

# International Transport Workers' Journal

Volume XXI • No 1 • January 1961

1



## In this issue:

Seamen without  
a homeland  
by N. Metslov

Worth his weight in gold  
by Sylvain Donadieu

A clean start  
by Lee Ki Chull

Welfare in British ports  
The MEBA welfare plan



Monthly Publication of the International Transport Workers' Federation

# International Transport Workers' Journal

1

*Monthly Publication of the ITF*

Head Office: Maritime House, Old Town, Clapham, London SW4  
Telephone: Macaulay 5501-2  
Telegraphic Address: INTRANSFE

Branch Offices: ASIAN OFFICE – 143 Orchard Road, Singapore 9

TOKYO OFFICE – Kokutetsu Rodo Kaikan, 1, 2 – chome,  
Marunouchi, Chiyoda-Ku, Tokyo

AFRICA – 145 Strachan Street, (P.O. Box 154),  
Ebute Metta, Nigeria

---

*Forthcoming meetings:*

Antwerp	25 January 1961 Fair Practices Committee Meeting
Antwerp	26 and 27 January 1961 Seafarers' Section Conference
Stockholm	1 and 2 February 1961 Civil Aviation Section Conference

## Comment

### Not built in a day

ROME – says the English proverb, and for all we know the Italian one – was not built in a day. From this reflection we are expected to draw comfort on those occasions when things – and people – appear to be taking an inordinately long time about something. The implication is, of course, that the Roman capital *was* built – finally. As the builders made a fine job of it, nobody is carping about the time it took to build or asking any awkward questions as to whether all that overtime was really necessary.

But does the corollary hold true? Must we always take such a long time building not only our edifices, and towns but, above all, our institutions? Furthermore, do we have to go on repeating the same old wearisome mistakes? Must the development of our institutions – and here we may think particularly of the growth of trade unions and systems of collective bargaining – always be attended by unreasoning opposition calling forth violence and the play of blind passions?


The answer, unfortunately, would appear to be 'yes'. That at least would seem a justifiable inference to draw from the picture of trade union development in the United States as reported on by a recent ILO mission. (*The Trade Union Situation in the United States, Geneva, 1960; price \$1.25; 7s. 6d.*) There are some who may have thought that, given a new country populated by immigrants – many of whom had come to the new land in protest against tyrannies in their homeland, and all of whom were thus released from any hampering ties of tradition and outworn practices – a situation would have been created friendly to a more expeditious and less stormy introduction of social institutions such as the trade unions and the procedures of collective bargaining with which they are associated.

Such however was not the case. Orderly and peaceful labour-management relations, we are forced to infer, must be learned the long and hard way whatever the setting. There are no 'magic pills' to ensure that the process of growing up in the sociological sense can be speeded up. Human beings are human beings and their institutions but man made. Children will walk and talk when they are good and ready – and not before. The squabble and the punch on the nose will invariably precede the quiet chat and reasoned argument.

# Seamen without a homeland

By NIKOLAUS METSLOV



 DURING MR. KHRUSHCHEV'S latest visit in New York an Estonian seaman put him in a most awkward situation. This ordinary greaser, Victor Jaanimets, jumped off the Premier's ship and chose freedom instead of the Communist paradise. Through his courageous act, and statements based on personal experience of actual Soviet life, he proved clearly and convincingly not only how false are the tales of the Soviet leader about the freedom which, as he says, prevails in that country, but also how Soviet Russia herself is carrying out a ruthless colonial policy in relation to other peoples and in particular to the Estonian people.

This jumping of an Estonian seaman from a Soviet vessel is not a unique event. There have been several cases, although they have not always been brought to public notice. The circumstance that just Estonian seamen are fleeing from the Communist dictatorship is due, on the one hand, to the Estonians' great love of freedom, their deeprooted antagonism against alien oppressors and their strongly developed individualistic turn of mind. On the other hand, the escape of Estonians has also been favoured by the circumstance that Estonians are an ancient seafaring nation. Expanding Soviet shipping is therefore forced, even if unwillingly, to make use of their ability.

As is known, Estonia is a small state on the shores of the Baltic Sea. At present one of the republics of the Soviet Union, 85% of its boundaries are washed by the sea. Owing to their geographical situation the Estonians have been a seafaring people from ancient times and descriptions of their sea travels can be found in old chronicles. In virtue of the Estonians' seafaring qualities they are also employed now by Soviet Russia; but, as the Communist authorities don't trust Estonians, their services are used with great restrictions and to a very modest extent. Ships visiting ports of the free world employ but very few Estonians who are only admitted after extremely severe checks. These seamen must

*Nikolaus Metslov, General Secretary of the Estonian Seamen's Union and author of this article, has known many years of exile from his native land and experienced the difficulties of organizing a body of men sailing under a dozen flags not one of which they can call their own*

be politically absolutely loyal, a further condition – to which almost no exceptions are made – being that they have near relatives, wife, children etc., living in the Soviet Union. If a seaman were to get the idea of jumping ship he knows that his relatives at home would be put in a most difficult situation. Furthermore, careful watch is kept on board as well as in port: no seaman is allowed to go ashore by himself, they always go in groups, each of them watching the others. In view of these restrictions and the risks involved, it is amazing that there have been so many cases of jumping ship.

Estonian seamen in the free world, of course, don't consist only of such who have succeeded in escaping from Soviet ships in recent years. Actually there are at the present moment in the free world some 2,500 Estonian seamen, most of whom have escaped there under quite different, though equally tragical, circumstances.

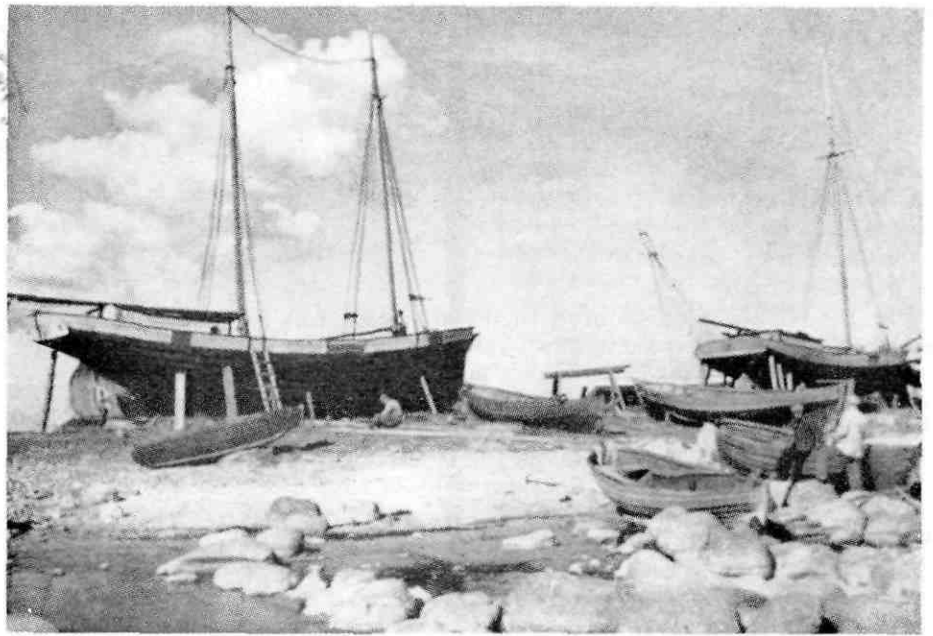
In 1939 the notorious Molotov-Ribbentrop Pact was concluded in which Nazi Germany and Communist Russia agreed on the division of the independent states of Eastern Europe. Without asking for the opinion of the peoples concerned, Stalin and Hitler agreed that the Baltic States, among them Estonia, were to be assigned to the Soviet sphere of power. Soviet forces entered the Baltic countries, to begin with under the pretext of manning certain military bases in order to defend the Baltic peoples against the menace of war. Soon, however, complete control was assumed, Estonia and the other Baltic States being incorporated into the Soviet Union.

In those disastrous times many Estonian ships were in foreign waters and, being aware of the Russian menace, they never returned to Estonia. Evil times followed for the Estonian people in their native country under Stalin's ruthless and brutal régime. Many seamen and trade union men were arrested or deported to Russia where



*Tallinn, capital of Estonia, a country whose fate it has been to fall under the heel of soviet imperialism. Thousands of its inhabitants have been deported to Russia where they have disappeared without trace. Many seamen escaped this fate by reason of being on the high seas at the time*

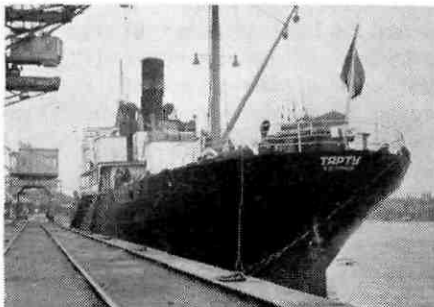
*There are some 2,500 Estonian seamen in exile in the free world – seamen without a homeland. The year 1939 saw the beginning of an exodus from a country which had become merely a pawn in the 'big political game' played by Nazi and soviet imperialism and in which people do not count. Many escaped to freedom on such fishing and coastal craft as those shown on 'this photo*



they disappeared without trace. One night in the early summer of 1941 some ten thousand ordinary people were surprised in their homes and deported in goods wagons to Siberia. Similar mass deportations occurred in March 1949 under the second Soviet occupation.

In the summer of 1941 Hitler declared war against his ally Stalin, and in the autumn German troops conquered the whole Baltic area. Hitler's fascist régime brought new sufferings for the Estonian people, and many Estonians, among them seamen, were obliged at the risk of their lives to leave their native country and escape into freedom – in the first place to Finland and Scandinavia. In the autumn of 1944, when the German armed forces were preparing their retreat from Estonia and the control of the Gestapo weakened, tens of thousands of Estonians, whoever found an opportunity, took advantage of the situation to escape to the West. Among these refugees there were very many seamen.

A number of the seamen who succeeded in escaping to the free world found employment on those Estonian ships which had stayed in Western Europe and had



*Not all Estonian vessels and their crews managed to escape the clutches of the Russians. This ship now bearing the name 'Tartu' in Russian characters, with Tallinn as the name of her home port, is the former Estonian steamer 'Minna'*

been returned to their former owners after the end of the war. The number of these ships, however, was inconsiderable, the greatest part of the Estonian merchant fleet having fallen into the hands of Russians or been destroyed during the war. Large numbers of Estonian seamen therefore had to look for work on foreign ships, and today we still find many Estonian seamen serving in Swedish, English, Norwegian, U.S.A. and other merchant fleets, where they are generally appreciated as able and efficient workers.

As early as 1943 the Estonian seamen who had escaped into freedom founded their trade union in exile. They were inspired by the old traditions of their native country – the trade union movement had started in Estonia about fifty years ago – as well as by the realisation that even in unfamiliar conditions they could best protect their interests with united forces and in collaboration with the trade unions of the free world.

In the beginning, the activities of the young organisation were of a limited scope and rather diffuse. In 1949–50, however, the situation underwent a cardinal change. By that time all the Estonian shipowners had got back their ships from the allied powers who had confiscated them during the war. The Estonian seamen employed on these ships now constituted so considerable a body that the protection of their interests inevitably became the foremost problem calling for considerable efforts and a great deal of work on the part of the organisation. This made it necessary to revise the structure and statutes of the organisation, and it was transformed into a genuine trade union

under the name of the Estonian Seamen's Union (ESU). The staffs of the leading organs of the organisation, too, underwent a thorough change. The Union was now led by new men inspired by the trade union movement in the Western world and firmly resolved to follow its example in the activities of the ESU.

In 1950 the Estonian Seamen's Union was also admitted into membership of the ITF. This gave the organisation great moral support and authority in regulating its relations with the shipowners. That same year the Union succeeded in concluding a collective agreement with the major part of Estonian shipowners; soon one hundred per cent of the ships operated by companies registered in Europe had signed the agreement.

Since it had become impossible to sail under the flag of independent Estonia, the Estonian merchant fleet in the free world started using Panamanian, Liberian and other similar flags. Owing to the refugee status of the seamen and the considerable privileges accorded to their employers by the legislation of these countries, the Union considered it its foremost and most essential task to establish collective agreements guaranteeing seafarers on Estonian-owned ships rates of pay, working hours, sickness and accident benefits, etc., in conformity with West European standards and in accordance with ITF practice. The Estonian seamen's collective agreement was consequently based on the rates and conditions provided by the British National Maritime Board agreements. All revised and improved rates included in these agreements are also automatically applied to Estonian

*Estonian fishermen. In the autumn of 1944, with German occupying forces preparing to leave the country, thousands of Estonians took advantage of the situation to escape to the West – many of them in such small fishing craft as shown here*



ships. In addition, the collective agreement ensures certain other advantages which do not exist on British ships.

The Union's struggle for better conditions of work soon called forth strong opposition in the ranks of the shipowners. The ESU had proved to be a greater and more dangerous force than the shipowners had thought in the beginning, and therefore they tried in the first place to split its unity. Since members of the crew as well as officers were enrolled in the Union, attempts were made to provoke artificial antagonism between these two professional categories. For this purpose even a yellow 'Officers' Union' made its appearance, consisting in the main of co-owners and their close friends. In order to confuse the seamen, the collective agreement with the Estonian Seamen's Union was terminated and all the ships were informed that the Estonian Shipowners' Association had now signed a collective agreement with the 'Officers' Union'. Naturally the conditions of that 'collective agreement' were much more advantageous to the shipowners than those provided by the ESU agreement.

The Estonian Seamen's Union reacted resolutely to this provocation. On the termination of the collective agreement, broken by the shipowners in 1954, the Union proclaimed a general strike, demanding the continuation of the collective agreement with the ESU and the cancellation of the agreement with the fictitious 'Union'.



*President of the Estonian Seamen's Union, A. F. Suurna (right) in conversation with the late Charles Lindley (centre) during the ITF Stockholm Congress in 1952. In this article the ESU General Secretary, N. Metslov (left) tells the tragic story of the Estonian seamen in exile*

As the Union was young and economically weak, and the ships were spread all over the seas without a fixed home port, the proclamation of the strike was a very risky enterprise. It was, however, a greater success than expected, and the shipowners were very soon forced to accept the demands of the Union.

Nevertheless, collaboration between the Union and the shipowners did not improve and as early as the following year, in 1955, there was a new conflict which likewise culminated in a general strike. This strike, which embraced all the ships, lasted for nearly three weeks and was full of dramatic moments. All the seafarers employed on Estonian-owned ships, officers as well as members of the crew, took part in the strike, and work was stopped on all ships. There were but very few strike-breakers who, of course, could not sway the course of the strike. No more could the seamen's resistance be broken by consuls of foreign countries who had been called upon to visit the ships where they admonished the strikers to take up their work, or threatened that they would be handcuffed and sent home under escort.

In order to confuse the strikers, the yellow 'officers' union', meanwhile fallen into oblivion, was mobilised once more and sent telegrams to the ships announcing that the strike had been terminated and that work must be resumed. The text and signatures of these telegrams were designed to give the impression that they had been sent by the Estonian Seamen's Union. Attempts were also made to make the most of the Estonian diplomatic representation which still exist in some states, as well as of some refugee trade union men, known for their friendly attitude towards the shipowners, who now were expected to exercise pressure on the Union through the ITF and induce it to finish the strike. At the same time there was an intense campaign of whispers with a view to discrediting the leading men of the Union among the members of the Union and other refugees. However, to give truth its due, it must be admitted that there were also Estonian shipowners who neither used such ugly tricks nor approved of them.

In spite of the efforts and tricks of the shipowners, as well as their greater economic resources, they could not break the united front of the Estonian seamen and their Union, and finally they were forced to surrender. Their capitulation was complete, and the demands of the Union were satisfied to their full extent. As a result, the wages and working conditions of seamen were considerably improved. The new agreement raised the rates of sickness and accident benefits which are now higher than the British rates. All officers and members of crew employed on ships are obligatorily insured and their premiums are paid by the shipowner alone.

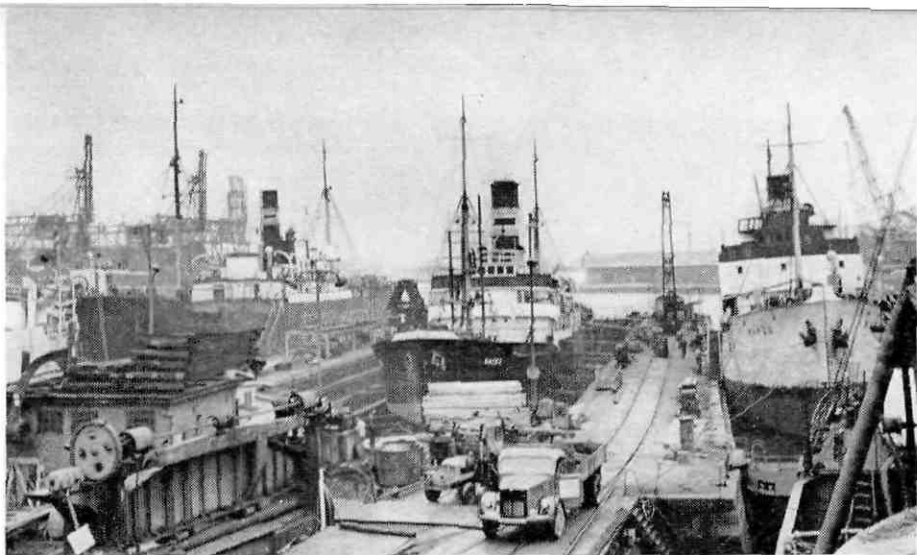
One of the most important results of the strike was the so-called organising clause in the new collective agreement. In accordance with this clause all seamen who work on Estonian ships must be organised and enrolled in the ESU. The shipowner is responsible for deducting and forwarding members' dues to the Union. Thanks to the results achieved by the strike, at the present time all seamen working on Estonian-owned ships are trade union members.

The collective agreement lays down, among other things, that on Estonian ships, besides the usual holidays, Estonian national commemoration days are also considered holidays. Since these national holidays are abolished and prohibited in Estonia under the present Communist régime, Estonian seamen in the free world are the only workers who, in perfect justice and on the basis of their collective agreement, carry on that national tradition.

Although the strike had been of considerable duration with all work at a standstill, the seamen suffered no economic damage. In accordance with the agreement, the shipowners paid the seamen their wages for the whole period, just as they had been obliged to pay after the strike of 1954.

It is easy to understand that after such a severe struggle it took a long time before the relations between the Union and the shipowners began to grow normal again. Even at this moment certain tendencies to work against and undermine the Union still occur among some shipowners and

*Three Estonian ships in a European port. The ESU has a collective agreement with the majority of Estonian shipowners guaranteeing wages and conditions based on those laid down in British Maritime Board agreements. The ESU had to fight to get this agreement however, as witness the protracted strikes of 1954 and 1955*



their companions who cannot forget their severe defeats in 1954 and 1955. A bad example is also set by a couple of Estonian ships in the USA. Regardless of all efforts made by the Union, their owners have so far not concluded a collective agreement with the Union, and the conditions of pay and work of their crews depend, as on other Panlibhon ships, solely on the shipowner's judgment. As the national composition of these crews is very mixed, and the ships are at a great distance from the Union, the ESU cannot count upon any help from the crews in obliging the shipowners to sign the collective agreement. Since the solution of this problem is of great importance for the Union, we are hoping for an action on the part of the ITF which would settle the problem of Panlibhon ships to its full extent, as well as in particular for the fraternal assistance of the USA unions.

The ESU, as a trade union, has no political goals. But when there is a reason and occasion which makes it necessary we, of course, find it our duty to throw light on the injustices which we have suffered and which forced us to leave our native country. Yet we do not intend to incite any hostility between the East and the West. We believe that the sharp rivalry in the domains of technics, economy, etc., which exists between the democratic and Communist fronts at the present, will sooner or later show which of these systems is justified and fittest to live. We have no right, and it would be of no avail, to advise the free world how to struggle against Communist aggression. From our experience we, however, have perhaps a better knowledge of the Communist menace than many others in the free world. We also know that a struggle against that menace, if it is to be successful, demands enormous efforts from the free world. It also makes it particularly necessary that vigorous democratic ideology is applied not only in words but also in deeds, leading to the realisation of the principles of social justice and freedom of peoples and to the abolition of inequities which unfortunately still occur here and there in the free world.

Although the ESU has followed a realistic

course of work and avoided all political activities, the Communists make strenuous efforts to hinder the activities of the Union and to destroy the organisation as such. Their undermining work is done skilfully and on several fronts. The reason is obvious. A trade union whose membership consists of refugee workers, forming a monolithic whole, constitutes by its sole existence a grave indictment of the Communist system and its doctrines. Moreover, affiliated with the ITF and the ICFTU – in the latter the ESU is the only trade union representing workers whose home is behind the Iron Curtain – and working hand in hand with the trade unions of the free world, the ESU is a constant reminder to the workers of the whole world of what the free world has to expect from Communist dictatorship.

In proportion to the very small number of Estonian ships, the economic resources of the Union are very modest. In view of its limited resources, the activities of the Union are in the first place connected with the protection of its members' professional interests: it takes care that the conditions of the agreement are fulfilled without any divergencies and that the seamen's conditions of pay and work are improved in accordance with the requirements of current developments. In spite of all difficulties, the Union has managed to fulfill its duties, partly owing to the considerable help it has received from its members who, with self-sacrifice and to a great extent without any remuneration, are working in the Union organs and directing its activities.

Although the resources of the Union are small, it gives pecuniary assistance and loans (free of interest, of course) to its members who happen to be in need. The Union has also supplied at its own expense mobile libraries, consisting of Estonian literature, and publishes the Union bulletin 'Eesti Meremees' (Estonian Seaman) which

is distributed free of cost. Naturally there are many other urgent tasks to which the organisation should apply itself. Problems like leisure time occupation, cultural recreation etc., to which a great deal of attention has been paid by other trade unions, are especially poignant and urgent as regards Estonian ships owing to the special refugee situation of our seamen. Yet here, as well as in other domains, insurmountable obstacles are encountered owing to lack of means.

The structure of the Union is based clearly and completely on democratic foundations. The highest body of the Union – the Council – is composed of representatives of the officers and members of the crew on a proportional basis and elected, in accordance with the statutes, by written and secret votes. The electoral committee, which controls the election procedure and its results, is also elected in the same way. The executive body of the Union – the Executive Committee – is elected by the Union Council. All these bodies are elected for a period of four years. The last Union elections took place at the end of 1958.

We believe that as long as there are Estonian ships in the free world, the existence of the Estonian Seamen's Union is not only justified but indispensable. So far the activities of the organisation have proved that the professional interests of refugee seamen are most successfully protected by an organisation of their own which naturally knows and understands best their problems and worries. Parallel with this, for many years now, from the time when the problem of the Panlibhon ships was still quite new, the ESU has occupied itself with this problem and solved it as far as Estonian-owned ships are concerned. In this way the Estonian Seamen's Union can claim to have made a contribution, even if to a limited extent, towards the solution of a problem of wider aspect.

# Welfare in British ports

**T**HE BRITISH NATIONAL DOCK LABOUR BOARD has recently issued a booklet entitled *Welfare among Dock Workers 1940-1960*. The fourth in a series of educational booklets, it describes the welfare activities for dock workers sponsored by the Board and reviews the historical background to the extensive range of welfare schemes which exist in British ports today. Copies of the booklet are available free of charge from the National Dock Labour Board, 22-26 Albert Embankment, London, S.E. 11.

Early in the Second World War the British government introduced a series of schemes designed to maintain a regular work force in the ports in order to secure a quick turnaround of ships in wartime conditions. These became the basis of the postwar dock labour decasualization scheme established in 1947 under the authority of the Dockworkers' (Regulation of Employment) Act of the previous year. This National Dock Labour Scheme was primarily concerned to ensure that dock workers should no longer be subject to the demoralizing insecurity which had till then characterized the industry.

The body set up to administer the scheme, the National Dock Labour Board, consists of a Chairman and Vice-Chairman appointed by the Ministry of Labour and

eight members nominated by the National Joint Council for the Port Transport Industry - four representatives each of the workers' and employers' sides. The Board is concerned with carrying out the decisions of the joint industrial council which fixes wages and working conditions without the intervention of any third party, and a considerable degree of autonomy is given to Local Dock Labour Boards which consist of equal numbers of local workers' and employers' representatives appointed by and answerable to the National Board. These Local Boards maintain registers of employers and dock workers; allocate workers to employers; keep records, including attendance records; pay wages as employers' agents; make other payments under the scheme; and collect social secu-

rity contributions from both workers and employers. All the costs of the scheme, including those of administration, are borne by the employers, who pay a levy calculated as a percentage of their payrolls. The surplus which remains after the appropriation to the management fund is allocated to a general reserve and to welfare.

## Statement of principles

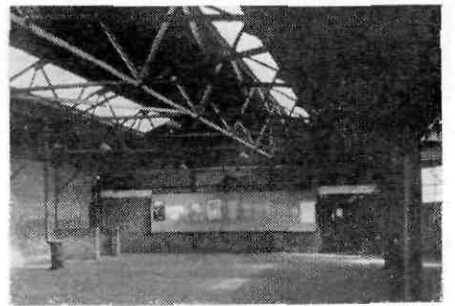
The wartime measures were directed towards efficiency rather than welfare, but they did contribute to improving the standards of life of dock workers. For instance, the system of weekly pay was introduced generally for the first time, and temporary covered 'call stands' (where the men waited to be 'called' to work for the various port employers) were erected in a large number of ports. Up to the end of the war there was no clearly defined area of responsibility for the administration of dock welfare. 1947, therefore, saw the publication of *Welfare, a Statement of Principles*, which was agreed by the new National Dock Labour Board and the joint industrial council. This provided a skeleton welfare policy for the industry. It laid down firstly that 'the Board does not contemplate relieving voluntary and statutory bodies and individual employers of their obligations or clear responsibilities and the responsibility under existing law of approved employers will remain unchanged'. This meant that the Board was not intended to duplicate services which already existed, but was to use its funds to provide medical services - the first priority - canteens, lavatories, facilities for washing, drying and changing clothes, rest rooms, transport, etc. The responsibility for administering these facilities was to lie with the Local Boards, acting alone or with the co-operation of other contributors. In relation to social welfare activities such as sports clubs, education,

*The Ministry of Labour's Rehabilitation Centre at Egham, Surrey. During 1959, 143 dockers were treated here. During treatment, the Dock Labour Board supplements the man's personal allowances from the State so that he receives an amount equivalent to the guaranteed minimum applicable under the Scheme, £7 Os. 3d. per week*





1



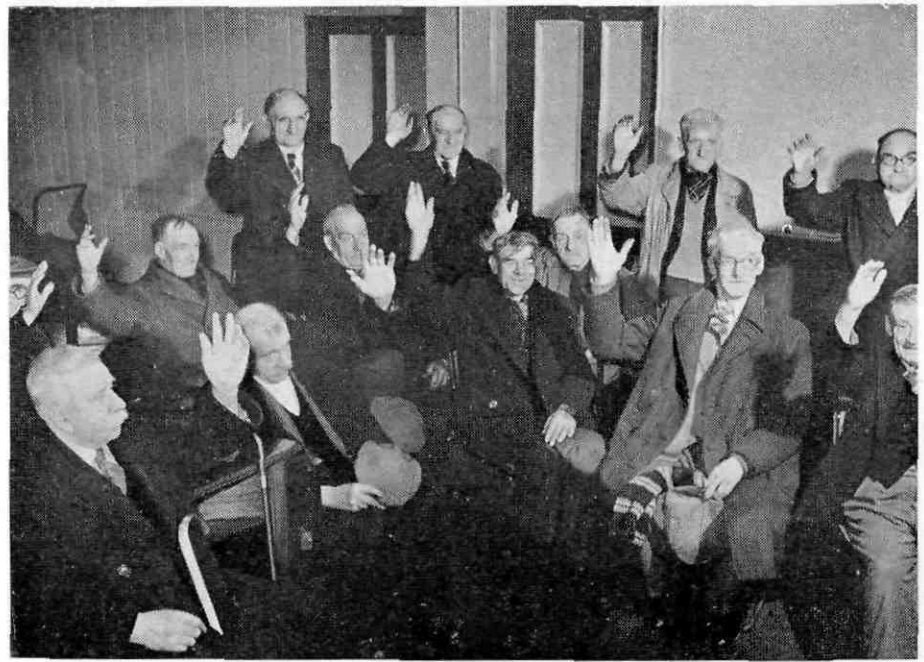
2



3



4



6



5



first aid and craft classes and dockers' clubs, primary responsibility for their organization and financing was placed on joint autonomous bodies of employers and workers, but the Board was to grant financial and other assistance where necessary to any schemes recommended by the Local Boards.

### The Board sets to work

In 1949 a survey of dock amenities was carried out by committees representing all

1  
*One of the new 'call stands'. More than 1,500 men are attached to this one at Liverpool. At first the reaction of the dock workers to the covered call stands was not completely favourable, but the old attitudes left over from the hard days when it was a real struggle to get a job have changed with the advent of far greater security*

2  
*This 'call stand' was built shortly before the Second World War as an experiment to provide cover for dockers seeking work. It has since been modernized by the National Dock Labour Board and is still in use, along with many newer buildings in ports all over the country*

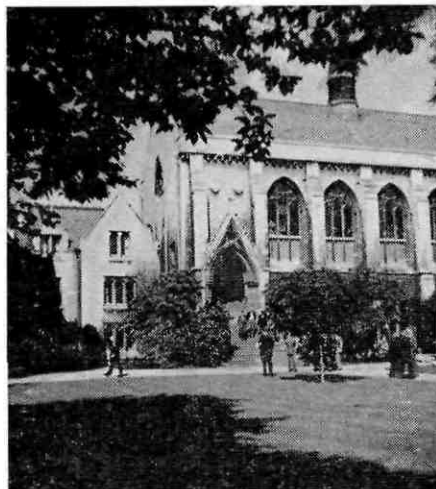
3  
*This modern shelter at Southampton docks is one of several that have been erected over the years to provide a place for dockers to wait between the morning and midday 'calls' in cases where it is difficult for them to travel home. These shelters are often used for club and committee purposes*

4  
*Here the two oldest members of the Hull 'Gangway Enders' toast each other at the club's first Annual Christmas Dinner in 1956. Things have changed considerably since their day, but the welfare activities of the Dock Labour Board are based on the firm foundation which they created*

5  
*This dockers' club at Dundee stands on a hill overlooking the docks. There are twenty-four of these clubs which act as community centres for port workers and house their many and varied social activities. The Dock Labour Board has relieved dockers' clubs of much of their financial burden in maintaining their premises, thus releasing the club's own funds for welfare objects*

6  
*The 'Gangway Enders' - a group of retired dockers in Hull who meet in the Dockers' Club. In their day they were 'picked up' at the end of the gangway. The club has its own committee*

*The National Dock Labour Board holds weekend education conferences in various parts of the country, as well as an annual National Conference at one of the major Universities. Dockers are here seen leaving Balliol College, Oxford, where they are attending a national conference*



port interests in ports throughout the country. An examination of the results showed that there was much to be done, but in the ten years since that survey the authorities and organizations concerned have gone a long way towards overcoming the difficulties and repairing the deficiencies. The National Dock Labour Board's contribution has included the building of many new call stands and offices, some with lavatory blocks and washing facilities, medical centres and first aid rooms. One of the particularly difficult problems to overcome has been that of accommodating men whilst waiting between the morning and midday calls. With the increasing dispersal of the population to outlying areas it is becoming more inconvenient and expensive for them to travel home and it costs money to sit in cafés and canteens. Local Boards therefore pressed for the provision of some simple shelter. So the Board began to arrange for accommodation, varying to suit the size and requirements of the port, where the dockers could sit in the warm and make themselves a cup of tea. The shelters are generally maintained by the men themselves, in some cases through their welfare associations or committees, and where suitable are used for other welfare activities after the second call.

### Medical and first aid services

The Board's most pressing and important duty under the welfare policy was the provision of medical and first aid services. These were started during the war and afterwards became the responsibility of the Board which has built medical centres and first aid rooms where they did not already exist.

There are now forty-seven medical centres in twenty-one ports and fourteen first aid rooms in as many small ports. The staff consists of seven medical officers and sixty-five nurses. The medical centres are intended to provide only initial treatment, serious cases going to hospital, although a man may receive subsequent treatment at the centre in order to save working time that would otherwise be spent visiting his own doctor. The Board's centre is of course only

part of an overall medical service for the port provided by the co-ordinated action of the National Health Service, local authorities, medical practitioners and port employers.

Such centres, invaluable though they are, have limitations; they are static, whereas docks are widespread, and accidents may happen far away; and they cannot be open at all hours of the day and night when work is in progress on the docks. Their work must be supplemented by men on the job who have been trained in first aid and for whose use first aid rooms have been built in some ports. The Board has tackled this task and now has eight hundred men trained in first aid attached to thirty-seven ambulance branches. Training and equipment are provided free by the Board. However, the dangerous nature of dock work makes the need for still more trained first aiders imperative, particularly for the on-the-spot treatment of minor accidents, where delay may mean a long period of incapacitation, and for the emergency relief of serious accident cases pending the arrival of an ambulance.

The Board also maintains dock workers who need residential treatment in rehabilitation centres, and it sponsors inquiries into health problems associated with port work; for instance, studies have been made of the methods of manual handling with a view to preventing strain and injury.

### Social and welfare associations

During and since the Second World War, numerous committees of dock workers have sprung up for the organization of every conceivable activity. Among the most important of these are the Benevolent Fund Committees which enable men to get help in need. They have a large membership and an estimated annual income from contributions exceeding £105,000. Thanks to



*A surgery in one of the National Dock Labour Board's medical centres. Trained staff can quickly treat minor injuries which, if neglected or wrongly treated, might result in ill health, lost time and consequent serious loss of earnings*

the facilities provided by the National Dock Labour Board these Benevolent Funds are able to use the pay machinery and the weekly pay packet for the regular collection of contributions. There are, too, committees organizing general social activities, such as outings, dances, Christmas parties and entertainments for children, old folk and dock workers and their families. There are enthusiastic organizations catering for sporting activities, with local and national competitions, covering association football, rugby (union and league), rowing, rifle shooting, angling, deep-sea fishing, archery, athletics, tennis, cricket, bowls, boxing, swimming and golf, and (indoors) darts, billiards, snooker, skittles, table tennis and 'crib'.

Many other bodies exist which organize horticultural shows, exhibitions of arts and crafts, photographic exhibitions, etc. In all these activities the Board is glad to provide assistance of whatever kind it can. Grants and loans are provided on the recommendation of Local Boards, and accommodation has been put at the disposal of these social organizations where possible. The Board has also been most generous in its provisions for dockers' clubs, which may be used as community centres and which all the groups may use for their activities. There are now twenty-four of these clubs which, thanks to the help of the Board, can devote their income from subscriptions to welfare activities instead of to the upkeep and maintenance of the premises in which they are housed. Aid has been provided for sports clubs through the National Sports Committee, which also organizes national events and grants assistance to groups for the purchases of equipment, etc., if it is satisfied that the men themselves are mak-



*ing a real voluntary effort to be self-sufficient.*

#### **Education for dock workers**

The National Dock Labour Board supplements courses organized by the unions, the Workers' Educational Trade Union Committee, the National Council of Labour Colleges, the Port Employers' Association and British Transport Docks management, by planning formal and informal courses of study on Port Working. It pays the men's tuition costs and gives a monetary award to those who successfully complete the full course, for which the Institute of Transport, the sponsoring body, awards certificates. Weekend educational conferences take place throughout the year in various parts of the country, and a National Conference is held each year, usually at either Oxford or Cambridge.

In addition the Board has organized informal discussions and classes for men waiting between calls, and publishes information in regular bulletins and educational booklets. It also has an extensive film library from which approved dockers' organizations can borrow without charge.

*Welfare among Dock Workers* lays great emphasis on the extent to which the National Dock Labour Board has relied on the existing structure of voluntary welfare associations when carrying out its own welfare programme. It stresses that welfare among dock workers did not start with the introduction of the Dock Labour Scheme. Long before the war there had been a strong tradition of welfare within the families of the dock workers who formed the core of the regular followers of the industry. It took many forms of mutual aid, of which the benevolent funds were the most permanent expressions. The Board generously maintains that any success which its welfare policy has achieved has been due to the fact that many dockers and their families, together with port authorities and individual employers, have been willing to help

*Fish lumpers washing themselves and their gear before going home. Their clothing is left in individual lockers until the next 'call'. The Dock Labour Board provides all the equipment and running costs. Each man pays weekly for the use of a locker, the money being paid over to a men's committee responsible for manning and control*

voluntarily in many capacities – as first aiders, on benevolent fund and other social welfare committees, and with sport and educational activities.

Allowing for the fact that it was building on firm foundations, it is nevertheless a fact that the Dock Labour Board has done a tremendous amount to destroy the atmosphere of insecurity and hostility which previously existed in British ports. It is no secret that some of the Board's schemes have not always been immediately welcomed by workers or employers, but its interpretation of the Statement of Principles for welfare policy has been enlightened and progressive, and the measures it has introduced have come to be accepted and their value realized.




*An experiment has been carried out in north eastern docks to find methods of manual handling which will save workers from the many forms of physical strain and injury arising from this work. Our photographs shows a demonstration by a docker who was specially trained in manual handling for the north east experiment*

H. E. Gilbert,  
President US Brotherhood of Locomotive  
Firemen and Enginemen



## Profile of the month

### Book review

 THE ECONOMICS OF SHIPBUILDING by J. R. Parkinson (Cambridge University Press 1960; 227 pp; price 40sh or us \$6.50) is here reviewed by Dr. Karl Kühne, dip. rer. pol. (Dr. Kühne was a member of the Committee of Experts which helped to produce the ITF's 'Transport Policy Problems at National and International Level').\*)

This is one of those excellent books, in the true British tradition, which combines a survey of the development of a special industry with a thorough economic analysis of market conditions, productive capacity and cost problems. The first quarter of the book contains a study of the historical growth and the internal structure of the industry, including its relations with other branches, especially marine engineering; in the second quarter of the book, the author gives a detailed analysis of demand for various kinds of ships. He then ventures to submit estimates of future development of demand based on the foreign trade situation of the United Kingdom. With regard to tanker demand, he gives figures concerning the movements of oil and the development of tanker capacity. Here, as in the case of the dry-cargo fleet, his figures are not limited to the general tonnage to be moved, but also include average length of haul, ton-miles, average speed and degree of utilisation.

In the second half of the book, the author discusses the problems of production in general, technical changes, shipyards and industrial organization. Seventeen pages are dedicated to labour problems and as many to the situation of foreign (i.e. non-British) shipbuilding. This last chapter is supplemented by a short but penetrating analysis of costs in the shipping industry. The book ends with a brief appraisal of general efficiency and prospects in the shipping industry. There is an index of eight pages.

\*) Copies of this are available in English, French, German and Swedish

IN COMPANY WITH OTHER US RAILROAD UNION LEADERS, H. E. Gilbert, President since 1953 of the Brotherhood of Locomotive Firemen and Enginemen, has a fight on his hands. With railroad management demanding changes in the 'work rules', including the abolition of firemen on freight trains, he will have need of all the patience and skill as a negotiator of which he has given ample evidence since his first appointment to union office some twenty-seven years ago.

Quiet patience and steady application to the problem on hand are perhaps two of the outstanding qualities of this US trade union leader who, graduating from high school at the age of eighteen in the year 1925, thus found himself faced with the problem of earning a livelihood at a time when US economy was facing its 'lean years'. H. E. Gilbert entered service in the signal department of the Atchison, Topeka and Santa Fe Railway. Today at the age of fifty-four he has spent something like thirty-five years in railway service, first on behalf of an employer and later on behalf of firemen and enginemen as their elected union representative.

Few men could be better qualified to represent their interests - and H. E. Gilbert has done so with quiet distinction from that day in November 1927 when he first joined the Brotherhood of Locomotive Firemen and Enginemen right up to the present moment. His railway career speaks for itself - signal department, locomotive fireman, machinist helper and boilermaker helper, then locomotive fireman again with promotion some nine years later (in 1935) to engineer. H. E. Gilbert clearly 'knows the business'. This practical experience of the railwayman's life - and his needs - were soon to be put to practical use when, at the age of twenty-seven, he assumed the first of the numerous offices in the branch of the union which he filled between the years 1933-41.

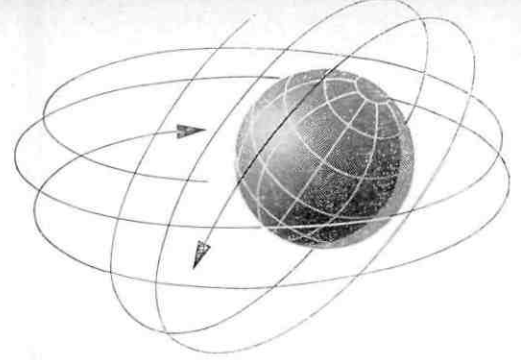
In a sense, these years of union activity were a kind of apprenticeship for the higher offices he was later to hold at national level. Doubtless those eight years of branch union service, during which he served as secretary-treasurer of the general grievance committee and

legislative representative of his union branch as well as being a member of the executive committee of the Illinois State Legislative Board for a period of four years, played a vital role in moulding H. E. Gilbert into the seasoned negotiator we know him to be today.

US railway legislation, with its 'built-in' protection against 'quickie' strikes and its provision for lengthy procedural settlement of grievances, places a premium on patience, levelheaded reasoning and the ability to conduct a carefully thought out campaign with determination. These qualities, we may be sure, H. E. Gilbert frequently had occasion to demonstrate before he was elected, firstly Vice-President in 1947, and then President in 1953. Before then, in 1941, he had been elected alternate member of the Board of Directors. In that same year he worked as national organizer to the union. The next year (1942) saw him assistant to the President in the Grand Lodge offices.

Since he became President of the US Brotherhood of Locomotive Firemen and Enginemen, H. E. Gilbert has been called upon to serve on a number of national bodies in an advisory capacity. He was a member of the Labor Advisory Committee to the US Foreign Operations Administration and also served on the Advisory Committee to the US Secretary of Labor. In spite of these many commitments - or possibly arising from them - the BLFE President is no stranger to Europe. In 1954 he was in Germany and France along with other prominent figures in US national life. In 1957 he was back again; this time accompanying the Royal Commission of Inquiry of Canada and, in his own words, 'making observations of

(Continued on the next page)



The Cargomaster, an aircraft loading machine recently put into service by BOAC, cuts loading time by some 25 per cent and unloading time by as much as 50 per cent. A number of these machines are to be used in connection with the all-cargo services operating across the Atlantic

### Cutting aircraft loading time

**+** A NEW AIRCRAFT FREIGHT LOADING MACHINE was recently demonstrated at London airport. A special designed vehicle costing about £5,000 can now load a jet aircraft with eight tons in something like forty-five minutes. This represents a cut in loading time of twenty-five per cent. Unloading time is reduced by about fifty per cent. The machine has a built-in conveyor belt hydraulically operated and the main cargo container is car-

(Continued from page 9)

railroad operations in France, Switzerland, Holland and England'. Doubtless many railwaymen in these countries had an opportunity themselves of observing how a 'top engineman' goes about the job of sizing up a situation – and men. They would in all probability have gained the impression that in a quiet unassuming fashion H. E. Gilbert is a man who not only can size up a situation pretty thoroughly and quickly, but who can also be relied on to find the right answer to it.

ried on scissor-like elevating gear enabling it to be raised to any likely aircraft floor level. Cargo is fed directly into the hold of the aircraft. A number of these loading machines are to be used by BOAC, the British airline company, which is operating an all-cargo service across the Atlantic.

### SNCF gets more from its workers



A RECENT STUDY has revealed that out of nine Western European countries (Austria, Belgium, Denmark, France, Germany, Great Britain, Italy, Spain and Switzerland) French railwaymen achieve the highest degree of productivity. The French State Railways (SNCF) employ the lowest number of staff per kilometre of track, and carry the highest number of unit/km of traffic per employee, followed by Switzerland, Italy and (at a distance) Belgium. The railwaymen themselves feel, naturally, that this high productivity ought to be rewarded by increased pay.

### British railwaymen say 'no' to lady guards



BRITISH RAILWAYMEN have answered with a not uncertain 'no' a proposal made by British Railways (the nationalized railway system in Great Britain) that women should be trained to take on the job of guard on passenger trains in the Birmingham area. The proposal arose from the acute shortage of such guards in the district necessitating the employment in some cases of goods guards on passenger trains. This in turn had made the shortage of guards on the freight services more acute.

Under the Employment of Women and Young Persons Act of 1920 (amended in 1936) females in certain grades are prohibited from working between the hours of ten p.m. and five a.m. This in the view of the union would bar women from satisfactory employment as passenger train guards, apart from other considerations such as difficulties of integrating such a special group into the whole pattern of promotional procedures. The 1957 agreement, in which it was laid down that the rate for the job would apply to certain females employed in male posts (including in the list

being the post of passenger guard) had reference to the equal pay for equal work issue, in the view of the union, and did not, it contended, have any bearing on the legal issue.

### Telling their story



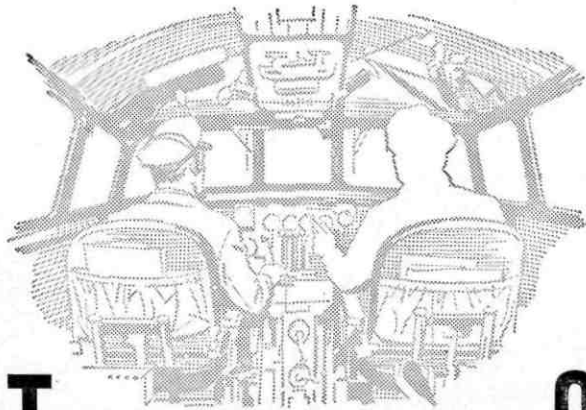
FOR MANY MONTHS now a number of us railwaymen's unions have taken the initiative in informing the American public of the true picture prevailing in the current work-rules dispute between us railroads and their operating employees.

Our picture opposite shows the kind of action the US railroad Brotherhoods are taking to draw attention to the need to retain the services of a locomotive fireman on the nation's railroads. It is an advertisement which, through the efforts of the branches, has appeared in a number of newspapers up and down the country. It stresses that, even if there are no fires to tend, there is still need for the 'fireman's' services on a number of counts – not least of which is the safety factor.

The campaign to bring the facts of the case for the retention of the fireman to the public notice is by way of counterblast to company propaganda which has not hesitated to describe the practice of two men in the driving cabin – and a number of other work-rules now in dispute – as examples of 'feather-bedding'.

This month should see the beginning of a study of the complex 'work-rules' issue by a special presidential commission five of whose members have been nominated by the unions, five by railways management and five others selected by the US President. Agreement to this procedure on the part of the US unions concerned (the five 'operating' railwaymen's unions) was announced last November. The commission's report will probably appear next December. Its recommendations on issues such as *inter alia* the abolition of firemen on freight trains, improved overtime rules, stabilization of employment and protection against redundancy in the event of mergers will not be binding on either party. There are hopes, however, that the report will help to provide a solution to this problem.

# FLY WITHOUT a co-pilot ?



## Railroading's **CO-PILOT** the locomotive **FIREMAN**

the margin of safety and efficiency

**supervisor of power**

**safety lookout**

**assistant and trainee  
to the engineer**

"No Fires To Tend," but plenty of machinery to look after. As the mechanical aide to the engineer the fireman: inspects locomotive prior to departure. Patrols and inspects engines enroute to assure full power operation. Answers alarms denoting malfunctions. Isolates trouble and, if possible, returns engine to operation. Uses all senses to detect warning signs of engine breakdown.

Locomotive firemen sit on the left side of the locomotive — the blind side. Alert to danger, protecting railroad employees in yard movements, the public at grade crossings, the fireman is always aware that safety is an unending crusade.

The locomotive engineer has to be expert in locomotive operation, air brakes, train speed, switching techniques, signals, track curvatures and grades, and safety requirements. He gains knowledge and experience in these things and others during his years as a locomotive fireman.

**BROTHERHOOD OF LOCOMOTIVE  
FIREMEN AND ENGINEERS A. F. L. - C. I. O.**



# Worth his weight in gold

— a brief survey of the functions of the flight engineer on the Boeing 707 based on a recent address by Sylvain Donadieu, Chief Flight Engineer of Air France



**+** BEFORE TAKE-OFF. The Flight Engineer on a Boeing 707 has to report at the airfield two and a half hours before the scheduled take-off time, and his first job is to note the latest information gathered from observations made during operation.

He then goes to the briefing room. At this stage it is a question of drawing up a rough flight plan on the basis of the known load in order to determine the minimum quantity of fuel that will be needed and to estimate the weight of the aircraft on take-off. This information enables the Flight Engineer to give the necessary instructions to the ground staff so that they can begin refuelling the aircraft as quickly as possible — for speed is essential.

The pilot, co-pilot and navigator meet a little later in the briefing room to work out the final flight plan, which can then be used for estimating the amount of fuel that will be required. With this information, the Flight Engineer has to work out the gauge readings for the density of the kerosene and the corrections to be made for the axial and transversal inclination of the aircraft. Afterwards it is the Flight Engineer's business to check that the amount of fuel required is on board and that it

is correctly distributed between the various tanks.

Before the aircraft takes off the Flight Engineer has to make a thorough examination to see that it is in an airworthy condition. This entails a close inspection of all internal installations, circuits, controls, instrument panels, as well as a detailed examination of the external surface. Here the Flight Engineer's long training and experience of the aircraft concerned enable him to do this job satisfactorily in a mere fraction of the time it would take someone without his particular combination of training and experience; the whole inspection usually takes about an hour and a half, leaving the Flight Engineer another half hour before take-off to calculate the take-off parameter, the fuel flow rate, to read the gauges and check the contents of the tanks.

When the commander is on board, the check-list is read by the Flight Engineer —

*One of the Flight Engineer's first jobs before take-off is to work out the aircraft's fuel consumption on the basis of the flight plan. After fuelling, the Flight Engineer has to check that the right amount of fuel is on board and that it is correctly distributed between the various tanks*

on piston aircraft this is usually the responsibility of the co-pilot. The three men in the cockpit communicate with one another on the inter-com and are at the same time in touch with flight control, so that when an announcement comes from the latter the Flight Engineer can interrupt his reading of the check list. When the engines are started the Flight Engineer checks and connects the alternators on the panel as soon as each engine has reached idling thrust. When the aircraft begins to move under its own power the Flight Engineer has to see to everything outstanding before the aircraft is actually airborne. Since fuel consumption is so heavy on these aircraft these jobs have to be done with all possible speed. When the Flight Engineer has tested the turbo-compressors, the fuel and re-heating circuits, and the thrust-reversers, the aeroplane is ready to take off and the parameters are read out for the last time.

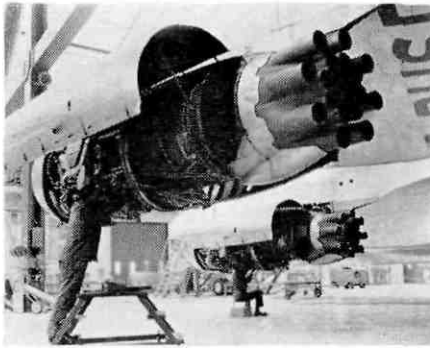
The take-off thrust of the engines is read off on an instrument called Engine Pressure Ratio gauge (EPR), which gives the manometric relationship of the jet, i.e. P7/P2, and enables the Flight Engineer to work out his thrust readings for the various speeds and altitudes at which the aircraft will be flying.

By checking the rate of fuel consumption it is also possible to check thrust and thus rectify any false reading given by the EPR.

As soon as the order to take off is given, the Flight Engineer reads off his total fuel consumption totalisators, and takes over the throttles from the pilot which he then sets at the prearranged values. It is essential to act quickly, and the Flight Engineer is well placed to act quickly and accurately because he has all the necessary controls immediately before him.

On piston aircraft the Flight Engineer can 'feel' the power developed by the engines. On jets it is more difficult to

*The failure of one or more engines of a Boeing 707 means a number of rapid complicated calculations for the Flight Engineer, the answers to which are required by the commander in order to decide whether to go on or turn back*



estimate whether there is sufficient thrust for a successful take-off. For this reason the aircraft's acceleration rate is worked out beforehand on every flight for all speeds between 100 and 120 knots. Once the aircraft starts its take-off run, the Flight Engineer has only about 30 seconds before refusal speed is reached if there is any fault in any of the engines. After that the aircraft has to take off. The Flight Engineer is thus in charge of all engine calculations (EPR, N1, N2, T7, F/F) and has also to watch the oil levels, pressure and temperature since the oil circuit is of crucial importance in regulating and dispersing the high temperatures developed by this kind of engine.

#### **During Flight**

After take-off and once the undercarriage has been retracted, the check-list is read and the pilot asks for the estimated reading for the maximum thrust to be sustained during climb. In the meantime, the Flight Engineer switches on the heating, air-conditioning and pressurization systems and regulates them during the rapid climb of the aircraft.



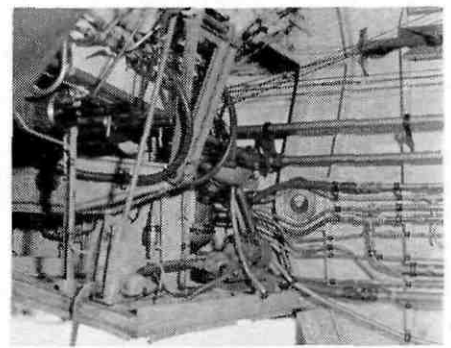
*The cost of keeping a Boeing 707 in the air for one hour is Frs. 1,235,000. For every hour it is on the ground, this huge expensive aircraft costs Frs. 429,000 in depreciation and other charges, with nothing coming in to balance this*

For every five thousand feet altitude attained the Flight Engineer has also to regulate the thrust. This has to be done quickly and accurately first on the reference engine and then on the three others. Once cruising height has been reached, the Flight Engineer has to work out the readings for the air-speed required by the pilot's flight plan. After reducing thrust on all four engines in accordance with these calculations, the Flight Engineer has then with all speed to connect the four engines with the main fuel tank in the fuselage (during take-off and climb the engines have, for safety reasons, been fuelled separately from the four main tanks in the wings).

In making regular fuel checks at check points marked on the flight plan, the Flight Engineer has to work out the amount of fuel already consumed and to estimate the weight of the fuel which will be left at the next check point. This enables him to check the thrustweight ratio. The Flight Engineer then has to keep the pilot constantly informed on the actual fuel consumption and how it relates to the estimated fuel consumption. These calculations enable the Flight Engineer to regulate the fuel supply from the various tanks in order to maintain the equilibrium of the aircraft. They also enable him to work out the highest altitude which the aircraft may attain during its cruise. In general the flight plan will establish certain conditions for the cruise, depending on whether the prime object is speed, economy or operation at near-maximum range.

At regular intervals the Flight Engineer has to regulate thrust in order to maintain optimum air speed as the total load decreases. Sometimes new factors, such as frost, unforeseen changes in temperature, or being obliged by air control to fly at different altitudes from those originally intended, upset the initial calculations. If

*The circuits on jet aircraft are certainly no less complicated than those on piston aircraft. Moreover, in the event of failure, they present considerably more difficult problems for the attention of the Flight Engineer and action by the crew*



the outside temperature goes up after the aircraft has started cruising at a given altitude thrust will have to be increased up to maximum cruising thrust. Once this has been reached, speed will have to be reduced although it is up to the Flight Engineer to decide the speed below which it will be necessary to descend to a lower altitude. The Flight Engineer who can see how everything is functioning has also to inform the captain of any fault or of any strain being imposed on any piece of equipment in excess of the limits set by the manufacturer or other competent authority.

#### **Emergency**

Such, briefly, are the Flight Engineer's duties under normal conditions. Descent, approach and landing – which present quite different problems – will be mentioned later. First, let us see what the Flight Engineer does in an emergency. Emergency procedures for the different types of aircraft are generally listed in the relevant manual and may be considered under the following headings: stopping of engine, breakdown of the hydraulic circuits (loss of pressure, loss of height, undercarriage or brake failure), loss of fuel, fire, smoke, trim failure and forced landing. In the event of any or several of these faults occurring, much will clearly depend on the speed with which the trouble is located and appropriate action taken. The Flight Engineer's skill in locating the fault obviously comes from the thoroughness of his basic training, and from his intimate knowledge of the parts of the aeroplane and of the limitations of the aircraft type. The considerable experience he has acquired during actual flight also enables him to act promptly in any emergency. Frequent examinations ensure that he keeps himself up to the mark.

In speaking of emergencies, there are, of course, a number of marginal incidents

which do not in themselves constitute a threat to the safety of the crew and passengers. On the other hand, full security would be jeopardized if the standard procedures in these cases were not unhesitatingly followed. Any mechanism, however well designed, tested and checked, is liable to break down at some time or other. Let us have a look at some classic cases.

### **Jet breakdown**

A jet engine may show signs of failure by giving two very high readings out of the five in question, and in this case the Flight Engineer's first action is to reduce thrust in order to keep his  $\tau 7$ ,  $N 2$  and  $N 1$  readings within the proper limits. If the fault persists he has no alternative but to stop the engine since the fault is probably in the fuel flow system. In another case, vibration and compressor surge may be registered without apparent cause and be accompanied by abnormal oil temperature and pressure. Here again the engine has to be switched off, because there is evidently something wrong with a compressor, a turbine or a bearing.

It is often extremely difficult to locate a fault and put it right in the air. In these cases the Flight Engineer has to give the pilot enough exact information for him to make a decision. Sometimes it is necessary to act very quickly indeed and stop an engine before even more serious damage results. Stopping a jet engine is simple enough in itself, but it has to be remembered that each jet affects the working of the other three, that each engine incorporates a generator which supplies the electricity for the operation of the controls themselves, that engines nos. 2, 3 and 4 work turbo-compressors which in turn work the cabin pressurization system, and that engines 2 and 3 work the hydraulic pumps for the main circuit. Stopping one engine therefore entails redistributing the auxiliary power from the remaining available sources. Maintaining essential services might involve some load shedding.

There is then the question of whether the aircraft can, in these changed circumstances, reach its destination with the fuel

available, and, if not, whether to make an emergency landing or turn back. Here, each member of the crew has a part to play: the navigator has to confirm the position of the plane and calculate the new route, the co-pilot has to maintain radio contact with the ground stations concerned, and the commander has to make the decisions on the basis of the information given to him by his colleagues.

The Flight Engineer knows exactly the weight of the aircraft; the checks he has already made of fuel consumption have included working out the possibilities of continued flight on three engines. He is thus able to inform the captain immediately of the maximum altitude which it is possible to maintain. Cruising will be resumed at a lower altitude, the Flight Engineer will work out the necessary thrust required of the three remaining engines to fly at a constant speed and at increasing altitude, either by cruise climb – which is the optimum – or by a staged climb.

And from this moment on the Flight Engineer's graph will include new calculations relating to the possibility of flight on two engines and the maximum altitude which could be maintained under such conditions.

### **Consequences of losing height**

The aircraft in question fly at present at heights of around 12,000 metres and at these altitudes, loss of pressure would be unbearable for the passengers and crew. Although every precaution has been taken to prevent decompression this danger cannot be ruled out altogether, and in the event of a failure of the pressurization system the only course is to make a rapid emergency descent. These emergency descents can be spectacular but do not in themselves present any particular difficulties. The problem is, however, complicated by the conditions ruling the fuel consumption of a jet engine. Most conventional piston aircraft are able to fly at low altitudes without serious loss of range. The fuel consumption of jets, on the other hand, increases by as much as fifty per cent when the aircraft is flown at low altitude, and

this means that range is reduced by about one-third. After such a descent the cruise is made at a constant height but at reduced speed and this entails adjustment of the thrust in relation to the rapidly decreasing weight of the aircraft resulting from the increased rate of fuel consumption. This particular case shows how important the responsibilities of the Flight Engineer are in relation to the pressurization system alone.

Although jets are now rapidly replacing conventional piston aircraft, the vocabulary used to describe their circuits and other equipment remains more or less the same. Contrary to what is commonly supposed, the circuits on jets are often more complex than those on piston aircraft and, as we have seen, they present considerably more difficult problems in case of failure.

Another important function of the Flight Engineer in this respect is observing the performance of the engines and circuits and recording these observations in his flight report. In keeping this record the Flight Engineer acts as a sort of laboratory technician: the opportunity he has of observing for considerable periods engine and aircraft performance under actual operational conditions gives him a great advantage over the engineer in the factory. The records which he is able to provide can be of great value to engineers and designers concerned with assessing the current performance and applying the results of their observations for future research. In this way the Flight Engineer establishes a regular routine in reading the instruments, checking and re-checking. This routine makes for a more effective use of the equipment and prolongs its life by ensuring that it is properly used.

### **Crew complement**

The number of crew employed on an aircraft depends on the type of the aircraft in question, the facilities available at bases en route and also on the policy of the management concerned towards the training and employment of flight personnel. The actual number of crew carried depends on the following three factors: (1) the minimum



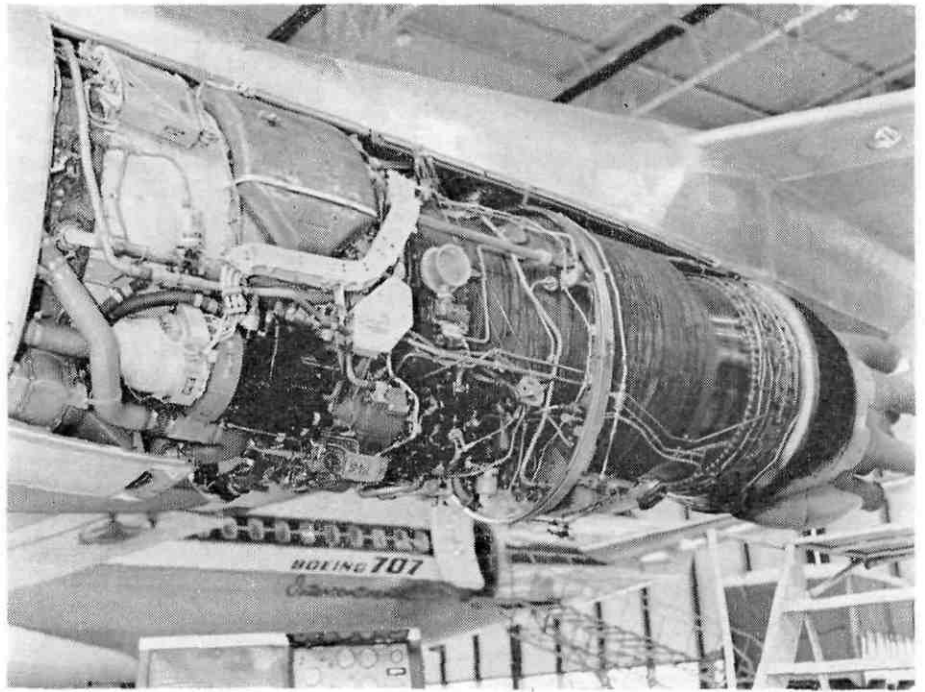
*The Flight Engineer is the airborne representative of the ground maintenance services. By feeding them with a constant supply of information on the performance of the aircraft's equipment during operational flight conditions, he helps them to keep the airline's fleet of jets in the air and earning money - for jets are expensive*

crew complement as defined in the aircraft certificate of airworthiness - this depends on the structure of the aeroplane and more particularly on its cockpit layout; (2) the operational crew as defined for each type of aircraft - this is the crew necessary to guarantee a given flight, taking into consideration the available ground facilities *en route* and the particular way in which the management concerned organizes operations; and (3) management's policy towards its flight personnel, in particular its crew scheduling policy.

The size of crew is determined by certain general principles aiming at maximum safety. The Flight Engineer's contribution to the safety of the passengers and crew is evident from what has already been said. But there are many other reasons why any management will find it worthwhile to employ a fully-qualified specialist Flight Engineer on these particular aircraft. Let us therefore examine from this point of view the various principal aspects of the Flight Engineer's function.

(1) The Flight Engineer is an observer. In this connexion it has to be said that, over and above the abilities which the Flight Engineer has acquired during his ground training, his work on board requires above all physical and mental alertness which can only come through practical experience. The practical results of the Flight Engineer's observations are to be found both immediately, in the maintenance or modification of the flight plan, or, later on, in providing the ground maintenance and servicing staff with invaluable information on the performance of the various items of equipment.

(2) The Flight Engineer is a technician. In view of the increasing diversity and complexity of techniques encountered in the operation and equipment of modern aircraft, the idea of the engineer is rapidly giving way to the idea of the electrical engineer. This aspect of the Flight Engineer's function consists essentially in getting the best out of the aircraft's available supply of energy and embraces not only control of the sources of energy but also its transformation, distribution and



utilization. Obviously in order to do this job properly the Flight Engineer has to have considerable knowledge of electro-mechanics.

(3) The Flight Engineer is a representative in the air of the ground maintenance services. Without the considerable bulk of information supplied by the company's staff of Flight Engineers, the ground maintenance staff would not be able to get anything like a complete picture of the operational performance of the machines being used by the company. The Flight Engineer can therefore be said to make a considerable contribution towards the efficient working of the ground servicing and maintenance department.

#### **The training of Flight Engineers**

On 14 April 1948 the International Civil Aviation Organization adopted international standards for the granting of licences to flight personnel and these standards were set out in *Annexe 1 of the Chicago Convention*. In defining the qualifications to be required of flight personnel ICAO made a point of insisting on the importance of a certain standardization in training courses which would lead to greater safety. The qualifications required of Flight Engineers according to the ICAO Chicago Convention are as follows: an entry examination at prescribed level; three years' practical experience of working on mechanically-propelled aircraft in the Air Force, in civil aviation transport undertakings or in aircraft manufacturing. He must also satisfy the Competent Licensing Authority as to

his knowledge of: (a) elementary theory of flight and aerodynamics; (b) general principles of maintenance and functioning of airframes, power-plants and installed equipment in aircraft normally requiring a Flight Engineer; (c) methods of effecting, in flight, minor repairs, adjustments and replacements; (d) aircraft performance in respect of speed limitations and action to be taken in the event of a failure or a partial failure of one or more power-plants; (e) flight planning based on loading, centre-of-gravity computations, performance, fuel consumption, engine power and efficiency tables and curves; control of power output and the effect thereon of varying meteorological conditions; (f) the rules and regulations governing civil aviation which are pertinent to the duties of a Flight Engineer. He must also demonstrate or have demonstrated in flight his competency in the duties of a Flight Engineer including competency in emergency procedures. He must have demonstrated, under supervision, his competency to undertake the duties of a flight engineer in that type of aircraft in question and have familiarized himself with all current information concerning the pertinent operating procedures for such aircraft, or have equivalent flight engineering experience in that type of aircraft.

All these requirements were fulfilled in the French Government decree of 7 April 1952 stipulating the qualifications to be required of flight personnel.

Whilst Flight Engineers currently employed in France fulfil of course all condi-



*The many and varied duties of a Flight Engineer require a physical and mental alertness which can only come through years of practical experience. The speed of jets and their rapid consumption of fuel means that all flight operations and calculations have to be accomplished even more quickly than on piston aircraft. Work is therefore much more concentrated*

tions required by present legislation there seems to be a case for amending this legislation in order to provide for the special qualifications required on jets. M. Donadieu's point of view is that the basic criteria applied in granting Flight Engineers' licences ought not to be altered so radically as to change the entire nature of the profession as it has been hitherto, but should be modified so as to extend the Flight Engineer's qualifications to take account of the increased demands made upon him by the new aircraft types. The aim should be to lay the foundation for a greater co-operation between the members of the crew, and this could be done by eliminating all out-of-date notions from the training courses, by taking more account of modern developments in technology and by including in the new examination syllabus new subjects such as: (1) the special study of high-speed, high-altitude flight; (2) the special study of jet engines; (3) a very intensive study of alternating currents; (4) a more intensive study of electronics and its application to servomechanisms and control circuits; (5) the study of the utilization of modern aircraft types; and (6) a general introduction to the functions of the pilot, navigator and radio officer. There should also be a reassessment of practical experience on the ground which ought in any case to be compulsory for all candidates for the Flight Engineer's licence.

In this respect it is worth mentioning that Air France has trained its Flight Engineers employed on Caravelles and Boeing 707s to a standard higher than that required by legislation. A Flight Engineer serving on a Boeing 707 has received special instruction on this aeroplane and has also had practical experience both in a simulator and on the plane itself, including two to four journeys between Paris and New York. Some idea of the scope of the

special training course may be given by the estimated costs of training the four categories for their duties on a Boeing 707. The courses for the commander and the co-pilot cost N.Frs. 230,000 and N.Frs. 222,000 respectively, the Flight Engineer's course costs N.Frs. 26,000 and the navigator's course N.Frs. 3,600. (Since the Flight Engineer is trained simultaneously with the pilots the costs for his course do not include his special airborne training expenses).

#### Conclusions

Some years ago it was assumed by many that there would be no place for specialist crew members on jet aircraft. Experience, however, has shown how misleading was the immediate impression of greater simplicity given by jet aircraft when they first appeared. We know now that the jets require even greater knowledge on the part of maintenance and flight personnel. Since 1957 we have heard repeated statements from authorized representatives of the manufacturers warning the companies against exaggerated optimism. Less emphasis is now placed on the 'simplicity' of the jet engine and it is generally admitted that although mechanically speaking the jet engine is simpler than the piston engine, it nevertheless requires a great deal of knowledge to handle all the complex equipment demanded by jet flight. The United States Air Force with its tens of thousands of flight hours of experience with the four-engined jet aircraft of the Strategic Air Command declares that it has never experienced such great difficulties.

After this brief analysis of the rôle of the Flight Engineer on the Boeing 707 we can conclude that although the introduction of the jet eliminates certain operational problems inherent in piston-propelled aircraft, new problems, peculiar to jet operation, have arisen to take their place. The sum total of operating problems is therefore more or less the same for Boeing 707s and DC-8s as for Super-Constellations and DC-7s. One should also remember that the high speed of jet flight means that all flight

operations have to be accomplished in a much shorter time, thereby making the crew's work much more intensive and concentrated. There is therefore a greater risk of fatigue which is particularly dangerous in view of the fact that the crew of the jet, with its high speeds and relatively small fuel margins, has to be absolutely alert and in a position to take swift decisions in the event of any incident involving re-routing. The cockpit layout of aircraft belonging to the Lockheed family does not allow the Flight Engineer to take a full part in all phases of take-off, approach and landing; and during these stages the procedure is rather like that at sea, with the orders going from the bridge to the engine room. On jets this state of affairs would not be good enough because here absolute co-operation is essential. The Flight Engineer has to assist the pilots more by helping to keep a look-out, by keeping an eye on the instrument panel during approach and by listening to ground control, which is essential at this stage.

We have already presented a number of arguments favouring the retention of a specialist Flight Engineer on jet aircraft. To these can be added the following: by relieving the pilots of all responsibilities in connexion with the complex equipment of these planes the Flight Engineer enables the other members of the crew to do their job better; the presence of a Flight Engineer means greater safety; his ability to act quickly in emergency situations and the assistance he can give when the aircraft is re-routed make for greater profitability in operating; the assistance he gives to the pilots helps to reduce flying time; the employment of Flight Engineers also makes for a greater turnover of available aircraft; the contacts which exist between Flight Engineer and ground staff make for a reduction in the period during which the aircraft is grounded for servicing purposes and this also helps to reduce operating costs.


The cost of keeping a Boeing 707 in the air for one hour is Frs. 1,235,000. The equivalent figure for a Caravelle is Frs. 660,000 and on this aircraft a Flight Engi-

neer pays for himself if he saves one minute two seconds per flight hour. The various expenses involved when a jet is grounded come to a considerable sum: depreciation charges are extremely heavy; a Boeing 707 costs Frs. 429,000 for every hour it is on the ground; the corresponding figure for a Caravelle is Frs. 226,000. If the aircraft is grounded at an intermediate stage *en route* there has to be added to these sums the expense entailed in providing accommodation for passengers and crew. The overhaul of a Super Constellation engine costs between six million and ten million francs according to the parts which have to be replaced. The cost of overhauling the motor as a result of an emergency landing is up to twenty million francs and in exceptional cases even as much as twenty-five million francs. The cost of overhauling a Boeing 707 jet would be twice as much as the above figures.

A recent report on an incident involving a faulty engine has this to say:


'Serious consequences were only avoided by the alertness shown by the crew, particularly the Flight Engineer. On this occasion one can say that the Flight Engineer fully justified his presence and by his prompt action saved the company an amount equal to three or four years' of his salary. It is scarcely an exaggeration to say that he was worth his weight in gold.'

### Sharp decline in flags-of-convenience shipping


 IN THE TWELVE MONTHS ended June 1960 there was a drop in the gross tonnage registered under flags of convenience. Together, Liberia and Panama lost more than a million tons in a year in which total world shipping went up by almost five million tons. Significant increases in tonnage were noted for Norway (up 759,000 tons to 11,203,000 tons), Japan (up 655,000 tons to 6,931,000 tons) and Great Britain (up 374,000 to 21,131,000 tons). The most striking increase, however has been in the Greek merchant fleet which more than doubled its tonnage - from 2,151,000 tons to 4,529,000 tons - during

the period in question, and has since risen to over five millions tons. Other substantial increases can be seen in the merchant fleets of France (up 270,000 tons), the Netherlands (up 141,000 tons), Sweden (up 123,000 tons) and Brazil (up 103,000 tons). Against this, there has been a drop of 450,000 tons in shipping on the American register which, with its reserve fleet of 13,500,000 tons, has a total of 24,837,000 tons, the largest total tonnage under any national flag. In second place comes Great Britain with over 21 million tons. Liberia, still in third place, is now only slightly ahead of Norway - 11,282,000 tons against 11,203,000 tons. Apart from the United States reserve fleet there are now five million tons laid up compared with nine million tons last year.

### Safety campaign for New York dockers

 IN AN EFFORT TO REDUCE THE HIGH RATE OF ACCIDENTS among waterfront workers in the port of New York, representatives of the International Longshoremen's Association, the Federal Government and the employers have set up a Maritime Safety Education Programme. This education campaign will be aimed principally at the key men of the longshore work gangs - foremen, signalmen, winch operators and relief men. Leaders of the union locals are planning meetings to promote the safety campaign since although under Federal law the employer is responsible for the workers' safety, it is recognized that labour has a moral responsibility in the matter as well.

### Israeli school for Afro-Asian trade unionists

 A SCHOOL designed to teach Asian and African trade unionists how economic planning and social development can be achieved in a free society has been opened in Tel-Aviv. The Afro-Asian Institute for Labour Studies and Co-operation was established by the Israeli General Federation of Labour (Histadrut) in association with the United States (AFL-CIO) which will cover half the running expenses.



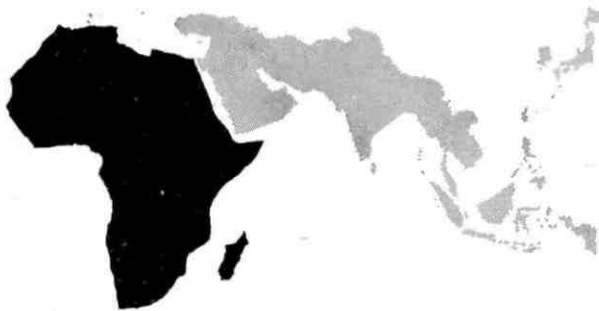
An Israeli member of the Ministry of Labour is here seen lecturing to the English-speaking class at the Institute. Lectures are in English and French and the course lasts six months. The Institute's own building is expected to be ready very shortly (Photo: Israeli Embassy, London)




The Histadrut Workers' College in Tel Aviv where students at the Afro-Asian Institute for Labour Studies and Co-operation, run by Histadrut in association with the AFL-CIO, spend the first part of the course (Photo: Israeli Embassy)

Histadrut has for some years been organizing seminars to assist Asian and African national labour movements, and the new institute is the culmination of their work in this field.

Sixty-nine men and one woman from thirty countries, including Burma, Ceylon, Ethiopia, Gambia, Ghana, India, Japan, Kenya, Liberia, Nepal, Nigeria, Northern Rhodesia, the Philippines, Sierra Leone, Tanganyika, Uganda and Thailand, have received scholarships for the inaugural six months' course. The students, who have been drawn from trade unions and co-operative organizations, will get 300 hours of lectures and 400 hours of practical experience. The first three months are to be spent at the Workers' College in Tel Aviv for theoretical studies, where lectures will be in English and French. (The Institute's own building is due to be completed in time for the second course). Students will then move around the country, living in co-operative and collective villages and in a regional base for the development of a new area. Towards the end each student will be assigned to an institution, organization or office dealing with activities in his specialized field.




### A trade union college for Ceylon?

 IN CEYLON the government is examining the possibility of establishing a workers' trade union college to train trade union leaders. The Ministry of Labour gave this reply to a recent trade union enquiry. It has also stated that it is studying the recommendations made by an ILO expert regarding the setting up of a workers' education centre. Meanwhile the Public Service Workers' Trade Union Federation in Ceylon has asked the Ministry what financial aid it may expect to receive in the event of its establishing such a centre.

### Welfare for Japanese seaman abroad


 THE JAPANESE MINISTRY OF TRANSPORTATION has set aside 10 million during the fiscal year 1960-1961 to be used for the establishment of welfare facilities for Japanese seamen abroad. The sum of 40 million was appropriated for this purpose in 1950-60 and, together with another 40 million from the Japanese shipowners, was used to set up the Japan Welfare Association for Seamen Abroad. This body decided to build seamen's hostels in Calcutta and New York to be opened towards the end of 1960. A similar hostel is planned for Hamburg.

### Union recognition on the way?

 SOUTH AFRICAN INDUSTRIALISTS, in the form of their official body - the Federated Chamber of Industries - appear to be anxious to make another try at getting the government of the day to see reasonably the problem of race relations and, in particular, the matter of recognition of African (non-white) unions. Reliable sources from Johannesburg have reported that, within the framework of its five-year plan for South African industry, the Federation is urging 'the improvement of race relations'. In this connection, the Federation would like to see another approach made towards acceptance of African trade unions. As a first step it is thought that the government might allow Africans to participate in negotiations concerning their conditions of employment.


Thus, gropingly, the Union of South Africa is slowly moving into the twentieth century.

### An all-Ghanaian shipping line

 THE GHANAIAN GOVERNMENT has become sole owners of the Black Star Line by a recent purchase of the 40% share in the company formerly held by the Zim Navigation Company of Israel. Commenting on this step, the Ghanaian Minister of Transport and Communications explained that it was 'merely to give effect to our natural aspirations in the development of our country on all fronts.' Offices are expected to be opened shortly in independent African State capitals and ports to give the enterprise 'a truly African shipping outlook', and the head office is in process of transfer from Haifa to Accra.


The Ghanaian government has decided to award a large number of scholarships to Ghanaians to study the management of large shipping vessels. These would be in addition to those tenable at the Ghana Nautical College.

### Nigeria joins ILO

 AS A RESULT of its admission to the UN, newly-independent Nigeria has recently become the 87th member country of the ILO. It will now be represented by a delegation with full member status as opposed to observer status exercised hitherto at ILO conferences. Nigeria has already undertaken to accept the obligations of the ILO Conventions which the United Kingdom had declared applicable to Nigeria before independence.


The ILO has a regional office for Africa in Lagos and the Organization's first African Regional Conference was held there during December.

### Co-operative bus workers to be granted membership of Histadrut

 HISTADRUT, the Israeli Federation of Labour, has come to an agreement with the three co-operative bus companies which have a monopoly on public transport whereby within the next four years at least fifty per cent of their workers

will become members of the co-operatives. Histadrut views this agreement as the first step towards the total elimination of hired labour in the co-operatives, which, although they have been aided and encouraged from their earliest days by the Labour Movement, have hitherto been somewhat reluctant to grant membership to employees not actually engaged as bus drivers.

### ICFTU decisions

 AT ITS NOVEMBER-DECEMBER MEETING LAST, the ICFTU went on record with a decision to intensify its activities in the Asian region following recommendations made by its Asian Regional Organization. Greater efforts are to be made to unify democratic labour movements in Asian countries as well as to assist in the formation of national industrial unions. At the same time the ICFTU voiced its concern at the slowing pace of economic policy based on international co-operation and assistance to developing countries.

The Executive Board of the ICFTU also considered the trade union situation in Japan and decided to appoint a top-level ICFTU representative enjoying the goodwill of the Japanese trade union movement and to be assisted by an advisory board.

With the acceptance into affiliation of several trade unions from Africa, one from the West Indies and one from Japan, the ICFTU now groups 135 organizations in 107 countries representing a total membership of over fifty-seven millions.



Under new labour legislation recently promulgated, trade unions in the Sudan are required to register. Our photo shows the meeting at the office of the Sudanese Minister of Information

# A clean start

by LEE KI CHULL, President of the All-Korean Federation of Railroad Workers' Unions

*A Korean Labour Day parade. Trade unionists from all over the country gathered in Seoul the capital of South Korea to demonstrate their solidarity in the struggles which lay ahead*


\* \* \*

The Korean presidential elections of 15 March 1960 proved to be as full of corrupt practices and 'rigging' as earlier elections. This time, however, there was a difference – at least in the aftermath. The Korean people as a whole rose against the corrupt Rhee régime. There was no fighting. So general was the indignation against the web of controls and malpractices of the régime that not enough 'supporters' of the status quo could be found who were prepared to go the length of forceful suppression of those Koreans from all walks of life who were demonstrating so vigorously against totalitarian methods of government and for the return of democratic order. A bloodless revolution was carried out.

In this victory, the trade union forces of Korea played a not insignificant role. They had long suffered from the tutelage and controls exercised by a government which was liberal in name only. Inevitably their ranks had been weakened by the infiltration of elements favourable to the corrupt régime. A house-cleaning action was clearly called for. This process was started with a minimum of delay and by the end of September 1960 practically every union in the country had cleaned house with the election of new officers capable of acting as leaders of their unions and not as tools of a government solely concerned with keeping power in its own hands.

Among the first of the Korean unions to complete an administrative reorganization to ensure future conduct of affairs free from government controls was the ITF-affiliated All-Korean Federation of Railroad Workers' Unions. We are indebted to the Union's new President, Li Ki Chull, for the following account of the background to the situation leading up to the overthrow of the corrupt Rhee régime and of the aspirations of the reconstituted Korean labour movement.



 THE KOREAN labour movement cannot be compared as regards its origins to the labour movements in other free countries. It lacked the traditional background of the genuine trade-union bodies characterizing the democratic countries where efforts were directed solely to bettering the conditions of the working class. The Korean labour movement owned its origins after the liberation of Korea from Japanese rule in 1945. At that time, the political situation was one of great confusion with more than half of the population sympathetic the Communist ideology. Communists were in control of the country's main industries. It was clear to the democratic trade unionists that the pursuit of legitimate trade-union aims would have to wait on the outcome of the battle with the Communists to win the country and its workers over to the democratic cause.

Thus, although the Korean labour movement was popular in its origins it was also from the start politically coloured owing to the need to co-operate with political parties in order to destroy the Communist elements. When a democratic government was set up, the government and the political parties, aware of the strength of the labour unions, did all in their power to exploit the labour movement for their own political ends. In this way a number of unworthy union leaders allowed themselves to become the tools of the government and sectional political interests.

In practice, therefore, the Korean labour movement had become nothing

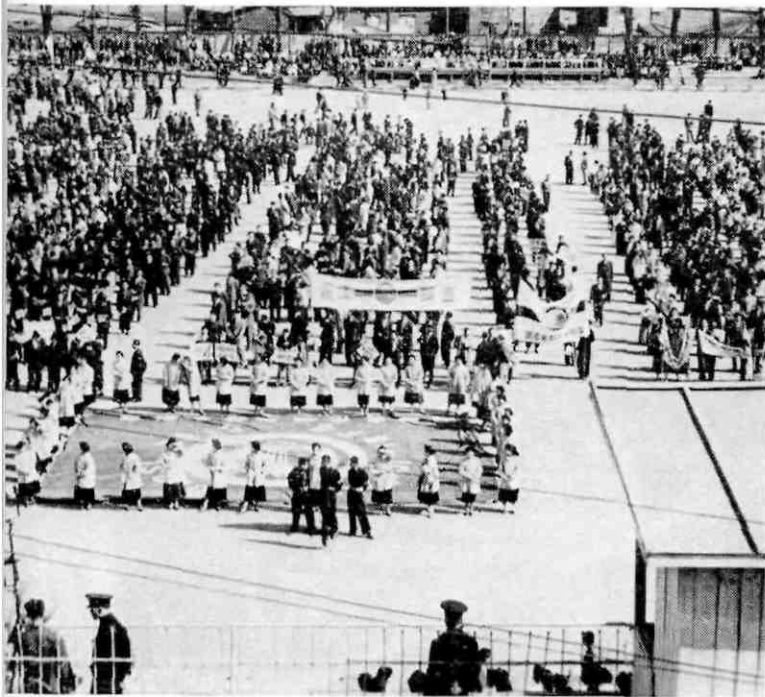
more than an off-shoot of the (so-called) Liberal Party and was subjected to control by the forces of the Rhee régime exercised without reference to legality. Gradually, the unions were deprived of their independence. The Rhee régime, however, never succeeded in winning over the entire labour movement. It controlled it, but could not suppress it. Practically all the labour leaders continued to work clandestinely for a free labour movement. Underground opposition to the Rhee régime was continuous. In their opposition to the dictatorship, the union leaders had the full support of the whole Korean people. There seemed little they could do, however.

1. Another Labour Day scene. The Korean trade union movement played an important part in the revolution which disposed of the reactionary Rhee régime. Unions now enjoy greater independence than they have ever known

2. The platform and part of the hall seen on the occasion of the celebrations marking the 13th anniversary of the All Korean-Federation of Railroad Workers' Unions. The Federation was reorganized following the April revolution and its new leaders are now improving members' conditions

3. The Federation of Railroad Workers' Unions is one of many Korean labour organizations which have taken advantage of their new-found independence of governmental ties to press claims unthinkable previously

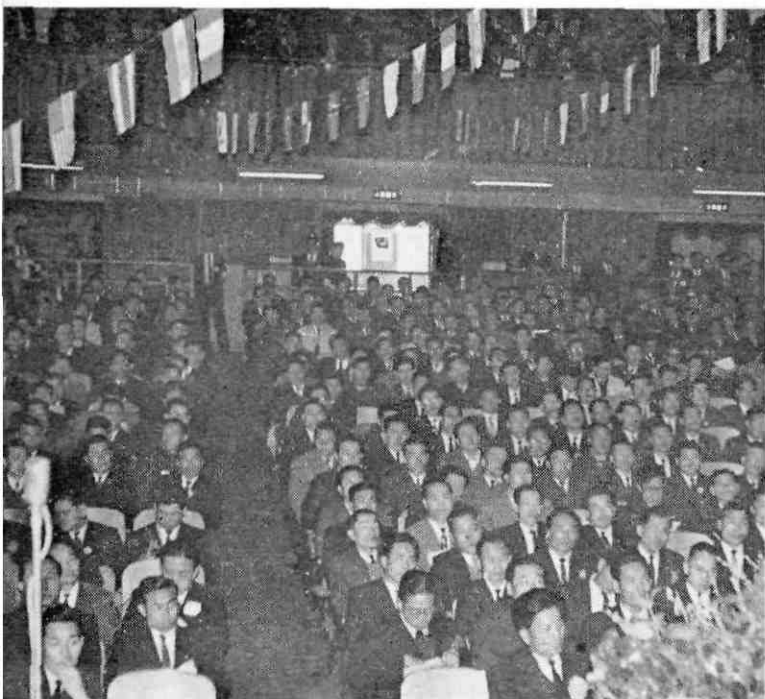
4. Korean trade unions, having realized their mistake in allowing themselves to become too closely linked with the political machinery of the governing Liberal Party, have now repaired the damage by democratizing their union machinery and by putting the needs of their memberships first



1



2



3



4

Then came the March 1960 presidential elections – won, of course by the Liberal Party by means of trickery and corrupt practices – and the Korean people as a whole rose in indignation against the régime and its methods. The rising was successful and the trade unions immediately set about putting their houses in order by a top-to-bottom reorganization in the course of which the shackles tying the unions to the reigning political party were thrown off. The entire Korean trade union movement thus declared its independence of the discredited Liberal Party. As a result of the 'spring clean', entire unions which up to that time had functioned solely as instruments of the Liberal Party were abolished and the labour movement was reorganized along genuine trade union lines free from political party ties.

This reorganization of the Korean labour movement at national and local level was completed by the end of September by which time practically all unions had elected new officers capable of genuine leadership in the new situation confronting Korean labour. One immediate outcome of the end of political tutelage was a series of claims the submission of which had been made impossible under the former régime owing to the repressive control methods exercised by the ruling political party. This grievance and dispute movement has been very successful.

The All-Korean Federation of Railway Workers' Unions, a trade union body with a long history of trade union effort and one of the main constituents of the Korean labour movement, completed its own reorganization at local level at an early date and was able to proceed to the election of new national officers at its revolutionary Congress held on 30 June 1960. Under its new leaders, the Union has moved firmly into the field of industrial dispute – claiming improved wages and conditions in the knowledge that it is pursuing legitimate trade union purposes and has the support of its many members in pushing their claims.


At the same time the Korean labour movement is keeping a close watch on Communist attempts at infiltration into the

unions. It regards Communists as the common enemy of the free world and is continuing the fight against Communism in all its forms. The Korean people had a taste of what Communist aggression means in June 1950 and have no illusions as to its true nature.

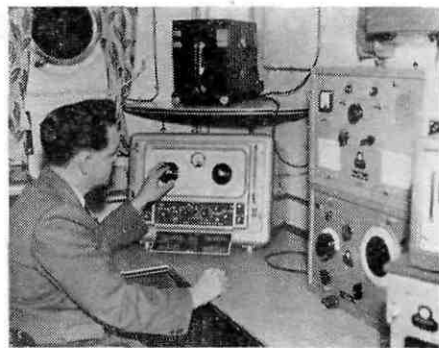
We are looking forward to a brilliant and prosperous future for the Korean trade union movement and are determined that never again will it allow itself to become the tool of the political parties. Korean workers are also looking forward to increasingly closer ties with their fellow workers in the free world and have great hopes for the development of the free labour movement throughout the world.

In the knowledge that the Korean labour movement has now resumed its rightful place as a force for democratic trade union progress, we of the All-Korean Federation of Railroad Workers' Unions – and indeed the whole democratic Korean labour movement – look forward to the valuable co-operation of the ITF in our task of rebuilding the new Korean labour movement.

#### Automatic direction-finder for ships

 A NEW DEVICE CALLED THE 'LODESTAR' has been designed by the Marconi Company which will considerably simplify steering operations on board ship. The 'Lodestar' is a direction-finding receiver of a fully automatic type which, when tuned to the transmission frequency of a group of radio-beacon stations, automatically follows the transmissions of each beacon in the group in turn and shows on its dial the bearing of that station from the ship on which it is fitted. There is also provision for manual control for use when it becomes necessary to overcome atmospheric or other interference.


The use of this direction-finder was recently demonstrated on a British trawler (the 'Stella Leonis') on a return journey to Hull. On leaving Norwegian fishing waters, the skipper tuned the 'Lodestar' to the radio-beacon transmitter on board the Spurn Light Vessel stationed at the mouth of the Humber, and thereafter the 'Lode-



The 'Lodestar' being used by the radio operator on board the trawler 'Stella Leonis'. The use of this instrument greatly simplifies course-setting operations by cutting down the number of actions that have to be taken before steering instructions can be given (Photo by the courtesy of Marconi)

star' indicated on its dial any variation of course adopted by the 'Stella Leonis' from the Great Circle course which would bring her to the light vessel. Any such variations enabled the skipper to instruct the man at the wheel to make the necessary alteration to bring the vessel back on her correct course.

#### Mystery disease is affecting Japanese fishermen

 JAPAN HAS A MYSTERY disease which during the past eight years has killed off a number of fishermen and members of their families in coastal villages along the Ariake Sea, a land-locked stretch of water in Kyushu.

Despite three years of research, no-one knows much about the disease – known as the 'Minimata Sickness' – except that it is caused by organic mercury found in the bodies of fish. First symptoms are paralysis of the arms and legs, then gradual paralysis of other parts of the body. Eyesight is also weakened. During the eight-year period, seventy-eight people have been affected by it and just under half of them died.

According to fishery officials of the Ministry of Agriculture, doctors and scientists have been working to find out the cause of the infection in the fish. One official said it was 'probable' there was a connection between the organic mercury in the fish and polluted water, but this had not yet been proved.

Factories at Minamata, where the disease originated, use large quantities of mercury and mercury aldehyde and both are included in waste material which has caused a great concentration of inorganic mercury in seawaters around the area. However, the experts are still unable to explain how this inorganic mercury could convert into, or cause, organic mercury in fish.

# A dirty business



ONE OF OUR SWISS AFFILIATES, the Commercial, Transport and Food and Drink Workers' Union, has for some time been keeping an eye on a certain road transport firm in Zürich which has systematically been overstepping the legal provisions regarding drivers' working hours and loading maxima. They had heard tales of drivers working as many as 17 hours a day and, knowing that there was some feeling about this among the employees, decided to carry out an investigation into the working day of one of the firm's tanker lorry drivers.

The investigators followed the lorry and its trailer in a private car equipped with a tachograph, which shows as exactly as possible the day's work of this driver. He was entirely on his own and did not have any idea of the purpose of the 'pursuit' until the evening. It should be mentioned that he did not in fact carry out all his employer's instructions, as he ought in addition to have returned to Basle, filled his tank and trailer there, and finally unloaded his 20,000 litres of fuel oil (an overload of about 7 tons) at Zürich.

The tachograph showed that the driver made only two stops, for breakfast and for the midday meal. The other stops were made for filling and emptying the tanks. While this was happening, the driver had to keep a check on the pump and carry out various other tasks. The lorry and trailer

never exceeded the maximum permissible speed, – 60 km per hour – but always drove flat out within this limit.

The tachograph's record shows that the driver's working day stretched from 4.00 a.m. to 7.00 p.m., i.e. 15 hours. There were two stops for meals, 25 minutes for breakfast and 53 minutes for lunch – 1 hour 18 minutes in all. The effective working day thus lasted 13 hours 42 minutes, of which 8 hours 16 minutes were spent at the wheel. The lorry covered 301 km at an average speed of 36 km per hour. Bearing in mind that a lot of this time was spent driving in towns, and taking account of the density of traffic and of the weight of lorry and trailer combined, this is no easy speed to achieve.

Two and a half years ago the union published a report on a trip made in Basle



by a tanker lorry belonging to one of this firm's competitors. On this occasion the driver was on the road from 5.00 a.m. to about midday, after which he was free from about 1.00 p.m. A second driver took over the lorry at noon and returned to Basle, finishing work at 7.00 p.m. In order not to overstep the legal maximum weight, this lorry carried a third less than that of the Zürich company. How on earth, asks our affiliate, are employers who obey the regulations supposed to compete in these conditions?

This report, published in *Solidarité*, the union's French-language journal, is part of a campaign they are waging, not so much to inform their members, who already know as well or better what conditions in road transport are like, as to bring these infringements to the notice of the public, and particularly of those who are responsible for seeing that the law is applied. This report shows clearly how important it is not only to fix a legal maximum working day (this has existed for many years in the transport industry) but to create conditions which will guarantee that it is observed. In  
*(continued on the next page)*



During his fifteen-hour working day, the driver had only two meal-breaks, one of 25 minutes and the other of 53 minutes. His average speed during 8¼ hours at the wheel was 36 km per hour. The union is waging a campaign to bring these conditions to the notice of the public in order to ensure rigorous application of the law




Filling up. Apart from actually driving his lorry, the driver has to supervise the filling and emptying operations keep a check on the pump and carry out various other tasks. The investigators discovered, too, that the tanker and trailer combined carried an overload of about seven tons of fuel oil. He worked 13 hours 42 minutes



The end of a hard day. The Swiss union is pressing for the strict implementation of the maximum working day, and the weight limitations laid down by law. It maintains that every commercial vehicle should be equipped with an effective tachograph in order to relieve drivers of the burden of crooked competition in their trade



# The MEBA welfare plan

 MORE THAN \$5 MILLION in welfare benefits has been collected by members of the US Marine Engineers Beneficial Association and their families since the MEBA Pension and Welfare Plan first started paying benefits in 1951.

The Plan, which was established by the Union in negotiations with Atlantic and Gulf shipowners, reported that 16,032 individual claims were paid during the period from January 1, 1951 through August 31, 1960, for \$5,370,407.34. Benefits also are paid primarily to West Coast engineers by the MEBA-PMA Welfare Plan, and to other Union members by the Great Lakes District Local 101 Welfare Plan.

The A&G Plan reported that more than 4,800 engineers have collected in-hospital benefits since the Plan was established, and have received a total of just over \$500,000. Of these, 1,387 engineers have collected benefits of \$243,072 since 1958, when the in-hospital benefit was raised to \$12 a day for twenty days in contract negotiations.

The plan also has paid more than \$900,000 to engineers in disability benefits since 1958, when the disability benefit was set at \$50 a week for a period of up to thirty-nine weeks. More than 1,900 engineers have received the disability benefits.

## 8,500 Dependents' Claims

The Plan also has paid \$47,000 in extended hospital benefits, \$16,000 for accidental dismemberments, \$2 million dollars in death benefits for active members and \$24,000 in death benefits for pensioners, and close to \$2 million in benefits to the wives, children and dependent parents of

*(Continued from page 22)*

fact this means that every commercial motor vehicle must be equipped with an effective tachograph; the old one only recorded the time of departure at the beginning of the day.

When it is possible, with the aid of effective police controls, to catch employers who force their drivers to break the law in this way, perhaps overloading will cease and the drivers will not longer be made to carry the burden of such crooked and dirty methods of competition, says the Swiss union.

members. More than 8,500 individual claims have been paid for benefits for dependents during the nine-year span covered in the Plan's report.

The Plan now pays benefits when an engineer is hospitalized or disabled, whether he's hospitalized or at home, in cases of accidental dismemberment, and when he dies. It also pays a variety of benefits to dependents, who include the engineer's wife, a new born infant on the 15th day and unmarried children under the age of nineteen, including step-children. For single engineers, it also includes a mother and father who have actually have been claimed as dependents for tax purposes.

## \$ 50 a Week

The Plan now pays \$12 a day for up to twenty days when an engineer is hospitalized, \$50 a week for up to thirty-nine weeks while an engineer is unfit for duty, whether he's in the hospital or at home, life insurance of \$5,000, accidental death benefits of \$5,000 and accidental dismemberment of up to \$5,000. MEBA pensioners also are eligible for death benefits of \$500, and for

hospital and medical care of \$500 for themselves and each of their dependents.


Dependents can collect hospital benefits of \$20 a day for up to seventy days, \$500 for special hospital services such as drugs, dressings, etc., up to \$300 for surgical benefits, up to \$75 for outpatient x-ray and laboratory fees (excluding x-ray treatment), \$5 a day for doctors' hospital and office calls, up to \$300 for additional accident benefits for hospital or medical charges, \$5,000 for any kind of expense incurred during the first two years of infantile paralysis and \$175 for maternity expense, including \$100 for the hospital and \$75 towards the doctor. The money allocated for the polio expense is in lieu of other benefits.

## How to Qualify

To be eligible for A&G welfare benefits for himself and his dependents, an engineer must be on the payroll of a participating company for thirty or more days within any six consecutive calendar months. If he's the member of a West Coast local, he can qualify for A&G benefits by working for a participating company for ninety days within any six consecutive months.

Engineers remain insured for six months from the last day of their qualifying employment.

## All was not lost for love

 THE PATH OF LOVE is not always strewn with roses, but should a girl be sacked because her boy friend works for a rival concern? A German firm operating an inland navigation concern apparently thought so, and when the news got out that one of their typists was particularly friendly with a man sailing on one of the Rhine boats operated by a rival concern, it promptly sacked her. On the spot, and no notice given.

The girl objected, and the employer relented - to the extent of sacking her after giving due notice. But the sack is the sack, and the girl thought was she was hard done by. So did the Karlsruhe Labour Court to which she very sensibly turned in her distress.

Having reviewed the circumstances as presented, the Court found that a girl was entitled to do what she liked in her own time. In fact, it went even further. 'It is a matter of common knowledge,' it laid down with due magisterial solemnity, 'that young lovers do not usually discuss their employers' business affairs during their free time together.'

We don't know when the Court did its own courting, but we suspect that this judgment was probably delivered with more than a suspicion of a twinkle in the eye. And doubtless the girl left the Court with a twinkle in hers - it being understood, of course, that if the boy friend had gone over to the rival firm after having left the girl's employer under suspicious circumstances, the story would have had a different ending.



### Air-conditioning - for and against

**ANCHOR** NOT EVERY SEAFARER is in favour of air-conditioning, though with passenger ships and the new tankers it looks as though it has come to stay. Perhaps it is merely a matter of getting used to it, but it also has its social consequences. If one walks along the average passageway at sea, past the cabins of deck officers, engineers or seamen, one will find the doors open and the curtains seldom - or if they are, no more than inadequately - drawn. It is not unduly difficult, with no great intrusion upon the privacy of the cabin's inhabitant, to see at a glance whether he is taking a nap, working at his desk, or in that state when he would welcome a friendly interruption; and if he really wants to shut his cabin door, then of course he can do so. In the air-conditioned ship, on the other hand, it is usually advisable to keep one's cabin door firmly closed to maintain the proper temperature, and this can but reinforce the tendency, which exists anyway, for the merchant seaman to keep himself to himself. It may indeed tend to make the ship a less cheerful place than it was in former times.

(from *Shipbuilding and Shipping Record*)

### An essential prerequisite

**GLOBE** THE DEVELOPMENT of strong trade unions is an essential prerequisite to the abolition of misery and hunger in these countries which are in process of industrial development. Experience in Europe and North America during the early stages of industrial growth in the last century shows that it is not enough simply to increase production: an equally urgent problem is the question of the distribution of industrial benefits. This problem can be solved however only if strong, independent and democratic trade unions fight to secure for the workers an equitable share in the wealth produced.

If efforts to establish such trade unions prove unsuccessful, the increased wealth of these countries will fall exclusively into the hands of a small number of local industrial magnates. This could only lead to the im-

poverishment of the workers and prevent the establishment of a social order in these new and for the most part still weak countries. The consequence would be an unstable social order leading to constant disruptions of the state machinery in individual countries and doubtless that of all Asian, African and Latin American countries in process of economic development.

We, who have full knowledge of the gravity and the extent of the world-wide conflict between democracy and communism, consider it our duty to save the peoples of these countries from new forms of suppression so that they may retain their political as well as personal freedom and to help them develop those forms of government best suited to their convictions and way of life.

'Welt der Arbeit' - organ of the German Federation of Labour

### The Achilles heel of apartheid

**GLOBE** THE SOUTH AFRICAN GOVERNMENT incessantly complains that its policies and actions are misrepresented outside the Union. It now has a chance of showing the world how far it is sincere in these protests. For months it has been having trouble in Pondoland. There, in a pleasant setting by the Indian Ocean, south of Natal and at the extreme edge of the native Transkei territories, the casualty lists, the burning of kraals, and the boycottings tell a significant story. Something is radically wrong in a part of the Union which, according to the apologists of Dr. Verwoerd and his treatment of the subject Africans, has all along welcomed apartheid. Time and again we have been told that the true Africans in the native territories prefer the new deal forced upon them by the Prime Minister, and his present successor as Minister in Charge of Bantu Administration, Dr. De Wet Nel, to the long established systems that preceded it and were based on earlier ideas of equitable relationship between white and black.

From the confused reports trickling out of Pondoland during recent months one fact has been emerging with increasing clarity. The native population is unhappy

and unsettled. So far from rejoicing in the alleged restoration of ancient tribal glories, it has, in rough African terms, gone on strike against the Government. Ministerial excuses have so far been of two kinds, both of them familiar. Reports are 'twisted': agitators and communists, white and black, are the mischief makers. The degree of truth, if any, in this analysis of the situation can be judged only by allowing independent observers to move with complete freedom in the disturbed territory and to get at the facts without official restriction. If the Nationalists are sure of their ground and have nothing to hide they will invite such inquiry. As it is, while not entirely keeping correspondents at arm's length, they have withheld the facilities which in free countries are regarded as essential if news is to be convincing.

No more significant test could be applied to the reality of the claims of believers in apartheid than this defiance of authority in Pondoland. Is it true that some at least of the appointed African leaders are regarded by the tribesmen as stooges? Is a regime being set up in the native territories that draws healthy strength from the true wishes of the Pondo and their neighbours or is it a puppet show, dangled on strings from Pretoria? Dr. Verwoerd may rest assured that the drastic legal steps, taken yesterday, to restore order will not be regarded by public opinion in the Commonwealth and the outside world as an answer to these questions. The native territories are the Achilles heel of apartheid; were it pierced, there would be no life left.

(from *The Times*)

### Not the remedy

**GLOBE** Despite criticism, the Indian government appears to be determined to eliminate 'outsiders' from trade unions of Central Government employees. . . . In our view, this approach is purely negative and will not serve the objective which the government wants to achieve. The fact of the matter is that outside leadership of the union is harmful when it is irresponsible, ignorant and unpatriotic. It will be beneficial when it is responsible, enlightened, dedicated and patriotic.

(from *The Indian Worker*)

# International Transport Workers' Federation

President: R. DEKEYZER

General Secretary: P. DE VRIES

**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
- 225 affiliated organizations in 71 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*

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

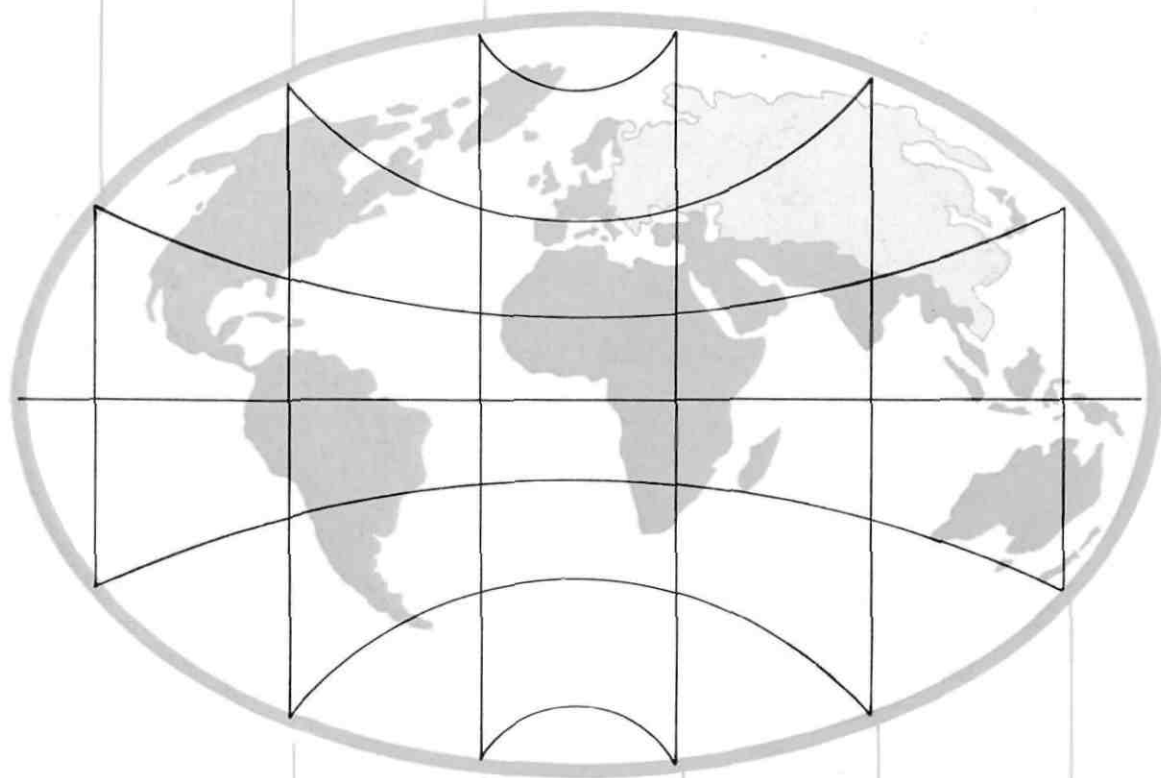
# Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

## Editions of Journal



Pressebericht

## Editions of Press Report

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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