

# International

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# Transport Workers' Journal

## **In this issue:**

**Safety of life at sea**  
by Pieter de Vries

**ITF dockers meet in Oslo**

**Towards better industrial relations**

**Common Market –  
Common chance**  
by Otto Freitag

**Training the semi-skilled**  
by Gunnar Colin

**Ears under pressure**  
by Dr Otto Riecker



Monthly Publication of the International Transport Workers' Federation

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Transport Workers'  
Journal**

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*Forthcoming meetings:*

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**

**A ship's real home**

THIS MONTH THE SECOND Assembly of IMCO decided to make Liberia one of the eight mandatory members of the IMCO Maritime Safety Committee, following a ruling by the International Court of Justice that the decision to exclude Liberia taken by the First Assembly in January 1959 was not in accordance with the IMCO Convention which lays down that the eight mandatory seats on the Committee shall go to the eight largest shipowning nations.

We very much regret the new decision. The arguments which were valid in 1959 are still valid today: The Maritime Safety Committee is a body of paramount importance to safety of life at sea. The nations which can make the biggest contribution in this sphere are the regular maritime nations. They should therefore occupy the eight mandatory seats on the Committee. Liberia, lacking as she does the means for meeting the responsibilities of a major maritime country, lacking as she does in particular the inspection and other services necessary for an effective maritime system, cannot be classified as a major maritime nation and does not qualify for a mandatory seat on the Maritime Safety Committee.

These arguments have been set aside. The new view taken is that by 'largest shipowning nations' must be understood nations with the largest amount of registered tonnage. Now this is precisely what the ITF has questioned since it began its campaign against flags of convenience. At the ILO, at Law of the Sea Conferences and elsewhere, we have urged that something more fundamental than the formality of registration is involved in the owning and operation of ships.\* We had looked to IMCO to help to find a practicable formula to determine the real home of a ship.


We have been disappointed in this hope, perhaps because, from a legal point of view, the present wording of the IMCO Convention does not permit of any other interpretation than has now been given to it. If that is so, surely the wording is at fault, inasmuch as there can be doubt that 'largest shipowning nations' was intended to mean the principal maritime nations. Article 52 of the Convention provides for the possibility of amending it. We hope that IMCO will avail itself of it at the first possible opportunity.

\* See inset on opposite page

# Safety of life at sea

by PIETER DE VRIES, General Secretary, of the ITF



 AS IN SO MANY OTHER SPHERES OF HUMAN ACTIVITY, a heavy toll was exacted before anything really serious was done to safeguard the safety of life at sea. It is, after all, only a matter of decades since the attention given to the problem was little more than perfunctory. Many hundreds of ships and thousands of lives were lost, tragic disasters such as that of the *Titanic*, in the North Atlantic in the winter of 1913-1914, had to occur, before systematic action was taken.

But step by step, in the course of the past half century, under the pressure of the maritime industry itself and of world opinion, there have been laid down safety standards which must be satisfied by seagoing ships. The sea will always be a relatively unnatural element for man, there will always be hazards, new and old, to face the mariner, but the measures which have been designed to ensure the safety of ships and of those on board, have nowadays reached a very high degree of development. The endeavour to perfect

them is a never-ending one. It must, and it will, go on.

Safety of life at sea is also something which in the nature of the case ultimately cannot be solved by individual countries; its achievement must be a collective undertaking and therefore presupposes close and continuing cooperation among nations concerned with maritime enterprise. Ships of all nations use the high seas and safety can only be assured if the ships of all flags play their part and obey the rules laid down for traffic at sea.

*The First Assembly of the Intergovernmental Maritime Consultative Organization (IMCO) in session. Despite the fact that the ITF has been one of IMCO's consistent supporters, the IMCO Council decided that the Federation could not be admitted to the Safety of Life at Sea Conference held during last year*

The factors involved in the safety of shipping are obviously world wide in character. The cooperation which has been established among nations, through an international network of meteorological services, ice patrols which render their services to all shipping, and generally the code of brotherhood and mutual aid which prevails at sea, are a magnificent demonstration of the way in which nations can and do work together.

It was thus a natural development for the nations to come together to discuss safety at sea on an international scale. The first of the international conferences was a direct consequence of the *Titanic* disaster. It was held in London in 1914, with the Government of Great Britain, as the premier maritime nation, acting as host, and resulted in the adoption of the first International Convention on the Safety of Life at Sea. Among the many matters discussed were those of particular application to passenger ships, including a requirement that lifeboat accommodation should be provided for all on board; watertight subdivision and fireproof bulkheads; and life-saving and fire-fighting appliances. Topics of more general application dealt with the use of radiotelegraphy, distress procedure, revision of the existing collision regulations, and the establishment of a North Atlantic Ice Patrol.

## Art. 5

... There must exist a genuine link between the State and the ship; in particular since the State must effectively exercise its jurisdiction and control in administrative, technical and social matters over ships flying its flag.

One of the subjects debated at the London Safety of Life at Sea Conference was to what extent the inflatable liferaft can be accepted as a substitute for the conventional type of lifeboat (Photograph by H. A. Hallas)

This first International Convention has undergone successive revisions, at international diplomatic conferences held, all in London, in the years 1929, 1948 and the most recent, under the auspices of the new United Nations agency the Intergovernmental Maritime Consultative Organization (IMCO), during the months of May and June 1960. To this basic international instrument there have been added many others dealing with the different aspects of safety at sea: the International Collision Regulations, the Load Line Convention, and Conventions and Regulations adopted by successive conferences of, as they are now named, the International Telecommunications Union and the World Meteorological Organization. Today the total body of international instruments in this field deal with every imaginable aspect of the safety of the ship at sea, of the safety of those on board and of all the factors relating thereto.

But in spite of the extremely important progress made, perfection is far from having been reached, for as already pointed out, the struggle to ensure maximum safety is never-ending. As the density of sea traffic increases, as ships grow ever



A Ghanaian radio officer at work on board ship. One of the subjects discussed at the 1960 Safety of Life at Sea Conference was the proposal made by certain governments to replace radiotelegraphy by radiotelephony in cases where seafarers believe this would lead to a serious undermining of safety



larger in size and carry crew and passengers in ever greater numbers, as the structure and equipment of ships become increasingly complex in design, as new forms of propulsion and operation make their appearance, new hazards are added to those which are always lurking in the natural elements, and only by sustained endeavour can safety measures keep up with new developments. The risks of fire on board, which grow with the increasing numbers of persons carried in modern ships, the application of nuclear energy and all that this implies in terms of risks of radiation, are examples of new problems requiring solution.

The progress of the international regulation of safety at sea is reflected in the first place, of course, in the reduced incidence of casualties at sea. In the nature of the case the evidence is negative rather than positive. Disasters still occur — in fact it was the occurrence of tragedies such as that involving the 'Andrea Doria' and the 'Stockholm' which spotlighted the need for holding the latest of the international conferences on safety of life at sea — but they can be regarded as predominantly due to force majeure rather than to human failure. The sea, we must always remember, is an element which will probably never be entirely tamed by man. But there is no doubt that, measured in terms of the many thousands of ships which use the high seas and the many millions of passengers and of tons of cargo traffic, the casualty rate is very low, and it is equally

clear that this is due to the indefatigable attention devoted to the safety factor.

Progress is also reflected in the participation of more and more countries in the international regulation of safety at sea. Thus the first International Safety of Life at Sea Conference, held as stated following the Titanic disaster in London in 1914, was attended by representatives of 16 governments. At the second conference, held fifteen years later in 1929, 18 governments were represented. When after a delay caused by World War II, the third conference took place in 1948, the number of participating governments had grown to 31. Last year witnessed the holding of the fourth International Conference on the Safety of Life at Sea. Though meeting under the auspices of IMCO, the United Kingdom Government once again acted as host to the conference. Participation reached a new record, with some six hundred delegates and advisers representing 54 governments.

The main task of these successive conferences was to expand and bring up to date the first instrument of 1914, consisting of a Convention for the Safety of Life at Sea and Regulations for Preventing Collisions at Sea. As already mentioned, various subsidiary though extremely important aspects of the subject of safety at sea have been dealt with through other bodies, notably the International Telecommunications Union and the World Meteorological Organization, in the intervening years.

It is clear that safety at sea is a highly complex and many-sided question, in which many different interests, concerning life and property, are involved. It can be broadly divided into the safety of the ship at sea, i.e. the navigational aspect, and safety on board the ship, e.g. prevention of fire, saving of life in the event of abandonment of the ship. It therefore has aspects connected with the preservation of life, the preservation of property, all of them involving matters of an extremely technical as well as of an extremely practical character, matters affecting the vital interests of those who use the ships and the cargoes they carry, the life and welfare of those who are carried aboard ships either as members of the crew or as passengers. It follows that in the discussion of these questions all the sections mentioned – the owners of ships and shippers of cargoes, experts and technicians who know about the building and equipping of ships, and last but not least the seafarers who take the ships to sea, are vitally concerned.

It is not the purpose of this article to review in detail the very technical matters which have been dealt with at the successive conferences or with the conventions they have adopted. They represent a record of achievement the value of which in terms of human lives and material property is almost immeasurable. It is, as in so many domains, the controversial marginal issues which attract the most attention. It is on these which we will comment because in the nature of the case they are the areas in which future progress in regard to safety must be sought. In doing this, we wish in no way to detract from the very great merit of the work which has been performed by the latest International Conference on the Safety of Life at Sea and by the conferences which preceded it.

At each of the conferences the main concern has been with those aspects of maritime safety on which attention has been focussed as a result of recent experiences and technological developments of the preceding period, only too often pinpointed by some maritime disasters of

outstanding gravity.

Thus at the 1960 Safety Conference, particular interest centred on questions such as:

*fire-protection and fire-fighting equipment – consequent upon the fact that carriage of ever-greater numbers of passengers and crew and of more and more complicated installations constantly increases the danger of fire on board;*

*life-saving equipment in general – which the appearance of pneumatic liferafts, as a possible substitute for the conventional type of lifeboat, has made distinctly controversial even in seafaring circles; nuclear power – the prospect of this form of energy being used for propulsion and other purposes in ships raises, among other questions, that of the attendant risks of radiation, at sea and in port, both in normal and abnormal circumstances;*

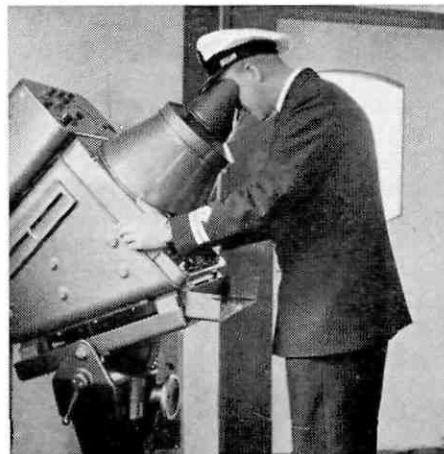
*radiotelegraphy – with particular reference to the proposal of certain governments to replace this by radiotelephony in cases where, in the view of seafarers'*



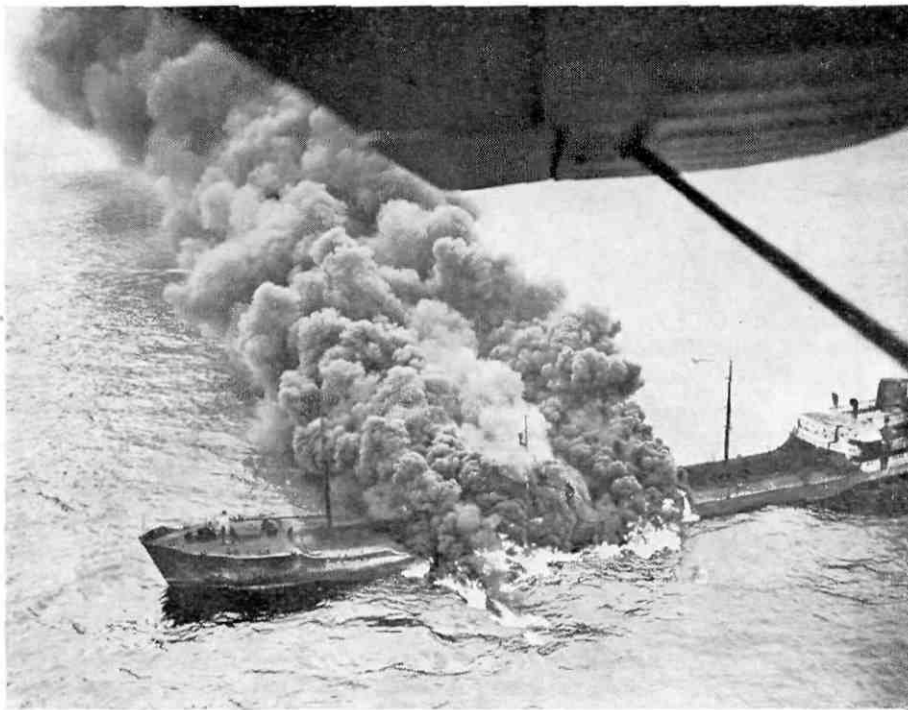
*A Canadian helicopter returns to the deck of an icebreaker after a reconnaissance flight over the Baffin Bay area. Regular ice patrols organized on an international basis are now a regular part of the maritime scene (Photograph reproduced with acknowledgements to the Canadian Department of Transport)*

*circles, it would have meant a serious undermining of safety standards; radar – the more general utilization of this navigational device as an additional aid in conditions of restricted visibility makes necessary some ruling on the interpretation of certain provisions in the Collision Regulations. Up to now, no 'ordinary practice of seamen' has been developed with regard to the use of radar: e.g. what constitutes 'moderate speed' when radar is being employed in fog; whether the normal provisions of the Collision Regulations should be observed at all times, regardless of whether radar is begun used or not; the type of evasive action to be taken in case of apparent necessity, since it is possible for such action taken by two vessels using radar to cancel each other out.*

Although no radical alterations were made in the requirements concerning structural fire protection, the new provisions require improvements in the standards of all methods of fire protection and strengthen the requirements for passenger



*The amended Collision Regulations clearly stipulate that the information obtained from radar does not relieve any vessel from the obligation of conforming strictly to the regulations and, in particular, with those relating to sound signals and conduct in restricted visibility (Photograph: Nerlien, Oslo)*



*A Swedish tanker ablaze after having been in collision with a Panamanian freighter. The Regulations for Preventing Collisions at Sea formed part of the first instrument which was adopted by a Safety of Life at Sea Conference (Keystone Press Agency photograph)*

ships carrying fewer than 36 passengers. A major innovation is the introduction of requirements for structural fire protection for cargo ships of 4,000 tons and over. Various recommendations deal with matters such as test procedures for the materials used in structural fire protection, pressure in fire mains, fire hose couplings, safety precautions in tankers, and the carriage of explosives. Particularly important is the recommendation that governments should request the port authorities in their respective countries to provide adaptors for an international shore connection on board ships, so that connection can be made from ship to ship and from ship to shore in order to supply water to the fire main and to the sprinkler system.

Though new provisions for the safety of nuclear-powered ships were agreed by the conference, there was some diversity of opinion on the subject, due to the fact that the desire to encourage technological development is not always consonant with the need for maximum safety. The new regulations stipulate that all nuclear vessels, except warships, should be covered by the Convention. Approval for reactor installation in ships, the provision of an operating manual, questions of radiation safety, and other precautions are all made the responsibility of the government concerned.

There are those who regard the inflatable liferaft as an immense advance and as a replacement for buoyant apparatus

it undoubtedly has very great merit. It is a device which supports people out of water in some comfort and for long periods as compared with one which merely supports them and leaves them in the water. The controversy was over the question whether and to what extent the inflatable liferaft can be accepted as a substitute for the conventional type of liferaft. For the inflatable liferaft it can be urged that they are less costly to supply, that they can therefore be supplied so as to provide greater carrying capacity, that they are easier to store and light in weight. Against them weighs the fact that the launching of a liferaft inflated and fully loaded is a problem which cannot yet be regarded as completely solved. It is one, however, which has to be solved for passenger ships. One need but think of women, children and those who cannot swim. Generally speaking, the position is that these liferafts can only be boarded after they have been thrown into the sea and inflated. On 20 May 1960 the launching of an inflated and loaded liferaft was demonstrated on board the s.s. "Orcades" in the Tilbury Dock in London. The result of these experiments may be considered promising.

Also great improvements are possible in liferafts as regards light-weight materials used for their construction and methods of launching them against the list of the ship.

The result of the conference on this issue was to recommend that on long inter-

national voyages the replacement of not more than one quarter of the boat accommodation by liferafts under approved devices for launching them fully laden should be allowed.

Rigid liferafts are also permitted as an alternative, providing that they comply with the specifications laid down in the new Convention. The extent to which liferafts of either type should be required for passenger and cargo vessels (including tankers under 1,600 gross tons) is laid down, as well as for whale factory ships and analogous craft. Other modifications in this section of the Convention apply to motor lifeboats. All such lifeboats are required to have compression ignition engines which are capable of being easily started under all conditions. The number of motor lifeboats required to be carried depends on the type of ship and not, as in the 1948 Convention, on the total number of motor lifeboats.

There are also changes in the regulations governing the maximum number of passengers per lifeboat, the type of davit to be used for launching, the stowage of lifeboats, and new provisions on life-buoys and inflatable life-jackets.

Turning to radio regulations, the Convention provides for a considerable extension of radiotelephony — which hitherto applied to cargo ships of between 500 and 1,600 gross tons — which will now apply also to ships of between 300 and 500 gross tons. This has been done because of the increasing tendency for this type of vessel to undertake longer voyages. It is provided that these ships shall carry at least one radiotelephone operator, who may be the master, an officer or a member of the crew holding only a certificate for radiotelephony, and shall, subject to certain provisions when listening may be discontinued, maintain continuous listening watch on the radiotelephone distress

frequency, in the place on board (e.g. the bridge) from which the ship is usually navigated, using loudspeaker or other appropriate means. In cargo ships over 1,600 gross tons, as well as in all passenger ships, the existing requirement to be equipped with radiotelegraphy, and to maintain a continuous watch system, will continue to apply. A further amendment to the 1948 Convention exempts seagoing vessels on the Great Lakes from certain radio regulations since they are already required to participate in a 1952 Agreement for radiotelephone safety.

On radar, considerable clarification and improvement has been written into the Collision Regulations. One thing which is clearly laid down from the very beginning is that the possession of information obtained from radar does not relieve any vessel from the obligation of conforming strictly with the Regulations and, in particular, with those relating to sound signals and conduct in restricted visibility. Annexed to the Regulations there is also a series of recommendations relating to the use of radar information as an aid to avoiding collisions at sea. Basic to all of these is the general advice – extremely necessary in this field – that assumptions made on scanty radar information may be dangerous and should be avoided. The question of 'moderate speed' is fully dealt with in these Recommendations. It is, for example, clearly laid down that information received from the use of radar is one of the circumstances to be taken into account when determining what moderate speed should be, and that it should always be remembered that small vessels, small icebergs and similar floating objects may not be detected at all by radar. The final recommendation on this question states quite bluntly that radar indications of one or more vessels in the vicinity may mean that 'moderate speed' should be *slower* than a mariner without radar might consider moderate in the circumstances.

Recommendation 3 of the Annex to the Regulations for preventing Collisions at Sea, 1960, is in our opinion an especially important one. It reads: 'When navigating

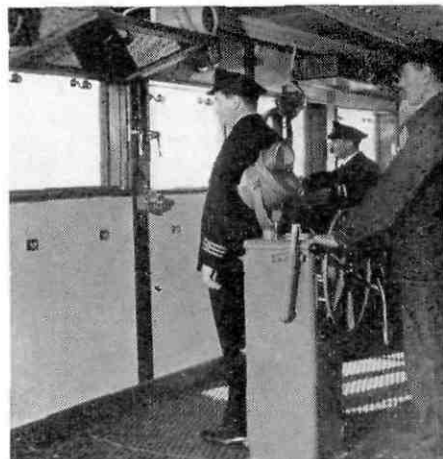
in restricted visibility the radar range and bearing alone do not constitute ascertainment of the position of the other vessel under Rule 16 (b) sufficiently to relieve a vessel of the duty to stop her engines and navigate with caution when a fog-signal is heard forward of the beam.'

The question of evasive action is also dealt with in some detail. One point made is that if such action is taken, it is equally essential to ensure that it is having the desired effect. Recommendations are also made on the alteration of course and it is emphasized that such an alteration should be substantial. A succession of small alterations should always be avoided. Alteration to starboard is generally preferable to an alteration to port. Similar points are also made in regard to alternations in speed, which again should be substantial. Taking all way off the vessel is recommended as the most prudent action if a close quarters situation is imminent.

The above represent the principal changes which apply to those fields which we have already specifically mentioned as requiring urgent attention. However, a considerable number of amendments and improvements have been either written into the Convention itself or added to it in the form of Recommendations. We will briefly summarize these as follows:

#### **Safety of navigation**

Eleven of the 17 regulations under this heading in the 1948 Convention have been revised but no new ones have been introduced. Regulations on ice patrol arrangements have been clarified. A major change has been made in that part of the Convention dealing with life-saving signals so as to incorporate specific signals used by aircraft in search and rescue operations. The scope of the regulation dealing with North Atlantic shipping routes has been extended to include areas where many routes converge and it is hoped that this will encourage greater participation in the North Atlantic Line Routes agreement (a voluntary agreement between shipping lines).



*It is clear that safety at sea is a highly complex and many-sided question in which the maritime workers' unions have an overriding interest – it is after all their own members' lives which are involved (Shell photograph)*

#### **Collision regulations**

In addition to the specific provisions on radar to which we have already drawn attention, the International Regulations have been generally revised. No special distinguishing navigation signals have been laid down for nuclear-propelled vessels, but new signals have been agreed on to distinguish the various types of fishing vessels according to their manoeuvrability: a coloured light – e.g. red for a drifter and green for a trawler – over a white light at the masthead. It is now stated quite clearly that vessels fishing with trolling lines are not, in the sense of these Rules, to be considered as 'vessels engaged in fishing'.

There are also modifications in the disposition of navigation lights and in their use between sunrise and sunset.

#### **Carriage of grain**

Various regulations of the 1948 Convention have been expanded to take account of recent developments in grain transport. These refer, for instance, to such matters as the settling of grain and the precautions against the shifting of grain in ship's holds and the problem of stability at sea. An important effect of the new regulations is that they permit the use on a worldwide basis of the traditional loading arrangements which have been in force for many years in the River Plate and Persian Gulf trades. A new regulation deals with ships incorporating special constructional features. In general, there is an emphasis on the importance of good trimming, stability, and grain loading plans. There is also a recommendation, but no new regulation on carriage of bulk cargoes other than grain.



### Dangerous goods

A whole new chapter of the Convention is devoted to this subject. Relevant sections of the 1948 Convention have been collected and revised 'to establish a few fundamental principles to which the carriage of dangerous goods by sea should conform'. These principles aim at enabling world shipping to carry these goods both safely and without hindrance arising from differences in various national regulations. Allowance has been made for countries whose internal and marine transport regulations are closely linked in such a way as to prevent them otherwise from ratifying the new Convention immediately. Thus one regulation deals with temporary exceptions to some of the others. Among matters dealt with in the chapter are the classification of dangerous goods, packing, labelling, stowage and documents required.

### Recommendations

Considerably more recommendations than in 1948 were accepted by the conference as annexes to the various Chapters of the Convention. In some cases, because further investigation was necessary, they could not easily be included in the formal Convention. Recommendations are, of course, not binding on the signatories, but they represent important suggestions on safety of life at sea and are generally given very full consideration by governments. For example, in many cases, the recommendations made in 1948 have been embodied in the 1960 Convention.

In addition to 56 other recommendations, there are eleven given as a separate annex on the safety of nuclear ships. These provide guidance to governments

*Great improvements are possible in lifeboats as regards lightweight materials used for their construction and methods of launching against the list of the ship. The 1960 Conference approved a number of amendments in the regulations governing the number of passengers per lifeboat, the type of davit for launching, the stowage of lifeboats etc.*

in applying the relevant regulations and in planning construction of a nuclear-powered vessel. They also cover the general safety of nuclear ships, reactor protection, radioactive waste and requirements for the nuclear power plant.

On dangerous goods, the Conference recommended the adoption of a unified international code for their carriage by sea and has asked IMCO to pursue its studies in cooperation with the United Nations Committee of Experts on the Transport of Dangerous Goods, which deals with their carriage by sea, rail and air. The United Nations has been brought in because no complete set of international regulations on the carriage of dangerous goods by sea yet exists. Difficulties thus arise for inspecting authorities, exporters and shipping companies alike.

Another recommendation concerns adequate safety precautions for the carriage of bulk cargoes other than grain, which are not covered by the Convention. The Conference recommended that governments ensure the maintenance of the necessary good practices in loading and stowage, and has asked IMCO to consider the international formulation of acceptable procedures.

Twelve recommendations on safety of navigation were approved by the Conference, as well as five others relating to the Collision Regulations. One detailed recommendation encourages the installation of efficient and reliable radar, but draws attention to the dangers of incorrect use or failure to appreciate its limitations. Another concerns the interference between radar used by ships and aircraft.

The training of masters, officers and seamen in the use of aids to navigation, life-saving appliances, fire-fighting devices and other equipment is emphasized in a recommendation including references to up-to-date training and modern technological development. IMCO and the International Labour Organization are asked to cooperate in such training.

On radio matters, there are ten technical recommendations which refer to listening for distress calls, interference

problems, radio equipment and direction finding on distress frequencies. Some of these call for joint consideration by IMCO and the International Telecommunications Union.

Eight recommendations have been made on life-saving appliances, including one on an adequate system for the regular inspection of inflatable liferafts. Others concern the freeboard and stowage of lifeboats, as well as experiments to find suitable type of lifeboat for tankers.

On fire precautions, one recommendation deals with ship-to-shore connections for fire-fighting hoses, suggesting that an international shore connection or adaptor for hoses or hydrants might be considered and giving details of its proposed specifications.

In its construction recommendations, the conference suggested that IMCO should, as a matter of urgency, look into such matters as standards of watertight sub-division in passenger ships, intact stability of many types of vessels, test procedures for fire protection, and the sub-division and damage stability of cargo vessels.

It will be clear from the above very cursory summary of the results of the London Safety of Life at Sea Conference, that a very great deal of thought and hard work was devoted to the task of ensuring that maritime safety was stepped up still further than ever before. At the same time it must always be recognized that any international instrument, however excellent and however detailed, has little value unless it is made effective by the participating governments. That does not simply mean that they should ratify it, but also that the regulations they themselves promulgate to put it into practice should contain proper provision for its enforcement. If that is not done, an international instrument remains a dead letter in fact, however many ratifications it may have secured in theory. It must also be borne in mind that there are certain countries which are either not interested in or incapable of enforcing international safety regulations. Among them are the coun-



Marius Trana,  
President of the Norwegian  
Railwaymen's Union



### Profile of the month

tries which operate a very large slice of the world's shipping under flags of convenience, and against which the organized seafarers have been campaigning for so long.

At the conclusion of the London Conference, Capt. D. S. Tennant, speaking on behalf of the seafarers, assured the governments present that seafarers would cooperate in the development of training and educational courses designed to increase safety at sea. At the same time, however, he asked that at any future conference all governments should ensure that seafarers' representatives were included among their national delegations. The fact that he found it necessary to make that plea brings us to another point which needs to be stressed here. The maritime workers' unions have an overriding interest in safety at sea — it is after all their own members' lives which are primarily involved — and yet they are almost treated as poor relations when the subject is discussed at international level. It is unfortunately true that many national delegations at the London Conference did not include representatives of the seafarers; it is equally true that because of a decision by the Council of IMCO not to grant representation to non-governmental organizations with a special interest in the maritime industry, the ITF itself — i.e. the only representative international organization of seafarers — was also denied admission to the Conference. This is a ridiculous situation, not merely because the ITF was one of the most consistent supporters of whole idea of setting up IMCO, but also because it is in fact already recognized by other international specialized agencies with which IMCO will have to cooperate in the maritime safety field — for example, the International Labour Organization.

The seafarers are more than willing to play their part in maritime safety, not only by helping to draw up international regulations but also by seeing that they are enforced. They can only do so effectively, however, if they are recognized as an equal partner by the other sections of the industry.

UNTIL 1945 the name of Marius Trana was almost unknown outside the ranks of the Norwegian Railwaymen's Union. Now he is not only President of his own union, but also of the 65,000-strong Alliance of State Employees (Statsjenesstemanskartellet). The combination of these two key positions puts a very important sector of the trade union movement into the care of one man, and Marius Trana has shown himself more than capable of carrying this heavy responsibility without ever misusing the undoubted power he wields. His interests and activities are not confined to the trade union field however, for he is also an important figure in the Norwegian Labour Party and has been active in politics — as in trade unionism — from a very early age.

Marius Trana, at the age of sixteen, followed his father into the railway service, rising gradually from the junior ranks until by the end of the Second World War he was permanent way supervisor. He joined the union in 1918 and from the very beginning showed that he was not willing simply to be a passive member. He started off in a modest way with the kind of work which, although it never hits the headlines, is essential to the maintenance of an effective trade union structure. Every job he undertook, no matter how humdrum or routine, was carried out with the same thoroughness and conscientiousness which still distinguishes his work today. He held a number of offices at local and national level and from 1932 was on the union's executive committee.

With the coming of the Second World War and the German occupation of Norway, both the President and Vice-President of the Railwaymen's Union were arrested, and the former later died in prison. Trana took over and carried on the union's work underground. His services in keeping the union alive during those nightmare years were recognized in 1945 when at the first national conference to be held after the war he was confirmed as President. There followed a very difficult period for the country, the trade union movement and not least for the Railwaymen's Union. The communists had gained considerable influence in the union and they combined with other elements in trying to remove Trana from the Presidency. It

was some time before he was able to win the complete trust and respect of all the membership which he has today, but he is one of those people who thrive on opposition.

He has been actively associated with the Norwegian national centre (LO) since 1946 and in 1949 became President of the Alliance of State Employees. This body is the outcome of the struggle to organize which took place in the early 'twenties when it was felt that state employees would benefit if all their unions were to unite for negotiating purposes where their interests coincided. However, any lasting strength achieved through this kind of association can only come from true unity of purpose and it is a measure of Marius Trana's ability that over the years he has been able to reconcile the views of such widely differing groups as railwaymen, prison officers and postmen.

Trana is one of his country's most experienced negotiators, who has the ability not only to interpret and put into effect the wishes of his own membership in the Railwaymen's Union but also, within the Alliance of State Employees, to take a wider view of trade unionism which may sometimes have brought him into conflict with his own members but which has nevertheless enhanced his reputation for fairness and uncompromising honesty. And the value of this reputation was reflected in the warm tributes paid to him in the trade union press throughout Scandinavia on the occasion of his sixtieth

*(Continued on the next page)*

## ITF dockers meet in Oslo



**I** THE ITF DOCKERS' CONFERENCE which was held in Oslo in March managed in the three days allotted to the meeting to work through a heavy agenda including a thorough review of the crucial social and economic problems which have arisen in recent years in conjunction with the structural reorganization which this old but still expanding industry is undergoing to keep pace with the expansion in the world economy.

The social consequences of mechanization in the port industry was one of the main items on the agenda. Judging by what the delegates themselves had to say, it seemed clear that mechanization has everywhere left its mark; the great difference has been in the way the introduction of new techniques has, or has not, been accompanied by a proper regard for the just claims of those working in the industry. It was

*(Continued from page 111)*

birthday three years ago. Marius Trana, for his selfless and devoted work in the movement, both in the industrial and political fields, deserves the respect and gratitude not only of his own members but of the whole free trade union movement. He is the last person to want personal praise, but his qualities are those which anyone who wants to be of service in the labour movement would do well to emulate.

therefore particularly valuable that representation at the Oslo conference was sufficiently wide to allow delegates from the North European ports to exchange views and information with those who had travelled thousands of miles from India and the Caribbean, not to mention Bros. Esposito and Caruana, the two delegates from Malta who might be said to have represented an oasis of trade union strength in Europe's own underdeveloped region.

Anyone with a sincere belief in the value of the feeling of solidarity that brings together workers from such widely different countries in an organization like the ITF would have found confirmation of that belief in the mutual interest shown by the delegates in one another's problems, even when the other's problems were, in the nature of things, so different as to have little immediate bearing on their own. The great dividing line was, of

*Some of the participants in the ITF Dockers' Section Conference which took place in Oslo recently. From left to right: Bros. Vincent Esposito from Malta, Lloyd Ifill and Daniel Reid, both from Trinidad, Alphonse Caruana from Malta and Rupert Edwards, Trinidad*

course, between the problems experienced in the developing countries and those confronting the stronger organizations in the industrialized nations. Allowing for the difference in the economic, organizational and social context, however, the basic problems presented by mechanization seemed to be more or less the same everywhere. The delegates from the underdeveloped regions had therefore an opportunity of learning how these problems had been, on the whole, successfully tackled by their brother workers in Europe and North America, and, from the keen exchanges which characterized the meeting, it was obvious that the latter were following with keen interest developments in the less favoured parts of the world. The delegates from the North Sea ports thus showed great concern at what Brother Chatterjee had to say about the critical situation looming in the port of Calcutta because of the Indian govern-

ment's hostile and arbitrary treatment of the port workers whom, it appears, the government does not want to see strongly organized. In Malta too the introduction of mechanization measures seem likely to give rise to serious problems, again because of the obstinate refusal of the authorities to enter into serious consultations with the union. The difficulties experienced by these unions were, moreover, emphasized by the contrasting smoothness with which technical changes had, on the whole, been assimilated in the North Sea and Scandinavian and United States ports where, of course, the dockers had been able to state their terms from a much stronger position. As far as the European ports were concerned, the general picture seemed to be that the introduction of mechanization and new techniques generally had led to an increase in dockers' earnings and an improvement in working conditions. This, according to the report prepared by the Secretariat, would also seem to be the case in the United States of America where the International Longshoremen's Association have concluded a pioneering container royalties agreement under which em-

ployers pay into a special fund which is used to compensate dockers for loss of earnings arising out of the use of containers, one of the chief forms of mechanization met with in the United States. This widespread success in the industrialized countries could of course in no way reduce the general appreciation of the extent of the problems facing dockers' unions in the less favoured parts of the world, and the determination of all the dockers in the ITF to stand by their fellow workers in Malta and India was to be seen quite clearly in the resolution adopted on the subject of mechanization.

This resolution reaffirmed the ITF position that mechanization measures should only be adopted after full consultation with the unions, that dockers should receive a fair share of the benefits of mechanization – in the form of shorter hours, higher earnings or longer holidays – that work opportunities should not be reduced, that there should be adequate retirement pension schemes and retraining facilities, and that safety and health should not be adversely affected. In this resolution the dock workers' unions affiliated with the ITF pledged one another the ful-

lest possible support, both moral and practical, in furthering these objectives.

The difficulties confronting dockers' unions in the developing countries came out at several points during the conference, notably during the discussions on working hours, dockers' pensions, the safety and health of dock work and when the conference debated how to ensure the limitation of loads to be carried by one man. On this question, although it has been contended that this problem is disappearing of itself, it was clear from what Bro. Drayton of Trinidad had to say that it was certainly not disappearing in the West Indies. There was general agreement that the maximum load to be carried by one man ought to be fixed in an international convention.

The discussion on the safety and health of dock workers was largely concerned with the handling of cargoes that could be harmful to the dockers' health, and the resolution that was adopted recommended an amendment of Article 560 of the ILO Code of Practice so as to include provisions for the safe and reasonable handling of soot and cement; cement should not be shipped in a hot condition, and in the case of soot and similar cargoes stress was laid on the need for adequate packaging. These matters were referred to the attention of the ILO Inland Transport Committee which will be holding its seventh session in May this year. The Committee was also requested to review the practical experience gained in applying the ILO Code of Practice in order to extend its application to the greatest possible number of countries and to ensure that its provisions keep abreast with developments in the dock industry.

The majority of items on the agenda were, in fact, discussed against the background of this forthcoming session of the Inland Transport Committee. Whilst this ILO meeting will not primarily be concerned with questions directly affecting dockers, it will nevertheless be important for dockers organizations to be adequately represented in the workers' group. This point was stressed on behalf



A group of delegates to the Dockers' Section Conference from Germany. Left to right: Bros. Henry Hildebrand, Hans Diers, Günther Bischoff and Arnold Nicolaisen. On the far right is Bro. W. Briggeman from the Netherlands Federation of Transport Workers




*In the foreground, Netherlands delegates listening to the interpreter. In the background, can be seen Brother Santley (ITF Secretariat) and the new Section Chairman, Brother Tim O'Leary (National Officer, British Transport and General Workers' Union)*

of the Secretariat and it was also pointed out that part of the work of the session would be to review previous decisions of the Committee which include, of course, many that directly affect dockers. There was also the point that the representatives at the forthcoming session would be concerned with tabling items for discussion at future conferences. The meeting decided that the ITF Secretariat would have to look after the interests of a great number of the dockers' unions who would not be able to attend as members of their respective national delegations and that affiliates should let the Secretariat know which matters they wanted raised at the Inland Transport Committee.

That the Dockers' Conference were able in the time available to work through their packed agenda was in large part due to the effort of their newly elected chairman, Brother O'Leary (Great Britain), whose great experience and abilities are obviously going to be a great asset to the section in the future. Credit must also go to the Norwegian hosts, the Transport Workers' Union and their General Secretary, Brother Kjønneksen, who had not only taken care of all the arrangements for the actual meeting but had also shown a great deal of foresight in making the delegates' stay in Oslo as interesting as it was agreeable. Thanks to their efforts the delegates were able to see for themselves the methods employed in handling cargo in the port of Oslo and the excellent conditions in which the Norwegian docker works. The hosts had also laid on two superb dinners, one on board the Nor-

wegian American Company's passenger liner, S.S. Stavangerfjord, and the pleasant surroundings and the good company that the delegates found on these social occasions did not a little towards strengthening the spirit of international solidarity in which, at the conference itself, the dockers had dealt with their common problems and common aims.

### **Radiation processing of fishery products**

 IF THE SHELF-LIFE OF FISH can be extended through radiation processing, many problems now prevalent in the American fishing industry will be solved and the fresh fish market will be tremendously expanded. This is suggested in a study recently undertaken by the Bureau of Commercial Fisheries, Fish and Wildlife Service of the United States Department of the Interior. The Bureau, under an agreement with the Atomic Energy Commission, conducted a study of the feasibility of marketing radiation-processed fishery products.

About 320 producers, processors, distributors, wholesalers, retailers, and others engaged in the industry were interviewed by fishery marketing specialists in the course of the study. Expansion of markets for fishery products and improved quality control were mentioned by those interviewed as the chief advantages of proposed radiation-processing of fishery products.


The following points were also made: (1) Radiation processing should be done

as close to the production area as possible; (2) the use of a mobile radiation unit to process the output of several firms was preferable to a central plant or in-plant facilities; (3) a cost range of one cent per pound or less at the processor level was considered an acceptable radiation expense; and (4) the processors believed that no expensive modification of their facilities would be needed, but agreed that the established marketing and distribution practices would be considerably affected.

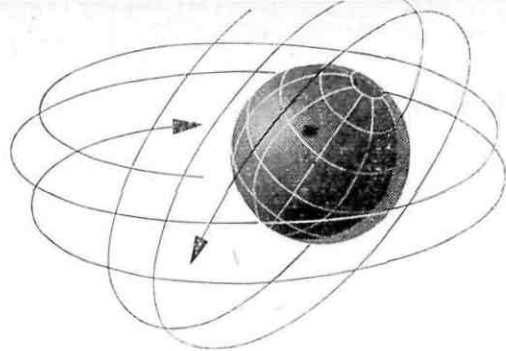
This survey was one of two studies undertaken by the Bureau of Commercial Fisheries at the request of the Atomic Energy Commission. The second study, now in progress, seeks to determine how radiation affects the nutritive value of fish; in particular its effect upon the eighteen essential amino acids which are present in quantity in fish protein.

Ionising radiation at low dose levels inhibits damage to food by reducing the number of bacteria. It postpones but does not prevent eventual multiplication of bacteria.

### **Finland gets its first seamen's school**

 FINLAND NOW HAS ITS FIRST SEAMEN'S SCHOOL, intended to be the forerunner in a complete system of vocational training for the merchant marine. The school, which opened on 1 March, is a converted former naval training vessel – the Suomen Joutsen (Swan of Finland) – which will be based in the port of Turku. It can accommodate eighty apprentices and will provide training for young entrants to deck, engine and catering departments alike.

A second school will be started at Marienhamn in the province of Aaland in September. At the present time, a State committee is working out a scheme for organizing a complete system of seamen's schools, and it is the aim of the ITF-affiliated Finnish Seamen's Union that vocational training at the schools shall be obligatory for everyone entering the merchant service.



## ITF contributes to United Seamen's Service

**A** MEETING of the ITF Fair Practices Committee in Antwerp recently voted a donation of £ 2,000 to the United Seamen's Service. The contribution was handed over by Brother Joseph Curran, Vice-President of the USS and a member of the ITF Executive Committee (photo on p. 116). Curran reported that the donation was decided upon by the Committee after they had heard a report on the 'splendid work being done on behalf of seamen by the USS'. In his letter accompanying the cheque, Bro. Curran further stated that many of the Committee members had an opportunity of visiting some of the USS facilities and were tremendously impressed by the genuinely friendly spirit of those in charge and of the merchant seamen who take advantage of the service.

The United Seamen's Service is the only American voluntary agency providing health, welfare and recreational facilities for merchant seamen overseas. At present it has fifteen operating units serving thirty-three world ports.

## The causeless accidents

**T**HE BRITISH COMMITTEE ON Civil Aircraft Accident Investigation and Licence Control, which issued its report recently, makes important recommendations to the effect that the scope of accident investigation should be widened and that more emphasis should be placed on the lessons to be learned from such investigations. In its final observations the committee states that 'in the widest interests of air safety more information should be available to the interested public, both in the sense of providing more information about those accidents which are investigated and extending the range of accidents into which inquiry is made. We believe that more recommendations should be included in reports on accidents, aimed at the elimination of all contributory causes which may lead to accidents in the future and the introduction of improvements which can lead to

an increase in safety in any aspect of aircraft operation or equipment.'

Recommendations which have brought approval from pilots include one on the composition of accident investigation teams. The committee considers that 'if the actions of the pilot are likely to be called into question, a pilot with similar experience should invariably be included in the team'. Elsewhere in the Report recommendations are found for the establishment of independent appeals machinery to consider appeals against withdrawal or suspension of licences and the Committee also expresses the opinion that independent bodies should be set up to review the findings of an investigation team at the request of any 'person or organization having objections to any finding which affects him or it in a draft report'.

An uncomfortable fact which was not directly stressed in the Committee's report is the way in which the causes of so many accidents have remained unexplained and the subject, consequently, of possibly inaccurate grapevine gossip. There have been accidents about which nothing has been officially said and of which no cause or causes have been published. Useful lessons could, no doubt, have been learned from each one of them, but these lessons have remained the secret of the airline concerned.

The worst feature of this situation is that the public is inevitably left with the conclusion that the accidents were due to pilot error whereas this might not in fact have been so. The Committee's recommendation that all accident reports, if not published, shall be available to the members of public on request, should do something to shield the pilot from condemnation through ignorance.

## They run on wire!

**W**IRE-GUIDED ROBOT RAILWAY GOODS TRUCKS — known as Robotugs and said to be the first of their kind in their world — are now in operation at the Wolverhampton goods station in British Railway's Western Region. The scheme — a pilot one — is the result of two years'



Two Robotug driverless trucks, hauling trains of trailers, pass each other on the platform of Wolverhampton's Herbert Street Goods Station, where five Robotugs have recently been installed for inwards goods handling

study and experiment with the first two wire-guided trucks ever produced. It represents the harnessing of the wonders of electronics to the mundane task of sorting and moving goods sundries traffic. The aim of the scheme is greater efficiency to enable the movement of a larger tonnage with less manual effort. It cuts walk-



Loading a trailer with parcels at Wolverhampton. One of the Robotugs can be seen in close-up in the foreground. Aim of the scheme, says British Railways, is greater efficiency to enable the movement of a larger tonnage with considerably less manual effort

ing and reduces handling. In it, an attempt has been made to combine all the best features of every other scheme of mechanization for goods sundries traffic yet introduced.

Each truck has an electronic programme unit which controls the selection of routes in accordance with a pre-arranged sequence of stopping points. The trucks operate at the touch of a button and travel at 2 m.p.h., drawing specially-designed trailers along a track of wires laid an inch below the surface of the goods yard.

After stopping at the pre-set points where goods are loaded or unloaded, they return to their starting base. For controlling a number of trucks on a variety of routes the track is divided into blocks. To operate the system only the section of track over which the truck is passing, or about to pass, is energized, and a 'dead block' exists between one truck and another.

The system is completely automatic and is inherently safe in that any fault which may occur in either the tugs or the control system results in the stopping of the tug or a particular section until that fault is put right. In the event of a complete stoppage by current failure or any other reason, the tugs, which are battery-operated, can be driver controlled, or pedestrian controlled by means of a walking stick tiller control which can be fitted in a matter of seconds to the steering pillar.


#### Another glimpse of the future?

 FAIRPLAY reports that the Marine Technical Research Institute at Trondheim, Norway, is working on a project for a prototype tanker, the running of which will involve a high degree of automation. It is planned as a transporter of crude oil from the Middle East to Northern Europe.

The Institute, states *Fairplay*, believes that there is considerable scope for automation and rationalization of work on board ships. On a large Norwegian tanker today six officers and nine to twelve men are occupied mainly on routine watch-

keeping when the ship is at sea. It is considered possible, in the light of present technological advances, to integrate all control of running operations in a central control room, which would release between six and nine men for other duties. If these could be employed effectively on maintenance work, writes *Fairplay*, it would justify considerable investment in automation equipment.

#### Colombian motor drivers run own school for children

 OUR REGIONAL DIRECTOR for the Latin American and Caribbean Zone, Bro. Fernando Azaña, reports that earlier this year, during a trip to Colombia, he discovered that the Motor Drivers' Union in the city of Cartagena had gone into the school business in quite a big way – with the object of providing free education for the sons of its members.

The decision to do this was taken by the union's Executive Committee, headed by Bro. Victor González Pasos, and with the help of the local Government and a monthly allowance from municipal funds they were able to put their plan into practice.

The building used for the school was originally a very dilapidated house, whose roof was completely bare of tiles, with a courtyard that looked as if it had been hit by an earthquake, and with the complete minimum of furnishing. Today, thanks to the work of the union's Executive Committee, this ruin has been transformed into a magnificent building valued at \$ 10,000, with excellent sanitary facilities, well-furnished classrooms accommodating the 140 pupils – mainly between the ages of seven and fifteen – and three teachers with excellent qualifications and experience.


The pupils are taken up to the fourth grade (elementary) which represents five years of study, during the whole of which they are supplied with free textbooks, exercise books, writing materials, etc. In addition, the school provides free daily milk and fruit.

During 1960 alone (it has now been in existence for just two years), the school

spent some \$ 500 on text books, which sum was made good by collections among the union membership and by donations from citizens, who recognize the value of the union's work.

Bro. Azaña concludes his report by pointing out that if the union had greater resources it could do much more to improve the school – excellent though its facilities already are – and adding that donations from other unions, particularly those which possess surplus writing materials such as exercise books, pencils, pens, etc., would certainly be very welcome. The address of the union is: Sindicato de Choferes de Cartagena, Calle Espiritu Santo, Cartagena, Colombia.

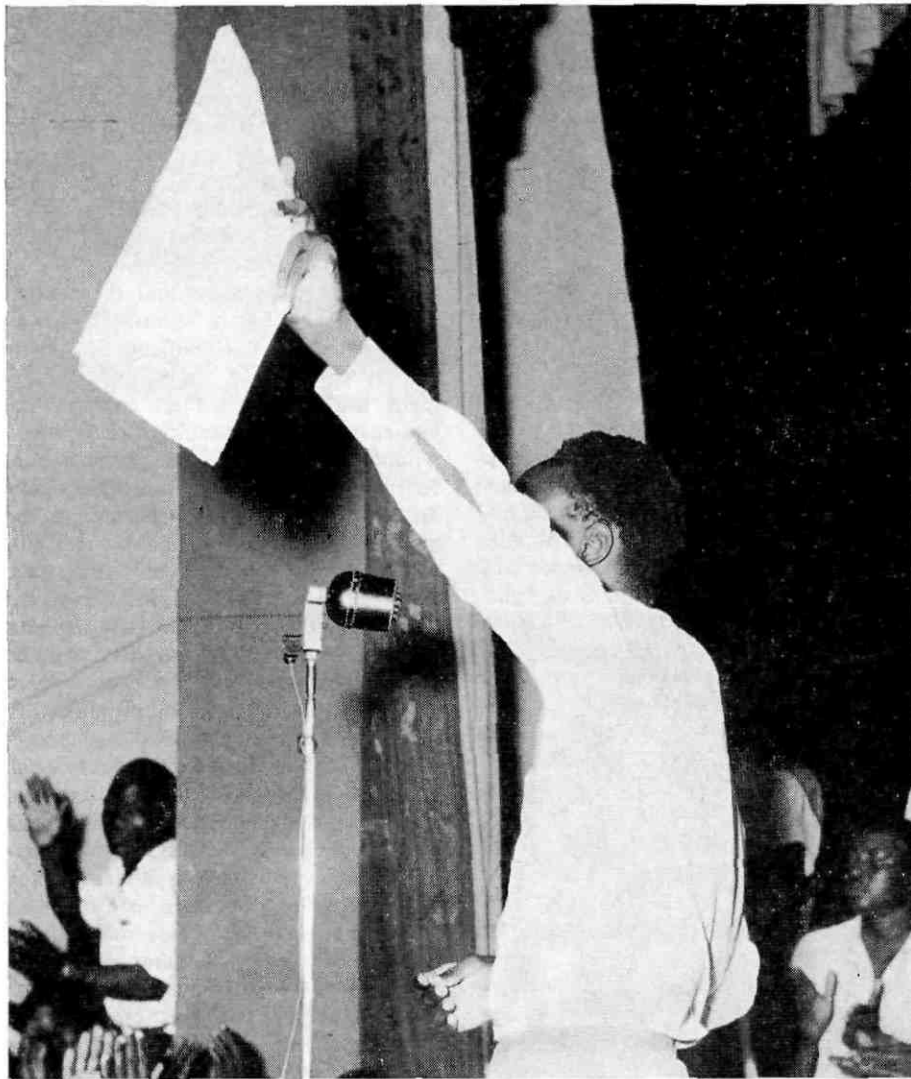
#### NMU to seek 30-hour week

 BROTHER JOSEPH CURRAN, President of the ITF-affiliated National Maritime Union of America, has announced that the major objective in his union's negotiations this year will be a 30-hour week. If Curran's proposal is put into operation NMU members would get paid for the first thirty hours worked, and pay for the next ten hours worked would be withheld until they took their holidays. These extra ten hours a week – the equivalent of 1½ days – would be matched by an equal period of paid leave. A seaman with one year's continuous service – 48 weeks by this reckoning – would therefore be entitled to sixty days' paid leave.



Brother Joseph Curran, Vice President of the United Seamen's Service and member of the Executive Committee presents an ITF cheque to Otho J. Hicks, USS Executive Director

## Towards better industrial relations



*Bro. Kasanga Tumbo, General Secretary of the Tanganyika Railway African Union, addresses strikers during the 1960 conflict. It was the agreement which ended this strike which resulted in the Whitson Report on industrial relations within the E.A.R. & H.*

the East African Railways and Harbours administration. The terms of the agreement were also to be extended to the territories of Kenya and Uganda.

In the lengthy conciliation proceedings leading to this agreement, members of the joint ITF/ICFTU mission who had gone to East Africa to assist the African railwaymen in their struggle played a not insignificant role as mediators and advisers. ITF member of this mission was Pieter de Vries, Present General Secretary but then ITF Director of Regional Affairs, who spent three weeks in on-the-spot talks with railway and government officials in the region as well as with union leaders. The importance which the mission attached to the setting up of an industrial relations inquiry was stressed in a joint statement issued on the mission's return in which *inter alia* was said: 'whilst the wage issue . . . is a matter of major importance, we believe the agreement to establish an independent commission of inquiry is even more significant and promising in the circumstances.'

A commissioner (Mr. H. A. Whitson, OBE) was duly appointed in August last in accordance with the terms of the agreement to set up 'an independent inquiry into the state of industrial relations in the East African Railways and Harbour Administration with particular reference to the nature and suitability of the machinery needed for sound industrial relations.'

The Whitson report was published towards the end of November and its main provisions summarized in the ITF Press Report of 29 November 1960 (No. 22). According to information from the ITF-affiliated Tanganyika Railway African Union, 'all unions, African, Asian and European, have accepted the report although parts of the report need rectification.' In this connection an informal

**I**N JANUARY OF LAST YEAR, African railwaymen's unions in Kenya, Tanganyika and Uganda announced that they intended to call a strike following rejection of union claims by the employing authority, the East African Railways and Harbours Administration (EAR & H). Prominent among these claims was a demand for the establishment of a commission of inquiry into industrial relations. Although the railwaymen's unions thus spear-headed a movement for improved conditions among employees of the Authority, dockers were also closely affected as many of them are employed in the ports the labour forces of which the EAR & H administer.

With no acceptable offer being made by the employers, the railwaymen in Tanganyika went on a strike lasting eleven and a half weeks and which ended on

1 May following the signing of an agreement providing wage increases and, in particular, promising an independent investigation into industrial relations within

joint meeting of African, Asian and European trade union leaders was held on 30th November and a decision taken to prepare a memorandum of agreement for submission to the management. The extent to which the recommendations contained in the report are implemented in the shape of formal agreements has still to be determined. The following is therefore only a summary of the main points contained in the Report.

The Report – a document containing some 20,000 words – is divided into four parts: an introduction, a review of the present state of industrial relations, proposals for the setting up of machinery for future conduct of relations, and final comments.

In his introduction, the author of the report stresses the fact that there is no common service of conciliation or

arbitration although the Administration is responsible for the provision of a co-ordinated and integrated system of rail and inland water transport services, harbour facilities, etc. in three territories with separate governments, different problems and different labour ordinances. Financial control is vested in the East African Central Legislative Assembly. In all matters affecting wages, hours of work and other conditions of employment, the Commissioner for Transport is required to consult the East African Transport Advisory Council.

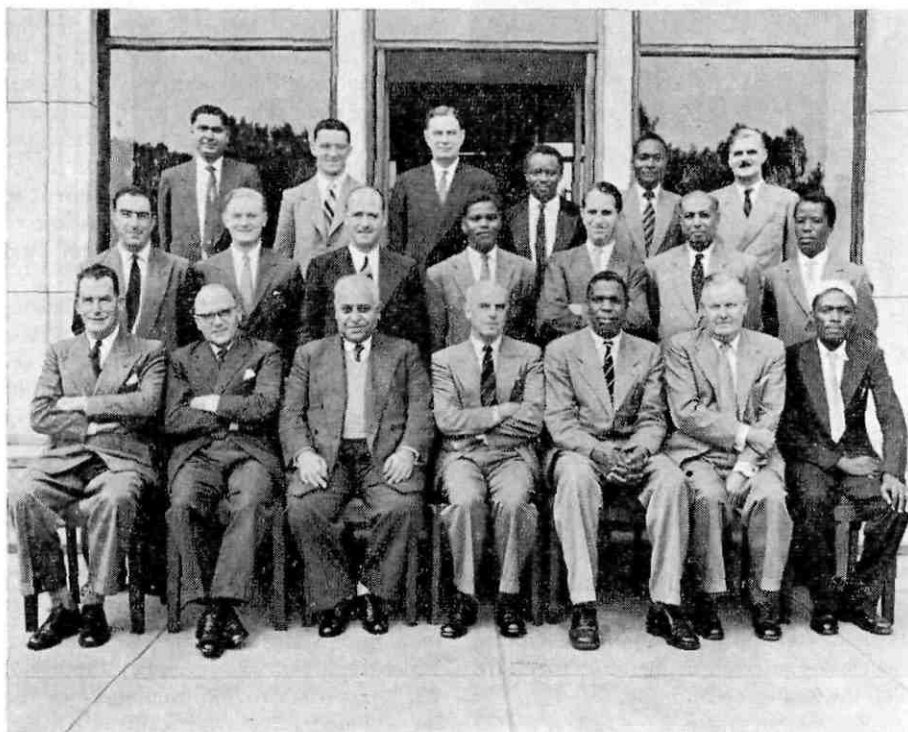
The Report also refers in its introduction to the situation resulting from uncertainties regarding future political developments in the territories, the multi-racial character of the railway employees and the racial organization of the unions representing them.

### The state of industrial relations

In the section devoted to a consideration of industrial relations the Report regards the question of union recognition as no longer one for debate and comes out strongly in favour of full recognition of the implications arising therefrom. Whilst conceding that, in having to deal with nine separate trade union bodies (six of them registered unions and three – all European – staff associations) the railway management has a difficult task, the Report nevertheless urges on Management the need for acceptance of the unions 'with all their faults' and to pursue a policy of constant and close association. In regard to the difficulties which have arisen as a result of the manner of approach of the unions to Management, and the extent to which this may have affected its attitude towards them, the Report points to the comparative newness and inexperience of the unions and the lack of trained officials. It also ascribes to the Management equal responsibility for 'lack of experience of normal procedures of dealing with industrial relations.'

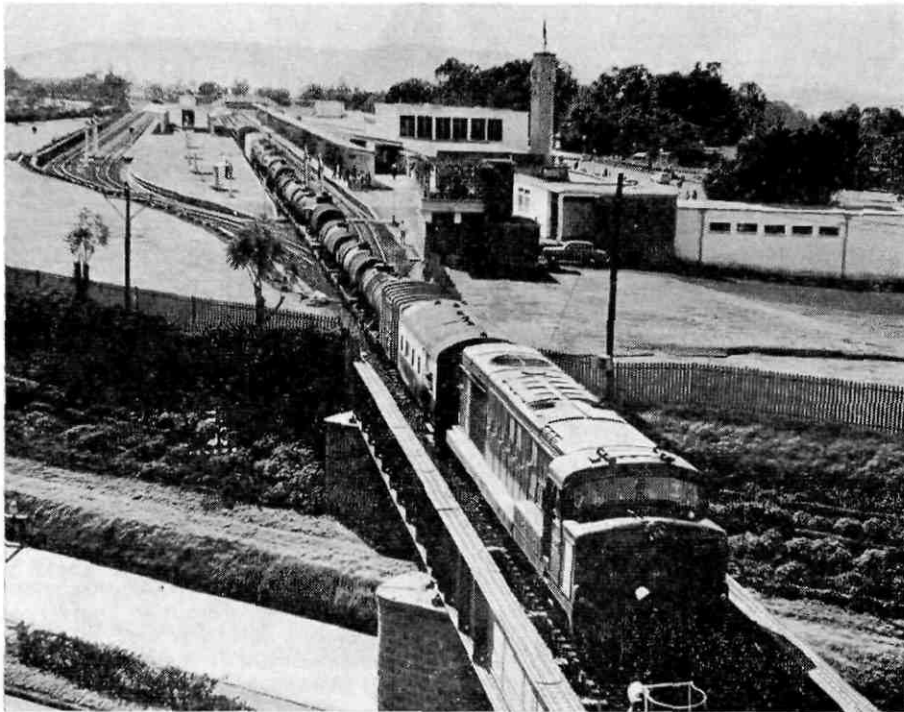
The report also goes into the financial position of the unions and the difficulties they encounter as a result of their comparative poverty and inexperience in the collection and handling of finances. Although it does not come out with an unequivocal recommendation that the check-off system of collecting unions dues should be introduced – chiefly owing to uncertainty regarding the leadership of one of the unions concerned – it nevertheless states that, when the position is clarified, 'management might be encouraged to accede to the request' (for a check-off system).

In connection with management's refusal to have any dealings with regional and district secretaries, the Report states that 'it is illogical to recognise a union and then pick and choose which officials of that union they will deal with'. It recommends that the management should be prepared to deal with all officials of unions which it recognises.



Members of the E.A.R. & H. Joint Staff Advisory Council pose for the cameraman during a meeting in Nairobi. Mr. Whitson proposes that this body, with which African railwaymen are dissatisfied, should be replaced by a Central Joint Council which would *inter alia* negotiate salaries and working conditions of practically all staff





*A diesel test train hauling 600 tons of goods traffic leaves Nakuru Station in Kenya. The Whitson report stresses that there is no common service of conciliation and arbitration in E.A.R. & H. despite the fact that the latter operates a coordinated system of transport in the three East African territories (Photograph by courtesy of the E.A.R. & H.)*

Reviewing existing machinery for staff negotiations, the Report notes the establishment of an All-line Joint Staff Advisory Council (now the Joint Staff Advisory Council) in 1957 but that the three African unions are no longer taking part on the grounds that its function is purely advisory, decisions being left to the General Manager who is not a member of the Council and 'does not undertake to enter into correspondence with the Council on individual items.' The Report records the complaint of the African unions that they have no effective voice on this body 'as against the combination of Management representatives and European and Asian representatives' and regards this as yet one further aspect of the difficulty of establishing satisfactory negotiating machinery with the present trade union organization on a racial basis. It also records the complaint made by the African unions that the Council was unable to deal with matters peculiar to any one territory.

In the matter of Local Departmental Committees, which the Management had suggested establishing, the Report describes the refusal of the African unions to participate as 'unreasonable'. They had done so because the Management had not accepted the African union's claim that all employees' representatives should be union members. It also notes the withdrawal of the African unions from talks aiming at setting up a Railway Staff Tribunal under the terms of a

Recognition Agreement (subsequently signed by the Management, the European associations and the Asian unions).

#### **African advancement**

The Report then goes on to deal at some length with the problem of African advancement and the grievances associated with their conditions of work. It notes the dissatisfaction expressed by the African and Asian unions in connection with the operation of the 'Lidbury' proposals for a non-racial structure on the railways and states that 'it is unfortunate that the policy of consulting the trade unions on the original gradings was not continued in connection with subsequent changes'. It deduces from the number of complaints regarding Europeans being given preference over African and Asian employees that many of the cases may have been capable of satisfactory explanation but the fact that complaints have been made argues that 'there must have been a serious failure in communication between Management and staff'. The author of the report also finds that 'there has not been a sufficiently energetic and thorough attempt to seek out and train suitable men from those at present employed'.

The Report, however, is cool towards the suggestion made by African and Asian unions that promotion boards should be established consisting of representatives of the Management and the staff together with one or more independent persons. In the matter of promotion

arrangements and rate of advance, however, it does express the hope that the Management will enter into urgent consultations with the unions and will endeavour by all possible means to reach an understanding with them. It sees a continual state of unrest as the only alternative.

Going on to deal with a number of other (more specific) complaints about working conditions, the author of the report notes their bearing on the state of industrial relations and the lack of satisfactory 'on-the-spot' procedures for dealing with them. On housing, the Report notes that the new housing standards are based on grade and not, as at one time, on race. It welcomes this change and recommends a similar change from a racial to a grade basis in the composition of housing committees. It also would like to see the representatives of the staff on these committees elected by the staff and not nominated as at present, election being by grade or grade groups and not on a racial basis.

In the matter of wages staff, paid on a daily or part-daily basis, the author notes the large number of employees working on this basis, many of them for a good few years, and remarks that 'it is difficult to justify the employment of men on this basis on normal railway work for such long periods'. He follows this up by 'hoping that the Management will review the question to see whether in appropriate cases men with long service may be absorbed and whether the number of wages staff on artisan work can be reduced.'

#### **Recommendations on industrial machinery**

Stressing the special difficulties of devising suitable machinery for the conduct of

industrial relations in a railway system operated in three territories by staff composed from three races organized in separate racial unions, the Report then proceeds to set down its recommendations in regard to machinery for consultation, negotiation and settlement of disputes. It recommends:

- a) a Central Joint Council for the East African Railways,
- b) territorial councils, and
- c) local staff committees.

#### The Central Joint Council

(replacing the present Joint Staff Advisory Council) would be composed of a Management side and a Staff side, the latter consisting of representatives of the Railway Asian Unions and the European Staff Associations. Representation would be on the basis of six members for the African, three for the Asian and three for the European unions, with twelve members from the Management.

This body would negotiate salaries and working conditions of all staff (except those in the superscale grades); consult on all matters of common interest; and negotiate a procedure for dealing with disciplinary and other grievances. It would also be responsible for the establishment of the territorial councils and determine a model constitution for the local staff committees.

**The Territorial Councils** would have the same basis of composition as the C.J.C. Their function would be to deal with territorial question and disputes and consultation. They would be representative of all grades.

**Local Staff Committees** composed of representatives of workers and management would deal with local disputes and serve as a joint consultation body. The Report, however, does not lend support to the African unions' contention that the staff representatives on these committees should be union members, the author stating that at this stage of the



African railwaymen re-laying track on the E.A.R. & H. Central Line. The Whitson report comments on the dissatisfaction felt by both African and Asian railwaymen at advancement prospects despite the Lidbury Commission's earlier proposals for a non-racial staff structure (E.A.R. & H. photo)

development of the unions he cannot support the proposal. 'Later' (he adds) 'when the unions are properly established I agree it would be reasonable to adopt it.'

#### Disputes procedure

The Report envisages the establishment of an Agreement laying down a dispute procedure. This would be negotiated by the Central Joint Council and contain the procedure for the settlement of disputes at any level throughout the system. The Agreement would incorporate a rule banning any strike or lockout until the agreed dispute procedure has been utilised to the full.

The agreed procedure must also take into account the three types of dispute: local, territorial and inter-territorial.

With regard to local disputes, the procedure would provide consideration of the dispute by the local committee, or by a subcommittee if it concerned only one grade or group of grades, or one race. In that case, the staff committee representatives would be drawn from the group affected.

In the event of failure to reach agreement, the dispute would be referred to the Territorial Council, which should appoint a Disputes Committee for dealing with such matters. This would consist of the chairman of the Council and four other members (two from the management and two from the staff side). The chairman would be without a vote but



An African signalman at work in the box at Nakuru East Station. The Whitson report makes it clear that there is an urgent need for the modern equipment used by E.A.R. & H. to be matched by equally modern and efficient machinery in the field of labour relations (Photo by courtesy E.A.R. & H.)

would take part in discussions and express opinions. Failing agreement, the dispute would be referred to the full Council. Further action in the event of continued failure to reach agreement would be in accordance with relevant legislation in the territory concerned.

Territorial disputes, arising between the two sides of the Territorial Council, if not settled at Council level would be referred to the labour department of the territory concerned for settlement unless both sides agree to refer the dispute to the Central Joint Council. Failing settlement at that level, it should be referred back to the Territorial Council for action in accordance with the original procedure, i.e. reference to the labour department.

In the absence of any legally constituted inter-territorial machinery for conciliation and arbitration, the Report comes out in favour of the proposals made by the African unions envisaging the provision of conciliation and arbitration by the High Commission. 'I find it difficult to understand' (states the author of the Report) 'why, having set up inter-territorial services such as the Railways, the three governments cannot provide them with the essential inter-territorial machinery for the settlement of labour disputes.' He goes on to state his belief that the only satisfactory solution is to provide for an inter-territorial labour department of the High Commission to which on appropriate occasion the com-

mon services for which the High Commission is responsible could have recourse.

### Conciliation

In the absence of an inter-territorial labour department (the establishment of which is recommended in the Report) conciliation is proposed in the form of a conciliator appointed by the High Commission to assist in the reaching of a settlement in the event of the Central Council or one of the panels failing to reach agreement on any question relating to wages or other conditions of service. The Report recommends that this provision should be written into the Agreement negotiated by the Central Council for dealing with disputes. The Report emphasises that the Agreement should expressly provide that the request for the services of a conciliator should be automatic and not a subject for discussion when the occasion arose.

### Arbitration

In the event of failure to agree at inter-territorial level, the Report notes the advantages of having one Industrial Court for the three East African territories and including the High Commission Services.

In the absence of the preferred inter-territorial industrial court, the Report recommends special railway arbitration arrangements in the shape of a Railway Staff Tribunal. This would be a standing tribunal consisting of three members, one of whom should be the chairman. The appointment of the members should be a matter of agreement by the Central Council, failing which the High Commission should appoint the members.

Members of the Railway Staff Tribunal should not be specifically representative of either the staff unions or management but one member should be chosen to represent the unions generally and one the management generally. The chairman should be completely independent. In the event of the tribunal failing to agree on an award, the matter should be decided by the chairman.

The Report comes out in favour of reference to arbitration only if both sides agree.

### Individual grievances procedure

In this field, the Report recommends an examination of the procedure followed when staff are dealt with in disciplinary matters and particularly in connection with the allegation that employees are not given a satisfactory opportunity of defending themselves against charges.

In connection with major offences, the Report recommends that the person charged with an offence should be given an opportunity either of submitting a written defence at once or to reserve his defence until the hearing of the case. He should have the right to be heard in person before the appropriate representative of the management when he should have the right to be accompanied by a spokesman who may or may not be a union representative.

Appeal against a decision should lie to a senior officer and from him to the General Manager (as provided under staff regulations) and eventually to the Commissioner of Transport.

If after this procedure the union may think the employee has been badly treated, it may make representations to the management. The procedure would not preclude summary action by the management in the event of exceptionally grave misconduct. The same appeal provisions, however, would apply.


The report also recommends a similar procedure in the case of individual grievances not arising from the disciplinary procedure: approach to senior officer (accompanied by union representative) with appeal to the district officer (via the union if the person concerned is a union member) and eventually union discussion of the case with the management.

### Final comments


In his final comments, the author of the Report states that adoption of the recommendations made will doubtless involve

the parties concerned in long and difficult negotiations. He suggests a programme for discussions and stresses the need for negotiation through formally constituted negotiating machinery with clearly established functions and provision for arbitration, and observes that, if the recommendations are adopted, the trade unions will be given the opportunity for which they have been asking — the right to negotiate on behalf of their members.

### Ratification of oil pollution convention

 NEXT YEAR, the Inter-Governmental Maritime Consultative Organization (IMCO) will be convening a new international conference to consider the 1954 Convention on oil pollution. Up to the present, the latter has been ratified by thirteen countries. Among those which have not ratified are Liberia (11,600,000 dwt of tanker tonnage); the United States (6,900,000 dwt) Panama (3,600,000 dwt) and Japan (2,400,000 dwt). The United States may soon adhere to the Convention, but neither Liberia nor Panama have shown any intention of doing so.

### Improvements for Finnish seafarers


 TWO MAJOR IMPROVEMENTS IN SEAFARERS' CONDITIONS have been reported from Finland. The first concerns a change in the existing pensions legislation and the second a reduction in working hours on board.

The Finnish Parliament has now approved an amendment to the Law on Seafarers' Pensions providing that the right to a pension shall pass to a seaman's family in the event of his death. This change has been sought by seafarers' organizations for a number of years.

The Parliament has also adopted legislation which will apply the 45-hour week to all Finnish shipping. This consists of two separate laws: one of which applies to shipping in Finnish territorial waters and the other to all foreign trade vessels.




### New headquarters building for Karachi port workers

 AT A RECENT CEREMONY attended by the Minister for Health, Labour and Welfare, the foundation stone was laid in Karachi of the new headquarters of the Karachi Port & Dock Workers' Union. To be known as 'Transport House', the building will take three years to construct and will cost approximately half a million rupees. It is being built on a plot of land made available by the Karachi Port Trust Board and which the union is trying to secure at a nominal rent.

The Karachi Port & Dock Workers' Union has been in existence for 22 years and is the largest union operating in the city. It has played an extremely active role in both the West Pakistan Federation of Labour and also in the creation of the Pakistan Transport Workers' Federation. In his address of welcome to the Minister, the union's General Secretary, Bro. M. A. Khatib, also drew attention to the fact that his organization had succeeded in establishing a Welfare Fund, financed entirely by dockers' contributions which during one year alone amounted to 200,000 rupees.

### Economic commission for Africa discusses transport problems

 THE UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA concluded its annual session - held in Addis Ababa - after approving a series of proposals to extend the Commission's activities. The structure of the Commission is to be widened by the creation of a standing committee on trade. The Executive Secretary had also been called upon to look into the possibility of establishing regional offices outside the Commission's headquarters in Addis Ababa.


The Commission approved a work programme for 1961 and 1962 which includes forty-six separate projects relating to economic and social development, international trade, foreign aid and investments, analysis of current economic trends, statistics, industry, transport, nat-

ural resources, agricultural progress and development, technical assistance to governments, community development, low-cost housing, urbanization, family and child welfare, and the training of African staff.

After discussing a secretariat study on transport problems in West Africa, the Commission requested that a meeting of Ministers of Transport should be convened this year to discuss the general lines on which the sub-regional transport network should be developed and also the possibility of the standardization of vehicle legislation and traffic signals.

The Commission also requested the Executive Secretary to undertake a study on East African transport problems and if possible to submit his report to the next session.

### Homes to be built for Ceylonese port workers


 THE CEYLONESE CABINET has approved in principle plans drawn up by the Port Commission for the construction of 2,000 houses for port workers. The scheme is expected to cost about fifty million rupees and the Port Commissioner has asked the Government for an initial allocation of Rs. 5,000,000.

According to the Port Commission plans, the building will be an eight-storey structure of thirty-three blocks. Each block will have sixty-four flats.

### Orit plans economic conference


 THE ADMINISTRATIVE COMMITTEE OF ORIT - the regional organization for the Americas of the International Confederation of Free Trade Unions - has approved plans to hold an economic conference of trade union representatives of all American nations in Montevideo next August. The Conference will discuss such questions as the Special Aid Fund for Latin America; the Inter-American Development Bank; prospects for a Latin American Common Market; Central American economic integration; and other problems of vital importance to the workers of the Western hemisphere.

### Demand for better housing conditions


 ADDRESSING A MEETING of railway workers in Lusaka, Mr. A. H. Mwanza, general secretary of the ITF-affiliated Rhodesia Railways African Workers' Union, stressed the need for better class houses for African employed by the Rhodesia Railways. He claimed that appalling conditions in African railway compounds were proving a big obstacle to peaceful employer-employee relationships. Better housing, he said, was among the most essential and pressing needs of the railway workers of Southern and Northern Rhodesia.

The meeting approved claims for higher wages, pensions, better social security and more holidays with pay, as well as improved housing facilities.

### Employers taxed to provide better transport

 SINCE 5TH MARCH all employers in the Greater Salisbury (Southern Rhodesia) area who have on their payrolls African male workers of 18 years and over and whose wages are up to and including £ 22 per month or £ 5 1s. 6d. per week have been paying a levy of 3s. per man-week which will be used to subsidize bus and accommodation services. Before that time the government was subsidizing transport services for Africans. How the money is to be spent is the subject of negotiation between the government, the Bus Company and the Municipal Council of Salisbury.


### ORIT denounces Cuban executions

 THE GENERAL SECRETARY OF ORIT, Alfonso Sánchez Madariaga, made the following statement after the announcement by the Cuban government that three trade union leaders had been executed:

'In the dictatorial Cuba of Castro, three trade union leaders have just died before the firing squad simply because they defended the independence of the labor movement against a tyrannical regime.'

Yesterday the trade unionists William Lex Sante, Julio Casielles Amigo and Orlirio Méndez Pérez were executed in Havana. These three brothers, together with Amaury Fraginals, General Secretary of the Cuban electrical workers' union, opposed the surrender of the union to Communist officers backed by the so-called government of the revolution. Lex Sante, Casielles Amigo and Orlirio Méndez Pérez, who had fought with Castro himself against the Batista dictatorship, were not involved in any kind of plot against the present regime. They simply tried to maintain trade union freedom and prevent their organization from falling into the hands of agents of Moscow. As it makes this vigorous denunciation of the sacrifice of these heroic Cuban trade unionists, which demonstrates beyond the shadow of a doubt to the hemisphere and the world the tyrannical nature of the Castro government, ORIT renews its pledge to work tirelessly on the international level for the recuperation by the Cuban trade unions of their full sovereignty and freedom.'

### ORIT is ten years old

 JUST OVER TEN YEARS AGO in January 1951, the Inter-American Regional Organization of Workers (ORIT) was launched in Mexico City. The decision was taken by a meeting sponsored by the ICFTU, which had been created fourteen months before. There was already an organization of free trade unions in the western hemisphere, known as the CIT, and it was this body which formed the nucleus of ORIT.

ORIT's task in the Latin American continent has not been easy. But the two great enemies of free trade unionism, the disruptive tactics of the communists and the repressive policies of right-wing dictatorships, have suffered severe setbacks, thanks to the tireless efforts of ORIT in providing education and organizational and financial assistance. During ORIT's early years the existence of a genuine trade union movement in Latin America and the Caribbean area was hampered by

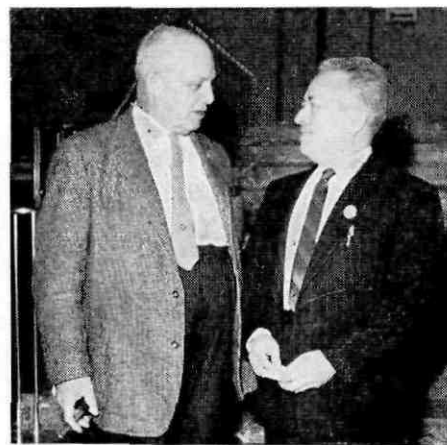


*Mexican workers carry an ORIT banner bearing the slogan 'Bread, peace and freedom' through the streets of their country's capital during a recent May Day parade*

the CTAL (Latin American Confederation of Labour) controlled by the communist WFTU, and ATLAS (Association of Organized Latin American Workers), financed by Perón. However, by 1953 the CTAL had lost most of its members in Latin America. And ATLAS, which was inspired by Italian fascism, collapsed in 1956 with the fall of Péron in Argentina.

After this the forces opposed to democratic trade unionism took different forms and tried to hide behind widely varying slogans. Often the communists and the forces of the extreme right have made common cause, tacitly or explicitly, against independent working class movements. ORIT has contributed to the downfall of dictatorships in Argentina, Venezuela and Peru, not merely by passing resolutions but by encouraging democratic forces, both within the countries concerned and in exile. And it is still fighting hard for the restoration of trade union liberty and civil rights in the remaining totalitarian regimes in Cuba, the Dominican Republic, Paraguay, Nicaragua and Haiti.


After its fourth Continental Congress in Bogotá in December 1958, ORIT began a policy of representing the democratic labour organizations in the transformation of the continent's economy. The Organiza-



*Brother George Meany of the AFL-CIO (left) in conversation with the ORIT General Secretary, Bro. Alfonso Sanchez Madariaga, during the 10th Anniversary Congress*

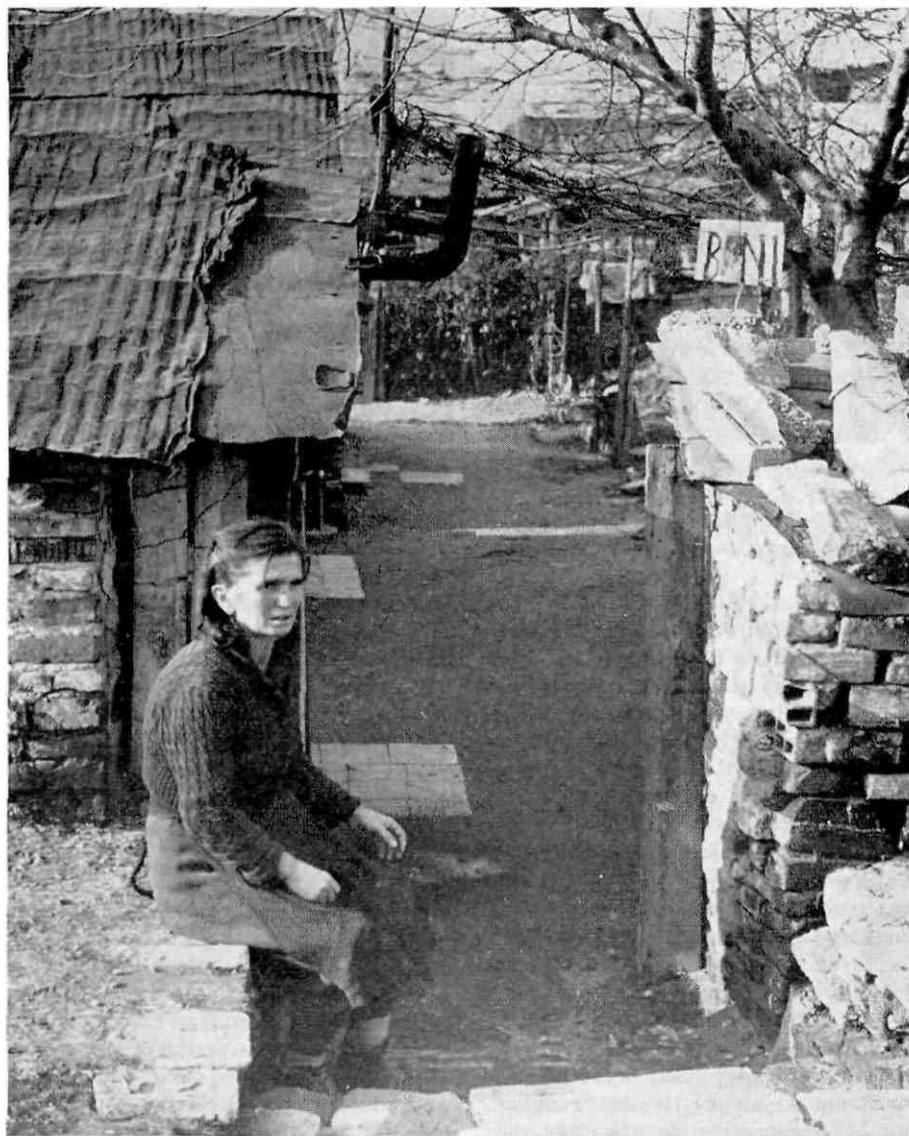
tion of American States granted it consultative status and it has applied for similar recognition by the Latin American Free Trade Association. With the participation of the free trade unions in the integration and transformation of the Inter-American economy, ORIT hopes to ensure that the living standards of the people will be raised and that the systems of political democracy will be strengthened.

### Assassination of Dictator Trujillo

 The attention of the world has recently been focussed on the Dominican Republic with the news of the assassination of General Rafael Trujillo. His dictatorship, which lasted for over thirty years, was based on exploitation and intimidation and protected by a corrupt totalitarian regime. Trujillo himself was a megalomaniac who, with members of his family, held total economic and political power over his impoverished subjects. Commenting on his assassination, Omer Becu, General Secretary of the ICFTU, has expressed the hope that the people of the Dominican Republic will at last be able to set up a sound democratic system which will enable every citizen to enjoy freedom and full political, social and trade union rights.

# Common market - Common chance

by OTTO FREITAG, *European Trade Union Secretariat, Brussels*



*Western Europe is still suffering from a grave housing shortage. The unions have severely criticized the lack of a provision concerning the construction of workers' homes in the EEC Treaty (Photograph by Keystone Press)*


The EEC Treaty, also known as the Treaty of Rome, concluded at the same time as the treaty establishing the European Atomic Community (EURATOM Treaty), can be indirectly regarded as an evolution, though not in such a progressive form, of the treaty establishing in 1952 the European Coal and Steel Community (ECSC Treaty). And if we look still farther back, the material and political impetus of these European unification aspirations can be traced to the aid provided by the Marshall Plan.

Europe, ravaged during the Second World War, could be rebuilt on a sound and lasting basis only if it were ready to accept the idea of European unification and put it into practice.

## Social Provisions

It is obvious that social policy in each of the six countries of the community will be very largely influenced by the economic development during the transition period of 12-15 years. Within this transition period the greatest possible integration of the six economies will be realized by the Common Market providing for the establishment 'of a customs tariff and a common commercial policy towards third countries', 'the inauguration of a common transport policy' as well as for 'the creation of a European Social Fund in order to improve the possibilities of employment for workers and to contribute to the raising of their standard of living'.

What are the social provisions of the EEC Treaty? Compared with the other articles dealing with economic, commercial, transport and monetary policies as well as other problems, the social provisions are sparse. The reason is simple. The EEC Treaty is the work of liberal politicians who, as is well-known, do not like very much a forced social policy. They prefer the so-called spontaneity of liberal econo-

 ON JANUARY 1, 1958, A GIGANTIC PLAN OF ECONOMIC UNIFICATION got under way in Western Europe. This unique plan in the history of Europe may perhaps lay the foundation stone of the future United States of Europe.

By the treaty establishing the European Economic Community, the Federal Republic of Germany, France, Italy and Benelux (Belgium, the Netherlands, and Luxembourg) covering an area of about 1,175,000 square kilometres and with a population of nearly 165 million are committed to develop within a period of 12 or at the latest 15 years into a common market. Within this market customs barriers and quantitative import and export restrictions among member states will be eliminated; workers and employers as well as professional persons will enjoy freedom of movement and the right to choose freely their work place or industrial location.

mic policy by which, as they contend, prosperity to all will come by itself or, if necessary, only by a few legislative interventions in the field of social policy.

The spirit is reflected in article 117 (2) of the EEC Treaty which reads as follows:

'They (the member states) consider that such a development (namely the improvement of living and working conditions) will result not only from the functioning of the Common Market which will favour the harmonization of social systems, but also from the procedures provided for under this Treaty and from the adjustment of legislative and administrative provisions'.

However, the functioning of the Common Market, together with the appropriate provisions alone, will scarcely be sufficient to promote automatically the improvement of living and working conditions. European history of social policy during the past decades has fully proved that without the constant endeavours and hard fighting of the trade unions and labour parties, no social advance would have taken place.



*The Treaty's aim is give every worker in the European Economic Community the possibility and the right to choose his work place freely and without discrimination, i.e. to move about as unhampered as he would be able to in his own country (Photograph by ICFTU)*

This holds true also for the EEC Treaty, and that all the more because its social provisions still leave great leeway for the national social policy of the six countries.

The core of the social provisions – the European Social Fund – will shortly be passed by the Council of Ministers, consisting of two members for each big country and of three members for Benelux. The Economic and Social Committee, composed about one-third of trade unionists, was consulted about the ordinance draft last October. The European Parliament debated the draft very thoroughly on January 11. The two institutions adopted with minor changes the draft drawn up by the executive of the six countries, the commission.

One of the main tasks of this fund is to repair or prevent past or future damages which implementation of this treaty might do to workers and employers.

The budget of the Community provides for 500 million Belgian francs yearly to cover the fund expenses, a sum which has been criticized by the European free trade unions as well as the European Parliament as being too small.

#### **To Eliminate Unemployment**

The fund will give assistance in case of occupational retraining and settlement of workers to ensure them productive re-employment. It can also grant aids 'for the benefit of workers whose employment is temporarily reduced or wholly or partly suspended as a result of the conversion of their enterprise to other production, in



*Workers take a lunch-time stroll through a busy shopping street in Amsterdam, capital of the Netherlands. The Netherlands is one of the six countries which have committed themselves to the gigantic plan of economic unification which is dealt with in this article*

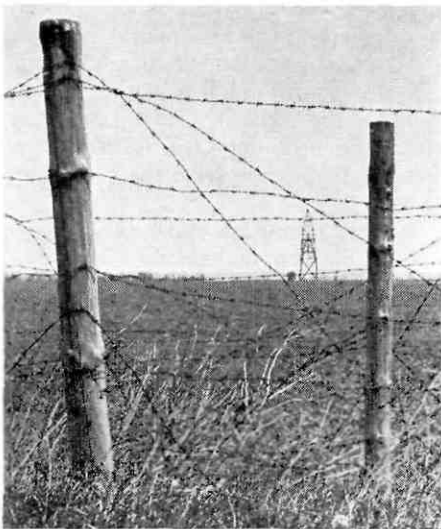
order that they may maintain the same wage level pending their full re-employment'.

The primary objective of the fund is to eliminate structural un-employment. Though it is premature to foretell its influence on the European economy, it can already be stated that it will depend on the functioning of the fund whether the concept of European unity will take roots in the hearts and minds of the workers or not.

We must, however, guard against too lofty hopes. It is true that the fund is an instrument not to be underestimated in the fight against unemployment. But, according to the words of the treaty, only in case of conversions of enterprises can it be used for the prevention of unemployment. The trade unions have severely criticized the lack of a provision concerning the construction of workers' homes, an important pre-condition for the successful resettlement of workers in Western Europe which still suffers from a housing shortage.

At the request of a member state, the fund shall cover 50 per cent of the expenses incurred after the entry into force of the treaty by the respective state or by a corporate body. This means not only a direct aid for the unemployed workers but also for enterprises which will benefit from skilled-workers re-trained half at the public expense of the member state and half at the expense of the community.

The free movement of workers in Western Europe is closely connected with the European Social Fund. The treaty's aim



*Unlike the Communist States, which are turning national frontiers into barbed wire barriers, the countries of Western Europe are forging evercloser links both among themselves and with their neighbours, aimed at greater freedom of movement and a freer exchange of ideas and material benefits*

*A group of unemployed workers take part in a discussion group outside a Communist Party headquarters in Italy. Communist influence is most strongly felt in a mass unemployment situation; the European Social Fund, properly used, could prevent the development of such a situation (Mirror Features photograph)*



is to give every worker the possibility and the right to choose his work place freely and without discrimination, i.e. to move about as *unhindered as in his own country*. Generally speaking, in this social field we have not yet gathered much experience, apart from that gathered in the OEEC. In the European Coal and Steel Community only an infinitesimal number of skilled workers benefited from this right of free movement. It seems that among skilled workers the inclination to migration is weak. Obstacles are linguistic difficulties, the unknown foreign milieu and a certain indecision.

The treaty also demands from the commission that it promote close collaboration between member states in the fields of employment, labour legislation and working conditions, vocational and advanced training, social security and protection against occupational accidents and diseases.

The free European trade union federations of the six countries (DGB, Germany; CISL and UIL, Italy; CGT-FO, France; NVV, Netherlands; FGTB, Belgium; LAV, Luxembourg) have requested their representation, the European Trade Union Secretariat, Brussels, to participate in the expeditious achievement of these aims as well in the speedy implementation of the social treaty

provisions providing for equal pay for equal work of men and women workers, in the individual earnings of persons engaged in agriculture, effective co-ordination of vocational training in agriculture and the promotion of general vocational training.

They have repeatedly made concrete proposals, for example, regarding the establishment of mixed bi-partite or tri-partite commissions in which workers – together with employers and government representatives – would carry out the necessary examinations and negotiations.

The European trade unions are well aware of the fact that their participation will be limited to efforts to ensure a dynamic and progressive application of treaty provisions. However, the influence of the community on social development and legislation in the six countries is weak. Apart from the above-mentioned social provision, it is still incumbent upon the member states to solve most of their social problems within the national frameworks.

Thus, present and future governments as well as all West Europeans face a grave responsibility in this decade: either they use the common chance in order to secure in an expanding economy full employment, social security and prosperity for all, or they will forfeit this chance.

#### **Retirement of Brother H. J. Kanne**



AT THE END OF MAY Brother H. J. Kanne, President of the Netherlands Inland Transport Workers' Union (NBV), is retiring from office.

Brother Kanne, who has been a familiar figure in the ITF for many years, has not only put in much valuable work in the Railwaymen's and Road Transport Workers' Sections, but has also served for more than eight years as a member of the ITF's Executive Committee, besides holding the office of Vice-President of our Federation from 1958 to 1960.

His services on behalf of transport workers in his own country started as long ago as 1918, when at the age of twenty-two he joined the staff of the



Netherlands Railwaymen's and Tramwaymen's Union as office manager. (This was the union which later changed its name to the Inland Transport Workers' Union). It was not long before his talents marked him out for greater responsibilities and he was soon being called upon to undertake tasks of an executive nature. In 1936 he was elected to the Executive Committee, and four years later became General Secretary and editor of the union's weekly newspaper. The Second World War and the Occupation of the Netherlands brought his official work to a halt, but in 1945 he resumed the office of General Secretary which he held until the retirement of Brother G. Joustra from the Presidency in 1951.

Brother Kanne has also held a number of other positions in the trade union movement of the Netherlands including the chairmanship of the Staff Council of the State Railways and a seat on the Executive Committee of the Trade Union Centre.


The fact that he holds his union's gold medal, which is awarded for outstanding services to the organization, demonstrates clearly enough the respect and gratitude he has won from his colleagues and members in the NBV. For our part we in the ITF should like to express our warm gratitude for his many years of service to our Federation, and to wish him a very long and happy retirement. He has truly earned it!



# Training the semi-skilled

By GUNNAR COLIN, acting head of Department, Danish Ministry of Labour



 In the Danish labour market there are nearly 800,000 adult men and women workers. This manpower is the asset which compensates us for the absence of domestic raw materials. We have just over 200,000 skilled manual workers and 120,000—150,000 white-collar workers. In addition we have a group of about 400,000 unskilled or semi-skilled workers, who are employed on costly machinery, in responsible jobs, often subject to great occupational risks. The need for up-to-date, thorough, practical, and flexible training of this large group is obvious.

In view of this need Denmark has introduced an Act (of May 11, 1960) on the Occupational Training of Semiskilled Workers. The Act raises a point which many in other countries have had difficulty in appreciating: the sharp distinction between skilled and semi-skilled workers.

The Act provides a considerable opportunity for raising the standards of semi-skilled workers through training in modern production — necessitated by the increasing demands imposed by technological development. It thus means a narrowing of the gap between the two categories of skilled and semi-skilled workers, though no one would contemplate any qualitative relaxation in the training of skilled workers, which has been based since the Middle Ages, with

great benefit, on the system of apprenticeship.

The new Act contains the framework of a system which can be built up and elaborated according to the requirements of the individual semi-skilled worker and the technical requirements of the work, thereby facilitating a flexible and differentiated occupational training and enabling us to work out the desirable transitional stages between one form of training and another.

## Bigger Risks and Responsibilities

In the building and construction trades there are about 72,000 semi-skilled workers, who must know something about various types of machinery, lathes, pneumatic machines, assembly plant, cranes, winches, scaffolding, and so on. They

*Under the new Danish Act, the individual worker will be able to equip himself by attending a series of separate courses, usually comprising 114 hours, and arranged either as full-day courses lasting three weeks or as evening courses during the winter months*

should be able to read a blueprint and appreciate the need for accuracy. To take the metal-working industry: the number of semi-skilled workers here has increased in the course of ten years by 50 per cent, and it would appear that a number of expanding export firms in particular have attracted a large proportion of the approximately 52,000 semi-skilled workers employed in this sector. Export goods must be handled with meticulous care. The same is true of the machinery employed in their production.

In land transport some 42,000 semi-skilled workers are occupied; and since according to expert estimates, half of the repairs which have to be carried out to trucks and lorries are the consequence of wrong handling, it will be appreciated that lack of skill in this field can also become a factor of national economic concern. To take a further example: nearly one-fifth of the approximately 9,000 dock workers operate mechanical gear and are in great need of practical training in their use. Dock work is a dangerous trade; and so all 9,000 workers require training in techniques and safety measures.

The new Act is concerned with the training of adult workers, but in time initial guidance must also be given to future semi-skilled workers in the ordinary schools, where the foundations of further education and training on all levels are laid. In the last compulsory school year children receive guidance on employment possibilities and thus are gradually prepared for the choice of a future career. After the school-leaving age, there are facilities for attending one or two voluntary continuation classes. Those who avail themselves of these facilities are able to make an even closer contact with industry, as, with the assistance of public vocational guidance centres, it is possible

*The work of the docker and the bricklayers' labourer has been highly mechanized. Both have to tend machines which opens up the possibility of new dangers to themselves — and to others. It is to meet the need for adequate vocational training that the new Danish Act described in this article has been introduced. (Photographs by courtesy of the Danish Embassy, London)*

to arrange for the children to spend short periods in various establishments — in trade, handicrafts, manufactures, or offices — thus helping them to find out where their inclinations and aptitudes lie. The pupils in these voluntary classes are also set the tasks of preparing reports based on their visits.

### From School to Job

Some children leave school at the age of 14 or 15, when compulsory schooling ends. Generally, this is the age at which young persons are apprenticed to a trade — or take a temporary job while they are finding a place as apprentices. But it must be assumed that nearly 50 per cent of the young men and 75 per cent of the young women nowadays go in for semi-skilled work.

For these people between the ages of 14—15 and 17—18 there has hitherto been little opportunity for training in the various spheres where they seek their future. The vacuum has this year been filled through an extension of the system of education at voluntary youth schools. These schools are normally attended for one afternoon a week, and attendance is free. The pupils will be given an insight into social affairs and vocational opportunities and the teaching will be arranged in the closest possible association with practical industry, so as to be of value both to the pupils and their future work sites.

When the young semi-skilled worker reaches the ages of 18, the new Act on the Occupational Training of Semi-skilled Workers comes into the picture. Hitherto, only two institutions have given semi-skilled workers any training worth mentioning. One of these is the Technical Labour School (Arbejdsteknisk Skole) an evening school founded in 1940, which has provided a mainly theoretical training in three successive winters, normally of six hours a week. The other institution is the Government Courses for General Workers (Statens Arbejdsmandskursus), which were started in 1950 and are run at five boarding schools in various parts



of the country. They are open to unemployed semi-skilled workers, who attend three-week courses during the winter.

### Mobility of Manpower

The system established by the new Act will enable the individual worker to equip himself by attending a series of separate courses, usually comprising 144 hours, and arranged either as full-day courses lasting three weeks or as evening courses in the winter months. The training will be organized trade by trade, the content being decided by the current requirements. The courses will begin on an elementary basis and will then be gradually extended for advanced pupils. Every worker will be able to enrol for the course that is most appropriate to himself and his work, that improves his qualifications for the job he does, or that qualifies him for a new job. Training by means of such a 'building-up' system can be employed for re-training schemes which may be rendered necessary by changes in industrial opportunities.

### Plans Will Follow Trends

It follows that there is no question of a series of cut-and-dried training schemes. All that has been done is to lay down the general outlines of such a training system, the work of filling them in being left to the employer and trade union organizations.

In the principal spheres of industry trade committees composed of represen-

tatives of workers and employers will be set up. These committees will take the initiative in building up the training system in practice by devising training schemes and implementing them, and ensuring that all times they keep abreast of technological developments. By this means it should be possible, trade by trade, to build up a system of comparatively short courses directly adapted to the processes with which the adult worker today has to deal. There will thus be a guarantee that the training will be exactly what is required, and at the same time every reason to expect that the required training will be accepted and appreciated by both sides of industry.

To coordinate the work of the various trade committees a training council has been appointed, whose members, on the whole, are drawn from the organizations, and which will form the link with the Ministries.

### State Contributes 85%

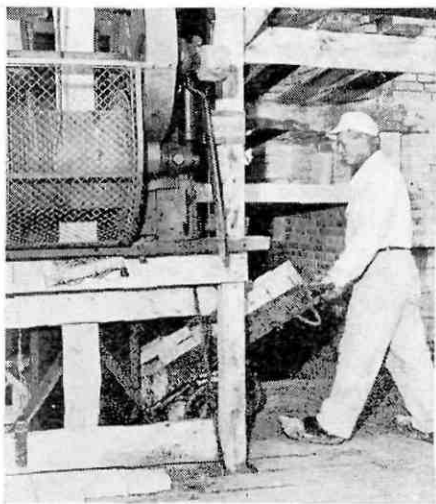
It may be asked who is to pay for all this. Clearly, no one should be prevented from attending the courses by financial barriers. The Act therefore contains provisions which guarantee the workers a means of existence while undergoing training. During training they will receive compensation corresponding to the unemployment benefit to which they would have been entitled. In addition, workers with dependants will receive a supplementary

payment which will enable them to meet the essentials in the family budget while they are on the course.

Government loans may be made for the establishment of course and schools, as well as grants towards teachers' salaries, materials, renting of rooms, and so on. But in all cases it is a condition of Government support that the local governments, organizations or institutions initiating the schemes, as well as the workers who will benefit from the training, between them shall raise at least 15 per cent of the funds required.

#### Wider Perspectives


It is a further intention of the new system of training to further a steady and even trend of development; to build up the various schemes of training in a flexible manner, so that the most elementary training is linked to the most advanced. To that end the training will as far as possible be coordinated both with the previously mentioned education in general schools and youth schools and with the many, new and old, forms of vocational and technical training.



From a lecture given at a Danish Government Course for General Workers. These were started in 1950 and are open to unemployed semi-skilled workers who attend three-week courses during the winter months. Evening classes have been given since 1940

#### Ears under pressure

by DR. OTTO RIECKER

 IT IS A WELL-KNOWN FACT that when travelling by air one's ears suffer a certain degree of discomfort. It is also recognized that changes in atmospheric pressure connected with air travel can damage one's hearing unless effectively countered. This is why passengers are given sweets or chewing-gum on take-off and during the descent, for as we shall see these generally afford effective protection against possible discomfort.

Nevertheless, there are always some people who have to consult a doctor after travelling by air. They generally complain of impaired hearing and a feeling that there is water or cotton wool in the ear. To understand what has happened to these people, we have to know something about the structure of the middle ear and how it works. The tympanic cavity, the most important part of the middle ear, is a small air-filled box entirely surrounded by bone. It is sealed off from the outer ear by the ear-drum which is fixed in a ring of bone. Hanging in the cavity is a chain of tiny bones, one of which is very close to the membrane of the ear-drum, so that when the latter vibrates the bones act as tiny 'hammers' against it. This movement is transmitted to the inner ear and there transformed by the auditory senses.

Sound consists in fact of tiny rhythmical air vibrations, and the movement created in the middle ear is consequently also extremely small. It is therefore clear that if the mechanism is to work satisfactorily it must encounter little or no resistance. The ear-drum in particular must be able to move with complete freedom if it is to reflect the infinitesimal changes in air pressure caused by the sound waves. The air pressure on both sides of the ear-drum, that is in the outside world and in the tympanic cavity, must be exactly the same. However, air which is enclosed in the body is rapidly absorbed by the organism. If the air in



The effects of atmosphere pressure on the ears when travelling by air is not always as painful as this picture seems to indicate, but it can nevertheless cause a great deal of real discomfort. Why this should be so is explained in the accompanying article by Dr. Riecker (Photo by courtesy Flug-Revue)

the middle ear were not continually renewed, it would soon become a vacuum and the ear-drum's freedom of movement would be severely restricted.

Since the ear-drum is completely airtight, the equalization of air pressure necessary for normal functioning is accomplished through the Eustachian tube, a narrow passage which runs from the middle ear cavity to the throat. However, this passage cannot be open all the time. It is therefore held shut by bands of elastic cartilage operated by muscles which contract every time one swallows. This opens the Eustachian tube and the middle ear is then momentarily open to the air outside. If a change in air pressure occurs, it is counteracted at that moment – hence the stewardess's sweet.

But sometimes the mechanism for equalizing external and internal air pressure breaks down. Imagine that our

patient is making a short flight in a non-pressurized aircraft. On take-off his ears were perfectly all right, i.e. the air pressure in his middle ear was the same as outside. External air pressure falls as the aircraft gains height; air pressure inside the ear increases and our passenger automatically swallows to relieve the discomfort, thus allowing the pressure to be equalized. By the time the aircraft has stopped climbing, atmospheric pressure both inside and outside the ear is considerably lower than on the ground. As the aircraft descends again, external pressure increases, and exceeds pressure inside the ear. The ear-drum is forced into the tympanic cavity and this soon causes discomfort. Hearing is somewhat impaired, noise and talk seem faint and muffled. The passenger swallows, consciously or unconsciously, the Eustachian tube opens, equalization of pressure follows, and normal hearing is instantly restored.

But this simple mechanism does not always work. If the difference in pressure becomes too great, the pull of the muscles is no longer enough to open the passage. The normal process of pressure equalization is often hindered by inflammation of the nose and throat. There are a number of everyday nose and throat infections, quite harmless in themselves, which lead to a swelling of the mucous membrane. Often the Eustachian tube closes up completely and the middle ear is hermetically sealed from the outside world. Increased external pressure then forces the flexible ear-drum membrane further and further into the tympanic cavity. Its freedom of movement becomes restricted and the hearing is affected. The partial vacuum also gradually damages the delicate mucous membrane which lines the cavity. Excessive pressure causes blood vessels to burst and the blood then penetrates the mucous membrane and collects in the tympanic cavity.


To relieve this condition the doctor has to raise the pressure in the tympanic cavity. In most cases this can be done quite simply. The patient takes a mouthful of water and as he swallows it the doctor

forces compressed air into the nose and the back of the throat by squeezing a small rubber balloon which has been inserted into one nostril. During the swallow the throat is automatically sealed off from the lower air passages. At the same time the muscles of the Eustachian tube contract and the passage is opened. If this method does not succeed the doctor may introduce thin tubes directly into the opening of the Eustachian tube in the throat and force the compressed air in that way.

On the same principle the passenger can make use of air already in his lungs. By holding his nose, shutting his mouth and breathing out hard he creates such pressure in his throat that the passage to the middle ear is almost invariably forced open. However, the best way for a frequent air traveller to avoid trouble of this kind with his ears is to make sure that his nose and throat are always in perfect condition. Only in cases where very rapid changes of atmospheric pressure are experienced, for instance if the aircraft goes into a dive, can the ears suffer to any very serious degree.

*(with acknowledgements to Flug-Retue, Stuttgart)*

## Seamen and the race question

 SEAFARERS have a very special reason for interesting themselves in racial questions since, in their travels through various parts of the world, they often come into contact with people of different races. Every seaman has had the opportunity of seeing that human beings are basically the same, irrespective of the colour of their skin. The black and yellow races are often at a lower stage of development than the white simply because they have not been allowed to enjoy the fruits of modern culture and in many cases have been directly enslaved. Historical circumstances have had a decisive effect on the level of culture. And when the coloured races are given the same opportunities as the whites, they will assuredly reach the same level as them in every respect.

*Niilo Wälläri, writing in Merimies*



POSSIBLE ADAPTATION of the automatic locomotive system (used in some mines for hauling trucks) to passenger subway trains is reported to be under consideration in several countries, including France, Germany and the United States.

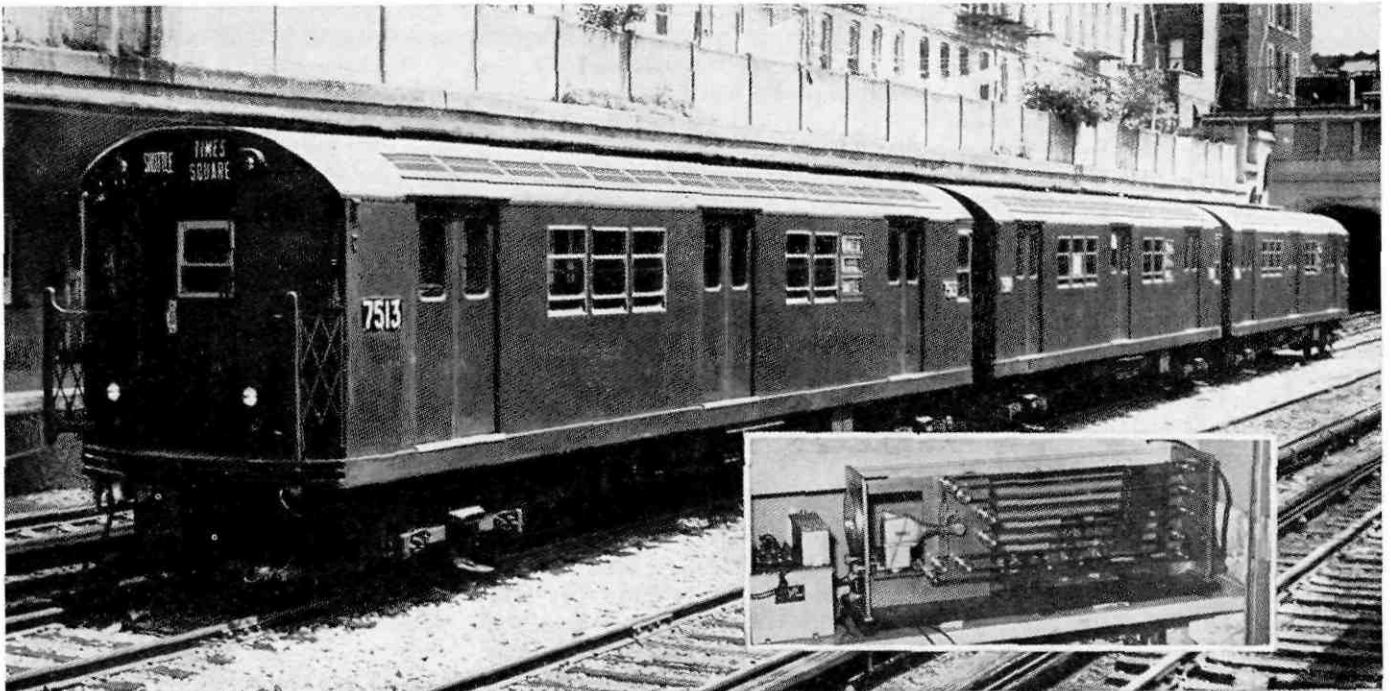
In New York, the ITF-affiliated Transport Workers' Union is opposing plans to introduce driverless trains which are reported to be able to start, stop, open and shut doors, adjust their speeds to track conditions, and obey signals. The *rwu* has stated that in negotiations later this year it will seek 'ironclad guarantees on job security and protection against various schemes for further automation on the transit lines.'

According to 'Railway Age', to whom we are also indebted for the photographs accompanying this article, the first automatic subway train will probably come into service between New York's Times Square and Grand Central Terminal. Tests have been carried out for several months on a line in Brooklyn which closely approximates in length and gradient to the proposed run. The system itself — devised by the General Railway Signal Company — uses commands in the form of coded pulses which are applied to the rails and to wire loops laid between them.

Programming for the train's movement is by an automatic dispatching unit. The unit has a time clock and a 35-mm. film with holes in it. A light source is directed towards the film, and a photoelectric cell responds to the light when it passes through one of the holes in the film. Response to the light sets up controls for train door operation, thereby controlling train departures.

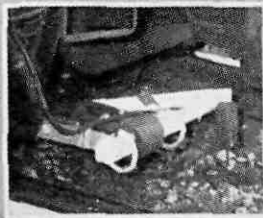
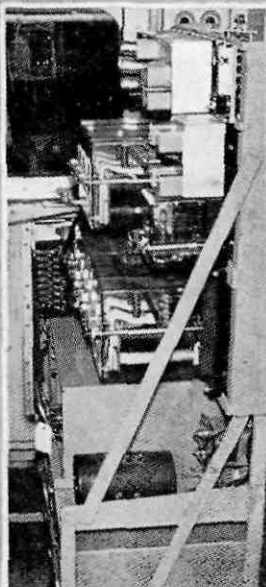
On Hamburg's underground rail system too, trains will shortly be controlled by an electric brain. All the driver will have to do will be to use the lever which sets the train in motion; everything else will be done automatically. Present intention is to make the whole network automatic, and this is expected to take approximately two years.

# SUBWAY trains in the news



Automatic subway train's schedule and station stops are controlled by automatic dispatcher (inset) using prepunched 35-mm film.

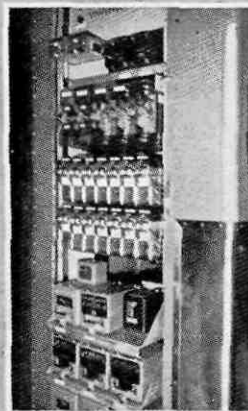
## General Railway Signal Equipment



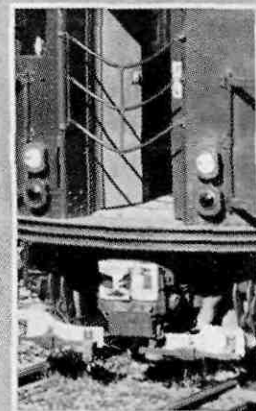
Receiver coils on the head end of a lead car are encapsulated in an epoxy resin.

Control equipment will be re-packaged into more compact units on the shuttle train.

## Union Switch & Signal Equipment



Control equipment is in the rear motorman's compartment of each leading car.



Receivers (below coupler) pick up 75 code in wire loop for door control at stations.

## What they're saying



### South Africa is isolated

**S**OUTH AFRICAN PRIME MINISTER VERWOERD has returned to the Union of South Africa. In Johannesburg he was hailed by his white fellow-countrymen as the 'leader of all the white peoples throughout the world'. Verwoerd himself said that this withdrawal from the Commonwealth would prove to be the best thing for his own country and for 'western civilization in Africa'.

It is difficult to define what Verwoerd means by western civilization with reference to the Union. Shortly before he entered Johannesburg town hall the whites had created disturbances aimed at the Africans. They picked on Africans in the crowd and beat them up. The 'civilized police' of the white minority refused to take any action, saying 'We can do nothing without orders'.

It seems as if a kind of hysteria is mounting among the whites in the Union of South Africa and as if they see themselves as the representatives of the white race against the coloured peoples. Such misplaced missionary zeal can become *highly dangerous for the political development of South Africa*, because it offers no basis for reaching a peaceful understanding with African political leaders round the negotiating table. If Verwoerd's government sticks to its present policy, the position within the Union will quickly come to a head and an explosion in which racial hatred will play an important part will become inevitable.

If then the Africans in their turn pursue a racialist policy, the whites will complain bitterly.

Much has already been written about the significance of South Africa's withdrawal from the Commonwealth. We should just like to quote the opinion of a South African who when interviewed on German television said he was glad the Union had left.

Asked for his reasons, he went on: 'The struggle of the Africans can now be pursued more forcefully, for they can

now be actively supported by the Commonwealth countries. The isolation of South Africa undoubtedly means a step forward for the black Africans'.

*From Welt der Arbeit, official organ of the German Trade Union Federation*

### Free-riders should feel ashamed

**T**WENTY-FIVE YEARS of intensive effort have put a new face on seagoing conditions of employment, and I quite frankly say that the minority of non-members who have accepted all that collective endeavour has been able to produce should feel ashamed. If the Association has done nothing more than play a major role in what has been accomplished it would have justified its existence. In addition to these activities it has provided a wide range of professional services which give both protection and a sense of security. The policy of the Association is shaped by members themselves and owes no party political allegiance.

In recognition of the Association's 25th anniversary I hope members will embark on an intensive drive to persuade the *diminishing number of free-riders* to join the MNAOA and thus play their part in the constructive efforts which have been and are being made to improve the professional status of those the Association is privileged to represent. The Merchant Navy and Airline Officers' Association has made your voice heard nationally and internationally. It can be further strengthened by 100 per cent voluntary membership. The record of achievement to date warrants this support.

*Douglas S. Tennant, C.B.E., General Secretary, British Merchant Navy and Airline Officers' Association*

### Asking for accidents

**T**HE QUESTION OF SIGNALMEN and other responsible railwaymen having to work very long hours, either because they feel they need to on account of their relatively inadequate basic wages, or simply because of the serious shortage of labour in some parts, reminds us of the great scandal of overworking of railway-

men during the latter period of the last century.

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

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

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

A person habitually deprived of proper rest and sleep could be liable to break down at any time, without its being necessary that he should be especially exhausted at the moment when he did so; for what may be roughly called the *reserve force of his nervous system must in time be worn out and then the failure would naturally occur.*

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

Strong stuff, but justified.

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

But first it would be necessary to supply evidence that signalmen are in fact overworking.

The trouble is that so far the management have not denied that signalmen are overworked. Yet as readers of this newspaper will now know there are quite a few cases.

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

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

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

# International Transport Workers' Federation

President: R. DEKEYZER

General Secretary: P. DE VRIES

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**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
- 258 affiliated organizations in 74 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 • Sierra Leone • South Africa • South Korea • Spain  
(Illegal Underground Movement) • Sudan • Sweden  
Switzerland • Tanganyika • Trinidad • Tunisia • Turkey  
Uganda • United States of America • Uruguay • Zanzibar

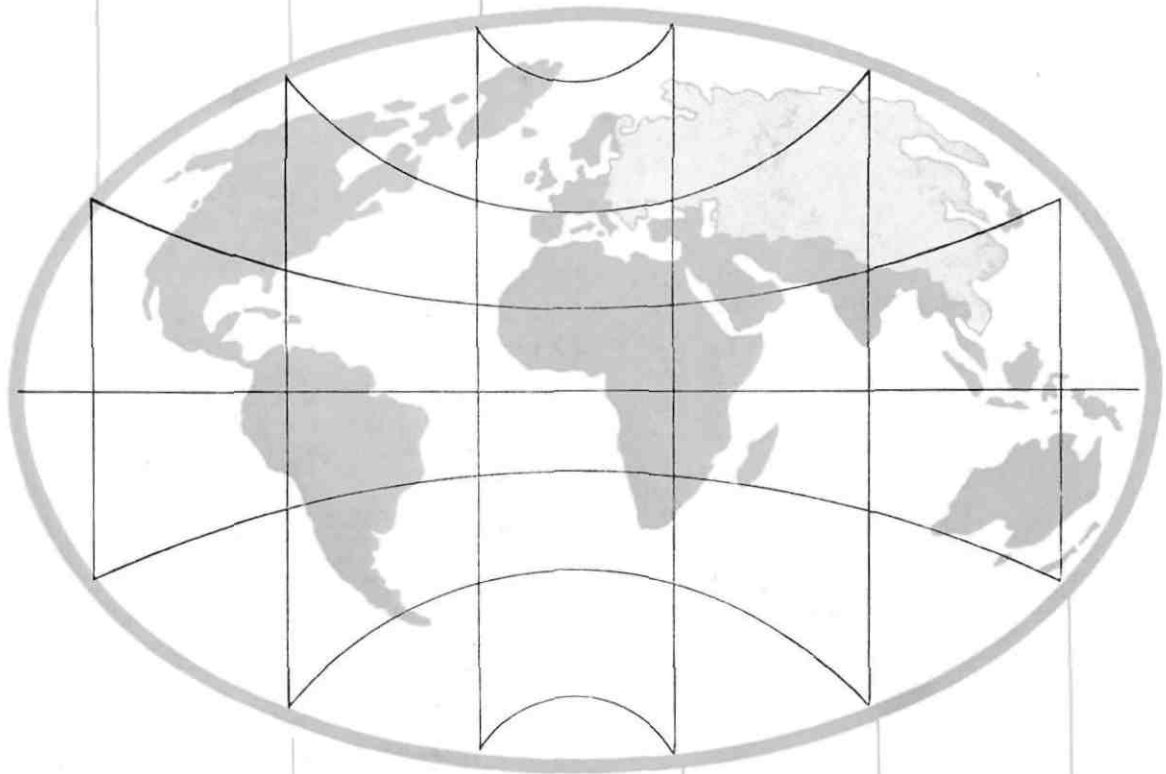
# Publications for the world's transport workers

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