

International

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2

Transport Workers' Journal

In this issue:

Mission to Turkey
by Lawrence White

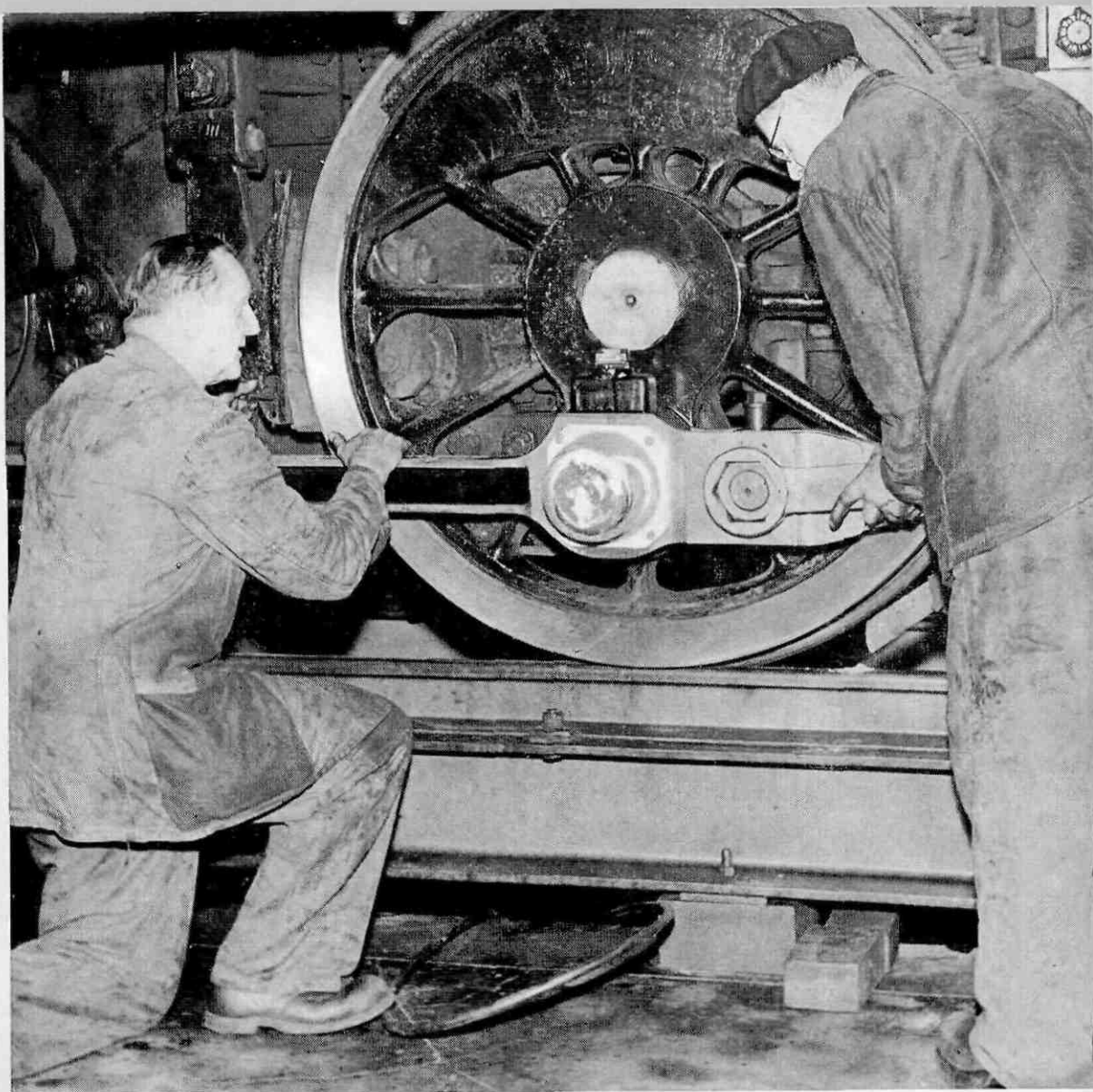
Medical aid at sea

Civil Aviation workers
in the German Federal
Republic
by Gerhard Kugoth

Security for US seafarers

The efficient use
of airspace

The Norwegian Lifeboat
Association
by Capt. M. Jacobsen



Monthly Publication of the International Transport Workers' Federation

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2

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Forthcoming meetings:

Lima Peru	1 and 6 March 1961,	Latin American Transport Workers' Regional Conference
Oslo	14 to 16 March 1961,	Dockers' Section Conference
London	25 and 26 April 1961,	Road Transport Section Committee
Paris	12 September 1961,	Railwaymen's Section Committee
Paris	13 to 16 September 1961,	Railwaymen's Section Conference
Vienna	9 October 1961,	Road Transport Section Committee
Vienna	10 to 13 October 1961,	Road Transport Section Conference

Comment

Dis-integration

WE SHOULD NOT LIKE TO SAY offhand just how many years the ITF, in pursuance of policies considered and pronounced upon by its affiliates, has been urging the need for co-ordination of the various forms of transport at both national and international levels.

As the ITF sees it, transport today, more than ever, is in need of co-ordinating and integrating processes which will bring about a fuller realization of the essential unity underlying the various forms it assumes. In the light of what the transport workers themselves regard as the essential social purposes of transport and the way in which it could best function, the story of transport in Great Britain - and in particular the history of the inland waterways, road haulage and the railways - has been saddening. The high hopes for a co-ordinated and integrated transport system which inspired the authors of the Transport Bill some fourteen years ago have been sadly disappointed by the acts of succeeding governments whose interests have lain in promoting profits and not the social needs of the country.

The first step towards 'desocializing' the British transport services was taken in 1953 when the greater part of the profit-making road haulage services were denationalized, leaving the British taxpayer to foot the bill towards the maintenance of the other forms of transport which, however, were not such good money spinners.


Now, in the form of a draft Act to be presented to the 1962 Parliament, the British government of the day propose to abolish the last remnants of co-ordination between the different forms of transport in the country by creating a new 'structure'. Under the proposed changes, the British Transport Commission, the body responsible for the nationalized transport services, will be liquidated in favour of separate boards (railways, London transport, docks, inland waterways and all other services) each holding its own assets and responsible for its own capital debts.

The idea is that each should then go full out to make a profit. Those that do not will thus prove that nationalization is 'bad business'. Those that do might well find themselves back in the hands of private enterprise, thus helping to clinch the argument.

Mission to Turkey

by LAWRENCE WHITE, ITF Assistant General Secretary



 **BROTHER WHITE** has recently returned from a joint ITS/ICFTU mission to Turkey, where, accompanied by Brothers C. Millard and P. Malles of the ICFTU and Brother Fritze of the German TUC, he attended the Triennial Congress of Türk-is (the Turkish Federation of Labour). The changed political situation in Turkey following the overthrow of the Menderes administration has created a more hopeful atmosphere for trade unions, and the purpose of the mission was to discover how the international movement could best help the Turkish unions to take advantage of any favourable developments. Brother White stayed in Istanbul after the Türk-is Congress had ended, and took the opportunity to make contact with various transport workers' unions on behalf of the ITF.

The right to strike and the recognition of genuine collective bargaining procedures – the attainment of these two basic trade union freedoms was the problem underlying discussions during the Türk-is Congress in Ankara at the end of November. The list of countries where such rights are withheld is all too extensive, but the prospect in Turkey, after the fall of the reactionary Menderes government, appears to be brightening. The new Ministers of Labour and Commerce were present at the opening session of the Congress and both made speeches expressing sympathy with the trade union movement and promising legislation which would allow them to operate more freely. However, neither gave any details of what the government proposed to include in any

future trade union legislation and neither made any mention of the right to strike or the need for collective bargaining. It is hoped, however, that in any legislation promulgated, these two freedoms will be given to the unions.

New officers were elected by the Türk-is Congress and the delegates agreed to amend the constitution of Türk-is to widen the field of organizations eligible for affiliation. This means that in future national unions, as well as regional unions or federations of unions, will be accepted for affiliation. This change may encourage the development of more unions organized on a nation-wide basis, as against the present emphasis on regional federations. Although union membership figures are low when compared with the total num-

ber of workers employed, the unions are well run and firmly established, and their income is steady enough for many of them to have been able to set up social benefit schemes, covering generally sickness and death benefit payments. It seems clear that if the unions were allowed to bargain freely and, if necessary, to withdraw their labour, they would be able to do far more for their members and more workers would come to recognize the advantages to be gained from membership of a trade union organization.

At present a form of compulsory arbitration procedure is laid down by the State for effecting changes in wages and



Brother Lawrence White, ITS representative on the ITS/ICFTU joint mission to Turkey, addressing the Türk-is Congress on the opening day. Brother White remained in Istanbul after the Congress in order to contact transport workers' unions on behalf of the ITF

(Above) Representatives of Turkish maritime unions meeting in Istanbul to discuss the possibility of uniting the numerous unions catering for seafarers into a single federation. Brother White, ITF Assistant General Secretary, is at the far end of the table (centre left)

(Below) Seafarers' representatives meeting at the headquarters of the National Maritime Union in Istanbul to discuss unity. The Turkish trade unions are hoping that new legislation will enable them to bargain collectively and that their right to strike will be recognized

working conditions. In general, wage rates can be revised only when there has been a change in the cost of living. If no agreement is reached with the employer, the dispute can be referred upwards through three different sets of regional and national arbitration committees. The main objection to this procedure is that it is infuriatingly slow — it may take up to two years for a decision to be reached. The unions hope therefore that any new legislation will include recognition of the right to strike and the establishment of fair and efficient collective bargaining and arbitration procedures.

The following is a brief review of the trade union situation in the transport industry:

Federation of Railway Unions

Railwaymen are organized in regional unions belonging to the above federation. Total membership is about 25,000, representing some 55% of the total railway labour force. The vast majority of members work in railway repair shops, catering, etc., and these categories pay their union contributions by way of a check-off system operated by the management. Only 5% of the Federation's members are operating or station personnel, as these workers are considered to be outside the scope of the regular labour legislation. The regional unions operate social benefit schemes out of contributions.

Motor Drivers' Union

This union organizes all workers in the municipal passenger transport services in Istanbul and has 11,000 members, three-quarters of whom are operating staff. Out of contributions the union gives assistance to drivers involved in accidents. Under Turkish law drivers are sent to prison if anybody is injured in an accident in which the driver is involved. Aid takes the form of full pay for the first month, half pay for the second month and payment of court expenses.

Federation of Seaworkers' Unions

There are five waterfront workers' unions



in this federation, only one of which, the Turkish Port Dockers' Union, organizes the categories for which the ITF caters. This union has 1,160 members.

Maritime Unions

There were until recently about fifteen unions catering for seafarers, only three of them with memberships of more than

a few hundreds. The first of these, the Turkish Seamen's Union, is organized with five smaller unions in a regional Federation affiliated to Türk-is. Efforts by the writer when in Istanbul to bring the parties together to form a unified seafarers' representative body have resulted so far in the two largest seafarers' unions, the Turkish National Maritime Union

(covering mainly tugboatmen) and the Turkish Ports Seamen's Union (catering for ferryboat personnel) uniting with the Turkish Officers' Union to form the 12,000 member-strong Turkish Seafarers' Unions' Association. It is hoped that this Association and the Federation mentioned above will be able to sink their differences and come together for the greater benefit of their members.

Civil Aviation Workers

The ground staff at Turkish airports is organized by the Petroleum Workers' Union. Membership includes all categories of workers from air traffic control personnel to fuel operators. They have just begun to organize cabin staff. Their present membership of all categories of petroleum workers stands at 10,000. They are developing a co-operative housing scheme for their members costing 28 million Liras. (25 Liras to £1).


The principal form of assistance required by the Turkish trade union movement appears to be education in fundamental trade union principles, organization and collective bargaining procedure. It was emphasized at all discussions on this subject that not only the general membership but also the union leaders feel themselves to be inexperienced in such matters because of their long severance from free trade union procedures and want to equip themselves to take full advantage of any favourable legislation. Seminars organized by the ICFTU would go a long way towards filling this need, and the possibility of setting up an education and information centre for the Turkish movement might be looked into.

The assistance which we in the International Trade Secretariats can provide, catering as we do for individual unions, is of a more specialized nature. Our resources enable us to supply detailed information on conditions of employment, collective bargaining methods, technical developments, etc., in similar industries in other parts of the world.

And this assistance should be given

quickly. Our friends among the Turkish trade union leaders are looking forward to a future of expansion and intensified activity on behalf of the workers they represent and they have turned to the international movement, not in the expectation that we shall do their work for them, but to seek help and guidance. It is now our turn to place the gathered experience of our affiliates all over the world at the disposal of our brothers in Turkey. We must not disappoint them.


The crew numbers thirteen

 THE CREW OF THE 850-TON SWEDISH VESSEL *Polar Reefer*, pictured here, numbers thirteen. Only a few months old, the *Polar Reefer*, which was specially designed for the transport of quick-frozen foods, is characterized by a high degree of automation in her working. The bridge house controls the automatic working of steering, whilst the main engine takes care of automatic refrigeration. Cargo is stored in pallets in the four separate cargo holds having a capacity of 50,000 cu ft and in

which three electric fork-lift trucks are carried for moving cargo about inside the holds.

Of the crew of thirteen, only two are on watch at night, one officer on the bridge and a deckhand. The rest of the crew turn in for the night. The two engineers have only maintenance work to do.

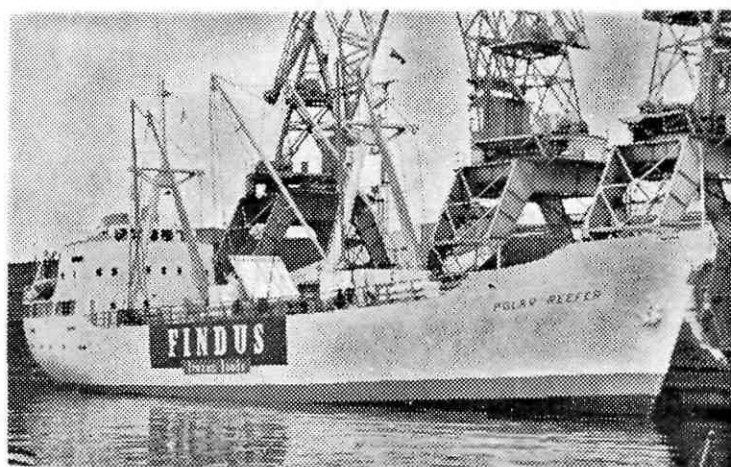
World Bank loan to Peru

 THE WORLD BANK has approved a loan of \$5,500,000 to Peru to improve road transport between the Amazon area in eastern Peru and the capital, Lima.

The loan will cover the foreign exchange cost of reconstructing a 105-mile section of road, beginning at Aguaytia and ending at Pucallpa, on a tributary of the Amazon, at the eastern end of Peru's Central Highway. In addition the loan will finance the preliminary studies for the improvement of an adjoining section of 324 miles of the highway.

Together these two projects are estimated to cost \$11 m., of which the loan will cover half the cost of imported

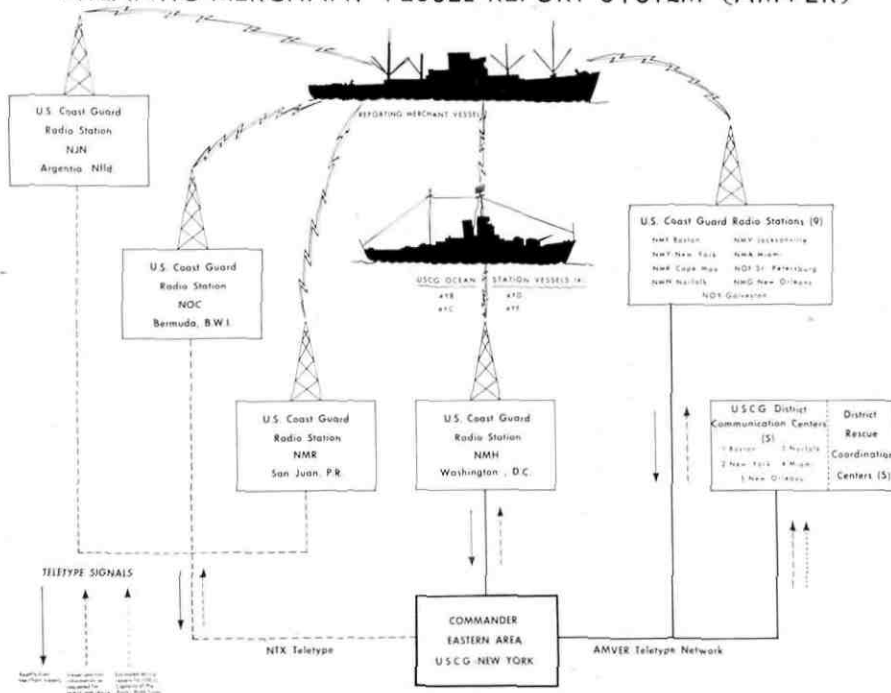
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The M/S 'Polar Reefer' carries cargoes of frozen foods and shows a high degree of automation in her working. Only two of her crew of thirteen stand a night watch – an officer and a deckhand

Medical aid at sea

ATLANTIC MERCHANT VESSEL REPORT SYSTEM (AMVER)



AT ANY GIVEN MOMENT there are thousands of seafarers plying their trade on the high seas on ships both large and small. Many of these vessels are many miles from any kind of medical aid in the event of accident or sudden illness apart from the emergency treatment which can be given by their shipmates. Fortunately, with the advent of wireless telephony and the fast-moving aeroplane, the consequences of accident or illness at sea today are far from being so serious as in the 'good old days' when injured or sick seamen had to put up with what treatment was available to them on board at the hands — well intentioned but certainly not skilled — of their shipmates until port was reached.

Today things are very different. Practically every maritime country of any standing operates a medical service for the benefit of seafarers off and approaching its shores. True to maritime and

medical traditions, such services are in no way confined to nationals — a sick man at sea is a sick man and in need of the help which only skilled hands can give satisfactorily. In some cases, such aid is given

For over two years the United States Coast Guard has been operating the Atlantic Merchant Vessel Report System (AMVER) in order to be able to check instantly on the positions of thousands of ships at sea at any given time. This service, which is provided free, enables medical and rescue aid to be brought with the minimum of delay to sick or injured seamen or to ships in distress

'over the air' with those on board following radio instructions from a medical centre situated many miles away — in some cases half way round the world. In emergency, doctors are available to proceed to the ship, if practicable, by helicopter or fast launch, or to supervise the transport of the injured seaman to hospital by these means. Such medical services have been described in the pages of the *ITF Journal* from time to time. The accompanying photos tell the story of the medical aid service operated by the US Coast Guard by means of its Atlantic Merchant Vessel Report System — AMVER — which has now been in operation for over two years. It is taken from *Seafarers Log*, the official organ of the Seafarers' International Union of North America.

1. Merchant ships participating in the service provided by AMVER transmit basic information — route and speed — to any of fourteen Coast Guard radio stations. This information is here seen being received on teletype at the AMVER centre from the Coast Guard station. It is not necessary for a ship to report again unless it deviates more than twenty-five miles from its original course
2. An operator at the AMVER centre enters all the data received regarding a ship's position on a sheet from which it will later be transferred to an IBM card. The system, which has assisted in bringing speedy relief in numerous cases of emergency, consists of a series of relatively simple and uncomplicated operations which result in a high degree of efficiency
3. The data received from merchant vessels via the United States Coast Guard stations is punched on IBM cards in edited form and then fed into an electronic memory unit. This part of the system computes and stores the information in its specially prepared 'digestible' form

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services and equipment, while a loan of \$4,500,000 from the United States Development Loan Fund will cover most of the Peruvian currency costs. The remaining domestic currency costs will be financed by the Peruvian Government. The Grace

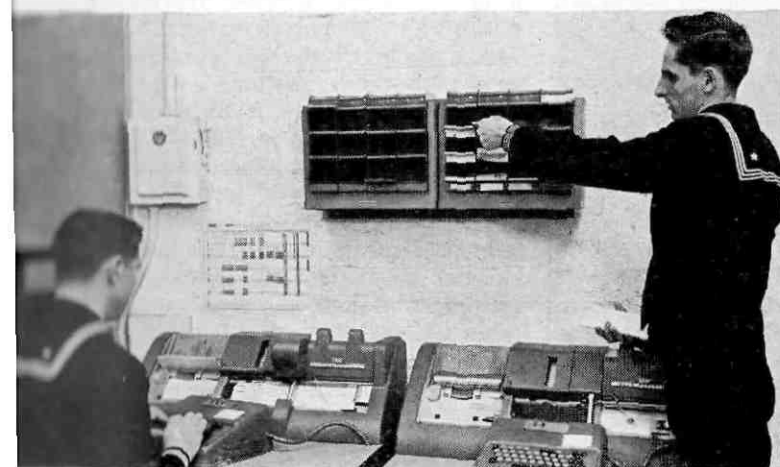
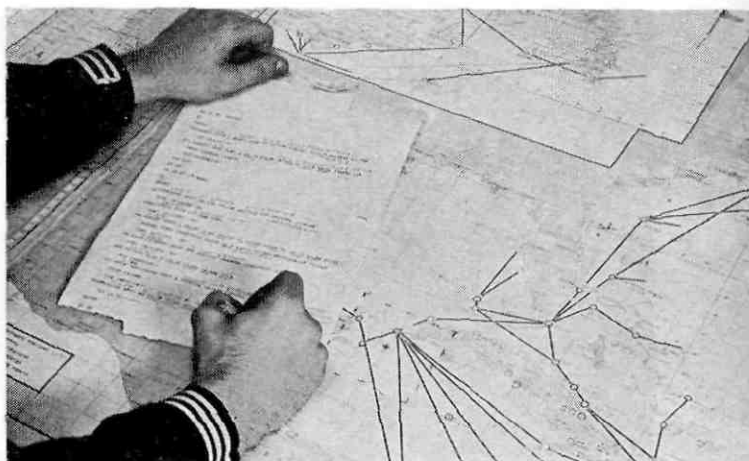
National Bank of New York is participating in the loan, without the World Bank's guarantee, to the extent of \$50,000, representing part of the first maturity of the World Bank loan (5½ per cent, plus 1 per cent commission) which falls due on January 1, 1965. Construction is scheduled for completion by the end of 1964.

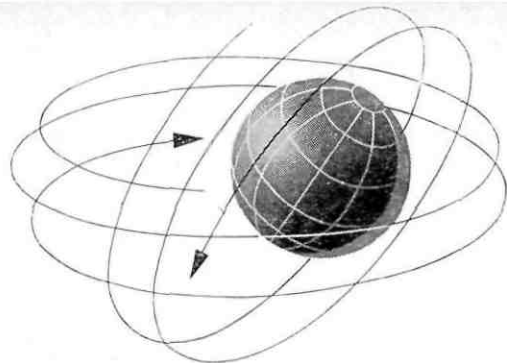
4. The 'memory' portion of the machine is in the discs in the centre of the photograph, which resemble long-playing records. This completes the recording process, and the position of any ship taking part in the service can now be plotted instantly should it need speedy assistance of any kind

5. The Rescue Coordination Centre in New York picks up any incoming distress details and contacts AMVER, which immediately sets to work to discover which ships capable of giving assistance are


nearest to the scene. It may be that a seaman has been seriously injured and requires prompt medical attention, but that his vessel carries no doctor

6. AMVER assisted in directing a ship carrying a medical officer to a vessel where an injured seaman, shown in our photo, needed emergency medical aid. It is this kind of service, provided free of charge, which goes a long way towards minimizing the hazards of life at sea. The patient looks happy enough here, but the story might easily have had a very different and more tragic ending





Railroad social insurance in the United States

 SOME ONE MILLION RAILWAY EMPLOYEES are covered by social insurance in the United States under the railroad social insurance program which came into existence just over twenty-five years ago — on 29 August, 1935 to be exact. At first only a retirement pension scheme, it has gradually grown to include further social welfare benefits so that today it provides railway employees with protection against the major economic hazards they meet during their lifetime.

A basic requirement for retirement or survivor benefits under the scheme is that an employee should have at least ten years' service. Having completed that service an employee is entitled to retirement benefits at age 65 or to a pension in the event of permanent disability.

Retirement pension works out at about \$150 a month (compared with \$60 when

the scheme was started). Disability pension is in the region of \$125 a month. Wives' annuities at present being awarded amount to \$55 a month on an average. Wives of employees can expect to receive as much as \$70 by way of monthly benefits. Among the advantages of the retirement scheme may be mentioned: benefits are high in relation to earnings; age retirement can begin as early as 60; annuities may be drawn whilst the recipient is still working on a non-railroad job; retired employees may also draw benefits from other systems; widows can receive benefits at the age of 60.

Under the survivor benefit scheme, the average monthly benefits currently being paid are \$75 to aged widows alone, \$150 and over to a widowed mother with one child, \$200 to a widowed mother with more than one child and \$80 to parents. Total family benefits can run as high as \$280. If no monthly benefit is payable upon the death of an employee, a burial

US railroad unions recently celebrated the 25th anniversary of the Railroad Retirement Act establishing a pension scheme and, with additions, providing protection for railway employees against all major economic hazards. Presenting the token cheque is the chairman of the Railroad Retirement Board with George M. Harrison, President of the Railway Clerks. Third from left is Brother Michael Fox, who is the President of the AFL-CIO Railway Employees Department

lump sum is paid. Such payments average \$570. If no further survivor benefits can be paid, a residual lump sum payment may be made. These average \$1,700.

Retirement and survivor benefits are financed from taxes paid equally by the employer and the employee. The present rate is 6½% on employee earnings up to \$400 a month, but the rate is expected to go up in the future. The fund is deposited with the US Treasury, the reserve at present in the account being \$4 billion. This is invested and earns an important form of income.


The method of financing the railroad retirement system requires the accumulation of rather large reserves, the interest on which, together with taxes and other forms of income, permits the operation of the system on a predetermined constant — or nearly constant — rate of tax. This method may be described as financing on a level premium, actuarial reserve basis. It ensures a relatively stable tax-rate, a fair distribution of costs among younger and older employees, guarantees payment of benefits and gives a realistic picture of costs both present and future. In point of fact, there is at present a small actuarial deficiency, but this is not considered serious.

The railroad unemployment insurance scheme, which was started by a law passed in 1938, provided unemployment benefits. Sickness benefits were added under amending legislation approved in 1946. There have since been other amendments increasing the rates of benefit and providing a longer duration of benefits for unemployed career employees.

Unemployment benefits are based on


annual earnings or 60% of the basic daily rate of pay. Minimum daily benefit is \$4.50 with a maximum of \$10.20. Benefits are normally payable for a maximum of twenty-six weeks but long-service employees may receive benefits for 13 to 26 additional weeks. Sickness or injury benefits are the same as for unemployment except that no benefits are payable beyond 26 weeks. The waiting period is four days. In 1959-60, the average fortnightly unemployment insurance benefit was \$79. The average sickness benefit was \$90. Whereas in the case of the retirement and survivor benefits the funds to support the scheme are contributed in equal parts by the employer and the employees, the unemployment and sickness scheme is financed solely by the employer on the basis of his payroll.

A Pan-Arabian oil-tanker company?

 PLANS FOR THE ESTABLISHMENT of a Pan-Arabian oil-tanker company were discussed recently at a meeting of the economic council of the Arab League. The countries stated to be interested in the venture, detailed consideration of which has been passed on to a sub-committee, are: the United Arab Republic, Iraq, Saudi Arabia, Morocco, the Lebanon, Jordan and the Yemen.


Other matters discussed at the early December meeting of Arab League economic experts included the establishment of an All-Arabian common market. This was referred to governments for further study.

Morocco to be indicted before the ILO

 THE ICFTU is to introduce a complaint before the ILO on the restriction of trade union rights in Morocco following the Moroccan government's preventing representatives of the Moroccan Trade Union Federation (UMT) from attending the African Conference of the ILO held in Lagos last December. The ICFTU is strongly protesting against this arbitrary act, whilst the UMT in its own protest to the Moroccan government has

pointed out that it was the UMT which took the initiative in bringing about the conference from which, by arbitrary act of the government, it subsequently found itself excluded.


Opposition to 'three-pilot system'

 BRITISH EUROPEAN AIRWAYS are meeting with pilot opposition to their proposals to introduce a 'three-pilot' system on their Vickers Vanguard (425 mph) turbo-prop airlines in use in the Paris route. The 'three-pilot' system would mean the addition of an experienced captain sitting in a centrally sited seat to monitor the activities of the two pilots directly concerned with the physical handling of the aircraft.

For the present, in all BEA aircraft, including the 60-ton Vanguard, the captain still occupies the traditional left-hand seat. In the three pilot system observed experimentally around the middle of December last, the third pilot in the central seat took over air-to-ground communications, kept the fuel log and called out the drill to be performed by the flying crew.

British airline pilots, however, are understood to be opposed to this so-called commander philosophy of allocating pilot responsibility. BEA are reported to favour this crew layout for the company's DH 121 Trident three-jet airliners due to go into regular service next year.

Aptitude tests for level-crossing keepers

 GERMAN FEDERAL RAILWAYS have introduced a special series of aptitude tests for level-crossing keepers. Everyone appreciates, of course, that the job carries with it heavy responsibilities, but not everyone realizes the special powers of concentration that are called for. The job looks easier than it is. It is characteristic of human beings in general to overestimate their powers of concentration and in general we have an incomplete awareness of the extent to which our attention falls off after we have been engaged on a particular job for some time. This is not necessarily a defect, but there

are occasions when it can be unfortunate, and when human lives are at stake, it is only reasonable to guard against it.

The aptitude tests worked out by the German Railways are designed to bring out a man's whole 'work personality' as much as any particular skill or manual dexterity which might be thought of as indispensable for this job. The distinction between 'work personality' and aptitude in the narrower sense might be shown by comparing two men, one of whom learns quickly and responds promptly and correctly to any given signal, and one whose mental alertness is not exceptional. Judged on these characteristics alone, the first would seem to be the man for the job. On the other hand, it might be found that the second man continues under all circumstances to respond steadily and reliably whilst the first, having mastered the task to his own satisfaction, allows himself to

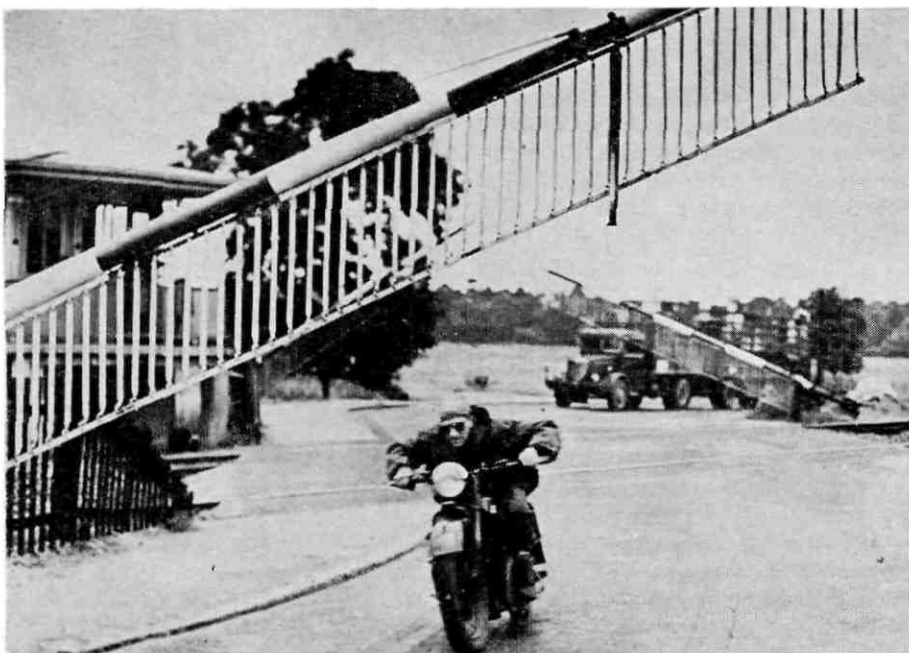


The testing techniques which have been introduced by German Federal Railways for applicants for the post of level-crossing keeper are designed to assess 'work personality', powers of concentration and sense of responsibility in addition to skill in the narrowest sense

When you are dealing with fast moving traffic it is not always easy to get the barriers down without trapping vehicles on the crossing. The level-crossing keeper has therefore to be both skilful and alert and a grave burden of responsibility rests on his shoulders

be distracted so that his performance eventually falls below the minimum acceptable. This long-term comparison is the crucial one. The aptitude tests are therefore designed to throw up, in the limited time available, as much information about the personality of the applicant as is reasonable. Among other things, this means concentrating into a relatively short time rather more in the way of distraction than the candidate would normally meet with in the job itself. A complicating factor is that 'distractions' for this purpose include a number of functions which are a part of the keeper's normal duties, but which must not be allowed to interfere with his main task — that of keeping the crossing clear of vehicles and pedestrians when a train is due to go through.

The two most obvious pitfalls for applicants with lively minds arise from their capacity for becoming interested in *something else*. With these in mind, the examiners have devised a 'puzzle' to tempt the 'introverts'. For the 'extroverts', they make assiduous use of the telephone which is a standard piece of equipment in the keeper's cabin. The unsuitable candidate will, according to temperament, either allow himself to become engrossed in the challenging problem or, alternatively, surrender to the temptation of attending to the telephone call which comes — by arrangement — at the crucial moment when the barrier is being lowered. In either case, whilst remaining 'safely' within the prescribed limits of his job, he is still in fact neglecting his proper work. He has been told to try and solve the problem, he has been told to answer the telephone, but he has also been told that his essential task is to close the barriers at the approach of a train. The man whose nature permits him to become engrossed in the puzzle will instinctively continue to give it his exclusive attention a little longer than is desirable, whilst the sociable type will probably find reasons for assuming that, despite instructions to the contrary, he 'ought' to answer the telephone even if this means neglecting his




more important duty. A man with a more suitable temperament will, again instinctively, recognize the priority of ensuring the safety of those using the crossing.

Some of these conditions are obviously clinically experimental, e.g. the puzzle. Since the point of the test is to establish 'resistance to temptation', it includes rather more 'temptation' than the keeper will come across in his normal duties. On the other hand, the test would fail in its object if it were not carried out in conditions on the whole approximating to those to be met with in the work. Such an approximation is achieved through a replica of an ordinary cabin, with train and road vehicle movements represented by moving lights on a panel. The examiner can alter these at will, and give instructions by telephone corresponding to those the signalman would receive from the stations on either side. The candidate's result is entered on a score card: he gains points for closing the barriers correctly, and loses them for closing them prematurely or too late or so as to trap cars inside the gates. This is his work performance proper. To it are added the notes on his 'work personality' as observed during the test itself and the conclusions the examiner has drawn.

Quite clearly, such a test cannot altogether eliminate the possibility of accidents arising because of human error. However, it is a step in the right direction, and the experience to be gained in applying the test will no doubt suggest refinements for making this 'screening' process more effective and for ensuring an ever increasing measure of safety on Germany's level crossings.

Eurocontrol Convention signed

 AT A MEETING IN PARIS ON 14 December last, six European countries — Benelux, France, the Federal Republic of Germany and the United Kingdom, signed the Convention setting up Eurocontrol, a centralized body to be responsible for the co-ordinating of aircraft movements in the interests of greater safety in the air. Italy, Switzerland and the Scandinavian countries did not sign the new instrument.

Commenting on the Convention, the Italian Minister of Defence pointed out that the purposes of Eurocontrol are already observed in Italy and Norway to a large extent, there being in operation in both countries a unified air movements control system.

Civil aviation workers in the German Federal Republic

by GERHARD KUGOTH, *German Transport & Public Service Workers' Union*



+ THE OVERWHELMING MAJORITY of all workers in West German civil aviation are employed by Deutsche Lufthansa (DLH). Lufthansa itself has undergone a very rapid development within an extremely brief period. At present, it employs a total of 9,000 personnel, of whom 7,664 work in the Federal Republic.

In 1953, a company known as 'Air Traffic Utilization Ltd.' was established and on the 6th August 1954 it increased its capital to 50,000,000 DM (£1 equals DM 11.69; 100 DM are the equivalent of \$24.02), and once again assumed the name of Deutsche Lufthansa Ltd. Headquarters of the new DLH is in Cologne.

Until recently most employees of DLH were in Hamburg, but at the moment a big move to Frankfurt am Main is in progress, and in the future this city will also become a centre of Lufthansa operations.

Before Lufthansa could begin flying on 1st April 1955, its air crew and technical personnel had to undergo a very thorough course of instruction or supplementary training. The flying staff prepared themselves for their future duties in Great Britain and the United States, whilst the technical staff were given the

opportunity of familiarizing themselves with the modern equipment utilized by other large foreign air operators.

During the initial period of Lufthansa's operations, British European Airways and the American company Trans World Airlines provided experienced flight captains, because German pilots, who for years had not been permitted to fly at all in the Federal Republic, could only be utilized as co-pilots.

Agreements

Collective agreements for all employers

of Lufthansa were negotiated between the Industrial Relations Association (*Arbeitsrechtliche Vereinigung*) and the ITF-affiliated German Transport & Public service Workers' Union, which has its headquarters in Stuttgart.

To a very large extent, the agreements covering both workers and salaried staffs follow the lines laid down in those for employees in public service. In drawing up the agreements, both parties aimed at achieving as similar conditions as possible for the two groups. All Lufthansa employees are members of the Supplementary Pension Fund operated by the Federal Government and the German *Länder* (administrative areas similar to American States). From this source, Lufthansa employees benefit from a supplementary old-age pension in addition to that laid down by law. All Lufthansa employees who fulfil the eligibility requirements are also entitled to a child allowance.

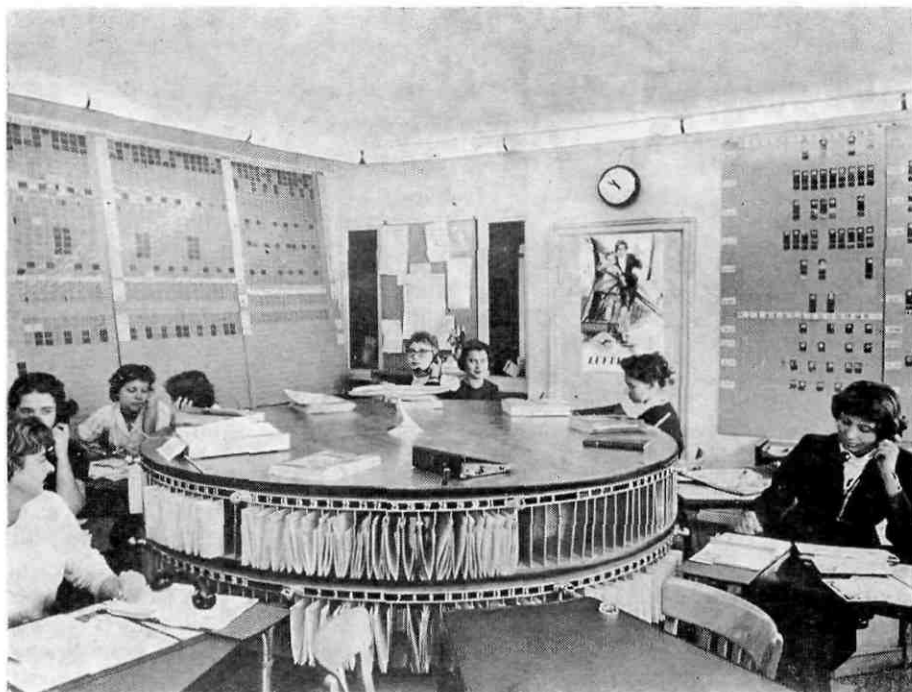
It was also laid down by agreement that in case of sickness workers would continue to draw full pay for periods – depending on length of service – of between six and 28 weeks. Additionally, flight crew personnel who are unable to work as a result of accident receive sickness pay up to a maximum of one year. Workers and flight personnel receive an extra month's salary every year as combined holiday pay and Christmas bonus, whilst salaried staff are entitled to two month's pay for the same reason.

In drawing up wage and salary agreements it was of course not possible to make use of existing German examples. Consequently, the aim of the Transport & Public Service Workers' Union was to ensure that the implementation of the agreements resulted in the achievement of a standard of living similar to that enjoyed by the staff of other European civil aviation companies. It can be claimed that this aim has been realized.

The differential between the lowest and highest salaries paid to the 870 flying staff is naturally very large. For example, a steward or stewardess flying 70 hours per month during his or her first year of serv-



Inside a Boeing 707. All Lufthansa employees are covered by collective agreements ensuring reasonable standards of pay and conditions of work. Only in the case of the German stewardesses employed by BEA and PAA on the Berlin run has the OeTV hitherto found it impossible to negotiate an agreement covering their wages and conditions



ice is paid DM 715, whilst a flight captain on a Boeing 707 gets DM 4,300 in his tenth year of service.

In addition to the legally-established insurance system, flying staff are insured against accident and disability, with Lufthansa bearing the whole cost of the premiums. The insured amounts are DM 10,000 to DM 20,000 in the case of death and DM 20,000 to DM 40,000 for disability.

In accordance with the collective agreement, flying staff may not be employed after they have reached the age of 55. Between 55 and 65 a contractual interim pension is payable. This is equivalent to the combined sum of the Salaried Employees' Pension and the supplementary pension which would have been payable if the employee had worked continuously until reaching age 65. Special pension arrangements apply to the cabin staff, who will probably be employed for much shorter periods. Depending on length of service, flying staff are insured against loss of licence up to a maximum amount of DM 60,000.

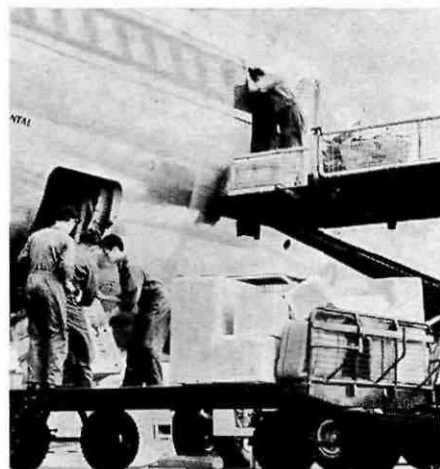
The Works Council Act, under which councils are to be established in every enterprise, is not generally applicable to aviation except insofar as ground services are concerned. This legislative gap therefore had to be filled so far as flying staff were concerned and in February 1957 the Transport & Public Service Workers' Union concluded an agreement (again with the Industrial Relations Association)

providing consultative machinery for the air crews. This gives them the same rights as are enjoyed by works' councils under the general legislation.

The two parties have also entered into an agreement covering seniority rights for flying staff. On the basis of this, all promotions are based on length of service.

Flight time

Legislative flight time limitations do not exist in Germany. The Federal Ministry of Transport has merely promulgated general principles covering flying time,



Freight going aboard a Boeing jet aircraft at Frankfurt airport. The airports of Western Germany have had to be rebuilt and extended. They have now been brought up to international standards in all respects. They number 11 and employ some 2,000 workers

The Deutsche Lufthansa employs some 9,000 personnel of whom well over seven thousand work in the Federal Republic. DLH headquarters were till recently in Hamburg but a move to Frankfurt am Main is in progress

working hours and rest periods applying to flight personnel. These principles have to be taken into account by the authorities responsible for licensing air transport undertakings. Permission to operate air services is only granted if adherence to these principles is guaranteed by the prospective operator. In essence, the Ministry's directives are in line with the stipulations laid down on duty hours, rest periods and flight time in our Union's collective agreement. So far as jet aircraft are concerned, the following limitations have been established: 85 hours per month; 255 per quarter and 840 per annum.

In crewing their original fleet, Deutsche Lufthansa was able to call upon former flying staff of the old pre-war Luft-hansa as well as ex-Luftwaffe personnel. Despite this, extensive and costly retraining was necessary. In supplementing its existing flying staff, however, Deutsche Lufthansa cannot make use of air force



Before Lufthansa began flying in 1955 its air crews and technical personnel had to undergo a thorough course of instruction on the latest aircraft, methods and techniques. Flying staff were prepared for future duties in Great Britain and the United States

personnel to the same extent as can air transport undertakings in other countries. At present, Lufthansa gives employment to 147 captains; 164 co-pilots; 105 flight engineers; 29 navigators; 35 radio officers; and 390 cabin staff.

When Lufthansa first started up it had available to it only technical staff of the old Lufthansa and the Luftwaffe, but – again following extensive retraining – the necessary personnel was eventually recruited.

In the meantime, the training of apprentices had begun, following recognition of the career of aircraft mechanic based on the technical needs of a civil aviation undertaking. Ten years had passed before the Federal Republic could operate an air line. This enforced inactivity meant that the development of a large-scale undertaking had been interrupted. Legally, the new Deutsche Lufthansa is not a continuation of the old Lufthansa (incidentally, the big air line in East Germany has been given exactly the same title as its counterpart in the Federal Republic).

It is obvious that an undertaking, which within a very short space of time has come to employ several thousand workers, has very great problems to overcome. However, so far as the technical development of the company was concerned, it was lucky in being able to make use of experienced ex-employees of the old Lufthansa. On the other hand, unlike other concerns in West Germany which were able to resume or continue their operations from 1945 onwards and thereby gradually adapt themselves to the changed industrial and social conditions, Deutsche Lufthansa was plunged straight into the new situation. Nevertheless, it proved possible within a comparatively short period to convince the management that ordered and trouble-free operations were dependent on the conclusion of collective agreements. In the circumstances the contents of the latter can be considered as completely satisfactory.

Of prime importance in this successful trade union activity is the fact that the

interest of *all* Lufthansa employees are protected and represented by a *single* organization – the German Transport & Public Service Workers' Union (Gewerkschaft Öffentliche Dienste, Transport und Verkehr or OETV).

At the present time, the aircraft operated by Lufthansa consist of four Boeing 707s (with a further 707 and eight Boeing 720s on order); four Super-Star Constellations (two of which are on charter); seven Super-G Constellations; nine Viscount 814 Ds; nine Convair 440s; three Convair 240s on charter and four Vikings, which are also chartered.

The airports and their staff

Following the war, the airports of Western Germany naturally had to be rebuilt and extended, and in a very few years it proved possible to bring them into line with international standards, both operationally and from the point of view of safety.

All airports in the Federal territory are under public control, and at present there are eleven of them – all excellently equipped. They are: Berlin, Brunswick, Bremen, Düsseldorf, Frankfurt, Hamburg, Hanover, Cologne-Bonn, Munich, Nuremburg and Stuttgart.

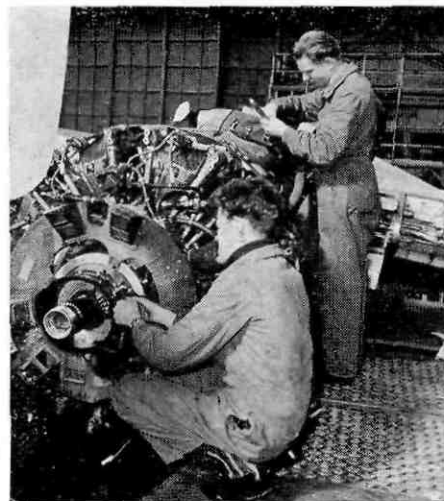
These airports – one of which, that at Nuremburg, is completely new – are fully capable of meeting all the demands of present-day international air traffic. They employ something over 2,000 workers. The largest is Frankfurt and the smallest Bremen.

All airport employees are covered by agreements negotiated by the oetv. They work under the same conditions as apply to direct public service. There are works' councils at every airport which do a very successful job.

The airline undertakings

The Federal Minister of Transport has repeatedly referred to the unfortunate situation which existed after the First World War, when there were a host of airlines based on very unsound foundations and very far from viable. The

When Lufthansa first started up again it had available to it only the technical staff of the old Lufthansa. Following extensive retraining programmes, the company now has an engineering staff adequate to its requirements



Federal Ministry of Transport is concerned to see that this situation is not repeated in present-day Western Germany. Nevertheless, there are already fifteen charter airlines in the Federal Republic together with a number of other aviation undertakings for advertising, pleasure trips and aerial photography. Recent experience has incidentally shown that private air companies – even those which initially seem financially sound – are so affected by relatively small setbacks (for example the loss of a single aircraft) that they are no longer able to continue their operations. Up to now only one wages agreement has been concluded covering the employees of such companies – the agreement being between the oetv and the German Air Services Company (Deutscher Flugdienst GmbH).

Mention should also be made of the fact that there are at present 28 foreign airline companies operating branch offices or with representatives or offices in the Federal Republic. To a certain extent these foreign enterprises employ German personnel. They are not covered by any wage agreement, however. This is particularly regrettable in the case of the stewardesses on the Berlin run. As is well known, the Lufthansa is not allowed to operate to Berlin, PAA and BEA, however, employ some hundred German stewardesses who are members of the oetv. It has not been found possible however to conclude wage agreements covering these employees. Of all employee groups in Germany, therefore, the stewardesses em-

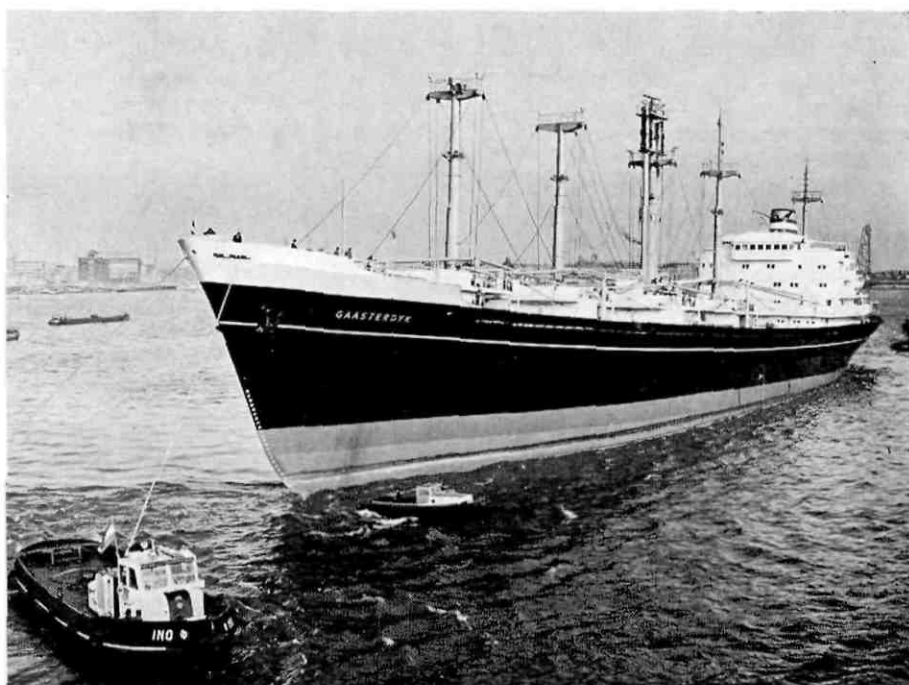
ployed by foreign airline companies are, from the industrial collective bargaining point of view, the worst off in the matter of protection and rights. In this connection, it must be borne in mind that, industrial legislation having arisen during a period when there could have been no thoughts of what the future would bring in the field of air transport, practically none of its provisions apply to flying staff. As regards these employees, therefore, such things as job security and conditions of employment have to be laid down by means of collective agreement. It is a matter of no little regret that the airline companies of which mention has been made should have exploited a political situation in such unsavoury fashion.

Training

The development of the Lufthansa and other commercial airlines points the need for suitable training establishments to supply their needs both present and future.

There are plenty of training establishments available for private fliers and pilots of helicopters, but the Federal Republic still lacks a training establishment of adequate size to supply the needs of commercial transport by air. Nor can any hopes be held out that the need will be filled by private enterprise. Such a venture would demand too much in the way of invested capital and operating costs. Proposals to start up a flying school were shelved in 1955 owing to opposition from the finance ministers of the various *Länder*. It was suggested at the time that expenses should be shared by the *Länder* and the Federal government.

The Deutsche Lufthansa has a flying school in Bremen and is taking care of its future needs by training programmes. The intention was that this flying school should be taken over by the Federal ministry and the *Land* of Bremen. Eventual participation in the scheme on the part of the other *Länder* was envisaged. Nothing further has been heard of these plans however. For the moment, the matter rests.



Look - No wheel!

 SOMETHING NEW in the way of freighters was recently put into service by the Holland-America Line. It is the 10,000-ton cargo liner *Gaasterdyk* which sailed on her maiden voyage from Rotterdam to Antwerp - and thence on to Weymouth and North America on 30 October last. Distinctive feature of this vessel is that it can steer itself - the steering being controlled by a tiller pilot on the bridge. This can be used very much like the automatic pilot (known as 'George') on an aircraft.

The *Gaasterdyk* (as may be seen from the accompanying photograph) also presents a somewhat unusual profile, her

An unusual feature of the Gaasterdyk, stated to be unique as the first deep-sea vessel without a conventional steering wheel, is the tiller pilot on the bridge controlling the vessel's steering. Apart from this the ship is equipped with the latest aids to navigation with special installations for receiving radiographic weather cards from stations all over the world (Photograph: Holland-America Line)

The m.v. Gaasterdyk, latest type freighter built for the Holland-America Line, shows an unusual profile with engine-room accommodation and bridge built aft. Crew comfort is stated to be of the highest. The five cargo holds forward have patent steel hatches which can be closed in a matter of minutes (Photo by courtesy of the Holland-America Line)

engineroom accommodation and bridge being aft. Forward of the bridge are five cargo holds and the patent steel hatches






Profile of the month

can be opened or closed hydraulically in a few minutes — a labour and timesaving device in keeping with the general 'up-to-dateness' of the vessel with its latest aids to navigation and special installation for the receiving of radiographic weather cards and wave-height cards.

The operating company claims that special attention has been paid to the accommodation of both officers and crew who have their own television set specially designed to receive the programmes available in UK, Continental and USA ports.

A new life-boat launching device

 AN INGENIOUS DEVICE FOR THE SAFE LAUNCHING OF LIFE-BOATS from either side of a heavily listing ship, irrespective of the transverse or longitudinal inclination of the raised side of the vessel, has been invented by two Italian engineers, Doctors G. Seno and B. Panisson. The device, known as the Pansen, comprises an arcuate aluminium alloy support, on which are mounted bronze rollers, equipped with means by which it can be detachably secured to the gunwale of the life-boat and an arcuate aluminium alloy runner which is mounted for circumferential movement along the support between the two end positions, provided with a number of rollers along its length and adapted to roll on the side of the ship. The life-boat is suspended in the normal manner from the ship's davits and is provided fore and aft with the device. When a life-boat is lowered down the raised side of a heeled-over ship, two or more of the rollers on each of the devices fitted to it will always be in a suitable position to roll down the surface of the raised side.

If, however, one of the rollers comes up against a projection on the ship's side which is too large for it to surmount, then the runner, which has a radius of curvature many times greater than that of the roller, itself rolls round against the ship's side until the projection is passed, whereupon it returns like a pendulum under the action of its own weight. In use, while the rollers carried by the runner are in contact with

(Continued on the next page)

WHEN JAMES SCOTT was elected to succeed Sir Tom Yates as General Secretary of the British National Union of Seamen — he assumed office on 1 January — he was under no illusions as to the tough task which lay ahead. The nus had just come through an extremely trying period, with certain disruptive elements doing their utmost to make life difficult for the union leaders. Union leadership, however, is an exercise in the art of the possible — a fact conveniently overlooked by ringside dissentients yelling for blood — and in James Scott, with some twenty-six years experience as a full-time official, the nus has a leader well trained in the hard factual school of union bargaining. Furthermore, he seems to have thrived on it for he certainly is far from looking his sixty years.

James Scott went to sea at an early age, joining the Royal Navy at the age of sixteen. In 1919 he began his long service with the merchant navy where he served in the engineroom department on tramp steamers. Fifteen years of sea service with a number of shipping companies and in all parts of the world may with justice be claimed as a fair apprenticeship to the task of union delegate and when, in 1934, James Scott was appointed the National Union of Seamen's delegate in Glasgow in his native Scotland he brought to his new work a rich store of experience of seamen and the ways of the sea in addition to his own natural attributes of vigour, clear-thinking and directness of purpose.

Six years of service as union delegate, in Glasgow and Liverpool, and again in Glasgow, led to his being appointed branch secretary of the union (in Grangemouth). At this period it may have looked as if James Scott's 'sea travels' were over in favour of shore service on behalf of those seamen whose needs and aspirations he understood so well and one of which he has always been proud to call himself. In a sense they were, but the year 1944 nevertheless saw him aboard ship, this time however on his way to Bombay to represent the union there. A short stay in India and he was off again — this time to New York as representative of the union in that country and Canada. He thus returned to the Mersey area (as special organizer) at the end of 1947 with his

experience enriched by contact with the peculiar problems associated with the work of a union representative in distant lands.


District secretary for the London area in 1948, James Scott returned to Liverpool in 1950 as district secretary for the Mersey area. Whilst holding this position he was an active member of the Liverpool Port Welfare Committee and the Liverpool Seamen's Welfare Centre, to name but two bodies in a specific area concerned with seamen's social and economic welfare which have come to know James Scott's forthright and down-to-earth approach to all matters affecting seafarers' problems. Among other bodies may be mentioned the National Maritime Board on which he serves and the governing body of Ruskin College, the British higher education centre devoted to the promotion of workers' education.

As National Organizer of the union in 1955 and Assistant General Secretary and Treasurer in 1959, he has now assembled years of experience in the conduct of union affairs at high responsible levels which, allied with the vigour he has invariably displayed in all his union tasks, cannot fail to make an impact on those bodies concerned with regulating the economic and social affairs of that large body of seamen who recently recorded their approval of the man and his fight on their behalf by electing him by an impressive majority to the high office of General Secretary.

Security for US Seafarers



Brother Joseph Curran, President of the National Maritime Union of America, is one of the twelve trustees who administer the three plans described in this article. Brother Curran (third from left) and Mrs. Curran are here seen chatting with two NMU pensioners

 TEN YEARS AGO there came into operation the first of three social insurance schemes covering seamen belonging to the ITF-affiliated National Maritime Union of America. This first scheme was designed to help the seafarer during periods of sickness and to give his family some security in the event of his death or disablement. It has since been joined by two other schemes, the Pension Plan, which provides retirement and disability pensions, and the Employment Security Plan, both of which assure the NMU member valuable additional benefits to those which he enjoys under the National Social Security schemes. All these plans have been negotiated through collective bargaining with the employers. They are all financed entirely by employers' contributions, and they are all administered by a Board of Trustees, half of whose members represent the employers and half the Union.

(Continued from page 37)

the ship's side, the concave inner surface of the runner is in contact with the rollers carried by the support. Consequently, it is possible for the life-boat to be safely lowered into the water without any risk of its being upset due to frictional contact against or engagement with projections on the ship's side. As soon as the life-boat is floating in the water, each of the devices is released and recovered from the sea by pulling out the retaining pin of a disengageable fastening secured to the gunwale.

The NMU Welfare Plan, the first of the union's three social insurance schemes, came into operation just over ten years ago, on 1st January, 1951. That the plan was meant to be a progressive one right from the start may be seen from the fact that the original benefits were sharply increased after being in effect for only ten months; on 1st November Life Insurance and Accidental Death and Dismemberment benefits both went up to \$3,500, an increase of 40%. At the same time payments to members in hospital went up by 50% to \$21 a week. At present these

benefits are \$30 a week for a single seaman, and \$40 for a married man. Since 1953 dependent wives and children have also been eligible for hospital, surgical and maternity benefits. In 1955 the programme was further extended to provide for the payment of hospital benefits to seamen over the entire period of their hospitalization.

Previously payments had been made for a maximum of 13 weeks. These extended hospital benefits were further improved in 1958 when the weekly payment from the twenty-first week to the end of the first year of hospitalization went up to \$25 for a single seaman and \$35 for a married man. After the end of the first year in hospital there is now a payment of from \$70 to \$100 a month.

The progress to be noted in the increased coverage and the improved benefits payable under the Welfare Plan can also be seen in the other two plans which have grown up to supplement it. The NMU Pension Plan came into effect three years after the Welfare Plan. To begin with, it provided retiring seafarers with a pension of \$55 a month. Together with his Federal Social Pension this gave a seaman retiring at the age of 65 \$140 a month. If he had a wife who was also over 65 his total benefits under the national and union schemes came to \$182.50 a month. In 1958 the amount which a retiring seafarer could expect to draw under the NMU Scheme went up to \$100 a month.

The normal full pension is payable to a seaman with 20 years' service at the age of 65. There is also provision for reduced pensions for seamen who, at 65, have less than 20 years' service, and for early retirement pensions for men of 60 and over who do not want to wait until they are 65 to retire. Graduated reduced pen-

1. The reception room for those calling to claim benefits under the NMU Employment Security Plan, the latest addition to the Union's welfare and security programme. Benefits provide a valuable measure of assistance to those temporarily out of a ship, particularly when they are not covered by State Unemployment Benefits

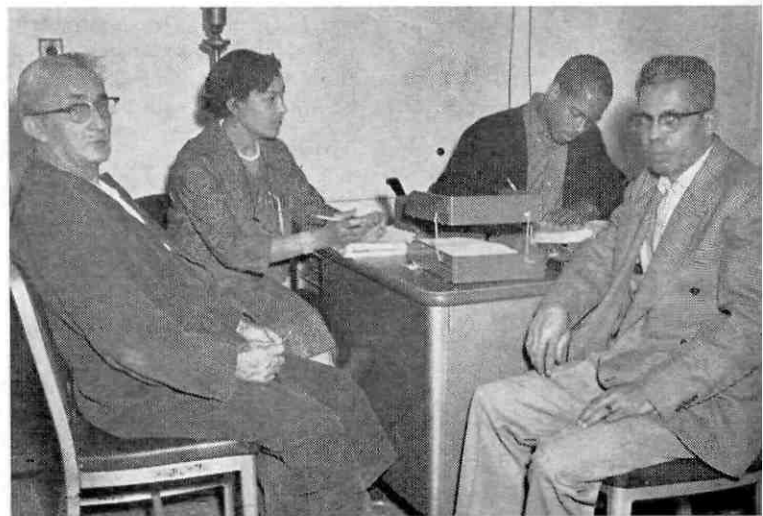
2. Two NMU members get prompt service from NMU Pension and Welfare representatives, Mrs. Tarver and Mr. Harley (centre), who help them to file their claims for hospital benefits in an office specially set up at a Government hospital for seafarers

3. This huge IBM machine does the work of several clerks and all but eliminates the chance of error. It is part of the equipment used by the various NMU welfare plans to speed up the process of getting benefits to the claimants

4. A chart showing the various parts of the world where NMU pensioners have settled down is examined by officials and staff at the New York office of the Pensions and Welfare plans. When this photograph was taken, in 1957, there were 1,007 former seafarers drawing pension under the Plan. They lived in 30 different countries



1



2



3




4

sions are payable for men with between 15 and 19 years' service at the age of 65. The early retirement pensions are calculated as percentages of the full or reduced pension a man would be entitled to if he were 65 and had his present number of years of service. These reductions in monthly benefits are fixed in such a way that the average man who retires between 60 and 64 will, over his probable future lifetime, receive the same total in benefits as if he had waited until 65 to retire.

Another important pension is the disability pension payable to all NMU members who become permanently and totally disabled before the age of 65. To qualify for this pension the seaman must have a minimum of 11 years of service, which gives him the right to a monthly disability pension of \$61. For those with longer service there are higher payments rising to a maximum of \$100 for men with 20 years' service. All pensioners and their dependants are also entitled to the same hospital and surgical benefits as the dependants of active seamen, although there is a maximum payment of \$500. When a pensioner dies, his survivors receive a death benefit of \$1,500.

The third and final plan under the NMU Social Insurance scheme is the Employment Security Plan which came into effect on 16th June, 1956. Under it a seaman draws benefits not only when he is laid off and thus 'unemployed' in the strict sense, but also when he leaves his ship to take care of a sick wife, or to take part in legal proceedings; when waiting to re-ship after vacation; during periods of disability which prevent him from reshipping on his vessel; or for the time when he is waiting to re-ship after recovery from a disability which caused him to leave his ship. The amounts payable are \$40 a week if the seaman is not eligible for State unemployment benefits, and \$25 a week if he is eligible. The maximum number of benefit weeks varies between 2 and 5 for causes other than disability. In the event of disability benefits can be drawn for 13 weeks.

Mach two or mach three?

 THAT AIRLINE PASSENGERS WILL SHORTLY BE FLYING ON REGULAR SCHEDULED ROUTES AT SUPERSONIC SPEEDS is now accepted as a commonplace. The main questions seem to be exactly when and – not of less importance – at what supersonic speed – mach 2 or mach 3? Of course, other aspects, dealing for example with passenger comfort and effects on the crews, have also been thought of and written about. What about windows, for example? Are passengers likely to prefer a craft which, because of its high speed at great height would mean 'boxing them in' to one which, although slower (and how relative this term is becoming!) nevertheless has the conventional windows?

All this – and much besides – was discussed during the European Congress of Aviation Medicine held in London at the end of August and beginning of September.


One speaker – director of a British aircraft company and former chief executive of British European Airways – had some very positive things to say about aircraft flying at a mere mach 2. This apparently had no development potential and therefore, so to speak, is out before it is in. Not that maybe 1,320 mph is not fast enough. The trouble, according to the speaker, is that such a machine – which could be constructed today using the conventional light alloy structure – would fail to penetrate the 'thermal thicket', its structure losing strength through overheating. The answer: aircraft flying at mach 3 – that is 1,980 mph – and with different metals (steel and titanium) in their make-up to enable them to withstand temperatures in the region of 280°C.

Inevitably, some thought has been given to the comfort of the passengers who may be expected to make use of such aircraft and also to the effects on the crews. Even on the 'slow' mach 2 type the London to New York trip would take three and a half hours, whilst with the mach 3 craft Los Angeles could be reached in the same time. This, the speaker thought, was the maximum desirable time from a crew point of

view. It was also a good limit for passenger 'posterior' sufferance. (He was of course referring to adults and not to children who notoriously have a low posterior sufferance). Windows, the speaker considered, were definitely 'in'; no passenger, in his opinion, would put up with flight under windowless conditions.

And what of the crew? An earlier speaker, discussing speeds at mach 2 (such craft clearly have their advocates), made reference to the harmful effects on pilots' eyes of ultra violet radiation. Meanwhile, as the speaker saw it, their main function would be to monitor the many automatic systems performing most of the controlling functions. An airliner with a cruising speed of mach 2 would make three round trips a day between London and New York, for example, avoiding activity at either end between midnight and 6.00 a.m. On the Far East run, slip crews would be needed. On the daily frequency of service, these crews would alternate between different local time zones at least three times a week. Research would be necessary into their routine existence with all the psychological and physiological disturbances such a life would entail.

Safety at night

 A NUMBER OF PROBLEMS OF VITAL IMPORTANCE to professional drivers are at present occupying the attention of a team of Swedish psychologists working under Professor Johansson of Uppsala University. So far the emphasis has been on assembling scientifically reliable data on the risks involved in night driving, although a number of experiments have already been carried out on the even greater perils arising from the condition known as 'driver fatigue'. These two problems, moreover, are intimately connected: any longish uninterrupted stretch at the wheel will almost inevitably include a certain amount of night-driving and the two risk factors, reduced mental alertness and reduced vision, have a tendency to converge in the most alarming way. The general complacency even amongst drivers themselves

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The efficient use of air space



THE CONSTANTLY increasing number of civil aircraft and the greater speeds at which they are flying call for continuous review of the problems associated with traffic density. A body well qualified to express an informed opinion on the subject is the International Federation of Air Line Pilots' Associations (IFALPA). The following article (reproduced from the Association's *Monthly News Bulletin*) whilst representing the official view of the Association will doubtless meet with the agreement of all pilots and those concerned with air traffic control.

Perhaps the most misleading expression in use in aviation circles today is the term 'high traffic density'. To the uninitiated this conjures up the vision of large numbers of aircraft flying in apparent confusion within the confines of a small area, whereas what it actually means is that the existing air traffic control system is inadequate for the really quite small number of aircraft using it. For example, on the Atlantic there is said to be a high traffic density; yet aircraft on similar tracks and altitudes are despatched at intervals of 30 minutes – say 200 miles longitudinal separation. Any system designed for the safe and efficient movement of aircraft must depend in the last resort

upon the degree of co-operation achieved between the pilot and controller. In its turn, this co-operation must be dependent upon the ability of these persons satisfactorily to discharge their duties. That there are good and bad pilots and controllers need not be discussed at this stage except to say that, thanks to improvements in licensing and training, the standard of pilotage is on the upgrade and so too, we believe, is that of the controller. But what is of paramount concern to us at the present time is the failure of most States to provide the controller with sufficient tools, and training in their use, to ensure that he can do his job efficiently.

It is fairly true to say that, if we use

the word 'density' in its literal sense, the areas of greatest traffic density occur in the vicinity of terminal airports where two or more airways converge. The problems created by this state of affairs have, in varying degrees, been solved by the use of such devices as VOR, DME, GCA and Radar. However, the 'density' problem along the airways has hardly been tackled.

What is the reason for this?

In the existing state of the art, the aids and instrumentation presently available in aircraft make it exceedingly difficult for a pilot, except at certain specific places, to be able to say with a very high degree of accuracy just what his position is at any particular instant. In the absence of such aids and instrumentation, the pilot does what he can to conserve airspace by adhering as closely as possible to his flight plan. However, he himself cannot do very much towards the further reduction of separation and is entirely dependent for this on the controller.

At the present time the controller exercises his control chiefly by memorising the relative position of the aircraft within the sector under his jurisdiction. But if he has only doubtful information on position and separation he must adopt such large longitudinal and lateral spacing that airspace is wasted. Further, by having to consider such a wide area for his 'essential' traffic, his mind is unnecessarily cluttered up with information concerning aircraft which, although within his sector, may not constitute any threat to the safety of operations. So not only does the pilot need a more accurate *en route* aid; to improve airspace utilisation, the controller should have some pictorial presentation before him which shows in a very clear manner the relative position, both in plan view and elevation, of all aircraft presently under his control. In this way he would be able to concentrate his efforts solely upon those situations where a collision problem exists and ignore, for the instant, those aircraft which obviously do not constitute a danger either to themselves or other users of air space.

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about both these problems is only to be explained by ignorance and the findings of this team, when published, ought to help bring about a greater public awareness of these important issues. The public has the right and the duty to be informed of the true cost of its transport facilities and to judge with its own conscience whether cheapness is all and human life counts for nothing. The depressing fact at the moment is that fatal accidents resulting from causes which it would have been possible to eliminate at a certain expense are apt to be submerged in a statistical flood of miscellaneous accidents which, it is felt, could not have been prevented anyway and about which the public conscience remains relatively easy.

This balancing of expense on the one hand and public safety on the other is one of the facts that stand out clearly from the evidence already collected by Professor Johansson on the risk-factor in night

driving. This indicates that present standard lighting arrangements are extremely dangerous and that there is no scientific obstacle in the way of introducing a better system which would prevent two lorry drivers travelling in opposite directions from dazzling and temporarily blinding each other at the very moment when they are in a position to collide. The difficulty is a purely financial one. Polarized lighting, with polaroid filters incorporated in the headlights and windscreens, eliminates the risk of dazzling but it requires more electrical power for one thing and presents a number of technical problems which, although they are not insoluble, would require a certain amount of work on the part of the manufacturers and also a certain amount of co-operation between them.

The investigations already undertaken form part of a long-term research project which is being financed by the Traffic Safety Bureau of the Swedish Ministry of Transport.



Seafarers' Welfare in India

by J. D. Randeri

A SEAFARER'S VOCATION carries with it greater risks, both to life and health, than that of a shore worker. For, apart from the fact that the sea is an exacting mistress, working in constantly differing climates and the danger of exposure to any particular disease that may be prevalent in a particular port, it constitutes serious occupational hazards. Moreover — and this seems unbelievable today — the majority of ships do not even carry a medical officer on board.

A draft scheme of Social Insurance for Seamen was prepared by Professor B. P. Adarkar, of the Ministry of Labour, in September 1945.

Dr. Laura Bodmer, a social security expert of the International Labour Office, came to India soon after and prepared an elaborate scheme in December 1945 in collaboration with Professor Adarkar and assisted by Mr. C. P. Srivastava, the then Officer on Special Duty and now Senior Deputy Director-General of Shipping. The report was known as the 'Bodmer-Adarkar Report'.

This report recommended among other things unified sickness, employment injury, old age, and survivors' insurance for seafarers, plus waiting pay and other benefits.

The report is still in cold storage.

The question of the well-being of sea-

farers was seriously tackled for the first time by the National Welfare Board for Seafarers, which first met in Bombay, on June 4, 1956. At that meeting, the Minister of Transport and Communications, Mr. Lal Bahadur Shastri said: 'The best part of a seafarer's life is spent away from the shores of his country, and his family and children are deprived of his constant care and affection, which are so vital for their wellbeing.'

The Welfare Board appointed three special sub-committees to consider all aspects of the problem of welfare. They were:

- 1) Special sub-committee for welfare in ports;
- 2) Special sub-committee for social security scheme for seamen; and
- 3) Special sub-committee for finance.

The sub-committee for welfare in ports recommended among other things:

- 1) Building hostels and clubs at Bombay, Calcutta, Visakhapatnam, Madras, Cochin and Kandla;
- 2) Buildings to house sick and destitute seamen;
- 3) A house for aged seamen;
- 4) Hospitals and clinics for seamen at major Indian ports; and
- 5) Convalescing homes for seamen at Bombay and Calcutta, at a total cost of approximately 80 lakhs of rupees.

The committee also recommended medical, transport and educational facilities for seamen and their families.

The special sub-committee for a social security scheme suggested the following benefits:

- 1) Payment of cash benefits to seamen undergoing medical treatment;
- 2) Giving medical assistance to seamen for a period of up to two years since signing off a ship;
- 3) Payment of cash benefits to seamen who have signed off the articles of ships;
- 4) Workmen's Compensation Act should be made applicable to seamen;
- 5) Unemployment Risks or Waiting Pay benefits should be granted to them;
- 6) They should be covered by the Re-

tiring Age and Pension Benefits Scheme;

- 7) Gratuity not exceeding 20 months' average pay should be allowed;
- 8) Survivor's benefits should be extended;
- 9) Benefits should be given to survivors in case of seamen's death;
- 10) Compulsory contribution from both seamen and employers of 6½ per cent of the salary; and
- 11) Additional contribution from owners of two per cent to cover the cost of Workmen's Compensation Act benefits.

The special sub-committee on finance recommended the raising of a sum of Rs. 20.55 lakhs by way of contributions — Rs. 8.30 lakhs from the Central and State Governments, Rs. 5.25 lakhs from the shipping industry, and Rs. 7 lakhs from trade (from exporters and importers). The committee also recommended pooling together of the sum of Rs. 55.57 lakhs lying with various welfare institutions in the country.

Most of the recommendations of the three sub-committees were accepted at the second meeting of the Welfare Board on May 4, 1959.

Since then, the Joint Maritime Commission Sub-Committee of Seafarers' Welfare met at Naples, Italy, in November 1959, and made a number of recommendations relating to seafarers' welfare the world over. On that occasion, it was with pride that a number of delegates, particularly from the Scandinavian countries, recalled the achievements of their countries in this sphere. Compared to them, India could hardly claim to have made a beginning.

Seamen have often been referred to as ambassadors of international good will. There is no other group of workers more eminently fitted to become messengers of international understanding and good will.

To equip them for this special mission, a raising of the general standard of the merchant navy is inevitable.

How can this be done? Certainly not

(Continued from page 41)

Developments in the design and production of such an electronic display are being made both in the UK and the US. However, it is argued that such a system will be costly and difficult to produce. So, too, are the aircraft that a system of this type will be designed to control. They must, therefore, not be employed wastefully. Such an aid, in addition to expediting the flow of aircraft, will ensure a higher degree of safety and we urge all those responsible to press ahead with its development and introduction.

be shelving the recommendations of the first Welfare Board for Seafarers in India. The building up of a welfare mechanism, second to none in the world, is an obligation the country owes to the thousands of seamen who have sacrificed their lives in the two great World Wars to keep India's life-line of trade and commerce open, and to the many who manned the ships to bring refugees from Burma, Malaya and Singapore at the outbreak of hostilities. To care for them and their dependents is a national obligation, no less than a national necessity.

India is committed since 1936 to the ILO recommendations which, among other things, proposed that every possible facility must be granted 'for the promotion of the family life of seamen', and by the terms of recommendations of the Special ILO Asian Maritime Conference, held at Nuwara Eliya, Ceylon, in 1953, to 'the establishment, expansion and supervision of lodging facilities' and 'the provision of recreational facilities'.


It is not asking too much, therefore, to expect that the recommendations of the National Welfare Board will be implemented, as approved at its meeting of 4 May, 1959, in full.

It will be pertinent here to quote Mr. M. A. Master who said in his report:


'Seafarers make a great and living contribution to the economy of a country, and play a vital and critical role in greatest part of their time on the waters, promoting its security. They pass the and cheerfully face the difficulties and dangers of the seas. They have to live a life of hard work on board ship, unbroken and unrelieved by the recreations and entertainments so easily available to their friends on shore. For them, the ship is their home, and the limit of their social existence. They have to stand at their post of duty in stormy seas, and they have to serve humanity when the elements become unkind and uncontrollable. In times of peace they serve us, to enable us to add to our prosperity. In times of war, they even lay down lives so that we may continue to live. Separated

from their families, and strangers in lands which they have to visit, the seafarers pass the greatest part of their lives at sea in the service of their brethren with hard work and stern discipline. No one with a feeling of humanity can, therefore, fail to recognize a sense of gratitude to those toiling servants of humanity, and be always ready to do all he can for their welfare. Who will not like to welcome such servants of the nation when they come ashore, and provide for them such facilities and amenities as will bring to them the joys of social life'.

Soviets not wanted

 THE TRADES UNION CONGRESS OF NIGERIA has asked the Nigerian Federal government to go slow on allowing the Soviet Union to set up an embassy in the country. Referring to the Russian application to open an embassy in the country, the TUCN warned the government not allow itself 'to be stampeded into a decision which might mean trouble for this great African nation'. It recommended that a decision be postponed for at least three years, reminding the government that Tunisia did not establish diplomatic relations with the Soviet Union until several years after its independence.

The ICFTU and Algeria

 THE ICFTU made an appeal to the UN to establish an international commission of enquiry into the tragic events in Algeria in December last when many thousands of people were killed and injured in disturbances during the visit of President de Gaulle to that country. The ICFTU is also pressing for a referendum to be held in Algeria under UN supervision to implement the principle of self-determination.

These appeals were made by ICFTU General Secretary Omer Becu and arose out of a meeting of the ICFTU Executive Committee earlier in December which went on record with a resolution declaring that it was intolerable that the Algerian war should go on 'sapping the strength of the French and Algerian people.' The

same resolution called for an end to aid from NATO for French military operations in Algeria and urged that the referendum should be held under UN supervision.

Paying tribute to the French President's efforts in favour of self-determination for the Algerian people, the ICFTU General Secretary said that the free labour movement does not underestimate the strength of reactionary colonialist forces which now appeared to be indulging in sheer terrorism.

The ICFTU appealed to all its affiliated organizations to support its call to the United Nations.

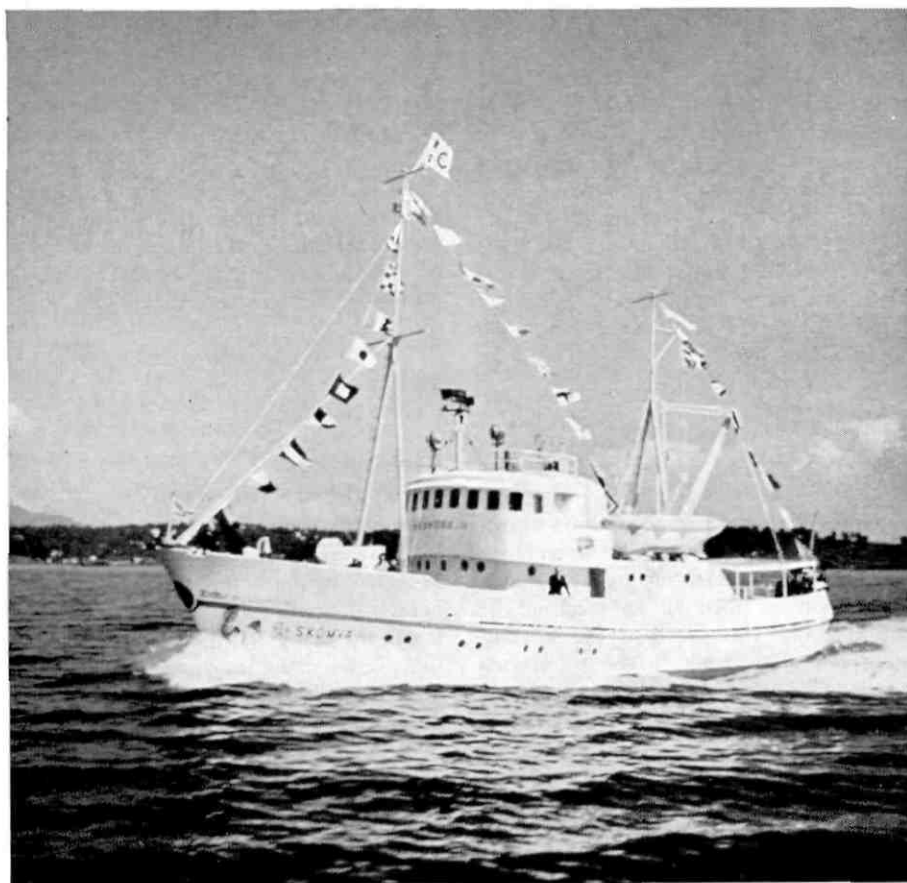
New grounds for Singapore fishermen?

 A PROPOSED TRADE AGREEMENT between Indonesia and Singapore is expected to mark an important turning point for many Singapore fishermen living in the State's southern islands. Under the present fisheries agreement between the two territories, Indonesian and Singapore fishermen have reciprocal fishing rights in a roughly rectangular area having as its nearest base a line stretching from the sea off Changi Point to Pulau Samboe, an island about twelve miles south of Singapore.

Southern Islands fishermen have repeatedly made representations to their government to ask Jakarta authorities for an extension of this area further into Indonesian territorial waters. They maintain that present catches from the 'reciprocal area' are not sufficient, providing no more than a hand-to-mouth existence. With fishing rights one of the items on the trade agreement talks, Singapore fishermen are hopeful that an improved fishing agreement may emerge. Against this must be taken into account the fact that Indonesia has little to gain by an extension of the present arrangements whilst her fishermen, not being so well equipped as those of Singapore, will find themselves up against formidable competitors. Goodwill and co-operation are therefore likely to play a key role in the trade agreement talks.

The Norwegian Lifeboat Association

by Capt. M. JACOBSEN, Ships' Inspector to the Association



The latest addition to the Norwegian lifeboat fleet. The Norwegian Lifeboat Association was founded in the year 1891 by the Christiania Merchants' Society following the earlier establishment of local lifeboat associations to promote the lifesaving movement

local societies were founded to secure the necessary funds. The board of the new association were agreed that a 'sailing watch patrol' was necessary along our coast. Therefore it was necessary to build a special type of boat which could cruise on the fishing banks and aid fishermen and other seafarers.


A competition was held to obtain designs for the best type of life saving vessel. The first prize was won by the world renowned naval architect and boatbuilder Colin Archer. He was entrusted with the task of building the first life saving vessel. This was launched in 1893 and was named *Colin Archer*.

In its very first winter this vessel brought fame and respect to the Lifeboat Association; in May 1894 a terrible storm raged over the Finmark coast, and the *Colin Archer* heroically rescued 36 men from certain death. It was now proved that the little life-saving vessel really could help those in peril at sea. The result was that contributions for the construction and maintenance of new vessels now flowed freely. By the turn of the century the association had 13 vessels in use, and by 1907 the number had increased to 20.

The vessels were stationed along the entire coast, especially in those parts where the great seasonal fisheries took place – on the West Coast during the herring fisheries and in the Lofotens and on the Finmark coast during the great cod fisheries. The vessels have also been of invaluable aid to shipping and to the coastal population all along Norway's coastline.

Organization

The Lifeboat Association's 16 districts cover all Norway. Each district has its own chairman who leads the work of collecting money in the district. The District Chairmen meet at a General Assembly

 FOR THOUSANDS OF YEARS people have lived along the 1,400 nautical mile length of the Norwegian coast. The sea has always been their highway, the connecting link between villages and settlements. Early on, the population of the coastal regions learnt to build boats and craft and to handle them in all kinds of weather. The Norwegian coast is one of the world's most dangerous, with millions of islands, skerries and reefs, and in these waters tens of thousands of people have lost their lives in the struggle for their daily bread. According to official statistics about 800 people were drowned every year off the Norwegian coast in the period from 1870 to 1880.

At this time there lived a man of high ideals and a warm heart, Dr. Oscar Tybring. One day, in a raging storm, a sailing ship was wrecked close to his home and the entire crew was lost. This sight so impressed Dr. Tybring that he devoted the rest of his life to the founding of a lifeboat association to patrol the Norwegian coast. He worked tirelessly, pressing his views in speech and writing,

and as a result of his efforts the Norwegian Lifeboat Association was founded in 1891 by the Christiania Merchants' Society.

The founders were agreed that the new organization should work on a purely humanitarian basis – this must be a popular cause which every good Norwegian should be allowed to support. The cause won approval all over the country, and

The Fredrik Langaard, a modernised lifeboat in use around 1939. In all the Association has built sixty-two vessels, thirty-four of which have become obsolete in the course of time. The vessels have always been considered the best which the boatbuilding craft could offer for the purpose envisaged



once a year. The General Assembly is the highest authority in the Association. It elects a Central Board consisting of a President and four other members; approves or rejects the suggested budget as prepared by the administration; decides on suggestions for the building of new vessels and the stationing of vessels and so on.

The Central Board, led by its President, meets when the administration has matters to decide upon which are of such importance that they must be approved by the Board. The office of District Chairman and positions on the Board are honorary. The holders of these positions actually use a great deal of their own time and money in the service of the Association. All over the country, from the outermost islands to the most remote inland districts, there are societies which work for the raising of money for the Association. The Association has in all about 2,200 societies and groups which by various means help to secure funds to cover its running expenses. The Head Office also solicits contributions in different ways. Appeals and contribution lists are sent to all vessels in the Merchant Fleet, to fishing vessels, to district and town councils, harbour authorities, banks and so on. The Head Office also runs a

National Lottery which provides a good income. Last year 750,000 tickets were sold at kr. 1.— each.

The budget of the Association is at present kr. 3,500,000. Of this the State grants kr. 1,000,000. The rest of the money is raised by voluntary contributions. In each district the Association has a paid secretary (a Public Relations man) who helps the District Chairman and the societies in their money-raising efforts. The secretary travels about, giving lectures and film-shows, and founds new societies.

Administration

The Head Office is run by a Secretary General and five vocational heads.

The Secretary General keeps in contact with overseas connections and contacts wealthy people and institutions with a view to securing money for the building of new vessels.

The Ships' Inspector, who has a maritime education, sees to the correct stationing of the vessels around the coast, has charge of the recruitment of officers and crews, and keeps in daily contact with the vessels when they are on patrol.

The Technical Inspector sees to machinery and all other technical appliances on board. In cooperation with the Secre-

tary General, the Ships' Inspector and the Technical Committee of the Association, he plans new vessels and so on.

The Technical Committee consists of maritime and technical experts who without any charge give the Association their advice and services.

The Office Manager takes care of budgets and the placing of legacies and funds, he is also the Association's Personnel Manager.

The head of the public department sees to it that all 15 secretaries work effectively, and he is also in charge of collection work. The Association publishes its own periodical, 'Kystvak', which is run by a responsible editor.

Vessels

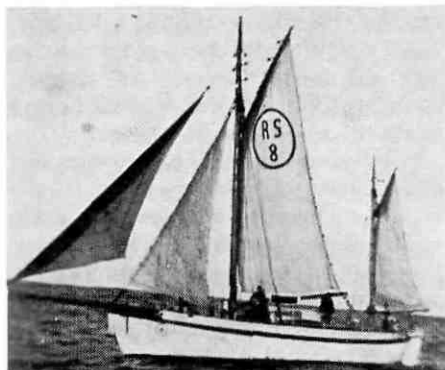
As previously mentioned, the Association had built 20 vessels by 1907. By the end of 1959, 28 vessels were in use. In all, the Association has built 62 vessels, but in the course of time 34 have become obsolete and have been sold.

The first life saving vessel, the *Colin Archer*, was 42 ft. long. The last vessels built in 1940 were 63 ft long, and the *Haakon VII* and the *Ambassador Bay*, built in 1958, are 87 ft. long.

Right up to 1930 all the vessels were equipped with sails only; later the whole fleet was motorised. Today most of the vessels have modern diesel engines giving speeds of 10–12 knots. All the vessels have modern navigating equipment — radio telephones, direction finders, electric logs and echo sounders; in addition about half of the fleet is equipped with radar.

The life saving vessels have always been considered to represent the best which boatbuilding craft could offer, and they have lived up to their reputation. Along our long, serrated coast, in raging blizzards and arctic darkness the vessels have patrolled day and night. And in spite of this endless vigil in all weathers, the Association has only lost one vessel.

The two new vessels, the *Haakon VII* and the *Ambassador Bay* are the result of meticulous planning and preparation.



It is a long cry from the sailing vessel Oscar Tybring (named after the Association's founder) as it sailed the Norwegian coastal waters on its errand of mercy towards the turn of the century and the modern powered craft which are engaged on the same mission today



The J. M. Johansen is typical of the lifeboat craft which speed to the aid of Norwegian seafarers in distress. From its earliest days, the Association has been agreed that a sailing watch patrol should be kept along the entire length of the rugged Norwegian coast



The prototype model was tried in testing tanks in Holland and at the Technical College in Trondheim, and the Association has every reason to be satisfied with the vessels themselves. In the great storms which raged almost continuously for two months on the Finmark coast last winter, the *Haakon VII* had the opportunity of proving her worth. The captain and crew cannot sufficiently praise the fine vessel.

Haakon VII, like her sister ship the *Ambassador Bay*, is 87 ft long. Her welded steel hull has numerous watertight compartments and a double bottom. Her lines are of modern cruiser style and the deck houses are streamlined. The vessel is equipped with a 540 hp diesel motor which gives a speed of 10–12 knots, and she has all modern technical aid; among these must be mentioned the powerful pump for pumping out other vessels and for fire fighting.

Statistics

Since the Society started active work in 1894, some 4,000 persons have been directly saved from certain death. All these have personally certified in the log books of the life saving vessels that they consider themselves saved by the vessels. More than 190,000 people on board about 60,000 ships and boats have been helped

into port in bad weather. About 10% of these people would never have reached land again without the timely aid of the Society's vessels.

All kinds of craft have been helped, from great Atlantic liners down to small rowing boats. The life saving vessels take pilots out to ships when the weather is too bad for the pilot boats to go out. They carry mail and provisions to lighthouses and to isolated villages, and each year they carry out about 100 transports of sick people to hospitals when no other transportation is available.

New Problems

The fisheries along the coast of Norway and surrounding waters have in the years after 1945 been subject to great changes. Coastal fisheries – which previously had been the main source to the Norwegian fishermen – have during the last 20 years indicated a sinking tendency, and even the great codfish season at Lofoten Islands and the large-herring season on the West coast of Norway have decreased from year to year.

The Norwegian fishermen, therefore, have had to seek other fishing areas further away – on the big banks and partly in overseas waters – in order to survive. This has in turn given increasing problems

Right up until 1930 all the Norwegian Lifeboat Association's vessels were equipped with sails only. Later the entire fleet was modernised and today most of the fleet have modern diesel engines which are capable of developing speeds of ten to twelve knots

to our Society which had to do its utmost to cope with the new developments. As mentioned before, it was necessary for us to get larger types of vessels into our service and it seems possible that we still need a few more of the large types.

As a typical example of the expansion we would mention that, following requests from different Norwegian fishing organisations and insurance companies, for the last 4 years we have had a lifeboat stationed in the Shetlands to assist the Norwegian fishermen as far West as the banks off the Hebrides. We have also had vessels stationed in the waters between Iceland and Norway, assisting the herring catchers on their way home during the months of August and September.

From the above-mentioned fishing organizations we have received urgent appeals to station powerful life-boats in the North Sea all the year round to assist the more than 400 Norwegian fishing vessels and all the other foreign vessels on those banks. To aid this category of vessels, we have stationed several powerful cruisers between Kristiansand S. and Stavanger. These cruisers can go into action at a moment's notice.


Our yearly budget is very limited and we have therefore hitherto not been able to keep our ships in commission all the year round. We reckon that this new arrangement will be in force from 1961.

All our life-boats keep radio watches night and day on the emergency frequency of 2182 kcs. and may be called direct or via the nearest coastal station.

All our vessels are equipped with first class instruments such as electronic navigation equipment, radio location finder, echo sounding gear and so on, life rescue lines and breeches buoys and rockets in addition to our first class towing gear to bring disabled vessel to the nearest harbour. All assistance given by us is free of charge – only in some big rescue action do we sometimes ask the insurance company involved to cover the fuel expenses. We are of course also grateful to receive any financial help in appreciation of rescue work performed.



The Paraguayan dictatorship

 THE TOTALITARIAN CHARACTERISTICS of the Paraguayan dictatorship are: one party regime; identification of government, official party and army (all members of the armed forces must affiliate with the official party); fraudulent origin of a Soviet-style, regimented 'election', with one Presidential candidate and a single list of members of Congress; outlawing of all opposition through mass arrests, concentration camps, Nazi-Communist methods of tortures of political prisoners, police terror and other methods of public intimidation; disregard of all individual freedoms and guarantees; non-existence of freedom of the press in any of its forms; concentration of all powers in the Executive, with the Legislature and Judiciary acting as mere puppets of the dictator; and economic policies directed to the illegitimate enrichment of a few, to the impoverishment of the masses, and to the spiritual submission of citizens by hunger and need.


A few statistics speak eloquently of the Paraguayan tragedy: 70 percent of the national budget goes to the armed forces and the police which keep 30,000 men under arms, not to defend the country against foreign aggression but to defend the tyrant against his people. Only 5 percent of the budgetary appropriations are devoted to public education. Productive activities in Paraguay have remained stagnant for many years and in the last two or three years there was an actual decline.

There is nothing resembling basic human rights or guarantees in Paraguay at the present time. Constitutional rights are meaningless words. The dignity of man is trampled upon shamelessly. Lawlessness is the law of the tyranny. Corruption is rampant. The rottenness at the head of the nation is pervading certain strata of the Paraguayan society. The Christian values of an unsophisticated people are being subverted by the sharp contrast of the few who live in corrupt opulence — 'the fat leeches of the regime',

as the people call them graphically — and the downtrodden majorities of the nation, who live in physical and moral misery.

Father Ramon Talavera, leader of the Christian Civic Crusade of Paraguay (quoted in AFL-CIO Free Trade Union News)


Not quite the right picture

 ON THOSE OCCASIONS when our good friend John citizen spares a thought for the seafarer and what he might be doing in his moments of leisure he usually imagines him — with a beard, of course — sitting around playing an accordion accompanied the while by the deep voices of his shipmates. The usual 'props' would be around, of course, in the shape of a mild summer evening and the full light of a romantic tropical moon. Failing this — the weather not playing ball — he will be putting model ships into bottles. A sweetheart will be awaiting him in some distant port and, once home, he may be found steadily lining up the empties.

That at least is the picture of the seaman's life painted for the benefit of John citizen by Hollywood in countless romantic films and all in all the land-based citizen feels something like envy when he compares this life with his own daily grind. Our bearded bosuns and lady-killing officers, however, could tell him that there is something wrong with this picture.

From 'De Transport Arbeider' published in 'De Werker', organ of the Belgian Federation of labour

That's cheating

 LONGFELLOW could take a worthless piece of paper, write a poem on it and make it worth \$5000. That's Genius.

There are a few men who can write a few words on a piece of paper and make it worth a million dollars. That's Capital.

A mechanic can take material worth \$5 and make it into watch springs worth \$30,000. That's Craftsmanship.

A painter can take a 50 cent piece of canvas, paint a picture on it and make it worth \$1000. That's Art.

A man can take an item worth 75 cents


and sell it to another for a dollar. That's Business.

The author of this could write a check for \$9000, but it wouldn't be worth a cent. That's Rough.

A man who works in an organized plant, has good working conditions, paid vacations and numerous other union negotiated benefits still won't join the Union. That's Cheating.

'The New Lead' published by Toronto Newspaper Guild


Not always condemnable

 TO ORDINARY men of commonsense and good will, strikes, though always to be regretted, are not necessarily always condemnable. Such men recognize that in certain circumstances, no alternative is left to the worker. However much he may dislike refusing to work, in that may lie his only hope of betterment. The hope may not be fulfilled in spite of striking, but there is no other remedy left and so he must try it.

When a grievous burden has been borne for a long time and every possible effort to get it removed or lessened substantially has failed, when everything shows that there is no hope of the right remedy being accepted to affect beneficially the circumstances that create the burden, the only course open is abstention from work in order to bring pressure on the employer. That the employer may be Government, while making the situation graver and sadder, does not alter the nature of the case.

Oceanite, organ of the Maritime Union of India

Sound realistic pensions wanted


 CONSIDER, FOR INSTANCE, the pension needs of your employees. The great majority of your employees are without realistic and sound retirement benefits. Whatever plans exist in the industry almost invariably fix 65 years as the minimum retirement age. Keep in mind that only a few of our city bus drivers have been so employed for more than 25 years. Buses did not begin to take over from trolleys in a big way until about 1935.

Twenty-five years of driving a bus, day in and day out, in modern city traffic puts a tremendous strain on the human nervous system. How much can the average man take and retain his sanity?

I have noticed that most of the new employees you hire in this business are in the 25-30 year old category, and most of them in the younger levels. Do you really think it reasonable to expect that these men will last out behind the wheel for 35 to 40 years? I sincerely believe that any man who sticks it out for 30 years has truly earned his pension. I am quite sure that in the years ahead you are going to be faced with increasing demands for a lowering of the pension age and a vigorous fight for realistic disability retirement benefits for those who will be forced to quit before reaching the regular retirement age.

Matthew Guinan, Secretary-Treasurer of the US Transport Workers' Union

Asking for accidents

 THE QUESTION OF SIGNALMEN and other responsible railwaymen having to work very long hours, either because they feel they need to on account of their relatively inadequate basic wages, or simply because of the serious shortage of labour in some parts, reminds us of the great scandal of overworking of railwaymen during the latter period of the last century.

Readers may have read about this. If they haven't they should. What will surprise them is not the progress we have made but the progress we haven't made.

On the effects of overworking, the 'Lancet' in 1871 had a word on the matter. In view of the present anxieties it is well worth looking at again.

The writer said that it was as important to look at the average number of hours signalmen worked as to look at the number of hours he worked on a particular occasion.

A person habitually deprived of proper rest and sleep could be liable to break down at any time, without its being necessary that he should be especially ex-

hausted at the moment when he did so; for what may be roughly called the reserve force of his nervous system must in time be worn out and then the failure would naturally occur.

The writer went on to warn: 'Railway companies that habitually overwork their servants are, in fact, asking for accidents, and should be made to pay for them when they occur'.

Strong stuff, but justified.

What we would like to know is: can the medical profession say whether signalmen today are more or less prone to breakdown after their reserve force of nervous energy has been used up?


But first it would be necessary to supply evidence that signalmen are in fact overworking. The trouble is that so far the management have denied that signalmen are overworked. Yet as readers of this newspaper will now know there are quite a few cases.

If it is not true that signalmen are being overworked surely it is the duty of the management to come out and say so.

If signalmen are being overworked, and they are being faced with health and safety hazards, then something ought to be done about it, quick.

From 'The Railway Review' official organ of the British National Union of Railwaymen


Excellent collaboration

 WHETHER ANY ADVANTAGES will accrue to the workers' side in the civil aviation industry, apart from the gains evidenced by the voting, must remain to be seen. This much can be said at this point however: collaboration among those on the workers' side was exemplary. There were no differences of opinion between the ITF and IFALPA. It was generally – and rightly – recognized that, if any successes were to be booked, these could only stem from collaboration between all the workers. If this collaboration on the international plane could be maintained it would in itself constitute an outstanding achievement of the Conference, not one that was intended or sought by the calling of this *ad hoc* conference, it is true, but one which nevertheless

cannot be too highly assessed and appreciated by the workers' side in the civil aviation industry.

Gerhard Kugoth, discussing the recent ILO *ad hoc* Civil Aviation Conference in 'Das OeTV Magazin'

Common property – common discipline

 DESPITE THE TECHNICAL ADVANCES made in the design of vessels and gear, the increasing use of electronic devices and progress in the marine sciences, fishing remains at heart a blind battle with Nature, whose bounty is subject to unpredictable fluctuation, as well as lapses into frugal niggardliness. But, though it feels them more heavily, these are features it shares with agriculture. The essential characteristic of fishing, and one which is now almost unique to it, is that it involves the exploitation of a common property resource: fish in the sea belong to nobody until they are caught.

Wherever we find a common property resource which is unprotected by common rules effectively enforced, there we are likely also to find both inefficient and excessive exploitation. It was in such circumstances as these that many kinds of game were eliminated, many forests destroyed and many agricultural dust-bowls created.

Good husbandry embraces a great deal more than the avoidance of over-exploitation, but that is its starting point and unless all concerned will, or (to put it more realistically) are obliged to, exercise restraint there is no real point in any well-meaning minority doing so.

From News from Germany

The ITF Journal
also appears regularly
in the German, Spanish and
Swedish languages

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
- 243 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 • Burma • Canada
Ceylon • Chile • Colombia • Costa Rica • Cuba • Curaçao
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
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Underground Movement) • Sudan • Sweden • Switzerland
Tanganyika • Trinidad • Tunisia • Uganda • United States of
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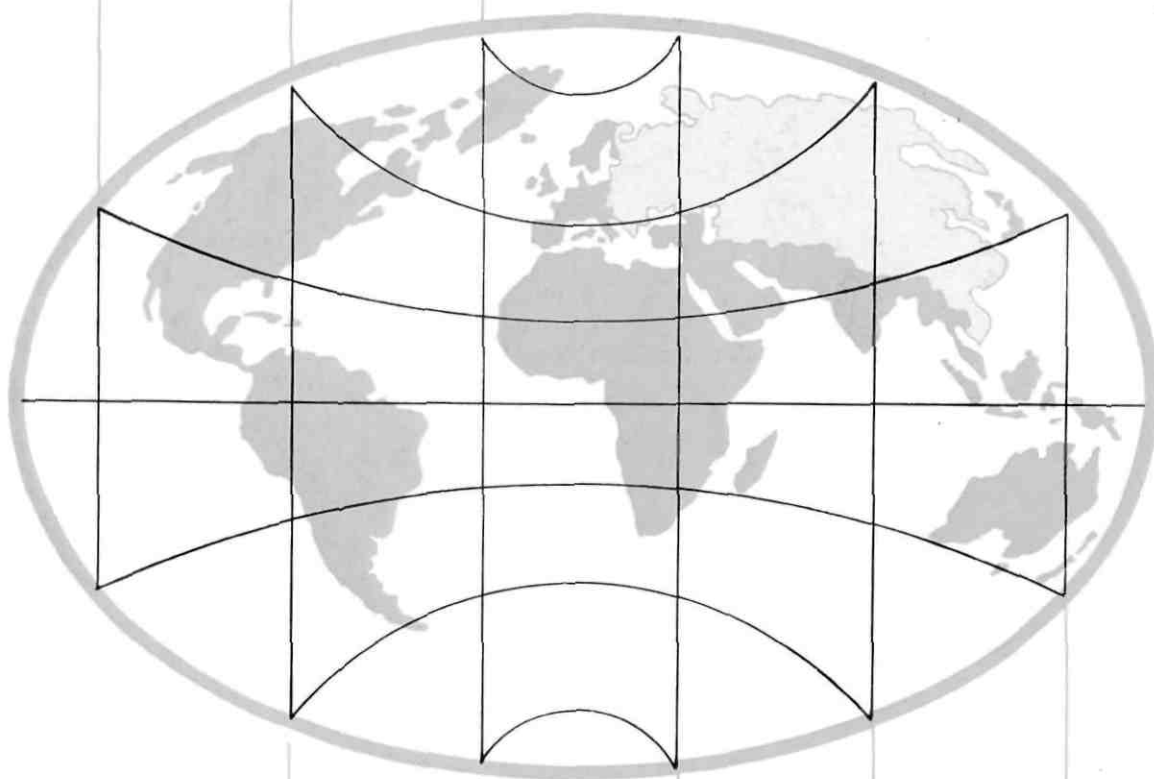
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