab with the engineer.

The fireman must be alert and aware of the physical condition of the other man in the cab. He should be able to spell him off when he is fatigued or in need of physical relief.

Most fireman have seniority as an engineer but the reduction in work force which has resulted from dieselization has deprived them of sufficient seniority to work as engineers. Many railroads thus have two engineers on duty, the junior man is the fireman.

On railroads where train movements are authorized by signal indications, alertness is essential to safe operation. A missed signal indication may cause a bad wreck.

The bugaboo of engine service is drowsiness. The early morning hours, just before the rising sun, or when facing the sunrise, are conducive to drowsiness to the point of actually falling asleep. Any automobile driver required to drive at night will recognize the danger of drowsiness which haunts most enginemen.

The unusual, uncertain and often unpredictable hours which enginemen work (trainmen too for that matter) sometimes lead to men reporting for work when they would otherwise be going to bed. This condition has always existed on railroads and should be acknowledged. Their mutual

Trains of today are much heavier, longer and travel at high speeds. An alert engine crew, who spot danger when it is several miles away, is able to take immediate action to avert serious trouble. A case where two pairs of eyes in the cab are considerably better than one (An AAR photograph)



safety requires that enginemen alert one another when beset by drowsiness.

Trains of today are much heavier, longer, and travel at high speeds. This is the result of greater power derived from multiple diesel-electric locomotives and also from the introduction of roller bearings and other improvements in car construction.

The sooner a hazard is seen, the quicker the train speed can be reduced, or the train be brought to a stop. At speeds up to sixty miles an hour and tonnage of five thousand or more tons, a mile and a minute lose their identity. Some trains require more than a mile in which to stop when travelling at high speeds.

An alert engine crew, who spot danger when it is several miles away, is able to take action to avert serious trouble. Many times only one man will see the danger, but the other man will unhesitatingly accept his judgment and take the necessary action. There is seldom any unkind criticism if the man calling the play is mistaken. An error on the safe side is much better than the 'wait and see' attitude which could result in disaster.

Fatigue caused by tension is another result of high speed trains. An engine crew of a few years ago spent hours in sidings or

at meeting and waiting points. They would walk around, look their engine over and relax. Today the loss of time at meeting points is negligible. The engine crew keep their gaze on the road ahead, concentrate on the next signal indication, yet frequently look back down the side of their train for any sign of dust or smoke which might indicate trouble developing in the train.

Ears must be attuned for unusual sounds such as the explosion of torpedoes under the lead wheels of the engine. This sound cannot be heard as distinctly as was the case with the open cab of the steam engine.

When a crew comes off duty after four or five hours of high speed with maximum tonnage, or just high speed, they are as fatigued as in the years gone by when a tour of duty over the same stretch of railroad often consumed ten or twelve, including a break somewhere for a bite to eat.

The old crocodile, a ten wheeler, was rated at about 1,200 tons on a one per cent grade. It had a speed rating of forty miles an hour. Stops for water or fuel were frequent. The engineer grabbed his hand oiler and oiled around while the fireman took water, fuel, filled the hydrostatic lubricator in the cab and sometimes cleaned the fire. This type of locomotive was in use



Profile of the month

ALTHOUGH IT HAS RADICALLY CHANGED for the better in the last few decades, seafaring is still a hard life. The men who work in it have to be tough; those who lead them need to be even tougher. Such a leader is the newly-elected member of the ITF Executive Committee: 53-year-old Joe Curran, founder and first President of the National Maritime Union, one of the two United States unions – the other is the Seafarers' International Union, also ITF-affiliated – organizing unlicensed (i.e. non-officer) seamen. Tall, broad-shouldered, a colourful and pugnacious speaker whose voice has been compared to a foghorn, Curran has been fighting seamen's battles since the early 1920s.

After unsuccessfully trying to resist the lure of the ships passing by the New York waterfront building in which he was then working as an office boy, he first went to sea at the age of sixteen. He has described his impressions of that trip: 'There were twelve of us living like pigs in one filthy foc'sle. My bunk was right under a dripping steam pipe. Its springs were tied together with rope yarn and its mattress was a donkey's breakfast of straw. Our bedclothes were blue linen, changed once a round trip, and our meals were usually grits and stinking meat served on tin plates or food from cans labelled 'Not First Grade but fit for human consumption'.

It was stinking meat, or rather stinking fowl, that led to his first clash with authority on board. On one of his early trips, the crew was served with chicken that, to put it mildly, was a little high. Joe, who had already acquired a considerable shipboard reputation as a spokesman for his fellow-seamen's grievances, was elected to complain – which he did in typically direct fashion by pushing the long-defunct bird under the captain's nose. The effect was dramatic ('Get that goddam thing out of here before I puke'), but the food didn't improve and Curran was put off the ship at the next port. The same process was to be repeated many times during the next few years, and the burly figure in the black watch cap became well-known as a militant fighter for seamen's rights.

The year 1936 was a turning-point in his union career. On 1 March, the crew of the s.s. California, then docked at San Pedro, refused to cast off lines until

their demands for improved conditions were met. At their head was Joe Curran, who soon found that he was leading a strike that made national headlines when the crews of 21 other ships walked off in sympathy. Curran and the seamen had to fight on several fronts: against the shipowners, against the authorities – the Secretary of Commerce screamed 'mutiny', while the police had a field-day clubbing strikers – and, last but certainly not least, against the corrupt leadership of the old International Seamen's Union headed by 'Emperor' Grange, who disapproved of the seamen's militancy and supplied scab crews to underline the fact.

The strike, later known as the 'Spring Strike', ended in defeat against such overwhelming odds, but it was only a temporary set-back. Curran and his seamen fought back against ISU domination through their Seamen's Defence Committee, based on the 5,000 who had taken part in the Spring Strike. By the Fall of the same year, the 5,000 had become 20,000 and were becoming impatient for another crack at the shipowners. ISU leaders tried to stave off the strike call, but were utterly routed at a meeting held in New York's Cooper Union Hall. Curran took over the meeting when the ISU leaders fled, and the Fall Strike was on.

Like the Spring Strike, the 80-day stoppage was a bitter, bloody one but this time it was well organized and ended in victory. It also led to the birth of the NMU, when the seamen decided, a few months later, to end their association with the ISU.

(Continued on the next page)

until dieselization. A 6,000 horse power multiple unit diesel-electric locomotive is top rated at 7,380 tons continuous rating on a one per cent grade.


Tonnage and speed maximums are determined by gear ratio. Ordinarily re-fueling is done at terminals where crew changes are made.

Frequently the locomotive is not detached from the train from point of origin to final destination on that railroad.

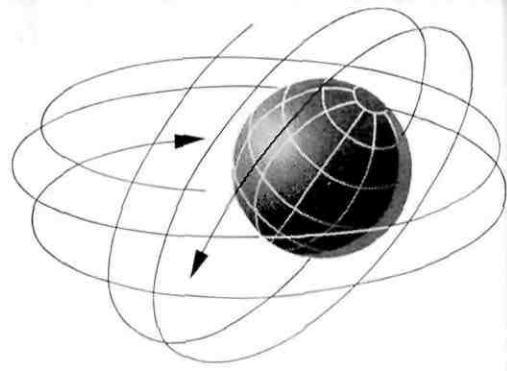
The old time fireman took great pride in his ability to maintain steam pressure within two pounds of maximum. The coal shovelling fireman was proud of his physical stamina.

The fireman of today takes great pride in his ability to locate the trouble in a unit and to restore power for the use of the engineer. He pays for his correspondence course lessons out of his own pocket. He is the engineer of tomorrow and he knows that the experience which he gains as a fireman will be invaluable when he moves across to the engineer's seat on the right side of the cab.

Ships 'on the phone'

 AN IMPORTANT NAVIGATION AID now being provided by major British and European ports is a radio-telephone advisory service assisted by shore-based radar, and according to a recent survey most of the big shipping lines are now or are about to be equipped to take advantage of this facility. The greater part of the smaller ships engaged in the short-sea and coastal trade, however, are stated to constitute an exception and, as they form a substantial proportion of the tonnage using these ports, the view has been expressed that this constitutes a serious gap in the intelligence about the overall traffic picture. It has further been submitted that the overall safety aspect is also affected in that big ships now tend to move in conditions which formerly would have immobilized them. Vessels out of touch with what is going on in confined waters may therefore become a menace and themselves be menaced.

Round the World of Labour



US railway goes into the air freight business

TR A US RAILWAY, the New York Central System, described as one of America's biggest railways, is showing a lively interest in the possibilities of 'air-surface' movements. This taken has the form of an investment of five million dollars in a cargo airline, the Flying Tiger Line. This is stated to be the world's largest all-freight air carrier. Spokesmen of both the United States companies, however, are reported as having denied knowledge of possible plans for joint rail-air rates by the two companies.

Shortage of certificated engineers at sea

ANCHOR DURING HIS PRESIDENTIAL ADDRESS to the Institute of Marine Engineers, Sir William Wallace, former chairman of the marine engineering firm, Brown Bros. and Co., urged that something be done to halt the present drift of certificated engineer officers away from the sea.

'Resignations are one of the many serious problems facing shipowners today' he said. 'What can we do to retain at sea our certificated engineers? All agree about the tremendous improvement made in recent years in the status, accommodation and remuneration of seagoing engineers... With the increasing complication of modern machinery it is essential that modern ships be manned with highly trained personnel, but how are we to persuade our best men to make a seafaring career their life's work? This problem is closely related to, and tied

up with, family life, which so often is the lever taking our best men away from the sea, often to conditions ashore that do not compare in any way with the conditions and remunerations at sea'.

'Dare I make an appeal to the superintendents of our large liner companies? Recently, as one of a committee interviewing a candidate for an important post, I asked him why, with six years' sea experience, he had only a second engineer's certificate. He replied that one of his reasons for leaving the sea was his inability to get in the required sea time in a ship carrying sixty-six engineers. Would it be possible to make it easier by transfer or other means to ensure that engineers keen to get their certificates as early as possible, are granted the opportunity of getting in the regulation sea time?'

Sir William is a Governor of Leith Nautical College where a new course is being started this year which will give engine room ratings a chance to become certificated officers. The course, which is the first of its kind in Britain, is open to ratings of ability who have had at least four years' service in the engine room. Candidates accepted for the course will have their fees paid by the shipowners who, it is understood, will also undertake to grant maintenance allowances for the two years which the course runs.

Shaving while you don't wait

TR NEW YORK TAXI-CAB OPERATORS have solved the problem of how to shave and be getting there at the same time. Hitherto time spent in shaving was a dead

loss - in terms of mileage, as it were; now, however, you can hurry to your appointment and shave while you are getting there. All this is made possible by special electric shavers installed in a fleet of New York taxi-cabs. Late risers can now rush to the office starting out unshaven and arriving with a chin as smooth as a salesman's patter. You just relax in the back seat and shave yourself with a special low-voltage electric razor plugged into the dashboard by means of a long cord. A portable adjustable mirror is provided with an attachment to fit round the passenger's neck. All very cosy - and no charge made. They'll be serving morning coffee with rolls next!

New air navigation act in the Netherlands

TR A NEW AIR NAVIGATION ACT came into force in the Netherlands on 1 October 1959. It represents to a large



Civil aviation operations in the Netherlands are now covered by a new Air Navigation Act which came into force on 1 October last. A major feature of the Act is that it enables more rapid adjustment to be made to changing circumstances in this fast-developing industry.

(Continued from page 11)

Since that decision, Curran and the NMTU have had to fight many other battles - against governmental attempts to shackle seamen, against Communist influence in the union, against violence by splinter groups. And at this very moment, they and their colleagues of the Seafarers' International Union, with whom they cooperate closely, are fighting yet another battle


with characteristic energy and tenacity; this time in company with maritime unions throughout the world - against phoney-flag ships.

The high standards which American seamen now enjoy are a measure of how far they have come since the days when, in Joe Curran's own words, 'we had to use our heads not only for figuring answers but for stopping clubs'.

extent a consolidation of a number of regulations previously in force. Significant aspects of the new Act are that it will enable decisions to be made more quickly, permitting more rapid adjustments to changing circumstances; it will also give wider scope to the delegation of authority. Ministers and subordinate authorities are also able to exercise wider discretionary powers under the Act.

The new Act also places chartered air services in a more favourable position: no licence is required to operate such services, but uniformity of charges is encouraged to prevent unfair competition with scheduled services. The new law thus encourages conformity with IATA fares in such fashion that non-scheduled services, the so-called unregulated traffic, would lose much of their characteristics as purely 'chartered' services. The Act also more closely defines the powers of the Minister of Transport and the Minister of Defence, emphasis being laid on air safety. Furthermore, the regulations governing training are framed in such a way that foreigners can also take part.

BOAC installs teleprinters on Trans-Atlantic fleet

 ALL 10 DC-7CS OF BOAC'S FLEET are now using radio teleprinters to receive details of weather conditions and forecasts while operating on their trans-Atlantic routes.

At present the teleprinters are used on an experimental basis in conjunction with the existing voice radio service of meteorological information. This is because both the transmitting stations, one in Scotland and one in Canada, are not yet operating at full strength, while the Canadian transmitter is only a temporary service operated from an RCAF station in New Brunswick. The Canadian Department of Transport will eventually establish a permanent transmitter in Newfoundland where, like the Scottish station, it will transmit twenty-four hours a day to give complete route coverage.

Both the stations put out a non-stop

series of reports on weather conditions and weather forecasts compiled from fifteen ground stations on each side of the North Atlantic. As changes in weather are received at the transmitter so they are incorporated in the regular weather report 'next time round'.


The pilot of an aircraft therefore will have an up to the minute weather forecast available to him at any time he chooses during the course of his flight and will not have to wait, as at present, for the broadcasts which are put out at half-hourly intervals.

Additionally, radio telephony frequencies will be freed from met information when the teleprinter system operates fully, and this is welcomed by BOAC pilots as reducing the load on the already somewhat congested radio frequencies used by commercial aircraft.

It is probably that other types of information will later be considered for transmission on the radio teleprinters. BOAC having all the equipment installed, is anxious for the ground stations to become fully operational so that maximum use can be made of the service and so that future development can be hastened.

When BOAC's Boeing 707s arrive they will be already equipped with this British teleprinter system - specially designed to save space and weights - and it may not be long before all BOAC's North Atlantic services will have the advantage of this new and valuable facility.

US airline unions in unity move

 SEVEN UNITED STATES UNIONS with membership employed in the airline industry have announced the formation of a permanent coordinating body, which will be known as the Association of Air Transport Unions. Chairman of the new organization is Brother Al Hayes, President of the ITF-affiliated International Association of Machinists.


In addition to the IAM, the following unions have joined: Transport Workers Union; Air Line Dispatchers' Association; Flight Engineers' International Associa-

tion; Brotherhood of Railway Clerks; Air Line Stewards and Stewardesses Association; and the Air Line Pilot's Association. All but the last-named are affiliates of the ITF.

The Association held its first meeting in Washington in November, with a representative of the United Auto Workers' Union also in attendance. Among the subjects discussed were problems of working hours and employment caused by the introduction of jet equipment; the expansion of air freight traffic; the mutual aid pact entered into by US airline companies; airline safety; and problems created by the passing of the anti-labour Kennedy-Landrum Act.

A special subcommittee was created to examine these and a number of other questions and report back at the Association's next meeting.

Swedish seamen to get more time off in port

 THE SWEDISH SEAMEN'S UNION has recently made arrangements with the shipowners' association for men to be employed to take over from the regular crews whilst their ships are in Swedish ports. The idea is to allow Swedish seamen more time off in port than has hitherto been possible. In recent years there has been an appreciable reduction in the time spent in port and regular ship's crews have been so fully occupied with taking on provisions and carrying out necessary maintenance work that they have had little opportunity of going ashore for any length of time. Next June a new law will come into effect, under which seamen will work the same number of hours as workers in Sweden generally - forty-five per week. Since it is agreed that it will be impossible in practice to work a forty-five hour week at sea, it has been decided that seamen will be compensated with equal time off in port for all hours worked in excess of this figure. The new arrangement will thus help to ensure that the seamen in fact get the extra time off to which they will now be entitled.

Background to a strike



TOWARDS THE END OF LAST YEAR, 23,000 African railwaymen employed on the Kenya network of the East African Railways & Harbours took part in a historic sixteen-day strike. At the same time, African employees of the E.A.R. & H. in Uganda and Tanganyika either took or scheduled strike action in support of their unions' demands for improvements in the conditions of African railway workers. The immediate cause of the Kenya strike, which sparked off the movement, was the failure by the E.A.R. & H. to conduct a proper investigation into allegations of victimization against a European supervisor, but there can be no doubt that this was only the final straw which broke the camel's back. The real reason for the smouldering discontent and frustration felt by African railwaymen lies much deeper and must be sought in the fact that management has consistently evaded the implementation of recommendations made several years ago by the Lidbury Commission, which called for the early introduction of non-racial salary scales and conditions within the services of the East African High Commission. Today, gradings on the railways still reflect the existing racial social structure of East Africa, with African employees at the bottom of the scale, Europeans at the top, and Asians (mainly persons of Indian stock) occupying an intermediate position.

During the past few years, the ITF has been following the affairs of its East African railway affiliates with very close interest, and on many occasions has been able to give them tangible proof of its interest both in the form of material aid and practical advice in preparing and submitting their claims. During the Kenya rail strike last year, for example, the ITF's Director of Regional Affairs flew out to Nairobi to observe the situation on the spot and to assist the Railway African Union in carrying through its stoppage to a successful conclusion. That process will continue for as long as it is necessary for East African rail workers to fight for equality of treatment and equality of opportunity.

In the following article, we sketch in the background of racial discrimination, both open and disguised, against which the Kenya rail strike took place.

African, Asian and European railwaymen's organization met with management in October 1954 to discuss proposals for implementing the Report of the East African Salaries Commission. The high hopes raised among African railwaymen by the Report have, however, not been realized. (East African Railways and Harbours photo)

Just over sixty years ago there was a great deal of criticism in London of a proposal to spend an estimated two and a half million pounds on a crazy scheme to build a railway line across 597 miles of wild and barren territory between the East African port of Mombasa and the remote shores of Lake Victoria. The critics pointed out that this lunatic railway started nowhere, went through nowhere and ended up nowhere. They also maintained that nobody would ever want to use this railway in either direction. On this last point, however, time has definitely proved them wrong. The lunatic line, which was completed in 1901 at a final cost of five and a half million pounds, is now the principal life-line of a vigorous and rapidly expanding economy which it has largely brought into being – the main artery of a vital railway system over which close on four million tons of freight are carried every year. It is clear now that the rail



African railwaymen employed by the East African Railways & Harbours are suffering from a deep sense of frustration as the result of continuing racial discrimination against them in respect of both wages and conditions of service. (Central Office of Information photograph)

Brother Pieter de Vries, ITF Director of Regional Affairs, is met by officials of the Railway African Union on his arrival at Nairobi airport for on-the-spot talks in connection with last year's sixteen-day railway strike by some 23,000 African workers employed by the EAR & H

way has created its own users and that by opening up the interior to the outside world it has contributed more than anything else to the development of modern Kenya. It is equally clear that in a country like Kenya where large quantities of goods have to be carried over long distances through difficult terrain, and where, for that reason, alternative forms of transport are virtually non-existent, the country's future economic development is likely for many years to come to remain dependent on the smooth functioning of the railway system.

It is all the more disconcerting then to note that the policies pursued by the management of this crucially important railway undertaking are such as to antagonize and spread unrest among the majority of its employees. For an explanation of these policies, an explanation of their origin, be it noted, rather than of any rational foundation they might have, one has to take note of two arguments that crop up whenever the romantic origins of this remarkable railway are discussed. The first is the contention that the railway was built in the first place with the sole purpose of reforming native life, namely by strengthening British control and thus putting a stop both to inter-tribal warfare among the inhabitants of the interior and to the sufferings inflicted on these inhabitants at the hands of marauding Arab slave-traders from the coast. Whatever the truth of this assertion, there can be little doubt that the memory of this chivalrous intervention lingers still somewhere at the back of the local European consciousness whence it erupts from time to time in the form of pious self-congratulatory statements or in a tendency to explain the character of the present-day African in terms of the behaviour of his forefathers. The connection which this has with present management policies may be seen from the fact that the following passage occurs in an official report on the salary structure within the East African Civil Services:

'It has to be remembered that the indigenous peoples of the three mainland territories are removed by little more than fifty years from a state of society far more primitive than that of Britain at the begin-



ning of the Christian era – a society which was completely illiterate and necessarily so, since no alphabet existed, a society with few, if any, exceptions, completely ignorant of the wheel, the plough, and the loom, a society in which the only rule was the rule of the spear or of the sorcerer.'

This former ignorance is something which the indigenous peoples are obviously not going to be allowed to forget.

The other argument has to do with the fact that the manual labour employed on the construction of the original line from Mombasa was performed by some thirty-two thousand 'coolies' specially brought over from India for the purpose, because, so it is argued, the indigenous people were either too ignorant or too lazy to be entrusted with this job. What may have been a fact fifty years ago is now only a prejudice, a prejudice, however, which seems to have grown stronger over the years. For now, at a time when 23,000 Africans are gainfully employed on the railways in Kenya, it is still argued that they lack the qualities required for the job. One says qualities rather

than qualifications, for – and perhaps this is a hopeful sign – those in search of a thousand-year-old familiarity with 'the wheel' in prospective engine drivers are in some ways, it would seem, on the retreat. It is an orderly retreat to be sure, behind a smoke-screen of subterfuge, platitude and evasion, but it is, nevertheless, a retreat. It will no longer do just to say that the African is inferior and leave it at that. Reasons have to be found for discriminating against him, reasons that are becoming increasingly difficult to find at a time when racial discrimination itself is becoming something that cannot be openly admitted to.

In short a spade is no longer a spade. The African, so runs the argument, is illiterate to begin with. If he then comes along applying for a job with his school certificate tucked under his arm, he has either the wrong kind of qualifications or else he lacks that mysterious entity, 'character'. For instance, immediately after the passage about 'the wheel', 'the plough' and so on, there is another which, rather more warily, lays down that 'it is a matter for specula-

Bro. Tom Mboya, General Secretary of the Kenya Federation of Labour, was among union officials who addressed the mass meeting of railwaymen which brought the rail strike to a successful end. With him in this photograph are Bros. Ohanga and Oduol, General Secretary and President respectively of the Railway African Union



tion' whether the African's further advancement is to be best served 'by insistence in the field of education on the development of character rather than on the acquisition of a school certificate' or 'by greater stress being placed on technical education as opposed to an education which produces a much larger number of aspirants for "white collar" jobs than for technical posts'. Put in this oblique way, the remark seems harmless enough. Put more directly, it could be construed as offensive. After all, 'character' might mean nothing else than the humility that comes from recognizing that whatever a school certificate does for an African it does not change the colour of his skin. 'Technical' education, in this context, might mean nothing more than being shown how to perform some insignificant task loosely connected with machinery, such as the removal of dust from its external parts, no doubt with the aid of 'the' brush.

It is difficult to prove that these are not wilfully perverse misinterpretations of statements which are meant as expressions of goodwill. That indeed is part of the art in formulating such statements - to make it impossible to pin them down on anything. However, one can give some practical instances of the subtle use that is made of words in Kenya for putting and keeping the African in his place. Thus, for example, three men are employed on the same duties on the same train. One is a European, one is an Asian, one an African. Each is doing the work of what on the British railways would normally be called a guard. The

European, however, is called a conductor, and receives a salary of 1,643 shillings a month. The Asian is an 'examiner' and is paid 915 shillings a month. The African is a guard, plain and simple, and gets 383 shillings a month, i.e. less than a quarter of the European's salary. This flagrant misuse of words for the purpose of racial discrimination is, however, in one respect a hopeful sign. It is a measure of how far, at least in principle, the authorities have retreated from a frank admission of racialist policies. Until quite recently they would have quite openly paid the European four times more than the African just because the one man was a European and the other an African. Now, they have been obliged to admit at least in principle that equal pay should be given for equal work, and to invent for the European the imaginary new responsibilities that go with his new title and thus justify his salary.

Of course, this is only one form that the new oblique racial discrimination takes. The wages and gradings structure of East African railways is in fact a highly complex system, in which the amount of discrimination involved and the degree of evasiveness with which it is exercised varies from case to case, and only by examining the general outline of this structure can one hope to understand the place that individual anomalies have within it. In the first place the present structure is, in itself, a white lie. Unlike the one which it replaced in 1954 it does not have different salary and grading divisions for each of the three races employed on the railways. On paper the present grading system is in accordance with the recommendations of the Lidbury Commission:

'The essential principle is that for the future there shall be no barrier in any part of the service which is in fact (even though not in name) one of race. Grading by race rather than by responsibility, where it exists at present, should disappear. The limit of advance of any serving member of a service must be set solely by his qualifications and proved ability; and ability must be held to include the qualities of integrity, character and leadership.'

In practice, however, the new qualifications barrier coincides with the old racial one. Africans are employed almost exclusively in the lowest division, and whilst there is sprinkling of Africans in the lowest grade just above the borderline, the impression one has is that this has been done deliberately in order to obscure the true situation that there is a definite barrier marking off the great majority of Africans employed on the railways from the Europeans and Asians. There may be one or two Africans who have crossed this barrier. They have certainly not got very far on the other side of it. Certainly there is no Asian on the African side.

It should be noted, however, that the original recommendation to substitute qualifications barrier for the old racial one was explicitly qualified by extending the definition of 'qualifications and proved ability' to include characteristics which were probably thought of as typically European rather than African. The railway authorities have probably done no more than follow this hint. Since ability must be held to include the qualities of integrity, character and leadership, it is clear that African boys with school certificates who are undergoing



Bro. Ohanga, General Secretary of the Railway African Union, tells the strikers that the management has agreed to hold an inquiry into the complaints of victimization and to begin immediate negotiations on union claims for improvements in African wages and service conditions.

Many railway strikers turned out to welcome the ITF's Director of Regional Affairs when he arrived in Kenya. Here some of them are seen marching through the African suburbs of Nairobi



training alongside European boys are only worth 161 shillings a month against the 970 shillings paid to the latter, for although the latter have no school certificate they do have these other valuable qualities. Similarly, in the Welfare Office at Mombasa, a certain Asian lady typist must be supposed to have more 'character' or 'leadership' than the African chief clerk from whom she takes down dictation, for she is in a higher grade than he and, of course, gets paid more too.

These are not isolated cases. In the district traffic superintendent's office at Kisumu, two Asians look after the pay bills of half the 800 employed there. An African, who looks after the other 400 alone, is probably suspected of lacking integrity, for he gets paid less than either of his Asian colleagues. In catering Africans get seventy-four shillings a month, Asians get 571 shillings. One wonders who eats the food cooked by Africans. Africans? In the diesel locomotive shed at Mombasa three Africans who have been employed there for the past sixteen years are getting 147 shillings a month. Asian and European cleaners there begin at 591 and 971 shillings respectively. And what is one to think of the African shed delivery clerk at Nakuru who was allowed to take over his Asian boss's job for some four months whilst the latter was on leave, but was refused an acting allowance for the period - a tidy sum because of the appreciable difference in their salaries - the reason given being that this African could not possibly have been doing the job? Wherever one looks the picture is the same, with Asians getting from twice to four times as much, and Europeans anything up to ten times as much as Africans. There is any amount of sophisticated argument to justify the position, and any number of dodges to see that it is maintained - downgradings, up-gradings, fancy titles, imaginary qualifications and disqualifications.

And then, of course, there are the allowances

The 'inducement' allowance does for the European what the legend of the dark continent does for the African. If Africans are

paid less because their ancestors are reputed to have been ignorant, Europeans are paid more because their ancestors have always had to be induced. Europeans have always needed that little extra. They need it still to keep up their standards. The inducement allowance is supposed to exist in order to induce Europeans to come out to Africa. In practice, however, it is given to Europeans who were actually born there. This, so the argument runs, is because the allowance must be paid to expatriates, and seeing that the native Europeans have to live with the expatriates, the former must have them too, or else they would feel discriminated against, or even go to the expense of taking a trip to England and being brought out from there at a higher salary than they could have got by joining the railways at home. Adequate local machinery is available for making this journey unnecessary. The existence of this new machinery, resort to which renders the recruit liable to be offered, although it does not oblige him to accept, a posting to one of the other East African territories, seems to betray a certain embarrassment on the part of the authorities that the 'inducement' allowance is, in fact, nothing of the kind.

They cannot, however, be charged with weakening in their purpose. Their attention has been drawn to an absurdity. Instead of removing it, they have regularized it, and any further criticism of this technical adjustment and the manifest racial prejudice underlying it will be met only with talk about the European having to keep up his standards, as if this were some unpleasant duty, reluctantly undertaken.

An interesting counterpart to this, is the argument that Africans, even when they have been accredited with the abilities the authorities claim to be looking for, should nevertheless still be paid less than Europeans of comparable ability, because to pay them what they are worth would be to damage their relations with their own people. This hypocritical simulation of benevolence is perhaps best seen in the original words of the committee reporting on the salary structure of civil servants in East Africa:

'The remuneration of a non-European should, in our opinion, be such as to mark the status of the officer as a professional man and to enable him to uphold his position with dignity. On the other hand, in determining his salary, account . . . should be taken of the ruling income levels in those classes of the community from which he comes. This latter consideration will become progressively more important as more Africans find their way into the higher ranges of the services. The disadvantages of so remunerating any class of Africans as to create a Mandarin caste, divorced in income and interests from their fellows, would not be confined to the economic field. In the light of these considerations, we have reached the conclusion that the salary paid to a non-European occupant of a higher post should be three-fifths of that which we recommend for the officer recruited from the United Kingdom, or the Dominions.'

To this must be added, of course, that, by skilful use of the recruitment machinery mentioned above, it is also three-fifths of the salary paid to locally-recruited Europeans.



'Umazisi, seitsebiso, isazisi' or a pass by any other name

ONE CAN SOMETIMES DERIVE A LITTLE QUIET AMUSEMENT from the ultra-cautious phrasing used in official South African publications dealing with racial subjects. Take the little item, for example, which we recently found in 'Bantu' (described as an 'informal periodical of the Department of Bantu Administration and Development'). Headed 'New Bantu term for reference books', it gives the impression of dealing quite seriously with a rather tricky philological point, namely how best to render the English term 'reference book' in the Bantu languages. It begins like this:

'The Department of Bantu Administration and Development has constantly tried to establish sound and acceptable terminologies for the various Bantu languages.

'Bantu who are experts in their languages have suggested to the Department that a term for a Reference Book acceptable to the Sotho group would be SEITSEBISO and to the Nguni group UMAZISI, for Zulu and ISAZISI for Xhosa'.

So far, so good! Then one reads through the final paragraph and finds the pay-off in the very last word. It runs like this:

'Departmental staff, school boards, school committees, teachers and pupils are, therefore, requested to use the above words and to refrain from using the undesirable term 'Pass'.

At this, one feels very tempted to introduce yet another language into this mock-philological exercise and ask with Molière's Harpagon: 'Est-ce le mot ou la chose qui vous fait peur?' Of one thing we are quite certain: for the Africans who are forced to carry them and produce them on demand passes mean the same in any language – that they are treated as third-class citizens by the Government of their own country.

Incidentally, we have a suggestion for the Union Government. They could save themselves quite a lot of time thinking up harmless-sounding terms for rather unpleasant things by simply abolishing passes

and all the other restrictions which they now impose on their African and Coloured citizens. Then there wouldn't be any need to describe them – and that, we well understand, can sometimes be quite embarrassing.

Pan-Arabian transport network

THE ARAB LEAGUE met in conference at the end of October to study the problem of inter-Arabian transport by land, sea and air. In particular the conference discussed an overall road transport plan. It further discussed plans for setting up an inter-Arabian navigation company, the standardization of technical terms in common use throughout the countries concerned, the definition of air space in the Mediterranean area, the standardization of air navigation legislation, the establishment of a pan-Arabian airline, the diffusion of meteorological information and the question of the Arabian countries joining international bodies concerned with transport in all its forms.

Cabmen ask for coupon system to negate petrol price rise

THE SINGAPORE TAXI DRIVERS' UNION, in a memorandum submitted to the Government, has asked for the introduction of a coupon system which would exempt its members from paying the recent increase in the petrol tax.

Petrol prices for all brands were increased recently by twenty cents a gallon, creating hardships for some 11,000 cabmen, who between them have only 3,800 taxis available for hire.

The Union proposed that the tax increase should not apply to petrol drawn by its members producing coupons issued by the Government. The Government has indicated that if the members could put up a substantial part of car costs, it would be in a position to finance the purchase of cars by making available long-term loans. Meanwhile, new licences are not being granted to either taxi drivers or taxicab owners.

A gift for Algerian refugee children

THE ITF-AFFILIATED GERMAN UNION OF PUBLIC SERVICE AND TRANSPORT WORKERS has donated the sum of DM 10,000 (nearly £1,000 sterling) to be used for the benefit of Algerian refugee children. The money has been given to the German Red Cross Society to be used for that purpose.

Improved inland waterways in East Pakistan

AN IMPROVED SYSTEM OF BUOYS, lights, marks and other modern navigational aids is to be installed in the network of channels about the lower reaches and delta of the Ganges River. These waterways carry about ninety per cent of East Pakistan's freight traffic and feed the seaports of Chittagong and Chalna Anchorage. The East Pakistan Inland Water Transport Authority will be assisted in financing the installation of these improved navigational aids by means of a loan of \$1,750,000 from the US Development Loan Fund. The funds will be used to meet the foreign exchange costs.

At present the shifting channels are inadequately marked and delays, caused by obstructed or poorly-lit channels, increase the cost of transportation. Improved channel markings will enable craft to move safely by day and night throughout the year, thus reducing shipping and turnaround times with a consequent cut in transportation costs.

Staff co-operatives popular on Indian railways

EVERY THIRD MEMBER OF THE STAFF on the payroll of India's Northern Railway is a member of one of the four co-operative credit societies functioning within the network. These societies have a total membership of 50,000 and paid-up capital of Rs. 2.6 million. Their working capital exceeds Rs. 15. million.

This has been made possible as a result of the facilities given by the railway.


Here seen with other members of the ILO panel on the problems of women workers, Mrs. Lucy Myubelo (front row, third from left) is the first non-white union leader to be given permission to leave South Africa. She is Secretary of the Garment Workers' Union of African Women (ILO photo)




authorities for the promotion of such co-operatives. Concessions granted to aid them include: subsidies for their establishment and administrative charges, low-cost accommodation, the supply of water and electricity at concessional rates, recovery of dues through salary bills, the issue of special passes to members of managing committees for the purpose of attending meetings of the societies, and the granting of special and casual leave.

In all, there are twenty-two consumer co-operatives on the railway. Their turnover exceeded Rs. 1.3 million during the last financial year. The credit societies advance loans to members at interest rates varying between four and a half and seven per cent. They also accept deposits from members and help in small savings.

Wage gains made by Karachi port workers

 THE KARACHI PORT TRUST LABOUR UNION has been successful in securing a revision of grades among its members for which it has been pressing for the past eight years. The revised system provides substantial benefits for over 4,000 Port Trust employees and will increase their total earnings by one-and-a-quarter million rupees annually. Two further points still have to be settled – the payment of arrears from January 1958 and the removal of certain existing anomalies.


Roster system for Pakistani seamen

 THE GOVERNMENT OF PAKISTAN is expected to introduce a roster system for the engagement of Pakistani seamen on both national and foreign ships. It will replace the present 'open' system which has been found to give rise to a number of malpractices.

The Pakistani government also plans the setting up of a seamen's hostel, a school for their children and a merchant navy club in Chittagong. Furthermore, an adult education centre for seamen is to be set up in Karachi. In addition to professional training, this centre will give free lessons in the


field of general knowledge. This is part of the Pakistani government's plans for improved welfare facilities for seamen in connection with which it is persuading foreign companies to deduct Rs.1 a month from the wages of seamen and contribute an equal amount.

Trade union aid to African colleagues

 AT A RECENT MEETING IN GENEVA, plans were worked out whereby an experienced trade unionist will go to the territories of Central Africa to advise and help in the development of trade unionism. The body behind this gesture is the Nordic Federation of Building and Wood Workers, acting in concert with the ICFTU through the medium of the building and woodworkers' international (the International Federation of Building and Wood Workers – one of the international trade secretariats).

The Nordic Federation is at present looking for the right person to undertake this important and valuable mission.


'Permission granted'

 A NON-WHITE TRADE UNION LEADER has been granted permission to leave the Union of South Africa (and presumably return there). The African trade union leader is Mrs. Lucy Myubelo, and she has been allowed to leave Johannesburg

for Geneva where she was due to assist the ILO in investigating the conditions of working women. Mrs. Myubelo is secretary of the Garment Workers' Union of African Women and was formerly a school teacher. She was appointed this year by the ILO to an international panel on women workers' problems on the recommendation of the ICFTU. Government officials in Pretoria at first opposed her going as they considered it bad for their country to have an African trade unionist at a world forum.

The fact that the South African government relented might be taken as an indication that it is becoming sensitive to world opinion about its treatment of non-whites in general and their trade union representatives in particular.

Review of wages in Nigerian public services

 AS THE RESULT of demands for wage increases submitted by the Nigerian Trade Union Congress, the Federal, Northern and Eastern Nigerian and Southern Cameroons governments have announced that a commission of inquiry will review wages and salaries in the public services, taking into particular consideration rises in the cost of living since October 1954, when the last increases were made. The four governments will also consider the establishment of a national minimum wage.

Accidents aboard ship and their prevention

by DR. NINO RIZZO, *Medical Adviser to the International Radio Medical Centre.*




Radio operators at the Rome headquarters of the International Radio Medical Centre. The IRMC was set up in 1953 for the purpose of providing free medical assistance to seafarers of all nationalities whilst at sea. A non-profit-making institution, the Centre has recently set up a special department with the task of studying shipboard accidents and their prevention.

idents to which seafarers are prone in the exercise of their calling has been established. The following considerations are based on figures covering five years' activity by the Centre (from 1954 to 1958) during the course of which it treated 4,043 seamen.

Of the cases treated, the greatest number concerned digestive disorders (17.7 per cent), followed by infectious diseases (14.2 per cent) and injury through accidents (12.6 per cent). 'Miscellaneous' accounted for 12.6 per cent of all cases treated. Seeing that 1957 was the year of the epidemic of 'Asian flu' (included under 'infectious diseases'), it is safe to say that the figures for infectious diseases is not fully representative and that, after digestive disorders, injury through accidents at sea accounts for the highest number of cases requiring medical attention. The percentage of accidents has varied during the five years under review from 9.8 per cent (in 1954) to 16.3 per cent (in 1956). During the last year of records (1958) it was 10.5 per cent. It was 13.4 per cent in both 1955 and 1957.

The main types of accident were found to be: falls (from ladders, in holds, by slipping on the deck or in the engine-room); knocks (against sharp edges and protruding objects); crushing (especially in doors of cabins and steel cupboards, and when oiling machinery); explosions (of boilers or valves); gas poisoning (when carrying crude oil as cargo, from faulty functioning of refrigerator plant); foreign bodies in the eye and heat-stroke resulting from excessive temperatures.

The percentage breakdown of the accidents gives the following picture: bruises - 21.9 per cent; wounds - 21.5 per cent; fractures - 10.8 per cent; burns - 10.5 per cent; foreign bodies in the eye - 9.8 per cent.

 THE INTERNATIONAL RADIO MEDICAL CENTRE was set up in Rome in 1953 for the purpose of providing free medical assistance and advice to seafarers of all nationalities whilst at sea. A non-profit-making institution, the Centre has some fifty medical specialists whose services are at the disposal of sick or injured seamen irrespective of nationality, through the medium of two R-T stations operated by the Centre. Founder and President of the IRMC is Prof. Guido Guida under whose guidance the Centre has now established a department for the study of the health and social welfare of seafarers. The following article is a summary of the results of the department's study in this field, as described by one of the Centre's assistant medical officers.

In contrast to what has been done in factories, comparatively little has been achieved in the field of accident prevention in the case of seafarers. Although considerable advances have been made in ship construction, it still remains a regrettable fact that the accident rate among seamen is appreciably higher than among shore-based workers. In this connection, however, due regard must be had to the very different

conditions in which the two types of worker carry out their duties - the former more often working in conditions conducive to accidents or illness (confined spaces, irregular hours, artificial light and ventilation and rapid changes of climate).

In view of the large number of seamen treated by the IRMC throughout the year, a good basis for a relative study and comparison of the various illnesses and acci-

per cent; heat-stroke - 9.3 per cent; finger amputations - 6.8 per cent; acute gas poisoning - five per cent; sprains and dislocations - 2.5 per cent; and eye burns - two per cent.

A breakdown by 'department', i.e. deck as against engine-room personnel, reveals a higher percentage incidence of bruises, wounds (cuts), fractures and sprains among the former. As might be expected, burns, cases of amputations of fingers and heat-stroke were more frequent among engine-room personnel. Bruises, wounds and fractures (in that order) still claimed the greater number of victims, however, irrespective of department.

A study of accidents aboard ship shows that the 'human factor' accounts for something like seventy per cent of the total number. Accident prevention therefore cannot afford to ignore this important factor whilst stressing the need for regard for the safety factor in such matters as construction, layout and equipment and appliances. Accident prevention in fact

injury through accidents was found to account for the greatest number of cases treated by the RMC (after digestive disorders). One of the most common types of injury was found to be that resulting from a fall. By means of its radio medical network, the Centre is able to give practical advice as to the correct medical handling of the injured person right from the very start



must start from a study of these 'attendant circumstances'. Among these may be enumerated: the dimensions of those places in which seafarers are required to work, eat, sleep and spend their leisure moments; the means of access to these places; the type of flooring; the lighting and ventilation systems; the temperature and degree of humidity in engine-room, living quarters, stores and offices, as well as the position of mechanical moving parts in relation to those who may come into contact with them. Much has been done in this connection, especially on modern vessels. Nevertheless, it must be admitted that 'structural needs' frequently result in making the seafarer's work directly or indirectly more dangerous.

In many respects, however, that same technical progress which has tended to bring about improvements in living and working conditions on board ship has at the same time created conditions placing higher demands on those called upon to perform the various duties associated with them. This increase in the number and variety of duties calling for higher qualifications and specialist knowledge tends to multiply the number of accidents leading to physical injury resulting from 'human' failings and shortcomings such as: temporary loss of concentration; imperfect knowledge of the machine or appliance being handled, or over-confidence; and a lack of the requisite rapid reflex action whenever a dangerous situation suddenly develops.

It is therefore of increasing importance that regard be paid to the 'suitability factor' in the selection of those exercising or intending to exercise the seafarer's calling.

Apart from the obvious safety measures designed to prevent accidents, many of which find expression in legal enactments, there are two factors of major importance worthy of consideration in the general field of safety at sea. These are food and hours of work.

In connection with seafarers' food, it would be well to consider a wiser choice of the food provided as well as a more rational spread of the meal-times over the twenty-four hours. Another point for consideration



An Italian Navy launch is called in to help in the work of medical aid to seamen. During the years 1954 to 1958 the International Radio Medical Centre treated over four thousand cases of sickness of injury among seafarers either directly or 'over the air' through radio contact with ships



Shipboard treatment of a patient under instructions sent out 'over the air' from the Rome headquarters of the International Radio Medical Centre. The Radio Medical Centre has worked out a code for use by shipmasters, thus obviating any language difficulties which may arise



Shipboard treatment of an injured seaman. In the accompanying article the author maintains that a very large number of shipboard accidents are demonstrably the result of 'accident-producing' situations which might have been avoided if a little care and thought were exercised

The accident rate among seafarers is appreciably higher than among shore-based workers. With no doctor on board it is a great comfort for this sick seamen to know that radio contact is being established with the IRMC in Rome which will provide expert medical advice



is the need for more vegetables and fresh fruit in tropical zones as the normal diet is too rich in fats and nitrogenous elements. Irrespective of the climate, however, it would be wise to increase the ration of sugar, especially for those performing more arduous tasks. All in all, a greater elasticity should be observed in the matter of food.

Hours of work have a close bearing on proneness to accident and consequently must be considered in any review of measures designed to reduce the number of accidents at sea. Study of this subject reveals that the incidence of accidents, after reaching a peak in the third and fourth hours of work, drops sharply up to the seventh hour and then rises rapidly in the eighth and succeeding hours. It has also been noted that night work gives rise to more accidents than day work. In addition to an appropriate diet, the seafarer needs adequate periods of rest and sleep.

Consideration should also be given to the possibility of reducing the more arduous tasks to a minimum in particularly cold or hot zones or during periods of very rough weather; seamen who have

been called upon to work during particularly bad weather should also be given ample periods of rest afterwards. In this way they would be kept in the best physical condition to perform their duties with a minimum of accident proneness.

From a study of accidents at sea it may be deduced that the subject of accident prevention can be effectively pursued under four aspects: the technical, the medical, the psychological and the educational.

The technical aspect presupposes regular visits by technical experts, control of the safety appliances and arrangements and a constant review of the operation of machinery and appliances with a view to improvements. From the purely health aspect, initial and periodical medical examinations are called for, whilst, in the psychological field, newcomers in particular should undergo fitness tests designed to establish their suitability for the seafarer's calling. In the matter of educating the seamen and the public to a greater awareness of safety of life at sea, use could be made of the spoken word as well as of the radio, cinema and the Press.

Statistics compiled by the Cassa Marittima Tirrenica covering the period 1936-50 show that, although the number of accidents has continued to decrease throughout that period, there has been a growth in their seriousness. This is what might be expected given the increasing tempo of mechanization in the maritime field which whilst relieving the worker of many tasks involving heavy physical work, places a heavier burden on his sensory reaction and aptitude for the task to which he has been assigned.

This aspect of the seafarer's calling was called into prominence at the 41st Session of the ILO Conference (Geneva, 1958) when it was stressed that during the last ten years the training of seamen has assumed increasing importance as a result of the specialization of the various duties to be carried out on board and a shortage of fully qualified men to perform them.

Summing up, it may be said that accident prevention on board ship must be based on the following five desiderata:

- 1) improved safety equipment within the framework of more healthy conditions of work;
- 2) more highly qualified personnel in view of increased specialization necessitated by greater mechanization and an increase in the extent and complexity of mechanical equipment;
- 3) a greater awareness on the part of seafarers of the need for being 'accident-minded';
- 4) closer collaboration between ship designers, technical experts, health experts and the medical profession; and
- 5) continued propaganda on board ship to ensure safety-mindedness.

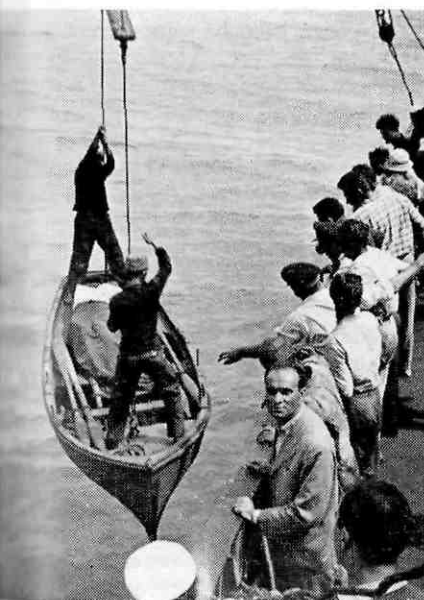
Accident prevention, in short, should not be just a dry list of safety regulations posted up somewhere on board or available for inspection if required. On the contrary, crew members should be made aware that they are 'living with danger' and what are the best means to recognize it and deal with it successfully. In this connection the establishment of 'shipboard safety officers', already in existence on some vessels, is to be recommended. These would



The airplane is also called into service in the IRMC's work of giving the best and quickest possible aid to sick or injured seamen. Here an injured man is transferred from a boat to an airplane for speedy transit to a hospital on shore (All photos by International Radio Medical Centre)

...ave training in the subject and be assigned
...he task, among others, of ensuring that
...ll data relating to shipboard accidents is
...ransmitted to a competent central author-
...ity charged with studying it and, on the
...basis of the additional knowledge thus
...obtained, making relevant recommen-
...dations. These could be circularized on
...board ships together with other matter
...dealing with shipboard safety, as well as
...forming the basis of relevant legislative
...enactments. In this connection it could be
...argued that, since the performance of work
...is a duty which each of us owes both to
...himself and to society, we are all equally
...entitled to whatever protection society can
...provide in the way of legislation to mitigate
...the dangers associated with the exercise
...of our calling.


If it is to succeed, an accident prevention
campaign demands close collaboration
between the competent authorities, em-
ployers and employees. All three must work
together to combat the attitude of mind



The victim of a serious accident is put ashore for further care in hospital after first-aid treatment by the ship's master under directions via the ITRMIC's radio network. A 'human' picture which vividly underlines the humanitarian aspects of International Radio Medical the Centre's labours

induced by a fatalistic acceptance of the inevitability of shipboard accidents. It can be demonstrated that such an attitude is not even based on facts. Far from being isolated incidents which 'just happened' and could not have been anticipated, a very large number of shipboard accidents are demonstrably the result of an 'accident-producing' situation having both subjective and objective characteristics which could have been avoided. The 'subjective' or personal factor in accidents was pointed out as long ago as 1916 when it was shown that certain individuals are more accident-prone than others. This has subsequently been confirmed by a number of investigators in this field who have demonstrated that this proneness consists of incidental factors (such as lack of the requisite specialized knowledge and preoccupation of the mind with other matters) together with permanent factors (such as a lack of the ability to concentrate and certain defects in the correlation between mind and muscular reaction which make the person incapable of coping successfully with a dangerous situation when it arises suddenly). It is for this reason that the value of a pre-entry examination of every seafarer is stressed as well as the keeping of permanent and continuous individual health record cards of all seafarers at the various health insurance centres, with a copy to be retained by the individual seafarer and inserted in his seaman's 'book'.

Less TB among US seafarers

 THE LONG FIGHT TO STAMP OUT TB AMONG US SEAFARERS is achieving marked success, according to figures recently published by the ITF-affiliated Seafarers' International Union of North America. In this connection invaluable help is given by clinics run by the SIU in such centres as New York, Mobile, Baltimore and New Orleans. These play an important role in the battle against TB by supplying the first element in controlling tuberculosis: early detection. With regular physical examination of seafarers at these clinics

including a chest X-ray, many cases are picked up early enough to ensure comparatively rapid return to work after treatment in a US Public Health Service hospital.

The decline in TB among US seafarers may be deduced from the number of seafarers hospitalized at the Manhattan Beach PHS hospital. At the end of October it was nineteen, compared with forty-three cases at the end of January 1958. During the course of the last year (Jan.-Oct. 1959) only three cases of suspected TB were reported for hospital treatment by the Brooklyn clinic run under the SIU's welfare plan. Although these figures do not constitute proof, they may be taken as indicative of a trend evident during a period when union membership was actually on the increase.

Under the SIU clinic set-up, seafarers get a thorough physical examination at least once a year. The examination includes blood tests, eye tests, a chest X-ray, electrocardiograph tests and other procedures involved in a head-to-toe physical check-up.

Should the examination detect any ailments or suspicious conditions, the seafarer is referred promptly to the nearest US Public Health Service facility for treatment. As circumstances warrant, he may be asked to come back at three-month or six-month intervals for further checks.

If the seafarer passes the examination, he is given a card good for one year. When the card expires he comes back for another check-up. This routine has been successful in a number of other areas besides TB, notably in checking high blood pressure, arthritis, diabetes and other conditions of a chronic nature.

The follow-up procedure is also immensely valuable in treating post-TB cases. Usually when a hospital discharges a TB patient, it asks that he come back after three or six months for periodic check-ups. In the past, some men neglected to do so and suffered relapses. Now, however, a discharged TB patient gets the re-check notation on his SIU clinic card. Since his card expires at the end of three or six months, the patient is sure of getting his re-examination.

What they're saying



Eager to leap-frog several decades

GLOBE OVER THE LAST TEN YEARS a dozen or so African territories have achieved either full independence or a considerable measure of self-government and this is a process which is bound to continue, for once the peoples of a whole continent are on the march towards freedom there is no power on this earth which can stop them. The outcome of the political struggle – however dark the immediate outlook may appear in this or the other territory – is no longer really in doubt. What is by no means certain, however, is whether economic growth can keep pace with political development and so provide a firm basis for social progress.

The ICFTU has always understood the need for short-circuiting historical development in this respect. In the older industrialized countries the trade unions were born in a long and painful process out of the social upheavals caused by the industrial revolution... It needed more than a hundred years before they were strong enough, not merely passively to defend the workers from the worst excesses of capitalist exploitation, but also actively to win for them an ever-increasing share of the benefits of technical progress. The peoples of the newly-developing countries are not prepared to wait so long. They are eager to leap-frog several decades of economic and social history; and who will insist that they patiently proceed from their own Tolpuddle martyrs' epoch for upwards of a century before they even begin to taste the fruits of social progress?

from Free Labour World

'Of concern'

GLOBE IN MAKING REFERENCE to the projected visit of Mr. Macmillan to South Africa, that country's leading Afrikaans newspaper, 'Die Burger', said it could not be welcomed too strongly as 'what was happening in Africa was of direct concern to South Africa and what South Africa was doing was of equal con-

cern to her neighbours and to Britain., How true is that quoted phrase, but how disgraceful that neither the Government of South Africa, nor its Press, have ever appreciated it in the only context which counts – the treatment of the coloured people of South Africa.

The policies pursued by the white rulers of South Africa, of apartheid, of suppression, crude exploitation, and ruthless inhumanity towards the coloured people are of direct concern to a resurgent Africa, to Britain, and to all who believe in humanity, that is, in human beings.

No ultimate peace is possible in the world whilst such policies as have been pursued by the South African Government continue to denigrate and destroy standards of human dignity, human conduct and decency.

Because these things are of 'equal concern' to us all, the latest example of inhuman and infamous actions, the case of Mrs. Mafakeng, has roused deep indignation throughout the world. At the last Executive Council meeting of USDAW a resolution of protest was forwarded to the South African Government, and the appropriate International to which the Union is affiliated was also asked to protest.

The TUC has expressed its condemnation of the South African Government on this issue.

Mrs. Mafakeng is black, and in that lies her greatest crime. Additionally, she helped to organize the African Fruit and Canning Workers' Union, of which she became president. That was her other 'crime'. For these 'crimes' the South African Government banished Mrs. Mafakeng, from her home, her husband, her family of eleven, and her aged father-in-law, to a remote part of the territory 700 miles away from her home. The horrifying part of the disgraceful story is that the South African Government does not have to prove anything against her in open Court. All it has to do, and has done, is to declare her 'a danger to the peace, order, and good administration of the natives', and because she is black she is powerless to resist this arbitrary and inhuman act.

The British TUC, in a statement, said that in its view the action taken by the South African government was directly due to Mrs. Mafakeng's trade union activities.

The whole case is an affront to the conscience of all decent, right-thinking men and women everywhere, and of concern to all who care for the future, for to repeat 'Die Burger' in a different context, what South Africa is doing is of concern to Britain and the world, for such shameful action imperil the whole world.

from New Dawn

The right to strike

GLOBE A PROFESSOR FROM THE UNIVERSITY OF MARYLAND, a conservative institution, made some highly appropriate comments the other day on the issue of the right to strike. The professor, Harold J. Sylvester, aired his views in a letter to the Washington (D.C.) Star.

He said that 'tensions created by the strike' have brought some people to the view that 'workers have the right to strike only so long as they refrain from exercising it'.

'It now appears', he added, 'that a new doctrine is developing: The only permissible strike is the unsuccessful strike. So long as a particular strike does not seriously inconvenience the public, the strike must be tolerated.

But as soon as it creates a pinch 'something should be done about the conspiracies against the public'.

'The purpose of a strike', he continued, 'is to put economic pressure on the employer and his customers. If it becomes unlawful the moment the employer or the customer inventories run short, then the right to strike means little indeed'.

Clearly, Professor Sylvester has made an important point. The right to strike is one of the basic freedoms of our democracy. Once America starts chipping away at any of these freedoms, just to avoid inconveniencing somebody, then democracy loses its meaning and totalitarianism gains.

from Labor the US railwaymen's weekly newspaper

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
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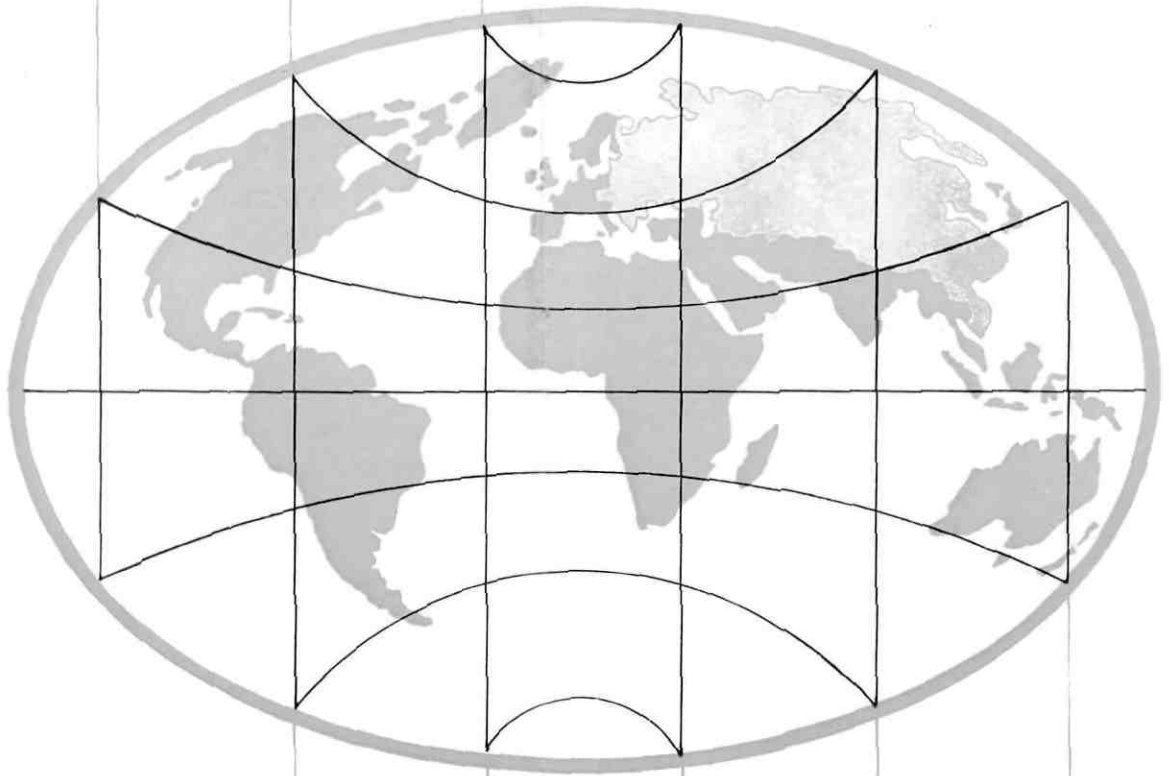
Publications for the world's transport worker

International Transport Workers' Journal

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