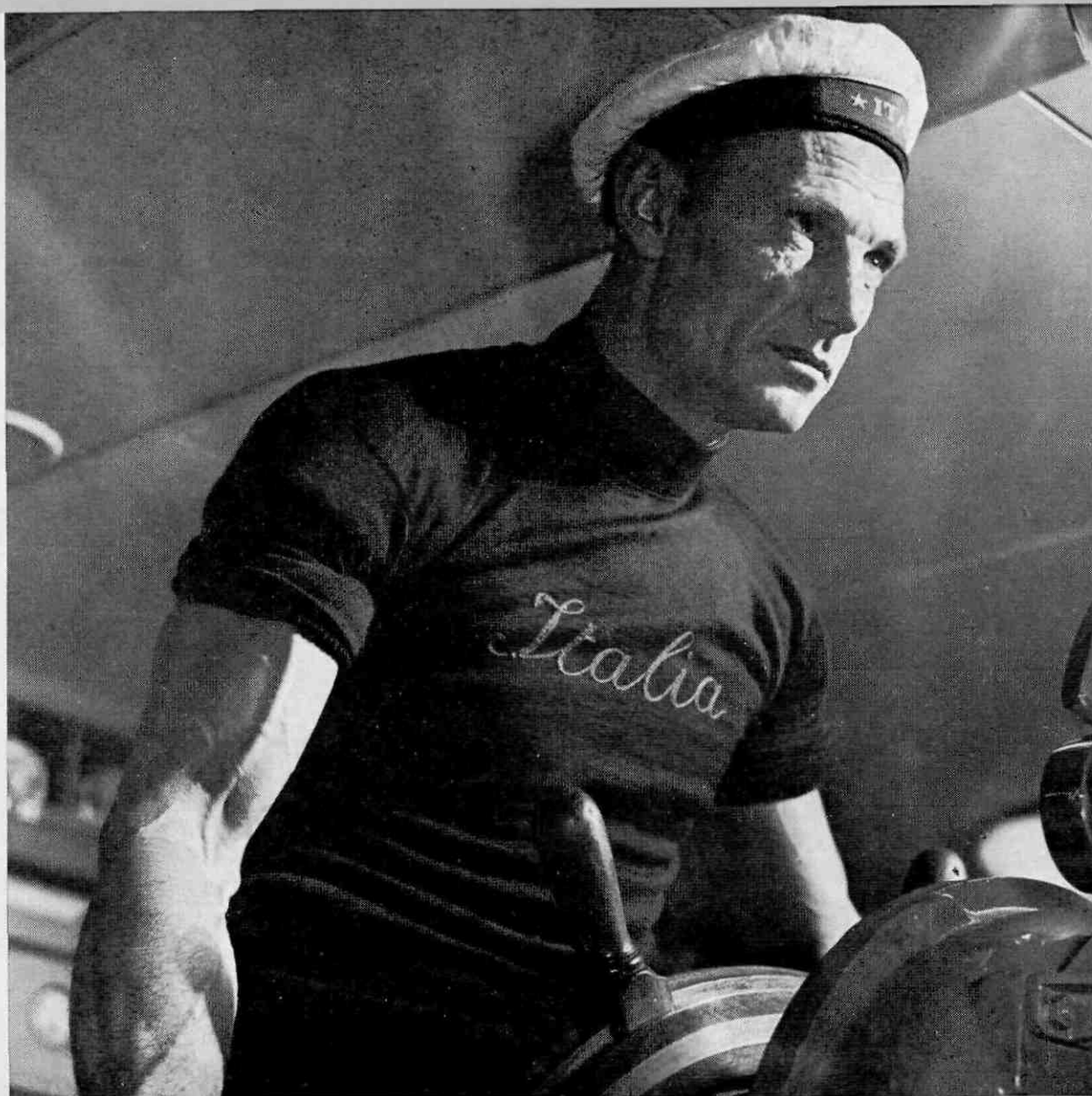


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Monthly Publication of the International Transport Workers' Federation

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Monthly Publication of the ITF

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Forthcoming meetings:

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

New chains for old

DURING THE PAST YEAR there were a number of conflicts between the Soviet authorities and African students studying in the country under the 'beneficent' sponsorship of the Soviet government. Clearly the difficulties arose from the two different interpretations on the purposes for which the students were in the country. The views of the Soviet government were put by Dean Kuzin, head of the Russian Language Department in the Medical Institute. The Soviet Union, he told African students, finances its students to do what they are told. It finances African students so that they too should do what they are told. The occasion, calling forth these remarks, was the insistence of some students on exercising the right to disagree. Obviously the disagreement had nothing to do with their studies, as such, but represented a certain resistance to the process of political indoctrination to which they were being subjected. 'Ingratitude' of this kind, of course, invariably arouses indignation.

From an 'open letter' addressed to all African governments by the African Students' Union in the USSR, it is clear that all is not smooth going for Africans invited to pursue their studies in the country. There have been 'incidents' - personal and unpleasant. One student was expelled on (unsubstantiated) charges of 'stubbornness, reaction, spying and association with Western diplomats'. Later, the Soviet authorities, as a concession to the democratic cultures' inability to recognize sin when they see it, added 'whisky drinking'.

This, and a number of other cases cited in the African students' open letter, have doubtless caused not a few of these students to reflect that political and social doctrines are one thing but how they work out in practice in terms of respect for the integrity of the individual is quite another. As representatives of down-trodden peoples (some of them but recently liberated from the chains of colonial exploitation) they might well be asking themselves whether, in lending themselves to Soviet political indoctrination, they are not knowingly or otherwise helping to forge new chains in place of those recently cast off.

The strike of Air France flying staff employed on Boeing 707s

by FERNAND LAURENT, member of the ITF Executive Committee



✚ FOR TWENTY DAYS AIR FRANCE'S FLEET OF BOEING 707s did not carry out their scheduled flights. The reason for this is to be found in the dispute between the flight crews assigned to these aircraft on the one hand, and the management of Air France, supported and encouraged by the Government, on the other. At the moment of writing the dispute is still not officially settled: the crews have not withdrawn the strike notice issued on 7 December 1960; the Government has compelled all the staff concerned to go back to work by invoking a law passed on 11 July 1938 which enables essential workers to be 'called up' for 'the organization of the country in time of war'!

There follows an analysis of the dispute, which has been closely watched by the ITF. It should be added that, from the French point of view, the 'requisition' of these crews, following upon similar action taken against some railway workers in Paris, raises the question of the existence, or rather the suppression, of the right to strike for certain categories of workers.

Hours of work - 1951 and 1960 regulations

The hours of work of flight personnel in France were fixed by Government order on 23 March 1951. This provided that average monthly flight hours should be 85, with a maximum of 130 over two months, 330 for three months and 1050 per year.

The introduction of jet equipment should have led Air France, the Ministry

of Transport and the unions to consider a substantial reduction of working hours for staff flying the new aircraft. The unions well understood Air France's wish to keep its fleet up to date; and they accepted a management decision to reduce hours of work before a new government order was issued. Air France therefore provisionally fixed flying time at an average of 75 hours per month (with a maximum of 95), 180 hours over two months and 256 hours over three months.

An order issued on 29 October 1960 modified the regulations laid down in 1951. Despite serious objections expressed by the unions during consultation, the Minister decided in fact to confirm the provisional regulations described above, adding an annual maximum flying time of 900 hours.

The unions were not satisfied with

Passengers go aboard a Boeing 707. Flight crew members employed on the new jet aircraft have demanded reductions in flying hours and took strike action to enforce their demands. The French Government retaliated by issuing a requisition order applying to the crews (Photographs: Air France)

these limitations and entered into negotiations to improve them. They demanded an average of 65 hours per month, (780 per year). Finally, on 1st December 1960 the Minister of Transport proposed the two following solutions:

'either a monthly average of 65 flight hours (monthly maximum 85 hours, 225 hours over three months, 780 hours over a year) with flight pay calculated on the basis of 75 hours;

or a monthly average of 70 flight hours (monthly maximum 90 hours, 225 over three months, 840 over a year), with flight pay calculated on the basis of 70 hours; in the second case Air France would make monthly overtime payments for hours worked in excess of 70.

The first solution would grant the flying staff the flight time they are claiming: 65 hours. However, their pay would be reduced to a level not much higher than they were receiving for conventional aircraft. For Air France, despite this

cutting down of salaries, this solution would represent a very heavy burden, particularly in view of the expense of recruitment and training of the extra crews which it would involve.

The second solution also puts Air France at a financial disadvantage. Flight crews would receive approximately the same salaries as at present by flying 5 hours a month less. (This takes account of the monthly payments for excess hours). I fully expect the unions to claim that the figure of 70 hours is too high since they are campaigning for 65 hours.'

But the Minister destroyed all possibility of fresh negotiations by his concluding statement: 'I shall neither propose nor agree to any further concession on the basis of these solutions.'

9 December 1960 - the strike begins

On 7 December the Joint Union Committee for Air France flying staff announced that as from midnight on 9 December all flying staff employed on Boeing 707s would stop work. This strike order affected 17 of the company's Boeing jet aircraft. At a press conference held on 7 December the Joint Committee declared their willingness to accept the hours of work set out in the first ministerial proposal, with their consequences – the reduction of fixed remuneration. But they refused to agree to a new method of flight pay calculation since this would mean a further loss of pay on top of that caused by the new working hours.

Last minute negotiations took place through the staff representative on the Management Committee of Air France. The strike could not take effect until 1.00 p.m. on 9 December, when the first Boeing flight of the day was due to take off. By the end of the morning on that day a solution of the dispute was in sight. The Managing Director of Air France had accepted a compromise solution fixing average flight hours at 67½ hours per month, with a maximum of 85 hours per month, 170 over 2 months, 240 over three months and 810 per year. In addition he agreed to a formula ensuring that

flight pay would not be cut. The unions issued an interim back-to-work order for flights to be resumed after the agreement had been confirmed. This was a wise precaution, for the Managing Director of Air France was called to order by the government and went back on the agreement he had concluded an hour earlier. The strike was on – a strike forced by the government. Two million new francs per annum was the price of meeting the flying staffs' demands – the strike which was to last 19 days would cost Air France 18 million new francs.

For not one Boeing 707 made a commercial flight until 27 December, the one or two which left the ground being used for training purposes only.

Each side stuck to its position. The pilots were willing to reopen negotiations, and let it be known that they would call off the strike if the proposals accepted on 9 December by the management of Air France were confirmed. Air France denied that any such proposals had ever been made or accepted, and they and the Minister refused to meet the strikers. Finally the duration of the strike began to cause anxiety in high government circles. The Minister of Transport, M. Buron, was authorized to try to persuade the pilots at a meeting on 22 December at 6.00 p.m. at the Ministry.

From persuasion to coercion

M. Buron appealed to the patriotism of the flying staff, recalling that many of them were veterans of the Free French Air Force between 1940 and 1945. He made no proposal for the resumption of negotiations, and finished by revealing that Air France had been ordered to take all necessary steps in order to ensure that the Boeings should return to service at midnight on 26 December and recommence scheduled flights.

On 24 December a general meeting of the flying personnel decided that the situation was unchanged; the strike continued. None of the crews reported for duty at the airport on 26 December. It was then that the government decided to

requisition the flying staff, who agreed to obey the individual requisition orders as they were received.

It should be noted that it is difficult to resist requisition orders. However, it is possible to get round them as the railwaymen, postmen and other public service workers did in August 1953, when their determination forced the government of the day to give in. More recently the airline navigators have also been successful in resisting requisition orders.

The strike order for Boeing 707s has never been rescinded. If by any chance the government were compelled to withdraw the requisition order again the Boeing 707s would therefore once more be immobilized.

3 January 1961 - solidarity strike

This authoritarian and illegal action of the government led the other flying staff to contemplate a protest. On 2 January they decided to call a 24-hour solidarity strike, which was to take place almost immediately in order to prevent the government from issuing new requisition orders.

So, on the morning of 3 January the unions called a 24-hour strike, starting at noon that day, of all staff employed by Air France and the two private airline companies. At 2.00 p.m. Air France announced that all flights had been cancelled, and at the same time the government issued a new collective requisition order for all the staff concerned. In spite of this authoritarian decision, which was as illegal as the previous one had been, the strike took place. It was only on the following day at 9.00 a.m., that the Joint Committee decided to obey the collective requisition order – the strike had in effect lasted 21 hours, and was successful because it was unexpected.

All flying staff employed by Air France are now working under compulsion.

Conclusions

This dispute has not yet reached its final stage. For the moment the requisition orders are in force. Because they have

For a period of twenty days in December last, the wheels of Air France's Boeing 707s remained just like this — with their chocks in position. The background to the dispute, which is still not settled so far as the flying staff are concerned, is given in this article

twice decided to obey them the unions have destroyed their chances of taking any action, unless they decide to consider the requisition orders no longer in force and go back on strike. This, however, is most improbable. In our conclusions, we should prefer to say what we think of this dispute and one or two of its implications.

1. The position of Air France vis à vis the government

It is quite obvious that certain of Air France's officials wanted to make a test case out of the dispute. They took advantage of the fact that any dispute would only affect a relatively weak group of flying staff in order to gain the upper hand and impose working conditions which suited the employers. The management of Air France, with the support of certain sections of the press, organized a campaign in which, without giving details, they quoted figures concerning the salaries paid to flying staff. This campaign was directed at the ground staff in order to cut out the possibility of solidarity action by all the staff. Divide and rule...! It was an underhand way of behaving which angered the flying staff, especially since the figures quoted by Air France were inaccurate. The government, or rather the Minister of Works and Transport, only wanted to hear one side — that of the Civil Aviation Board, where for a long time certain officials had sworn, out of jealousy, to 'break' the pilots and other flying staff.

This obvious desire to provoke a conflict is shown by two figures which have already been quoted:

Cost of the claims: 2 million N.F. per annum;

Cost of the strike because of the immobilisation of the Boeings: 900,000 N.F. per day.

The use of such tactics by employers and government reflects a reactionary social policy. The authorities stand firmly by their refusal to satisfy legitimate claims, but quickly give in when faced with opposition from distillers, bistros,



wine merchants and speculators of all kinds.

2. The attitude of the unions

The unions made a mistake which was unfortunately confirmed on 7 December in a press hand-out where they state 'Our salaries are cut as a result of our reduced activity and we accept that'. This statement contradicts the trade union rule, which has always been to claim reduction of working hours without loss of pay. But these are loyal men with a high sense of professional responsibility. They did not expect for a moment that their loyalty would result in such harsh measures being taken by the management of Air France. It is easy to understand their bitterness at this evidence of bad faith on the part of their employers.

They therefore quickly reversed their position to one more in keeping with traditional trade union practice, i.e. no

loss of pay following modernization of equipment; and full implementation of agreements reached.

The direct consequence of the government's action was to demonstrate the magnificent solidarity of all Air France's flying staff. All those who, not being qualified for service aboard Boeing 707s, were not subject the requisition order came out on strike on 3 January 1961. This gesture of solidarity was a fine example to the whole trade union movement.

The flying staff concerned were well aware of the need for organized and co-ordinated trade union action, both for their own purposes and for those of free trade unionism everywhere. At the time of writing the unions are still willing to reopen negotiations. Certain new circumstances lead one to think that this may indeed happen. But it does not depend solely on the good will of the

unions. The Minister of Transport will also have to decide to make a move in the direction of conciliation instead of coercion. Will he do so, or is he not rather concerned with destroying the nationalized industries?


3. Chances of reopening negotiations

The President of Air France, H. Max Hymans, resigned because of ill health. He was replaced by M. Roos, who has always been closely linked with the aviation industry. If the latter had had his way he would not have reopened the negotiations begun during the course of last summer. Is he likely to make a gesture of conciliation?

Finally, the Minister of Transport has appointed a high official from his own ministry, M. Gustave Joubert, as Chairman of the National Commission for the settlement of labour disputes in civil aviation. This same man is also Chairman of the commission for the railway industry. His competence, authority and sharp sense of the importance of keeping to agreements may be of great assistance in finding a satisfactory solution to a conflict which might easily have been avoided but for ill will on the part of certain people at the Civil Aviation Board.

Within a short time we shall know who has the greater sense of the true interests of the company – the management of Air France, or its staff. We are convinced that today, as in the past, it will prove to be the staff and the trade unions.

A fair deal for youth


 ABOUT TWO THOUSAND YOUNG WORKERS under the age of thirty, who have all passed stringent fitness and intelligence tests, are at present employed on Luxembourg's railways. But they are apparently regarded as cheap labour by the management, which denies them an adequate living wage. For single men the starting rate in the lowest grade is 5,500 francs per month, for married men 500 francs more, rising after a four-year

standstill by 400 francs over a further three-year period. (There are 140 Luxembourg francs to £1 and 50 to us \$1.)

The Federation of Railwaymen and Transport Workers has estimated that a young married couple with one child needs a monthly income of at least 8,500 francs to maintain a decent standard of living. This salary should be reached by age 25 at the latest, since at that age it can reasonably be assumed that the worker has a family to support. The union is therefore proposing that wages should be raised from 5,500 francs in the first year to 7,700 francs over a period of seven years, and that a general increase of 5% be granted in two stages to cover higher living costs. The union sees no reason for any difference in rates between single and married men, since the single man has to save up in order to be able to marry later on.

The union sees this campaign as one which concerns all its members, young and old alike. For it is not only the young who will benefit from improvements in wages; better conditions for the higher and more senior grades can only be built on firm foundations in the lower grades.

Swedish union gifts to Kampala College


 WHEN THE ICFTU'S TRADE UNION COLLEGE AT KAMPALA (UGANDA) begins its first four-month course on 1 April, some of the equipment used will have a strongly Swedish character, thanks to the initiative taken by a number of unions affiliated with the Swedish Trade Union Federation. Special contributions from them have enabled the Trade Union Federation to send a number of very acceptable gifts to the College.

The Swedish Metal Workers' Union, for example, has presented a complete set of stainless steel kitchen equipment and cutlery, whilst the Hotel and Restaurant Workers have sent porcelain and pottery, and the Food & Drink Workers glassware. A gift of electrical equipment has been sent as a combined effort from

the Factory Workers, the Paper Workers and the Amalgamated Unions. The Building Workers have contributed a number of tables which were specially made by pupils at its own vocational training school. In addition, all the participating unions have clubbed together to buy fifty pictures to decorate the walls of the College.

The total value of the gifts so far is slightly over £6,500.

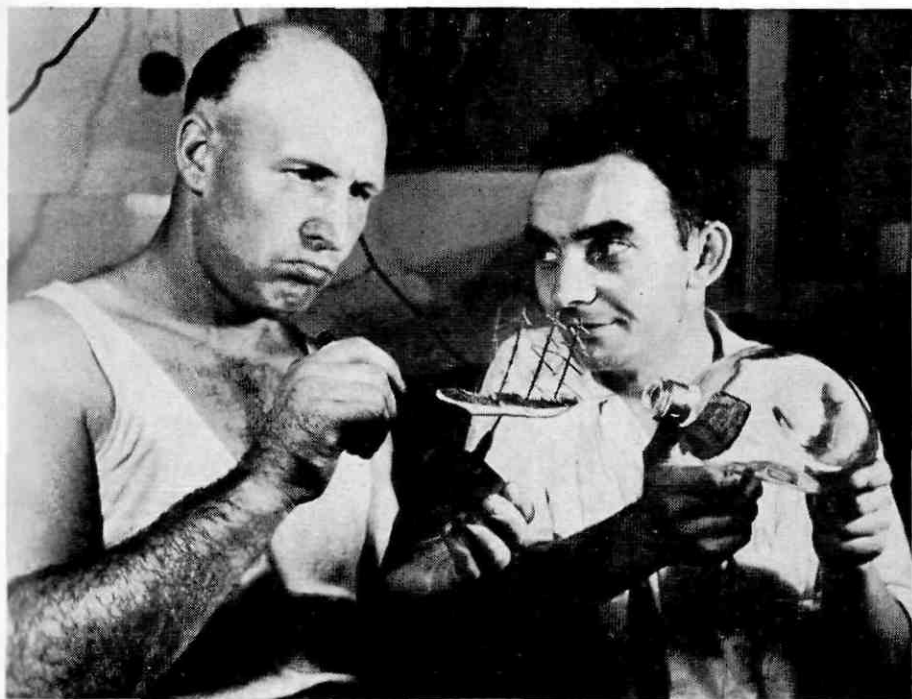
Shortage of merchant officers in Holland

 ACCORDING TO A STATEMENT made at a press conference by the Chairman of the Dutch Maritime Board, Mr. H. Reuchlin, the total number of ship's officers in Holland – at present about 12,000 – is still insufficient. A reserve is needed to ensure that officers can retire when they are entitled to and also to make good normal wastage.

To help young men who have the inclination to train as deck or engine-room officers but not the financial means, there is a system of training grants in existence. In addition to bursaries made available by the State, provincial and local authorities (mainly in the form of interest-free advances) or by private persons, the Maritime Board itself also gives a number of scholarships every year. These usually take the form of direct grants; only in exceptional cases has the money to be repaid. During the study years September 1956 to September 1960, 959 bursaries were given at a total cost of some two million guilders (£1 equals 10.64 guilders; 100 guilders are \$26.56). As from 1961, however, the average value of the scholarships will be increased so that they cover the total cost of training. The amount then made available will go up to 900,000 guilders per annum for 390 scholarships.

The next issue of the ITF Journal will contain an extensive report on the Second Latin American and Caribbean Zone Conference

What do seafarers die of?



⚓ THE IMPORTANCE OF A MEDICAL AND SOCIOLOGICAL investigation into mortality among the Swedish seafaring population*) can be gauged from the fact that it does not merely record what these men died of but has also a great deal to say about the way they lived. Starting with a list of 2,014 names, the names of 2,014 seafarers registered in Sweden who died between 1945 and 1954, Dr. Anders Otterland of Gothenburg, who has long devoted himself to the special medical problems of seafarers, made it his business to find out as much as he could about what kind of men these were and about the circumstances leading up to their deaths. The job took him five years. The complexity of his task can be seen from the fact that even the barest record of these deaths was not available from any one source: to begin with, it was a far from simple matter to find out exactly how many men had in fact died, and to be completely sure that he had a record of all cases Dr. Otterland had to make extensive enquiries at the National Board of Shipping and Navigation, at the Mercantile Marine Offices – there are thirty of these local offices scattered throughout Sweden – and in the case of seafarers who had disappeared in foreign ports and were later reported dead, Dr. Otterland had to check with the Swedish Foreign Office. Valuable additional information was available from the membership files of the four Swedish seafarers' organizations and from the records of claims kept by a number of insurance companies. For his survey of the medical history and personal background of his 2,014 deceased seafarers, Dr. Otterland had to go even further afield: to the ecclesiastical and civil registers – since 1749.

Sweden has kept full records of its population by a system of local registers by which every parish registry office is obliged to keep records of all persons

living in the parish, and it is from these local parish registers that the Central Bureau of Statistics publishes its 'Population and Vital Statistics' – to the

A seafarer's life is a lonely one. Two-thirds of the Swedish ratings covered by this survey were unmarried. Far too many took their own lives. Dr. Otterland's survey suggests some reasons for this but he wisely refrains from making dogmatic assertions about it

various social and welfare agencies, to prison and police authorities, physicians and hospitals and to the relatives of the deceased. These inquiries were particularly valuable in throwing light on the history of those who had been suffering from some of mental sickness or who had been in some sort of trouble with society – it may be added that one of the most disturbing features of Dr. Otterland's report is the indication it gives of a large degree of emotional and social maladjustment in the Swedish seafaring population, larger than one would have expected and significantly larger than in the Swedish population as a whole. It is reflected first and foremost in the high suicide rates and the large number of violent deaths, not all of which can be attributed to the inevitable hazards of a dangerous profession.

Mortality rates twice as high among seafarers

Without going into the complex statistical methods employed by Dr. Otterland, we may summarize his main conclusions as follows. Mortality among active Swedish seafarers was more than twice as great as for Swedish men of the same age during the ten years in question. The mortality rates were higher among ratings than officers – 2.38 times and 1.86 times the standard rate for all Swedish males. The mortality rate was high for all groups but particularly high for young men – for all ratings under the age of 20, the mortality rate was between seven and eight times that of the standard male population, and for deck ratings it was almost 11 times as great and for engine room ratings more than twelve times as great. If accidents and violence are excluded, the mortality rate was 'only' a fifth higher among the seafarers generally; taking accidents alone, the death

rate was over seven times as great. There were almost four and a half times as many suicides as could have been expected from a cross-section of the Swedish population.

Analysis of the separate causes of death reveals a high incidence of death from infectious diseases. The tuberculosis mortality rate has dropped sharply but it has not decreased among seafarers at the same rate as it has among the male population as a whole. Mortality from syphilis is much greater (nearly 23 times as great!) among seafarers than among the standard population. Not surprisingly, proportionally more seafarers than other Swedish males died from other infectious diseases such as malaria; two thirds of the total deaths from malaria reported in Sweden occurred among seafarers. The irregular, nomadic life of the seafarer, his tendency to come into contact with a social individuals in ports, and the fact that his profession takes him to parts of the world where diseases practically unknown in Sweden are common provide an explanation for the relatively high mortality rate from infectious diseases.

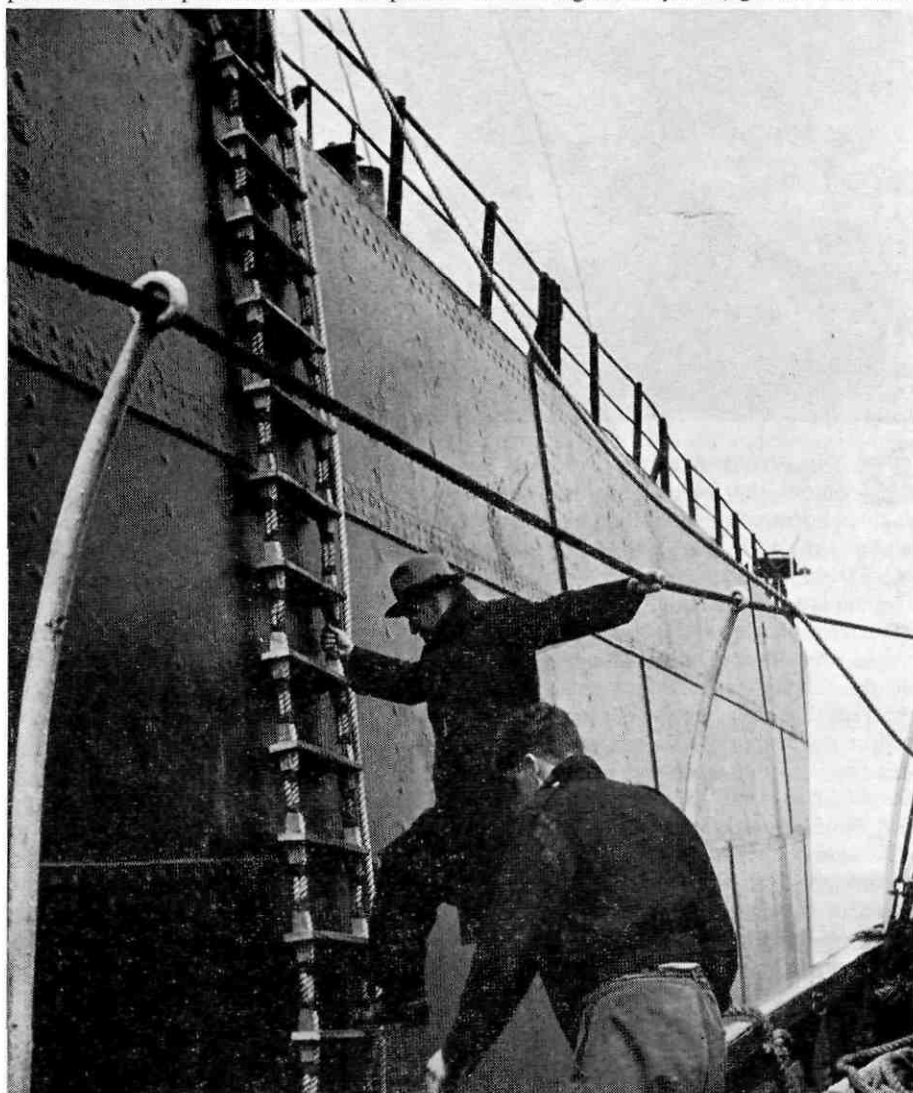
More officers die of cancer and heart disease

Mortality from cancer was about the same for seafarers as for the standard population, although there were differences between different categories; mortality from cancer was nearly twice as high among officers than among ratings and it was also significantly greater among personnel employed in the catering and engine room departments than for those employed on deck. The figures for disease of the heart and circulatory system show that seafarers as a whole are only slightly more apt to die of these complaints than the standard Swedish male population: officers, however, show a mortality rate from heart diseases fifty per cent higher than ratings, and this seems to be due partly to the after-effects of the war years when officers were exposed to considerable strain and partly to the increased responsibilities of officers since

the war – another contributory factor might be the high calorific value of the food served on board ship, which is likely to have a worse effect on the officers since their calorific output is much less. Most of these men had consulted a physician for heart trouble before last signing on. Dr. Otterland points out that seafarers suffering from heart disease present difficult problems from the point

of view of social medicine, since service at sea is likely to aggravate their disease not only because of the work itself but largely because in an emergency they are denied the facility of immediate and effective help.

Another black spot in Dr. Otterland's statistics relates to the high mortality rate among seafarers suffering from diseases of the digestive system, gastric and duo-



It is not surprising that many seafarers meet their death from drowning. What is surprising is that so many of them should be drowned while their ship is in port. Going aboard is not always as easy as it looks. Alcoholic abuse also plays its part in such accidents

denal ulcers etc. The mortality rates for these diseases are 50 per cent higher among seafarers than among the Swedish standard population. The reasons for this high mortality rate are to be sought in the seaman's irregular life, the particular stresses he is exposed to, and in part to the contributory role played by alcohol (over 20 per cent of the men dying from these causes had been troubled by alcoholic addiction and over 10 per cent died during a period of excessive drinking). The development of this particular group of diseases has also to be seen in conjunction with the entire question of seafarers' mental health.

More men drowned in port than at sea

If we turn from the purely medical causes of death in Dr. Otterland's report and concentrate on the category of violent deaths we are faced with a much more disquieting set of figures. It may not seem surprising that a seafarer's chances of drowning are more than twenty times greater than those of Swedish males living on shore: the circumstances under which most of these particular seafarers were drowned, however, give rise to the most serious misgivings. Of the 394 Swedish seafarers who were drowned during these ten years only 38 per cent met their deaths in accidents to ships. A substantially greater proportion — in fact just over half of all men drowned — met their deaths while their ship was in port. What is more, a great many of the drowning deaths at sea took place within twenty four hours after the ship had left port. Quite obviously, alcoholic abuse plays its part in these drownings in port:

'One hundred and five of the drowning deaths in port took place before the eyes of the men working on board the ship, watchmen, or the man's shipmates. Sixty-one of the witnesses stated that they saw the man staggering drunkenly along the dock toward the ship before he fell in, but had done nothing about it. In 16 cases the men had first come on board intoxicated, but shortly afterwards went on shore and fell in close behind the ship.

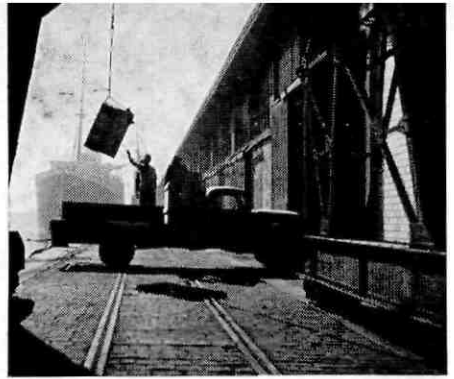
In 28 cases the witnesses said that they were too intoxicated themselves to be able to prevent the drowning.'

Dr. Otterland has some practical suggestions for remedying this deplorable state of affairs:

'The docks should be well lit up, particularly the edges of the dock which could be coated with a fluorescent paint. When the dock area is fenced off, the men at the gates should be told not to let anyone through who is obviously not able to take care of himself. Seafarers and watchmen should be taught to feel more responsible for their shipmates and others. They should be taught that it is one of their professional duties to take a shipmate in hand who shows sign of poor health or intoxication.'

Railway and vehicle accidents accounted for the death of 69 of the seafarers covered by this survey. This means that a seafarer's chances of dying in this way are more than one and a half times as great as among the standard population. The actual frequency is greater if one takes into account the obvious fact that seafarers spend a smaller part of their lives on land than other people. On the other hand many of their movements on land are through densely trafficked zones with complicated railway installations and heavy lorries manoeuvring in the proximity of the quayside. As in drowning accidents, bad lighting plays its part here, and one must also take into account the fact that the seafarer probably has some difficulty in adapting himself to traffic after his voyage. On the whole it seems that a seafarer is more likely to meet with an accident in port than on board ship, and there is obviously a great deal of work that could be done in warning seafarers of the considerable risks they are exposed to during their stays in port.

Dr. Otterland's third main group of accidents is made up of the typical seamen's accidents — deaths from falling into the hold or from one deck to another, or from accidents caused by booms, rough seas, heat exhaustion etc. — and here it was only to be expected that the mortality



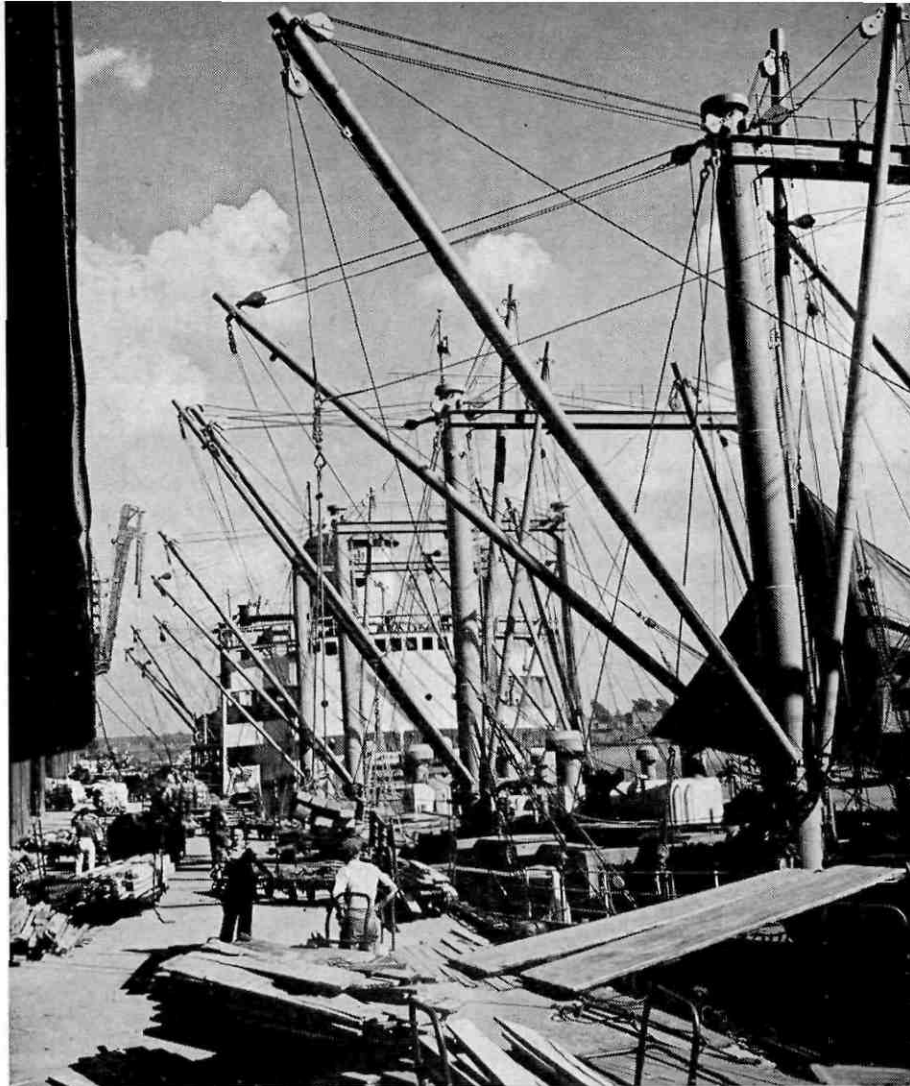
The quayside is often a narrow, crowded space between a wall and the water. Here there is not very much going on, but one can think immediately of unpleasant things that could happen on the way to that ship

rates for seafarers would be much greater than for the standard population. A disturbing feature which these particular accidents have in common with those from drowning is that an abnormal proportion of them took place in port — in fact almost half of them. Another feature to which some importance ought to be attached is that in more than a quarter of these cases there was direct evidence that the accident might have been partly due to psychological reasons.

Four times as many suicides among seafarers

The importance of psychological factors is demonstrated by the appallingly high rates for suicide among seafarers. More than four times as many seafarers took their lives than could have been expected from the suicide rates for the Swedish male population as a whole. This seems to argue that many men must have chosen to go to sea who were not really suited for the life. The question then arises whether the life itself is so tough as to drive some 'ordinary' men to desperation, or whether the profession as such tends to attract society's misfits and failures. If the latter is the case, there would seem to be a good case for tightening up the recruiting procedure.

By tracing these men's backgrounds, Dr. Otterland was able to establish a definite connection between suicide on the one hand and mental abnormality and social difficulties on the other: of all the seafarers who died, ninety had at some time had treatment in a mental hospital and of these ninety almost half took their own life. In 41 per cent of the cases of suicide there was a history of heavy drinking causing social or domestic conflicts; in more than half the cases the deceased was known to have drunk alcoholic beverages or shown signs of intoxication on the day of death. This connec-



The number of fatal accidents in port can be explained partly by the increased activity on deck when the ship is loading or unloading. On deck the seaman must always be on his guard against open hatches, etc.

tion between alcoholic abuse and suicide seems to run parallel to that between alcoholic abuse and accidents. Out of the total number of seafarers covered by the Survey, 62 men had been treated in a home for alcoholics. Nine of these ultimately committed suicide, 31 died in accidents and from other violent causes, and only 22 died of medical causes of various kinds. Among the suicides 23 per cent had a previous hospital record involving some kind of mental disorder, and in 40 per cent of the cases there was evidence of other symptoms of mental abnormality — these percentages compare with just over 8 per cent for men dying from accidents and other violent causes. Quite clearly, such evidence of mental instability ought not to have been disregarded. Even more startling is the evidence that of the 236 suicides in question here, no less than a third had made a previous attempt on their own lives. That these 77 earlier unsuccessful attempts were serious may be judged from the fact that among all the rest of the 1,214 seafarers who died from all

causes there had been only 6 cases of attempted suicide and in three of these cases there was sufficient doubt about the way in which they ultimately died as not to rule out altogether the possibility of suicide.

Evidence of instability

Dr. Otterland's attempt to provide a psychiatric diagnosis for the suicides would seem to have rather a limited value. More important probably are the figures resulting from his inquiry into the social and educational backgrounds of all the deceased. These seem to provide grounds for assuming a higher incidence of social and emotional instability among seafarers than in the Swedish population as a whole. This is turn indicates that the high mortality rate among seafarers is not entirely due to the occupational environment but also to the fact that the profession tends to attract a large proportion of men whose background points to a certain instability. For instance we may note that almost 40 per cent of the seafarers in this group came from incomplete homes —

they had either been born out of wedlock and their parents had not subsequently lived together, or they had lost one or both parents before reaching the age of 15, or they had not lived with their parents for most of their childhood. In general the incidence of alcoholism, neuroses and psychoses seems to be higher among the children of incomplete homes. The proportion of the Swedish population coming from such incomplete homes has been estimated at 16 per cent which means that, if the deceased seafarers whose background has been examined by Dr. Otterland represent a true cross section of the Swedish seafaring population, it looks as if it has three times as many persons whose early background exposes them to a greater risk of emotional suffering.

Too few married men

Emotional stability and mental and physical health are also bound up with a person's marital status. The proportions between married and single men among seafarers and among all Swedish men are almost exactly reversed: practically two thirds of all Swedish males between the ages of 15 and 69 are married; practically two thirds of the Swedish seafarers are single. The difference applies solely to ratings, 73 per cent of those dying being bachelors, whilst 74 per cent of the officers dying were married. The explanation seems to lie in the fact that many of the ratings were young men who died as a result of accidents. The fact that even among the living seafarers, almost a third were unmarried suggests that the young men tend to leave the profession either before or after they get married. For ratings at least, seafaring and marriage do not seem to go well together.

At the very least this must be taken as evidence of a factor discouraging men other than officers from making a life-long career of seafaring. The high accident rate for seafarers (apart from accidents specific to the occupation) might conceivably be explained by the fact that so many seafarers are young men and that this particular environment makes

inexperience or even normal high spirits into a greater source of danger than it would be elsewhere. If there were more older, steadier types around, it could be argued that their mere presence would exert a steadying influence even without going so far as to say that they would look after their younger colleagues. On the other hand, if these older, steadier types tend to get married and if marriage discourages them from going to sea there does not seem to be much one can do without radically altering the entire character of the industry and taking much greater account of the seafarer's personal needs.

Dr. Otterland also goes into the educational background of his group of seafarers, but, unfortunately, his results are rather inconclusive because there are no comparable surveys for the population as a whole to compare them with. Elsewhere, however, he quotes from another authority on the seafarer's intelligence and character:

'... seafarers have a more active and lively temperament than the average person. They are more lacking in respect, easier to influence, and live more in the present. On the whole, they are probably more intelligent than others, but they do not have such good marks at school, which Ekblad traced to their emotional instability.'

True citizen of the world

It may seem that Dr. Otterland's study presents a disquietingly black picture of a seafarer's life. There is also an unfortunate possibility of misunderstanding: one can foresee that some of his findings will be disputed and that he might even be accused of having set out to bring the profession into discredit. All the evidence goes to show that this latter charge would be manifestly unfair. If Dr. Otterland is 'subjective' at all it is in his obvious admiration for the great achievement of seafarers and for the general run of men who have chosen this adventurous and dangerous way of life.

As a demonstration of the spirit in

which Dr. Otterland approached his task, one may cite a few of his introductory remarks:

'Seafarers of varying temperament, background and experience told of adventures at sea and in foreign ports. They had learned to value the freedom and companionship of their profession, in which boundaries between generations, races, and religions, and between countries and continents had long lost significance. They had acquired tolerance and understanding — had become true citizens of the world.

The seafarers' tales, however, revealed also the reverse aspects of their profession. They had known the sea as a merciless tyrant, often only to be appeased by sacrifice of human life. Shipwrecks, exploding mines, fire on board, collisions and strandings all took their toll.

... The men themselves believed that strain and fatigue not seldom were factors in the causal chain. Carelessness, foolhardiness and clouding of the judgement were also blamed. These risks were accentuated when ships were in port.

In addition to accidents, the seafarers dreaded illness of sudden onset, such as bleeding from gastric ulcer, heart attacks or acute infection when medical help was not available in time to save life...


... When after many years the seafarers for various reasons were no longer fit for active service, perhaps because of illness or disablement after accidents at work, many of them had grown away from all their old friends on land. They felt lonely and required help. But possibilities for convalescence and rehabilitation were usually inadequate...'

Dr. Otterland is not a dry theorist. He cannot even really be called an outsider, for he has himself spent two years afloat as a ship's doctor. As a doctor he must have had more chance of observing seafarers in need of medical attention than the ordinary rating or officer would have in a lifetime at sea. Most of all, the skill and sheer hard work he must have put in in compiling and examining this enormous body of material shows that he is

seriously concerned with the welfare of these men and that he recognized that in a matter as important as this there was little room for vague generalizations but that, above all, it was important to get as near the truth as possible. Dr. Otterland himself makes no great claims for his study: it is a record of what happened to 2,014 men registered as seafarers in Sweden who died between 1945 and 1954, and it is no more than that. Nowhere in it is there any claim that its findings apply outside Sweden. It is however, to be hoped that this eminently worth-while study will encourage similar investigations in other countries, for the provision of effective preventive measures must everywhere depend on a sober knowledge of the facts.

*) A Sociomedical Study of the Mortality in Merchant Seafarers — Analysis of Deaths in the Population of Active Seafarers Registered in Sweden 1945-1954 — by Dr. Anders Otterland, Department of Social Medicine, University of Göteborg, Sweden.

Helping the African cause

 THE COURSE OF MODERN HISTORY has made it clear that, as they get down to the great task of nation-building, Nigerian workers are going to need increasingly the friendship and cooperation of workers of other lands, in Africa itself of course, but also in other continents where the principles of trade union freedom and democracy have long been recognized as essentials for healthy and independent growth. This is why the TUC(N) gives its support to the idea of an All-African Trade Union Federation only to the extent that it is a loose organization permitting an exchange of views on matters of common interest within a purely African setting. We do not hold that pan-Africanism should mean working in isolation from the rest of mankind. We therefore reaffirm our faith in our association with and our support for the ICFTU as the only free international trade union organization: for we know that through this association we are helping the African cause and throwing our weight in the scales for peace.

N.F. Pepple, Assistant General Secretary of the Trades Union Congress (Nigeria) writing in *Free Labour World*

ITF Railwaymen meet in Athens



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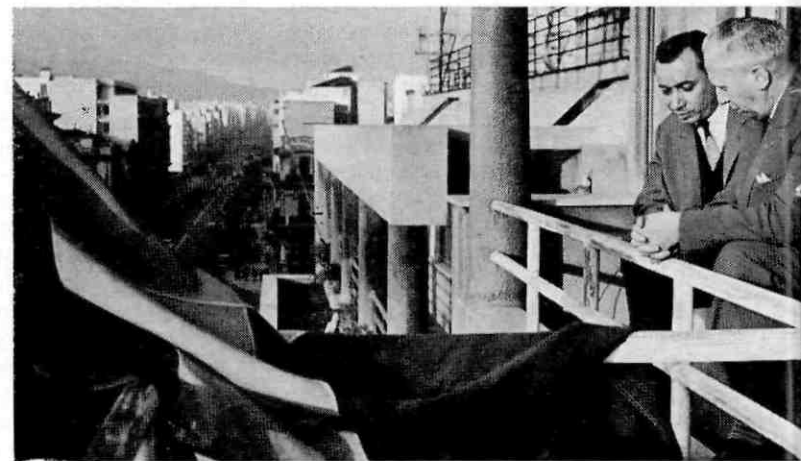
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Profile of the month

1. The enlarged meeting of the ITF Railwaymen's Section was held in Athens from 9th to 13th January at the headquarters of the Greek Railwaymen's Federation. Brother Hans Imhof, ITF Assistant General Secretary and Section Secretary (third from right) is here seen with Brother de Vries (on his right), Brother S. Dimitracopoulos and other officials and members the Greek union

2. Brother Imhof exchanges a few words with Brother Dimitracopoulos and a veteran member of the Greek Railwaymen's Federation. The grave situation confronting Greek Railwaymen was one of the main items discussed. A delegation from the meeting was received by the Vice-Premier of Greece and the Minister of Labour

3. Brother S. Greene (right) represented Great Britain at the meeting. One of the matters of particular interest to the British and French members was a report prepared by the ITF Secretariat on the construction of a rail tunnel under the English Channel

4. A major item on the agenda was the meeting this May of the ILO Inland Transport Committee, which will deal with problems of a great importance to railwaymen. It was decided to lay emphasis on the conditions of railwaymen in the developing countries, more particularly on the effects of racial discrimination and the lack of basic trade union rights. From right to left: Bros. Greene (Great Britain), de Vries (ITF General Secretary), Haudenschild (Switzerland) and Dimitracopoulos (Greece)

5. Among those attending the meeting were (front, from left to right) Bros. Mikkelsen (Germany), Greene (Great Britain), Degrès (France), Imhof (ITF Assistant General Secretary), de Vries (ITF General Secretary), Matejcek (Austria), Mrs. Tschiesche (interpreter) and Bro. Svensson (Sweden). Standing, from left to right, Bros. Baeriswyl (ITF interpreter) Haudenschild (Switzerland) Berger (Germany), and Kieboom (Netherlands).

6. Two French speaking members, Bros Degrès (France) and Haudenschild (Switzerland) have a quiet chat on the balcony outside the conference room. Brother Richard Freund, the Section Chairman, was unable to attend because of bereavement. His place in the chair was taken by Bro. Degrès

AS FROM THE BEGINNING of next month the ITF will have a new Director of Regional Affairs. The man who will be coming to take up this important office is a 45-year-old Dutch trade union official who has taken the crucial decision to switch from trade union work in his own country to serving the international movement because he is convinced of the importance of the role that the well-established trade unions of the industrialized countries have to play in helping their weaker brothers in the underdeveloped countries.

In his own country, Brother Reint Laan has long been a prominent figure in the Netherlands Transport Workers' Union. He was elected National Secretary in 1950 after doing a splendid job organizing the dockers of Amsterdam and winning them over from the dangerous embrace of communism in the early post-war years. He continued, however, to keep a close interest in dockers' questions and in addition to his job as national secretary of the union he was also national president of the dockers in all the Netherlands ports. In this capacity he became a member of the ITF dockers' section where he has given his special attention to labour problems in the ports of Western Europe. In the Netherlands the progress recorded during the period he has been Dockers' National President has been considerable: the whole character of the industry has been radically altered so as to give the docker a security at least equal to that enjoyed by other groups: the three cardinal points of the new deal for Dutch dockers are industrial pension funds, decasualization of dock labour and the provision of adequate sickness benefits. Brother Laan also played a great part in the foundation of the Dockers' Training School in Rotterdam.

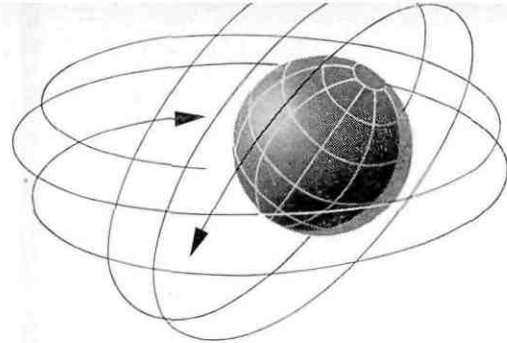
Although he was originally trained as a teacher — he was awarded his teaching diploma in 1934 — the grave economic crisis of the 'thirties made it impossible for him to get a permanent post as a teacher. In 1939 at the age of 24 he began his trade union career as organizer in the port of Delfzijl. During the German occupation he was not allowed to carry on

his trade union work. This left him more time to devote to the resistance movement in which he continued to work until the end of the war. Brother Laan's training as a teacher has not been wasted: in addition to his trade-union work proper he has during the past ten years done a great deal of lecturing, principally on social and economic problems in the port industry. He was given lectures for the European Productivity Agency in Copenhagen and in Dublin.


On the international level he has worked in the ITF, at the ILO and he has taken a particular interest in the problems of trade union cooperation between the six countries of the European Common Market. In May 1958 he was elected President of the Committee of ITF Unions in the European Community which was set up that year by IFT-affiliated transport workers' unions. Since 1956 he has been the secretary in charge of international affairs in his own union, as well as continuing as president of the dockers' section.

To his new job Brother Laan brings a considerable firsthand knowledge of the grave problems that will occupy him at the ITF. As recently as autumn last year he was in Ceylon as a member of a special team which reported to the Ceylonese Government on labour relations in the port of Colombo and on the prospects of harbour development in the region. Part of his task was to compare the situation in Colombo with that in Bombay where he studied the working of the piece-work system and of the dock labour board.

(Continued on the next page)



December 2 1960: Canada's 'Day of Infamy'

 BY A SERIES OF EMERGENCY and what might aptly be described as 'panicky' steps, the Canadian Parliament on December 2 took away from 110,000 non-operating employees on Canadian railroads the only weapon by which they could secure justice after collective bargaining had failed; a strike which had been scheduled to begin at 8 a.m. on Saturday, December 3.

As the date for withdrawal from service approached and the employees declined the request of the Government to postpone their strike until May 1, 1961, and the carrier presidents adamantly refused to accept any concessions which had been recommended by a Conciliation Board established under Canadian law, the Prime Minister's party introduced in Parliament, on November 29, a bill to 'provide for the continuation of the operation of railways.' The Government did permit a certain amount of debate and the opposition to the bill by the minority parties in Parliament was vigorous. Sometimes the debate was acrimonious. But as the hours ticked away and the date set for the strike approached, the vote was forced in the House, where it passed at 4.30 p.m. December 2. It was immediately sent to the Senate where it was adopted at 6 p.m., signed by the

(Continued from page 59)

Brother Laan's decision to come to London to take up his new duties represents in effect a considerable personal sacrifice: he is leaving behind him in his homeland an extremely promising trade union and political career. He will be unable to continue his active role in the civic affairs of Rotterdam by serving as Labour leader on the city council. Nor will he be able, as had been expected, to become General Secretary of the Netherlands Transport Workers' Union, when the present General Secretary, Brother Kanne, retires this year.

Governor General about 30 minutes later, and became effective immediately in emergency, only hours before the strike would have begun.

The employees had, for a year, studiously been following all of the requirements of the Industrial Disputes Act, including the appointment, by the Government itself, of a Conciliation Board which had recommended a wage increase and improvement in vacations, none of which the carriers would grant.

In effect, the measure calls a truce in this year-long battle and spikes for months union efforts to bring the matter to a climax through a withdrawal from service. It ordered union officers to notify the members that the strike would not take place. It also ordered the railways to reinstate every employee they had laid off since November 1, 1960, in anticipation of the strike.

The preamble to the act stated that the process of collective bargaining had failed to produce agreement 'and the public interest required that further efforts to reach agreement be resumed at a more favourable time without prejudice to the rights of either party and without interruption of railway service.'


The 'more time' after May 15, 1961, is related to a report of the Royal Commission on Transportation which is expected to complete its work and make a report by the end of March, 1961. This Commission is studying the railway freight rate structure in Canada and is expected to recommend an entirely new structure, eliminating discriminatory rates that have grown up, thereby permitting the railways to operate more profitably in the future. Frozen freight rates were the principal reasons advanced by the railroad managements for refusing to adopt the recommendations of the Conciliation Board.

This Act is to expire on May 15, 1961, at which time rail employees may be sure that their negotiating committee will be waiting at the door, determined to secure this delayed justice which the Conciliation Board had in a measure recommended.

These recommendations the employees felt were entirely inadequate but they were willing to accept them in order to avoid a disruption of the economy of Canada that would undoubtedly attend the strike. The carriers, we are certain, felt sure that here was an opportunity, if they stuck their feet in the sand on the matter of a wage increase, to force the Government of Canada and the people of that country to permit an increase in freight rates for the handling of grain and livestock in particular. They seem to have succeeded.

But if they have succeeded they have done so by euchering the Government of Canada into a position by which it has nullified its own laws which have for years guaranteed workers the right to strike in an effort to redress their grievances when all other efforts failed. In negating that law they have passed another which definitely forbids a strike. Of course, the union members involved in this dispute are law-abiding citizens and will obey this law. However, they deplore the willingness of the governing party to defer to the demands of railroad managements when doing so required that they deprive the employees of a right which every citizen should have — that of deciding whether he will work under the conditions offered to him by his employer or decline to do so. This was a momentous step for the Canadian Government to take. At the moment it has only refused 110,000 railroad employees permission to withdraw from service during the next few months. But a precedent has been set which, in the future, may rise to haunt the authors of this measure as well as future governments of the country.


Us pilots will operate own airline

 THE PROTRACTED STRIKE by the American Air Line Pilots' Association against Southern Airlines has now led to a development which must be unique in airline union history. ALPA has purchased five De Havilland Doves, which it proposes to operate in direct

competition with Southern, using the name Superior Airlines. The fact that the Doves — which carry nine passengers apiece — weigh under 12,500 pounds means that ALPA is able to carry on scheduled operations under Part 45 of the Civil Air Regulations.


At present, Southern is operating with blackleg pilots, who ALPA claims were hired in anticipation of the strike. ALPA is now waging an all-out campaign to close it down altogether.

Lower speed limit cuts traffic accidents

 OVER THE CHRISTMAS PERIOD, the Swedish authorities carried out a far-reaching experiment designed to cut holiday road accidents. For a period of nineteen days, the speed of all vehicles on the roads was limited to 48 miles per hour.

Comparisons with accident statistics for the same period a year ago reveal a striking improvement: only 23 killed instead of 54 and a similar decrease in the number of injured.

Location aid for liberrafts

 IMPORTANT PROGRESS has been made during recent years in the design, development and operation of inflatable marine life-saving equipment. There is now, however, an urgent need for improved location aids for use on




Strapped to the knees of the operator, and powered by a handdriven generator, the Lifeline's transmitter/receiver can be used by unskilled personnel under difficult conditions. Transistors have been used to reduce bulk (Photo: Marconi Marine International)

board these liferafts.

Various different types of wireless telegraphy sets are currently in use on rafts, the emphasis now being on reduction of bulk for easy stowing. The latest of these miniature transmitter/receivers, called the *Lifeline*, is 17 in. long, 7 in. wide and 5 in. high. Once the telescopic aerial has been erected and the earth wire dropped overboard, all the survivor has to do is turn the generator handle, adjust the tuning control for the brightest glow on the indicator lamp and speak into the microphone. Alternatively, the set can be switched to transmit automatically a two-tone alarm signal.

Both the transmitter and receiver are pretuned to the international distress frequency, and once the alarm signal has been transmitted and contact established, radio bearings can be taken on the raft's transmission. Transistors have been used extensively in the design of the *Lifeline's* circuits, reducing both bulk and power requirements. The generator has been designed to require very little turning effort so as not to over-tax the strength of the survivor.

Catch and freeze

 THE INTRODUCTION OF QUICK-FREEZING at sea has been described as the greatest revolution in the fishing industry since the invention of the steam trawler. Be that as it may, there is little doubt that the fisherman's biggest bugbear has been the rapid rate at which fish decomposes. A method has now been devised which arrests decomposition almost completely with the result that skippers are no longer forced to leave fishing grounds with half-filled holds for fear that the fish they have already caught will suffer such deterioration as to be unsaleable on reaching market.

Now, fish frozen straight out of the sea is not markedly different in quality when defrosted some three months later. The trawlerman can now stay on the fishing grounds until his holds are full — quick-freezing as he catches.


This however presupposes the posses-

sion of the right equipment; and that is by no means cheap. Of the present British fleet fishing in distant waters, for example, only three out of 230 have quick-freezing installations. Conversion to freezing costs about £100,000, which would have to be added to the £300,000 a modern conventional trawler costs. Nor is there great certainty as to which is the best form of ship.

Research is being carried out into three systems: the freezer trawler, the factory trawler, and the factory motor ship. With the first, the catch is gutted and frozen whole, whilst the factory trawler, which is bigger, has more equipment and carries a larger crew, catches, fillets and freezes at sea. Such a vessel costs about £1 m. compared with £400,000 to £500,000 for the freezer trawler. The factory mother-ship is a much bigger vessel capable of processing fish at sea in large quantities as they are fed to it by a fleet of trawlers. Such a floating installation is more expensive than a shore factory and is faced with the problem of transfer of fish from trawler to mother-ship in good condition.

All these methods of fishing involve longer spells at sea for the trawlermen. At present, a trawlerman can reckon on a spell at home about every three weeks — which is no great reward for the long hours and grim conditions experienced at sea. If spells at sea are to be longer, as they would be under an extension of the new quick-freeze methods, suitable rewards would have to be found in the shape of higher pay, better accommodation and working hours.

Over-the-border help


 THE SWEDISH TRADE UNION centre's campaign to raise contributions towards the ICFTU's international solidarity fund (to assist trade unions in economically less favoured countries) resulted in the collection of the sum of Sw. kr. 7,371,495 (about £526,535). Since the LO has a membership of 1,467,117, contributions work out at just over kr. 5 (7 sh.) a head.

By agreement, one-third of the total

sum collected from the various unions is to go to the appropriate ITF's by way of assistance in their work of moral and financial aid to under-developed countries.

The Swedish national labour centre is also sending a six-man study group to a number of African countries during the early part of 1961.

They want to stay

 ONE OF THE FIRST EFFECTS of the increasing economic co-operation between the six nations which are members of the European Common Market has been to enable the labour-hungry and highly industrialized countries in the North to draw on the large surpluses of labour in Southern Italy. Northern Italy has, of course, its own industries but, in the foreseeable future at least, it seems unlikely that these will be able to absorb the large number of unemployed Italians in the South of the country. Some of these are now working on the German Federal Railways. Recently a correspondent of the German Railwaymen's Union newspaper, 'Der deutsche Eisenbahner' went along to the Ruhr junction of Biele-

feld to see how a group of some twenty Sicilians were getting on in their new job. Here are a few of his impressions:

When asked how liked Germany, there was no mistaking their answer, even before the interpreter had time to translate: *Ottimo! Couldn't be better!*

Quite clearly, they were not just being polite. For many of them it is the first real job they have ever had, and, over and above that, they appreciate that they are not a forgotten people, that here in Bielefeld they have found people and organizations which take a sincere interest in their welfare. A good job and regular pay are guaranteed to them and they are covered by the same agreement and assured the same working conditions as the Germans who work at their side.


When asked who intended staying in Germany for more than one year, nearly all the hands went up without hesitation. Here they get 400 DM (about £36) a month. At home seasonal work as a farm labourer for two or three months a year is not enough to support a wife and a growing family, and, as everyone knows it takes many *bambini* to make up one respectable Italian family. One man evi-

dently meant to settle down in Germany for good: as he put it, what he wanted now was a flat for his wife and his three sons. Two other young men were pleased to be working a forty-five-hour week and both wanted to marry German girls and set up home in their new country.

The Federal Railways have gone out of their way to make these Italians as comfortable as possible. Twenty thousand Marks have been spent on converting a suitable house in Bielefeld into a comfortable hostel with well-furnished double rooms and a canteen with Italian cooking. If the German wine is not completely to their taste, they have no fault to find with the German beer.

It has of course to be recognized that some of these Italians will perhaps never come to feel completely at home in a country so different from their own. The difference in the climate is one big factor, although ultimately most important will be their progress in making themselves understood. In the meantime the Railwaymen's Union is doing everything it can to help them over their early difficulties. It is supplying them with clear explanations in their own language of all the regulations concerning rates of pay and working rules applying to the employees of German Federal Railways. The Union has also arranged special classes in German, and it is hoped that it will not be too long before some of these new workers will be in a position to take an active part in trade union activities themselves, besides providing a bridge of understanding between their German workmates and any more of their compatriots who come to join them in their work on German railways.

The Amsterdam taxi trade

 THE TAXI TRADE IN AMSTERDAM is in a somewhat anomalous position. Taxi operators in this town do not work independently but are all required to register with the central taxi office. This receives all requests for taxis from the public and passes them on to the taxi-rank nearest the caller's address. This



Bielefeld's new inhabitants were at work when this photo was taken. Although Germany must seem very strange to them, these Italians, employed on the German Federal Railways, were obviously highly satisfied with their new work which offers them good pay and decent working conditions



Although he is for the moment doomed to washing his own socks, it may not be so long before he can bring his wife up from Sicily. Meanwhile, the German Railways have provided a comfortable hostel and otherwise done everything in their power to make him feel at home in the first difficult months



Following the 1956 strike there was general agreement that there were too many taxis on the road and that something had to be done about it. Retrenchment however has proved easier to discuss than put into practice

system replaced that in use before 1945 under which hundreds of enterprises both large and small got a living as best they could – and it was a poor one at that – and under which the conditions of the drivers were far from satisfactory.

One result of establishing a central taxi office was the introduction of a service roster on which all Amsterdam taxis were placed and by means of which the number of taxis on the road at any given time of the day could be established as well as when they were due to be withdrawn. It also meant regulation of the drivers' hours of work, working hours being fixed at acceptable maximums.

The nature of the taxi trade is such, however, that this arrangement does not meet with approval in all quarters. The individual operator for example finds he has lost his freedom of choice and movement yet cannot make his requirements known either by way of those running his organization or via the central taxi office. It needs no emphasising, of course, that there are divergencies of interests between owner-drivers' organizations and those operators employing drivers on a wage basis. Another source of disagreement arose with the establishment of the AAAC taxi company where the drivers were employed on a wage basis whilst at the same time being accounted shareholders in the enterprise. These differences found expression in the 1956 strike when the drivers working on a purely wage basis went on strike but were not joined by those working on the wage-shareholder basis nor by the owner-drivers' group. That strike lasted some six months and when it was over everyone was agreed that something had to



Taxi drivers in Amsterdam are registered with a central office which takes all calls for taxis and passes them on. The system is considered an improvement on the 'free for all' which existed there before 1945

be done about the taxi trade in Amsterdam.

A 'cleaning-up' committee

In spite of opposition in certain quarters a committee was set up to 'clean house'. The Netherlands Transport Workers' Union NBV was represented on this body, and lost no time in pointing out that there were many respects in which the service conditions of the taxi-men could be improved, not least among these being by means of the establishment of a pension scheme.

One of the proposals made by the committee was to the effect that the number of taxis on the roads should be reduced, but the rates increased. There would thus be a bigger return on each taxi in service which in turn would enable union claims to be met in the matter of improved wages and other conditions of work of the drivers. A plan was also worked out providing compensation for owners required to take one or more vehicles off the road. This 'reduction plan', however, was rejected. It turned out that everybody finished up by treading on everybody else's corns.


The municipal authorities, however, acting on the recommendations of its advisory committee on the taxi trade, decided to reduce the number of taxis on the road by 15%. That put the cat among the pigeons. All those interests who had formerly sat on the 'clean house' committee and had let it be known they were in favour of reducing the taxi fleet now started shouting from the rooftops to all and sundry disposed to lend them an ear that their particular business was in good shape and that there was no need

for any retrenchment in the trade. They also testified to this effect before the 'Deputy States' early in 1959. In 1960, those same employer groups, having earlier testified to their economic soundness, informed a wages commission that they were not in a position to pay drivers a wage increase. They asked for – and got – a commission of inquiry into the state of the trade. The first meeting of the commission, however, was not until 9 September.

In the Netherlands, the licensing of taxis is in the hands of the municipal authority. The same authority can withdraw a licence and is empowered to act as the regulatory body. The legal phrasing of its powers in this respect, however, is not too clear and consequently open to various interpretations. The Netherlands Transport Workers' Union, however, has strongly supported the Amsterdam municipal authority in its efforts to carry out a retrenchment programme in the town's taxi trade. The union's view is that the manner in which the trade has been subject to some form of control since 1945 is the only way of ensuring a fair deal for the drivers. It argues that the work can be done by fewer taxis than are at present operating, providing a higher return per taxi which, combined with lower fares – this making the taxi a more popular form of passenger transport than hitherto – should redound to the advantage of the drivers.


Unfortunately, efforts to achieve this in co-operation with the employers have failed, and, with the Deputy States of North Holland rejection of the Amsterdam municipal council's proposals to reduce the number of taxis in operation in Amsterdam, the union is faced with the problem of the next step in its long battle to improve the working conditions of Amsterdam (and other) taxi drivers.

Labour college for Canada?

 THE EDUCATION DEPARTMENT OF the Canadian Labour Congress has been exploring the possibilities of establishing a Labour college, following a

decision taken at the 1958 CLC Convention. The idea is to link the college with a university, and to provide concentrated courses of studies designed to equip trade unionists for the increasingly important part they have to play in present-day society. The courses will aim at giving students a fundamental understanding of society, the role of labour within that society, its social, economic and political objectives, and the methods and skills by which such objectives can best be reached.

61-years-old Danish labour law is changed

 IN NEGOTIATIONS HELD TOWARDS THE END OF LAST YEAR, the Danish Trade Union Federation succeeded in winning a new 'Industrial Bible' which replaces the so-called September Agreement signed between the Federation and the Danish Employers' Association almost exactly sixty-one years earlier. Concluded on 5th September 1899, the old-style agreement was the basic document regulating relations between the two sides of industry, covering the negotiation and




Trade unionists march in procession through the streets of Copenhagen. Danish workers are now covered by a new industrial relations law replacing the one passed in 1899

validity of agreements, the organization of strikes and lockouts under accepted rules and conditions, and the obligations applying to both unions and employers.


The agreement signed in November last brings the formal relationships between the two parties into line with accepted modern practice in Denmark and also contains important new gains for the workers. One which has given the Trade Union Federation particular satisfaction relates to dismissal procedures. Under the new rules, the unions will be able to question the fairness of dismissals and, in case of disagreement, submit such cases to a special joint committee of seven members, one of whom will be an independent chairman – probably a High Court Judge. If the committee finds that a man or woman has been wrongly dismissed, it is also empowered to order compensation to be paid, up to a maximum of thirteen weeks' wages. Entitled to make use of this procedure will be all workers over 20 years of age and with at least one year's service with the same employer.

Speeding up seafarers' mail

 THE LATEST EXAMPLE of the ingenuity which Norwegians have long shown in making their seafarers' life at sea more comfortable is a new enterprise which has just got under way in Oslo and whose sole purpose it is to ensure that the crews of Norwegian vessels at sea get their mail quicker than they would if it went through the normal channels. The new 'Ship's Post' Company, as it is called, will be able to do this by relying more on air mail and by making it its business to know where any particular seafarer happens to be at any given moment – not only at the time of despatch, but, more important, where his mail has the best chance of catching up with him. To begin with the service will be available only for the crews of seven ships but in time it is hoped to extend it to cover the entire merchant fleet. There will be an up-to-date list of ships and their crews and a network of agents in

the world's major ports. The Norwegian postal laws do not allow anybody outside the Post Office to handle letters between the time of posting and delivery, but this restriction does not apply to parcels or newspapers and it is precisely these which are so often subject to delay and which could most benefit by earlier delivery. A little thing like a recent copy of the local newspaper can help a lot to take the loneliness out of a seafarer's life.


Pass the fresh water, please!

 ACCORDING TO CANADIAN SAILOR, 'Water, water everywhere, but not a drop to drink' may become an obsolete quotation if a new apparatus for desalting sea water is widely adopted.

A Dutch concern has developed a desalting device which, when installed in a lifeboat, can supply usable drinking water for the occupants by removing the salt from sea water. Known as 'Salvator 10', the device uses a series of membrane pumps and a hand-operated generator.

The passage of electrical current through the salt water causes the salts to pass through a series of membranes and collect in one side of the device, while the desalted water enters another chamber. It is claimed that the device can produce two gallons of drinking water every three hours.

German railways' modernization


 BY THE END OF THIS YEAR it is estimated that 2,600 miles of track operated by German Federal Railways will be electrified. This represents approximately 13 per cent of the entire network. In the highly industrialized Nordrhein-Westfalen, the transformation will be extended from the present 217½ to 600 miles within the next five years.

Besides the electrification plans, the Federal Railways are bringing other aspects of railway operation up to date. An electronic booking system for the reservation of seats in passenger trains is being prepared. A similar arrangement was made in 1959 for bookings of motor cars using the Grossenbrode-Gjedser ferry.

Trade unions develop in the Lebanon

by ALFRED JOACHIM FISCHER



 IN THE ARAB WORLD, trade unions have still relatively little importance and are often only the tools of or camouflage for this or that régime. The Lebanon, however, which is extremely progressive for this part of the world, provides a remarkable exception, not least because the right to strike is recognized there.

About two years ago, a decisive trial of strength took place. Following a period of revolution and counter-revolution, Gabriel Khoury, President of Al-Niqabat Al-Mutahidi (United Unions for Employees and Workers) issued an ultimatum in the name of both his own and other national trade union organizations. The ultimatum was brief and to the point: either a stable government on a broad national basis within 48 hours or a general strike would be called! Even before the deadline was reached, a cabinet had been formed and the crisis in the country – which had lasted for more than a year and had seriously interfered with the nation's economy – was at an end.

Throughout the whole conflict, individual trade union members had fought on different sides of the barricades, but their organizations – even those which were strongly Arab Nationalist – had succeeded in remaining neutral. Khoury's initiative

brought about a completely new situation for labour. The new social welfare legislation which is now being elaborated is a symptom of the changed position.

The trade unions of the Lebanon are of recent creation. They were legally recognized by the new independent State in 1948. Under French rule, workers and employees had only been permitted to belong to what were little more than a kind of club. The first piece of labour legislation, which was passed during the same year, also recognized the principle of wage negotiations between employers and unions, and provided for the establishment of arbitration boards to settle labour conflicts. There were also provisions giving a certain degree of protection against arbitrary dismissal. After one year's service, any dismissed worker is entitled to severance pay of one month, and thereafter at the rate of one month's pay for each additional year of service.

Beirut, Capital of the Lebanon, the Middle East state with a mixed population of Moslems and Christians. By Middle East standards, the Lebanese are prosperous. There is a healthy trade union movement, which has made a great deal of headway since it came into being in the year 1948

If he has worked for the same employer until age 60, or for at least 25 consecutive years, his total gratuity is based on the last wage received, i.e. in practice the highest wage.

The family allowance system which was practised under French rule was continued in the Republic of the Lebanon. Family allowances are paid by the employer; they amount to approximately 22 shillings per month for a wife and a further 22 shillings for each child, up to a maximum of £5.

By Middle East standards this sum is by no means as small as it might seem if judged by European conditions. The limitation on the total amount is probably due to the very high birth rate, particularly among the Muslim population. This is, however, being offset by continuous emigration – this time mostly by Christians. At the moment there are approximately one and a half million Lebanese living in the country, and about two million abroad – the main Lebanese overseas centres being in the United States, Canada, South America and West Africa.

Foreign aid and money received from tourist traffic provide the Lebanon with a valuable source of foreign currency. But even without taking this into account, the Lebanese standard of living is very high, in fact the highest in the Middle East after Israel and Cyprus.

Salaried employees best organized

So far as its economic structure is concerned, this small country is very different from its Arab neighbours. Agriculture plays a relatively tiny role. It is mainly specialized in the field of fruit growing; cattle raising is unimportant not least because of the lack of fodder. Meat has to be imported as has also grain. Because

of that the Lebanon has often been dependent on its neighbour Syria in the same way that grain-hungry Finland is dependent on the Soviet Union. The land belongs partly to small farmers, who on the average do not work more than two or three hectares and have little liking for modern cooperative methods of cultivation, such as are practised in Denmark or Holland. From the material point of view, the large and semi-feudal estates, whose owners usually live in the towns, play an important role. As a result of progressive mechanization, these now employ fewer workers than was formerly the case, a factor which has tended to increase still further the seasonal unemployment which occurs in the towns. Up to now, the agricultural workers were not organized and were therefore very prone to exploitation. Industrialization is still in its infancy. On the other hand, banking and commerce flourish in this almost completely unbridled economy. There are 49 banks, for example, and countless 'bureaux de change', which spring up everywhere like mushrooms.

On account of both domestic and foreign investment – the latter mainly from the Arab oil-producing countries – construction work is on the increase. The emphasis on commerce and finance is in turn reflected in the trade unions of the Lebanon. White-collar workers in commerce are generally better organized and stronger than manual workers. Only a minority of the latter – albeit a sizeable one – have as yet shown interest in union membership. The achievement of good wages and social benefits more or less go together. Domestic workers who – again in sharp contrast to the Lebanon's Arab neighbours – are overwhelmingly female, are at the mercy of their employers' whims and at the moment are trying to gain advantages from the great demand for their services. It still happens that a semi-State monopoly will dismiss its entire staff of salaried and manual workers after each eleven-month period in order to avoid having to pay the gratuity which must be given after twelve

months' service. A month later, exactly the same staff are re-engaged.

Little illiteracy

The Free Port of Beirut is naturally important, but the fact that most of its workers are employed on a casual basis means that there is little opportunity for real social progress. Luxurious blocks of flats – often almost like skyscrapers – fill whole new districts of Beirut. Since, however, the majority of the country's building workers are foreigners – mainly from Syria – the strong need for organization which would be found among a settled labour force is lacking. Here one comes up against a typically Lebanese problem. In the manual trades, the national labour force is far from sufficient to meet their needs whilst on the other hand there is a large 'intellectual proletariat' which is either unemployed or under-employed.

Although there is no compulsory school system, only between 10 and 15 per cent of the Lebanese population are illiterate. A very large number of Lebanese and foreign private schools – there are hardly any State schools – compete with one another. There are also no less than three universities – one Lebanese, one American and one French. Naturally, this tiny land does not offer employment for more than a small part of the students who leave schools and universities every year. Many of those who do not have the necessary connections to obtain jobs end up by emigrating.

Bank employees first to strike

Those who have enjoyed a higher education predominate in the union of bank employees and white-collar workers. It was this organization which called the first strike in Lebanon's history, paralysing for a fortnight the commercial and financial sectors which are so vital to the country. As a result, salaries were substantially increased. Commencing rates were formerly £14 per month, as against the present £16 13s, and a similar improvement is reflected in the higher scales. Wages are also now paid for a period of

fourteen as against twelve months previously. In addition, a number of family allowances or allowances of a similar type have been introduced, e.g. in the case of marriage, the birth of children, and death.

It was also possible to achieve, without strike action, improvements for workers employed in the sanitation and garbage disposal departments – a very vital group in a teeming city like Beirut. Workers in the oil industry succeeded in obtaining their demands by the threat of strike action after long negotiations had failed to bring any results. Their wages were increased by thirteen per cent and in addition were pegged to the official index of prices, with an automatic improvement of three per cent per annum written into the agreement. Finally, a 35-hour week was also won. Lebanese legislation now provides for an annual vacation of 15 days, but many firms increase this after so many years of service, up to a maximum of one month. White-collar workers employed by official institutions and banks additionally enjoy 32 legally-established public holidays – one of the advantages deriving from life in a mixed Christian-Moslem State.

In normal circumstances, Christians and Moslems have little social contact with one another – despite the fact that both groups work together in the government – and the generally less well-educated Moslems often feel that they are at a disadvantage. This, incidentally, was the background to the most recent revolution. Only in the trade union field is there collaboration on an inter-confessional basis.

Four trade union centres

At the moment, 76 Lebanese trade unions are affiliated with four national centres. Largest of these, with its 12,000 members, is the United Unions for Employees and Workers, which caters for salaried employees, bank workers and technicians. The organization is pro-Western and sympathises with the ICFTU. Directly affiliated with the latter is the older national centre,

A street scene in Beirut. The Lebanon's emphasis on commerce is reflected in the trade union structure. The white-collar workers are better organized and stronger than the manual workers. Industrialization is likely, however, to bring profound changes in the movement

the League of Unions of Employees and Workers of the Republic of the Lebanon, which has 6,000 members. The North Lebanon Trade Union Federation has 4,000 members, and the central organization of independent unions round about 2,000 – most of the latter being casual workers. Both the latter are affiliated with the International Confederation of Arab Workers, which is backed by the Government of the United Arab Republic. All four national centres have their own newspapers, the two large having weeklies of eight to ten pages.

In practical matters, there is excellent collaboration between the various national centres. Negotiations are carried on through a confederation, whose chairmanship rotates between the Presidents of the four organizations. Such cooperation is especially important in a country which does not have modern political parties in the accepted sense, but only confessional groupings, powerful families or influential personalities.

One of the biggest problems facing Lebanese trade unions is the difficulty of collecting membership dues. Only a very small number of unions have succeeded in negotiating check-off agreements with employers. The remainder have to depend on voluntary arrangements and the goodwill of their members, a situation which is not a very happy one in a society where a tradition of social responsibility is still lacking. All four national centres receive financial assistance from the government, but they are nevertheless not under government supervision or domination.

The Communist trade union centre, which is reputed to have 2,400 members, has not succeeded in gaining any recognition. It draws its support mainly from employees in hotels and restaurants, book-binders and building workers. It has lost a lot of opportunities of extending its influence and at the moment is not very active, mainly because Communist ideas are far from popular in the Arab world, particularly as a result of Nasser's new internal policy towards Communism.



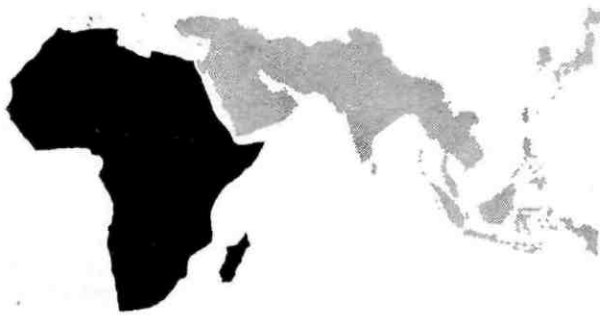
Attempts to undermine and infiltrate the democratic trade unions have been unsuccessful up to now and are likely to remain so if social progress continues in the Lebanon.

Improvements in social legislation

The draft legislation mentioned in the introductory paragraphs makes provision for sickness and accident insurance, the system to be supervised by State-employed doctors. The scheme will be a contributory one. The introduction of a pension scheme is also to be considered. This will be based on the system already applied, namely payment of one month's salary for each year of service. However, instead of the amounts simply being paid out as a lump sum at termination of service, they will be transferred to a central fund and earn interest. On retirement (i.e. after 25 years or at age 60), the worker will then be given the choice of a permanent pension or a lump-sum gratuity equivalent to the allocations made on his

behalf. Trade union officials in Beirut believe that the majority will opt for the second alternative.

It appears that great changes will take place in the Lebanon in the near future and that these will in turn alter the character of both the Lebanese working class and the trade union movement. Syria has secured a stranglehold on Lebanese trade and transit trade; the Iraqis have now given up using the Port of Beirut in favour of Latakia whilst the Jordanians are making use of Akaba. As a result, the Lebanon – about which it was long said that it produced nothing but its own beauty – will have to go in for rapid industrialization. A start has already been made with the operation to large-scale investment and the use of modern equipment considerable progress has already been made. There are even plans to drill for oil in the country with the help of a German company. The prospects for further modernization and industrialization are therefore good.



Supervisory training on East African Railways



MUCH THOUGHT HAS BEEN GIVEN TO the problem of supervisory training by the East African Railways and Harbours in recent years. The 'Training Within Industry' programmes were introduced some years ago but it was realised that these by themselves did not entirely meet the need. It was decided therefore to introduce a further experimental course of training which would be based broadly on the Training Within Industry programmes but with greater emphasis on practical training and additional instruction in the other duties of a supervisor.

After careful study, it was decided that the first course should be aimed at producing efficient supervisors at about Grade v or vi level and that the number for such a course would be 12. Those taking part in it should be drawn in the first place from the Mechanical Departments.

The Chief Engineer and the Chief Mechanical Engineer were asked to put forward the names of about 36 employees



A group of African students at work in the library of the East African Railways and Harbours Training School. The accompanying article describes a supervisory training course recently organized by the E.A.R. & H.

in their Departments who had completed their trade training and who were considered to be potentially suitable for promotion to posts as supervisors after training. The only condition imposed was that they should have a reasonable knowledge of English so that they would be able to take full advantage of the course and also so that they would be able in due course, and if successful, to cope with the daily work of a supervisor in which instructions, text-books, plans, drawings, etc. are all in that language.

The men concerned were then invited to Nairobi to take part in a two-day series of tests conducted by the Aptitude Testing Unit of the Kenya Labour Department. These tests in themselves are very simple but are scientifically designed so that the trained observers can assess the latent ability of those taking part to become efficient supervisors, by measuring, the manner in which they cope with unfamiliar situations and the qualities of leadership and aptitude they display. The tests are recognized internationally and are being increasingly used. An important feature is that those taking part are completely unknown to the observers, each of whom is, therefore, able to give a completely unbiased report.

From the reports given by the Officer in Charge of the Aptitude Testing Unit and those received from Heads of Departments, 12 men were selected to take part in the first training course which commenced in September 1960, with an introductory period of one week.

The remainder of the course was divided into four phases, each of four weeks. The first week of each phase was spent in the class room where instruction was given in various aspects of supervision and this was augmented by exercises and visits. A separate aspect of supervision was dealt with in each of these weeks and was based on the Training Within Industry programmes. In the first phase 'Job Instruction' (the art of instructing staff) was covered; in the second phase 'Job Relations' (the art of


maintaining good relations with and among staff); in the third phase 'Job Safety' (the art of maintaining high standards of safety) and in the fourth phase 'Job Methods' (the art of analysing and undertaking the best methods of work). In addition, instruction was given in the organization of the Administration and its various departments, so as to broaden the outlook and general knowledge of those taking part, and in staff work, stores and accounts procedures etc. which a supervisor requires to know.

The remaining three weeks of each phase were spent in a work-shop or depot according to the trade of the man concerned and during these periods each was attached to a senior foreman whose duty it was to teach him the practical aspects of supervision. He was then shown how to apply the theoretical knowledge gained in the class room periods to the day to day problems which arise on the shop floor and it was hoped that the would assume increasing responsibility as the course progressed.

The fourth phase ended in January. It was followed by a short winding up and refresher period, after which the reports on all those taking part, and the course itself, were assessed. It is probable that some of them will require further experience before taking over the duties and responsibilities of a supervisor but it is hoped that the majority will have gained sufficient knowledge, experience and confidence to do so straight away and that they will be able to assume even greater responsibilities in the future.

The project is purely experimental at the present stage. It is too early to say what degree of success has been attained but the present indications were encouraging and it was decided to commence another course at the same level in February. If the scheme achieves the measure of success which is hoped for it similar schemes will be introduced at this other levels designed not only to produce new supervisors but also to improve the standard of those already in the service.

Students become teachers

 A UNIQUE TWO-MONTH EXPERIMENT in the field of trade union education was recently concluded in Tanganyika. Known as 'Operation Trade Union Education', its aim was to provide basic trade union knowledge to branch chairmen, secretaries and treasurers throughout Tanganyika. The campaign was organised by the Tanganyika Federation of Labour in cooperation with the ICFTU African Labour College at Kampala, and financed by the ICFTU's International Solidarity Fund.

It was unique in that, apart from the technical assistance and some preliminary briefing given by instructors at the College, the teaching was entirely carried out by former students of the College. Divided into two mobile teams, they organized 15 one-week schools in 14 centres scattered all over the country. In all, nearly 500 students participated in the courses. The classes covered the following syllabus: Moral qualities for leadership; How to organize workers; Collective bargaining; Union financial management; and Efficient methods of union administration.

Of the 11 ex-students of the Kampala College now resident in Tanganyika five were invited to join the project as instructors.

The instructors were divided into two teams, a northern team of two to cover the whole of the north-eastern and western half of Tanganyika and a southern team of three to cover the south-eastern, central and south-western part of the country.


Once the teams had been selected they were briefed by the staff of the ICFTU Kampala College. This briefing had two main functions. The first was to give each instructor a thorough review of the subjects he was to teach and to show how to relate basic principles to the problems under consideration. Each instructor was to draw heavily on his own knowledge of local conditions and his own experience in the local labour movement. The second was to convince the instructors of the

vital importance of the project and to give them confidence in their ability to carry it out.

A training course for the teachers, lasting a week, was conducted by Bro. McCray, who demonstrated how each of the lecture guides was to be used; instruction was also given in the use of the blackboard and audio-visual aids. Before starting their tour each team was required to conduct classes in Dar-es-Salaam.


Despite the many difficulties over accommodation (often classes had to be held out of doors), and the availability of basic equipment, all the courses were successful and the only complaint received was that they were too short.

Aviation workers form federation

 AT A SPECIAL CONGRESS HELD RECENTLY IN LIMA representatives of several Peruvian civil aviation trade unions agreed to the establishment of a Federation of Civil Aviation Workers, which immediately decided to apply for affiliation to the ITF. The unions participating in the new Federation are those which organize workers for Pan American (Panagra), Faucett Aviation Company and the Airports Corporation (CORPAC). It is hoped that they will be joined by the pilots, engineers and other workers in the industry, who are already taking steps to consolidate their respective organizations. The ITF has cabled the Peruvian Minister of Labour requesting him to grant immediate recognition to the new Federation.


This first step towards the creation of a unified civil aviation workers' movement was the result of strenuous efforts on the part of the General Secretary of the Peruvian TUC, Arturo Sabroso Montoya, Francisco Taboada Alegre of the tramway workers' union, who is also a member of the ITF General Council, J. del Portal, a substitute member of the ITF General Council and Fernando Azana, the ITF's recently-appointed Regional Representative for Latin America and the Caribbean.

New trade union centre for Burma

 ON THE INITIATIVE OF THE BURMA SEAMEN'S UNION, which affiliated to the ITF in July last year, several unions, including the Railway Employees' Federation and the Port Commissioner's Employees' Federation, have recently formed a new national centre called the Free Trade Union Congress of Burma (FTUCB). The unions behind this move have for some time been dissatisfied with the existing situation, in which the two main trade union centres, the United Labour Organization and the Trade Union Congress (Burma), are each closely linked with the Government and opposition parties respectively. The non-committed organizations which have formed the FTUCB, although they do not carry great weight of numbers, have a high membership potential and are able to exercise considerable influence within the trade union movement; they have already approached the Asian Regional Organization of the ICFTU with a view to affiliation.

The question of setting up an ICFTU/ARO/ITS Information and Advisory Centre in Rangoon is now being actively considered as a means of encouraging more interest among the Burmese unions in participating in the international free trade union movement.

An indictment

 ELSEWHERE IN THIS ISSUE we have commented on the difficult position of African students studying in the Soviet Union under schemes sponsored by the Soviet government. Clearly the need of Africans for higher forms of education is great. Regrettably these needs cannot be adequately filled by home resources. It is equally obvious that the extent to which educational aid of this kind can be offered by the free countries is limited. The demand for higher education among Africans is likely to exceed the supply of facilities, either in their own countries or elsewhere, for many years to come. Incidentally, this is also the situation in

the economically more highly developed countries. Enlightened educationalists everywhere recognize the need to improve educational services and direct and indirect financial aid to students, particularly at University level. The will to assist both the native and non-native population, however, is limited by the financial resources which can be made available in the face of other pressing claims on the budget – the most expensive of which is the need to develop adequate defences against a certain country the government of which is dedicated to a political theory which holds that countries in the free world must be 'helped' to introduce a form of government alien to their traditions and abhorrent to their sense of social justice.

A vigorous indictment of the record of Communist Russia in this field is contained in an open letter addressed to all African governments by the Executive Committee of the African Students' Union in the USSR. The indictment carries all the more weight in that it has been penned by African students who themselves are studying in Russia under Communist-sponsored schemes and who, therefore, may well be thought to have been favourably disposed towards the régime. Maybe they were – once. But here is what they have to say now:

'Look around the world today – wherever Communists' guns have thundered, they have stayed and exploited. Communism has never been voted freely into office in a single country. The new Communist brand of colonialism is well marked in its European satellites. East German and Hungarian courage against Soviet tanks is well remembered. The Communist hand in the Congo chaos, and exploitation of it, has been clear.

We consider it our duty to warn African leadership against Communism and its dangers. Communism is subtly trying to penetrate Africa. The infiltration is going on vigorously, and it must be countered now. It must be admitted that for long, Africa had few encounters with the Communists. It is only natural, there-

fore, that before we deal with them we must study their history, know their methods, read their language, and be prepared to match them. We have had glaring examples of what dangers there could be in dealing with the Communists, on the basis of their propaganda, rather than on the basis of what they really are, and what their motives are.

African students who have studied Soviet strategy have seen how it looks only to its own profit and power interests, and that their friendship-for-African slogans are pure propaganda, lacking sincerity and genuineness. To substantiate this, we refer to what happened between President Nasser of the UAR and Premier Khrushchev, when the former refused to toe the Communist line. We refer to the Communist reaction against African students when they refused to sign Moscow's Afro-Asian solidarity protest, condemning President Nasser.

We refer to the refusal of the Soviet authorities to allow African students to demonstrate against the French atom bomb tests in the Sahara. The Communists refused to allow us to demonstrate, because at the time Khrushchev was preparing to visit France to try to split the Western line and extort economic and political concessions from France. In all of our home countries, and many other countries of the world, there were protest demonstrations. We could make none in the land of Marxist-Leninist justice – the land of Africa's greatest friends.

There is little doubt that the Communists cherish the disastrous ambition of world conquest. The questions then arise – Shall we allow another partition and domination of Africa by foreign ideologies and interests? For the confidence we need to rebuild Africa, must we be led by philosophies inspired from outside Africa?

One thing is clear – we do not want Communism in Africa. We cannot be loyal to any organization that would pervert Africanism. We require the support of peoples of good will everywhere

in our struggle for freedom, for respect, and for happiness. We want support for the justness of our cause, however, and not in exchange for subservience.

Free African states can pull their resources together to help African countries in bonds to win their freedom. We do not want Korea, Vietnam, Indo-China, and other division lines in Africa. We want to constitute a zone of our own influence and culture. We cannot compromise with colonialism or imperialism in any way or form, and we cannot accept force, deceit, subversion, and terrorism as means of spreading ideologies.

We do not want cultural exchanges which permit Communists to make propaganda and cause confusion in other countries, while insulating their people from contact and free information.

We are committed to the fight against imperialism and colonialism, but are we going to do it by allowing the Communists to confuse the issue, create more trouble, and cause us more bloodshed? Are we winning our freedom to sell it to the strategists in the Kremlin? God forbid.'

ILO conference in W. Africa



THE ILO REGIONAL CONFERENCE HELD IN LAGOS, Nigeria, during December last was significant in that virtually all African countries and territories participated in drawing up what may be described as a charter for African workers, establishing their rights. These were embodied in a resolution on freedom of association, including the right to strike in their economic and social interests after all means of conciliation have failed. The resolution also stressed the principle of union recognition and the need to abide by agreements in good faith.


The Conference dealt mainly with such subjects as industrial relations, freedom of association, collective bargaining, joint consultation and vocational and technical training. In the matter of joint consultation, the Conference noted its usefulness in establishing harmonious relations



Lagos, capital of newly-independent Nigeria, was the scene last December of an ILO Regional Conference attended by representatives of practically every African territory

conducive to increasing standards of living and productivity, but considered that its introduction should not be made compulsory until it had been fully proved by experience and employers were agreed on its usefulness.

A tribute

 IN ITS REPORT ON Activities covering the years 1957 to 1960, the ITF-affiliated National Union of Seamen of India records a warm tribute to the work of the ITF in rendering help and assistance to the Union.


'Right from the inception of the Union (it writes) we have been having very cordial relationship with the International Transport Workers Federation. The International Transport Workers Federation helped in a very active manner in the formation of this Union and have since rendered all help and assistance to the Union whenever there arose a need. When in June 1959 proposals were being drafted for submission to the National Maritime Board the ITF invited representatives of the Union to London to discuss the matter thoroughly with the British National Union of Seamen and with the Shipowners. The ITF took all pains to ensure that the claims of Indian seamen were not side-tracked due to any black-legging from any part of the world and it was through the ITF that this Union enlisted the support and sympathy of the National Union of Seamen of Great Britain.

During the period under examination the Union also developed a very happy relationship with the National Union of Seamen of Great Britain and Merchant Navy & Airline Officers' Association of Great Britain. A Union delegate was present at the 26th Biennial Congress of the ITF held in Berne, Switzerland in July this year.

In relation to our International associates we must gratefully acknowledge the contributions made to our cause by one individual, Bro. Omer Becu, an honoured name in the field of International Trade Unionism. It might sound like an exaggerated statement but it would be very true in saying that this Union of ours is in a way the creation of Bro. Omer Becu and this continues and will continue to grow from strength to strength as a tribute to this great man in the movement.'

Present strength of the NUS (India) is in the region of 22,000.

Freedom of association


 A PROBLEM OF PRE-EMINENT CONCERN to all trade unionists is that of freedom of association. Where this has been achieved, it must be safeguarded; where it has yet to be won, it must be set as one of the main targets of union endeavour.

That the fight for basic right – and many other trade union objectives – tends to become obscured by political considerations in those countries which have yet to gain their independence was discussed at the recent Asian conference of the ICFTU. Commenting on the resolutions on this subject adopted by the Conference, the ICFTU points out that the fight for freedom of association is between the unions acting on behalf of their members and the employers. In many cases the employer is the government. It is however incidental to the struggle that this 'government' may be that of a colonial authority. It could just as well be – and in fact is, in many cases – the government of a sovereign independent state. 'Asian workers (says the ICFTU in its comment) have found from bitter experience that the mere winning of national independence is no guarantee that their rights, and still less their social aspirations, will automatically be respected.'

Reminding its readers of the valuable aid which has been forthcoming from the ICFTU and the international trade secret-

ariats in the struggle to defend or achieve trade union freedom in Asia, the ICFTU comments: 'In the long run, however, there is only one sure way of upholding trade union freedom in any country. That is to make the labour movement such a powerful organized force that no government and no employer will lightly tamper with its rights.'

First African union registered under new act

 THE TRANSPORT WORKERS' UNION, Southern Rhodesia, has secured registration under the new Industrial Conciliation Act which became operative in January. It is the first African union to do so. The Union's General Secretary, Mr. R. M. Bango, is a member of the Industrial Board for the Transport Operating Industry.


Under the Act, Industrial Boards may be established to investigate and make recommendations on wages and conditions in industries and services where the unions are not yet sufficiently organized to participate in the statutory National Joint Councils. Industrial Board recommendations, when accepted by the Minister of Labour, have statutory effect.



A tanker delivering petrol in Rhodesia. African transport workers in Southern Rhodesia have become the first group to register their union under the new Industrial Conciliation Act in force since January 1961



Grievance flexibility


 THE ONLY TRULY EFFECTIVE and readily available weapon that workers have is that of calling a strike or a work-stoppage. Each year more and more contracts are signed with a 'no-strike' provision included. The rationale for this is that adequate 'grievance machinery' is substituted. This whole process quickly becomes part of the current 'labour-management' relations pattern and hardly a second thought is given it.

But, how adequate is 'grievance machinery' and particularly among seafarers? How much is lost in becoming embroiled in the arguments and stalls, phony or not, that can be brought to bear under grievance machinery and delay the proper and just settlement of a beef? How many individual workers are going to continue the almost painstaking process of following a beef through, especially if it is a 'minor' one and how much does the employer realize per year from the 'minor' beefs that are not brought up or pressed to a satisfactory conclusion?

The need to avoid work-stoppage is important — it hurts the worker as well as the employer and certainly a stop and start economy will not measure up to our needs — but, we must be sure that we get the type of useful flexibility that works toward justice for the worker in whatever program we agree to substitute in place of a 'no-strike' pledge.

from The Stewards News

Gesture of solidarity

 AT THE REQUEST of the Belgian Federation of Labour (FGTB), which is affiliated to the ICFTU, the German Trade Union Federation has offered an interest-free loan for the relief of distress among Belgian workers and their families who took part in the general strike.


The immediate cause of the strike was the so-called 'austerity programme' proposed by the Eyskens government, which would slash social benefits at the expense of the workers. It was against this proposal — not, be it noted, against a law

already passed by Parliament — that the strike was directed. And this is not changed by the fact that some radical trade union leaders in Wallonia have tried to use the strike to force changes in the Belgian Constitution. There is, indeed, room for disagreement as to whether general strike action is the appropriate weapon in the fight against an unpopular bill. But that is a matter for the Belgians themselves to decide.

Various European trade union centres which have offered assistance have been accused of interfering in another country's internal affairs and supporting a political strike. An important West German newspaper has suggested that the money loaned to the Belgian trade union movement was being used to finance Wallonia's campaign for autonomy. In fact it is destined for the relief of those who find themselves in difficulties as a result of their participation in a struggle to maintain their social standards. A refusal to help on the part of the German and other European trade union centres affiliated to the ICFTU would not have been understood by Belgian trade unionists. They would have seen it as a condemnation of their strike by organizations they had thought friendly.

From Welt der Arbeit, Organ of the German Trade Union Federation

A question of basic principles


 THE PAN-AFRICAN trade union movement must learn to respect certain rules which give trade unionism its meaning. Trade unions must be entirely independent of political parties, governments and employers, and thus capable of acting freely without being susceptible to any form of outside pressure. We are reluctantly compelled to point to certain independent African states south of the Sahara where the Minister of Labour and social legislation dictate to the unions whether they may or may not belong to an international trade union organization. We do not believe that is the business of a Minister of Labour or of a government. In another country, which loudly proclaims its democracy, the wor-

kers are constantly subject to the threat of imprisonment or execution. It is illegal there to talk of strike action.

Can we in the free trade unions accept Pan-African unions controlled by such countries?

Joseph Amauthou, writing in the bulletin of the African Confederation of Free Trade Unions (Cameroons)

Never-never land

 THERE WAS A RUDE AWAKENING LAST WEEK for employers who have been dreaming of a never-never land where wages are low, unions are weak and taxes are forgiven. This public service was performed by the hard-headed editors of *Business Week*. In a special three-page report, the magazine reminded its employer readers that distant pastures aren't necessarily greener.

Conceding that wages are lower in Europe, the BW report calls attention to the fact that the cost of so-called 'fringe benefits' are higher in Europe. In Italy, where Remington Rand has moved some of its typewriter production, benefits make up a whopping 42 per cent of the labor cost, as compared with only 12 per cent in the USA. In France, fringes make up 33 per cent of the labor cost, in West Germany 27 per cent, in Belgium 23 per cent.


There's another labor problem in Europe that American employers aren't accustomed to. According to *Business Week*, the 'most pressing European problem is a tight labor market.' There aren't enough workers to fill the jobs.

The business magazine cautions American employers that productivity in Europe is no longer rising as rapidly as it did at the end of World War II. Since 1953 increased productivity per worker in Europe averaged only 2½ per cent — as compared with nearly 4 per cent here.

In short, *Business Week* finds 'wages are rising and hours are falling everywhere in Europe.' The major cause is a vital and energetic European labor movement. Our hats are off to our brothers across the Atlantic.

from 'The Machinist'

Not at the expense of seafarers

 AT THE END OF EACH YEAR since the war ended, Norwegian seafarers have been able to claim that their organizational unity has resulted in new victories. Last year, for example, seafarers in the foreign trade benefited from a three-hour reduction in their average work week in the same way as did their colleagues ashore. There are, however, still many problems to be dealt with. It is, for example, sufficient to recall the need for better opportunities of enjoying annual vacations and time off in the home country.

Our continued progress is nevertheless dependent on conditions over which we ourselves have no control. While industry generally has been enjoying better times than ever before, shipping has been passing through a difficult period. There are maritime countries which have wage standards and social conditions which are very different from those we are used to. We have to compete with vessels under flags of convenience, and we also have countries which are passing legislation adversely affecting the freedom of international shipping. Norway, in company with other maritime nations, should take the initiative in seeking a new international maritime conference on similar lines to that held last year in Washington.

Such problems, of course, are only of second-class importance when we are considering the position of seafarers in the home trades. On this front, our union will concentrate all its efforts during 1961 on securing a reduction of working hours, an increase in wage rates, together with an all-round improvement in conditions. These are problems which must be solved. The preparatory work has already been started and will be discussed in detail at a negotiating conference to be held very shortly.


Our union knows that it has the support of all its members when it comes to making a strenuous effort to redress the position of those groups which have lagged behind. And there are few people

who have had so raw a deal as those employed in the home trades. We know very well that the owners in these trades are very largely subsidized by the State, and the State therefore comes into the picture as an employer in the same way as it does when one is dealing with the State-operated railways or road transport.

Our coastal population has a right to proper communications, and it is the community's job to see that it gets them. The subsidies however should come not from those employed in coastal shipping, but from the State.

From Norsk Sjomannsforbund Medlemsblad

The union of their choice

 THERE IS A LOT OF PREACHING going on about the right of workers to belong to the union of their choice. We believe in that right, honestly exercised. But when great sums of money and great armies of organizers are employed to help them exercise it, by switching from one union to another on the basis of every complaint, then I say that this is a perversion of the principle. In the days when we (in Canada) had two rival Congresses, resources were frittered away in fruitless attempts to raid each other.


I am frequently told that ways should be provided by which members can get out of bad unions into good ones. Well, I can tell you this — I guarantee to find in almost every union in the Congress, including my own, members who think their union isn't doing a good job. Some members say their union isn't militant enough — while others complain that it is practising too tough a policy and getting involved in too many strikes. Some say they want to get away from international unions — while national union members are complaining because their unions don't have the resources of the big international unions, while some complain because their union isn't following the CLC policy on political action, and others complain because it is.

Now, surely if we are going to permit one union to raid the members of another every time some real or fancied grievance

comes up, we are going to set the stage for such jungle warfare among unions as will disgust the public, disillusion the members, perhaps cripple industries and, in the long run, inevitably produce government regulation more stringent than anything we have ever experienced. And, on top of that, we shall have dealt a death-blow to democracy within the unions themselves, because we shall have deadened any desire on the part of the members to exercise their democratic right to improve their own organizations. All they will need to do if they are dissatisfied is call in a representative of another union, and switch, always seeking the far-off greener pastures.

From Executive Vice-President William Dodge of the Canadian Labour Congress

Union men to be proud of

 WE DOFF OUR HAT WITH ADMIRATION AND HUMILITY to Amaury Fraginals, popular secretary-general of the Cuban Electrical Workers Union, and several hundred of his members, who on December 9, marched to the Presidential Palace in Havana shouting 'Cuba Yes, Russia No.' They demanded to see either Fidel Castro or President Osvaldo Dorticos but were denied that opportunity of petition.

The very fact that this company of courageous, liberty-loving men peacefully used the method of free assembly to show their opposition to the Communists who have taken over the Cuban labor movement and their contempt for the cowardly oafs who docilely stood for that take-over, gives hope that Cuba may yet throw off the yoke of the bearded psychopath and the ruthless Communists who are using him to completely Bolshevize that ancient bastion of freedom.

As an after-thought, we wondered how many American union members, faced with a similar take-over by Red thugs, would have stuck-their-out literally into what may be likened to the 'Charge of the Light Brigade' in the Crimean War, the 'noble 600' immortalized by Alfred Tennyson? Very, very few, we are afraid.

— Southern Illinois Labor Tribune

Service in the air

+ CABIN ATTENDANTS ARE RELATIVE LATE-COMERS to the American air transport industry. Until about 1938 they were only employed on a small scale, and during the Second World War, when air traffic was considerably curtailed, most of the male cabin attendants served on board military transport aircraft, while several hundred stewardesses served the domestic industry. After the war the airline industry expanded rapidly and the number of cabin attendants employed by the various American airline companies increased to about two thousand almost overnight.

The creation of ALSSA

As their numbers grew and they became aware of themselves as a professional group apart, the flight attendants realized the need to be represented in the collective bargaining machinery. During the years prior to 1946 it was not at all unusual for cabin staff to be required to fly up to 125 hours a month. For this service they received disgracefully low pay, and enjoyed none of the benefits which are today taken for granted, such

as seniority rights, expense arrangements, sick leave, paid holidays and job protection. They were indeed the forgotten members of the air crew.

In 1946 a small group of flight attendants finally decided that it was up to them to set about creating their own association. It was only natural that they should look to the Air Line Pilots' Association to help them, since ALPA had already been well established in the airline industry for a number of years. In 1946, too, a group of United Airlines



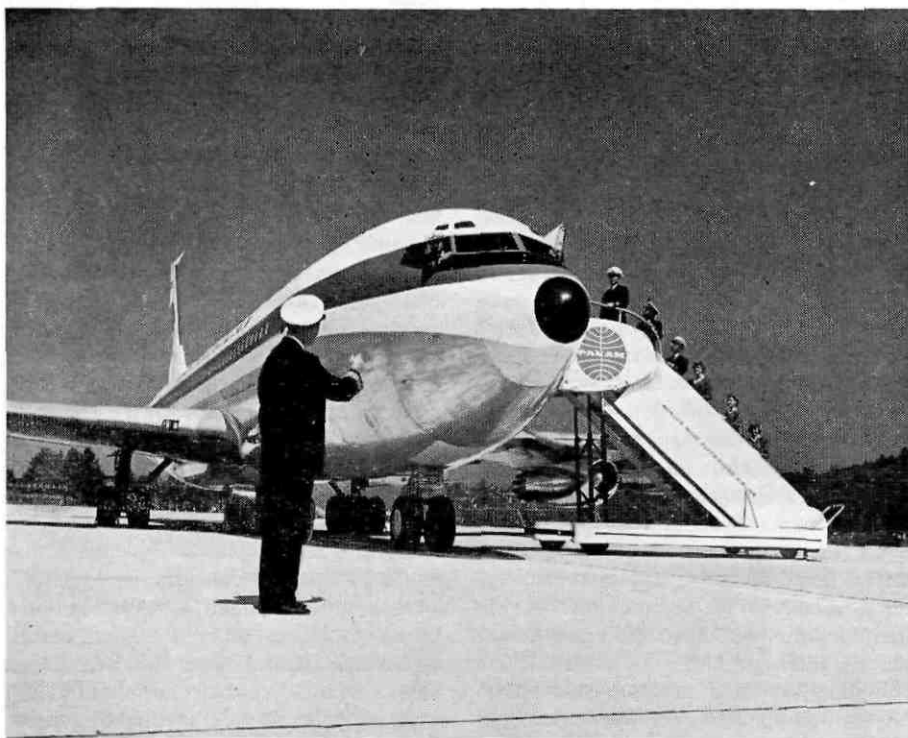
Rowland K. Quinn, Jr., President of the Air Line Stewards and Stewardesses Association, which although it was only created after the Second World War has become one of the most successful 'white collar' unions with a membership totalling 7,000

stewardesses formed the Air Line Stewardesses Association, and were later joined by the Western Air Line stewardesses. It was at this point that the pilots decided to assist in the organization of the flight attendants and established the Air Line Stewards and Stewardesses Association (ALSSA), which from 1946 to 1951 was operated under ALPA's trusteeship. Within two years approximately 15 airlines had been organized, and in 1950 the Air Line Stewardesses Association, still representing United and Western stewardesses, was merged with ALSSA, thus uniting the majority of airline flight attendants in the American industry into one organization.

In 1951 ALSSA took over management of its own affairs and today it is one of the most successful of the white collar unions, having organized nearly 90% of its craft. It is recognized by over 30 airlines, has a membership of 7,000, and many of its contracts provide for a closed shop and the automatic check-off of union dues.

A skilled profession

But the battle is nowhere near won yet. The Air Line Stewards and Stewardesses Association feels that its members have still not obtained concrete recognition of the value of the service they perform in terms of decent wages and working conditions. Any mental image of a typical cabin attendant as a dispenser of coffee, tea or milk is totally out of date. Even the earliest stewardesses had to be fully-trained nurses, and since that time the



The flight and service crew go aboard. Jet flying increases the strain on flight attendants, who have to perform the same duties in a much shorter space of time than on piston aircraft. They also have to make more trips to fulfil flight time limitations laid down for piston aircraft and which are now very much out of date (Photograph by courtesy Pan American)

profession has demanded higher and higher qualifications of those who wished to join it. As part of his or her ordinary routine duties, the flight attendant must: make sure that all passengers have paid by checking tickets; take charge of coats, jackets and hats; make seat charts; see that passengers are on the right plane, get off at the right stop and are not left behind at en route stops; keep an eye on reserved seats; prevent inebriated passengers from getting out of hand and control the amount of drinking; make necessary announcements over the public address system; check seat belts; secure passengers' belongings; distribute blankets, pillows, magazines and chewing gum; prepare and serve food and drink; clean cabins and lavatories at en route stops and on short turnrounds; wash up kitchen equipment; fill in a variety of forms, including custom reports, aircraft manifest reports and flight reports; check emergency exits; and answer countless questions on routes, schedules, geography and the history of aviation.

Not the least difficult of these tasks is meal service, which involves the preparation and carrying of trays containing hot dishes and liquids on airlines moving at speeds of 600 m.p.h. and more. To accomplish this without accident requires not only the skill of a trained waiter, but also the ability and equilibrium of an acrobat, particularly when one remembers that with high-flying aircraft the greater part of the trip is spent either climbing or descending, with only a relatively short period of level flight.

These are only the normal everyday duties of a flight attendant; they have in addition to be responsible for looking after the passengers should an emergency arise. They have to be able to give medical treatment and assistance to passengers who fall ill or become injured during a flight, and even to deliver babies if there is no qualified doctor available. Finally, and this is perhaps the most vitally important aspect of the flight attendant's duties, there is the task of seeing to the safety of the passengers should an emer-

gency arise. It may become necessary to evacuate the aircraft, in which case the flight steward has to take effective command of situation, and see that the passengers, who in emergency situations naturally tend to become disorderly, leave the aircraft in the shortest possible time. The safety of the passengers under such conditions is the sole responsibility of the flight attendants, who may have little or no time to confer before an emergency, but must be able to organize the evacuation without confusion or duplication of effort.

Jet problems

It is clear therefore that the flight attendant of today has to possess qualifications of personality and training of an increasingly high standard in order to be able to fulfil the many exacting duties the job calls for. The Air Line Stewards and Stewardesses Association is fighting a running battle to obtain recognition of the valuable service performed by its members. The widespread introduction of jet aircraft has presented a further threat to the standards ALSSA has fought for and obtained in recent years. With the introduction of jet equipment cabin

attendants are called upon not only to perform considerably more work in a shorter period of time on each individual jet flight, but must also make a significant number of additional trips in order to fulfil the monthly flight time limitations applied to piston aircraft. The increased speed and greater loads made possible by jet aircraft have meant an enormous increase in the productivity of the flight attendant. The profit of this increased productivity, however, goes exclusively to the airline companies. The Association set up a Jet Study Committee to look into the problems arising from the introduction of jets, whose main recommendations were: that monthly hours of work should be reduced as the speed of the aircraft increases; that a wage increase should be granted to offset past inequities where flight attendants' earning have fallen behind those of their fellow workers engaged in flying operations; and that a method of wage payment should be established which would allow automatic wage adjustments as the speed of the aircraft increases.

The recommendations of the Jet Study Committee were unanimously approved by ALSSA's Executive Board, and have



Pan American stewards seeing passengers off a Boeing 707 flight. The introduction of jet aircraft has brought many problems for the flight steward. ALSSA is fighting for the right to benefit from increased productivity resulting from high speeds and greater capacity (Photograph reproduced by courtesy PanAm)



Flight attendants have encountered stiff resistance from airline companies in their attempts to obtain decent wages and working conditions, but ALSSA has wrested recognition from over 30 airlines and many of its contracts provide for a closed shop and the automatic check-off of union dues



Flight stewardesses going on duty aboard a DC-8. Their job is a vital and exacting one, yet for many years the value of this 'forgotten member' of the air crew was ignored and cabin attendants were obliged to work long hours for low pay under conditions which provided nothing for their security (Photograph by courtesy of Pan American)


now become an integral part of the Association's contract negotiations policy. Additional points raised by the union include proposals for new limits on unpaid duty time spent on the ground, which has increased with the introduction of jet aircraft, as flying time per trip has decreased. Evidence has also appeared of extra fatigue caused to cabin staff on

board jets, and a report by the Federal Aviation Agency on this problem has revealed that mental and physical fatigue experienced in jet operations may be directly related to increased crew responsibilities, irregular flight schedules and increased flight duty time.

The Air Line Stewards and Stewardesses Association has in fact had remarkable


success in its negotiations on flight time reductions; its members in several airlines have been among the first to benefit from new jet contracts incorporating reduction of working hours. But ALSSA is not satisfied, and will never be satisfied until all flight attendants enjoy conditions of employment which reflect the vital importance of their job to the airline companies which employ them and to the flying public.

Norwegian fleet earns £157 million in foreign currency

 DURING 1960 the Norwegian merchant fleet increased by 413,000 gross tons and by the end of that year totalled 11,209,000 gross tons. The increase is expected to continue for some years to come as another 3,400,00 tons has been contracted for future delivery, more than 1½ million tons of which to be taken over during 1961. Roughly one million tons is contracted from Norwegian yards and a further million from Swedish ship-builders.

The Norwegian fleet is now 8.6 per cent of the total world tonnage and gives employment on board to 60,000 of Norway's population of 3,600,000. Last year it earned £157,500,000 in foreign currency.

Norway's extension of fishery limits

 THE PLANNED EXTENSION OF NORWAY'S FISHING LIMITS to twelve miles will be introduced this year in two stages, according to a statement by the Prime Minister. The first – from 4 to 6 miles – will come into effect on 1 April, and the next step from 6 to 12 miles will be taken on 1 September.

The reason for the two-stage extension is that negotiations with other fisheries nations over the 12-mile limit are not yet concluded. Agreement was reached with Britain last year, but talks are still going on with Germany and have not yet been started with Denmark and Sweden.

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
St. Lucia • South Africa • South Korea • Spain (Illegal
Underground Movement) • Sudan • Sweden • Switzerland
Tanganyika • Trinidad • Tunisia • Uganda • United States of
America • Uruguay • Zanzibar

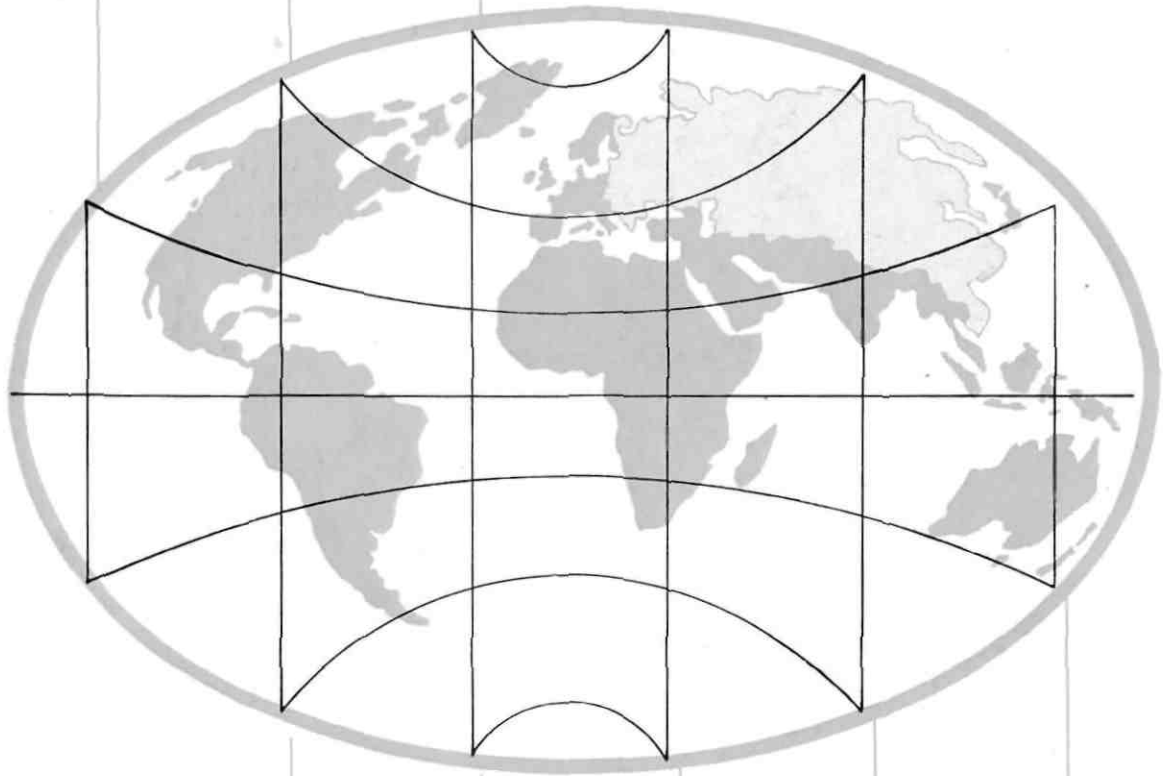
Publications for the world's transport workers

International Transport Workers' Journal

Internationale Transportarbeiter-Zeitung

ITF Journal (Tokyo)

Editions of Journal



Pressebericht

Editions of Press Report

Pressmeddelanden

Communications de Presse

Transporte (Mexico City)

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